

FEDERAL PUBLIC SERVICE COMMISSION



ISLAMABAD, PAKISTAN

ANNUAL REPORT, 2008

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Annual Report may be obtained from:

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FEDERAL PUBLIC SERVICE COMMISSION

Annual Report 2008

Mr. President,

The Annual Report of the Federal Public Service Commission for the year 2008 is presented to the President in accordance with section 9 of the FPSC Ordinance, 1977 which inter-alia, requires causing of a copy of the report to be laid down before the National Assembly and the Senate. It reflects the functions, activities, observations and recommendations of the Commission during the period 1st January to 31st December 2008.

Statutory Functions

2. The Commission is chartered to select competent and qualified public service human resource in accordance with the law and recruitment rules. The recruitment is made on merit through open advertisement, impartial, fair competition, and is in line with the recruitment policy of the Government. The Commission also advises the President on matters relating to qualifications for and methods of recruitment to services and posts in basic pay scale 16 and above, which lie under its purview.

Conduct of Examinations and Tests

3. The Commission conducted following examinations and tests for selection of suitable candidates for the posts referred to it by various Ministries, Divisions and Departments.

i) Competitive Examination 2007 (37th Common Batch)

Written examination for Central Superior Services (CSS) was conducted from 24th March to 11th April, 2007. The detail is shown below:

• Candidates appeared	3505
• Candidates who passed the written test	194
• Candidates finally qualified after interview	190
• Candidates recommended for appointment	188

Details of filled and unfilled vacancies etc. are summarised in section-III

ii) Competitive Examination 2008 (38th Common Batch)

Written examination for Central Superior Services (CSS) was conducted from 15th March to 1st April, 2008. The detail is given below:

• Candidates appeared	4247
• Candidates who passed the written test	689
• Candidates finally qualified after viva voce	684
• Absent in viva voce	3
• Result with-held	2

iii) General Recruitment for Technical and Professional Positions

The Commission processed this major government wide recruitment for posts in various pay scales by conducting mandatory written tests, followed by interviews.

• Number of posts advertised:	3525
• Applications received:	77760
• Candidates interviewed:	3699
• Candidates recommended for appointment	1065

iv) Other Examinations

Following other examinations were conducted by the Commission

- a) Final Passing Out Examinations for probationers of 10 occupational groups/services wherein 238 probationers appeared and 159 (67%) qualified.
- b) Competitive Examination for recruitment to posts of Civil Judges/ Assistant Registrar BS-17 in Northern Areas, wherein 90 candidates appeared, 46 qualified in written examination, 41 qualified in all tests and interviews and 4 were finally recommended for appointment.
- c) Competitive Examination for recruitment to post of Assistant Director/Project Manager BS-17 in Northern Areas wherein 46 candidates appeared and 8 qualified in written examination. The candidate on top in merit position was recommended for appointment.
- d) Competitive Examination for recruitment to posts of Tehsildars BS-16 in Northern Areas, wherein 355 candidates appeared and 101 qualified in written examination. Interviews are in process.

Non-Availability of Qualified and Suitable Candidates for Some Professional and Technical Posts

4. 131 posts reserved for various provinces/regions remained unfilled, despite efforts due to non-availability of qualified and suitable candidates.

Recruitment Rules

5. Sixty four (64) entities of the Government approached the Commission with their proposals for recruitment rules. The Commission scrutinised and approved recruitment rules of 39 government institutions. Remaining proposals are being discussed with sponsors.

Redressal of Grievances of Candidates:

6. Candidates aggrieved by any decision of the Commission are allowed to make a representation/review petition to the Commission and the Courts of Law under the rules. Data on such candidates is as under:

• Representations/Review petitions received:	217
• Relief provided by the Commission	110
• Candidates who approached courts of law for appeals:	83
• Cases decided in 2008	68
• Cumulative cases in courts of law (including previous years)	151

Analysis of CSS Competitive Examination 2007

7. 92 percent of candidates failed in English (Précis & Composition) paper. This is a serious situation and a serious point to ponder for our educational institutions and policy makers. It is important to mention that only 5.53 percent of the candidates who appeared in the written examination could succeed in getting jobs in CSS 2007. A timely and close review of the prevalent standards of education and quality of teaching is advised to produce students who are able to use English as a vehicle of communication.

Analysis of Final Passing Out (FPO) Examinations.

8. More than 50 percent probationers in Pakistan Audit and Accounts Service, Customs and Excise Group and Foreign Service of Pakistan could not qualify FPO Examinations conducted during 2008, which is a serious issue. The system of Specialised Training and instructional techniques in Training Institutes/ Academies for various occupational groups/ services needs to be reviewed and improved. Standard of instructional staff may also require improvement.

Improvements in the Recruitment System

9. For improvement in the recruitment system, following activities are in progress.

a) Online Submission of Applications by Candidates

Facility for online submission of applications has been made available through FPSC website. The number of online submission of applications is gradually increasing and is around six percent of total applications at present. The Commission plans to provide internet facility to candidates at its Headquarters in Islamabad and its Provincial/Regional Offices to encourage on-line submission of applications by candidates.

b) Improvement in General Recruitment System

The Commission is reviewing its existing examination and recruitment systems. A consultant's team under Public Sector Capacity Building Project was assigned the tasks who have submitted their reports on two projects for further consideration of the Commission. Consultants study on General Recruitment has been received and is under consideration at FPSC. The Commission will submit its recommendations to the Government of Pakistan after deliberations.

c) Improvement in CSS Recruitment System.

Consultants hired through World Bank have completed their study on CSS recruitment system and after thorough analysis, FPSC's recommendations for improvements have been forwarded to the Government. Modifications and changes in our present system are essential in order to bring CSS recruitment system in line with modern day requirements and practices.

d) Out Reach Career Counselling to Intending Candidates

During the year, special career counselling services on CSS examination system and its benefits were provided by Members and Senior Officers of the Commission to students and faculty of 90 Universities and Colleges who showed keen interest in the civil services of the Government of Pakistan. The Commission is pleased to report that as a result of this exercise, the number of applications in CSS examination 2009 has increased by about 50%. The Commission plans to continue with this useful activity on a continuing basis.

e) Revamping of Psychological Testing System.

A consultant is currently reviewing our psychological testing systems. His recommendations are likely to be received by middle of 2009, which would then be forwarded to the Government after thorough analysis at FPSC.

Recommendations

10. Based on a diverse and large variety of applicants' performance during written examinations, tests, psychological assessments and interviews, the Commission has observed a consistent pattern of generally deteriorating standards of education. This was particularly noticeable in secondary school level education in the rural areas.

11. The Commission recommends that:

- a) Course contents of secondary school need revision to improve competencies and abilities of functional and spoken English as a medium of learning and communication. Teaching abilities of our school and college teachers also need improvement.
- b) A decision on the recommendations forwarded by FPSC to the Government (Establishment Division) in September 2008 on revamping the CSS recruitment system needs to be taken on priority, so that candidates have sufficient time to adapt to the envisaged changes well before CSS examination 2010.
- c) The final stage of selection at FPSC is interviews by Members. Interviews cannot be performed by any other officer of the FPSC. For the past three years the FPSC has been without its full authorisation of nine Members. At times FPSC was functioning with only about 50% strength. This resulted in delayed finalization of cases, some of which took more than one year to complete, due to pendency. This must have impinged upon the efficiency of Government Departments. It is recommended that government should endeavour to keep full strength of FPSC Members in order to ensure that recruitments are finalised within six months or so.
- d) During the year, 131 posts in BS 16-20 could not be filled as suitable candidates with required qualifications were not available or did not apply. A reason could be better qualified candidates are engaged by the private/corporate sectors, due to high salaries. In case the Government desires to attract better qualified candidates towards civil service, then their pay package needs to be enhanced and kept under constant revision.

- e) Weak standard of instructions at various specialised training institutes was reported last year. Unfortunately the trend persisted in 2008 as well. This is reflected in the FPO exams results. Whereas the overall failures percentage was 33%, which is considered weak, in at least four groups, the rate of failures was even higher i.e. 50% or more. More attention is required to be given to the standard of instructions at various training institutes.

12. The Commission is thankful for the support extended to it in performing its functions by the Honourable President and the Government of Pakistan and looks forward for their continued patronage and support to the apex recruitment and selection agency of the Federation.

Lt Gen Shahid Hamid (Retd)
Chairman

Mr. Asif Ali Zardari,
President,
Islamic Republic of Pakistan,
Islamabad.

Composition of the Commission during the Year 2008

The FPSC comprises of a Chairman and nine Members. However, following served during the year under report.

S. No	Name	Designation	Remarks
1	Lt Gen Shahid Hamid (Retd) HI (M)	Chairman	
2	Dr Mutawakkil Kazi	Member	Retired on 7th January 2008
3	Saiyed Mohib Asad	Member	Retired on 10th January 2008
4	Lt General Syed Abdul Ahad Najmi (Retd)	Member	Retired on 6th May 2008
5	Mr Muhammad Aziz Khan	Member	Retired on 9th September 2008
6	Rear Admiral Muhammad Nashat Raffi (Retd) HI (M)	Member	Retired on 9th September 2008
7	Mrs Fazila Aliani	Member	
9	Mr Shaukat Umer	Member	
10	Mr Asif Zaman Ansari	Member	
11	Syed Tariq Ali Bokhari	Member	
12	Syed Masood Alam Rizvi	Member	

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THE REPORT

SECTION-I

GENERAL INFORMATION

(1-2)

General Information

Commission and the Staff

- 1.1. Lt Gen Shahid Hamid (Retd) HI (M) continued as Chairman FPSC during year under report.
- 1.2. Dr Mutawakkil Kazi, Saiyed Mohib Asad, Lt General Syed Abdul Ahad Najmi (Retd), Mr Muhammad Aziz Khan and Rear Admiral Muhammad Nashat Raffi (Retd) HI (M), relinquished the charge of the office during year 2008 after completing their three year tenures.
- 1.3. Mrs Fazila Aliani, Mr Shaukat Umer and Mr Asif Zaman Ansari continued as Members, FPSC.
- 1.4. Syed Tariq Ali Bokhari and Syed Masood Alam Rizvi assumed charge of office as Members on 6th March and 4th April 2008 respectively.
- 1.5. Mr Bashir Ahmad Chauhan, continued as Secretary FPSC.
- 1.6. The organogram of the Commission and its staff strength, as on 31st December 2008, is shown in Appendix-I, I-A and I-B. (Pages 66 to 69)

Functions of the Commission

1.7. Section 7 of the FPSC Ordinance, 1977 provides for the functions of the Commission as under:

(1) The Functions of the Commission shall be: -

- (a) To conduct tests and examinations for recruitment of persons to All-Pakistan Services, the civil services of the Federation and civil posts in connection with affairs of the Federation in basic scales 16 and above or equivalent; and
- (b) To advise the President;
 - i) on matters relating to qualifications for and methods of recruitment, to services and posts referred to in clause (a);
 - ii) on the principles to be followed in making initial appointments to the services and posts referred to in clause (a) and in making appointments by promotion to posts in BS-18 and above and transfer from one service or occupational group to another; and
 - iii) on any other matter which the President may refer to the Commission.
- (c) To hold examination for promotion for such posts as the Federal Government may, from time to time, by notification in the official gazette, specify.

Explanation:-

In this section, "recruitment" means initial appointment other than by promotion or transfer.

- (2) Recruitment to the following posts shall be outside the purview of the Commission:-
- (i) in the President's Secretariat;
 - (ia) in the Directorate General of Inter Services Intelligence (ISI).
 - (ii) filled by appointing a person on contract for a specified period;
 - (iii) filled on ad-hoc basis for a period of six months or less provided that:-
 - (1) no ad-hoc appointment shall be made before placing a requisition with the Commission for regular appointment; and
 - (2) before filling the post on ad-hoc basis, prior approval shall be obtained from the Commission;
 - (iv) filled by re-employing a retired officer, provided that the re-employment is made for a specified period in a post not higher than the post in which the person was employed on regular basis before retirement; and
 - (v) filled by the employment or re-employment of persons on the recommendations of the High Powered Selection Board constituted by the President who are, or have been, officers of the Armed Forces and hold, or have held, such posts therein as are declared by the President to be equivalent to the posts to be so filled.
- (3)
- (a) A candidate aggrieved by any decision of the Federal Public Service Commission may, within thirty days of such decision, make a representation to the Commission and the Commission shall decide the representation within fifteen days after giving the candidate a reasonable opportunity of hearing. The decision of the Commission, subject to the result of review petition, shall be final.
 - (b) A candidate aggrieved by the decision of the Commission made under paragraph (a) may, within fifteen days of the decision, submit a review petition to the Commission and the Commission shall decide the review petition within thirty days under intimation to the petitioner.
 - (c) Save as provided in this Ordinance, no order made or proceeding taken under this Ordinance, or rules made thereunder, by the Commission shall be called in question in any court and no injunction shall be granted by any court in respect of any decision made or taken in pursuance of any power conferred by, or under, this Ordinance.

- (d) Any candidate aggrieved by a decision of the Commission under paragraph (b) may, within thirty days of the decision, prefer an appeal to the High Court.

7-A Conduct of Business of Commission, etc:-

The Chairman of the Commission may, with the approval of the Federal Government, make rules for regulating the conduct of the business of the Commission; and such rules may provide for any of the functions of the Commission specified by it being performed by a Committee composed of two or more Members constituted by the Chairman for the purpose.

Training and Development of FPSC Staff.

1.8. Human resource is a main source of any organization which plays a key role in achieving the organizational objectives. Keeping in view the paramount importance of this human capital, the FPSC is committed to enhance the knowledge, upgrade the skills and reform the attitudes of the employees through the Public Sector Capacity Building Project. During the year, 247 officers and officials have undertaken short training courses organized by Pakistan Institute of Management (PIM), Pakistan Manpower Institute (PMI), Pakistan Computer Bureau (PCB), National Institute of Fire Technology and Secretariat Training Institute (STI), Islamabad.

Annual Budget

1.9. The FPSC Headquarters Office Islamabad and its Provincial/Regional Offices located at Lahore, Karachi, Peshawar, Quetta Multan, Sukkur, D.I.Khan, and Gilgit have an annual budget of Rs.194,890,000/- for the financial year, 2008-2009. The sub-head wise budget provision for the year 2008-2009 is as under:-

<u>Sub-Heads</u>	<u>Budget Provision</u>
A011-1-Pay of Officers	27,222,000
A011-2-Pay of Staff	28,765,000
A012-1-Regular Allowances	43,580,000
A012-2-Other Allowances	8,151,000
A03-Operating Expenses	76,481,000
A04-Employees Retirement Benefit	175,000
A05-Grants Subsidies & Write off Loan	600,000
A063-Transfer Payments	182,000
A09-Physical Assets	7,451,000
A13-Repair of Durable Goods	<u>2,283,000</u>
Total:-	<u>194,890,000</u>

Receipts

1.10. Total receipts on account of fee for Competitive Examination and General recruitment of posts in BS-16 and above were Rs. 17,826,351/- against the Budget estimates of non tax receipts of Rs. 34,657,000/- for financial year 2007-08. The main

reason for decrease of Rs. 16,830,649/- is due to less number of candidates applied during the financial year 2007-08. These receipts were deposited in Federal Treasury Account No. C-02101.

Expenditure

1.11. Total expenditure incurred during the financial year, 2007-2008 was Rs.177,057,237/- against net budget of Rs. 177,618,000/-(Approved Budget Rs.164,691,000/-, + Supplementary Grant of Rs.14,772,000/- and - Surrender Rs.1,845,000/- =177,618,000/-) as detailed below:

<u>Sub-Heads</u>	<u>Actual Expenditure</u>
A011-1-Pay of Officers	30,786,551
A011-2-Pay of Establishment	27,967,788
A012-1-Regular Allowances	35,531,230
A012-2-Other Allowances	6,329,668
A03-Operating Expenses	70,825,295
A04-Employees Retirement Benefit	98,344
A05-Grants Subsidies and Write off Loans	700,000
A06-Transfer Payments	131,871
A09-Physical Assets	2,902,955
A13-Repair of Durable Goods	1,783,535
Total:-	<u>177,057,237</u>

FPSC's Building (Old Gymkhana), Karachi.

1.12. In lieu of Gymkhana Building Karachi, earlier purchased by FPSC in December 1966, the Government of Sindh had offered a floor in proposed Provincial Secretariat Blocks being constructed in Saddar (barrack). The Commission however did not accept this offer as single floor in a block was not sufficient. The Government of Sindh has been requested to allot a piece of land so that the Commission could construct its own building to cater for requirements of the office and at least five examination halls to accommodate up to 1000 candidates appearing in various examinations/tests on a continuing basis.

Provincial Office Lahore

1.13. An amount of Rs.9.745 million was approved for additional work (construction of two examination halls, servant rooms, car sheds and raising of boundary walls) in FPSC Provincial Office Building, Lahore for financial year 2008-2009. Rs.2.043 million has been released for construction work.

Provincial Office Karachi:

1.14. PC-I costing Rs.25.535 million for construction of Examination Halls at FPSC Provincial Office, Karachi for conducting CSS/Rectt. written examination has been approved. Work will be started after release of funds.

Provincial Office Quetta

1.15. Approved cost of project for construction of FPSC Provincial Office Building is Rs.29.49 million. Structure of the building has been completed. Furnishing work is yet to be carried out. A sum of Rs.21.23 million has been allocated during the current financial year 2008-2009 and out of which Rs.3.184 million has been released for the project. Construction work has been stuck up due to cold weather since Dec. 2008.

Comparison of Work Completed by the Federal Public Service Commission During the Years 2007 and 2008

1.16. Statistics showing the quantum of work done by the Commission, during the year under report in comparison to the preceding year 2007, are provided in following table:

S.No.	Particulars of the Work	2007	2008
I	Recruitment through CSS Competitive Examination		
	Tests/examinations	1	1
	Positions advertised	299	437
	Applications received	4811	6588
	Candidates appeared in written examination	3505	4247
	Candidate qualified in written examination	194	689
	Candidates finally qualified after interview	*190	**
II	General Recruitment for Positions in BS-16 and Above		
	Positions advertised/processed	3225	3525
	Applications received/processed	90922	77760
	Written tests conducted	181	161
	Candidates interviewed	4476	3699
	Nominations issued	1184	1065
III	Recruitment Rules (For BS-16 & Above)		
	Cases received for advice of the Commission	72	64
	Cases finalized	48	39

S.No.	Particulars of the Work	2007	2008
	Recruitment Rules cases under process	21	24
	Rules cases not processed due to different reasons	3	1
IV	Final Passing Out Examination (FPOE) for CSS Probationers		
	Probationers appeared from various groups/services	222	238
	Qualified in the examination	147	159
	Failed in the examination	69	79
	Deferred/Absentees	6	6
VII	Competitive Examination for Recruitment to Civil Judges in Northern Areas		
	Applications received	102	-
	Candidates appeared in written examination	90	-
	Candidates qualified in written examination	*46	-
	Candidates finally qualified	*41	-
	Candidates recommended	*4	-
IX	Competitive Examination for Four Posts of Tehsildar (BS-16) in Northern Areas		
	Applications received	-	567
	Candidates appeared in written examination	-	355
	Candidates qualified in written examination	-	101
	Candidates finally qualified	-	**
	Candidates recommended	-	**
X	Competitive Examination 2007 for Recruitment to Assistant Director/Project Manager for Northern Areas		
	Applications received	81	-
	Candidates appeared in written examination	46	-
	Candidates qualified in written examination	*8	-
	Candidates finally qualified	*5	-
	Candidates recommended	*1	-

* Work Completed in 2008

** Work to be Completed in 2009.

SECTION-II
GENERAL RECRUITMENT

(9-10)

General Recruitment

Recruitment in 2008

2.1. The Commission processed 474 cases of recruitment involving 3525 positions during the year, 2008 (including 177 cases involving 1795 positions carried over from previous years). Out of these, 179 cases were finalized and 1065 recommendations were made whereas for 131 positions suitable candidates were not available, 7 positions were withdrawn by sponsoring Ministries and remaining 295 cases involving 2322 positions were carried over to year 2009. Brief summary of processing applications according to Basic Scale and positions including carried over positions from previous years is as under.

Basic Scale	No. of Positions/ Vacancies	Applications Processed	Candidates Interviewed	Nominations Made
Fixed Pay	2	10	-	-
BS-14	145	5314	448	132
BS-16	1597	31311	1227	406
BS-17	1347	38171	1680	442
BS-18	298	2204	280	73
BS-19	115	577	61	11
BS-20	16	130	3	1
BS-21	5	43	-	-
Total	3525	77760*	3699	1065

*Applications of Advertisement No. 20/2008 to 24/2008 with closing date before 31-12-2008 are not included.

2.2. Statistics on number of Advertised Positions, applications received, candidates interviewed, nominations made, positions reported failure and withdrawn are available in appendix-II (Page-87). The details of Positions according to Basic Scale are mentioned in appendix-III (Page-88) and Gender wise distribution of positions is available in appendix-IV (Page-89). Ministries/ Division's wise detail on selection is available in appendix-V (Page-90).

2.3. Following table depicts the number of days consumed and number of visits undertaken by different Committees of the Commission for interviewing candidates during the year 2008.

Centre	Days Spent	Visits Undertaken	Candidates Scheduled for Interviewed
Islamabad	149	17	1570
Karachi	56	12	672
Lahore	98	14	947
Peshawar	27	11	325
Quetta	19	12	185
Total	349	66	3699

2.4. The Commission during the year under report initiated action on 297 new cases of recruitment involving 1730 positions. Detail of these cases is given at appendix -VI (Page-91).

Recruitment Cases of Previous Years Brought Forward in 2008.

2.5. A major portion of the cases initiated in one calendar year is invariably carried over to next year. During the year 2008 recruitment cases relating to pre-2008 period involving 177 Cases and 1795 positions were processed. Detail of which is given at appendix -VII (Page-94).

Recruitment Cases Reported Failure

2.6. During the year 2008, the Commission reported 131 positions, which could not be filled due to non-availability of suitable candidates. A list of such cases is given at appendix –VI and VII (Pages-91&94).

Written Tests for Professional /Technical Posts

2.7. Written Tests for Professional/Technical Posts in BS-16 to BS-21 were conducted for recruitment of most suitable officers at all levels. It was also decided that in final merit 1:2 weightage will be given to written test marks and interview respectively. Such Tests in 161 cases were conducted and 22647 candidates were called for tests whereas 17799 candidates appeared in various Tests. Detail of tests conducted during year is given at appendix -VIII (Page-112).

Alternate Nominations Made Due to Non-Joining of Principal Nominees

2.8. Occasionally, the principal nominees recommended by the Commission for different positions do not join for one reason or the other. The Commission on receipt of request from concerned Ministries/Divisions/ Departments recommended 135 alternate nominees for different cases. Detail is given at appendix -IX (Page-124).

Delay in Making Offers of Appointment/Non-Acceptance of Commission's Advice

2.9. The Federal Government has laid down specific instructions that the offers of appointment to the Commission's nominees should be issued within two months after the receipt of recommendation from the Commission. However, these instructions are some time not complied with and the sponsoring Ministries/Divisions/Departments violate these orders without sound justification. During the year, 2008 delay made in offer of appointment to the selected candidates was in six cases. A list of such cases is given at appendix-X (Page-128).

Contract Appointment (Decisions Made on Extension Requests)

2.11 According to the FPSC Ordinance 1978, as amended from time to time, Ministries /Divisions were authorized to make contract appointments up to a maximum period of two years, but the extension beyond two years in these appointments fell within purview of the Commission up to 14-9-2007. Concurrence of the FPSC is not required for extension in contract appointments w.e.f. 15-9-2007 due to amendment in FPSC Ordinance, 1977. The Commission conveyed its recommendations on extensions or otherwise in such appointments on case-to-case basis. During the year, 2008, 14 cases were processed, the extension was granted in 1 case while 13 cases of contract appointees were referred back, as extension in contract appointment was not within purview of FPSC w.e.f 15-9-2007. A list of such cases is given at appendix -XI (Page-129).

Regularization of Adhoc Appointments.

2.12. The Commission dealt 2 cases of adhoc extension involving 3 incumbents. The Commission after perusing their service record and performance in interviews had regularized them in their services. Detail is at appendix -XII (Page-130).

Withdrawal or Cancellation of Requisition

2.13 As per policy decision, requisition once placed with the Commission cannot be withdrawn as a routine matter. However, during year under report, the Commission considering compelling circumstances agreed to withdrawal of 7 cases of recruitment on requests submitted by concerned Ministry /Division/ Department, detail of which is given at appendix -XIII (Page-130).

Representation/Review Petitions Received and Relief Granted to the Candidates

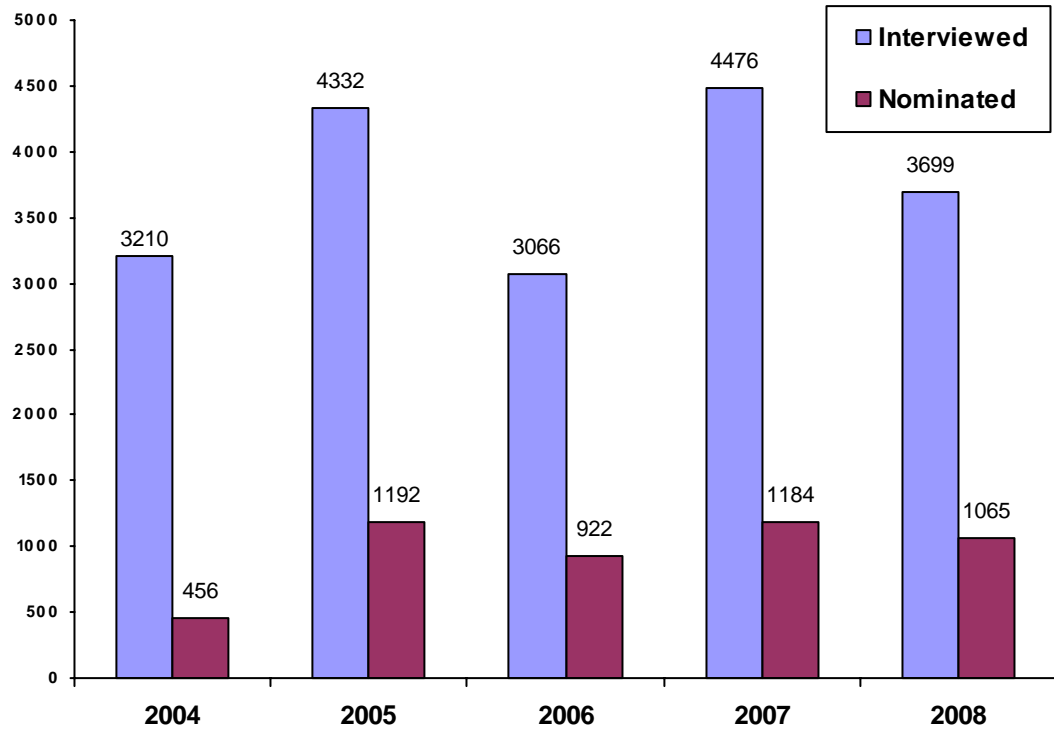
2.14 During year, 2008, a total of 217 representations/ Review Petitions were filed before the Commission by aggrieved candidates against their rejection in 50 recruitment cases due to one reason or the other. Among those, 110 candidates were granted relief on case-to-case basis. Details are given at appendix-XIV (Page-131).

Advice of the Commission Obtained/Implemented

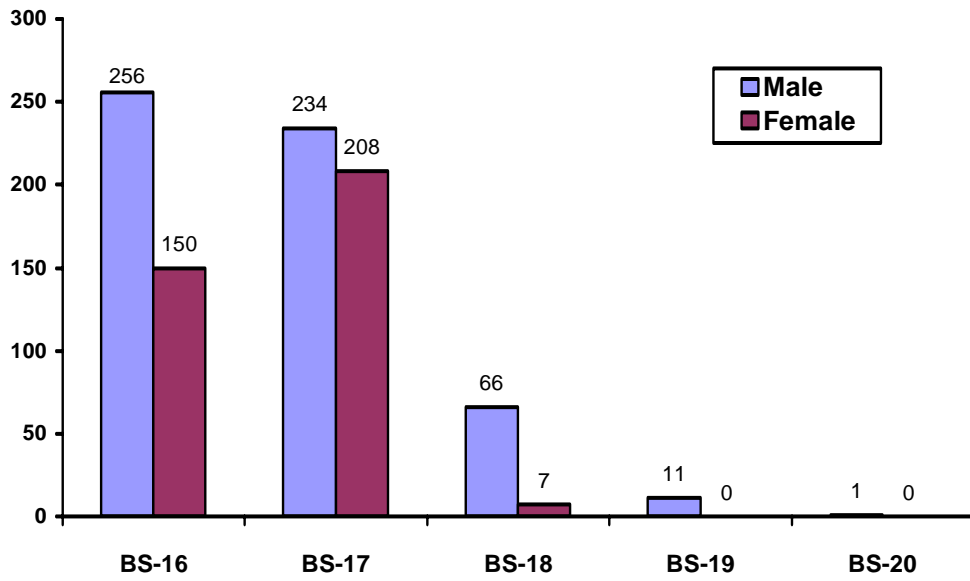
2.15. The Commission tendered advice in one case submitted by the Ministry of Ports & Shipping which was implemented by the Ministry. Detail is given at Section-X (Page- 75).

An Overview of General Recruitment (BS-16 and Above) for the Years 2004-2008.

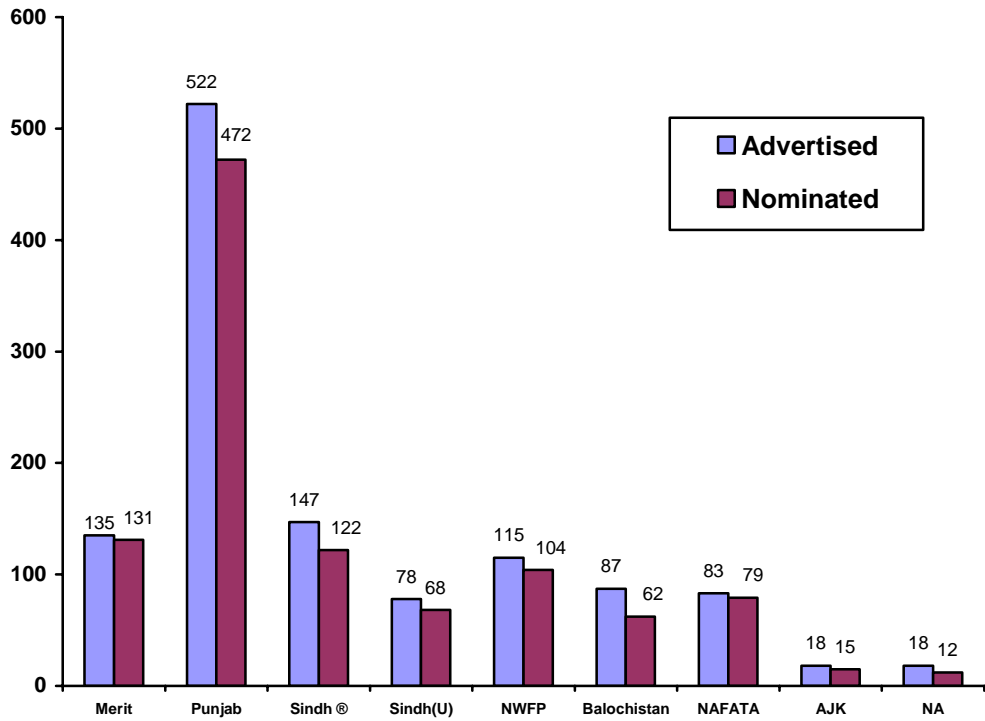
2.16 Candidates interviewed and nominations made by the Commission for various positions in BS-16 and above during the years 2004 to 2008 are presented below.



Gender-Wise Nomination for Technical and Professional Posts in BS 16 to 20 during Year 2008.



Provincial/Regional Quota Wise Vacancies Advertised and Filled During Year 2008



SECTION-III
COMPETITIVE EXAMINATION

(17-18)

Competitive Examination

Competitive Examination, 2007

3.1 One of the main functions of the Commission is to conduct Competitive Examination (CSS) annually for recruitment to posts in BS-17 in 10 occupational groups/services. Result of written part of Competitive Examination, 2007 was announced on 24th Sept 2007. Out of 3505 appeared candidates, 194 qualified in written part of the examination.

Medical Fitness Examination

3.2 Central Medical Board conducted Medical Examination of 194 written qualified candidates from 6th Nov 2007 to 12th Dec 2007 at Quetta, Karachi, Peshawar, Islamabad, and Lahore. Medical examination of deferred/absent candidates was rescheduled from 16th Jan 2008 to 5th April 2008 at Karachi, Islamabad and Lahore.

Psychological Test

3.3 Psychological test of 194 written qualified candidates was conducted from 26th Oct 2007 to 8th Jan 2008. This time probationers/allocated candidates of previous Competitive Examination were also called for Psychological test in compliance with orders of the Supreme Court of Pakistan.

Viva Voce

3.4 Viva voce of 194 candidates who qualified written part of Examination was conducted from 15th Nov 2007 to 4th Feb 2008 at Islamabad, Lahore, Karachi, Peshawar and Quetta. Final result of Competitive Examination 2007 was announced on 16th February, 2008. 190 candidates finally qualified CSS examination 2007, giving 5.4 pass percentages viz-a-viz 6.62 for the year 2006.

Vacancies

3.5 The Establishment Division reported 299 vacancies (including 30 vacancies reserved for women and 47 carried over vacancies) to be filled on the basis of Competitive Examination, 2007 in various Occupational Groups/Services. Province/Region-wise vacancies were as under:-

Province/Region	Fresh Vacancies	Carried Over Vacancies	Total
Merit	19	--	19
Punjab	126	--	126
Sindh (R)	29	17	46
Sindh(U)	19	22	41
NWFP	28	-	28
Balochiostan	15	2	17

Province/Region	Fresh Vacancies	Carried Over Vacancies	Total
NAFATA	10	-	10
AJK	6	6	12
Total	252	47	299

3.6 Group /Service wise break up of above vacancies was as under:-

Name of Group/Service	Merit	Women	Carried Over Vacancies	Total
Pakistan Audit and Accounts Service	26	4	14	44
Commerce and Trade Group	12	1	7	20
Customs and Excise Group	17	3	--	20
District Management Group	33	3	1	37
Foreign Service of Pakistan	17	1	2	20
Income Tax Group	45	5	8	58
Information Group	26	2	10	38
Police Service of Pakistan	36	4	--	40
Postal Group	9	1	3	13
Railways (Coml. & Transport) Group	6	1	2	9
Total	227	25	47	299

3.7 Statistics about CSS-2007 candidates are as under:

(a) Candidates applied	=	4810
(b) Candidates appeared	=	3505
(c) Candidates qualified in written part of the Examination	=	194
(d) Candidates called for Viva Voce	=	194
(e) Candidates finally qualified	=	190
(f) Candidates allocated	=	188
(g) Pass percentage of written Examination	=	5.53
(h) Pass percentage in final result	=	5.4
(i) Number of Repeaters re-allocated in better groups	=	15

3.8 Allocation could not be made against 111 vacancies because qualified candidates were not available, Regional quota-wise, Gender-wise and Group/Service-wise detail of vacancies remained unfilled is given below:-

Quota	Number of Vacancies		Group/Services
Punjab	Open Merit	9	IG-7, POST.G-2
	Women	3	IG-1, POST.G-1, RCTG-1
Sindh(R)	Open Merit	30	CEG-1, CTG-4, FSP-2, ITG-4, IG-7, PAAS-7, POST.G-3, RCTG-2
	Women	6	CTG-1, FSP-1, ITG-1, IG-1, PAAS-1, PSP-1
Sindh(U)	Open Merit	30	CTG-3, ITG-10, IG-5, PAAS-9, POST.G-2, RCTG-1
	Women	3	CEG-1, DMG-1, ITG-1
NWFP	Open Merit	3	IG-2, POST.G-1
	Women	2	PAAS-1, PSP-1
Balochistan	Open Merit	7	CTG-2, IG-2, ITG-2, PAAS-1
	Women	3	DMG-1, IG-1, ITG-1
NAFATA	Open Merit	4	CTG-1, ITG-1, IG-1, PAAS-1
	Women	1	PAAS-1
AJK	Open Merit	9	CTG-1, IG-2, ITG-1, PSP-1, PAAS-2, POST.G-1, RCTG-1
	Women	1	ITG-1
Total=		111	

3.9 Establishment Division requested the Commission to make re-allocation against vacancy allocated to Syed Nabeel Haider in DMG on basis of Competitive Examination 2007 against Sindh (U) quota, caused due to his non-joining. Vacancy released by above candidate had been re-allocated to next candidate hailing from Sindh (U) As a result, following changes/re-allocation were made.

S. No.	Roll No.	Merit No.	Name	Domicile	Previous Allocation	Revised Allocation
1	1852	78	Syed Nabeel Haider	Sindh(U)	DMG-S(U)-2	Unwilling to join DMG
2	1854	103	Syed Salah ud Din Ahmed	Sindh(U)	DMG-S(U)-3	DMG-S(U)-2
3	1591	148	Ahmed Ali	Sindh(U)	CEG-S(U)-1	DMG-S(U)-3
4	1844	153	Syed Kareem Adil	Sindh (U)	Nil	CEG-S(U)-1

Induction of Armed Forces Officers into Civil Service.

3.10 Establishment Division reported 12 vacancies for Armed Forces Officers in the Competitive Examination 2007. As per following details:-

Service-Wise Distribution

Pakistan Army	Pakistan Navy	Pakistan Air Force	Total
8	2	2	12

Occupational Group-Wise Distribution

DMG	PSP	FSP	Total
4	4	4	12

3.11 The Armed Forces forwarded names of 39 officers. Later on, one officer Sqn.Ldr. Abdul Haque Umrani of Pakistan Air Forces was rejected due to non fulfillment of ACRs quantification criteria. Domicile/Service-wise detail of remaining 38 officers were as under:-

Name of Forces	Punjab	Sindh(U)	Sindh (R)	NWFP	NAFATA	Balochistan	Total
Pak. Army	12	3	3	3	3	3	27
Pak. Air Force	2	--	--	--	--	1	3
Pak. Navy	4	1	1	2	--	--	8
Total	18	4	4	5	3	4	38

3.12 One officer Capt. Muhammad Kamran Anjum of Pak. Army remained absent in Psychological Assessment and Viva Voce. Psychological Test and Viva Voce were conducted from 20th May 2008 to 26th May 2008 & from 4th June 2008 to 11th June 2008 respectively. The Commission recommended following 10 officers according to their merit position against 12 vacancies:-

Merit No	Roll No	Name	Deptt./Services	Domicile	Group allocated
1	15	Capt. Raheel Tariq	Pak Army-1	NWFP-Merit	FSP-1
2	4	Capt. Taimur Zulfiqar	Pak Army-2	Punjab-1	FSP-2
3	10	Capt Omer Manzoor Malik	Pak Army-3	Punjab-2	FSP-3
4	24	Capt. Sheraz Ali	Pak Army-4	Balochistan-1	FSP-4
5	3	Capt Tariq Walait	Pak Army-5	Punjab-3	PSP-1
6	30	Lt. Ghulam Murtaza Tabasam	Pak Navy1	Punjab-4	PSP-2
7	13	Capt. Khalid Mehmood	Pak Army-6	NWFP-1	DMG-1
8	19	Capt. Altaf Hussain	Pak Army-7	Sindh(R)-1	DMG-2
9	7	Capt. Haider Raza	Pak Army-8	Punjab-5	PSP-3
14	36	Flt. Lt. imran Ali Sultan	Pak Air Force-1	Punjab-6	DMG-3

3.13 Two vacancies viz: Group wise (DMG-1, PSP-1), Service Wise (Pak Navy-1, PAF-1) and Province/regional wise Sind(U)-1, NAFATA-1 remained

un-filled for want of qualified candidates. These vacancies will be carried over for induction of Armed Forces Officers through CE-2008.

Competitive Examination 2008

3.14 Written portion of said Examination was conducted from 15th March 2008 to 1st April 2008. Centre-wise detail of candidates was as under:-

Name of Centres	Registered Candidates.	Present Candidates	Name of Centres	Registered Candidate	Present Candidate
Islamabad	890	535	Gujranwala	170	108
Rawalpindi	289	185	Sargodha	91	65
Lahore	2154	1424	Abbottabad	147	103
Peshawar	965	609	Sukkur	117	83
Karachi	624	422	D.I.Khan	91	55
Multan	318	193	Muzaffarabad	30	18
Quetta	237	147	Giglit	21	15
Hyderabad	268	177	Total:	6588	4247
Faisalabad	176	108	Percentage		64.46%

3.15 Result of written part of Competitive Examination 2008 was announced on 2nd September 2008. Out of 4247 appeared candidates, only 689 could qualify. Province/region-wise break-up of candidates qualified in written part of examination and posts reserved was as under:-

Punjab	Sindh(R)	Sindh(U)	NWFP	Balochistan	AJK	NAFATA	Total
452	29	21	91	29	15	52	689

3.16 Psychological Assessment and Viva Voce Programmes of written qualified candidates were started w.e.f 19th September, 2008 and 7th November, 2008, which were scheduled to be completed on 26th February, 2009 and 7th March, 2009 respectively.

3.17 Group/service wise break-up of 445 vacancies earmarked to be filled through CE-2008 are as under:

Group/Service	No. of Vacancies		Total
	Fresh	Carried Over	
Commerce and Trade Group	37	12	49
Customs and Excise Group	30	2	32
District Management Group	36	2	38
Foreign Service of Pakistan	23	3	26
Income Tax Group	25	22	47
Information Group	33	29	62
Military lands and Cantonments	4	--	4
Office Management Group	40	*4	44

Group/Service	No. of Vacancies		Total
	Fresh	Carried Over	
Pakistan Audit and Accounts Service	45	23	68
Police Service of Pakistan	32	3	35
Postal Group	10	10	20
Railways (Coml. & Transport) Group	15	5	20
Total:-	330	*115	445

*Government has revived recruitment to posts in Office Management Group through Competitive Examination w.e.f. 5.11.2008 and four carried over vacancies of OMG are added.

Conduct of Personal Hearing in Terms of Section 7 of FPSC Ordinance, 1977

3.18 Candidates aggrieved by any decisions of the Commission are given opportunity of personal hearing to redress their grievances. During the year 2008, 15 candidates for CSS Examination were given personal hearing.

3.19 Competitive Examination, 2009 will be conducted on 14.3.2009 at various centres. A Public Notice for inviting applications was published on 16.11.2008 in all the leading newspapers. Last date for submission of applications is 1.1.2009.

SECTION-IV
PROFESSIONAL AND
PROMOTIONAL EXAMINATIONS

(25-26)

Professional and Promotional Examinations

4.1 Final Passing Out (FPO) Examinations were conducted by the Commission after completion of Specialized Training Programme (STP) in training institutes/academies of respective Groups/Services. Seniority of Probationers in each Group/Service is determined after qualifying the Final Passing Out Examination. If a Probationer fails to pass the examination in three attempts, he/she is liable to be removed from the service.

4.2 Statistics regarding Probationers who appeared in the FPO Examinations conducted during year 2008 are given below:-

S. No.	Name of Group/Service	CTP	Appeared	Pass	Fail	Absent
1.	Customs & Excise Group	34 th	17	8	9	Nil
2.	Commerce & Trade Group	34 th	3	3	Nil	Nil
3.	District Management Group	34 th	45	43	2	Nil
4.	Foreign Service of Pakistan	34 th	38	19	19	Nil
5.	Income Tax Group	34 th	45	35	10	Nil
6.	Information Group	34 th	5	4	1	Nil
7.	Police Service of Pakistan	34 th	23	17	6	Nil
8.	Pakistan Audit & Accounts Service	34 th	46	22	24	5
9.	Postal Group	34 th	12	5	7	1
10.	Railways (C & T) Group	34 th	4	3	1	Nil
Total:			238	159(67%)	79(33%)	6(2%)

Other Competitive/Promotional Examinations.

4.3 Detail of other competitive/promotional examinations conducted during year 2008 is as under:-

S. No.	Name of Examination	Candidates				
		Applied	Appeared	Passed in Written Exam.	Finally Qualified	Nominated
1.	Civil Judges/ Assistant Registrars (BS-17). Northern Areas.	102	90	46	41	4
2.	Assistant Director/ Project Manager (BS-17). Northern Areas.	81	46	8	5	1
3.	Four Posts of Tehsildar (BS-16). Northern Areas.	567	355	101	*	*
	Total:	760	491	155	46	5

* Result awaited

SECTION-V
PSYCHOLOGICAL ASSESSMENT

(29-30)

Psychological Assessment

Psychological Assessment of Candidates Qualified in Competitive Examination 2007

5.1 Psychological Assessment of candidates for Competitive Examination 2007 was started in October 2007 continued at Lahore centre from 2nd Jan 2008 and was completed on 15th January 2008. 34 candidates were assessed during this period.

Conduct of Psychological Assessment of Armed Forces Officers for their Induction Through CE-2007.

5.2 For induction into civil services, nominations of 38 officers of Armed Forces were received for Psychological Assessment. Nomination of one candidate was withdrawn. Psychological Assessment of 37 candidates was conducted at Islamabad from 19th May 2008 to 29th May 2008.

Conduct of Psychological Assessment of Candidates Qualified in Competitive Examination 2008.

5.3 Total 689 candidates qualified written part of Competitive Examination 2008. Psychological Assessment of 425 qualified candidates was completed by end of year 2008. Centre-wise detail of Psychological Assessment of CSS candidates completed upto December 2008 is as under:-

Centre	From	To	No. of Candidates
Quetta	18 th Sept 2008	26 th Sept 2008	23
Peshawar	28 th Sept 2008	20 th Oct 2008	104
Karachi	22 nd Oct 2008	31 st Oct 2008	44
Islamabad Phase-I	1 st Nov 2008	10 th Nov 2008	32
Lahore Phase-I	10 th Nov 2008	27 th Nov 2008	87
Islamabad Phase-II	27 th Nov 2008	16 th Dec	56
Lahore Phase-II	16 th Dec 2008	26 th Dec 2008	47
Islamabad Phase-III	27 th Dec 2008	31 st Dec 2008	32
Total:-			425

Psychological Assessment of remaining 267 candidates of Competitive Examination 2008 will continue in 2009.

Analysis of Data

5.4 Statistical analysis of data on various tests and modes of assessments was carried out during the year 2008. The details are as follows:

- To provide basis for comparison between performance of candidates from various regions/provinces three ability tests and one personality test administered to 194 candidates in Competitive Examination 2007 were analyzed.
- Marks in written examination, Psychological Tests and Viva Voce were compared to see performance of candidates on each assessment mode. Correlation coefficients were computed to see relationship of three modes of Assessment,
- Inter correlation were computed between ability tests and different modes of assessment i.e. Written. Psychological and Viva Voce to determine empirical basis for their utility as components of a battery in future.
- To see the usefulness in future predictability, expectancy tables of three ability tests, used in Competitive Examination 2007 with relation to merit order were prepared. Such tables give expected performance of an individual against the criteria, e.g. expected performance on other modes on the basis of score obtained in a test.
- Two ability tests and one personality test used in Competitive Examination 2007 were analyzed item wise and items in tests were studied and revised to improve tests, for future use.
- Comparative study among marks in written examination, Psychological Assessment and Viva Voce in Competitive Examination 2007 were carried out to see divergence in performance. Result shows divergence about 15 cases between written and viva-voce marks and one case between marks in Psychological Assessment and Written Examination.
- A study was carried out to find out province wise female candidates in top 100 positions for the year 2005, 2006 and 2007. It indicates that overall ratio of female candidates in top 100 merit position is increasing. Detail is as under:-

Year	Punjab	NWFP	Sindh(R)	Sindh(U)	Balochistan	NA/FATA	AJK
2005	18	-	-	-	-	-	-
2006	15	2	-	2	-	-	-
2007	24	2	-	1	1	-	2

5.5 **Revamping of Psychological Assessment Process**

- A Consultant was awarded contract to take up the study of Revamping of Psychological Assessment Process of FPSC. Several meetings were held with Consultant at FPSC Headquarters, Islamabad and Lahore for the purpose. Facilities regarding data, and office support were provided to Consultant. Inception report prepared by Consultant was analysed for further process. During currency of Psychological Assessment of candidates for Competitive Examination 2008, the Consultant was provided opportunity to observe various modes and process of psychological assessment of candidates.

5.6 **Future Plans.**

- Psychological Assessment of remaining 267 candidates of Competitive Examination 2008 will be completed upto March 2009, Psychological Assessment of Armed Forces Inductees for Competitive Examination 2008 will be carried out in second quarter of 2009.
- Psychological Assessment of Competitive Examination 2009 is expected to commence in August/September.
- Research on post selection data will be carried out in March, 2009.
- Recommendation of the Consultant engaged in studying for Revamping of Psychological Assessment process will be examined and their feasibility and relevance to local conditions will be assessed for implementation after approval of the Commission.
- For conduct of personality tests, FPSC intend to utilize services of higher caliber experts in Psychological Testing. VCs'/Rectors of different universities were requested for the purpose and their response was positive in this regard.

SECTION-VI
I.T SERVICES

(35-36)

IT Services

6.1 IT Wing of the Commission processed 40698 applications during the period under report. A summary of main activities is as under.

CSS Examination System

6.2 In addition to processing of 6570 applications for CE 2008, IT Wing processed 679 additional bio-data forms of written qualified candidates in CE 2008. Various reports were also generated which facilitated the Commission for conduct of Competitive Examination 2008.

Recruitment System

6.3 The Recruitment System has been providing various reports, which were utilized in accomplishment of desired objectives. During year, 32388 applications were processed for short listing candidates for posts in BS-16 and above. 2440 summary bio-data sheets were produced for Selection Committees to conduct interviews of the candidates.

Miscellaneous Examinations

6.4 109 applications for Civil Judge / Assistant Registrar, 107 applications for Assistant Director / Project Manager and 745 applications for Tehsildar Northern Area, were processed. Various reports were produced for conduct of examination. 108 summary bio-data sheets of written qualified candidates of Assistant Commissioner/Section Officer/Tehsildar in Northern Areas were developed and provided to the Commission for interview.

Ministerial Staff for FPSC

6.5 1585 applications received for various posts in BS-1 to BS-15 for office of the FPSC were processed. Various reports on these candidates were provided for conduct of their tests and interviews.

SECTION-VII
CURRICULUM DEVELOPMENT
RESEARCH AND LIASION

(39-40)

Curriculum Development, Research and Liaison

Designing Schemes of Tests and Syllabi

7.1. The Commission in its 128th meeting held on 1st March 2008 reviewed its recruitment system and decided that Professional/Screening Tests shall be held in respect of all the posts irrespective of the number of candidates. The Commission also decided weightage of 33.33% (1/3rd) for written tests and 66.67 % (2/3rd) for interviews in final merit position.

7.2. In pursuance of above decision, Curriculum and Research (C&R) Wing of the Commission was assigned the task to design scheme of test and syllabi for all the posts in basic scale 16 and above, advertised by the Commission. Therefore, C&R Wing designed schemes of tests and syllabi for 220 cases of recruitment, comprising 826 posts in BS-16 to BS-21 for development of tests during the year 2008.

Liaison with Various Institutions and Organizations

7.3. Curriculum and Research Wing of the Commission maintained liaison with various institutions/organizations. During 2008, Higher Education Commission, Pakistan Engineering Council and Pakistan Medical & Dental Council were contacted in connection with equivalence of qualifications.

Visit of Canadian High Commissioner

7.4. His Excellency Mr David B. Collins, the Canadian High Commissioner in Pakistan visited FPSC Headquarter on 29th Feb 2008 to brief the Commission on Canadian Civil Services System and Recruitment practices. The briefing was delivered by the Canadian High Commissioner before the full Commission of Pakistan and mutual understanding was developed to improve recruitment system in both the countries.

Visit of Counsellor of the Canadian High Commission

7.5. Mr John.J.Moore, Counsellor Development and Head of AID, of Canadian High Commission visited FPSC Headquarters, on 25th March 2008. During meeting collaboration with Canadian Public Service Commission particularly on-line recruitment system was discussed. Mr Shaukat Umer, Member, FPSC briefed about functions and volume of work of the Federal Public Service Commission and initiatives taken to improve its efficiency, effectiveness, reduction of time involved in recruitment process and initiatives taken to facilitate the candidates in a better way. Director (DBM) explained growth of I.T wing, available I.T resources at FPSC and progress in Online

Recruitment System. Canadian Counsellor appreciated requirements of Federal Public Service Commission and indicated that he would contact Canadian Public Service Commission in this regard, for possible collaboration.

Visit of Delegation from Thailand

7.6. A delegation led by Mr Chalermpon Ake-Uru, former Deputy Permanent Secretary to the Ministry of Foreign Affairs, Thailand visited FPSC on 3rd April 2008 to learn about civil services development in Pakistan. During meeting, Mian Muhammad Sarwar, Educational Consultant, FPSC gave a detailed presentation on present recruitment system of Pakistan as well as revamping process of recruitment system and its syllabus which is being undertaken under Public Sector Capacity Building Project financed by World Bank.

Visit of Chairman AJK Public Service Commission to FPSC HQs.

7.7. Chairman AJK Public Service Commission Brig. Muhammad Saeed Akhtar (Retd.) visited FPSC HQs. along with his team on 23rd August 2008. During meeting with Chairman, Members and senior officers of the FPSC, the delegation of AJK Public Service Commission discussed matters of mutual interest. Heads of both the Commissions reiterated to extend full support and co-operation wherever required.

Memorandum of Understanding between GRAP (Punjab) and FPSC

7.8. A delegation from Gender Reforms Action Plan (GRAP) Punjab visited FPSC on 23rd Nov 2007. After their meeting with the Chairman FPSC, it was decided that Career Development Centres established by GRAP at different universities of Punjab be utilized as Information and Facilitation Centres of the FPSC. The Commission would provide all relevant material regarding its recruitment to GRAP and its Career Development Centres (CDCs). A Memorandum of Understanding between the two organizations to this effect has been signed on 4th January 2008. Career Development Centres GRAP (Punjab) are facilitating candidates under this MoU for recruitment through FPSC for Federal Government positions.

Orientation of GRAP Officers at Lahore

7.9. On request of Gender Reform Action Plan (GRAP) Government of Punjab, to FPSC for orientation of GRAP officers under MoU signed between FPSC and GRAP, Mr Sadiq Ali Anjum, Director, FPSC visited GRAP office at Lahore. He explained in detail the recruitment system and procedure of the FPSC. The briefing was highly appreciated by the GRAP management, and participants from GRAP field officers.

7.10. Career Development Center (CDC), University of Punjab organised a Seminar regarding CSS examination at University of Punjab, Lahore on 17th November 2008 and at APWA College for Women, Lahore on 15th November 2008 in Collaboration with Federal Public Service Commission, Islamabad. Mr. Shaukat Umer, Member FPSC was guest speaker who highlighted general recruitment, CSS exam, age criteria, quota system, subject selection, occupational groups and interview techniques. He also discussed leadership qualities required to be an officer in the Federal Government. The seminar was very beneficial for students going to appear in CSS examination.

Recognition/Equivalence of Qualifications

7.11. Whenever there exist any discrepancy in contents of the degree, possessed by candidates, with the specified educational requirements, its equivalence is to be determined. Similarly, advice on recognition of the degree awarding institutes is also tendered to the Commission and its Secretariat by Curriculum and Research Wing of the Commission. During year, 37 such cases were finalized through consultation with the Higher Education Commission, Pakistan Engineering Council and Pakistan Medical & Dental Council.

Representation of the Commission on Selection Boards of Universities

7.12. As per requirement under the law of different federal universities, following Members of the Commission were nominated as Member of Selection Boards of Universities

Name of Member(s)	Name of University
Mrs. Fazila Aliani	i) Karakorum International University, Gilgit.
	ii) Allama Iqbal Open University, Islamabad.
Mr. Shaukat Umer	National Defence University
Mr. Muhammad Aziz Khan	Quaid-i-Azam University, Islamabad.

Guidance and Counselling Services

7.13. The Commission tries its best to provide maximum information to the intending candidates on jobs advertised by it. For this purpose, the Commission has established Information Centres in various universities/colleges in remote areas, besides its Provincial/Regional Offices. Officers incharge of Information Centres provide application forms, syllabi and informative material about recruitment system of FPSC to the intending candidates. All advertisements released by the Commission are displayed by the Incharges Information Centres for university students and prospective candidates.

7.14. Information centres have been established at following places:

- i) Agriculture University, Faisalabad.
- ii) Islamia University Bahawalpur.
- iii) Shah Abdul Latif University, Khairpur.
- iv) Sindh University, Jamshoro.
- v) Govt. Degree College, Chitral.
- vi) AJK Public Service Commission, Muzaffarabad.

Publications

7.15. Annual Report 2007 was published during the period under report. Annual Report of the Commission is widely circulated to the Government, Provincial Public Service Commissions and other allied Organizations for information. The report has extensive data analysis on CSS Competitive Examination and other recruitments for Technical/Professional positions processed by the Commission.

7.16. Four FPSC's quarterly Newsletters were also published during period under report and were issued to all Ministries/Divisions/Departments and Public Sector Universities etc.

Analysis of Post Selection Data Concerning CSS Competitive Examination 2007

7.17. Statistical analysis on performance of candidates with respect to their domicile, age, gender, education, schooling, occupations etc. were carried out. Results of this analysis are explained below.

Allocation of Groups/Services to Selected Candidates

7.18. There were 4810 applicants for the Competitive Examination 2007. Out of them 3505(73%) appeared and 194(5.5%) passed in the written examination. Establishment Division reported 299 vacancies, whereas *189(5%) candidates were inducted into various Occupational Groups/Services. Allocation could not be made against 111 vacancies reserved for Punjab, NWFP, FATA, Sindh(R), Sindh(U), Balochistan and AJK, because required number of candidates were not available from these Provinces/Regions. Detail is given in Appendix-XV (Table-1, Page-133). Group/service wise allocation of candidates is displayed in the graph as under:

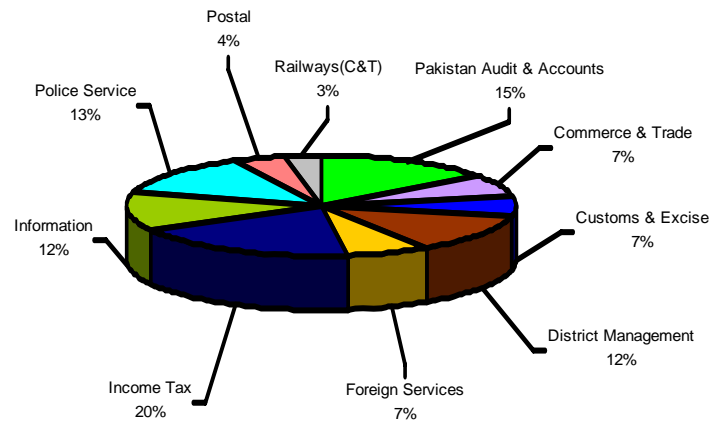


Figure 1: Occupational group/service wise break-up of allocated candidates

*One candidate Roll No 5628 Merit No. 155 did not join.

Domicile-Wise Performance of Candidates

7.19. Out of 3505 candidates who appeared in the written exam, 1966(56%) were from Punjab, followed by NWFP 568(16%), Sindh Rural 371(11%), Sindh Urban 234(7%), FATA 176(5%), Balochistan 123(4%) and AJK 52(1%). In the final selection the share of candidate from Punjab was 131(69%), NWFP 24(13%) and 9(5%) each for Balochistan, Sindh Rural and Sindh Urban (Appendix-XV, Table-2 Page-134).

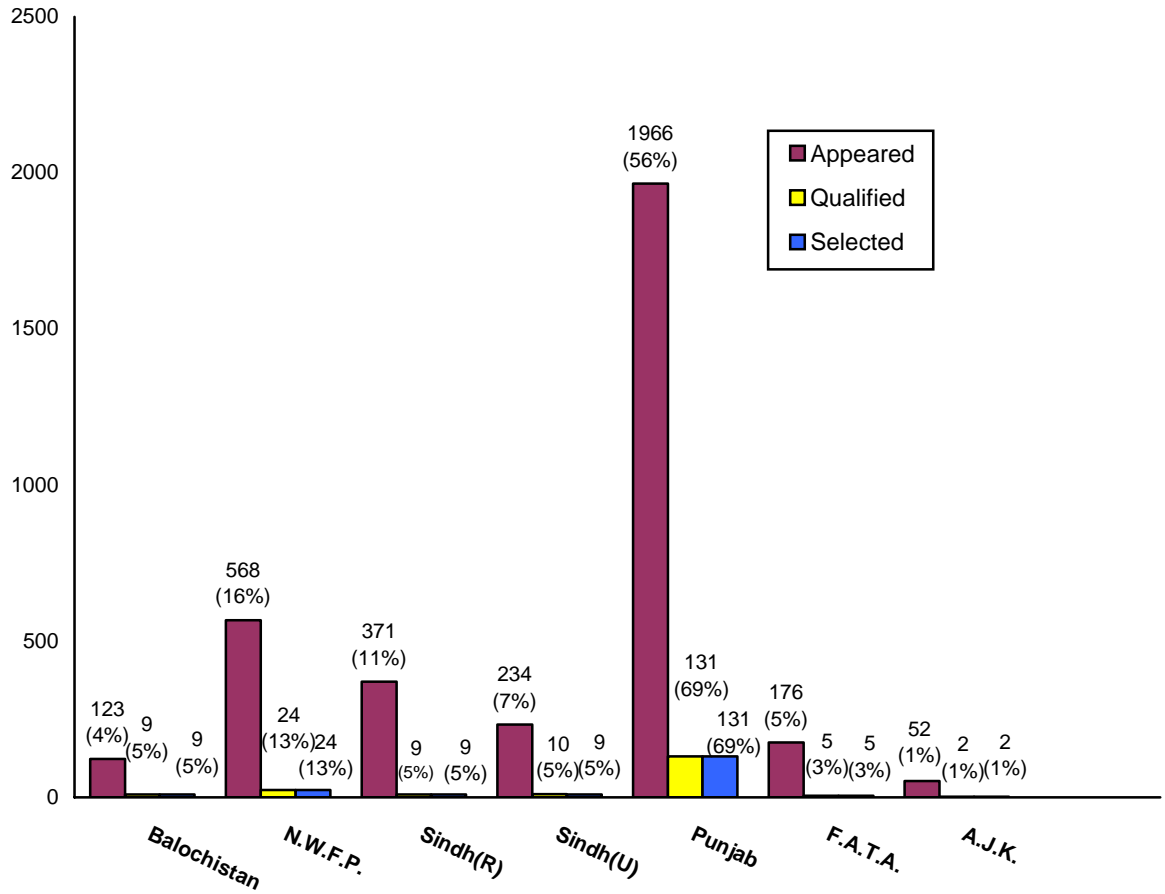


Figure 2: Domicile wise break-up of candidates

Father's Education

7.20. Statistics regarding educational status of the father of candidates, showed that 45% of them were Graduate and above or Professional Degree holders like (MBBS, B.Sc., Eng. etc.), while 33% were Matriculate or below. In final selection their share remained as 62% and 25% respectively. It was observed that performance of candidates whose father had professional degree was far better than others as they obtained 14% share in final selection while their appearance was 10%. (Appendix-XV Table-3, Page-135). Figure-3 shows education level of candidate's father.

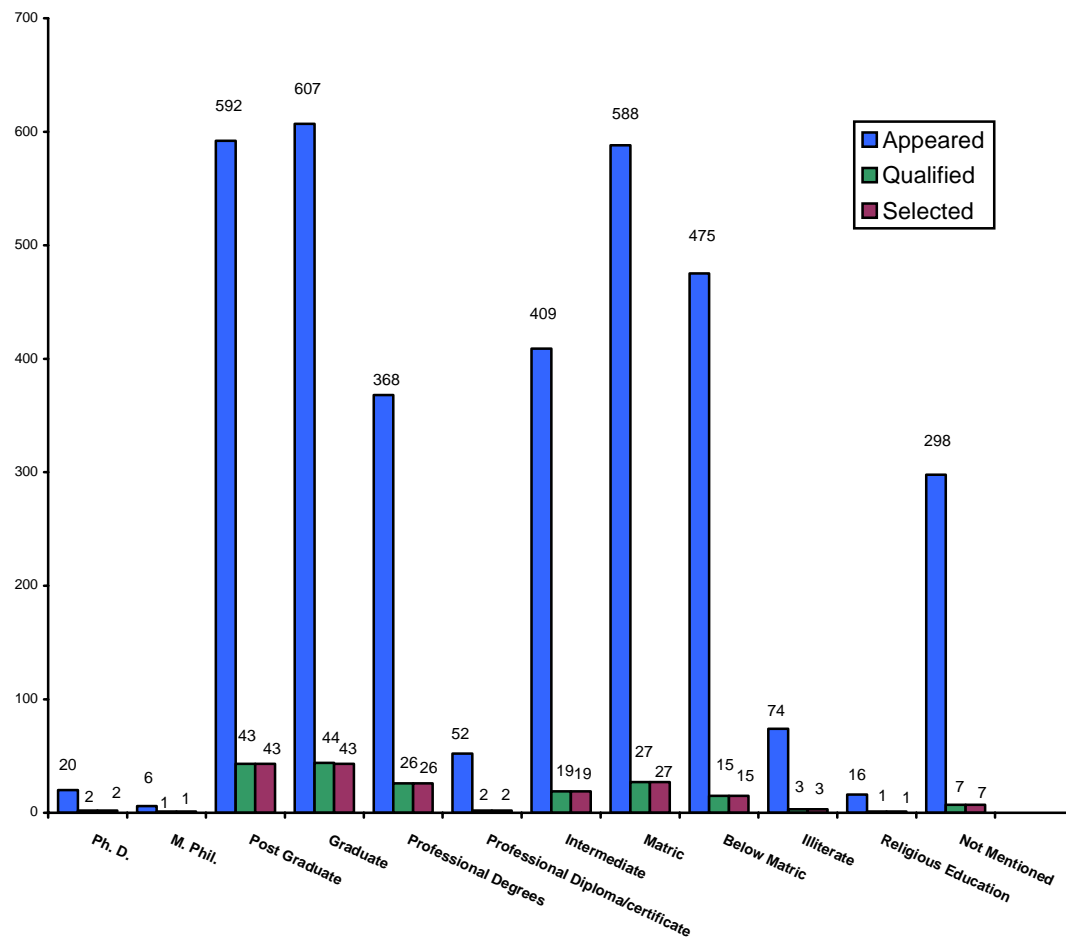


Figure 3: Fathers' education-wise break-up of candidates

Father's Occupation

7.21. Impact of Father's occupation on performance of their offspring was studied and relative share of the candidates in final selection w.r.t their father's occupation is given below in graph. Percentage of selected candidates whose parents were retired from various services was 29% followed by Business 16%, Agriculture 14% and Administrative job 13%. It reveals that performance of the candidates whose parents retired from various services or serving on Administrative jobs was higher than other occupations as compared to their appearance in examination. (Appendix-XV Table-4, Page-136).

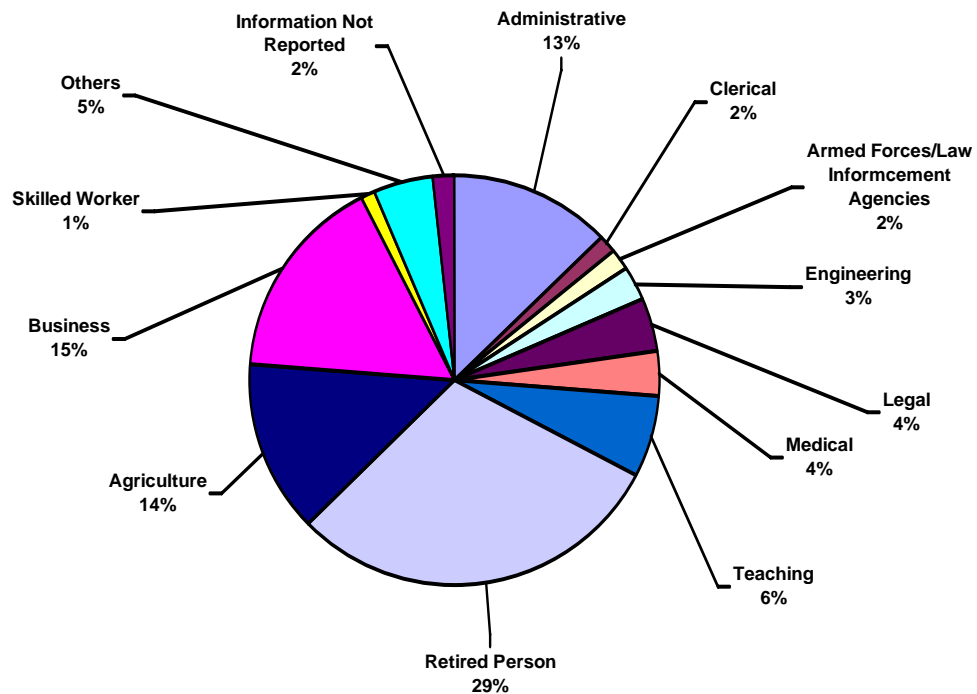


Figure 4: Share of the candidates in selection w.r.t. their father's occupation

Family's Income

7.22. Data indicates that 67% candidates who were selected in Competitive Examination belonged to families having income in the range of Rs. 1 - 7 Lac per annum. However, 42% selected candidates belonged to families with income in range of Rs. 1-4 Lacs per annum which showed clearly their best performance as compared to other income groups, (Appendix-XV Table-5, Page-137). Figure-5 below depicts share of various income groups in final selection.

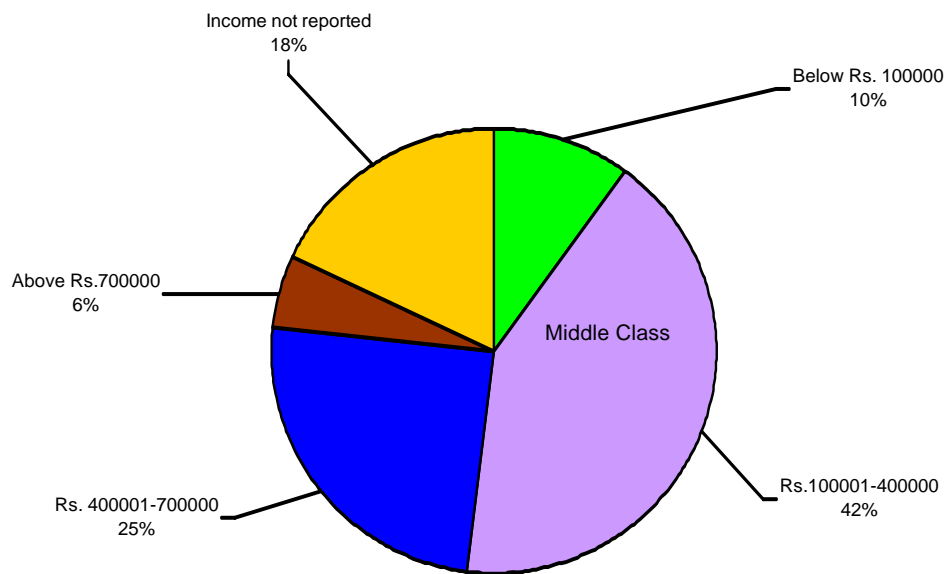


Figure 5: Selected candidates according to their family income.

Gender-Wise Participation

7.11 Statistics showed that out of 3505 candidates who appeared in written exam, 76% were male, while 24% candidates were female. However, female candidates performed better and got 31% share in final selection. Study showed that female candidates are gradually increasing their ratio in competitive examination as compared to previous year i.e 18%. (Appendix-XV, Table-6, Page-138).

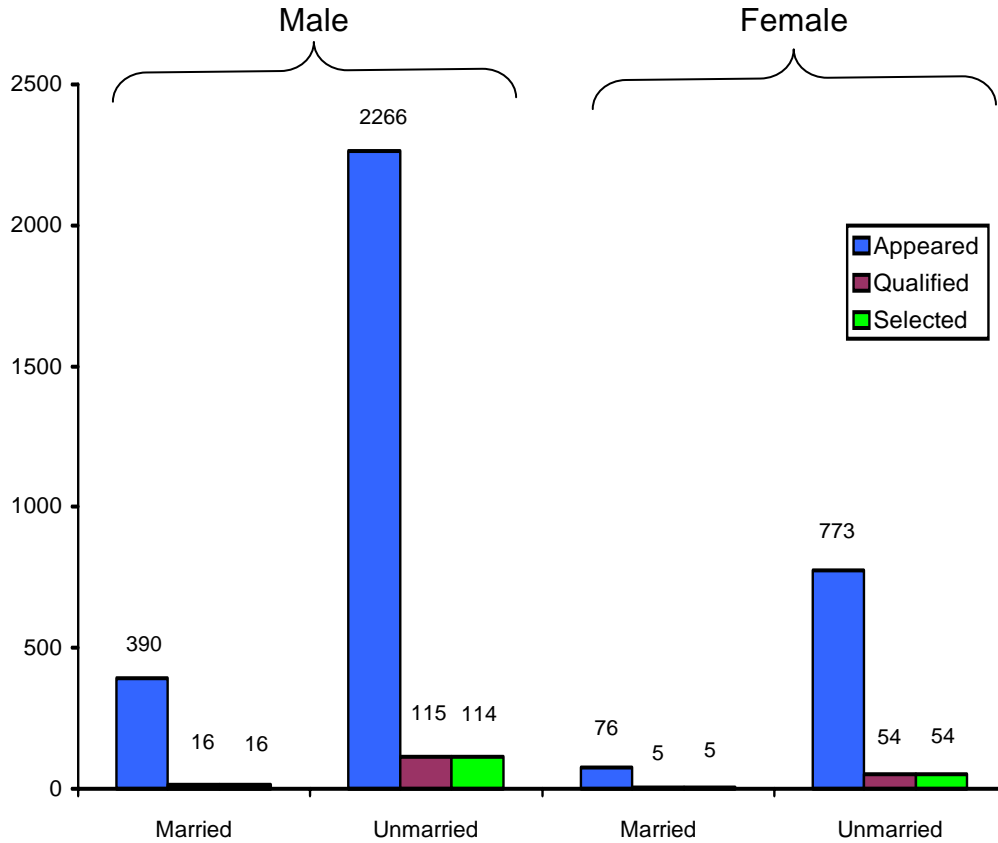


Figure 6: Gender and marital status wise break-up of candidates

Age Group of Candidates

7.12 Study revealed that 65% candidates who appeared in examination fall within age group 25-29, while in final selection they got 63% share. Performance of the candidates in age groups 23-25 was better than other age groups as they got share of 23% in final selection against their appearance of 19%. (Appendix-XV Table-7, Page-139).

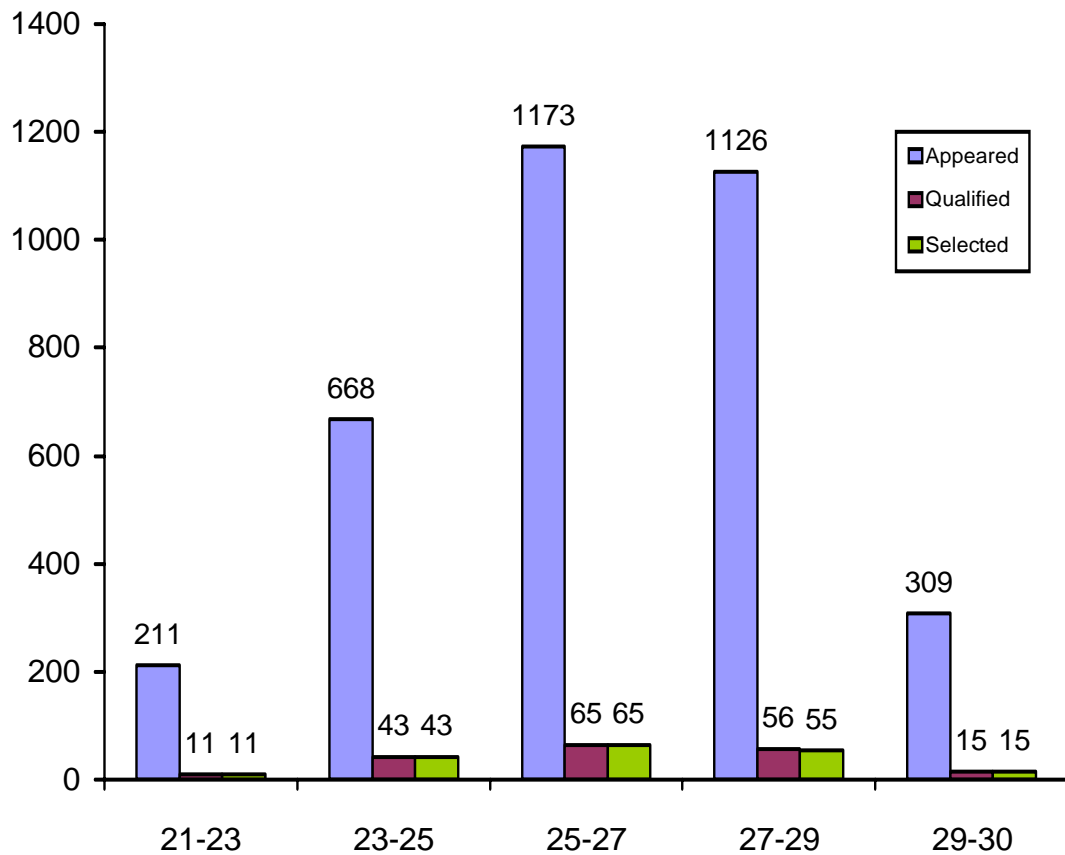


Figure 7: Age-wise break-up of candidates

Schooling

7.23. Out of 189 selected candidates, 62(33%) got their school education from Private Schools followed by those 40(22%) who got education from Provincial Government Schools and 23(12%) from Public Schools. (Appendix-XV, Table-8, Page-140). Figure below shows share in selection of candidate's w.r.t their schooling.

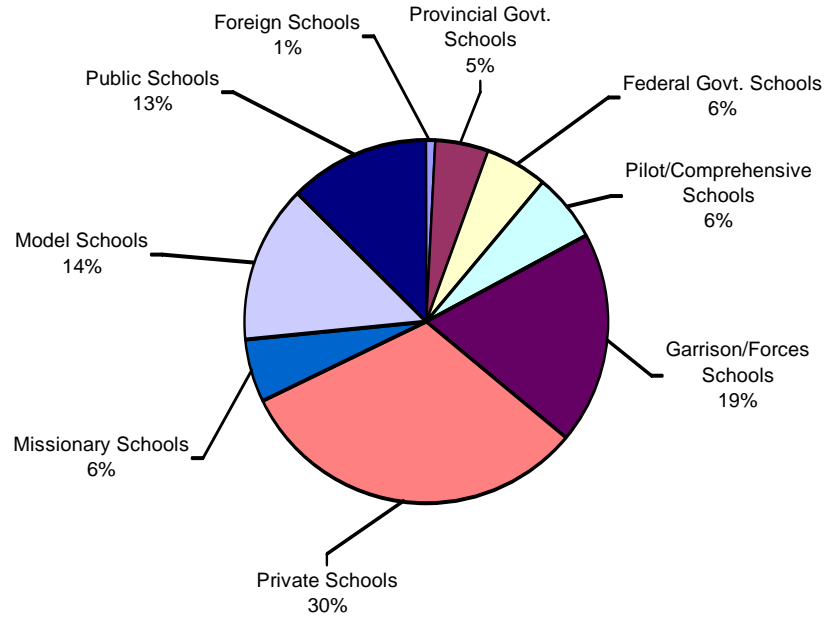


Figure 8: Selected candidates according to types of schools.

University Education

7.24. Study depicts following two types of information:

a) Performance of Candidates in Relation to their Division/Grade in University Degree

7.25. 49% of candidates who appeared in CSS written exam were Second Division holder in their last academic degree, followed by candidates with First Division holder 47%. In final selection 53% share went to First Division holders.

b) Performance of Candidates in Relation to their Last Academic Degree

7.26. Data shows that out of appeared candidates, 48% were Masters Degree holders, 33% Bachelor Degree holders, 8% Law Graduates, 4% Engineering and 2% Medical degree holders. In final selection, share of Masters Degree holders was 61%, followed by simple Graduation 25%, Engineering 2% Medical 5% and Law Graduate 6%. Analysis reveals that Major share in final selections went to Master Degree holders. Relative share according to last degree of candidates has been shown in figure-9 below (Appendix-XV, Table-9, Page-141).

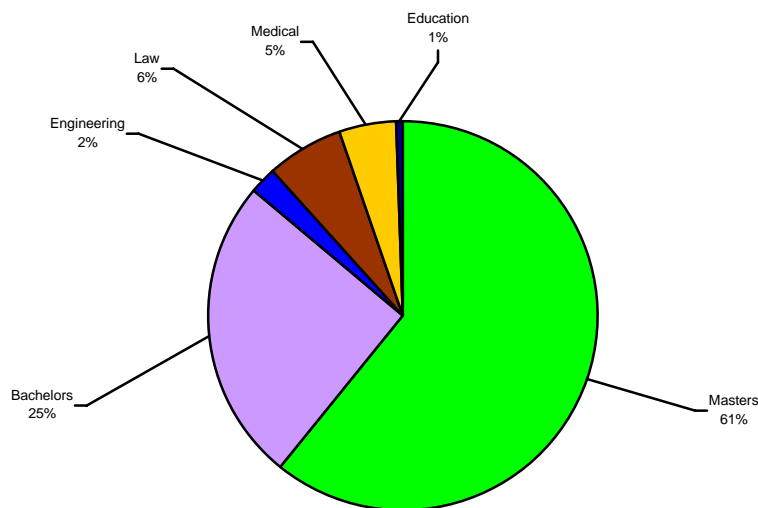


Figure 9: Share in Final Selection according to last academic degree of candidates

University Wise Performance of Candidates

7.27. Figure-10 below gives comparative share of candidates who graduated from various universities.(Appendix-XV,Table-10, Page-142).

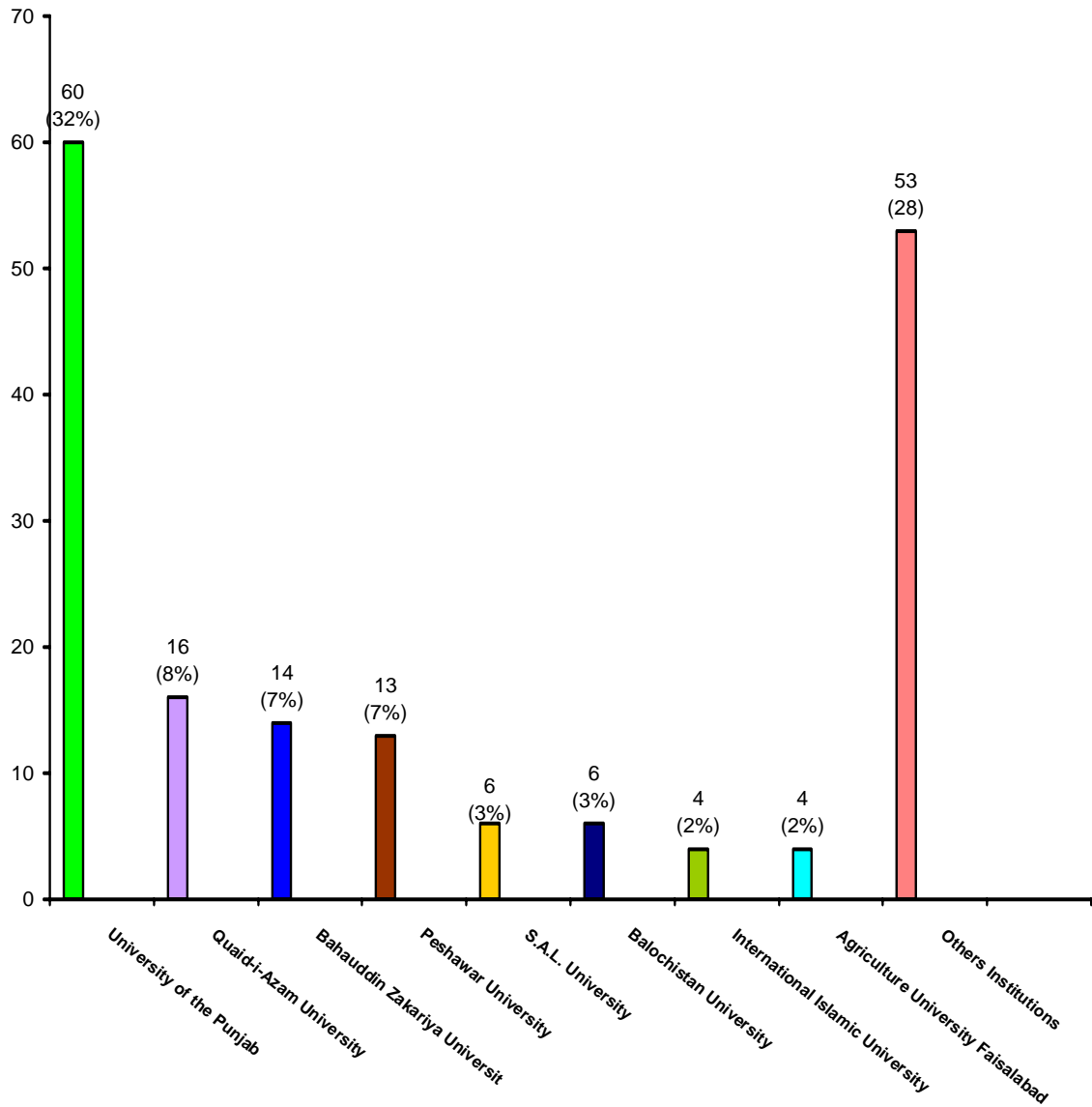


Figure10: Share of the universities in final selection

Candidates Previous Occupation

7.28. Data shows that 62% candidates who appeared in CSS Examination were unemployed, 13% belonged to teaching jobs, 7% held administrative jobs, 6% from engineering jobs and 3% related to accounts. In final selection, unemployed candidates were 48%, teaching jobs 16%, accounts jobs 6% and candidates having administrative jobs were 17%. Candidates, who held administrative jobs, performed better followed by engineering and accounts related job holders. (Appendix- XV, Table-11, Page-143).

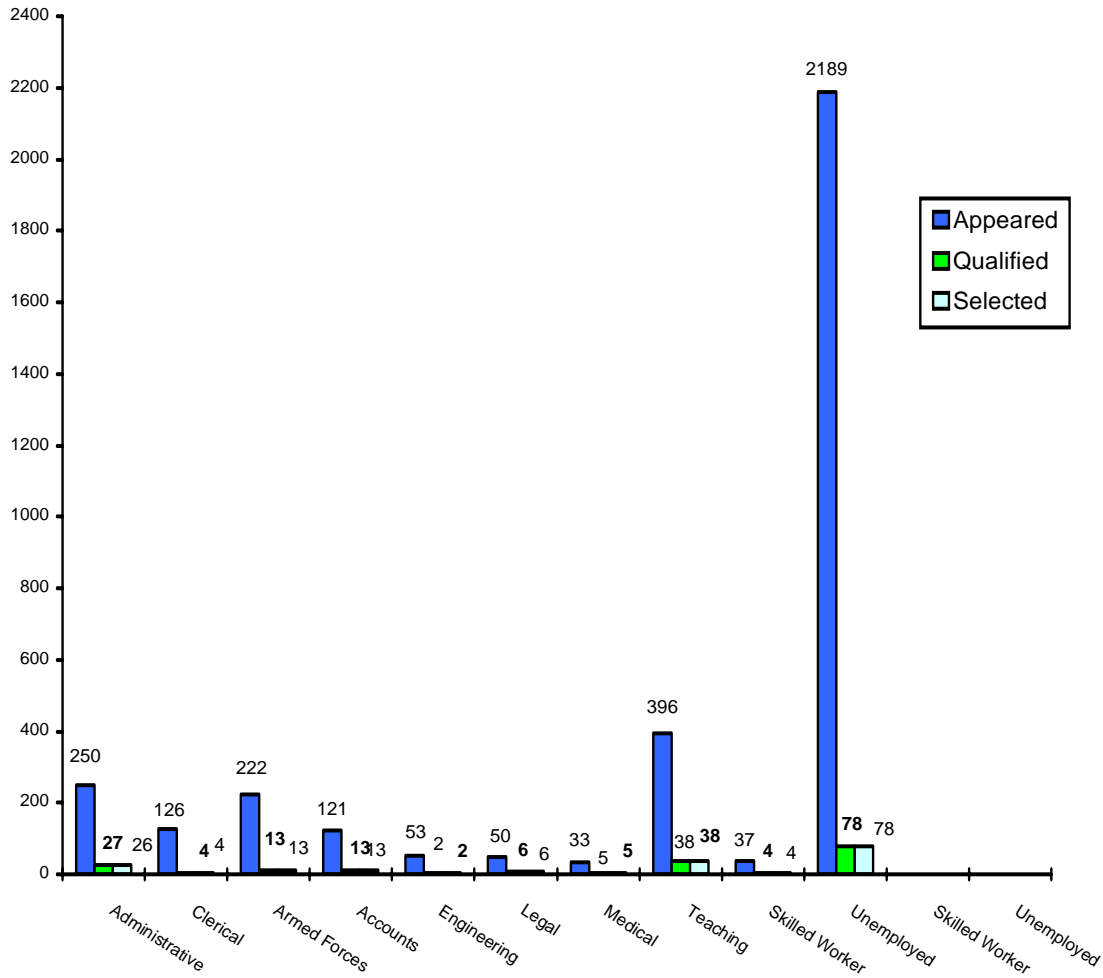


Figure. 11: Occupation wise break-up of candidates

Performance in Compulsory Subjects

7.29. Study of candidates who qualified in CSS written examination showed that in Every-Day Science and Islamiat 87.6% & 74.7% candidates got 60 and above marks. In Current Affairs and Essay 6.1% and 5.1%, candidates secured 60% and above marks respectively. Analysis showed that performance of qualified candidates in written examination in subject of Current Affairs and Essay was much better than other compulsory Subjects. (Appendix- XV, Table-12, Page-144).

Observations of Examiners on Performance of Candidates in Written Part of CSS Examination 2007

7.30. Following are observations of the examiners on performance of candidates in compulsory as well as optional subjects offered in written part of the Competitive Examination 2007.

Compulsory Subjects

7.31. **English (Précis & Composition):** Standard and performance level of candidates was extremely weak. Out of 3482, 92 percent candidate failed. 7 percent secured 40-49 marks, while 1 percent obtained 50-59 marks and one candidate got 60-69 marks. Candidates did not know how to write précis and also lacked comprehension of subject.

7.32. **Essay:** Out of 3505 appeared candidates, only 1 percent got above 60 marks, 9 percent candidates obtained 50-59 marks while 46 percent secured 40-49 marks. 44 percent failed in the paper. Overall result was indicative of a widespread lack of objective judgment. Instructions categorically required building this aspect through given forms of discourse. Around 80% candidates either ignored it or misunderstood the guideline due to lack of organizational attributes. Another factor contributing negatively was a grossly misplaced reliance on preparatory help books with meaningless stock phrases and irrelevant references, taking away originality from candidates. Two distinct categories of candidates, one with good expression but muddled thought process and the other with clear thought lines but defective language ability, clearly indicated diametrically opposed education system in our country.

7.33. **General Knowledge-I:** Basic ideas and concept of majority candidates were not clear. Language of 40 percent candidates was very poor with a standard below intermediate level.

7.34. **General Knowledge-II:** There was a steady decline in standards and quality of response in subject. Despite information explosion which has provided greater access of knowledge to candidates, they were unable to

utilize these ideas/knowledge in their answers due to poor expression and writing skill in English language.

7.35. **General Knowledge-III:** Performance of candidates was very poor. Most of them were unable to understand sense of questions. About two or three candidates secured 60 or above marks. Majority of candidates got 40-45 marks.

7.36. **Islamiat:** Candidates lacked thorough knowledge of subject as they depended on memorization of guide books/helping notes and had not consulted recommended books. Majority of candidates did not give any quotation or references. Even their answers were not supported with verses of the Holy Quran, Hadiths, and saying of jurists and scholars. However, some candidates had good knowledge, appreciable expression and justified their answers with a lot of verses of the Holy Quran, Hadiths, quotations, TV programmes, Internet/other latest material and stable bibliography.

Optional Subjects

7.37. **Accountancy & Auditing-I:** Preparation of candidates in general was restricted to selected topics rather than whole course of subject. Candidates lacked sound knowledge of accounting concepts and principles governing preparation of accounting record /financial reports. Sufficient practice in topics involving practical work was also missing.

7.38. **Accountancy & Auditing-II:** Performance was largely satisfactory. Some candidates presented well structured answers on topics of importance of finance. However, deep knowledge on this critical area of business was missing. Most candidates who attempted question on cost sheet and tax calculation got excellent marks but their attempt on Income tax section was poor. Generally, quality of answers was not upto mark. Candidates must produce quality in their answers.

7.39. **Agriculture:** In general, candidates showed poor knowledge of topics with little in-depth /awareness of subject. They apparently lacked ability to develop a logical approach and particularly inability to present/interpret the reference material. Their analytical skills were handicapped by their weak understanding and poor expression. 27 percent candidate got 60 and above marks. 24 percent secured 44-59 marks, while 49 percent candidates obtained less than 43 marks.

7.40. **Arabic-I&II:** Generally, candidates have information about Arabic not of Arabic language. Therefore, they could not attempt compulsory questions in Arabic Language. Candidates should be well versed in Arabic as well as in English for better performance.

7.41. **Balochi:** Majority of candidates did not know about basic principles of Balochi language with exception of few candidates. Language was of poor quality. No candidate got above 80 marks. While majority of candidates secured about 50 marks.

7.42. **Botany-I&II:** In general, knowledge of candidates regarding basics of subject was found weak. Majority of candidates write unnecessary details which were either not required or not appropriate with reference to question. Majority of candidates lacked knowledge of classical fragments and theories of subject e.g. evolution and genetics. They should have knowledge of subject right from evolution to latest DNA techniques.

7.43. **British History-I:** Overall performance of candidates was good. 9 percent candidates got 65-79 marks. 20 percent secured 60-64 marks. 43 percent obtained 44-59 marks and 19 percent attained 33-43 marks whereas 9 percent candidates failed in subject. However, way of presentation/answer to questions was not much satisfactory in relation to some candidates.

7.44. **British History-II:** Performance of candidates was good as compared to paper-I. 7 percent candidates got 65-79 marks. 24 percent secured 60-64 marks. 54 percent obtained 44-59 marks. 7 percent attained 33-43 marks, while 7 percent candidates failed in paper. Perhaps, performance of candidates belonging to backward area was not satisfactory due to non - availability of standard books and proper guidance.

7.45. **Business Administration:** Overall performance of candidates was good while some candidates remained outstanding. 38 percent candidates got 65 and above marks. 27 percent obtained 60-64 marks. 38 percent secured 44-59 marks. While 2 percent got 33-43 marks and only 2 percent failed in the subject. Majority of candidates was better in Management and Marketing Section while less number of candidates seemed to be strong in Financial Management Section.

7.46. **Chemistry-I:** Performance of candidates was good. 25 percent candidates got above 65 marks including one exceptional case. 10 percent candidates secured 60-64 marks. 31 percent obtained 44-59 marks, 18 percent got 33-43 marks and 16 percent candidates failed in subject.

7.47. **Chemistry-II:** Performance of candidates was just satisfactory. Paper comprised some topics of Physical Chemistry and Organic Chemistry. 10 percent candidates were good both in subject as well as in presentation of answers. While 33 percent performed satisfactorily. Performance of remaining candidates was not satisfactory. By and large their power of expression was not good. Candidates (with some exception) find difficulty if question is twisted.

7.48. **Constitutional Law:** Candidates failed to produce pertinent answers due to lack of theoretical and practical foundation of subject. Majority of candidates could not comprehend questions owing to poor understanding of basic knowledge of Constitutional Law. They even failed to distinguish between Constitution and Constitutional Law. They were unable to attempt their answers with cases references as well as judicial decision. Due to meager knowledge, majority of candidates got below 50 marks. Only 10-15 percent candidates attained more than 50 marks.

7.49. **Computer Science:** Performance of candidates was satisfactory. 16 percent candidates got 65 and above marks. 12 percent secured 60-64 marks. 28 percent obtained 44-59 marks. 20 percent attained 33-43 marks. While 25 percent candidates failed in the subject.

7.50. **Economics I&II:** Overall performance of candidates was satisfactory. 60 percent candidates, who presented economic facts and figure in concise, pertinent and organized form, got 44-79% marks. 26 percent secured 33-43% marks and 14 percent failed. Improvement in prevalent educational system was essential to discourage verbose and time/space wasting lengthy answer by assigning more weight to introduce objective questions in exam. Case study method must be introduced in Colleges/Universities to develop skill of analysis and problem solving.

7.51. **English Literature-I:** Candidates did not demonstrate desired level of competency at this level. Most candidates seemed to have taken this examination for granted.

7.52. **English Literature-II:** Majority of candidates seem to pick up answers in a hurried manner from sub-standard "notes" prepared by unknown authors/publishers which were full of incorrect analysis and having many mistakes of syntax etc. They were required to accomplish intense/focused and vast reading of subject. However, some candidates did very well, their use of literary and critical remarks reveals a good/sound background.

7.53. **European History-I:** Performance of candidates was satisfactory and better than paper-II. Candidates were required to give clear concept of subject/build their arguments to support it. This would have led to an analytical conclusion. 10 percent candidates got 60 and above marks. 41 percent secured 44-59 marks and 36 percent obtained 33-43 while 13 percent candidates failed in subject.

7.54. **European History-II:** Performance of candidates was not satisfactory. Candidates should be able to visualize, express, analyse and connect the known facts of history in a logical and rational way with a critical view on topics of subject. 13 percent candidates secured 60 and above marks.

25 percent got 44-59 marks. 24 percent obtained 33-43 marks. While 38 percent failed in subject.

7.55. **Forestry:** 85 percent candidates did not have grasp over subject and avoided attempting technical forestry question. 99 percent of candidates attempted question on Range Development in Cholistan but none of them mentioned Technical or English name of any major grass species growing in deserts. Almost all candidates attempting similar question had presented same type of answers clearly indicated material taken from guide books instead of recommended forestry books.

7.56. **Geography-I:** Overall performance was good. Candidates who studied subject thoroughly have performed very well and got good marks in objective question. However, candidates who had not studied subject waste their time in writing irrelevant material. They should give answers to the point with well illustrated diagrams for better performance. 26 percent candidates got 65 and above marks. 16 percent obtained 60-64 marks while 38 percent secured 44-59 marks. 12 percent attained just 33-43 marks. While 9 percent candidates failed in paper.

7.57. **Geography-II:** Overall performance of candidates was very low. Barring a few candidates, almost all candidates failed to understand demand of questions, particularly Q.No.1, 2, 6 and 7(b). As a result, their answers were way-ward and mostly gibberish. Some of them seemed to possess a fair amount of information but their knowledge appeared to be sketchy and answers fragmentary. Candidates showed poor expression and inarticulate language in their answers. 6 percent got 60-79 marks. 37 percent obtained 44-59 marks and 25 percent secured 33-43 marks. While 32 percent failed in subject.

7.58. **Geology-I & II:** Out of five, three candidates passed in paper-I and two in paper-II. While only one candidate got 60-64% marks in both papers. On the whole, performance of candidates was not satisfactory.

7.59. **History of Pakistan & India-I:** Out of 1586 candidates 1423 (90%) candidates passed. 25 percent each obtained 60 and above and 44-59 marks respectively while 39 percent secured 33-43 marks. 10 percent candidates failed. However, answers were sub-standard with full of irrelevant material. Candidates were poor in punctuation, spelling/tenses with illegible writing.

7.60. **History of Pakistan & India-II:** Performance of candidate was generally not upto the expectation. 31 percent candidates got 60-79 marks. 56 percent obtained 44-59 marks and 9 percent secured 33-43 marks while 4 percent candidates failed. Candidates generally lacked in style and expression. Some candidates took it very easy/lightly. They did not study adequately and thus subjectively not clear.

7.61. **History of USA:** Performance of candidates was good as 91 percent were passed in subject. 30 percent candidates got 60 and above marks. 41 percent candidates obtained 44-59 marks. 20 percent attained 33-43 marks. While 9 percent failed in subject. Candidates should avoid using sub-standard guide books/notes/text as they were expected to show their achievement and knowledge of higher standard to the Commission. Standard of English (syntax) structure and grammar even in papers where candidates secured high marks left much to be desired.

7.62. **International Law:** Performance of candidates was not so good. Majority of candidates took exam lightly. Handwriting of many candidates was poor and illegible. Their performance seems to be hampered further due to non-availability of suitable books in market.

7.63. **International Relations:** Majority of candidates have attempted papers without proper and in-depth study of prescribed syllabus, as they could not score better in question 8. Several candidates could not present their view points accurately with reference to dynamics of International Relations, Balance of Power, Diplomatic Mechanism, Human Rights, Democracy and Terrorism. Majority of candidates lacked techniques of expression and argumentation in English. Even their vocabulary was too limited and lacked accuracy in grammatical expression with worst hand writing. In objective question, several candidates marked options without having confidence and accuracy.

7.64. **Islamic History and Culture-I:** Performance of candidates was highly un-satisfactory. More than 90 percent candidates could not utilize their knowledge accordingly. Many of them even could not understand true concept of questions. Candidates must improve their knowledge and writing power by reading standard books on Islamic history and culture.

7.65. **Islamic History and Culture-II:** Majority of candidates answered below required standard. Candidates have some valid ideas but due to poor expression they could not produce it in a suitable manner. 90 percent candidates had not basic knowledge and information about Islamic History and Culture. Most of candidates were unable to clearly define culture and civilization. However, some candidates were of outstanding standard. They may be compared with any international standard and can compete with any one.

7.66. **Journalism:** On the whole candidates have done well. A vast majority of them displayed knowledge of subject and have passed. However, most candidates give lengthy answers by including irrelevant material and answers without paragraph sub -headings and proper order. Expression in English of

almost 25 percent candidates was poor with various grammatical errors/spelling mistakes.

7.67. **Law-I:** Majority of candidates lacked in-depth knowledge of subject and sufficient command over the language. Keeping in view level of knowledge and its expression, performance of candidates in general was not satisfactory.

7.68. **Law-II:** Majority of candidates have done well in compulsory question. 50 percent had attempted traditionally. Overall, 10 percent candidates showed good performance.

7.69. **Mercantile Law:** Largely performance of candidates was hopeless which showed that candidates did not realize importance and worth of exam as none of candidates could get above 80 marks. Only 11 percent candidates got between 60-79 marks, 54 percent secured 33-59 marks and 35 percent candidates failed.

7.70. **Muslim Law & Jurisprudence:** Very few candidates have quoted case law or reference to original text. They were lacking in analytical approach to subject. Some candidates had not understood even the call of question. 30 percent candidates got 60 & above marks. 54 percent obtained 44-59 marks and 8 percent attained 33-43 marks, while 8 percent candidates failed.

7.71. **Persian-I:** Performance of candidates was satisfactory as 38 percent candidates got 60 to 79 marks. 23 percent secured 44-59 marks and 27 percent obtained 33-43 marks. While 12 percent candidates failed in subject. Candidates must understand nature of question. Some candidates had poor knowledge and awareness of subject.

7.72. **Persian-II:** Performance of candidates was good as 69 percent candidates got 60 and above marks. 12 percent obtained 44-59 marks and 19 percent secured 33-43 marks. While no candidate failed. However, they need to understand the nature of question and improvement in Persian writing, translation and grammar.

7.73. **Philosophy-I & II:** Performance of candidates was above average as 50 to 60 percent candidates secured 60 and above marks. However, candidates having poor expression in English suffered badly.

7.74. **Physics-I & II:** Among total of 207, only 8 percent candidates showed good responses whereas 22 percent were just satisfactory and rest 70 percent remained below average. Majority of candidates have subject understanding of below level of Matric. Such candidates did not prepare examination seriously.

7.75. **Political Science-I:** Overall performance of candidates was average. Expression in English was main reason for getting average and below average marks. Answers were relevant but originality of expression and analysis was seen only in a limited number of answer scripts. Candidates seemed familiar with concept and topics of paper generally.

7.76. **Political Science-II:** Performance of candidates was fairly good, yet majority falls in second class category. In objective question candidates averagely got 10 marks out of 20 which bring the average score of candidates more downward. They mostly suffered due to intellectual poverty/general intelligence.

7.77. **Psychology-I&II:** Performance of candidates was good. Majority of candidates seemed had studied subject at Graduation or Masters Level.

7.78. **Public Administration:** Majority of candidates who had only general knowledge of subject could not secure good marks. However, performance of some candidates was no doubt exemplary. Non availability of proper books, material and ample guidance of the teacher hampers their performance. Candidates must have proficiency in oral and written English to express their ideas properly. Quality of education must be improved in educational institutions.

7.79. **Punjabi:** Spellings of candidates in Punjabi were very poor. Some candidates indulge in gossips and produce irrelevant material. They were expected to give exact and to the point answers.

7.80. **Pure Mathematics-I:** Majority of candidates showed some dexterity and answering questions which require routine or formula answers. They were wholly or partially failed when a problem needs a good understanding of ideas & concepts.

7.81. **Pushto:** Almost all candidates attempted objective question well. In theory part, it was observed that candidates study subject thoroughly but they failed to write pushto language and made various spelling mistakes. Majority candidates did not write correct poetry which blocks their performance. Candidates could get maximum marks if they were able to write pushto correctly

7.82. **Sindhi:** Performance of majority of candidates was good. 27 percent candidates got 60 and above marks, while 37 percent secured 44-59 marks. 22 percent obtained 33-43 marks whereas 14 percent candidates failed in subject. However, most of candidates having low academic standard. Particularly who opt for subject as their mother tongue was not sufficiently familiar with importance of course. They relied on short guide books/five years solved papers, which hampers their performance.

7.83. **Sociology:** Generally performance of candidates was satisfactory. However, a few took exam as a joke and failed miserably. Perhaps due to subjective type of questions (more prevalent) at College level, candidates getting lesser marks in objective portion generally performed well in subjective part. Most candidates had hardly any idea about theoretical framework assumed behind question asked.

7.84. **Statistics:** Result was quite encouraging as 80 percent candidates passed in subject. 10 percent obtained more than 80% marks, while 14 percent got 70-80 marks. This performance showed dedication of candidates and their right choice of subject.

7.85. **Urdu-I:** Standard of answers simply deplorable. Majority of candidates have dependent upon ready made notes/guides and tried to memorize available material for qualifying examination. Candidates could not produce answers as per requirement of questions. They filled pages with unwanted information and irrelevant material which had no link with questions. For discouraging the bulk use of guides/ready made notes, new questions should be formulated instead of repeating old wording/voice of question year by year.

7.86. **Urdu-II:** Despite better performance of candidates, it was generally observed that stock answers were available in market in form of guide books or short notes. Taste of appreciating poetry was on the decay.

7.87. **Zoology-I&II:** Overall performance of candidates was just above average. Knowledge of majority candidates was superficial and of Intermediate level. Very few papers reflected knowledge at degree level. There was not a single paper which could be considered extra ordinary. It appears that there was something wrong for Zoology. Teaching of subject at graduate level must be improved for better result.

SECTION-VIII
REDRESSAL OF
GRIVANCES CASES

(65-66)

Redressal of Grievances

8.1. Candidates aggrieved by the Commission's decision, file petitions/appeals in various courts of law in the country as per territorial jurisdiction of the courts. Petitions/appeals are mainly related to Competitive Examination, General Recruitment, Administrative and H.R matters. Petitions/appeals relating to the C.S.S Competitive Examination are generally concerned with domicile dispute, non-acceptance of revised date of birth, re-checking of answer books and advance consumption of vacancies by the Establishment Division, etc. While Petitions/appeals relating to General Recruitment are mainly concerned with relevancy of experience and qualifications of advertised posts, regularization of adhoc appointments and against Recruitment Rules, framed by Ministries/Divisions and concurred by Establishment Division as well as FPSC.

8.2. To minimize increasing litigation cases, provision of appeal by aggrieved candidates has been made in the Federal Public Service Commission's Ordinance 1977 (XLV of 1977), in Section 7, sub section 3(a,b&c). With this provision, candidates have been provided enough opportunity to redress their grievances within the Commission. During the year, 213 candidates filed such appeals before the Commission. Out of these, 110 candidates got relief.

8.3. Data on petitions/appeals filed upto 31st December 2008 in various Courts of Law is given below:

S. No	Court/Forum	Pending upto 31-12-07	Filed during 2008	Total	Decided during 2008	Pending on 31.12. 08
		A	B	C=A+B	D	E=C-D
1.	Supreme Court of Pakistan	11		11	-	11
2.	Lahore High Court	55	54	109	48	61
3.	Sindh High Court	20	14	34	8	26
4.	Peshawar High Court	9	3	12	-	12
5.	Balochistan High Court	2	3	5	3	2
6.	Federal Service Tribunal	32	2	34	3	31
7.	Civil Courts	1	7	8	2	6
8.	Chief Court Gilgit	6		6	4	2
	Total	136	83	219	68	151

SECTION-IX
SERVICES MATTERS

(69-70)

Services Matters

Framing/ Amendment in Recruitment Rules During the Year, 2008

9.1. Under Section 7(b) of the FPSC Ordinance 1977, one of function of the Commission is to advise on matters relating to qualifications and methods of recruitment to services and posts under purview of the Commission. In compliance of this provision the Commission processed 64 Cases of Recruitment Rules during the year. Which are tabulated as under:-

Particulars	Cases	*Cases approved	**Cases closed	Cases under process
Cases of framing / amendment in Recruitment Rules brought forward from preceding years.	21	10	1	10
Cases of framing / amendment in Recruitment Rules received during 2008.	43	29	-	14
Total:	64	39	1	24

***Approved:** Means cases on which advice of the Commission has been tendered.

****Closed:** Means those cases which are not to be processed / pursued further due to different administrative reasons.

SECTION-X

ADVICE OF THE COMMISSION

Section 9 of the FPSC's Ordinance, 1977 requires the Commission to set out in annual report, so far as known to it:

- a) **The cases, if any, in which advice of the Commission was not accepted and reasons thereof; and**

- b) **The matters, if any, on which the Commission ought to have been consulted but was not consulted, and reasons thereof;**

(73-74)

Advice of the Commission

10.1 In discharge of its statutory responsibilities, the FPSC continued to advise Ministries/Divisions/Departments on services related matters. However, there were some cases where advice of the Commission was not accepted or where the Commission ought to have been consulted but was not consulted. Such actions of the Ministries/Divisions/Departments tend to diminish the process of fair selection and undermine effectiveness of Commission.

A) Cases in which Advice of the Commission was not Accepted and the Reasons Thereof;

Director (Shipping), M/O Ports and Shipping (BS-19)

10.2 As reported in annual report for year 2007, the Commission after scrutiny of applications and conduct of interviews recommended Mr. Asif Haroon for appointment to above post. The Ministry, instead of issuing offer of appointment, intimated the Commission that said nominee did not fulfil the prescribed eligibility conditions for the post. The Commission after re-examining case of its nominee advised the Ministry that its nominee fulfilled advertised conditions and is eligible for the post. The Ministry, should issue offer of appointment to its nominee and if advice of the Commission is not acceptable to the Ministry, it should be got over ruled as per law.

10.3 After delay for more than a year, the Ministry accepted Commission's advice and issued offer of appointment to above nominee vide letter No. 7 (16)/2007-P&S-II dated 15-12-2008 and the Commission's nominee has joined the post on 31-12-2008, as per notification issued by said Ministry.

B) The Matters, if any, on which the Commission Ought to have been Consulted but was not Consulted, and Reasons Thereof;

Framing of Recruitment Rules without Concurrence of the Commission

10.4 It was reported in the Annual Report for the year 2007 that M/O Interior had notified Recruitment Rules for all posts in BS-16 and above relating to the Departments of Agricultural, Soil Conservation, Livestock and Dairy Development in the Islamabad Capital Territory (ICT) without concurrence of FPSC. Matter was taken up with the Secretary, Interior Division, but no action was taken by the concerned Ministry. Later on, the Establishment Division vide their O.M.No.12/1/89-R.5 dated 5th May 2008, directed the M/O Interior/ICT to initiate necessary action for framing fresh Recruitment Rules for posts in the concerned Departments and submit for concurrence to the Establishment Division as well as FPSC. Action of the M/O Interior/ICT is still awaited.

SECTION-XI
PUBLIC SECTOR CAPACITY BUILDING
PROJECT ACTIVITIES

(77-78)

Public Sector Capacity Building Project

11.1 Public Sector Capacity Building Project was initiated by the Government of Pakistan in 2004 with the assistance of the World Bank for a total size of US\$ 61 million to strengthen key Government organizations. The Federal Public Service Commission was a partner in this project and set the following objectives for its component:

- i. Developing appropriate selection criteria for induction/recruitment;
- ii. Reviewing Recruitment Rules including educational qualifications matching with the job description of each post;
- iii. Developing capacity in the FPSC staff to manage a modern recruitment system,
- iv. Provide secure and conducive environment to the staff/candidates.
 - Total cost of the project Rs. 29 million
 - Cumulative Expenditure till 31st Dec, 2008 Rs. 8.67 million
 - Physical Progress achieved 87%
 - Financial progress 72%

11.2 During the year ending December 2008, following activities were performed:

i. Revamping of CSS Competitive Examination System.

Under Public Sector Capacity Building Project (PSCBP) the Consultants have submitted their final reports on revamping of CSS Competitive Examination. The Commission has deliberated on the recommendations that best international practices be adopted involving a shift away from knowledge-based examination to ability-competency based psychometric assessment and minimizing the element of subjectivity and optimizing the element of objectivity. The study will also help in improvement in selection of dynamic, professionally qualified and skilled people in the bureaucracy who will play effective leading role in social and economic uplift of the country. The Commission after due deliberation forwarded the report to Establishment Division for further consideration and approval.

ii. Revamping of General Recruitment System.

Study on revamping of General Recruitment system of FPSC is under process. For this purpose, M/s W. Wien & Associates, Consultants have been engaged. Consultant firm has submitted 5 deliverables, which are being evaluated by the Commission. The study is expected to be completed by middle of 2009.

iii. Revamping of Psychological Assessment Process.

For revamping of Psychological Assessment Process of FPSC, contract has been awarded to a Consultant who has submitted Inception Report which has been approved by the Commission. Assignment is expected to be completed by middle of 2009.

iv. Study Tours to Foreign Countries

Lt Gen Shahid Hamid (Retd), Chairman, Mr Shaukat Umer, Member and Mr Abdul Matin Afridi, Director, FPSC visited South Africa to study Recruitment System under Public Sector Capacity Building Project (PSCBP) during 2nd week of January, 2008. The experiences of visited countries were shared with Consultants for improvement of FPSC recruitment system.

v. Out Reach Career Counselling to Intending Candidates.

To make awareness to students who are future civil servants, informative lectures in 90 Degree Colleges/Universities were delivered by Members and senior officers of FPSC, which were highly appreciated by the students, faculties and management of the institutions. They desired to reiterate such activities by the Commission at least once in a year to motivate students to join the civil services of Pakistan.

vi. Training for Capacity Building and Skill Development of FPSC Officers/Officials.

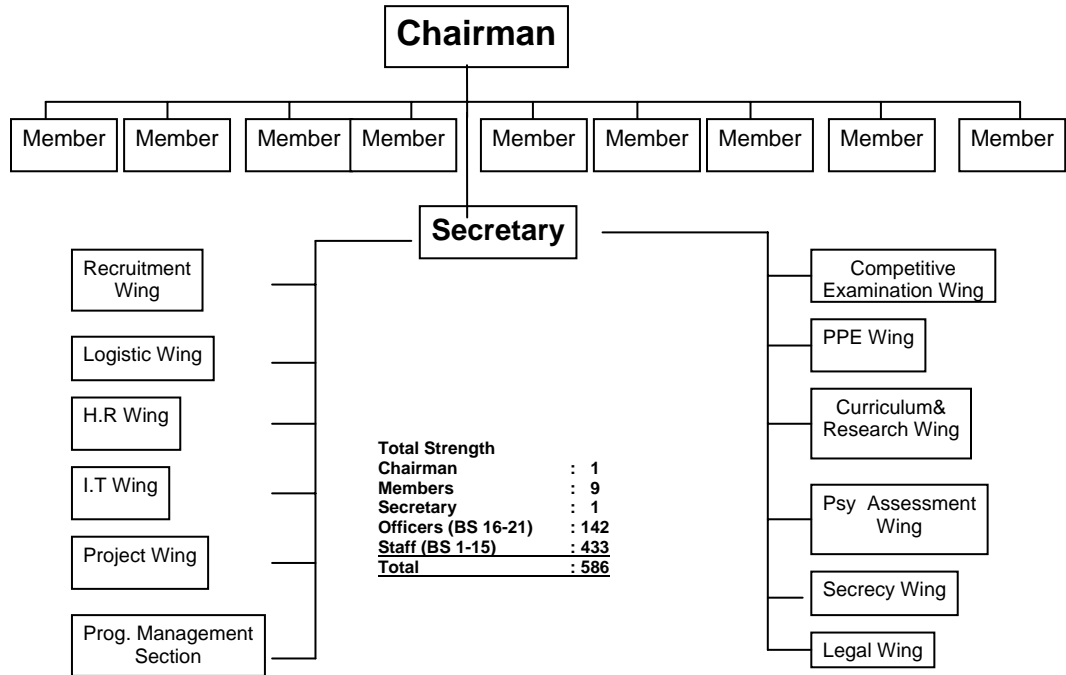
During the year 2008, fifty officers/officials of FPSC secretariat have attended short courses at Lahore/Karachi organized by Pakistan Institute of Management (PIM). After attending the training course, each officer has to deliver a presentation to other officers on knowledge and experience gained during the course.

SECTION-XI
APPENDICES

INDEX TO ABBREVIATIONS USED IN THE APPENDICES

- F Post reported failure.
- R Recommended for appointment.
- U/P Cases under process.
- P Cases pending due to Litigation.
- W Cases withdrawn.
- NA Northern Area.

Organoogram of the FPSC



Appendix-I-A

Commission and its Staff Position as on 31st December, 2008

S. NO.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts
1	2	3	4	5	6
1.	Chairman	Tenure post	1	1	-
2.	Member	Tenure post	9	5	4
3.	Secretary	21	1	1	-
4.	Executive DG	21	1		1
5.	Director General	20	3	3	
6.	Chief Psychologist	20	1	1	-
7.	Chief IT	20	1	-	1
8.	Director	19	9	9	-
9.	Director (Computer)	19	1	1	-
10.	Senior Psychologist	19	2	2	-
11.	Educational Consultant	19	1	1	-
12.	Deputy Chief IT	19	1	-	1
13.	Deputy Director	18	13	11	2
14.	Psychologist	18	4	3	1
15.	Senior Research Officer	18	1	-	1
16.	System Analysts	18	1	1	-
17.	Programmer	18	1	1	-
18.	Data Base Administration	18	1	-	1
19.	Quality Assurance Officer	18	1	-	1
20.	Junior Programmer	17	2	-	2
21.	Website Manager	17	1	-	1
22.	Network Administrator	17	1	-	1
23.	Data Control Officer	17	3	-	3
24.	Research Officer	17	3	2	1
25.	Assistant Director	17	35	35	-
26.	Private Secretary	17	12	12	-
27.	Deputy Assistant Director	16	11	11	-
28.	Assistant Librarian	16	1	1	-
29.	Superintendent (Record)	16	1	1	-
30.	System Operator	16	3	3	-
31.	Computer Operator	16	1	1	-
32.	Transport Officer	16	1	1	-
33.	Assistant Data Base Administer	16	1	-	1
34.	Hardware Engineer	16	1	-	1
35.	Assistant Network Administrator	16	5	-	5
36.	Data Processing Assistant	16	18	18	-
37.	Stenographer	15	30	29	1
38.	Assistant Incharge	15	2	1	1

39.	Assistant	14	64	64	-
40.	Stenotypist	12	47	38	9
41.	Statistical Assistant	11	6	5	1
42.	Security Supervisor	11	1	1	-
43.	Draftsman-cum-Artist	11	1	1	-
44.	Library Assistant	11	1	1	-
45.	Key Punch Operator	10	15	14	1
46.	Terminal Operator	10	2	1	1
47.	Upper Division Clerk	7	35	35	-
48.	Telephone Operator	7	2	2	-
49.	Lower Division Clerk	7	62	57	5
50.	Security Clerk	7	2	1	1
51.	Driver	4	32	31	1
52.	Dispatch Rider	4	2	2	-
53.	Duplicating Machine Opt.	4	3	3	-
54.	Electrician	4	1	1	-
55.	Lift Operator	3	3	2	1
56.	Book Sorter	2	1	-	1
57.	Daftry	2	16	15	1
58.	Qasid	2	14	14	-
59.	Naib Qasid	1	58	56	2
60.	Frash	1	2	2	-
61.	Chowkidar	1	10	10	-
62.	Security Guard	1	9	8	1
63.	Bus Cleaner	1	1	1	-
64.	Khakroob	1	11	9	2
Total			586	530	56

Appendix-I-B**Officers Who Joined the Commission during the Year, 2008**

S. No.	NAME OF OFFICER/	DESIGNATION	DATE OF JOINING
1.	Syed Tariq Ali Bokhri	Member	6th March 2008
2.	Syed Masood Alam Rizvi	Member	4th April 2008
3.	Mr. Ramiz Ahmad	Director	4 th June 2008
4.	Mr. Haroon Rashid	Assistant Director	1 st April 2008
5.	Mr. Akbar Azam	Assistant Director	13 th Nov 2008

Officers/Officials Promoted during the Year, 2008

S. No.	Name	Promoted as	Date of promotion
1.	Mr. Pervez Akhtar	Director General (BS-20)	26.02.2008
2.	Mr. Amir Ahmed	Director General (BS-20)	26.02.2008
3.	Mr. Amir Ali Arain,	Director General (BS-20)	12-8-2008
4.	Mr. Muhammad Jamil	Director) (BS-19)	26-02-2008
5.	Mr. Ghulam Murtaza Awan,	Director (Computer) (BS-19)	04-12-2008
6.	Mr. Muhammad Arjumand	Director (BS-19)	04-12-2008
7.	Mrs Sarwat Habib	Director (BS-19)	04-12-2008

Officers Who Left the Commission during the Year, 2008

S. No.	Name	Designation	Date of Leaving	Remarks
1.	Dr. Mutawakkil Kazi	Member	7-1-2008	Tenure Completed
2.	Saiyed Mohib Asad	Member	10-1-2008	Tenure Completed
3.	Lt Gen Syed Abdul Ahad Najmi (Retd)	Member	06.05.2008	Tenure Completed
4.	Rear Admiral (Retd.) Muhammad Nashat Raffi	Member	9-9-2008	Tenure Completed
5.	Mr. Muhammad Aziz Khan	Member	9-9-2008	Tenure Completed
6.	Mr. Muhammad Hanif	E.D.G	31-7-2008	Retired from Govt. Service on attaining the age of superannuation
7.	Miss Asfia Sultana	Psychologist	25-3-2008	On deputation to M/O Women
8.	Mr. Ziauddin	Assistant Director	25-3-2008	On deputation to Estt. Division
9.	Mr. Manzoor Ahmed Rana	Assistant Director	25-3-2008	On deputation to M/O Petroleum
10.	Mr. Ramiz Ahmad	SRO	04.06.2008	Relieved to join as Director, FPSC.

Appendix-II**Statistics on General Recruitment (BS-16 & Above) Processed during 2008,
Including the Posts Carried Forward from Preceding Years**

Year	Cases	Posts Advertised	Applications received	Candidates Pre- Selected	Candidates Interviewed	Cases finalized				Cases/posts carried over to 2008	
						Cases	Nomination made	Posts reported failure	Posts withdrawn	Cases	Posts
2008	297	1730	26475*	1265	71	36	20	30	1	261	1679
2007	162	1689	49514	4966	3333	132	957	89	5	30	638
2006	14	105	1706	272	289	10	87	12	1**	4	5
2003	1	1	65	6	6	1	1	-	-	-	-
Total	474	3525	77760	6509	3699	179	1065	131	7	295	2322

* Applications of Advertisement No. 20/2008 to 24/2008 with the closing date before 31-12-2008 have not been included because data has not been provided by IT/T&S Wing.

** One post in case No. F.4-207/2006 was re-advertised in case No. F.4-252/2007.

Appendix -III

**Number of Vacancies Advertised and Filled during the Year, 2008
(Basic Scale and Merit/Province Wise Representation in General Recruitment in BS-16 & Above)**

BPS	Particulars	Merit	Punjab	Sindh(R)	Sindh(U)	NWFP	Bal.	NAFATA	AJK	N.A	Total
14	Posts Finalized	54	33	8	5	8	33	3	1	-	145
	Nominations Made	54	33	8	5	7	21	3	1	-	132
16	Posts Finalized	28	194	50	29	40	21	51	8	6	427
	Nominations Made	27	183	46	29	39	18	51	7	6	406
17	Posts Finalized	43	227	62	38	53	27	24	8	4	486
	Nominations Made	42	216	52	32	47	20	22	7	4	442
18	Posts Finalized	8	58	18	4	11	4	4	1	7	115
	Nominations Made	7	36	13	2	9	3	2	-	1	73
19	Posts Finalized	2	10	8	2	2	2	1	-	1	28
	Nominations Made	1	4	3	-	1	-	1	-	1	11
20	Posts Finalized	-	-	1	-	1	-	-	-	-	2
	Nominations Made	-	-	-	-	1	-	-	-	-	1
Total Finalized		135	522	147	78	115	87	83	18	18	1203
Total Nominations Made		131	472	122	68	104	62	79	15	12	1065

Appendix -IV**Gender-Wise Vacancies Advertised and Filled during the Year, 2008**

Basic Scale	Particular	Reserved for Male	Reserved for Female	Reserved for Both Genders			Total
				Male	Female	Total	
14	Posts Finalized	-	-	-	-	145	145
	Nomination Made	-	-	124	8	132	132
16	Posts Finalized	37	136	-	-	254	427
	Nomination Made	37	135	219	15	234	406
17	Posts Finalized	84	182	-	-	220	486
	Nomination Made	76	159	158	49	207	442
18	Posts Finalized	16	5	-	-	94	115
	Nomination Made	13	2	53	5	58	73
19	Posts Finalized	2	7	-	-	19	28
	Nomination Made	-	-	11	-	11	11
20	Posts Finalized	-	-	-	-	2	2
	Nomination Made	-	-	1	-	1	1
21	Posts Finalized	-	-	-	-	-	-
	Nomination Made	-	-	-	-	-	-
Total Finalized		139	330	-	-	734	1203
Total Nomination Made		126	296	566	77	643	1065

Appendix –V**Ministry/Division Wise Detail of Selection of Officers for Various Posts**

Name of Requisitioning Ministry/Division/Department	Basic Scale						Total
	14	16	17	18	19	20	
-							
Azad Jamu & Kashmir Council	-	1	3	1	-	-	5
Cabinet Division	-	2	1	-	-	-	3
Controller General of Accounts	-	126	-	-	-	-	126
Communications Division	132	-	-	-	-	-	132
Defence Division	-	25	62	26	2	-	115
Defence Production Division	-	1	1	1	-	-	3
Education Division	-	131	195	13	-	-	339
Environment Division	-	4	-	2	-	-	6
Establishment Division	-	-	-	7	1	-	8
Finance Division	-	36	17	1	1	-	55
Federal Government Organization, IB	-	2	30	-	-	-	32
Federal Public Service Commission	-	-	2	-	1	-	3
Food, Agriculture & Livestock Division	-	1	5	1	-	-	7
Health Division	-	-	35	-	-	-	35
Interior Division	-	1	11	-	-	-	12
Investment Division.	-	-	-	3	-	-	3
Information Technology	-	-	2	-	-	-	2
Kashmir Affairs & Northern Areas Division	-	43	10	1	1	-	55
Local Government & Rural Development Division	-	-	-	2	-	-	2
Law, Justice and Human Rights Division	-	1	1	3	-	-	5
Ministry of Housing and Works.		1					1
Ministry of Foreign Affairs.					-		0
Narcotics Control	-	17	-	-	-	-	17
Petroleum & Natural Resources Division	-	-	4	7	1	-	12
Planning & Development Division	-	-	13		3	-	16
Population Welfare Division	-	5	9	-	-	-	14
Privatization & Investment Division		1					1
Ports & Shipping Division				1			1
Railways Division	-	-	15	1	-	-	16
Religious Affairs, Zakat & Ushr Division	-	-	-	1	-	-	1
Science & Technological Research Division	-	-	-	-	-	-	0
Social Welfare & Special Education Division	-	1	19	-	-	-	20
Statistical Division	-	1	2	2	1	1	7
Tourism Division	-	2	-	-	-	-	2
Textile Industry	-	3	3	-	-	-	6
Women Development	-	1	-	-	-	-	1
Water & Power Division	-	-	2	-	-	-	2
Total	132	406	442	73	11	1	1065

Appendix-VI**Recruitment Cases (BS-16 & Above) which were Advertised and Processed by the Commission during the Year 2008**

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applicat- ions received	Candidates		Remarks
					Pre- selected	Inter- viewed	
1	2	3	4	5	6	7	8
1.	1/2008	Pharmacist, National Institute of Child Health, Karachi, M/O Health. BS-17	1 Punjab-1	18	3	3	R-1
2.	2/2008	Senior Research Officer, M/O Education. BS-18.	1 Punjab-1	16	3	3	R-1
3.	3/2008	Assistant Director (Archives), National Archives of Pakistan, Cabinet Division, BS-16.	1 Sindh(R) -1	24	3	3	R-1
4.	7/2008	Assistant Security Officer, Mvrde, M/O Defence Production. BS-16.	1 Punjab-1	4	2	2	R-1
5.	12/2008	Deputy Production Manager, Institute of Optronics, M/O Defence Production. BS-18.	1 Sindh(R)-1	3	-	1	R-1
6.	15/2008	Sister Tutors, National Institute of Child Health, Karachi, M/O Health. BS-17	2 Punjab-1 Sindh(R)-1	6	-	1	F-1 R-1
7.	16/2008	Programmer, Office of The Chief Engineering Adviser/ Chairman, Federal Flood Commission, M/O Water and Power. BS-17	1 Punjab-1	37	3	3	R-1
8.	19/2008	2nd Engineers (Electronics/ Electrical) (System Engineer Calibration), Pakistan Navy, M/O Defence. BS-18.	3 Punjab-2 Sindh(R)-1	4	-	-	F-2 F-1
9.	21/2008	Directress Physical Education, F.G. Colleges for Women, Federal Directorate of Education, M/O Education. BS-17.	2 Punjab-1 Sindh(U)-1	14	3	3	R-1 F-1
10.	22/2008	Assistant District Attorney, Islamabad Capital Territory, M/O Interior. BS-16.	1 Punjab-1	47	3	3	R-1
11.	23/2008	Director Physical Education (Male), F.G. Boys Higher Secondary School, Federal Directorate of Education, M/O Education. BS-17.	1 Sindh(R)-1	12	3	3	R-1

1	2	3	4	5	6	7	8
12.	27/2008	Professors, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-20.	3 Punjab-2 NWFP-1	1	1	-	Court Case.
13.	28/2008	Research Officer, Manpower Planning Section, Planning & Development Division. BS-17	1 Punjab-1	77	3	3	R-1
14.	29/2008	Research Officer, Rural Development And Local Planning Section, Planning & Development Division. BS-17	1 Punjab-1	56	3	3	R-1
15.	30/2008	Research Officer, Transport & Communication Section, Planning & Development Division, BS-17	1 Sindh(U)-1	9	3	3	R-1
16.	32/2008	Director (Research & Development Group), Institute of Optronics, M/O Defence Production. BS-19	1 Punjab-1	3	-	1	R-1
17.	36/2008	Anaesthetist, National Institute for Handicapped, M/O Health. BS-18	1 Punjab-1	1	-	-	F-1
18.	37/2008	Paediatric Surgeon, National Institute for Handicapped, M/O Health. BS-18.	1 Punjab-1	1	-	-	F-1
19.	43/2008	Director (Manuals & Publications), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division. BS-19.	1 Punjab-1	6	-	-	F-1
20.	49/2008	Assistant Manager, CAP, M/O Defence, BS-16	1 Sindh(R)-1	5	-	-	F-1
21.	53/2008	Instructors, Engineering Services, Municipal Training and Research Institute (MTRI), Karachi, M/O Local Government and Rural Development. BS-17	2 Punjab-1 NWFP-1	3	-	-	F-1 F-1
22.	59/2008	Gynaecologists (Female), Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	2 NA-2	2	-	-	F-1
23.	62/2008	Senior Instructors, Municipal Training and Research Institute (MTRI), Karachi, M/O Local Government and Rural Development. BS-18	2 Punjab-1 NWFP-1	1	-	-	F-1 F-1
24.	76/2008	Foreman Of Inspection (Mechanical), Naval, HQs. M/O Defence. BS-16	1 Punjab-1	3	-	-	F-1

1	2	3	4	5	6	7	8
25.	86/2008	Trained Graduate Teachers (Female), Northern Areas, Kashmir Affairs & Northern Areas Division. BS-16	6 NA-6	585	18	18	R-6
26.	93/2008	Assistant Electronic Engineer, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-17.	1 Punjab-1	5	-	-	F-1
27.	110/2008	Associate Professors (Female), F.G. Colleges for Women, FDE, M/O Education. BS-19	3 Sindh(R)-1 Sindh(U)-1 NWFP-1	1	-	1	F-1 F-1 F-1
28.	114/2008	Instructor (Fishing Gear), Fisheries Training Centre, Marine Fisheries Department, Karachi, M/O Food, Agriculture And Livestock BS-18	1 Punjab-1	3	-	-	F-1
29.	154/2008	Medical Specialists, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	2 NA-2	-	-	-	F-2
30.	156/2008	Psychiatrist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	-	-	-	F-1
31.	157/2008	Anaesthetist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	-	-	-	F-1
32.	173/2008	Registrar, (Implementation Tribunal for Newspaper Employees), Labour & Manpower Division. BS-19.	1 Punjab-1	7	-	-	W-1
33.	184/2008	Director of Projects, Ports And Shipping Wing, M/O Ports and Shipping. BS-19.	1 Punjab-1	-	-	-	F-1
34.	226/2008	Senior Research Officer (Silkworm Breeding), Pakistan Forest Institute, Peshawar, M/O Environment. BS-18	1 Punjab-1	-	-	-	F-1
35.	234/2008	Anaesthetist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	-	-	-	F-1
36.	236/2008	Psychiatrist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	-	-	-	F-1

Remaining 181 recruitment cases involving 18669 applications were under pre-selection stage and 80 cases involving 6852 applications were not finalized upto 31st December 2007.

Appendix-VII**Recruitment Cases (BS-16 & Above) of Pre-2008,
which were Processed during 2008**

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS.	No Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
1	2	3	4	5	6	7	8
1.	44/03	Director, Federal Public Service Commission, BS-19	1 Punjab -1	65	6	6	R-1
2.	21/06	Assistant Director (Data Base Manager), M/O Environment, BS-17.	1 Punjab-1	41	3	-	Court Case
3.	47/06	Senior Programmers, Directorate of Information Technology and MIS, Pakistan Railways, Lahore, M/O Railways, BS-18.	2 Punjab-1 Sindh(R) -1	15	5	5	Court Case
4.	107/06	Soil Survey Research Officers, Soil Survey of Pakistan, M/O Food, Agriculture & Livestock, BS-17	3 Merit-1 Punjab-1 Sindh(U)-1	18	5	5	R-1 F-1 R-1
5.	117/06	Associate Clinical Psychologist, PIMS, M/O Health, BS-18	1 Punjab-1	13	4	-	Court Case
6.	125/06	Social Mobilizer, Office of the Chief Engineering Adviser/ Chairman, Federal Flood Commission, M/O Water and Power, BS-18	1 Punjab-1	12	3	3	U/P
7.	193/06	Computer Operators, Pakistan Military Accounts Department, M/O Defence, BS-16.	27 Merit-2 Punjab-13 Sindh(R)-3 Sindh(U)-2 NWFP-3 Balochistan-2 NAFATA-1 AJK-1	385	86	91	R-2 R-13 R-3 R-2 R-3 F-2 R-1 R-1

1	2	3	4	5	6	7	8
8.	205/06	Inspectors, Anti-Narcotics Force, M/O Narcotics Control. BS-16	17 Merit-1 Punjab-7 Sindh(U)-1 Sindh(R)-4 NWFP-2 NAFATA-1 AJK-1	242	14	25	R-1 R-7 R-1 R-4 R-2 R-1 R-1
9.	207/06	Assistant Director, Federal Public Service Commission, BS-17	1 Punjab-1	16	-	-	W-1
10.	237/06	Headmasters, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-18.	5 Punjab-2 Sindh(R)-1 NWFP-1 Balochistan-1	186	17	19	R-2 R-1 R-1 F-1
11.	246/06	Inspectors, Pakistan Forest Institute Peshawar, M/O Environment. BS-16.	4 Punjab-2 Sindh(R)-1 NWFP-1	94	12	12	R-2 R-1 R-1
12.	252/06	Deputy Director (Manuals & Publications), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division. BS-18.	1 Sindh(R)-1	6	-	1	R-1
13.	255/06	Eighteen Deputy Headmistresses, F.G. Model/ Higher Secondary Schools for Women, Federal Directorate of Education, M/O Education. BS-17.	18 Merit-2 Punjab-8 Sindh(U)-1 Sindh(R)-2 NWFP-3 Balochistan-1 NAFATA-1	395	60	60	R-2 R-8 R-1 R-2 R-3 R-1 R-1
14.	256/06	Twenty-three Senior Teachers (Female), F.G. Model/ Higher Secondary Schools for Women, Federal Directorate of Education, M/O Education. BS-17.	23 Merit-1 Punjab-11 Sindh(U)-3 Sindh(R)-3 NWFP-2 Balochistan-2 AJK-1	271	62	65	R-1 R-11 R-1, F-2 F-3 R-1, F-1 F-2 R-1
15.	257/06	Programmer, Finance Division. BS-17.	1 Sindh(R)-1	12	3	3	R-1

1	2	3	4	5	6	7	8
16.	09/07	Medical Officers, National Institute for Handicapped, Islamabad, M/O Health. BS-17.	4 Sindh(R)-1 Sindh(U)-2 Balochistan-1	29	9	9	R-1 R-2 F-1
17.	18/07	Executive Engineers (B&R/E&M), MES, M/O Defence, BS-18.	11 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 NWFP-1 Balochistan-1 NAFATA-1	103	35	48	R-1 R-5 R-1 R-1 R-1 R-1 R-1
18.	23/07	Forest Entomologist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	4	1	1	F-1
19.	27/07	Extension Specialist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	8	3	3	F-1
20.	49/07	Staff Officer-III (Statistics), GHQ, M/O Defence. BS-17.	1 NWFP-1	27	3	3	R-1
21.	51/07	Assistant Chief (Fuel), Energy Appraisal Section and Plan Formulation Section, Energy Wing, Planning and Development Division. BS-18.	1 Sindh(R)-1	10	1	5	R-1
22.	52/07	Deputy Chief, Energy Information System and Computer Section, Energy Wing, Planning and Development Division. BS-19.	1 Punjab-1	6	-	1	F-1
23.	58/07	Head Instructors (Female), Girls Vocational Centre, Rawalakot & Sudhnuti under the Administrative Control of A J & K Council Secretariat. BS-16.	2 Merit -2	8	6	6	F-1
24.	63/07	Assistant Education Officers, Federal Directorate Of Education, M/O Education. BS-16.	3 Punjab-2 Sindh(R)-1	118	9	10	R-2 R-1
25.	65/07	Director (Technical), Gwadar Fish Harbour-Cum-Mini Port, M/O Ports and Shipping. BS-19.	1 Merit -1	1	1	-	W-1
26.	69/07	Engineer Mot 1st Class, Gwadar Fish Harbour-Cum-Mini Port, M/O Ports and Shipping. BS-18.	1 Punjab-1	2	-	-	W-1
27.	70/07	Assistant Engineer (Civil), Gwadar Fish Harbour-Cum-Mini Port, M/O Ports and Shipping. BS-17.	1 Punjab-1	1	1	-	W-1

1	2	3	4	5	6	7	8
28.	71/07	Assistant Engineer (Marine), Gwadar Fish Harbour-Cum-Mini Port, M/O Ports and Shipping. BS-17.	1 Punjab-1	1	-	-	W-1
29.	72/07	Accounts Officer, Gwadar Fish Harbour -Cum-Mini Port, M/O Ports and Shipping. BS-17.	1 Punjab-1	5	2	-	W-1
30.	75/07	Assistant Educational Advisers, M/O Education. BS-18.	3 Merit-1 Sindh(R)-1 Balochistan-1	157	11	11	R-1 R-1 R-1
31.	80/07	Senior Programme Officer, M/O Women Development. BS-18	1 Punjab-1	8	3	3	R-1
32.	84/07	Administrative Officer-Cum-Education Cess Officer, Income Tax-Cum-Excise & Sales Tax/ Excise & Taxation Department, Azad Jammu and Kashmir Council Secretariat, BS-17.	1 AJK-1	19	3	3	Court Case
33.	86/07	Assistant Executive Engineers (Civil), Northern Areas, PWD, Kashmir Affairs & Northern Areas Division. BS-17	4 NA-4	45	17	17	R-4
34.	90/07	Statistical Officer, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17.	1 NA-1	30	3	3	R-1
35.	93/07	Computer Operator, MES, M/O Defence. BS-16.	1 Sindh(R)-1	16	2	2	F-1
36.	97/07	Admn Officers/ Accountants, Regional Training Institute, M/O Population Welfare, BS-16.	5 Merit-1 Punjab-3 Balochistan-1	120	16	19	R-1 R-3 R-1
37.	99/07	Lecturers (Male), Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education. BS-17.	83 Merit-7 Punjab-42 Sindh(R)-10 Sindh(U)-6 NWFP-9 Balochistan-5 NAFATA-3 AJK-1	4594	273	278	R-7 R-39, F-3 R-10 R-2, F-4 R-9 R-4, F-1 R-3 R-1

1	2	3	4	5	6	7	8
38.	100/07	Lecturers (Female),, Islamabad Model Colleges For Girls, Federal Directorate of Education, M/O Education. BS-17.	53 Merit-4 Punjab-27 Sindh(R)-6 Sindh(U)-4 NWFP-6 Balochistan-3 NAFATA-2 AJK-1	2676	189	190	R-4 R-27 R-5, F-1 R-3, F-1 R-6 R-2, F-1 R-2 R-1
39.	104/07	Junior Teachers (Female), Islamabad Model Colleges For Boys & Girls, Federal Directorate of Education, M/O Education. BS-16.	128 Merit-9 Punjab-62 Sindh(R)-14 Sindh(U)-12 NWFP-14 Balochistan-8 NAFATA-6 AJK-3	3516	402	406	R-9 R-62 R-14 R-12 R-14 R-8 R-6 R-3
40.	105/07	Trained Graduate Teachers (Science) (Male), Education Department, Northern Areas, Kashmir Affairs And Northern Areas Division. BS-16.	37 NA-37	248	111	113	R-37
41.	107/07	Additional District & Sessions Judge, Northern Areas Judiciary, Kashmir Affairs and Northern Areas Division. BS-19.	1 NA-1	11	3	4	R-1
42.	108/07	Associate Professors (Female), Islamabad Model Colleges for Girls, Federal Directorate of Education, M/O Education. BS-19.	2 Sindh(R)-1 Balochistan-1	2	1	1	F-1 F-1
43.	113/07	Assistant Fisheries Development Commissioner, M/O Food Agriculture and Livestock. BS-18.	1 Sindh(R)-1	9	3	4	R-1
44.	114/07	Assistant Professors (Male), Federal Government Colleges/Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education. BS-18.	2 Punjab-1 NWFP-1	28	8	9	R-1 R-1
45.	115/07	Deputy Director (Economics & Law), M/O Petroleum and Natural Resources. BS-18.	1 Punjab-1	12	1	1	F-1

1	2	3	4	5	6	7	8
46.	116/07	Assistant Directors in a Federal Government Organization. BS-17.	30 Merit-2 Punjab-15 Sindh(R)-4 Sindh(U)-2 NWFP-3 Balochistan-2 NAFATA-2	6100	94	94	R-2 R-15 R-4 R-2 R-3 R-2 R-2
47.	119/07	Scientific Officer, National Veterinary Laboratory, M/O Food, Agriculture and Livestock. BS-17.	1 Punjab-1	14	3	4	R-1
48.	121/07	Assistant Professors, National Institute of Science and Technical Education, M/O Education. BS-18.	7 Merit-1 Punjab-4 Sindh(R)-1 NWFP-1	10	5	5	R-1 F-4 F-1 R-1
49.	122/07	Senior Research Officers/Senior Training Officers/Senior Curriculum Officers, National Institute of Science and Technical Education, M/O Education. BS-18	5 Merit-1 Punjab-2 Sindh(R)-1 NWFP-1	60	19	22	R-1 R-2 F-1 R-1
50.	123/07	Research Officers/Training Officers/Curriculum Officers, National Institute of Science and Technical Education, M/O Education. BS-17	8 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 NWFP-1	223	30	30	R-1 R-4 R-1 F-1 R-1
51.	125/07	Deputy Director, M/O Local Government and Rural Development. BS-18.	1 Punjab-1	24	3	4	R-1
52.	134/07	Medical Officers, Office Of The Chief Commissioner, ICT, Islamabad, M/O Interior. BS-17.	10 Merit-2 Punjab-3 Sindh(R)-1 NWFP-2 Balochistan-1 NAFATA-1	227	34	34	R-2 R-3 R-1 R-2 R-1 R-1
53.	136/07	Assistant Controller, Department of Tourist Services, M/O Tourism, BS-17	1 NWFP-1	28	3	4	R-1
54.	137/07	Inspectors, Department Of Tourist Services, M/O Tourism. BS-16	2 Punjab-2	34	7	7	R-2

1	2	3	4	5	6	7	8
55.	143/07	Deputy Directors, Management Services Wing, Establishment Division, Islamabad. BS-18	6 Punjab-4 Sindh(R)-1 NWFP-1	125	18	18	R-4 R-1 R-1
56.	144/07	Senior Technician, Animal Quarantine Department, M/O Food, Agriculture and Live Stock (Live Stock Wing). BS-16.	1 Sindh(R)-1	8	3	3	R-1
57.	148/07	Meteorologists, Pakistan Meteorological Department, M/O Defence. BS-17.	15 Merit- 2 Punjab-8 Sindh(R)-1 Sindh(U)-1 NWFP-1 NAFATA-1 AJK-1	311	48	49	R-2 R-8 R-1 R-1 R-1 R-1 F-1
58.	150/07	System Analysts, Pakistan Computer Bureau, M/O Information Technology. BS-18	5 Punjab-1 Sindh(R)-1 NWFP-1 NAFATA-1 AJK-1	68	12	12	U/P
59.	151/07	Programmers, Pakistan Computer Bureau, M/O Information Technology. BS-17	2 Punjab-1 Sindh(R)-1	66	6	6	R-1 R-1
60.	153/07	Assistant Accounts Officers, Controller General of Accounts. BS-16	135 Merit-10 Punjab-68 Sindh(R)-16 Sindh(U)-10 NWFP-16 Balochistan-8 NAFATA-5 AJK-2	2152	400	404	R-10 R-62, F-6 R-15, F-1 R-10 R-16 R-7, F-1 R-5 R-1, F-1
61.	156/07	Assistant Executive Engineers, Civil Engineering Department Of Pakistan Railways, M/O Railways (Railway Board). BS-17.	15 Merit-4 Punjab-6 Sindh(U)-1 NWFP-2 Balochistan-1 NAFATA-1	170	53	53	R-4 R-6 R-1 R-2 R-1 R-1

1	2	3	4	5	6	7	8
62.	158/07	Assistant Audit Officers, Pakistan Audit Department. BS-16	402 Merit-30 Punjab-201 Sindh(R)-46 Sindh(U)-31 NWFP-46 Balochistan-24 NAFATA-16 AJK-8	4490	1113	--	U/P
63.	161/07	Superintending Engineer (B&R/ E&M), MES, M/O Defence, BS-19.	1 NWFP-1	18	5	7	R-1
64.	162/07	Director (Mining), Mineral Wing, M/O Petroleum And Natural Resources, BS-19.	1 Punjab-1	6	3	3	R-1
65.	164/07	Deputy Director (Mis), Mineral Wing, M/O Petroleum and Natural Resources, BS-18.	01 Punjab-01	09	3	3	R-1
66.	166/07	Assistant Directors (Mining), Mineral Wing, M/O Petroleum and Natural Resources, BS-17.	2 Punjab-1 Sindh(R)-1	16	6	6	R-1 R-1
67.	167/07	Deputy Directors in a Federal Government Organization, BS-18.	4 Punjab-2 Sindh(U)-1 NWFP-1	36	4	4	F-2 F-1 F-1
68.	168/07	Directors in a Federal Government Organization, BS-19.	2 Punjab-1 NWFP-1	21	3	-	Court Case
69.	169/07	Programmer, Pakistan Military Academy, Kakul, GHQ, M/O Defence, BS-17.	1 Sindh(R)-1	28	3	5	R-1
70.	170/07	System Analyst, M/O Religious Affairs, Zakat and Ushr. BS-18.	1 Punjab-1	19	3	3	R-1
71.	171/07	Lecturer, Central Jail Staff Training Institute, Lahore, M/O Interior, BS-17.	1 Balochistan-1	5	1	1	R-1
72.	172/07	Deputy Legal Adviser, M/O Foreign Affairs, BS-19	1 Sindh(R)-1	7	3	3	F-1
73.	173/07	System Analysts/ Designers, C4 I Directorate, GHQ, M/O Defence, BS-18	2 Punjab-1 Sindh(R)-1	28	6	6	R-1 R-1

1	2	3	4	5	6	7	8
74.	174/07	Assistant Directors, Central Directorate of National Savings, M/O Finance, BS-17.	13 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 NWFP-1 Balochistan-1 NAFATA-1 AJK-1	455	41	43	R-1 R-6 R-1 R-1 R-1 R-1 R-1 R-1
75.	176/07	Assistant Chief, Rural Development & Local Planning Section, Planning and Development Division. BS-18	1 Punjab-1	18	3	3	R-1
76.	182/07	Social Case Workers, Directorate General of Special Education, M/O Social Welfare and Special Education. BS-17	19 Merit-3 Punjab-11 Sindh(R)-3 Sindh(U)-1 Balochistan-1	417	63	64	R-3 R-11 R-3 R-1 R-1
77.	184/07	Assistant Professors (Female), Federal Government Colleges for Women, Directorate of Federal Government Educational Institutions, (Cantts/Garrisons), M/O Defence, BS-18.	3 Punjab-2 Sindh(R)-1	6	3	3	R-2 F-1
78.	185/07	Lecturers(Male), Federal Government Colleges For Men, Directorate of Federal Government Educational Institutions(Cantts/Garrisons), M/O Defence. BS-17	95 Merit-7 Punjab-48 Sindh(R)-10 Sindh(U)-8 NWFP-11 Balochistan-5 NAFATA-4 AJK-2	4191	328	-	U/P
79.	186/07	Assistant Professors (Male), Federal Government Colleges for Men, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence. BS-18	6 Punjab-4 Sindh(U)-1 NWFP-1	54	18	18	R-4 F-1 R-1

1	2	3	4	5	6	7	8
80.	188/07	Lecturers (Female), Federal Government Colleges for Women, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence. BS-17	52 Merit-4 Punjab-26 Sindh(R)-6 Sindh(U)-4 NWFP-6 Balochistan-3 NAFATA-2 AJK-1	1263	165	166	R-4 R-26 R-3 , F-3 R-2 , F-2 R-6 R-3 R-1 , F-1 R-1
81.	189/07	Inspectors (Investigation), Federal Investigation Agency, M/O Interior, BS-16	19 Merit-1 Punjab-11 Sindh(R)-3 NWFP-3 AJK-1	4776	59	-	U/P
82.	190/07	Deputy Chief/ Deputy Economic Adviser, Economists Group, Planning and Development Division. BS-19	1 Sindh(R)-1	14	5	5	R-1
83.	191/07	National Savings Officers, Central Directorate of National Savings, M/O Finance. BS-16	35 Merit-2 Punjab-19 Sindh(R)-4 Sindh(U)-3 NWFP-3 Balochistan-2 NAFATA-1 AJK-1	750	109	109	R-2 R-19 R-4 R-3 R-3 R-2 R-1 R-1
84.	192/07	Research Officers/ Planning Officers/ Survey Officers, Economists Group, Planning and Development Division. BS-17.	7 Punjab-3 Sindh(R)-1 Sindh(U)-1 NWFP-1 AJK-1	176	21	21	R-3 R-1 R-1 R-1 R-1
85.	193/07	Deputy Directors, Board of Investment, M/O Privatization and Investment. BS-18.	3 Punjab-2 NWFP-1	39	9	10	R-2 R-1
86.	194/07	Public Relation Officer, Board of Investment, M/O Privatization and Investment. BS-16	1 Punjab-1	44	-	1	R-1
87.	195/07	Deputy Chief, M/O Defence. BS-19.	1 Punjab-1	3	1	1	F-1
88.	196/07	Research Officer (Urdu), M/O Finance. BS-17	1 Punjab-1	5	2	2	R-1

1	2	3	4	5	6	7	8
89.	197/07	Computer Operator, Central Directorate of National Savings, M/O Finance. BS-16	1 Punjab-1	46	3	3	R-1
90.	198/07	System Analyst, Central Directorate of National Savings, M/O Finance. BS-18	1 Punjab-1	17	3	3	R-1
91.	199/07	Assistant Directors/Curators, Department of Archaeology and Museums, M/O Culture. BS-17	5 Merit-1 Punjab-1 Sindh(U)-1 NWFP-1 Balochistan-1	169	10	-	U/P
92.	200/07	Assistant Chief (Power), Energy Appraisal and Plan Formulation Section, Energy Wing, Planning and Development Division. BS-18	2 Merit-1 Sindh(R)-1	12	9	9	R-1 R-1
93.	201/07	Lecturers (Female), F.G. Colleges for Women, Federal Directorate of Education, M/O Education. BS-17.	21 Merit-1 Punjab-8 Sindh(R)-5 Sindh(U)-2 NWFP-2 Balochistan-1 NAFATA-1 AJK-1	702	95	98	R-1 R-8 R-3, F-2 R-2 R-2 F-1 R-1 R-1
94.	202/07	Patrol Officers, National Highways & Motorways Police, M/O Communications. BS-14.	84 Merit-5 Punjab-33 Sindh(R)-8 Sindh(U)-5 NWFP-8 Balochist-21 NAFATA-3 AJK-1	4988	299	300	R-5 R-33 R-8 R-5 R-7, F-1 R-19, F-2 R-3 R-1
95.	203/07	Patrol Officers (for Departmental Employees of National Highways & Motorways Police), M/O Communications. BS-14,	61	326	148	148	R-49 R-2, F-10
96.	204/07	Associate Physician/ Civil Surgeon, Federal Medical Centre, Lahore, (Directorate of Central Health Establishments), M/O Health, BS-18.	1 Punjab-1	2	-	-	F-1
97.	205/07	Programmers, Central Directorate of National Savings, M/O Finance. BS-17	2 Merit1 NWFP-1	73	8	8	R-1 R-1

1	2	3	4	5	6	7	8
98.	206/07	Female Principals/Female Deputy Principals/ Female Senior Instructors (RTIS)/Female Medical Officers, M/O Population Welfare. BS-18.	2 Punjab-1 Sindh(R)-1	18	5	5	U/P
99.	207/07	Medical Officers, Federal Government Services Hospital, Islamabad, M/O Health. BS-17	30 Merit-2 Punjab-15 Sindh(R)-4 Sindh(U)-2 NWFP-4 Balochistan-1 NAFATA-2	1027	94	94	R-2 R-15 R-4 R-2 R-4 R-1 R-2
100.	209/07	Resettlement Officer, Armed Forces Institute of Rehabilitation Medicine, Rawalpindi, M/O Defence. BS-18	1 Punjab-1	5	1	2	R-1
101.	211/07	Research Officer (Fuel), Energy Appraisal and Plan Formulation Section, Energy Wing, Planning and Development Division. BS-17	1 Punjab-1	16	3	3	R-1
102.	212/07	Assistant Executive Engineers (Civil), Northern Areas, PWD, Kashmir Affairs & Northern Areas Division. BS-17	3 NA-3	39	9	9	R-3
103.	215/07	Research Officer, Industries & Commerce Section, Planning and Development Division. BS-17.	1 NWFP-1	96	3	3	R-1
104.	216/07	Associate Professors (Male), F.G. Colleges for Men, Federal Directorate of Education, M/O Education. BS-19	2 Sindh(R)-1 Balochistan-1	5	4	4	F-1 F-1
105.	217/07	Lecturers (Male), F.G. Colleges/ Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education. BS-17.	21 Merit-1 Punjab-10 Sindh(R)-3 Sindh(U)-3 NWFP-2 Balochistan-1 NAFATA-1	780	89	-	U/P
106.	218/07	Deputy Mint Master, Pakistan Mint, Lahore, M/O Finance. BS-19.	1 Punjab-1	11	5	-	U/P
107.	219/07	Assistant Directors (Technical), Policy Wing, M/O Petroleum and Natural Resources. BS-17	2 Punjab-1 NWFP-1	45	6	8	R-1 R-1

1	2	3	4	5	6	7	8
108.	220/07	Assistant Agricultural Census Commissioner, Agricultural Census Organization, Lahore, Statistics Division. BS-17	1 Punjab-1	9	2	-	U/P
109.	222/07	Deputy Director, M/O Women Development. BS-18	1 Sindh(R)-1	31	3	3	R-1
110.	223/07	Medical Statistician, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-17.	1 Punjab-1	12	3	3	R-1
111.	225/07	Nine Female Medical Instructors, M/O Population Welfare. BS-17	9 Punjab-5 Sindh(R)-1 Sindh(U)-1 NWFP-1 Balochistan-1	50	18	18	R-5 R-1 R-1 R-1 R-1
112.	226/07	Store Officers, M/O Defence. BS-16	4 Merit-1 Punjab-1 Sindh(U)-1 Balochistan-1	46	11	-	U/P
113.	227/07	Research Officer, M/O Food, Agriculture & Livestock. BS-17	1 NWFP-1	77	3	3	R-1
114.	228/07	Assistant System Analyst, MES, M/O Defence. BS-17	1 Sindh(R)-1	30	3	3	1 R-1
115.	230/07	Education Officers, M/O Education. BS-17.	7 Merit-1 Punjab-3 Sindh(U)-1 NWFP-1 Balochistan-1	589	23	26	R-1 R-3 R-1 R-1 R-1
116.	231/07	.Assistant Director, National Documentation Centre, Cabinet Division. BS-17	1 Punjab-1	56	3	3	R-1
117.	233/07	Director (Operations), Central Directorate of National Saving, M/O Finance BS-19	1 Sindh(R)-1	5	2	2	R-1
118.	234/07	Divisional Forest Officer, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	21	3	3	R-1
119.	235/07	Inspectors (Tech), Federal Government Organization BS-16	3 Punjab-2 Sindh(R)-1	10	3	4	R-2 F-1

1	2	3	4	5	6	7	8
120.	236/07	Deputy Director General, Federal Bureau of Statistics, Statistics Division. BS-20	1 NWFP-1	6	2	3	R-1
121.	237/07	Director, Federal Bureau of Statistics, Statistics Division. BS-19.	1 NAFATA-1	8	5	5	R-1
122.	238/07	System Analysts/ Programmers, Federal Bureau of Statistics, Statistics Division. BS-17	4 Merit-1 Punjab-1 Sindh(U)-1 Balochistan-1	60	8	8	U/P
123.	239/07	Assistant Librarian, Federal Bureau of Statistics, Statistics Division. BS-16	1 Punjab-1	14	3	3	R-1
124.	240/07	Director (Textile), Textile Commissioner's Organization, Karachi, M/O Textile Industry. BS-19.	1 Punjab1	4	1	1	F-1
125.	241/07	Three Assistant Directors, Textile Commissioner's Organization, Karachi, M/O Textile Industry. BS-17	3 Punjab-2 Sindh(R)-1	54	9	9	R-2 R-1
126.	242/07	Three Deputy Assistant Directors, Textile Commissioner's Organization, Karachi, M/O Textile Industry. BS-16	3 Merit-1 Sindh(U)-1 NWFP-1	15	9	9	R-1 R-1 F-1
127.	243/07	Computer Analysts, Textile Commissioner's Organization, Karachi, M/O Textile Industry. BS-16.	2 Punjab-1 Sindh(R)-1	21	1	2	F-1 R-1
128.	244/07	Administrative Officer, National Veterinary Laboratory, M/O Food, Agriculture and Livestock. BS-17	1 Punjab-1	27	3	4	R-1
129.	245/07	Director (Research), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division. BS-19	1 Sindh(R)-1	4	-	1	R-1
130.	246/07	Instructors (Female), Government Polytechnic Institute for Women, Islamabad, M/O Education. BS-17.	6 Merit-1 Sindh(R)-2 NWFP-1 Balochistan-1 NAFATA-1	50	16	16	R-1 R-1 F-1 R-1 F-1 F-1

1	2	3	4	5	6	7	8
131.	247/07	Assistant Accounts Officer, Government Polytechnic Institute for Women, Islamabad, M/O Education. BS-16.	1 Sindh(R)-1	31	-	-	U/P
132.	248/07	Assistant Professors (Male), F.G. Colleges/ Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education. BS-18.	3 Punjab-2 AJK-1	13	5	5	R-1, F-1 F-1
133.	250/07	Deputy Assistant Solicitors, Law, Justice and Human Rights Division. BS-17.	2 Punjab-1 Sindh(R)-1	32	3	-	U/P
134.	251/07	Data Entry Supervisor, Law, Justice and Human Rights Division. BS-16.	1 Punjab-1	21	3	3	R-1
135.	252/07	Assistant Director, Federal Public Service Commission. BS-17.	1 Punjab-1	26	3	3	R-1
136.	253/07	Joint Directors, Monitoring & Evaluation Cell, M/O Education. BS-19	3 Punjab-2 Sindh(R)-1	61	9	11	U/P
137.	254/07	Deputy Directors, Monitoring & Evaluation Cell, M/O Education. BS-18.	4 Punjab-2 Sindh(R)-1 NWFP-1	48	8	8	U/P
138.	255/07	Supervisors Monitoring, Monitoring & Evaluation Cell, M/O Education. BS-16	4 Punjab-2 Sindh(R)-1 NWFP-1	40	3	-	U/P
139.	256/07	Assistant Electronics Adviser, M/O Science & Technology. BS-18	1 Punjab-1	2	-	-	F-1
140.	257/07	Research Officer, M/O Social Welfare and Special Education. BS-17.	1 Merit-1	45	5	-	U/P
141.	259/07	Research Officers, Planning & Development Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	2 NA-2	158	6	6	R-2
142.	260/07	Admn Officer, Federal Bureau of Statistics (Training Wing), Statistics Division. BS-17	1 Sindh(R)-1	53	3	-	U/P
143.	261/07	Instructor, Federal Bureau of Statistics (Training Wing), Statistics Division. BS-18.	1 Sindh(R)-1	4	2	2	R-1

1	2	3	4	5	6	7	8
144.	262/07	Judicial Members, Income Tax Appellate Tribunal, Law, Justice and Human Rights Division. BS-21	4 Punjab-2 NWFP-1 AJK-1	31	14	-	U/P
145.	263/07	Draftsman, Azad Jammu and Kashmir Council Secretariat. BS-18.	1 Merit-1	4	2	2	F-1
146.	264/07	Executive Engineer, Azad Jammu and Kashmir Council Secretariat. BS-18	1 Merit-1	13	5	5	R-1
147.	265/07	Assistant Executive Engineers, Azad Jammu and Kashmir Council Secretariat. BS-17	2 Merit-2	26	10	10	R-2
148.	266/07	Planning Officer, Azad Jammu and Kashmir Council Secretariat. BS-17.	1 Merit-1	44	5	5	R-1
149.	267/07	Chief (Financial Analyst), Planning and Development Division. BS-20.	1 Sindh(R)-1	2	-	-	F-1
150.	268/07	Research Officers, Food and Agriculture Section, Planning and Development Division. BS-17	3 Sindh(U)-1 NWFP-1 NAFATA-1	51	1	-	U/P
151.	269/07	Deputy Chief, Physical Planning and Housing Section, Planning and Development Division. BS-19.	1 Punjab-1	7	3	4	R-1
152.	270/07	Research Officer, Water Resources Section, Planning and Development Division. BS-17	1 Sindh(R)-1	45	3	3	R-1
153.	271/07	Port Health Officer, Port Health Department, Directorate of Central Health Establishments, Karachi, M/O Health. BS-18.	1 Punjab-1	1	-	-	F-1
154.	273/07	Civil Engineer, M/O Environment. BS-18.	1 Punjab-1	5	3	5	1 R-1
155.	274/07	Technical Officer (Legal), M/O Environment. BS-18.	1 Sindh(R)-1	3	2	2	F-1
156.	275/07	Regional Planner, M/O Environment. BS-18	1 Sindh(R)-1	4	1	1	R-1
157.	276/07	Assistant Chemist, Central Drugs Laboratory, Karachi, M/O Health. BS-16.	1 Punjab-1	6	3	3	R-1
158.	278/07	Statistical Officers, Statistics Division. BS-17	2 Punjab-1 Sindh(R)-1	82	6	7	R-1 R-1

1	2	3	4	5	6	7	8
159.	279/07	Associate Professors (Female), Federal Government Colleges for Women, Federal Directorate of Education, M/O Education. BS-19	2 Sindh(R)-1 Sindh(U)-1	2	-	-	F-1 F-1
160.	280/07	Line Officer, Central Jail Staff Training Institute, Lahore, M/O Interior. BS-16.	1 Punjab-1	15	12	-	U/P
161.	281/07	Publication Officer, M/O Women Development. BS-18	1 Punjab-1	10	1	1	R-1
162.	282/07	Assistant Publication Officer, M/O Women Development. BS-16.	1 Punjab-1	9	2	2	R-1
163.	286/07	Commissioner (Special Crops) M/O Food Agriculture and Livestock .(BS-20)	1 Merit-1	37	-	-	U/P
164.	287/07	Chief Statistical Officers, Federal Bureau Of Statistics, Statistics Division. BS-18	6 Punjab-2 Sindh(U)-1 NWFP-1 Balochistan-1 NAFATA-1	92	17	19	R-2 R-1 R-1 R-1 R-1
165.	288/07	Deputy Chief, Energy Finance & Economic Section, Energy Wing, Planning and Development Division. BS-19.	1 Punjab-1	3	-	1	R-1
166.	289/07	Deputy Chief (Power), Energy Appraisal & Plan Formulation Section, Energy Wing, Planning & Developing Division. BS-19.	2 Merit-1 NWFP-1	12	2	-	U/P
167.	290/07	Assistant Chief, Energy Finance & Economic Section, Energy Wing, Planning & Development Division. BS-18	1 Punjab-1	17	6	-	U/P
168.	291/07	Assistant Electrical Engineers, Electrical Engineering Department, Pakistan Railways, M/O Railways. BS-17	14 Merit-1 Punjab-8 Sindh(R)-1 Sindh(U)-1 NWFP-2 AJK-1	123	37	-	U/P
169.	292/07	Assistant Executive Engineers (B&R/E&M), MES, M/O Defence. BS-17	32 Merit-12 Punjab-18 Balochistan-1 AJK-1	261	-	-	U/P

1	2	3	4	5	6	7	8
170.	293/07	Assistant Director, Federal Public Service Commission. BS-17.	1 Sindh(U)-1	16	2	2	R-1
171.	295/07	Librarian, National Archives of Pakistan, Cabinet Division. BS-16.	1 Punjab-1	28	3	3	R-1
172.	297/07	Chief Inspector of Health, Pakistan Navy, M/O Defence. BS-16.	1 Punjab-1	7	1	1	F-1
173.	298/07	Deputy Armament Supply Officer, Pakistan Navy, M/O Defence. BS-18.	1 Merit-1	17	4	4	R-1
174.	302/07	Public Relation Officer, Board of Investment, Privatization and investment Division. BS-16.	1 Sindh (R)-1	47	-	-	U/P
175.	304/07	Fire Officers, Pakistan Navy, M/O Defence. BS-16.	2 Punjab-2	6	-	-	F-2
176.	305/07	Sub-Engineer, Directorate General of Special Education, M/O Social Welfare and Special Education. BS-16	1 Sindh (R)-1	18	3	3	R-1
177.	309/07	Research Officer, Federal Public Service Commission. BS-17.	1 Punjab-1	32	3	-	U/P
TOTAL			1795	51285	5244	3628	

Appendix-VIII**Recruitment Cases (BS-16 & above) Where the Commission Conducted Professional/Screening Tests**

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS.	No. of Posts with Quota	Candidates Applied	Candidates Appeared
1	2	3	4	5	6
1.	189/2007 Re-Advt.	Inspectors (Investigation), Federal Investigation Agency, M/O Interior, BS-16.	19 Merit-1 Punjab-11 Sindh (R)-3 NWFP-3 AJK-1	4775	3313
2.	223/2007	Medical Statistician, MPMC, Karachi, M/O Health, BS-17.	1 Punjab-1	18	12
3.	228/2007	Assistant System Analyst, MES, M/O Defence, BS-17.	1 Sindh (R)-1	30	16
4.	231/2007	Assistant Director, National Documentation Center, Cabinet Division, BS-17.	1 Punjab-1	56	38
5.	234/2007	Divisional Forest Officer, Kashmir Affairs & Northern Areas Division, BS-18.	1 NA-1	21	18
6.	237/2007	Director, Federal Bureau of Statistics, Statistics Division, BS-19.	1 NAFATA-1	8	8
7.	238/2007	System Analysts/Programmers, Federal Bureau of Statistics, Statistics Division, BS-17.	4 Merit-1 Punjab-1 Sindh (U)-1 Balochistan-1	60	45
8.	239/2007	Assistant Librarian, Federal Bureau of Statistics, Statistics Division, BS-16.	1 Punjab-1	14	9
9.	241/2007	Assistant Directors, Textile Commissioner's Organization, Karachi, M/O Textile Industry, BS-17.	3 Punjab-2 Sindh (R)-1	55	47
10.	243/2007	Computer Analysts, Textile Commissioner's Organization, Karachi, M/O Textile Industry, BS-16.	2 Punjab-1 Sindh (R)-1	20	11
11.	244/2007	Administrative Officer, National Veterinary Laboratory, M/O Food, Agriculture and Livestock, BS-17.	1 Punjab-1	27	20

1	2	3	4	5	6
12.	246/2007	Instructors (Female), Government Polytechnic Institute for Women, Islamabad, M/O Education, BS-17.	6 Merit-1 Sindh (R)-2 NWFP-1 Balochistan-1 NAFATA-1	50	43
13.	248/2007	Assistant Professors (M) F.G. Colleges/Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education, BS-18.	3 Punjab-2 AJK-1	8	6
14.	247/2007	Assistant Accounts Officer, Polytechnic Institute for Women, Islamabad, M/O Education, BS-16.	1 Sindh (R)-1	31	22
15.	250/2007	Deputy Supervisor, Law, Justice and Human Rights Division, BS-16.	2 Punjab-1 Sindh (R)-1	32	23
16.	251/2007	Data Entry Supervisor, Law, Justice and Human Rights Division, BS-16.	1 Punjab-1	20	13
17.	253/2007	Joint Directors, Monitoring & Evaluation Cell, M/O Education, BS-19.	3 Punjab-2 Sindh (R)-1	60	56
18.	254/2007	Deputy Directors, Monitoring & Evaluation Cell, M/O Education, BS-18.	4 Punjab-2 Sindh (R)-1 NWFP-1	48	40
19.	255/2007	Supervisors Monitoring, Monitoring & Evaluation Cell, M/O Education, BS-16.	4 Punjab-2 Sindh (R)-1 NWFP-1	40	25
20.	257/2007	Research Officer, M/O Social Welfare and Special Education, BS-17.	1 Merit-1	45	35
21.	259/2007	Research Officer, Planning & Development Department, Northern Areas Division, BS-17.	2 NA-2	158	120
22.	260/2007	ADMN Officer, Federal Bureau of Statistics (Training Wing), Statistics Division, BS-17.	1 Sindh (R)-1	53	34
23.	262/2007 Re-Advt.	Judicial Members, Income Tax Appellate Tribunal, Law, Justice and Human Rights Division, BS-21.	4 Punjab-2 NWFP-1 AJK-1	31	26
24.	264/2007	Executive Engineer, Azad Jammu and Kashmir Council Secretariat, BS-18.	1 Merit-1	13	11
25.	265/2007	Assistant Executive Engineers, Azad Jammu and Kashmir Council Secretariat, BS-17.	2 Merit-2	25	20
26.	266/2007	Planning Officer, Azad Jammu and Kashmir Council Secretariat, BS-17.	1 Merit-1	45	33

1	2	3	4	5	6
27.	268/2007	Research Officers, Food and Agriculture Section, Planning and Development Division, BS-17.	3 Sindh (U)-1 NWFP-1 NAFATA-1	51	43
28.	270/2007	Research Officer, Water Resources Section, Planning and Development Division, BS-17.	1 Sindh (R)-1	32	24
29.	273/2007	Civil Engineer, M/O Environment, BS-18.	1 Punjab-1	6	5
30.	276/2007	Assistant Chemist, Central Drugs Laboratory, Karachi, M/O Health, BS-16.	1 Punjab-1	6	5
31.	278/2007	Statistical Officer, Statistics Division, BS-17.	2 Punjab-1 Sindh (R)-1	82	69
32.	280/2007	Line Officer, Central Jail Staff Training Institute, Lahore, M/O Interior, BS-16.	1 Punjab-1	16	13
33.	286/2007	Commissioner (Special Crops), Ministry of Food, Agriculture and Livestock, BS-20.	1 Merit-1	37	30
34.	287/2007	Chief Statistical Officers, Federal Bureau of Statistics, Statistics Division, BS-18.	6 Punjab-2 Sindh (U)-1 NWFP-1 Balochistan-1 NAFATA-1	92	85
35.	289/2007	Deputy Chief (Power), Energy Appraisal & Plan Formulation Section, Energy Wing, Planning and Development Division, BS-19.	2 Merit-1 NWFP-1	12	12
36.	290/2007	Assistant Chief, Energy Finance & Economic Section, Energy Wing, Planning and Development Division, BS-18.	1 Punjab-1	18	17
37.	291/2007	Assistant Electrical Engineers, Electrical Engineering Department, Pakistan Railways, M/O Railways, BS-17	14 Merit-1 Punjab-8 Sindh (R)-1 Sindh (U)-1 NWFP-1 AJK-1	123	90
38.	292/2007	Assistant Executive Engineers (B&R/E&M), Mes, M/O Defence, BS-17.	32 Merit-12 Punjab-18 Balochistan-1 AJK-1	261	192
39.	295/2007	Librarian, National Archives of Pakistan, Cabinet Division, BS-16.	1 Punjab-1	28	22
40.	298/2007	Deputy Armament Supply Officer, Pakistan Navy, M/O Defence, BS-18.	1 Merit-1	17	14

1	2	3	4	5	6
41.	302/2007	Public Relation Officer, Board of Investment, Privatization and Investment Division, BS-16.	1 Sindh (R)-1	47	36
42.	305/2007	Sub-engineer, Directorate General of Special Education, M/O social Welfare and Special Education, BS-16.	1 Sindh (R)-1	18	17
43.	309/2007	Research Officer, FPSC, BS-17.	1 Punjab-1	32	22
44.	1/2008	Pharmacist, National Institute of Child Health, Karachi, M/O Health, BS-17.	1 Punjab-1	18	10
45.	2/2008	Senior Research Officer, Ministry of Education, BS-18.	1 Punjab-1	17	14
46.	3/2008	Assistant Director (Archives), National Archives of Pakistan, Cabinet Division, BS-16.	1 Sindh (R)-1	26	20
47.	4/2008	Deputy Directors, Investment Division And Board of Investment, M/O Privatization and Investment, BS-18.	3 Punjab-2 Balochistan-1	49	36
48.	5/2008	Assistant Directors, Investment Division and Board of Investment, M/O Privatization and Investment, BS-17.	2 Punjab-1 NWFP-1	72	52
49.	6/2008	Directors, Investment Division and Board of Investment, M/O Privatisation and Investment, BS-19.	2 Punjab-2	23	15
50.	7/2008	Assistant Security Officer, Mvrde, M/O Defence Production, BS-16.	1 Punjab-1	5	5
51.	8/2008	Chairman Quality Control/Deputy Director General (E&M)/ Director CDL, Drugs Wing, Ministry of Health, BS-19.	1 Punjab-1	19	16
52.	9/2008	Assistant Professor (M), (Computer Science), Education Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	1 NA-1	24	20
53.	10/2008	Lecturers (M), (Computer Science), Education Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	2 NA-2	113	99
54.	11/2008	Lecturers (F), (Computer Science), Education Department Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	2 NA-2	42	37
55.	13/2008	Superintending Engineer (B&R/E&M), Mes Ministry of Defence, BS-19.	1 Merit-1	27	17

1	2	3	4	5	6
56.	14/2008	Assistant Executive Engineers, Civil Engineering Department of Pakistan Railways, M/O Railways (Railway Board), BS-17.	15 Merit-1 Punjab-7 Sindh (R)-2 Sindh (U)-1 NWFP-2 Balochistan-1 NAFATA-1	197	156
57.	16/2008	Programmer, Office of the Chief Engineering Adviser/Chairman, Federal Flood Commission, M/O Water and Power, BS-17.	1 Punjab-1	37	29
58.	18/2008	Research Officer, M/O Food, Agriculture & Livestock, BS-17.	1 Merit-1	85	67
59.	21/2008	Directress Physical Education, F.G. Colleges for Women, Federal Directorate of Education, M/O Education, BS-17.	2 Punjab-1 Sindh (U)-1	14	13
60.	23/2008	Director Physical Education (M), F.G. Boys Higher Secondary School, Federal Directorate of Education, M/O Education, BS-17.	1 Sindh (R)-1	12	11
61.	22/2008	Assistant District Attorney, Islamabad Capital Territory, M/O Interior, BS-16.	1 Punjab-1	47	32
62.	24/2008	Medical Officers, Directorate General of Special Education M/O Social Welfare and Special Education, BS-17.	5 Merit-1 Punjab-4	50	46
63.	25/2008	Audiologists, Directorate General of Special Education M/O Social Welfare and Special Education BS-17.	9 Punjab-4 Sindh (R)-1 NWFP-2 Balochistan-1 AJK-1	27	23
64.	26/2008	Research Officers, National Transport Research Centre, M/O Communications, BS-17.	6 Merit-1 Punjab-3 NWFP-1 Balochistan-1	139	120
65.	27/2008	Professors, Jinnah Postgraduate Medical Centre, Karachi, M/O Health, BS-20.	3 Punjab-2 NWFP-1	1	1
66.	28/2008	Research Officer, Manpower Planning Section, Planning & Development Division, BS-17.	1 Punjab-1	77	54
67.	29/2008	Research Officer, Rural Development and Local Planning Section, Planning & Development Division, BS-17.	1 Punjab-1	56	37
68.	30/2008	Research Officer, Transport & Communication Section, Planning & Development Division, BS-17.	1 Sindh (U)-1	9	6

1	2	3	4	5	6
69.	31/2008	Deputy Chief, Industries & Commerce Section, Planning and Development Division, BS-19.	1 Sindh (R)-1	11	9
70.	32/2008	Director (Research & Development Group), Institute of Optronics, M/O Defence Production, BS-19.	1 Punjab-1	3	2
71.	33/2008	Director (Production Group), Institute of Optronics, M/O Defence Production, BS-19.	1 Punjab-1	8	4
72.	34/2008	Meteorologists, Pakistan Meteorological Department, M/O Defence, BS-17.	25 Merit-2 Punjab-12 Sindh (R)-3 Sindh (U)-2 NWFP-3 Balochistan-1 NAFATA-1 AJK-1	499	414
73.	35/2008	Orthopaedic Surgeon, National Institute for Handicapped, M/O Health, BS-18.	1 Punjab-1	7	4
74.	38/2008	Social Case Worker, National Institute for Handicapped, M/O Health, BS-17.	1 Punjab-1	32	25
75.	39/2008	Chief/Joint Economic Adviser/Economic Consultant, Economists Group, Planning and Development Division, BS-20.	1 NWFP-1	12	12
76.	40/2008	Assistant Forest Chemist, Pakistan Forest Institute, Peshawar, M/O Environment, BS-17.	1 Punjab-1	17	15
77.	41/2008	Research Officer (Cocoon & Silk Technology), Pakistan Forest Institute, Peshawar, M/Of Environment, BS-17.	1 Punjab-1	12	10
78.	42/2008	Assistant Forest Engineers, Pakistan Forest Institute, Peshawar, M/O Environment, BS-17.	4 Merit-1 Punjab-2 Sindh (U)-1	11	7
79.	43/2008	Director (Manuals & Publications) Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division, BS-19.	1 Punjab-1	6	4
80.	44/2008	Senior Teachers (F), Islamabad Model Colleges, Federal Directorate of Education, M/O Education, BS-17.	14 Merit-1 Punjab-7 Sindh (R)-2 Sindh (U)-1 NWFP-2 Balochistan-1	943	815
81.	45/2008	System Analyst, Establishment Division, BS-18.	1 Punjab-1	19	13

1	2	3	4	5	6
82.	46/2008	Deputy Drugs Controller/Federal Inspector of Drugs/Assistant Director General (E&M), Drugs Wing, M/O Health, BS-18.	1 NAFATA-1	25	21
83.	47/2008	Assistant Directors, Directorate General Immigration & Passport, M/O Interior, BS-17.	17 Merit-1 Punjab-9 Sindh (R)-1 Sindh (U)-2 NWFP-1 Balochistan-1 NAFATA-1 AJK-1	949	740
84.	48/2008	Deputy Assistant Directors, Directorate General Immigration & Passport, M/O Interior, BS-16.	9 Merit-1 Punjab-5 Sindh (U)-1 Balochistan-1 NAFATA-1	332	298
85.	50/2008	Senior Store Officers, Mes, M/O Defence, BS-18.	2 Punjab-1 NWFP-1	8	6
86.	51/2008	Chief (IT), Federal Public Service Commission, BS-20.	1 Punjab-1	18	15
87.	52/2008	Research Officer, M/O Food, Agriculture & Livestock, BS-17.	1 Punjab-1	32	22
88.	54/2008	Assistant Commissioner for Indus Waters, Office of the Pakistan Commissioner for Indus Waters, Lahore, M/O Water and Power, BS-17.	2 Punjab-1 NWFP-1	13	7
89.	55/2008	Associate Professors, Jinnah Postgraduate Medical Centre, Karachi, M/O Health, BS-19.	4 Punjab-2 NWFP-1 NAFATA-1	1	1
90.	56/2008	Research Officers, Policy Wing, M/O Petroleum and Natural Resources, BS-17.	3 Punjab-2 Balochistan-1	120	100
91.	57/2008	District Health Officers, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	2 NA-2	13	12
92.	58/2008	Deputy Medical Superintendent, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	1 NA-1	10	10
93.	59/2008	Gynaecologists (Female), Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	2 NA-2	2	1
94.	60/2008	Assistant Scientific Adviser, M/O Science & Technology, BS-18.	1 Punjab-1	21	13
95.	61/2008	Assistant Engineer (B&R/E&M), Naval Headquarters, M/O Defence, BS-16.	1 Punjab-1	8	5

1	2	3	4	5	6
96.	63/2008	Quality Assurance Officer, Federal Public Service Commission, BS-18.	1 Punjab-1	27	16
97.	64/2008	Database Administrator, Federal Public Service Commission, BS-18.	1 Punjab-1	20	10
98.	65/2008	Junior Programmers, Federal Public Service Commission, BS-17.	2 Merit-1 Punjab-1	80	52
99.	66/2008	Website Manager, Federal Public Service Commission, BS-17.	1 Punjab-1	37	20
100.	67/2008	Five Assistant Network Administrators, Federal Public Service Commission, BS-16.	5 Punjab-2 Sindh (R)-1 NWFP-1 Balochistan-1	215	154
101.	68/2008	Assistant Database Administrator, Federal Public Service Commission, BS-16.	1 Punjab-1	47	23
102.	69/2008	Hardware Engineer, Federal Public Service Commission, BS-16.	1 Punjab-1	19	7
103.	70/2008	Assistant Executive Engineers, Northern Areas, Kashmir Affairs Division, BS-17.	3 NA-3	47	42
104.	71/2008	Seed Certification Assistant/Seed Testing Assistant, Federal Seed Certification and Registration Department, M/O Food Agriculture & Livestock, BS-17.	7 Merit-1 Punjab-3 Sindh (R)-1 NWFP-1 NAFATA-1	247	202
105.	72/2008	Seed Analysts, Federal Seed Certification and Registration Department, M/O Food, Agriculture & Livestock, BS-17.	5 Merit-1 Punjab-3 Sindh (R)-1	211	179
106.	73/2008	Scientific Officers, Armed Forces Bone Marrow Transplant Centre, Rawalpindi, M/O Defence, BS-17.	2 Punjab-1 Sindh (R)-1	49	34
107.	74/2008	Assistant Mangers Personnel and Administration Department, Naval Headquarters, M/O Defence, BS-16.	3 Punjab-2 Sindh (U)-1	48	26
108.	75/2008	Network Administrator, Federal Public Service Commission, BS-17.	1 Punjab-1	50	26
109.	77/2008	Assistant Chief, National Fertilize Development Centre, Planning and Development Division, BS-18.	1 Punjab-1	31	24
110.	78/2008	Senior Registrars, PIMS, Islamabad, M/O Health, BS-18.	11 Merit-1 Punjab-6 Sindh (R)-1 Sindh (U)-1 NWFP-1 Balochistan-1	63	46

1	2	3	4	5	6
111.	79/2008	Assistant Director (Islamic Jurisprudence), M/O Religious Affairs & Zakat and Ushr, BS-17.	1 Sindh (U)-1	12	9
112.	80/2008	Assistant Executive Engineers (E&M), Water & Power Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	5 NA-5	61	53
113.	81/2008	Programmer, Institute of Optronics, M/O Defence Production, BS-17.	1 Punjab-1	30	18
114.	82/2008	Dietitian (Female), Pakistan Navy, M/O Defence, BS-16.	1 NWFP-1	10	8
115.	83/2008	Trained Graduate Science Teachers (Male), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division, BS-16.	9 NA-9	199	187
116.	84/2008	Trained Graduate Science Teachers (Female), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division, BS-16.	7 NA-7	53	50
117.	85/2008	Trained Graduate Teachers (Male), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division, BS-16.	12 NA-12	1027	985
118.	86/2008	Trained Graduate Teachers (Female), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division, BS-16.	6 NA-6	584	545
119.	87/2008	Research Officer, Food and Agriculture Section, Planning and Development Division, BS-17.	1 Punjab-1	48	34
120.	88/2008	Cost Accounts Officer, M/O Industries, Production and Special Initiatives, BS-17.	1 Punjab-1	31	17
121.	89/2008	Associate Professors (Male) Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education, BS-19.	3 Punjab-1 NAFATA-1 Balochistan-1	22	20
122.	90/2008	Assistant Agricultural Census Commissioner (ADMN), Agricultural Census Organization, Lahore, Statistics Division, BS-17.	1 Punjab-1	29	23
123.	91/2008	Range Forest Officer, Forest Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-16.	5 NA-5	25	14
124.	92/2008	Sub Divisional Forest Officers, Forest Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	4 NA-4	27	24

1	2	3	4	5	6
125.	93/2008	Assistant Electronic Engineer, Jinnah Postgraduate Medical Centre, Karachi, M/O Health, BS-17.	1 Punjab-1	5	4
126.	94/2008	Assistant Accounts Officer, Directorate of malaria Control, M/O Health, BS-16.	1 Punjab-1	56	39
127.	95/2008	Assistant Directors, Bureau of Emigration & Overseas Employment, Labour & Manpower Division, BS-17.	5 Merit-1 Punjab-2 NWFP-1 AJK-1	83	60
128.	96/2008	Assistant Mechanical Engineers, M/O Railways (Railway Board), BS-17.	7 Punjab-6 NAFATA-1	13	10
129.	97/2008	Labour Officer, Labour Welfare Department, ICT, Islamabad, M/O Interior, BS-16.	1 Punjab-1	24	14
130.	98/2008	Engineers & Ship Surveyors, Mercantile Marine Department, M/O Ports and Shipping, BS-18.	3 Punjab-2 Sindh (R)-1	1	1
131.	100/2008	Computer Programmers (Internet Wing), M/O Information and Broadcasting, BS-17.	2 Merit-1 Punjab-1	56	34
132.	101/2008	Experimental Officer, Pakistan Navy, M/O Defence, BS-16.	1 NWFP-1	11	8
133.	102/2008	Labour Welfare and Safety Officer, Pakistan Navy, M/O Defence, BS-16.	1 Punjab-1	15	7
134.	103/2008	Computer Operator, Pakistan Post Office Directorate General, M/O Communications, BS-16.	1 Punjab-1	29	18
135.	104/2008	Assistant Fisheries Development Commissioner, M/O Food, Agriculture and Livestock, BS-18.	1 Punjab-1	3	3
136.	105/2008	Assistant Directors, Anti Narcotics Force, M/O Narcotics Control, BS-17.	9 Merit-1 Punjab-4 Sindh (R)-2 NWFP-1 Balochistan-1	707	581
137.	107/2008	Deputy Chief, National Fertilizer Development Centre, Planning and Development Division, BS-19.	1 NWFP-1	19	17
138.	108/2008	Deputy Registrar, National Industrial Relation Commission, Labour and Manpower Division, BS-17.	1 Punjab-1	33	18
139.	109/008	Drilling Engineers, Geological Survey of Pakistan, M/O Petroleum and Natural Resources, BS-17.	2 Sindh (R)-1 AJK-1	17	15
140.	113/2008	Research Officer, Transport & Communication Section, Planning & Development Division, BS-17.	1 Punjab-1	7	6

1	2	3	4	5	6
141.	115/2008	Assistant Professors, National Institute of Science & Technical Education, M/O Education, BS-18.	5 Punjab -4 Sindh (R)-1	9	7
142.	117/2008	Chemists, Geological Survey of Pakistan, M/O Petroleum and Natural Resources, BS-17.	3 Punjab -3	46	36
143.	118/2008	Deputy Assistant Directors, Investment Division and Board of Investment, M/O Privatization and Investment, BS-16.	1 Punjab -1	39	25
144.	120/2008	Deputy Director (Admn and Accounts), Office of the Chief Engineering Adviser/Chairman, Federal Flood Commission, M/O Water and Power, BS-18.	1 Punjab-1	33	23
145.	121/2008	Assistant Engineers (Floods), Office of the Chief Engineering Adviser/Chairman, Federal Flood Commission, M/O Water and Power, BS-17.	2 Punjab -1 NAFATA-1	10	7
146.	122/2008	Sub Engineer (Civil), Office of the Chief Engineering Adviser/Chairman, Federal Flood Commission, M/O Water and Power, BS-16.	1 Sindh (R)-1	10	10
147.	124/2008	Deputy Legal Adviser, M/O Foreign Affairs, BS-19.	1 Sindh (R)-1	13	11
148.	125/2008	Administrative Officers, Mes, M/O Defence, BS-16.	3 Punjab -1 Sindh (R)-1 Balochistan-1	122	71
149.	126/2008	Deputy Agricultural Development Commissioner, M/O Food, Agriculture and Livestock, BS-19.	1 Sindh (R)-1	15	13
150.	128/2008	Programmer, Establishment Division, BS-17.	1 Punjab -1	50	33
151.	130/2008	Sister Tutors, Regional Training Institute, M/O Population Welfare, BS-17.	2 Punjab -1 Sindh (R)-1	8	8
152.	131/2008	Scientific Officer, National Research Institute of Fertility Care, Karachi, M/O Population Welfare, BS-17.	2 Punjab -1 NWFP-1	14	9
153.	133/2008	Deputy Director/Senior Instructor (Non-Technical), Population Welfare Training Institute, M/O Population Welfare, BS-18.	1 Merit-1	63	48
154.	135/2008	Deputy Director (Technical), National Documentation Centre, Cabinet Division, BS-18.	1 Punjab -1	4	3
155.	136/2008	Pharmacist, Jinnah Postgraduate Medical Centre, Karachi, M/O Health, BS-17.	1 Punjab -1	29	19

1	2	3	4	5	6
156.	139/2008	Inspectors, Airports Security Force, M/O Defence, BS-16.	78 Merit-3 Punjab-39 Sindh (R)-10 Sindh (U)-4 NWFP-9 Balochistan-7 NAFATA-3 AJK-3	4379	3585
157.	140/2008	Assistant Security Officers/Deputy Assistant Directors, Airports Security Force, M/O Defence, BS-16.	43 Merit-3 Punjab-21 Sindh (R)-4 Sindh (U)-4 NWFP-6 Balochistan-3 NAFATA-1 AJK-1	2149	1843
158.	141/2008	Security Officers/Assistant Directors, Airports Security Force, M/O Defence, BS-17.	4 Punjab-2 Sindh (U)-1 NWFP-1	228	196
159.	142/2008	Medical Officer, Airports Security Force, M/O Defence, BS-17.	1 Punjab -1	21	15
160.	143/2008	Librarian (Male), F.G. Colleges for Men, M/O Education, BS-17.	1 Punjab -1	17	13
161.	144/2008	Assistant Professors (Female), F.G. Colleges for Women, Federal Directorate of Education, M/O Education, BS-18.	3 Punjab -2 Sindh (U)-1	21	20
			562	22647	17799

Appendix-IX

**Cases (BS-16 & Above) where Alternate Nominations
were Made Due to Non-Joining of Principal Nominees of
the Commission during the Year, 2008**

S No.	Case No.	Name of Post with BS and Ministry/Division/ Department	Principal Nominations	Alternate Nominations
1	2	3	4	5
1.	222/05	Trained Graduate Teachers (Female), Directorate of F.G.E.I (Cants/Garrisons), M/O Defence. (BS-16).	Punjab-24 NWFP-6 Baln.-1 AJ&K-1	7 R-4 R-1 R-1 R-1
2.	223/05	Trained Graduate Teachers (Male), Directorate of F.G.E.I (Cants/Garrisons), M/O Defence. (BS-16).	Punjab-24 Sindh(U)-3 Sindh(R)-5	4 R-2 R-1 R-1
3.	248/05	Assistant Directors in a Federal Government Organization, BS-17	Sindh(R)-2	1 R-1
4.	28/06	Assistant Executive Engineers (E/M), Pak, PWD, M/O Housing & Works, BS-17.	Punjab-8	7 R-7
5.	55/06	Social Welfare Officers, Projects, M/O Social Welfare and Special Education. BS-17.	Punjab-5 NWFP-2	2 R-1 R-1
6.	57/06	Lecturers (Female), F.G Colleges for Women, Federal Directorate of Education, M/O Education (BS-17)	Punjab-10 Sindh(R)-6	4 R-3 R-1
7.	76/06	Pharmacists, Pakistan Navy, M/O Defence, BS-17.	Punjab-1	1 R-1
8.	77/06	Lady Doctor (CMP), Pakistan Navy, M/O Defence, BS-17.	Punjab-1	1 R-1
9.	100/06	Assistant Directors Physical Education (Male) Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education (BS-16)	<i>Punjab-2</i>	1 R-1
10.	106/06	Junior Teachers (Female), Islamabad Model Colleges for Boys & Girls, Federal Directorate of Education, M/O Education, BS-16.	Punjab-17	2 R-2
11.	124/06	GIS Expert, Office of the Chief Engineering Adviser/Chairman, Federal Flood Commission, M/O Water and Power, BS-18	Punjab-1	1 R-1

1	2	3	4	5
12.	141/06	Junior Librarians, Department of Libraries, M/O Education, BS-16.	Punjab-5 NWFP-1	2 R-1 R-1
13.	151/06	Librarian, Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division, BS-17.	Punjab-1	1 R-1
14.	152/06	Assistant Armament Supply Officers, Pakistan Navy, M/O Defence, BS-16.	Merit-1	1 R-1
15.	159/06	Computer Operators, National Highways and Motorways Police, M/O Communications, BS-16.	Punjab-33 Sindh(U)-5 Sindh(R)-1 Balochistan-3	9 R-6 R-1 R-1 R-1
16.	190/06	Lecturers (Female), Islamabad Model Colleges for Girls, Federal Directorate of Education, M/O Education, BS-17.	Punjab-10	1 R-1
17.	196/06	Medical Officers, Medical Department of Pakistan Railways, M/O Railways (Railway Board), BS-17.	Punjab-31 Sindh(U)-4 NWFP-7 AJK-1	14 R-8 R-1 R-4 R-1
18.	212/06	Recruitment to twenty two posts of Medical Officers, (BS-17), Directorate of General Health Establishment, M/O Health.	Punjab-10 NWFP-4 Balochistan-1	10 R-6 R-3 R-1
19.	235/06	Eight Assistant Headmasters, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-17.	Punjab-03	1 R-1
20.	236/06	Assistant Headmistresses, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-17.	Punjab-4	2 R-2
21.	239/06	Vice Principals, Federal Government Public Secondary School/ Junior Public School, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-17.	Sindh(R)-3	1 R-1
22.	245/06	Assistant Directors, M/O Local Government and Rural Development. BS-17.	Sindh(U)-1	1 R-1

1	2	3	4	5
23.	255/06	Eighteen Deputy Headmistresses, F.G. Model/ Higher Secondary Schools for Women, Federal Directorate of Education, M/O Education. BS-17.	Balochistan -1	1 R-1
24.	15/07	Assistant Programmer, M/O Defence. BS-17	Punjab-1	1 R-1
25.	54/07	Research Officers/ Planning Officers/ Survey Officers, Economists Group, Planning and Development Division. BS-17.	Punjab-5 Sindh(R)-3	3 R-2 R-1
26.	57/07	Junior Scientific Officers, Pakistan Navy, M/O Defence. BS-17.	NWFP-1	1 R-1
27.	77/07	Medical Officers, Pakistan Post Office Directorate General, M/O Communications. BS-17.	NWFP-1	1 R-1
28.	100/07	Lecturers (Female),, Islamabad Model Colleges For Girls, Federal Directorate Of Education, M/O Education. BS-17.	Sindh(R)-6 NWFP-6 NAFATA-2	4 R-1 R-2 R-1
29.	114/07	Assistant Professors (Male), Federal Government Colleges/Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education. BS-18.	Punjab-1	1 R-1
30.	116/07	Assistant Directors in a Federal Government Organization. BS-17.	Punjab-15 Sindh(R)-4 Balochistan-2	7 R-3 R-3 R-1
31.	125/07	Deputy Director, M/O Local Government and Rural Development. BS-18.	Punjab-1	1 R-1
32.	134/07	Medical Officers, Office Of The Chief Commissioner, ICT, Islamabad, M/O Interior, BS-17.	Punjab-1 Sindh(R)-1 NWFP-1	3 R-1 R-1 R-1
33.	151/07	Programmers, Pakistan Computer Bureau, M/O Information Technology. BS-17	Punjab-1	1 R-1
34.	156/07	Assistant Executive Engineers, Civil Engineering Department Of Pakistan Railways, M/O Railways (Railway Board), BS-17.	Punjab-6 NWFP-2	4 R-2 R-2
35.	165/07	Deputy Director (Mining), Mineral Wing, M/O Petroleum and Natural Resources. BS-18	Punjab-1	1 R-1
36.	180/07	Assistant Inspector Of Explosives, Department of Explosives, Karachi, M/O Industries, Production and Special Initiatives BS-16.	Punjab-1	1 R-1

1	2	3	4	5
37.	192/07	Research Officers/ Planning Officers/ Survey Officers, Economists Group, Planning and Development Division. BS-17.	Punjab-3 NWFP-1	3 R-2 R-1
38.	202/07	Patrol Officers, National Highways & Motorways Police, M/O Communications. BS-14.	Punjab-33 Sindh(R)-8 Sindh(U)-5 NWFP-8 Balochistan-21 AJK-1	14 R-3 R-2 R-1 R-1 R-6 R-1
39.	202/07	Patrol Officers, National Highways & Motorways Police, M/O Communications. BS-14.	Punjab-33 Sindh(R)-8 NWFP-8 Balochistan-21 NAFATA-3	7 R-2 R-1 R-1 R-2 R-1
40.	205/07	Programmers, Central Directorate of National Savings, M/O Finance. BS-17	Merit-1 NWFP-1	2 R-1 R-1
41.	212/07	Assistant Executive Engineers (Civil), Northern Areas, PWD, Kashmir Affairs & Northern Areas Division. BS-17	NA-3	1 R-1
42.	219/07	Assistant Directors (Technical), Policy Wing, M/O Petroleum and Natural Resources. BS-17	Punjab-1	1 R-1
43.	225/07	Nine Female Medical Instructors, M/O Population Welfare. BS-17	Punjab-5	1 R-1
44.	265/07	Assistant Executive Engineers, Azad Jammu and Kashmir Council Secretariat. BS-17	Merit-2	1 R-1
45.	2/08	Senior Research Officer, M/O Education. BS-18.	Punjab-1	1 R-1
Total				135

Appendix-X

**Cases (BS-16 & Above) where Offers of Appointment
to the Commission's Nominees were Delayed by the
Ministry/Division/Department Beyond Two Months.**

S. No	Case No.	Name of Post with Ministry Division/Department & BPS.	Date of Recommendation	Date of appointment	Delay		
					YY	MM	DD
1.	107/07	Additional District & Sessions Judge, Northern Areas Judiciary, Kashmir Affairs And Northern Areas Division. BS-19.	28-1-2008	1-7-2008	-	3	3
2.	162/07	Director (Mining), Mineral Wing, Ministry of Petroleum And Natural Resources, BS-19.	11-02-2008	29-04-2008	-	-	18
3.	164/07	Deputy Director (MIS), Mineral Wing, Ministry Of Petroleum And Natural Resources, BS-18.	13-12-2007	15-03-2008	-	1	2
4.	169/07	Programmer, Pakistan Military Academy, Kakul, GHQ, Ministry of Defence. BS-17.	8-10-2008	Reminder issued	-	-	23
5.	198/07	System Analyst, Central Directorate of National Savings, Ministry of Finance. BS-18	22-7-2008	29-10-2008	-	1	8
6.	236/07	Deputy Director General, Federal Bureau of Statistics, Statistics Division. BS-20	11-6-2008	16-8-2008	-	-	6
7.	259/07	Research Officers, Planning & Development Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	10-7-2008	20-9-2008	-	-	3
8.	23/08	Director Physical Education (Male), F.G. Boys Higher Secondary School, Federal Directorate of Education, Ministry of Education. BS-17.	18-10-2008	Not issued	-	-	15

Appendix-XI

**Cases in Which the Commission Allowed/Refused
Extension in the Contract Appointments
during the Year, 2008**

S. No	Case No.	Name of the Officer and post with BPS and Ministry/Division/ Department	Remarks
1.	F.7-2/2000	Appointment to the post of Deputy Chief (BS-19), Ministry of Defence.	Referred Back, as extension is not within the purview of FPSC w.e.f 15-9-2007
2.	F.7-3/2003	Ex-post Facto approval for extension in contract appointment of lecturers (BS-17) beyond two years.	-do-
3.	F.7-3/2003	Extension in Contract Employment of Employees in Sindh Madressah-Tul-Islam, Karachi.	-do-
4.	F.7-3/2004	Extension in contract period of D.D/ Senior Meteorological Department, M/O Defence.	-do-
5.	F.7-10/2004	Extension in the contract of computer operators (BS-16) in national highways & Motorway police.	-do-
6.	F.7-12/2005	Extension in Contract appointment of Officers (BS-18), Mercantile Marine Department, Karachi, Ministry of Ports & Shipping (Ports & Shipping Wing)	Referred Back, as extension is not within the purview of FPSC w.e.f 15-9-2007
7.	F.7-12/2005	Extension in Contract appointment of Officers (BS-18), Mercantile Marine Department, Karachi, Ministry of Ports & Shipping (Ports & Shipping Wing)	-do-
8.	F.7-13/2005	Extension in the contract appointment of Medical Officers (BS-17) of Pakistan Railways.	-do-
9.	F.7.13/2005	Extension in the Contract appointment of Dr. Fahmida Bugti, Medical Officer, Ministry of Railways (Bs-17)	Granted From 9-6-2006 to 14-4-2007.
10.	F.7-13/2005	Extension in Contract appointment in Respect of Medical Officers (BS-17), Ministry of Railways.	Referred Back, as extension is not within the purview of FPSC w.e.f 15-9-2007
11.	F.7-2/2007	Contract Appointment fo Maj. (Retd) Tabbasum Zaheer, as Director (BS-18) in the Bomb Disposal Squad on Contract Basis in ICT.	-do-
12.	F.7-9/2007	Extension in the Contract appointment of Social Welfare Officer, Ministry of Social Welfare and Special Education (BS-17)	-do-
13.	F.7-14/2007	Appointment of BS-19 Specialist Doctors against promotion quota on contract basis.	-do-
14.	F.7-21/2007	Extension in Contract of Lt. Col (R) Ateeq Abid Tung, Joint Director (BS-19), Ministry of Education.	-do-

Appendix-XII

**Cases in which the Commission Considered for
Regularization or Otherwise the Services of Ad-hoc
Appointees during the Year, 2008**

Case No.	Name of Officer, Designation/Department	Remarks Extension Granted/ Refused
F.8-1/2006	Regularization of Services of Mrs. Zakia Latif, Senior English Teacher/Lecturer, BS-17, Ministry of Education.	Declared fit for retention in services up to her retirement (60 years) on 17-8-2004.
F.4-147/2002	Regularization of Services of Adhoc Appointments (Lecturer Male/Female), BS-17, Ministry of Defence	Both the candidates have been declared fit for retention in services.

Appendix-XIII

**Cases (BS-16 & Above) Withdrawn/Cancelled
during the Year, 2008.**

Sr. No	Case No.	Name of post with BS and Ministry/Division/Department	No. of post with quota	No. of Candidates applied.
1.	65/07	Director (Technical), Gwadar Fish Harbour-Cum-Mini Port, Ministry of Ports and Shipping. BS-19.	1 Merit-1	1
2.	69/07	Engineer Mot 1st Class, Gwadar Fish Harbour-Cum-Mini Port, Ministry of Ports and Shipping. BS-18.	1 Punjab-1	2
3.	70/07	Assistant Engineer (Civil), Gwadar Fish Harbour-Cum-Mini Port, Ministry of Ports and Shipping. BS-17.	1 Punjab-1	1
4.	71/07	Assistant Engineer (Marine), Gwadar Fish Harbour-Cum-Mini Port, Ministry of Ports and Shipping. BS-17.	1 Punjab-1	1
5.	72/07	Accounts Officer, Gwadar Fish Harbour-Cum-Mini Port, Ministry of Ports and Shipping. BS-17.	1 Punjab-1	5
6.	173/08	Registrar, (Implementation Tribunal for Newspaper Employees), Labour & Manpower Division. BS-19.	1 Punjab-1	7
7.	207/06*	Assistant Director, Federal Public Service Commission, BS-17.	1 Punjab-1	16
TOTAL=			6	17

One post in Case No.F.4-207/2006 was re-advertised in case No.F.4-252/2007 may be treated as withdrawn.

Appendix-XIV

**Cases (Bs-16 & Above) where Representations Against
Decision of the Commission were Received and Processed
during the Year, 2008**

<i>S. No.</i>	Case No.	Representations/Review Petitions	Candidates Restored
1.	44/2003	5	5
2.	205/2006	16	11
3.	211/2006	6	1
4.	193/2006	12	5
5.	237/2006	3	2
6.	252/2006	3	1
7.	256/2006	8	3
8.	12/2007	1	1
9.	18/2007	6	13
10.	51/2007	5	4
11.	52/2007	1	1
12.	63/2007	3	1
13.	97/2007	3	3
14.	99/2007	10	5
15.	100/2007	2	1
16.	104/2007	8	4
17.	105/2007	7	2
18.	107/2007	2	1
19.	113/2007	2	1
20.	114/2007	1	1
21.	119/2007	1	1
22.	122/2007	4	3
23.	125/2007	1	1
24.	136/2007	3	1
25.	148/2007	4	1
26.	153/2007	37	4
27.	161/2007	3	2
28.	169/2007	2	2
29.	174/2007	4	2
30.	182/2007	2	1
31.	188/2007	1	1
32.	193/2007	1	1
33.	194/2007	4	1
34.	201/2007	4	3
35.	202/2007	16	1
36.	209/2007	1	1
37.	230/2007	5	3

<i>S. No.</i>	Case No.	Representations/Review Petitions	Candidates Restored
38.	235/2007	1	1
39.	236/2007	2	1
40.	243/2007	1	1
41.	244/2007	1	1
42.	245/2007	3	1
43.	269/2007	1	1
44.	273/2007	2	2
45.	278/2007	2	1
46.	287/2007	3	2
47.	288/2007	1	1
48.	12/2008	1	1
49.	15/2008	1	1
50.	32/2008	1	1
TOTAL		217	110

TABLE NO. 1

**Details of Filled in Vacancies for Year, 2007
in Order of Occupational
Groups/Services and Provinces/Regions**

Occupational Group/Service	Merit	Punjab	Sindh (R)	Sindh (U)	NWFP	Baloch-istan	NA-FATA	AJK	Total
Pakistan Audit & Accounts Service	2	15	-	-	3	-	1	-	21
Commerce & Trade	1	6	-	-	1	-	-	-	8
Customs & Excise	1	10	1	1	3	1	-	1	18
District Management	3	18	3	3	4	2	1	1	35
Foreign Service of Pakistan	2	9	-	2	2	1	1	-	17
Income Tax Group	4	24	1	-	5	1	1	-	36
Information Group	2	7	-	-	1	-	-	-	10
Police Group	3	20	5	2	4	2	1	-	37
Postal	-	3	-	-	-	-	-	-	3
Railways(C & T)	1	3	-	-	-	-	-	-	4
Total	19	115	10	8	23	7	5	2	*189

*** 1 candidate Roll No.5628 Merit No.155 of Punjab did not join Information Group**

There were 4811 applicants for the Competitive Examination 2007. Out of them 3505(73%) appeared and 194(5.5%) passed in written examination. Establishment Division reported 299 vacancies, whereas 189(5%) candidates were inducted into various Occupational Groups/Services. Allocation could not be made against 111 vacancies reserved for Punjab, NWFP, FATA, Sindh(R), Sindh(U), Balochistan and AJK, as required number of candidates were not available from these Provinces/Regions.

TABLE NO. 2
Candidate's Performance by Domicile (% AGE)

Candidate's Domicile	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Balochistan	123(4)	9(5)	3	6	9(5)
N.W.F.P.	568(16)	24(13)	12	12	24(13)
Sindh(Rural)	371(11)	9(5)	3	6	9(5)
Sindh(Urban)	234(7)	10(5)	6	4	9(5)
Punjab	1966(56)	131(69)	72	59	131(69)
A.J.K.	52(1)	2(1)	2	-	2(1)
Federal T.A.	176(5)	5(3)	2	3	5(3)
Not Mention	-	-	-	-	-
Total	3505	190	100	90	189

- Figures in bracket are the total percentage.
- Out of 3505 candidates who appeared in the written exam, 1966(56%) were from Punjab, followed by NWFP 568(16%), Sindh Rural 371(11%), Sindh Urban 234(7%), FATA 176(5%), Balochistan 123(4%) and AJK 52(1%). In the final selection the share of candidate from Punjab was 131(69%), NWFP 24(13%) and 9(5%) each for Balochistan, Sindh Rural and Sindh Urban .

TABLE NO. 3
Performance of Candidates in
Relation to their Father's Education (% AGE)

Father's Education	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Ph.D.	20(1)	2(1)	1	1	2(1)
M. Phil.	6(-)	1(1)	-	1	1(1)
Post Graduate	592(17)	43(23)	23	20	43(23)
Graduate	607(17)	44(23)	25	19	43(23)
Professional Degrees	368(10)	26(14)	17	9	26(14)
Professional diploma/certificate	52(1)	2(1)	1	1	2(1)
Intermediate	409(12)	19(10)	8	11	19(10)
Matric	588(17)	27(14)	14	13	27(14)
Below Matric	475(14)	15(8)	6	9	15(8)
Illiterate	74(2)	3(2)	1	2	3(2)
Religious Education	16(-)	1(1)	1	-	1(1)
Information not reported	298(9)	7(4)	3	4	7(4)
Total	3505	190	100	90	189

Statistics regarding educational status of the father of candidates, showed that 45% of them were Graduate and above or Professional Degree holders like (MBBS, B.Sc., Eng. etc.), while 33% were Matriculate or below. In final selection their share remained as 62% and 25% respectively. It was observed that the performance of the candidates whose father had professional degree was far better than others as they obtained 14% share in final selection while their appearance was 10%.

TABLE NO. 4**Performance of Candidates in Relation to their Father's Occupation (% age)**

Father's Occupation	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Administrative	259(7)	25(13)	13	12	24(13)
Clerical	168(5)	4(2)	3	1	4(2)
Armed Forces	98(3)	4(2)	1	3	4(2)
Accounts	101(3)	-	-	-	-
Engineering	77(2)	5(3)	4	1	5(3)
Legal	120(3)	8(4)	3	5	8(4)
Medical	79(2)	7(4)	3	4	7(4)
Teaching	220(6)	12(6)	8	4	12(6)
Retired Person	912(26)	54(28)	29	25	54(29)
Agriculture	486(14)	26(14)	10	16	26(14)
Business	677(19)	31(16)	16	15	31(16)
Skilled Worker	78(2)	2(1)	2	-	2(1)
Unskilled Worker	26(1)	-	-	-	-
Unspecified	56(2)	9(5)	7	2	9(5)
Information not reported	148(4)	3(2)	1	2	3(2)
Total	3505	190	100	90	189

Impact of Father's occupation on performance of their offspring was studied and relative share of the candidates in final selection w.r.t their father's occupation is given below in graph. Percentage of selected candidates whose parents were retired from various services was 29% followed by Business 16%, Agriculture 14% and Administrative job 13%. It reveals that performance of the candidates whose parents retired from various services or serving on Administrative jobs was higher than other occupations as compared to their appearance in examination.

TABLE NO. 5**Performance of Candidates in Relation to their Family's Income (% AGE)**

Family's Annual Income	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Below to 50,000	348 (10)	11(6)	5	6	11(6)
50001 - 100,000	410(12)	9(5)	4	5	9(5)
100001 - 200,000	730(21)	28(15)	16	12	28(15)
200001 - 300,000	565(16)	32(17)	11	21	32(17)
300001 - 400,000	284(8)	18(9)	10	8	18(10)
400001 - 700,000	556(16)	48(25)	30	18	47(25)
700001 & Above	394(11)	10(5)	7	3	10(5)
Information not reported	218(6)	34(18)	17	17	34(18)
Total	3505	190	100	90	189

The data indicates that 61% candidates who appeared in the Competitive Examination belonged to families having income in the range of Rs. 1 - 7 Lac per annum, while in final selection they got 67% share. However, 16% candidates appeared in the written exam belonged to families with income in the range of Rs. 4-7 Lacs per annum and their share in final selection was 25% which showed clearly their best performance as compared to other income groups.

TABLE NO. 6**Distribution of the Candidates According to Gender and Marital Status (% AGE)**

	Total	Male		Female	
		Married	Unmarried	Married	Unmarried
Appeared in Exam.	3505	390(11)	2266(65)	76(2)	773(22)
Finally Qualified	190	16(8)	115(61)	5(3)	54(28)
Selected for training	189	16(8)	114(60)	5(3)	54(28)

Statistics showed that out of 3505 candidates who appeared in the written exam 76% were male, while 24% candidates were female. However, female candidates performed better and got 31% share in final selection. The study showed that female candidates are gradually increasing their ratio in competitive examination as compared to previous year i.e 18%.

TABLE NO. 7

**Performance of Candidates
According to their Age Group (% AGE)**

Age in years	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
21-23	211(6)	11(5)	8	3	11(6)
23-25	668(19)	43(21)	25	18	43(23)
25-27	1173(33)	65(33)	33	32	65(34)
27-29	1126(32)	56(29)	28	28	55(29)
29-30	309(9)	15(7)	6	9	15(8)
Above 31	18(1)	-	-	-	-
Total	3505	190	100	90	189

The study revealed that 65% candidates who appeared in the examination fall within age group 25-29, while in final selection they got 63% share. The performance of the candidates in age groups 23-25 was better than other age groups as they got share of 23% in final selection against their appearance of 19%.

TABLE NO. 8**Type of Schooling (% AGE)**

Type of school	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	11-200	
Foreign	14(-)	2(1)	2	-	2(1)
Provincial Govt.	1467(42)	52(27)	23	29	52(28)
Federal Govt.	100(3)	4(2)	1	3	4(2)
Pilot/Comprehensive	124(4)	8(4)	3	5	8(4)
Forces/Garrison	188(5)	17(9)	6	11	17(9)
Private	1057(30)	63(33)	43	20	62(33)
Missionary	116(3)	10(5)	5	5	10(5)
Model	156(4)	11(6)	4	7	11(6)
Public	172(5)	23(12)	13	10	23(12)
Information not reported	111(3)	-	-	-	-
Total	3505	190	100	90	189

Out of 189 selected candidates, 62(33%) got their early education from Private Schools followed by those 40(22%) who got education from Provincial Government Schools and 23(12%) from Public Schools.

TABLE NO. 9

**Performance of Candidates According
to their Last Academic Degree (% AGE)**

Degree	First Divisioner	Second Divisioner	Third Divisioner	Sub total
Appeared Candidates				
M. Phil.	20(95)	1(5)	-	21(1)
Master	889(53)	733(44)	54(3)	1676(48)
Bachelor	443(39)	695(61)	3(-)	1141(33)
Engineering	117(87)	18(13)	-	135(4)
Law	58(20)	225(79)	1(-)	284(8)
Medical/BDS/B.Pharm./DVM Etc.	39(64)	22(36)	-	61(2)
Education	86(75)	28(25)	-	114(3)
Information not reported	-	-	-	73(2)
Grand Total	1652(47)	1722(49)	58(2)	3505
Finally Qualified				
Master	60(52)	50(43)	6(5)	116(61)
Bachelor	28(58)	19(40)	1(2)	48(25)
Engineering	3(75)	1(25)	-	4(2)
Law	4(33)	7(58)	1(8)	12(6)
Medical/BDS/B.Pharm./DVM Etc.	6(67)	3(33)	-	9(5)
Education	-	1(100)	-	1(1)
Information not reported	-	-	-	-
Grand Total	101(53)	81(43)	8(4)	190
Selected for Training				
Master	60(52)	49(43)	6(5)	115(61)
Bachelor	28(58)	19(40)	1(2)	48(25)
Engineering	3(75)	1(25)	-	4(2)
Law	4(33)	7(58)	1(8)	12(6)
Medical/BDS/B.Pharm./DVM Etc.	6(67)	3(33)	-	9(5)
Education	-	1(100)	-	1(1)
Information not reported	-	-	-	-
Grand Total	101(53)	80(42)	8(4)	189

The table-9 above shows the percentage of candidates who were 1st, 2nd and 3rd division holders in their last academic degree. Share in final selection w.r.t last degree i.e Master, Bachelor or Professional can also be seen in the table.

TABLE NO. 10
University-Wise Performance
of Candidates (% AGE)

Name of University	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	11-200	
GENERAL					
Punjab University	949(27)	60(32)	28	32	60(32)
Quaid-I-Azam University	188(5)	16(8)	11	5	16(8)
Bahauddin Zakariya University	205(6)	14(7)	5	9	14(7)
Islamia University	81(2)	2(1)	2	-	2(1)
International Islamic University	57(2)	4(2)	2	2	4(2)
A.I.O.U, Islamabad	78(2)	-	-	-	-
Sindh University	167(5)	2(1)	-	2	2(1)
Karachi University	132(4)	4(2)	3	1	3(2)
S.A.L. University	162(5)	6(3)	1	5	6(3)
Balochistan University	79(2)	6(3)	3	3	6(3)
Gomal University	83(2)	3(2)	2	1	3(2)
Peshawar University	406(12)	13(7)	2	11	13(7)
A.J.K. University	23(1)	-	-	-	-
PROFESSIONAL					
U.E.T. Peshawar	12(-)	-	-	-	-
U.E.T. Lahore	63(2)	2(1)	1	1	2(1)
Agriculture University Faisalabad	42(1)	4(2)	3	1	4(2)
Agriculture University Peshawar	13(-)	-	-	-	-
Agriculture University Tandojam	-	-	-	-	-
NED University Karachi	17(-)	1(1)	-	1	1(1)
Mehran University Jamshoro	20(1)	-	-	-	-
U.E.T. Taxila	7(-)	-	-	-	-
Other Institutions	631(18)	53(28)	37	16	53(28)
Information not reported	90(3)	-	-	-	-
Total	3505	190	100	90	189

The table shows the percent share w.r.t the last university attended by the candidates.

TABLE NO. 11**Performance of Candidates in
Relation to their Occupation (% AGE)**

Candidate's Occupation	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Administrative	250(7)	27(14)	12	15	26(14)
Clerical	126(4)	4(2)	3	1	4(2)
Armed Forces/Police	222(6)	13(7)	7	6	13(7)
Accounts	121(3)	13(7)	11	2	13(7)
Engineering	53(2)	2(1)	1	1	2(1)
Legal	50(1)	6(3)	3	3	6(3)
Medical	33(1)	5(3)	2	3	5(3)
Teaching	396(11)	38(20)	16	22	38(20)
Agriculture	5(-)	-	-	-	-
Self Employed	23(1)	-	-	-	-
Skilled Worker	37(1)	4(2)	2	2	4(2)
Unemployed	2189(62)	78(41)	43	35	78(41)
Total	3505	190	100	90	189

The data showed that 62% candidates appeared in the examination were unemployed, whereas 11% candidates belonged to teaching jobs, 7% held administrative Jobs, 3% related to Armed Force/Public jobs and 3% had account job. In final selection, unemployed candidates got 41%, teaching jobs 20%, accounts jobs 7% and candidates held administrative jobs got the share of 14%. Therefore, study showed better performance of the candidates who held administrative jobs, followed by account and teaching related jobs.

TABLE NO. 12
Performance of Candidates in
Compulsory Subjects (% AGE)

Subject	Marks in Written test	Qualified Written test	Failed in Viva-Voce	Marks obtained		
				Below 40%	40%-60%	61% & Above
Essay	100	194	4	-	184(95)	10(5)
English (Precis & Composition)	100	194	4	-	194(100)	--
Islamiat	100	194	4	-	49(25)	145(75)
General Knowledge						
Every Day Science	100	194	4	--	24(12)	170(88)
Current Affairs	100	194	4	9(5)	173(89)	12(6)
Pakistan Affairs	100	194	4	45(23)	146(75)	3(2)

Study of candidates who qualified in CSS written examination showed that in Every-Day Science and Islamiat 87.6% & 74.7% candidates got 60 and above marks. In Current Affairs and Essay 6.1% and 5.1%, candidates secured 60% and above marks respectively. Analysis showed that performance of qualified candidates in written examination in subject of Current Affairs and Essay was much better than other compulsory Subjects.

Appendix-XV**Table No. 13****Performance of Candidates in Accordance to Pre-Familiarity in their Optional Subjects**

Optional Subject	Candidates Appeared	Candidates Pre-familiar	Written Qualified		Allocated	Order of Merit		Candidates non-familiar	Written Qualified		Allocated	Order of Merit	
			33-59%	60% & above		1-100	11-200		33-59%	60% & above		1-100	11-200
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Accounting & Auditing	120(3)	88(73)	60	17	1	1	-	32(28)	13	--	1	1	--
Agriculture	166(5)	27(16)	10	15	2	2	-	139(84)	54	30	9	6	3
Applied Mathematics	40(1)	33(83)	12	8	1	-	1	7(18)	1	1	--	--	--
Arabic	79(2)	30(38)	18	12	-	-	-	49(62)	35	9	6	2	4
Balochi	22(1)	5(18)	2	2	-	-	-	17(82)	10	6	--	--	--
Botany	70(2)	50(71)	18	31	2	2	-	20(29)	8	8	2	2	--
British History	329(9)	12(4)	9	3	1	1	-	317(96)	225	63	32	23	9
Business Administration	139(4)	77(55)	22	55	5	5	-	62(45)	24	24	4	3	1
Chemistry	61(2)	47(77)	36	9	-	-	-	14(23)	3	--	--	--	--
Computer Science	127(4)	83(65)	46	28	4	4	-	44(35)	4	5	--	--	--
Constitutional Law	1169(33)	131(11)	108	2	8	5	3	1038(89)	780	14	78	38	40
Economics	193(6)	141(73)	123	10	3	2	1	52(27)	31	--	2	1	1
English Literature	256(7)	209(82)	153	54	18	5	13	47(18)	26	1	1	--	1
European History	210(6)	72(34)	45	11	7	5	2	138(66)	89	5	15	8	7
Forestry	294(8)	7(2)	-	7	-	-	-	287(98)	147	53	16	8	8
Geography	368(10)	58(16)	42	10	5	2	3	310(84)	213	41	26	14	12
Geology	6(-)	3(50)	2	1	-	-	-	3(50)	--	--	--	--	--
History of Pak. & India	1613(46)	168(10)	110	53	6	3	3	1445(90)	975	295	58	30	28
History of USA	235(7)	11(5)	1	10	1	1	-	224(95)	141	61	20	9	11
International Law	154(4)	43(28)	33	1	3	-	3	111(72)	71	--	4	3	1
International Relations	1188(34)	97(8)	93	4	7	4	3	1091(92)	967	30	75	40	35

1	2	3	4	5	6	7	8	9	10	11	12	13	14
Islamic History & Culture	393(11)	95(24)	62	6	4	1	3	298(76)	166	14	7	2	5
Journalism	1147(33)	195(17)	143	46	11	5	6	952(83)	692	186	60	36	24
Law	115(3)	18(16)	10	3	-	-	-	97(84)	71	8	3	1	2
Mercantile Law	171(5)	89(52)	49	16	3	3	-	82(48)	36	4	1	--	1
Muslim Civil Law	508(14)	107(21)	50	53	9	5	4	401(79)	228	107	23	11	12
Persian	27(1)	13(48)	7	4	-	-	-	14(52)	4	8	3	1	2
Philosophy	23(1)	10(43)	3	7	1	1	-	13(57)	5	3	1	--	1
Physics	109(3)	82(75)	32	7	2	1	1	27(25)	4	2	1	1	--
Political Science	991(28)	532(54)	292	214	33	18	15	459(46)	268	106	33	15	18
Psychology	104(3)	64(62)	12	51	5	2	3	40(38)	16	20	6	6	--
Public Administration	585(17)	17(3)	14	3	-	-	-	568(97)	408	88	40	18	22
Punjabi	236(7)	80(34)	48	15	3	3	-	156(66)	89	27	8	3	5
Pure Mathematics	27(1)	18(67)	4	2	-	-	-	9(33)	1	--	--	--	--
Pushto	440(13)	14(3)	3	11	-	-	-	426(97)	92	309	19	9	10
Sindhi	296(8)	20(7)	10	7	1	1	-	276(93)	160	74	7	2	5
Sociology	1399(40)	97(7)	65	13	6	2	4	1302(93)	798	195	78	43	35
Statistics	110(3)	59(54)	22	31	1	1	-	51(46)	15	3	--	--	--
Urdu	675(19)	33(5)	24	3	3	1	2	642(59)	450	4	25	11	14
Zoology	87(2)	60(69)	41	8	3	2	1	27(31)	10	2	--	--	--

