



2020 ANNUAL REPORT

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Federal Public Service Commission



ANNUAL REPORT 2020

Federal Public Service Commission

ABSTRACT

Federal Public Service Commission is set up in terms of Article 242 of the Constitution of the Islamic Republic of Pakistan-1973. This is the 72nd annual report of the Commission. The report provides a brief description of the main activities of the Commission during the year 2020 in the execution of its statutory functions of conducting tests and examinations for recruitment of persons against federal posts in BS 16 and above; holding examinations for promotion; giving advice and making recommendations to the President of Pakistan on matters relating to methods and principles to be followed in making initial appointments, appointments by promotion to posts in BS 18 and above and transfer from one service or occupational group to another; and performing quasi-judicial functions by taking decisions on representations and review petitions of the aggrieved candidates.

As a statutory requirement, under Section 9 of the FPSC Ordinance 1977, the Annual Report is presented to the President of Pakistan and subsequently the President shall cause the report to be laid before the National Assembly and the Senate of Pakistan.

The report may be accessed through the Federal Public Service Commission's website at <http://fpsc.gov.pk>

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Chairman's Review

In fulfilling its role, the Commission is guided by the principles of merit, impartiality, non-discrimination, transparency, fair and open competition. Since its inception in 1947, the Federal Public Service Commission (FPSC) has served as the custodian of these values. They provide the foundation for FPSC's mission in conduct of its statutory mandate.

In Year 2020, FPSC undertook remarkable initiatives to bring qualitative improvement in operations of the Commission including revisiting and re-engineering CSS Competitive Examination and tests for General Recruitment; improving the Psychological Assessment grading system; enhancing Information Technology Services both internally/externally; introducing development projects as Computer Based Testing and Question Data Bank and revising the regulatory instruments. The Commission also continued to actively engage with Prime Minister's Task Force on Civil Service Reforms.

In the year under report, the Commission finalized the result of CSS Competitive Examination (CE) 2019 and recommended 212 candidates for allocation against twelve occupational groups and services. FPSC also conducted CSS CE 2020 for 39,630 candidates and announced result of its written part in the same year. Despite the timeline being very steep, FPSC also expeditiously processed 39,650 applications of CSS CE 2021 to avoid delay in the conduct of CE 2021. Under General Recruitment, the Commission received 0.621 million applications during 2020 and after completion of recruitment process, recommended 1016 candidates for appointment against ex-cadre technical and professional posts. A summary of quantum of work of FPSC during 2020 is available in the report.

Over the last 74 years, FPSC has endeavored to ensure that the civil service remains a career of choice and continues to attract its fair share of talent in the country. The Commission made some soft interventions as highlighting issue of un-filled vacancies in federal services, in particular of women and minorities and reached out to the students and educationists of the under developed regions in Balochistan and Sindh in Phase-I to encourage participation in federal services. High level meetings were also held in 2020 with Governor-Balochistan, Governor-Sindh and Vice Chancellors of both public and private sector universities. The meetings sought to reach out to the teaching and students community to encourage across the board participation in national level exams conducted by FPSC for federal posts.

While the system has worked well, improvements and changes continued during the year under report. The Commission made a decisive shift in favour of holding Preliminary MCQ Based Test prior to main CSS written competitive Examination and initiated the proposal for holding of a special CSS Competitive Exam for unfilled vacancies against various provincial/regional quotas.

The year 2020 was no ordinary year. The Commission had to adapt its modus operandi in view of the unprecedented challenges presented by COVID-19 pandemic. The Commission remained engaged in conduct of national level tests/exams despite COVID-19 pandemic, observing strict SOPs, developed in line with Government's guidelines of National Coordination Committee on COVID-19. From maintaining social distancing to dis-infecting exam centres, from wearing face masks and hand gloves to checking of body temperatures, all instructions were strictly followed. It was with dedicated efforts of FPSC officers/officials and management, that the exam went quite smooth throughout the country observing Government prescribed SOPs for COVID-19. As with all other organizations, FPSC had to also adjust its routine to new circumstances. Subsequent to restrictive measures introduced by NCOC, meetings at FPSC transitioned from traditional Conference Room setting to online meetings and webinars, a break from tradition. It was in this scenario that the Commission geared itself to embrace the new normality amid heightened constraints.

As in previous years, empirical studies based on the data related to CSS CE and General Recruitment, generated by FPSC, were also conducted. Data analysis has remained an active engagement of FPSC which facilitates the Commission to determine which areas should be looked into deeper and which should take priority over others. This report provides a summary of research and comparative analysis on various aspects of selection and recruitment against federal posts.

During the last quarter of 2020, FPSC lost a highly capable, humane and well respected human being, Capt. (Retd) Maroof Afzal (Late), the designated Chairman. He remained engaged with the Commission bringing with him many years of experience and a futuristic approach to make improvements in the way the Commission worked. The Commission wishes to acknowledge his contribution throughout the period he has been in office as Member of the Commission. May his soul rest in peace, Ameen.

The achievements of the Commission in 2020 would not have been possible without the hard work, dedication and commitment of all Members of the Commission. In particular, I would like to place on record my gratitude for the former Chairman, Mr. Haseeb Athar for contributing in developing and firming up various policy proposals. I would also like to thank the Secretary, Ms. Humaria Ahmad and her team in the Secretariat for their untiring efforts to facilitate the Commission in discharge of its functions. To conclude, the Commission places on record its gratitude to the Honourable President of Islamic Republic of Pakistan and the Government for their continued support to this constitutional institution.



From the Desk of the Secretary

Federal Public Service Commission, established under Article 242 of the constitution of Islamic Republic of Pakistan, is functioning in accordance with FPSC Ordinance 1977. Its main mandate is to conduct tests and examinations for recruitment to all Pakistan Services, the Civil Services of the Federation and civil posts in connection with affairs of the federation in basic scale 16 and above or equivalent.

The Commission (Chairman & Members) ensures that the recruitment processes results in bringing qualitative talent for the Federal Government. For its working the Commission's is an independent and impartial entity. The Commission holds regular meetings to deliberate on various issues and takes updates on key policy matters. In calendar year 2020, 24 meetings were held in FPSC.

The Secretariat assists the Commission in its working and acts a bridge between the Federal Government, the Commission. The financial resources for functioning of the Commission are provided by the Federal Government.

While the FPSC's recruitment systems are robust and ensure meritocracy at all costs, concerted efforts have been undertaken to "Reengineer & Reform" the existing systems to keep pace with the ever changing pace of the world. Some of the new initiatives include;

- Up gradation of IT services
- Introduction of Video link meetings
- Provision of recruitment rules of Federal posts on FPSC website
- Initiation of Computer Based Testing project
- Strive towards development of Question Data Bank
- Initiation of consultative process to reform CSS Competitive Examination System & introduction of Preliminary MCQ based test in the Exam test tray
- Formulation of evidence based policy proposals
- Preparation for introduction of Branch Less Banking
- Reengineering of General Recruitment Process for expeditious and quick disposal of cases
- Holding of largest ever General Recruitment tests/exams

- Strict observance of SOPs during Covid-19 pandemic in Secretariat and during Examinations
- Inauguration of FPSC examination halls
- Outreach program for awareness of candidates of the under development areas regarding opportunities for the Federal services

And of course improvement in the general ambiance of the office, welfare/promotion etc of officers & the staff and provision of efficient services to our clients remained priority. However, it will not be out of place to mention here that while we strive for excellence staying within the given resource, it is also incumbent upon us to undertake a need assessment exercise. We have identified that there is requirement for training of Commission's officers & staff in relevant disciplines. Machinery and equipment need to be updated. Also there is urgent requirement for the change/upgradation of the transport facilities too, as the present fleet has long since completed its stipulated life. Internet based testing is another area where the Commission's working/systems are going to explore.

Our staff and officers stood the test of time even at the height of the Covid-19 pandemic around 40 of our employees were affected and the then Chairman designate and a driver succumbed to this deadly disease. May Allah rest their souls in peace and May Allah keep us safe in future.

In our working we have been guided by the Chairman & Members and had total support from the Government, specially Establishment Division, Prime Minister Office & the President Secretariat, for which we are extremely grateful.

In the end on behalf of FPSC I wish to appreciate the work of Commission, Officers and staff and also to thank the representatives of various Ministries/Divisions/Departements and HEC recognized universities of Pakistan for their invaluable contributions in enabling FPSC for provision of our services.

ABBREVIATIONS

APR	APPLICATIONS TO POST RATIO	P	CASES PENDING DUE TO LITIGATION OR DEFICIENT DOCUMENTS
Bal	BALUCHISTAN	PAAS	PAKISTAN AUDIT & ACCOUNTS SERVICE
CDA	CAPITAL DEVELOPMENT AUTHORITY	PAS	PAKISTAN ADMINISTRATIVE SERVICE
CE	COMPETITIVE EXAMINATION	PCS	PAKISTAN CUSTOMS SERVICE
CSS	CENTRAL SUPERIOR SERVICE	PEC	PAKISTAN ENGINEERING COUNCIL
CSA	CIVIL SERVICE ACADEMY	PI	PERFORMANCE INDEX
CSR	CIVIL SERVICE REFORMS	PH	PERSONAL HEARING
CNIC	COMPUTERIZED NATIONAL IDENTITY CARD	PMDU	PRIME MINISTER DELIVERY UNIT (FOR CITIZEN PORTAL)
CTG	COMMERCE AND TRADE GROUP	PMI	PAKISTAN MANPOWER INSTITUTE
F	POST REPORTED FAILURE	PNAC	PAKISTAN NATIONAL ACCREDITATION COUNCIL
FSP	FOREIGN SERVICE OF PAKISTAN	PPMI	PAKISTAN PLANNING & MANAGEMENT INSTITUTE
GR	GENERAL RECRUITMENT	POSTG	POSTAL GROUP
GB	GILGIT BALTISTAN	PREE	PROCESS RATIONALIZATION OF EFFICIENCY ENHANCEMENT
GBFATA	GILGIT BALTISTAN AND FEDERALLY ADMINISTERED TRIBAL AREA	PSDP	PUBLIC SECTOR DEVELOPMENT PROGRAMME
HEC	HIGHER EDUCATION COMMISSION	PSP	POLICE SERVICE OF PAKISTAN
HUD & PHED	HOUSING URBAN DEVELOPMENT & PUBLIC HEALTH ENGINEERING DEPARTMENT	PSQCA	PAKISTAN STANDARDS & QUALITY CONTROL AUTHORITY
ICT	INFORMATION COMMUNICATION TECHNOLOGY	PTA	PAKISTAN TELECOMMUNICATION AUTHORITY
ICT	ISLAMABAD CAPITAL TERRITORY	R	RECOMMENDED FOR APPOINTMENT
IG	INFORMATION GROUP	RCTG	RAILWAYS(COMMERCIAL & TRANSPORT) GROUP

IT	INFORMATION TECHNOLOGY	RP	REVIEW PETITION
KOICA	KOREAN INTERNATIONAL COOPERATION AGENCY	RR	RECRUITMENT RULES
KPK	KHYBER PAKHTUNKHWA	SAARC	SOUTH ASIAN ASSOCIATION FOR REGIONAL COOPERATION
KPI	KEY PERFORMANCE INDICATORS	STI	SECRETARIAT TRAINING INSTITUTE
MCQ	MULTIPLE CHOICE QUESTIONS	SMC	SENIOR MANAGEMENT COURSE
ML & CG	MILITARY LANDS AND CANTONMENTS GROUP	U/P	CASES UNDER PROCESS
MSW	MANAGEMENT & SERVICES WING	W	CASES WITHDRAWN
NCOC	NATIONAL COMMAND & OPERATION CENTRE		
NEPRA	NATIONAL ELECTRIC POWER REGULATORY AUTHORITY		
NMC	NATIONAL MANAGEMENT COURSE		
NR	NOT REPORTED		
OMG	OFFICE MANAGEMENT GROUP		
OGRA	OIL & GAS REGULATORY AUTHORITY		
NITB	NATIONAL INFORMATION TECHNOLOGY BOARD		

CHAPTER I: ABOUT FPSC

- **HISTORY**
- **FUNCTIONS**
- **COMPOSITION**

HISTORY OF THE COMMISSION:

The first Public Service Commission was set up in the South Asian Sub-Continent, in light of the recommendations of the Lord Lee Commission, on October 1, 1926 under the Chairmanship of Sir Ross Barker with five members including the Chairman for a renewable tenure of five years. After independence, the Government of Pakistan inherited the 'Government of India Act 1935' as an interim Constitution. The Act provided for establishment of Federal and Provincial Public Service Commission's with the mandate of recruitment to civil services and civil posts, to conduct examinations for appointment to the services of the Federation and the Provinces, in making promotions and transfers from one service to another, all disciplinary matters and to advise on any matter so referred to them.

With the subsequent constitutions (1956, 1962 and 1973) the composition, mandate and functions of the Commission kept changing progressively. Both the Federal and Provincial Governments made Statutes for the establishment of Public Service Commissions. Over the years, the Federal Public Service Commission's nomenclature also underwent many changes: Pakistan Public Service Commission (1947-1956), Federal Public Service Commission (1956-1962), Central Public Service Commission (1962-1972) and Federal Public Service Commission since April 1972 (Interim Constitution) which continues to date under Article 242 of the Constitution of Pakistan, 1973 and further regulated under FPSC Ordinance, 1977. At present FPSC Secretariat has the status of an attached Department of Establishment Division as given in Rules of Business, 1973. FPSC Secretariat, located in Islamabad, acts as Headquarters. Four Regional Offices and four Provincial Offices are at Lahore, Karachi, Peshawar and Quetta. In past FPSC also established examination centres abroad and initiatives for that development is continued. FPSC also established Information Centres at Prominent Universities throughout the country and run their business, however, due to financial austerities closed this activity. Initiatives are under process to establish Examination/Tests Centres at various cities.

THE COMMISSION:

The Federal Public Service Commission is an independent and constitutional body established under Article 242 of the Constitution of Islamic Republic of Pakistan-1973. It derives its authority and functions from Articles 18,25,27,34 and 38 of the Constitution.

The fundamental role of the Commission is to conduct tests and examinations for recruitment of persons against federal posts in BS 16 and above; holding examinations for promotion; giving advice and making recommendations to the President of Pakistan on matters relating to methods and principles to be followed in making appointments; and performing quasi-judicial functions by taking decisions on representations and review petitions of aggrieved candidates.

In fulfilling its role, the Commission is guided by the principles of merit, equality of opportunity, impartiality, non-discrimination, transparency, and fair and open competition.

The procedures governing these functions are set out in the FPSC Ordinance 1977 and FPSC Function Rules. In terms of Section 3 of the FPSC Ordinance, 1973 and FPSC (Composition & Conditions of Service) Regulations, 1978, the Commission is composed as under:

- (i) There shall be a Federal Public Service Commission;
- (ii) The President shall by regulations determine:-
 - (a) the number of members of the Commission and their conditions of service; and
 - (b) the number of members of the staff of the Commission and their conditions of service:

provided that the salary, allowances and privileges of a member of the Commission shall not be varied to his disadvantage during his term of office.
- (iii) The Chairman and other members of the Commission shall be appointed by the President.
- (iv) The Commission shall have:
 - (a) not less than one half of the members who shall be persons having held office in the service of Pakistan in basic pay scale 21 or above post; provided that no serving Government servant shall be appointed as a member;
 - (b) at least one member each from:
 - i. retired judges of the superior judiciary;
 - ii. retired officers not below the rank of Major-General or equivalent of the Armed Forces; and
 - iii. Women and the private sector possessing such qualifications and experience as the Federal Government may by rules prescribe.

(v) No proceedings or act of the Commission shall be invalid merely on the ground of the existence of a vacancy in, or a defect in the constitution of the Commission.

Term of office of members, etc:-

“A member of the Commission shall hold office for a term of three years from the date on which he enters upon office or till he attains the age of sixty-five years whichever is earlier:

Provided that a member of the Commission who is a retired judge of the Supreme Court or a High Court shall hold office for a term of three years within five years from the date of his retirement:

Provided further that a member of the Commission shall not be eligible for re-appointment.

(1A) Notwithstanding anything in any contract, agreement or any instrument containing terms and conditions of the service, a member who, on or after the commencement of the Federal Public Service Commission (Amendment) Act, 2006, completes his tenure or attains upper age-limit specified in sub-section

(1) Shall on such commencement forthwith cease to be member as defined in clause (b) of section 2.”

(2) A member may resign his office by writing under his hand addressed to the President.

Oath of office:-

Before entering upon office the Chairman and a member shall take oath in the form set out in the Schedule to the FPSC Ordinance, before the President in case of Chairman and before the Chairman in case of a member.

Ineligibility for further employment:-

On ceasing to hold office, a member shall not be eligible for further employment in the service of Pakistan.

Appointment of a serving member as a Chairman:-

A serving member of the Commission shall be eligible for appointment as Chairman for a term not exceeding the unexpired portion of his term as such member.

Removal from office:-

A member shall not be removed from office except in the manner applicable to a Judge of a High Court.

Strength of Commission:-

As on 31st December 2020, FPSC comprised a Chairman and 09 Members of the Commission.

A list of former Chairmen of the Commission, who served since 1947 is at **Appendix-1**. The detail of Chairman/Members who joined/left the Commission during 2020 is at **Appendix-4**.

THE SECRETARIATE:

The Secretariat is headed by a BS 22 officer, the Secretary. The work is divided amongst various Wings of the Secretariat, each headed by a BS 20 officer. Currently, there are Seven (7) Wings responsible for carrying out the functions in diverse areas as administration, **curriculum development & research, conduct of test and examination for general recruitment and CSS; paper setting, marking and compilation of results, psychological assessment and information technology services.**

The sanctioned strength of the Secretariat is 632 which includes a Secretary (BS-22), one Executive Director General (BS-21), 183 officers from BS 16 to 20 and 436 officials from BS 1-15. Organogram of the Commission is at **Appendix-2**. The Commission's staff strength is at **Appendix-3**.

On matters pertaining to officers and officials who joined/left the Commission; promoted/upgraded during 2020, appointed under Prime Minister Assistance Package and details of up gradation of seniority list of officers is given from **Appendix-5 to Appendix- 8 respectively.**

FUNCTIONS OF THE COMMISSION:

Under Section 7 of the Federal Public Service Commission Ordinance, 1977, functions of the Commission are as follows:

- (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.

PROFILE OF CHAIRMAN AND MEMBERS OF FPSC:

The FPSC Ordinance 1977 provides for the FPSC to have a Chairman and not more than 11 Members. As on 31st December 2020, FPSC comprised the Chairman and 09 Members of the Commission. The profiles follow:

Captain (R) Zahid Saeed
Chairman FPSC



Capt. (R) Zahid Saeed is a retired officer of BS-22 from Pakistan Administrative Service. He graduated Peshawar University. Earlier he was commissioned in Pakistan Army where he served for seven years and later joined civil service of Pakistan on 30th November 1985. He holds vast experience of field and secretariat work. In Sindh, he remained posted as Deputy Commissioner Nawabshah and Hyderabad. In Punjab, he served as Deputy Commissioner Vehari & Rawalpindi, District Coordination Officer in Sialkot, Commissioner Faisalabad & Rawalpindi Divisions. He also held positions of Secretary Education Department, Excise & Taxation Department and Irrigation Department in the Government of Punjab. He was Project Director for Metro Bus Project (Rawalpindi-Islamabad) during 2014-15. Government of Pakistan conferred national award of Pride of Performance in recognition of his services. He also held the positions of Senior Member, Board of Revenue Punjab and Chief Secretary, Punjab. After 34 years of illustrious career, he retired as Federal Secretary, National Health Services on 2nd July 2019. He joined Member, Federal Public Service Commission on 16.12.2019. Subsequently Mr. Saeed was appointed as Chairman FPSC on 18th December, 2020 and he took the oath of office on 22nd December, 2020.

Mr. Nadeem Hassan Asif
Member



Mr. Nadeem Hassan Asif is a retired BS-22 officer of Secretariat Group. He earned Master's Degree in English Literature from Punjab University and started his career as Lecturer from Government College Sahiwal and later served in Government College, Faisalabad. He joined District Management Group in 1981. His career assignments include Assistant Commissioner Jhang and Liaquatpur, Deputy Secretary S&GAD, Planning & Development and Communication and Works Department of the provincial government. He also performed his duties as Deputy Commissioner, Lahore, Gujranwala and Sargodha. He worked as Additional Secretary in Finance Department & Communication and Works Department, Special Secretary- Local Government, Managing Director-Punjab Small Industries Corporation and Home Secretary, Punjab. Later on he served as Commissioner Lahore, Additional Chief Secretary, Punjab and also as Principal Secretary to the Chief Minister Punjab. In the Federal Government, Mr. Asif, contributed as Chairman, Capital Development Authority and Secretary to the President. He also remained posted as Secretary, Establishment Division. His last assignment was Secretary, Cabinet Division. He joined as Member, Federal Public Service Commission w.e.f. 10.11.2017. Mr. Nadeem Hassan Asif, Member FPSC, relinquished the charge of office of the Member FPSC on 09.11.2020, after completing his tenure

Mr. Abid Saeed
Member



Mr. Abid Saeed is a retired BS-22 officer of Secretariat Group. He holds Master's degrees in Economics from Government College Lahore, Punjab University and Administrative Sciences from George Washington University, USA. An officer of District Management Group (Pakistan Administrative Service) served on several important positions as Assistant Commissioner, Khairpur, Jacobabad and Moro Nawabshah (1982-86); Deputy Secretary at Government of Sindh (1987-88); and Deputy Secretary, Home/Health Department(1988-92); Additional Secretary, Irrigation & Power/Education Department (1995-96); Administrator of Zila Council, Kasur/Lodhran(1996-98); Managing Director, Kasur Tanneries Water Management Agency(1997-98); Deputy Commissioner, Kasur /Lodhran/ Bhakhar/Faisalabad (1993-99); Additional Secretary, Local Government/Rural Development (1999-2000); Administrator, Model Town Cooperative Society Limited (2005); Acting Managing Director, Punjab Municipal Development Fund Company (2001-2002); Special Secretary, Local Government and Rural Development Department (2000-2002); Secretary, Forestry, Wildlife, Fisheries & Tourism Department/Punjab Literacy & Non- Formal Basic Education Department (2002-2006); Chief Operating Officer/Chief Executive Officer, Punjab Rural Support Programme (2006-2011) under the Government of Punjab; Additional Secretary, Ministry of Food & Agriculture, Petroleum & Natural Resources (2011) and Secretary, Ministry of Petroleum & Natural Resources (2013). He also remained associated as Member visiting faculty for Civil Services Academy; National Institute of Public Administration, Lahore; Management & Professional Development Department, Government of Punjab; Panelist in Pakistan Administrative Staff College and Lahore University of Management Sciences. He also attended several seminar/courses in Management, Organizational Change and Quality Education from Institutes of national and international repute. After retirement from his last assignment, he joined the Federal Public Service Commission as Member on 13.11.2017. Mr. Abid Saeed, Member FPSC, relinquished the charge of office of the Member FPSC on 12.11.2020, after completing his tenure.

Mir Zubair Mahmood
Member



Mir Zubair Mahmood is a retired officer of BS-22 from Police Service of Pakistan. He was commissioned in Pakistan Army in 1979 and later joined civil service in 1985. He began his career as Assistant Superintendent of Police; Lahore. He has served in Punjab as SSP Lahore, Mandi Baha-uddin, Jhang and CID. In Sindh, he served as SSP East, Investigation & CID, and as DIG East, Investigation and Administration in Karachi. In Balochistan Mr. Zubair served as CCPO, Quetta and Additional IG, Balochistan. He has also served as Director, Federal Investigation Agency and Joint Director General, Intelligence Bureau, Islamabad. He was awarded Sitara-e- Imtiaz in recognition of his services in 2003. After retirement in August 2017, he joined FPSC, as Member in February 2018.

Mr. Khizer Hayat
Member



Mr. Khizar Hayat Gondal is a retired officer of BS-22 from Secretariat Group. He holds Masters Degrees from Government College, Lahore and London School of Economics. He joined District Management Group in 1982. Initially, he served in Balochistan for nine years against various positions, including Deputy Commissioner Sibi and Staff Officer to Chief Secretary. In Punjab, he served as Administrative Secretary of Auqaf, Housing and Public Health Engineering and Local Government Departments. He also held positions of Additional Chief Secretary and Chief Secretary, Punjab. He served as Chief Secretary, AJK as well. In the Federal Government, he also served as Additional Secretary, Finance (Budget) and Secretary, Ports and Shipping. After retirement from his last assignment, the position of Federal Secretary, Industries and Production, he joined Federal Public Service Commission, as Member on 08.02.2019.

Mr. Shoaib Mir
Member



Mr. Shoaib Mir is a retired officer of BS-22 from Secretariat Group. He joined Civil Service in 1986 and has gained vast professional experience in Senior Management positions in diversified fields such as Public Sector Management, Administration, Finance, Health Insurance and Planning etc. He holds a degree of MBBS along with a Diploma from the Kennedy School of Government, an affiliate of Harvard University Boston, Massachusetts. He remained posted on leading Administrative & Financial positions in Federal, Provincial Government and Public Sector Enterprises. Prior to serving as a Chairman, State Life Insurance Corporation of Pakistan, he held positions of Chief Secretary, Balochistan and later as Federal Secretary, Ministry of Federal Education & Professional Training. He attended local and international professional training courses, workshops, seminars and conferences. He also held the position of Director on the Board of the following companies: State Life Insurance Corporation of Pakistan, Sui Northern GAS Pipelines Limited, Fauji Fertilizer Company Limited, Pakistan Cables Limited, International Industries Limited, Pakistan Insurance Company Limited and Security papers Limited. After retirement, he joined Federal Public Service Commission, as Member on 08.02.2019.

Mr. Arbab Muhammad Arif
Member



Mr. Arbab Muhammad Arif is a retired officer of BS-22. He joined Civil Service on 22nd October, 1985 and was placed in District Management Group, now Pakistan Administrative Service. He holds Law Degree from Khyber Law College Peshawar. He holds varied experience of field as well as civil secretariat. He has remained Deputy Commissioner in District Bannu and District Nawabshah, Political Agent in Kurram, Mohmand, South Waziristan and Khyber Agency Tribal Areas, Commissioner in Peshawar and Hunza Revenue Divisions besides holding the positions of Secretary Law and Order FATA, Secretary to Governor Khyber Pakhtunkhawa, Home Secretary Khyber Pakhtunkhawa and Additional Chief Secretary FATA. His last posting was Registrar Supreme Court of Pakistan. After his retirement, he was appointed as Member Federal Public Service Commission which he joined on 18th December, 2019.

Major General (Retd) Syed Abid Hasan, Hilal-e-Imtiaz (Military)
Member



Major General (Retd) Syed Abid Hasan, Hilal-e-Imtiaz (Military), was commissioned in Baloch Regiment of Pakistan Army on 22 October 1981. He is a graduate of Command and Staff College Quetta and Royal Military College of Science (RMCS) Shrivenham, UK. He did his post graduation from National Defence University Islamabad and National Defence University Beijing, China. He worked on the faculty of School of Infantry and Tactics Quetta, Command and Staff College Quetta and National Defence University Islamabad. On staff appointments he served in Brigade Headquarters and in General Headquarters in the Directorates of Military Operation, Military Intelligence and Quartering and Land, in various capacities. He was Director General of Joint Intelligence and Information Operations (JI&IO) in Joint Staff Headquarters, Chaklala. He commanded an Infantry Battalion, an Infantry Brigade and an Infantry Division. He participated in all active operations during his service that include anti dacoit operations in forested areas of Sind (1983-86), commanded Northern Light Infantry Battalion during Kargil Conflict in 1999 and commanded Infantry Brigade during War on Terror (2005-06) in South Waziristan Agency of erstwhile FATA. He served as Sector Commander of UN Peacekeeping Force (UNIKOM) in deserts of Iraq-Kuwait Border. He joined Federal Public Service Commission as Member on 7th February 2020.

**Late Captain(R) Maroof Afzal
Member**



Late Captain(R) Maroof Afzal, a retired officer of BS-22 from Pakistan Administrative Service was a graduate B.Sc. (Social Science) from Peshawar University in 1977-1979. He held vast experience of administration, judicial functions, social and infrastructure development. He served for more than 28 years on positions of responsibility in the Government of Pakistan. Worked as Assistant Commissioner, Khyber Pakhtunkhwa (1990 to 1993), Pakpattan and Jhang (1994 to 1997), Additional Deputy Commissioner (General), Director Local Government and Rural Development, Faisalabad (December 1997 to November 1999), Deputy Commissioner, Khanewal (November 1999 to August 2001), Community Welfare Attache, Abu Dhabi UAE (October 2001 to November 2005), Director (M&E), FPMU, NPIWs (December 2005 to October 2007), Additional Secretary Irrigation, Punjab (October 2007 to April 2008), Secretary Transport Department, Punjab (April 2008 to September 2008), Member P&D, Punjab (October 2008 to April 2009), CEO AHAN(Aik Hunar Aik Nagar)(April 2009 to March 2012), Secretary Public Prosecution, Punjab (March 2012 to August 2013), Chairman, NHA (August 2013 to December 2013), Chairman, CDA (December 2013 to August 2017), Additional Secretary, Establishment Division(August 2016 to 30th January 2017), Director General Civil Service Academy, Lahore (30th January 2017 to 11th October 2017) and Secretary, Ministry of Industries and Production, Government of Pakistan, Islamabad (12th October 2017 to-date). He was appointed as Member, Federal Public Service Commission and he joined the office on 20th April, 2020. The Government of Pakistan designated his services as Chairman FPSC on 09.11.2020. Unfortunately, Mr. Maroof was affected by COVID pandemic and on 10.12.2020 FPSC, lost a highly capable, humane and a very well respected officer. May his soul rest in eternal peace. (Aameen)

Mr. Fazal Abbas Maken
Member



Mr. Fazal Abbas Maken joined the District Management Group, later re-named as Pakistan Administrative Service in October 1983. During his career spanning over 35 years, he has held a diverse portfolio of assignments, ranging from field assignments as Deputy Commissioner in two Districts, holding the posts of provincial secretary in Punjab and Khyber Pakhtunkhwa, steering the Machine Readable Project, as its Project Director, serving as Minister (Trade) in Pakistan High Commission New Delhi and finally serving as Federal Secretary in different Federal Ministries. He retired in March 2019, as Secretary Cabinet Division. Mr. Maken joined as Member, Federal Public Service Commission, in November 2020.

Ambassador/High Commissioner (R)
Muhammed Nafees Zakaria
Member



Mohammed Nafees Zakaria a BS-22 officer of the Foreign Service of Pakistan, joined the service on 1 November, 1988. Earlier, served Pakistan Air Force (PAF) as an Aeronautical Engineer (1983-88). During his career in Foreign Service of Pakistan, he served the Ministry of Foreign Affairs in various capacities, both at the Headquarters and Diplomatic Missions abroad. At the Ministry, during initial years he served in the administration and protocol while major period was spent in political work at various territorial divisions. Prominent senior posts held were Director General Europe (2008-9), Director General South Asia & SAARC (2014-15), and Additional Foreign Secretary as Spokesperson (2016-17). His diplomatic assignments took him to Pakistan Missions at Abu Dhabi-UAE (3rd/2nd Secretary 1992-96); Jakarta-Indonesia 1st Secretary (1999-2001); Bangkok-Thailand (Alternative Permanent Rep at UNESCAP/ Counselor 2001-2006); London-UK (Minister Political/Consul General/Deputy High Commissioner 2009-12); Toronto-Canada (Consul General 2012-14). He was Pakistan's High Commissioner to Malaysia (2017-19) & United Kingdom Northern Ireland (2019-2020). During his career, he attended Senior Management Course at National Institute of Public Administration (NIPA) (2007), and National Security & War Course at National Defence University, Islamabad (2015-2016). Following his retirement, he has been appointed by the President of Pakistan as Member, Federal Public Service Commission (FPSC). He joined FPSC on 17th November 2020.

Muhammad Tahir
Member



Muhammad Tahir is a retired officer (BS-22) of Police Service of Pakistan. He has extensive experience of Strategic Planning & Management, Administration of Law, Internal Investigations, Planning and Managing the Police Training, Investigation of Organized Crime and Human Right Violations. After joining Police Service in 1988, he served as supervisory officer in different parts of the country with responsibilities ranging from formulation of Crime Control Strategies, Recruitment, Development and Implementation of Training initiatives to Human Resource and Financial Management. He has a vast experience of working on Command and Staff assignments. He commanded Police of three large Districts as District Head of Police and three Regions as Regional Police Officer and also remained posted at various key staff assignments. He also worked for the UN on Peacekeeping Missions. He served as Deputy Director Training/Course Commander at National Police Academy responsible exclusively for the training of Assistant Superintendents of Police. While working as Commandant, Police College Sihala, Punjab, the Officer Organized/Supervised Pre-service/In-service training of around 3000 Police Officers coming from different parts of the country. He remained posted as Provincial Police Officer Khyber Pakhtunkhwa and subsequently as Provincial Police Officer, Punjab. His last posting was Commandant, National Police Academy, Islamabad, which is a premier police training institute of the country, responsible for initial and in-service training of mid-career and senior officers of Police Service of Pakistan. After his retirement, he has been appointed as Member, Federal Public Service Commission and joined the Office on 30th November, 2020.

CHAPTER II: 2020 HIGHLIGHTS

- **KEY ACTIVITIES**
- **KEY INITIATIVES**
- **SUMMARY OF
ACTIVITIES-2020**
- **PICTURE GALLERY**

KEY ACTIVITIES

2.1 Statutory Function I: Conducts examinations and tests 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 for cadre/Ex-cadre positions. A summary of this role is as follows:

- a. **Conduct of CSS Competitive Examination:** FPSC conducted CSS Competitive Examination - 2020 and finalized the result/allocation to groups/services of CE 2019. The details as below:

Table 1: CSS CE 2019

S.No.	Category	CE 2019	%
1	Total Number of Applicants	23,403	--
2	Total Candidates Appeared	14,521	62.04
3	Qualified in written	372	2.56
4	Finally Qualified after Viva Voce	365	2.51
5	Vacancies Available	410	--
6	Candidates Allocated	212	52.20
		• Male 132	61.68
		• Female 82	38.32
7	Vacancies Carried Forward	198	47.80

Table 2: CSS CE 2020

S.No.	Category	CE 2020	%
1	Number of Applicants applied	39,630	--
2	Number of Candidates Appeared	18,553	46.82
3	Qualified in written	376	2.03
4	Finally Qualified after Viva Voce	364	1.96
5	Vacancies Available	447	--
6	Candidates Allocated	221	49.44
		• Male 142	31.76
		• Female 79	17.57
7	Vacancies Carried Forward	226	50.55

- b. **General Recruitment for Ex-Cadre Posts:** The Commission released 10 consolidated advertisements and in response received 62,1157 applications against 2,327 advertised positions in 2020. Since the number of applications in some recruitment cases surpassed several hundred thousands, screening tests were conducted for short listing of the candidates in line with the policy instructions. After short listing, a total of 3,439 candidates were interviewed by various Committees of the Commission and 1,016 candidates were finally recommended to the Government for appointment.

Table 3: General Recruitment 2020

S.No.	Category	General Recruitment 2020
1	Number of vacancies advertised during 2020	2,327
2	Applications received	6,21,157
3	Vacancies (fresh+ carried over) processed during 2020*	8,316
4	Cumulative application processed	22,22,891
5	Interview conducted in cases finalized during the year	3,439
6	Personal hearings of candidates in finalized cases	215
7	Candidates recommended for appointment	1016
8	Vacancies under process/carried over to the next year	7,082
9	Vacancies withdrawn	04
10	Vacancies remained unfilled	214

*Including carried over vacancies from previous years processed in 2020

- c. **Professional Screening (MCQ/Descriptive/Written/APS Typing) Tests:** In year 2020, the Commission conducted combined Phase I & II for Screening (MCQ)/Written (Descriptive)/Shorthand/Typing Tests against consolidated Advertisement No. 14 12/2019 and consolidated Advertisement No. 1-2/2020. Details as below:

Table 4: Professional Screening Tests 2020

S No	Activity	Screening (MCQ)Tests	Written (Descriptive) Tests	Shorthand/ Typing Tests	Total
1	Number of cases	71	32	03	106
2	Number of posts	1596	542	180	2318
3	Registered candidates	4,61,681	9,158	13,059	4,83,898
4	Appeared candidates	2,28,523	4,464	2,266	2,35,247
5	Percentage	49.49%	48.74%	17.35%	48.61%

- d. **Engagement of the Commission:** The Commission constituted *Viva Voce* Board and Interview Committees to perform *Viva Voce* for CSS qualified candidates, Inductees of Defence Officers on civil posts, Interviews and Personal Hearings for General Recruitment. Details as below:

Table 5: Engagement of the Commission during 2020

Centre	Number of candidates called for Viva Voce	Number of candidates called for Interviews	Number of candidates called for Personal Hearings
Islamabad	88+30(AFI)=118	1,385	205
Lahore	95	1,516	151
Peshawar	17	378	46
Karachi	30	821	132
Quetta	--	455	46
Multan	37	--	--
Total	297	4,555	580

2.2 **Statutory Function II:** Tendering advice to the President of Pakistan on methods and principles to be followed in making initial appointments, appointments by promotion to posts in BS-18 and above and

transfer from one service or occupational group to another. A summary of functions carried out under this mandate are as follows:

- a. **Framing of Recruitment Rules:** The Commission received requisitions for advice on Recruitment Rules against fresh/amended cases of General Recruitment from Ministries/Divisions/Departments. In line with Section 7 (1) (b) of the FPSC Ordinance 1977, the Commission framed/verified 120 cases. Out of total finalized 20 cases, in 30 cases advice of the Commission issue for want of printed copies was required, in 47 cases letters were issued for required documents to remove deficiencies in consultation with the concerned government entities, 22 cases were under process/submission to the Commission, whereas 01 case was closed on request of Department. (Appendix-11).
- b. **Cases where Advice of the Commission was not observed:** As per policy decision, requisition once placed with the Commission cannot be withdrawn as a routine matter but according to laid down procedure, during the year under report, 2 cases involving 4 vacancies were withdrawn by requisitioning Ministry/ Division/ Department.
- c. **Cases in which the Commission Determined Suitability of Ad-hoc/Contract/Daily wages Appointees for Retention in Service :** Under Section 11-B of Civil Servants Act, 1973 and Federal Public Service Commission (Functions) Rules, 1978, the Commission shall, on a reference made by the appointing authority of sponsoring Ministries/ Divisions/ Departments, test civil servants who have been appointed to a civil post without observing the laid down prescribed procedure or without fulfilling the prescribed qualifications, experience, domicile and age limit, and advise whether they are fit to hold the particular post to which they were appointed, and, if not, whether they are fit to hold any other civil post in the same or lower Basic Pay Scale compatible with their qualifications and experience. The Ministries/ Divisions/ Departments have regularized the services of large number of contract/ daily wages employees without following the prescribed procedure. In 2020, the Commission received 16 cases involving 1,876 candidates from various Ministries/ Divisions/ Departments for regularization of services of contract employees in pursuance of the order of the Islamabad High Court in ICA No. 340/ 2017. In light of decision of the court, the Commission observed that all contract employees shall have to go through a test, as per requirements of the post, and accordingly the Commission is conducting tests/exams, as and when the relevant Ministry/Department approaches.
- d. **Extension in the period of contract appointment:** Under section - 7 of FPSC Ordinance, extension in contract appointment beyond 2 years requires concurrence of the Commission. During the year 2020, Commission allowed extension in contract appointment to the employees in 12 cases and issued advice to various Ministries/ Divisions/ Departments to forward requisitions of the vacancies to the Commission for regular recruitment.

2.3 **Statutory Function III:** Holding examinations for promotion:

a. **Final Passing Out Examination (FPOE) of various Occupational Groups and Services:**

Table 6: Final Passing Out Examinations held during 2020

S. No	Occupational Groups and Services	Registered	Pass	Fail/Absent/Deferred
1	Police Service of Pakistan	41	41	--
2	Foreign Service of Pakistan	23	20	03
3	Postal Group	06	03	2/1
4	Office Management Group	48	43	4/1
5	Military Lands & Cantonments Group	05	04	01
6	Railways (C & T) Group	09	09	--
7	Pakistan Administrative Service	54	47	07
8	Pakistan Audit & Accounts Service	26	18	08
9	Inland Revenue Service	61	32	29
10	Information Group	17	14	2/1
11	Pakistan Customs Service	40	33	07
12	Commerce & Trade Group	19	16	02/01
Total		349	280	69

b. **Allied Competitive Examinations/tests:** The Commission also extended its services for holding of exams/tests/interviews as per requisitions received from Government of Gilgit Baltistan, Establishment Division, Election Commission of Pakistan and Survey of Pakistan during 2020.

c. **Psychological Assessment:** Psychological Assessment was carried out for the CSS written qualified candidates, specific cases of General Recruitment, cases of Pakistan Navy and for induction of Armed Forces Officers in civil posts through CE-2019. Details are as follows:

Table 7: Psychological Assessment during 2020

Centre	Psychological Assessment for CSS-2019	Psychological Assessment for General Recruitment cases	Psychological Assessment for Cases of Pakistan Navy	Psychological Assessment for Armed Forces Inductees
Islamabad	60	33	46	30
Lahore	--	42	14	--
Peshawar	16	07	--	--
Karachi	32	22	24	--
Quetta	--	08	--	--
Multan	36	--	--	--
Total	144	112	84	30

2.4 Statutory Function IV: Performing quasi-judicial functions by taking decisions on representations and review petitions of aggrieved candidates.

Section 7 (3) (a) of the FPSC Ordinance, 1977 provides opportunity of Representation, Personal Hearing and Review Petition to a candidate aggrieved by any decision of the Commission. In 2020, in the recruitment cases finalized during the year, candidature of 2,518 applicants were rejected being not fully compliant with the advertised conditions. Out of them 262 preferred representations against their rejections. The Commission afforded personal hearing to 215 candidates and decided their representations on a case to case basis. Under Section 7 (3) (b), 47 review petitions against dismissal of representations filed by aggrieved candidates were also examined. The candidature of 74 (11.5%) appellants was restored, while remaining representations were decided by the Commission in accordance with rules.

KEY INITIATIVES

2.5 Good governance is one of the key challenges of the 21st century. Pakistan, today, is confronted with increasingly complex and cross-cutting issues, such as economic and financial unpredictability, growing demographic trends, climate change, bridging huge infrastructure gap, strengthening institutional capacity and increasing spending on social sectors. With a more educated as well as vocal citizenry savvy in the use of social media and a highly vigilant media, public servants are finding themselves under ever keener public scrutiny. Thus, there is broad agreement among policy makers throughout the world that an efficient and professional civil service is a necessary, though not sufficient, requirement for good governance in any country.

2.6 Pakistan is facing similar challenges. Major policy shifts towards liberalization, privatization, deregulation and rapid technological advancement require different set of skills, expertise, values, attitude and knowledge in public officials. Globalization and advances in communication technology has brought additional challenges. Governance is moving towards participative government. The ubiquitous use of internet and social media has raised the level of expectations in terms of speed, quality and personalization of public service delivery. There is intense accountability of public policy makers through vibrant Judiciary and active Legislative Committees. The need is to keep the pace with the changing realities and take immediate measures to cope with them, whether reforming the recruitment and selection system, or upgrading the Information Technology infrastructure or shifting to digital solution based organization for bringing qualitative improvement in service delivery.

2.7 The Commission has taken several initiatives to enhance public access to employment opportunities against federal posts, support government entities for recruitment of quality human resource and to ensure adequate representation of the women, minorities, persons with special needs and under-developed segments of the country into federal services through its out-reach program. **Some of the new initiatives undertaken for improvement of services at FPSC are:**

a) Up-gradation of IT services

As digital investments deliver value to workplaces, it has remained a key priority for FPSC. Efforts have been underway to improve current technology (devices, applications and network performances) and IT equipment. Replacing the existing Local Area Network (LAN) with new wireless LAN is in progress. Initiatives and investments that leverage and maximize the benefit of existing capabilities like Computer Based Testing (CBT), Question Data Bank, E-office implementation and up-gradation of recruitment software are also in the pipeline.

b) Video Link Meetings

In pursuance of the decisions taken in 156th meeting of the Commission, in October 2020, it was decided to implement low cost video calling solution for personal hearing at selected provincial and regional offices of FPSC. In Phase-I, facility was made available between FPSC Headquarters at Islamabad and FPSC provincial office at Lahore. After successful completion of Phase-I, the said facility shall be extended to the provincial office at Karachi.

c) Easy access to Recruitment Rules of federal posts

As FPSC is the apex federal recruitment agency, it took the initiative of inviting the notified Recruitment Rules of all ex-cadre technical and professional posts in BS-16 and above from all

Ministries/Divisions/Departments and subsequently posted on FPSC website for convenience of the applicants. The information so far received has been made available on FPSC website on link: <https://www.fpsc.gov.pk/about/recruitment-rules>.

- d) **Computer Based Testing (CBT) Project:** In line with e-government policy of federal government, a development project titled “Computer Based Testing (CBT) for various test/exam conducted by Federal Public Service Commission (FPSC)” is being implemented at FPSC HQ and establishment of CBT labs at agreed locations across the country with an objective to speed up the recruitment process while maintaining transparency, security and credibility of the Commission’s tests and exams.
- e) **Question Data Bank:** As Computers will continue to make processes simpler and make time bound operations more attainable than ever before, the Commission is of the view that more needs to be done in the computerization of Test items, particularly question generation and banking. The endeavour is aimed at enhancing functional capacity of FPSC by development of a comprehensive Question Databank at FPSC HQ. A central storage of thousands of questions for various tests/exams/competitive exams conducted by FPSC, is intended to be developed under the PSDP approved Computer Based Testing Project.
- f) **Branchless Banking:** To address the issue for non-reconciliation of FPSC receipts once and for all, a proposal on “Receipt and reconciliation of FPSC Examination Fee through branchless banking” is under process and consultations with various departments are underway as the Finance Division, Accountant General Pakistan Revenue, State Bank of Pakistan and National Bank of Pakistan before seeking formal approval.

2.8 During 2020, the Commission initiated a number of activities to bring qualitative improvements in the recruitment process which include:

- i. Enhancing towards IT based functioning

A: Online IT Services

Activities	Number
➤ Online placement of consolidated advertisements	10
➤ Online admission certificates placed for CSS-2020	39,630
➤ Result of CSS Competitive Examination 2020 (written part) placed on FPSC website	376
➤ Mark Sheets Pass/Failed Candidates of CSS-2020 Placed online	39,630
➤ Online applications received and processed for CSS-2021	39,586
➤ Online applications received for General Recruitment	6,21,202
➤ Online admission certificates placed for General Recruitment Phase(I&II)	4,83,901
➤ Online applications received and processed for Armed Forces Inductees	30
➤ Result of recommended Officers from Armed Forces placed on website	08

➤ Online admission certificates placed for FPOE-2020	352
➤ Mark Sheets for Candidates of FPOE-2020 Placed online	12 (Groups/Services)
➤ Online applications received and processed for Assistant Director, Survey of Pakistan	229
➤ Online change of centre facility	--
➤ Online applications editing facility	--
➤ SMS intimations to the candidates	7,98,871
➤ E-Mails sent to candidates	14,989
➤ Queries on phone calls	39,861
➤ Queries by E-Mails	40,038

B: Internal IT Services

➤ Assistance to control room and Provincial offices
➤ CNIC verification of candidates for CSS & General Recruitment through NADRA VeriSys
➤ Digitization of personal hearing system
➤ Provision of Treasury Receipt Data
➤ Resolution of complaints through Prime Minister's Delivery Unit(PMDU) Portal
➤ Website Management
➤ Examination of Electronic Gadgetries in possession of candidates in the examination hall
➤ Data analysis, Data sharing and Data Compilation

C: New initiatives IT Services

➤ Up- gradation of Networking Cables
➤ Video Link meetings
➤ Up-loading of Recruitment Rules
➤ Computer Based Testing (CBT) Project
➤ Data Base Management System for policy decisions

- ii. **Departmental Accounts Committee Meeting:** A series of Departmental Committee Meetings were held at FPSC Headquarters at Islamabad. Secretary, FPSC chaired the meetings and senior management of FPSC secretariat also attended to discuss and finalize important issues as verification/reconciliation of FPSC non tax revenue receipt; Receipt, reconciliation/ non-reconciliation of FPSC exam fee through branchless banking; less recovery of income tax etc.
- iii. **Participation in meetings of Parliamentary Standing Committees:** Officers of FPSC have been participating in a number of parliamentary meetings, both Senate Standing Committee and National Assembly Standing Committee meetings, on matter/issues relating to FPSC. Besides

briefings, responses to questions/observations were also submitted in writing to the starred questions/resolutions moved, from time to time in 2020.

- iv. **CSS Reforms at the Entry level:** Prime Minister Task Force on Civil Service Reforms under headship of Dr. Ishrat Hussain, Advisor to the Prime Minister shared a reform proposal with FPSC for reforming the competitive examination and replacing it with Competency Based selection system. A round of meetings was held with the sub group of Task Force on CSR at entry level. FPSC also remained engaged with various stakeholders including administrative/Controlling authorities of various occupational groups/services, training institutions/academies of twelve occupational groups/services, Establishment Division and Higher Education Commission etc. The Commission also deliberated on the reform proposal at length. The inputs and observations received from controlling authorities of various occupational groups/services to the proposal of competency based selection were also shared with the Task Force. The proposal for reforming the Competitive Examination was thoroughly examined and debated in the Commission. A three Member Committee was also constituted by the Chairman FPSC to consider the Competency Based Model in light of international best practices. The Committee was of the view that any change in selection process for CSS has to be in consultation with all key stakeholders and needs to be incremental. The Committee recommended introduction of a preliminary MCQ Based Test (Screening Test) prior to main written CSS exam, an international practice being followed in many parts of the world. The Committee recommended reviewing the structure and scheme of main written exam in the second phase. The proposal for introduction of a preliminary MCQ Based Test (Screening Test) was submitted to the Prime Minister through the Establishment Division in last quarter off 2020.
- v. **General Recruitment Exam held on a massive scale:** FPSC conducted General Recruitment Examination Phase I & II/2020, comprising of six (06) Consolidated Advertisements (Adv. No. 11-12/2019 and 01-04/2020). This exam was arranged on a massive scale ever. A total of 4,83,898 candidates were registered against 2,318 posts in 106 cases, wherein, 2,35,253 candidates appeared in the examination. It was held from 20.09.2020 to 13.10.2020 and 17.10.2020 to 28.10.2020 across Pakistan in 155 Examination Halls at 10 stations viz D.I.Khan, Gilgit, Islamabad, Karachi, Lahore, Multan, Peshawar, Quetta, Sukkur and Skardu. To manage and supervise the exam, services of about 450 officers and officials of FPSC alongwith approximately 620 locally hired invigilating staff were utilized.
- vi. **Strict observance of SOPs during COVID-19 pandemic:** The Commission remained engaged in conduct of national level tests/exams despite COVID-19 pandemic, observing strict SOPs, developed in line with Government's guidelines of National Coordination Committee on COVID-19 of National Command Operation Centre (NCOC). From maintaining social distancing to disinfecting exam centres, from wearing face masks and hand gloves to checking of body temperatures, all instructions were strictly followed. It was with dedicated efforts of FPSC officers/officials and management, that the exam went quite smooth throughout the country observing Government prescribed SOPs for COVID-19.

- vii. **Inauguration of FPSC Examination Halls at Lahore:** The number of applicants for posts advertised by FPSC has been growing from Lahore over the past few years. FPSC has been engaging halls for conduct of tests/exams from various universities/colleges/schools on need basis. Keeping in view, the rise in number of candidates from Lahore, a need was felt to expand the Commission's platform for holding tests. An additional examination hall was constructed at FPSC Provincial Office, Lahore and was inaugurated by Chairman, FPSC on 12.02.2021. The examination halls were constructed by Pak. PWD Lahore.
- viii. **Provision of Buildings for establishing Provincial/Regional offices in Multan & Gilgit Baltistan:** The Commission has been observing that candidates belonging to southern Punjab and Gilgit Baltistan had been travelling long distances to take the exam at designated centres in other parts of the country. To facilitate the candidates, the Commission has requested the Government of Punjab for provision of suitable plot or building for establishment of another FPSC Provincial Office in Southern Punjab (Multan). Similarly Gilgit Baltistan Government has been requested for allotment of land for setting up FPSC Regional Office at Gilgit and Sub Office at Skardu. GB Government and FPSC are jointly working on the matter.
- ix. **Compliance with Government Guidelines:** In compliance with guidelines of the government, several meetings were held to finalize promotion cases of officers/officials, cases of Prime Minister's Assistance package and up-gradation of seniority lists. Details of finalization of cases are at (Appendix-6-7-8).
- x. **Improving Psychological Assessment testing system:** The Commission took a number of initiatives to improve grading system of Psychological Assessment for development and assignment of clear/mutually exclusive grades to the candidates, software for Psychological Assessment analysis and development/purchase of best version of Psychological Assessment Tests available in the international competitive market as well as purchase of Psychological journals on annual basis.
- xi. **Outreach Program/Meeting with Governors of Balochistan and Sindh:** Every year a number of seats remain un-filled due to non-availability of suitable candidates from respective quotas, in particular from Sindh and Balochistan. To highlight the issue and engage with the key stakeholders, FPSC reached out to the Governors of Balochistan and Sindh and held meetings at provincial headquarters. Mr. Haseeb Athar, Chairman and Members of the Commission held meeting with Governor Balochistan on 10.11.2020. The Chairman also met Vice Chancellors of prominent public and private sector Universities from Balochistan to sensitize on them on the issue and to motivate the young graduates/aspirants to apply for federal services. Likewise, Capt (R) Zahid Saeed, Chairman FPSC held meeting with Governor Sindh and Vice Chancellors of select public and private sector universities at Governor House Karachi on 02.03.2021. The Chairman urged the need to fill the seats from respective quotas and asked Vice Chancellors to encourage the youth to opt for federal posts/CSS, as advertised by FPSC.

xii. **FPSC reaching out to applicants:** The data indicates that there is an exponential increase in number of applications for federal posts over the last ten years (CSS: 6% to 16% and GR: 3% to 17%). This also marks the higher level of confidence of public in recruitment process conducted under FPSC. For the purpose of providing timely information to the applicants, a Facilitation centre is operational at FPSC headquarters, providing 24/7 services to general public and aspiring candidates. FPSC also makes special arrangements for persons with physical disabilities and ensures that they have access to all required facilities during test/exam. There is prompt disposal to address/resolve complaints registered through Pakistan Citizen Portal, as provided to appellants by the Government. Feedback from candidates informs a satisfactory level for disposal of complaints.

xiii. **Increased frequency of holding of meetings of the Commission:** Following meetings of the Commission were held during the year 2020, held at FPSC HQ's Islamabad:

- i. 158th Commission Meeting on 13th March, 2020
- ii. 159th Commission Meeting on 1st September, 2020
- iii. 160th Commission Meetings on 15th December, 2020
- iv. 161st Commission Meeting on 24th December, 2020

158th & 159th meeting were presided over by Mr. Haseeb Athar and other by Capt. (R) Zahid Saeed, Chairman-FPSC chaired the Commission's meetings. Members of the Commission and senior officers of the Secretariat participated. The Commission discussed important issues as standardization of penalties on account of cheating in exam/test of FPSC, two stage testing (MCQ+Descriptive) in recruitment cases, need for review of recruitment rules, proposed amendments in FPSCO rdinance, 1977, reviewed performance of public sector universities in national level examination, debated issue of-un filled vacancies, and initiatives like online interviews through video link etc. The Commission's decisions play vital role in carrying out the business of FPSC in smooth and proactive manner. During the course of meetings, various Committees of the Commission were also constituted to look into the issues which required further diagnostic study or deliberation.

SUMMARY OF ACTIVITIES-2020

A summary of the volume of work over performance indicators and its disposal level at the Commission is as tabulated below:

Table 9: Work at the Commission

S.No	Particulars of work	2019	2020
I Recruitment through CSS Competitive Examination			
i	Examination conducted	1	1
ii	Total vacancies	410	447
iii	Applications received	23,403	39,630
iv	Candidates appeared in written examination	14,521	18,553
v	Candidates qualified in written examination	372	376
vi	Candidates finally qualified after Viva Voce	365	364
vii	Nominations made for Services & Occupational Groups	212	221
viii	Posts un-filled	198	226
II General Recruitment by Screening Tests for Ex-cadre positions in BS 16 and above			
i	Posts advertised including brought forward	7329	8316
ii	Applications received including brought forward from previous year	17,59,860	22,22,891
iii	Written tests conducted in number of recruitment cases	259	106
iv	Candidates interviewed in finalized cases	3321	3439
v	Nominations issued for various jobs in BS-16 & above	1008	1016
vi	No. of Posts for which suitable candidates were not found	328	214
vii	Recruitment for posts under process by year-end	5989	7082
III Final Passing Out Examination(FPOE) for CSS Probationers			
i	Probationers from various groups/services registered	312	349
ii	Qualified in the FPO examinations	227	280
iii	Pass Percentage	73%	80%
IV Advice tendered to Ministries/Divisions/Departments on Recruitment Rules			
i	Fresh Recruitment Rules received for advice of the Commission	112	120
ii	Recruitment Rules finalized	36	20
iii	Recruitment Rules Cases processed to remove deficiencies	73	98
iv	Recruitment Rules closed	03	01
V Professional/Screening Tests			
A	Screening (MCQ) Tests conducted	142	71
i	Number of posts	3362	1596
ii	No. of registered Candidates	10,70,060	4,61,681
iii	No. of appeared Candidates	5,69,394	2,28,523
B	Written (Descriptive)Tests conducted	97	32

S.No	Particulars of work	2019	2020
i	Number of posts	584	542
ii	No. of registered Candidates	174777	9,158
iii	No. of appeared Candidates	50132	4,464
C	Shorthand/Typing Tests conducted	20	03
i	Number of posts	167	180
ii	No. of registered Candidates	17888	1,3059
iii	No. of appeared Candidates	2772	2,266
VI Syllabi design and vetting			
i	Syllabi designed for General Recruitment Cases	238	203
ii	Vetting of Syllabi for FPOE for Groups/Services	12	12
iii	Proposals received for revision of CSS syllabi	13	
VII Publications edited			
i	FPSC Annual Report	01	01
ii	FPSC Bulletins	03	01
VIII Other Competitive Examinations			
Competitive Examination for Assistant Directors Survey of Pakistan			
i	No of Posts	08	02
ii	Candidates applied	581	229
iii	Candidates appeared	207	--
iv	Candidates passed	33	--
IX Psychological Assessment Testing			
i	Assessed for CSS Competitive Examination	228	144
ii	Assessed for induction of Defence Forces Officers	42	30
iii	Assessed for SOPE	73	--
iv	Assessed for Assistant Director(IB)	45	112
v	Assessed for Pakistan Naval Officers	55	83
X I T Services provided during the year			
i	Online application processed and admission certificates issued for CSS Competitive Examination	23403	39630
ii	Online detailed marks sheets issued for CSS Competitive Examination written finally qualified candidates	372	376
iii	Online applications received and processed for CSS CE-2021	--	39650
iv	Applications processed for Defence Forces induction to Civil posts through CE 2017/18	42	30
v	Applications processed and admission certificates issued for conduct of FPOE 46 th & 47 th CTP	349	361
vi	Online applications received and processed for conduct of Competitive Examination in Survey of Pakistan	--	229
vii	CNIC verification of CSS Written qualified candidates	372	376
viii	Online applications received and processed for Ministerial Staff recruitment in FPSC	14863	--
ix	Online applications received and processed for General Recruitment	8,77,308	6,21,202

S.No	Particulars of work	2019	2020
i	Online admission certificates issued for General Recruitment	11,00,492	4,83,901
ii	Online applications editing facility	1,34,513	--
iii	SMS intimations to the candidates	16,25,842	7,98,871
iv	E-mails sent to candidates	13,354	14,989
v	Queries on Phone calls	58,200	39,861
vi	Queries by E-mails	40,098	40,038
XI Conduct of Personal Hearings/Review Petitions			
i	Rejected candidates	1,593	2,518
ii	Representations filed	351	262
iii	Restored on paper	131	47
iv	Candidates called for Personal Hearing	219	215
v	Restored after Personal Hearing	51	24
vi	Review Petitions	28	47
vii	Restored after Review Petition	02	03
viii	Representations dismissed	167	88
ix	Personal Hearing for CSS rejected candidates held	86	91
x	Restored after Personal Hearing in CSS	42	20

PICTURE GALLERY



The President of Pakistan Dr. Arif Alvi administering the oath of office to Capt. (R) Zahid Saeed as Chairman, Federal Public Service Commission at Aiwan-e-Sadr, Islamabad on December 22, 2020



Meeting of Chairman FPSC with Governor Balochistan along with Vice-Chancellors at Governor House Quetta



Group view of Governor of Balochistan, Chairman and Members FPSC, Vice Chancellors of Universities from Balochistan



161st meeting of the Commission in progress presided by Chairman FPSC Capt. (R) Zahid Saeed at FPSC Headquarter's Islamabad



Interview Committee engaged for interviews-2020



CSS Competitive Examination-2020 in progress

CHAPTER III: EXAMINATIONS

- **CSS Competitive Examination**
- **General Recruitment for Ex-Cadre Posts**
- **Final Passing Out Examination**
- **Other Competitive Examination**

COMPETITIVE EXAMINATION

3.1 The CSS Competitive Examination is the optimistic recruitment model and biggest premier examination that the Commission conducts once a year for recruitment of cream talent of Pakistan to the following Occupational Groups and Services at base level (BS-17):

1. Commerce & Trade Group (CTG)
2. Foreign Service of Pakistan (FSP)
3. Information Group (IG)
4. Inland Revenue Service (IRS)
5. Military Lands & Cantonments Group (MLCG)
6. Office Management Group (OMG)
7. Pakistan Administrative Service (PAS)
8. Pakistan Audit and Accounts Service (PAAS)
9. Pakistan Customs Service (PCS)
10. Police Service of Pakistan (PSP)
11. Postal Group (POSTG)
12. Railways (Commercial & Transportation Group (RC&TG)

3.2 Currently, the Competitive Examination (CE) consists of four components: written examination, medical examination, psychological assessment and Viva Voce. This chapter provides information on the CE 2019 and CE 2020 with details on number of applicants and appearance in the Competitive Examination, candidates qualifying the examination, un-filled seats from various regions/quota, region-wise and gender-wise allocation, the finalization of General Recruitment cases, conduct of FPOEs and Psychological Assessment for Cadre/Ex-cadre positions.

3.3 The following activities were carried out during 2020 for CE-2019, CE-2020 & CE-2021:

- a. **Medical Examination:** The Central Medical Board (CMB) conducts regular Medical Examination of the candidates, who qualify the written part of CSS Competitive Examination. Medical examination for CE 2019 candidates was undertaken. Medical Re-examination of 126 deferred candidates of CSS Competitive Examination-2019 was held from 02.03.2020 and from 11.03.2020 and 10.06.2020 at Lahore and Islamabad respectively.
- b. **Psychological Assessment:** Psychological Assessment was held for 260 remaining candidates of CE 2019 from 07.01.2020 to 02.03.2020 at Peshawar, Karachi, Islamabad (Phase-II) and Multan.
- c. **Viva Voce:** The Viva Voce Board comprising of the Chairman of the Commission Mr. Haseeb Athar and Members, Mr. Nadeem Hassan Asif, Mr. Khizer Hayat and Mr. Shoaib Mir conducted the Viva Voce of the written qualified candidates of CSS CE 2019 at Islamabad (Phase-I, II&III), Lahore (Phase-I,II & III), Peshawar, Karachi and Multan. An average, each candidate was interviewed for 35 to 40 minutes. The personality traits, leadership qualities, level/depth of knowledge and potential were assessed at this stage. The psychological assessment reports, prepared by the FPSC Psychological Assessment Team were also considered while assessing the candidate's traits. Out of total 372 candidates, Viva Voce of 105 candidates were held in previous year and Viva Voce of 267 candidates was held from 30.12.2019 to 22.05.2020, at Islamabad, Lahore, Karachi, Peshawar and Multan as per schedule given in Table 10:

Table 10: Schedule of Viva Voce Board engagement during the year-2020

S No.	Center	From	To	No. of working Days	No. of candidates
1	Lahore (Phase-II)	30.12.2019	09.01.2020	9	69
2	Peshawar	15.01.2020	16.01.2020	2	17
3	Karachi	20.01.2020	23.01.2020	4	30
4	Islamabad (Phase-II)	03.02.2020	07.02.2020	4	29
5	Multan	02.03.2020	06.03.2020	5	37
6	Lahore (Phase-III)	09.03.2020	11.03.2020	3	26
7	Islamabad (Phase-III)	20.04.2020	27.04.2020	6	24
		13.05.2020	22.05.2020	7	35
Total				40	267

3.4 **Final Result:** The Commission announced final result of the Competitive Examination-2019 on 17.06.2020. Applications to post ratio was 57 and 2.51 percent of the candidates who appeared in the written portion finally qualified the exam. A summary of CSS CE-2019 is as below:

Table 11: Summary of Competitive Examination-2019

S#	Candidates	Number	Percentage
1	Candidates Applied for the examination	23,403	--
2	Candidates Appeared in the examination	14,521	62.04
3	Candidates qualifying the written examination	372	2.56
4	Candidates finally qualified	365	2.51
5	Qualified Candidates failed/absent in the Viva Voce	07	1.88
6	• Male candidates finally qualified	214	58.63
7	• Female candidates finally qualified	151	41.37
8	Vacancies	410	--
9	Candidates recommended for appointment	212	58.08
10	• Male candidates	131	61.79
11	• Female candidates	81	38.21
12	Candidates qualified but not allocated	153	41.92
13	Posts remained unfilled	198	48.29

3.5 **Vacancies for Competitive Examination 2019:** In pursuance of Rule 19 of the Rules of CSS Competitive Examination-2019, Establishment Division communicated 410 (218 fresh and 192 carried over) vacancies to be filled through CSS Competitive Examination 2019, which as per Government policy were distributed amongst various Provincial/Regional quotas and sub quotas. Occupational Groups/Services-wise distribution of vacancies against each category of quota is given in Table 12.

Table 12: Distribution of Vacancies for CE-2019

QUOTA		Fresh+Carried over Vacancies	Total	Grand Total
Merit 7.50%	All Pakistan Merit	PAAS-1, PCS-1, PAS-3, FSP-2, IRS-4, IG-2, OMG-1, PSP-2, POSTG-1, CTG-1	18	18
Punjab 50%	Open Merit	PAAS-9, CTG-4, PCS-3, PAS-15, FSP-8, IRS-20, IG-11, MLCG-1, OMG-10, PSP-10, POSTG-4	95	150
	Women	PAAS-1, PAS-2, FSP-1, IRS-2, IG-1, OMG-1, PSP-1, POSTG-1	10	
	Minorities	PAAS-4, PCS-4, PAS-1, FSP-1, IRS-10, OMG-12, CTG-2, PAS-1, IG-2, MLCG-1, PSP-4, POSTG-2, RCTG-1	45	
Sindh (R) 11.40%	Open Merit	PAAS-2, CTG-3, PCS-1, PAS-4, FSP-2, IRS-4, IG-5, OMG-15, PSP-2, POSTG-2, RCTG-2	42	66
	Women	CTG-1, PSP-1, PAAS-1, IRS-1, IG-1, OMG-5, POSTG-4, RCTG-1.	15	
	Minorities	PAAS-1, CTG-1, IRS-2, IG-1, OMG-2, PSP-1, POSTG-1	9	
Sindh (U) 7.60%	Open Merit	PAAS-2, PAS-3, FSP-1, IRS-3, IG-4, OMG-1, PSP-1, POSTG-1.	16	35
	Women	IG-3, OMG-1, POSTG-5, RCTG-1, MLCG-1	11	
	Minorities	PAAS-1, PCS-1, FSP-1, IRS-2, OMG-2, PSP-1	8	
K.P.K 11.50%	Open Merit	PAAS-3, PAS-4, FSP-3, IRS-5, IG-4, OMG-3, PSP-2, POSTG-3, RCTG-1.	28	47
	Women	PAS-1, IRS-1, IG-2, OMG-2.	6	
	Minorities	PAAS-1, CTG-1, PCS-1, PAS-2, FSP-1, IRS-3, OMG-3, PSP-1	13	
Balochistan 6%	Open Merit	PAAS-5, CTG-4, IRS-11, IG-3, OMG-13, POSTG-3, RCTG-1, PAS-2, FSP-1, PSP-1	44	62
	Women	IRS-2, IG-2, OMG-3, POSTG-2, RCTG-1, PSP-1	11	
	Minorities	PAAS-2, PAS-1, FSP-1, IRS-1, IG-1, OMG-1	7	
GBFATA 4%	Open Merit	PAAS-1, CTG-2, PCS-1, PAS-1, FSP-1, IRS-1, OMG-5, PSP-1, IG-1, POSTG-1, RCTG-1.	16	25
	Women	CTG-1, IG-1, OMG-1, POSTG-1, IRS-1	5	
	Minorities	PAAS-1, PAS-1, IRS-1, OMG-1	4	
AJK 2%	Open Merit	PCS-1, IRS-1, PSP-1, POSTG-1	4	7
	Women	IG-1	1	
	Minorities	IRS-1, OMG-1	2	
Total Vacancies			410	

3.6 **Allocation:** The final allocation of CE-2019 candidates to various occupational groups/services on the basis of merit and applicable quota was conveyed to the Establishment Division on 17.06.2020. Establishment Division conveyed non acceptance/cancellation of offer of appointment. Accordingly, FPSC made re-allocation as per government policy vide O.M No.1/29/87-T-V, dated 19.03.1991. Out of 410 vacancies, allocations against 212 posts of 131 male & 81 female candidates were made by the Commission. The allocation against 198 vacancies could not be made due to non-availability of qualified candidates from the respective quotas. Details as below:

Table 13: Vacancies left un-filled

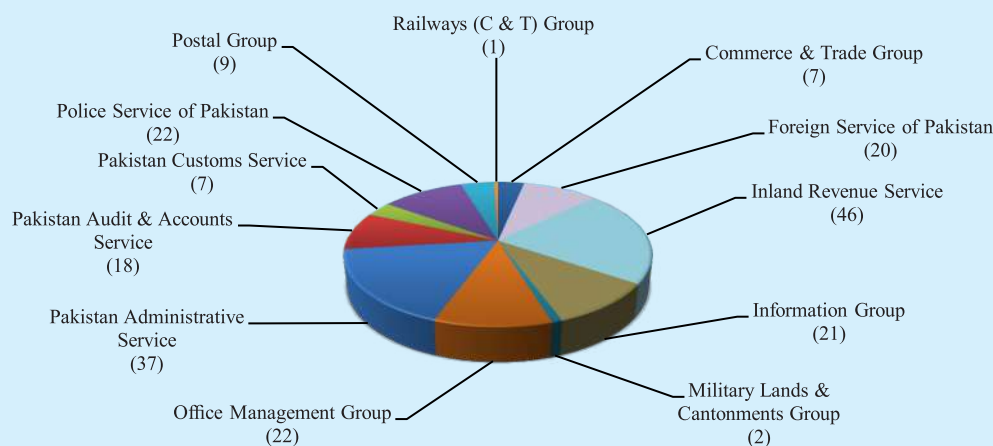
S.No.	Quota	CSS 2019		
		Vacancies	Total	
1	Punjab	Open	-	42
		Women	-	
		Minorities	42	
2	Sindh (Rural)	Open	27	49
		Women	13	
		Minorities	09	
3	Sindh (Urban)	Open	-	18
		Women	10	
		Minorities	08	
4	Khyber Pakhtunkhawa	Open	-	18
		Women	05	
		Minorities	13	
5	Balochistan	Open	36	54
		Women	11	
		Minorities	07	
6	GBFATA	Open	06	15
		Women	05	
		Minorities	04	
7	AJK	Open	-	02
		Women	-	
		Minorities	02	
Total			198	198

3.7 FPSC has taken special initiatives to encourage women, minorities and special persons to join the civil service. FPSC provided opportunities for representations from 10% reserved quota for women and 5% reserved quota for minorities (Non Muslims) from the share of provinces/regions (not applicable to posts reserved for open merit) in line with policy of the Government. This affirmative action to protect rights and interests of women and minorities in federal services has been appreciated. However, the Commission observed that seats remained un-filled this year too due to non availability of qualified candidates from these segments. The Commission has been highlighting these issues in its previous Annual Reports to invite attention of the policy makers to take appropriate measures so that both women and minorities take full benefit of the reserved quota.

Table 14: Region-Wise Allocation of Occupational Groups and Services

S No.	Occupational Group & Service	Merit	Punjab	Sindh (R)	Sindh (U)	KPK	Balo-chistan	GB/FATA	AJK	Total
1	Commerce & Trade Group	1	4	0	0	0	0	2	0	7
2	Foreign Service of Pakistan	2	10	2	1	3	1	1	0	20
3	Inland Revenue Service	4	22	5	3	6	4	1	1	46
4	Information Group	2	12	0	3	3	0	0	1	21
5	Military Lands & Cantonments Group	0	1	0	1	0	0	0	0	2
6	Office Management Group	1	11	1	2	5	0	2	0	22
7	Pakistan Administrative Service	3	19	4	3	5	2	1	0	37
8	Pakistan Audit & Accounts Service	1	10	1	2	3	0	1	0	18
9	Pakistan Customs Service	1	3	1	0	0	0	1	1	7
10	Police Service of Pakistan	2	11	3	1	2	1	1	1	22
11	Postal Group	1	5	0	1	1	0	0	1	9
12	Railways (C & T) Group	0	0	0	0	1	0	0	0	1
	Total	18	108	17	17	29	8	10	5	212

Figure -1: Occupational Groups and Services Wise Break-up of 212 Candidates



3.8 **Regular Induction of Armed Forces Officers into Civil Services:** Ministry of Defence nominated a panel of 30 officers of Armed Forces for induction into civil posts against 10% reserved quota of 04 vacancies for PAS, 02 vacancies for PSP and 02 vacancies for FSP in federal services in line with CSS-2019. The Commission arranged Psychological Assessment and Viva Voce from 28.09.2020 to 01.10.2020 and 05.10.2020 to 09.10.2020 respectively. The Commission recommended 08 officers in order of merit for appointment against Groups/Services as detailed below:

Table 15: Induction of Armed Forces Officers

S.No.	Roll No.	Department/Services	Domicile/Quota	Allocated Group/Service
1	00028	Air Force	Merit/KPK	FSP
2	00025	Pak Navy	KPK	PAS
3	00017	Pak Army	Punjab	FSP

S.No.	Roll No.	Department/Services	Domicile/Quota	Allocated Group/Service
4	00001	Pak Army	Punjab	PAS
5	00008	Pak Army	Punjab	PAS
6	00004	Pak Army	Punjab	PSP
7	00014	Pak Army	Balochistan	PAS
8	00011	Pak Army	Sindh (R)	PSP

3.9 **Competitive Examination (CSS) 2020:** The Law Division vetted Rules for CSS Competitive Examination -2019 which were approved by the Federal Government, and were notified in official Gazette of Pakistan under S.R.O.No.1452 (I)/2018. These rules were applicable for CE-2020. In all 39,630 candidates applied for the Competitive Examination (CE) 2020. Written Examination was conducted by the Commission from 12.02.2020 to 20.02.2020 in 19 cities across Pakistan. 18553(41%) candidates appeared in the written examination. The result of written portion of CSS Competitive Examination 2020 was announced on 03.11.2020 and 2.03% of the appeared candidates qualified the written examination. Centre-wise break-up of the candidates of CE 2020 is at Table 16.

Table 16: Centre-Wise Break-up of Candidates

City	Registered Candidates	Appeared Candidates	Qualified in Written Examination	City	Registered Candidates	Appeared Candidates	Qualified in Written Examination
Abbottabad	1041	454	04	Lahore	10385	5167	187
Bahawalpur	649	268	06	Larkana	356	154	01
D.G.Khan	284	126	04	Multan	1622	768	18
D.I.Khan	440	214	02	Muzaffarabad	230	100	01
Faisalabad	1578	665	12	Peshawar	4109	1645	11
Gilgit	182	85	02	Quetta	824	374	05
Gujranwala	1240	586	07	Rawalpindi	2560	1267	19
Hyderabad	1907	839	10	Sargodha	978	465	09
Islamabad	6713	3348	57	Sukkur	712	316	03
Karachi	3820	1712	18	Total	39,630	18,553	376

Table 17: Region-Wise Break-up of Written Qualified Candidates

S.No	Domicile	Male	Female	Minorities	Total
1	Punjab	165	120	01	286
2	Sindh(R)	20	03	-	23
3	Sindh(U)	07	07	-	14
4	Khyber Pakhtun khawa	19	08	-	27
5	Balochistan	12	01	-	13
6	GB/FATA	07	01	-	08
7	AJK	03	02	-	05
Total		233	142	01	376

3.10 **Medical Examination:** The medical examination of 637 candidates qualifying the written examination was held at Islamabad, Peshawar, Lahore and Karachi centres. Accordingly, all the candidates were called for Medical Examination as per following schedule at Table 18:

Table 18: Medical Examination of CSS candidates

S.No.	Centre	Date(s)	No. of Candidates
1	Islamabad	09.12.2020 to 11.12.2020	102
2	Peshawar	28.12.2020	14
3	Lahore	14.12.2020 to 17.12.2020	223
4	Karachi	21.12.2020 to 22.12.2020	37
Total			376

3.11 The Psychological Assessment and Viva Voce of written qualified candidates of CSS Competitive Examination-2020 also commenced at Islamabad at the end of the year under report.

3.12 **CSS Competitive Examination 2021:** A public notice inviting applications for CE-2021 was issued on 04.10.2020 instructing aspirants to apply online for CSS Competitive Examination 2021 between 05th October to 03rd November 2020, to be followed by submission of hard copy along with all required documents and Treasury Receipt of Rs.2200/-, at FPSC Headquarters, Islamabad within 10 days of the closing date which was 13.11.2020. In all, 39,650 applications were received. For smooth conduct of CSS CE 2021, 208 examination halls in 19 cities of Pakistan were booked. A centre wise breakup for CE 2021 is given below:

Table 19: Number of Candidates appeared from various Centres in Competitive Examination-2021

S.No.	Centre	Applicants	S.No.	Centre	Applicants	S.No.	Centre	Applicants
1	Abbottabad	1102	8	Hyderabad	2031	15	Peshawar	4027
2	Bahawalpur	694	9	Islamabad	6580	16	Quetta	1035
3	D.G.Khan	318	10	Karachi	3942	17	Rawalpindi	2564
4	D.I.Khan	449	11	Lahore	10083	18	Sargodha	990
5	Faisalabad	1668	12	Larkana	350	19	Sukkur	719
6	Gilgit	149	13	Multan	1563	Total		39650
7	Gujranwala	1195	14	Muzaffarabad	191			

3.13 **Primers on Litigation of Allocated Disabled Candidates/Status of Senate employees and Senate Implementation Committee:**

i) **Mr. Faisal Majeed & Mr. Muhammad Yousaf- CE-2014 allocated to FSP in light of Lahore Highcourt's Orders in W.P No.7572/2016**

In CE-2014, there were three disabled candidates viz Mr. Shahnawaz Khan (Merit No. 8), Mr. Faisal Majeed (Merit No. 12) and Mr. Muhammad Yousaf (Merit No. 22) who qualified the exam. In light of Rule 9 (ii) of CE Rules-2014 (reproduced below), Mr. Shahnawaz Khan was allocated to FSP against 7.5 % merit quota, whereas Mr. Faisal Majeed and Mr. Muhammad Yousaf at merit position 12 & 22 respectively were not within the range of 7.5% merit quota of FSP, hence were allocated to Information Group:-

Rule 9 (ii)

Disabled candidates in the categories of physically impaired, hearing/speech impaired (deaf & dumb) and visually impaired (blind) are allowed to compete for Competitive Examination against four Occupational Groups/Services viz: (a) Commerce & Trade Group (b) Pakistan Audit & Accounts Service (c) Information Group & (d) Postal Group. Disabled candidates securing a position against prescribed 7.5% merit quota on all Pakistan basis may be considered for allocation to Foreign Service of Pakistan on the basis of his/her choice.

Mr. Faisal Majeed and Mr. Muhammad Yousaf filed writ petition No.7572/2016 in Lahore High Court (LHC), with the prayer that they may also be allocated to FSP against provincial/regional quota as permissible to other candidates. The Honorable LHC decided the case in their favour and struck down above Rule 9 (ii) being discriminatory with fundamental and constitutional rights. The court further directed Federal Government to allocate two seats to the petitioners in FSP at the earliest and if no such posts were available then two new posts to be created to adjust the petitioners in order to uphold their fundamental rights guaranteed by the Constitution.

In the light of LHC's judgment dated 11.01.2017 in Writ Petition No. 7572/2016 and 8157/2016, the Cabinet in its meeting dated 26.09.2017 allowed special candidates to compete against all Occupational Groups/Services through Competitive Examination. Accordingly decision was implemented w.e.f Competitive Examination-2018.

Later on Establishment Division intimated FPSC that in pursuance of LHC's judgment dated 14.03.2017, out of 22 vacancies of FSP reserved for CE-2016, two (02) vacancies of FSP be deducted from fresh vacancies of CE-2016 to adjust Mr. Faisal Majeed and Mr. Muhammad Yousaf. Accordingly, Mr. Faisal Majeed and Mr. Muhammad Yousaf were adjusted and allocated to FSP.

ii) Mr. Ghulam Murtaza Kazi - Promulgation of the FPSC (Validation of Rules) Ordinance 2020

As per practice FPSC framed and notified CSS Competitive Examination Rules annually with the approval of Secretary, Establishment Division (as per Sr. No. 10 (6) of the Schedule-II of Rules of Business, 1973). However, later in a decision on a writ petition Supreme Court of Pakistan vide PLD-808 M/s Mustafa Messers Impex case ordered that the authority of Federal Government was to be exercised by the Federal Cabinet as described in the Constitution. As for pre-history of the case, Mr. Ghulam Murtaza Kazi (petitioner) appeared in CE-2014 & 2015 but failed in compulsory subjects. In his 3rd and last attempt in CE-2016, he failed in optional subject of Gender Studies. He sought benefit of Rule 11(i) of CE Rules-2012 under which a candidate failing in optional subject, while securing 50 percent marks in aggregate was to be declared pass. Though CE-2012 Rules were not applicable to him and the particular rule was withdrawn from CE-2013 onwards. However, notwithstanding facts, petitioner claimed that it was done without approval of the Federal Government i.e. Federal Cabinet. He approached Islamabad High Court (IHC) in FAO No.31/2017 and pleaded that CE Rules-2016 were not approved by the Cabinet. IHC dismissed his appeal. He approached Supreme Court of Pakistan (CP No1853/2017) and the apex court in its order dated 28.11.2017 directed FPSC to obtain ex post facto approval of CE Rules from Federal Cabinet.

On the recommendation of Cabinet Committee on Legal Cases (CCLC), Cabinet followed by Interim Cabinet accorded ex-post facto approval of CE Rules 2018. Whereas for CE Rule 2016 & 2017, an Ordinance titled Federal Public Service Commission (Validation of Rules) 2018 was promulgated. The apex court accordingly dismissed the CPLA.

The ibid Ordinance 2018 was validated by National Assembly after a massive exercise by National Assembly Standing Committee on Cabinet. Bill was presented in the Senate where it could not get through within ninety days. Senate Secretariat returned the Bill to National Assembly Secretariat for further necessary action in terms of Article 70(3) of the Constitution.

Accordingly, a Motion has been moved under Article 70(3) of the Constitution and under rule 154(7) of the Rules of Procedure and Conduct of Business in National Assembly, 2007 to consider the said Bill in Joint Sitting of Parliament, which is still pending.

iii) **Status of Senate Secretariat as an Autonomous Body**

Mr. Sajjad Yousaf, an employee of Senate Secretariat appeared in CE-2019 (Roll No.22042/Isl). His candidature was rejected because employees of Senate Secretariat are not entitled to age relaxation in terms of Rule 6(2)(f) of CE Rules. FPSC made clarification that Legislature (Majlis-e-Shoora), Judicature and Federal Government are three distinct, independent and separate constitutional pillars of the state, defined under the Constitution of Islamic Republic of Pakistan. Federal Government, under Article 90 of the Constitution, shall consist of Prime Minister and the Federal Ministers. Accordingly, Rules for the conduct of its business are framed under Article 99 of the Constitution. Appointment, terms and condition of service of persons in service of Pakistan are framed under Article 240. Therefore, any establishment not covered in the Rules of Business 1973 is not part of the Federal Government.

Senate Secretariat as part of (Majlis-e-Shoora), under Article 87(3) of the Constitution, makes rules governing recruitment and conditions of service, of persons appointed to its secretarial staff. Senate Secretariat Service Act, 2017 accordingly is in place. Hence, employees of Senate Secretariat do not form part of the Federal Government; are not Civil Servants with their terms and conditions of service not governed by the Civil Servants Act 1973 and, are therefore not eligible to the provisions as available to the Civil Servants. As they do not serve the Federal Government, they are not Government servants, instead are to be appropriately called “Public Servants” being paid by the public.

In light of the above, clearly elaborated enunciations, employees of the Senate Secretariat are not appointed in connection with the affairs of the federation, they are not governed by Civil Servants Act, 1973, they belong to a separate organ of the state, the “Legislature,” with separate rules governing their employment and service and therefore are not eligible for age relaxation as applicable to the civil servants / government servants employed by the Federal Government.

Same employee of the Senate Secretariat applied in the SOPE and wanted to correlate the two Rules. It was also clarified by FPSC that, the rules are distinct with age relaxation given to the Senate employees under SOPE rules was/is a special dispensation notwithstanding the fact that the same does not entitle employees of autonomous bodies or constitutional bodies not falling under the ambit of Government to age relaxation admissible under CE Rules.

iv) **Dr. Lal Rehman - Minutes of the Meeting of Senate Implementation Committee**

FPSC advertised four vacancies of Professor (BS-20), PIMS with categories i.e. A= Gastroenterology=01, B= Neurosurgery=01, C= General Surgery=1, D= Cardiac Surgery=01 containing the quota of Sindh (Rural) =1, Sindh (Urban) =1 and Khyber Pakhtunkhwa =2 vide Case No. F.4-162/2018-R (Adv. No. 07/2018).

Dr. Lal Rehman was a candidate for category of Neurosurgery but he was holding domicile of FATA. There was no vacancy of FATA hence his candidature was rejected.

After completion of recruitment process, all the said vacancies remained unfilled as no candidate was found eligible in the category of Neurosurgery. The candidates of other categories could not pass in interview.

Establishment Division (ED) vide their letter No. 6/8/2018-T-V dated 30.1.2020 forwarded copy of minutes of the meeting of Senate Implementation Committee (U.O. No. F. 1(3)/2018-21/C-II, dated 24.1.2020. Committee made following recommendation:

“FPSC to hold its process of re-advertisement for the post of Professor of Neurosurgery for Pakistan Institute for Medical Sciences (PIMS), Islamabad, until the decision of Federal Cabinet comes regarding the bifurcation of erstwhile GB/FATA job quota in the Federal Services. Further, the Committee recommended that after the decision of Federal Cabinet, the case of Dr. Lal Rehman and other similar case may be considered/ examined in lines with the decision of Cabinet and 25th constitutional amendment.”

The above said minutes of the implementation Committee were received on 30th January, 2020 whereas FPSC re-advertised the above said unfilled vacancies of Professor (BS-20), PIMS on 01.12.2019 under case No. F.4-264/2019-R (Advertisement No. 12/2019). However, FPSC stopped further process of tests and case is on hold till now.

With respect to decision of the Senate Implementation Committee, FPSC sought clarification from ED regarding merger of FATA with KP. In response thereto, the ED conveyed following decision of the Cabinet dated 14.2.2020 on bifurcation of 4% combined quota of GB/FATA:

“The Cabinet considered the summary titled ‘Report for Cabinet on Bifurcation of 4% combined Quota of GBFATA’ dated 6th December, 2019 submitted by the Establishment Division and approved that 4% combined quota of GBFATA be bifurcated in accordance with the proportionate population figures of 2017 Census among both the regions by rounding it off to 3:1 (i.e. 3% FATA and 1% GB respectively). The bifurcated share of FATA may not be merged into KP and be observed independently for next 10 years in conjunction with the ten years Development Plan devised to bring the erstwhile FATA as par with the Khyber Pakhtunkhwa socially and economically”.

As per direction of Senate Implementation Committee, the case of Dr. Lal Rehman and other similar cases were considered/ examined. He was a candidate in earlier case (F.4-162/2018-R) and all 04 posts remained unfilled. His candidature was rejected on account of not having required domicile as he claimed the domicile of KPK but actually possessed domicile of FATA. There was no post available for the FATA region. The position was again the same as it was in previous advertisement, so he was not eligible to be considered.

Several meetings of the Senate Implementation Committee were held on the subject agenda item and the FPSC presented its view points as per policy of the Government and Cabinet decision and reiterated that rejection of candidature of Dr. Lal Rehman is in accordance with the rules and Cabinet decision regarding observance of quota in Federal Services.

Policy and rules making pertaining to quota observance in Federal Services is the responsibility of Federal Government and FPSC has to implement the policy and rules. The prevailing policy of the Government and ED conveyed to FPSC refers to O.M.No. 4/10/2006-R-2 dated 12 February, 2007 and revised O.M.No. 4/10/2006-R-2 dated 14th February 2020.

Dr. Lal Rehman has also challenged his rejection as well as Cabinet Decision regarding quota observance through a Writ Petition No. 718/2020 which is still pending for decision and the matter is also sub-judice.

Moreover, PIMS has withdrawn all their posts advertised/ under process of recruitment through FPSC vide letter F.No.2-84/2015-Estab-III dated 24th December, 2020 due to MTI Ordinance -(Annex III). Hence, the post of Professor (Neurosurgery), PIMS is no more under the purview of FPSC and Dr. Lal Rehman cannot be appointed by FPSC under the rules.

General Recruitment for Ex-cadre positions

3.14 This recruitment format is used to fill Ex-cadre positions BS-16 & above requisitioning by Ministries/Divisions/Departments under Federal Government. The Recruitment strategy of the Commission during the year 2020 was to conduct Professional/Screening Tests(MCQ/Descriptive/APS/Short hand/Typing) in line with manageable limit. COVID-19 pandemic hurdled the Commission’s functions, keeping in view strict SOP follow up set out to bring with the needs of public expectations, to achieve the objectives of speedy disposal, automation, efficiency and service delivery. Initiatives were taken to support the public sector in recruitment of quality human resource into federal services. Several challenges include outdated Recruitment Rules, qualifications, declining of quality education and unfilled vacancies of Regions/Provinces, Minorities, women quota, under developed segments of the country. Prolonged recruitment process also impacted the credibility over performance. In response to sufficient number of fresh recruitment cases, received increasing number of applications as details below:

3.15 **Recruitment Cases processed during the Year, 2020:** The Commission processed **537** cases of general recruitment involving **8,316** positions and **22,22,891** applications. These cases include **334** carried forward cases involving **5,989** vacancies and **16,01,734** applicants of previous years and **203** fresh cases involving **2,327** vacancies and **6,21,157** applicants of 2020. Details as on at Table- 20 (**Appendix-12 & 14**)

3.16 **Cases Finalized during the Year 2020:** Out of **537** cases, **136** cases having **1,234** vacancies were finalized and **1,016** nominations were issued. However, **214** vacancies in **50** cases were reported failure due to non-availability of eligible and qualified candidates from respective quotas. **4** posts in **2** cases were withdrawn by the respective Ministries/ Divisions/ Departments due to specific reasons. Some cases are pending due to litigation/ court case and could not be finalized during the previous years (2006-2019). The remaining **401** cases (203 fresh+198 previous years cases) involving **7,082** vacancies (inclusive of cases under litigation) have been carried forward to next calendar year. Details as on at Table- 20 (**Appendix-14**).

Table 20: Statistics on General Recruitment for posts in BS-16 and above finalized cases during 2020 including the posts carried forward from previous years

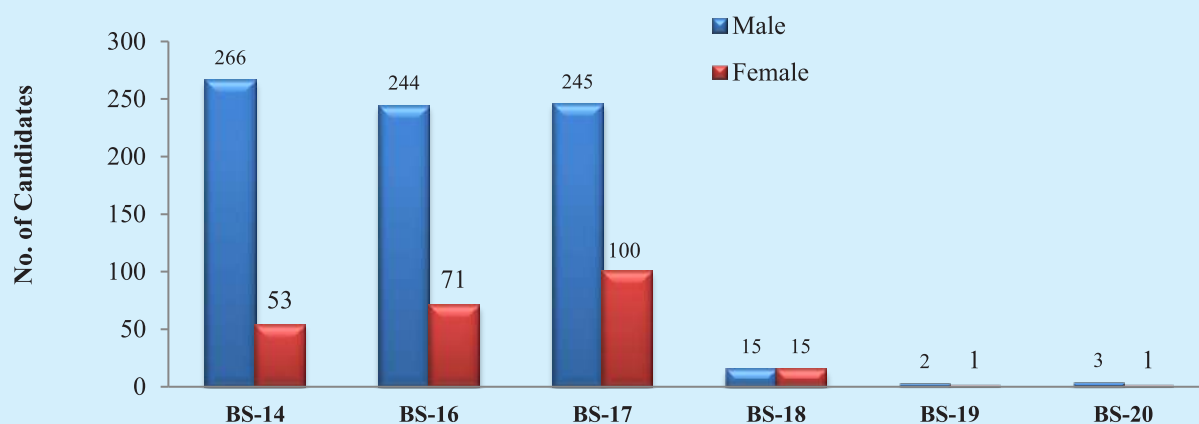
Year	Cases	Posts	Applications processed	Candidates Pre-selected	Candidates Interviewed	Cases finalized				Cases/posts carried over to 2021	
						Cases	Nomination made	Posts reported failure	Posts withdrawn	Cases	Posts
2020	203	2327	6,21,157	5	0	0	0	0	0	203	2,327
2019	222	3,588	19,71,708	725	712	96	198	84	0	126	3,306
2018	71	1,977	6,28,849	2,466	2,197	31	665	126	3	40	1,183
2017	22	290	83,127	650	523	6	151	4	0	16	135
2016	9	101	12,740	20	1	1	1	0	0	8	100
2014	9	31	5294	18	6	2	1	0	1	7	29
2006	1	2	16	2	0	0	0	0	0	1	2
Total	537	8,316	22,22,891	3,886	3,439	136	1,016	214	4	401	7,082

3.17 **Gender-Wise vacancies finalized during the Year 2020:** The Commission made recommendations against **1016** positions during the year 2020, out of these **6** nominations were against the vacancies reserved for male, **92** reserved for Female while **918** nominations were against the vacancies which were open for both male and female wherein **769** male and **149** female were nominated. The Gender-wise vs. Scale-wise statistics of posts is available at Table 21 and Figure 02.

Table 21: Gender Wise Distribution of Vacancies for General Recruitment

Basic Scale	Reserved for Male			Reserved for Female			Reserved for Both Genders				Total Nominations Made	WD	Pend	Total Vacancies Reported Failure	Total Vacancies Finalized	
	Vac	Nom	Failure	Vac	Nom	Failure	Vac	Nomination								Failure
								Male	Female	Total						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
			(1-2)			(4-5)			(8+9)	(7-10)	(2+5+10)			(3+6+11)	(12+13+14+15)	
14	0	0	0	42	42	0	279	266	11	277	2	319	0	0	2	321
16	6	6	0	51	3	48	418	238	68	306	112	315	1	0	160	476
17	0	0	0	45	43	2	312	245	57	302	10	345	0	4	12	361
18	0	0	0	4	3	1	50	15	12	27	23	30	3	0	24	57
19	0	0	0	1	0	1	11	2	1	3	8	3	0	0	9	12
20	0	0	0	2	1	1	9	3	0	3	6	4	0	0	7	11
Total	6	6	0	145	92	53	1079	769	149	918	161	1016	4	4	214	1238

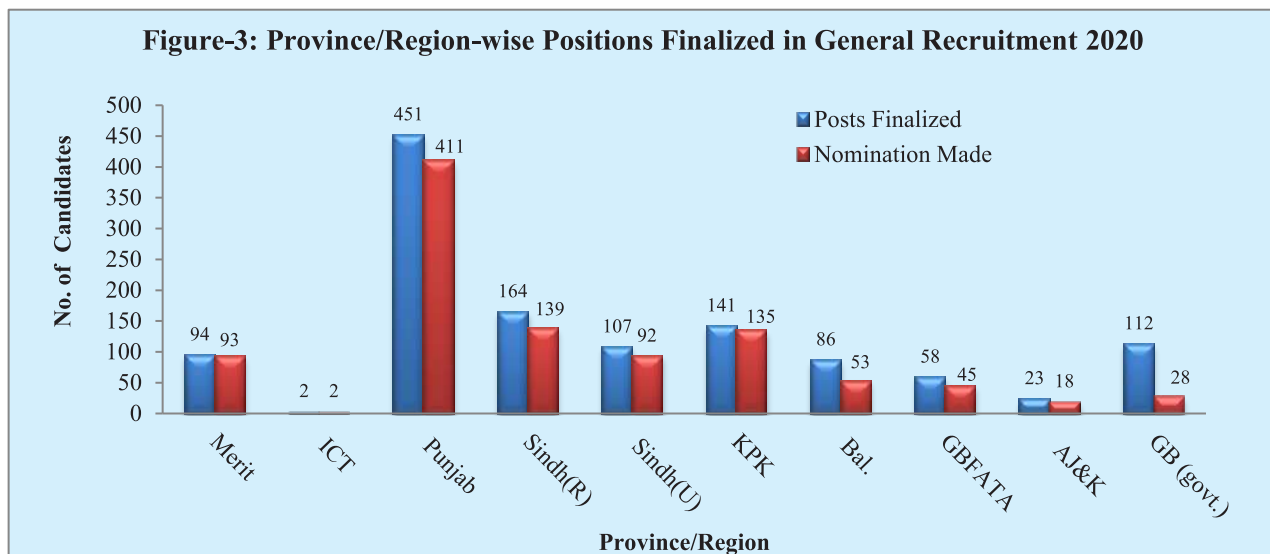
Figure-2: Gender-wise Positions Finalized in 2020



3.18 **Distribution of Vacancies Scale wise vs. Regional Quota:** Out of **1016** recommendations/nominations, **93** were against open Merit quota, **2** were against ICT quota, **411** against Punjab, **139** against Sindh (Rural), **92** against Sindh (Urban), **135** against Khyber Pakhtunkhwa, **53** against Baluchistan, **45** against GBFATA and **18** were made against Azad Jammu & Kashmir quota. **28** nominations were issued against the cases of Gilgit-Baltistan Govt. Recruitment. Region wise vs. Scale wise vacancies filled are available at Table-22 and the graph at Figure 03.

Table 22: Domicile wise vs. Scale wise distribution of Vacancies for General Recruitment finalized Cases

BPS	Particular	Merit	ICT	Punjab	Sindh(R)	Sindh(U)	KPK	Bal.	GBFATA	AJ&K	Total (F.G.Rectt)	GB (GB.Govt)	Grand Total
14	Posts Finalized	23	0	160	38	25	38	17	13	7	321	0	321
	Nominations Made	23	0	160	38	25	38	17	12	6	319	0	319
16	Posts finalized	47	0	71	69	57	61	45	33	11	394	81	475
	Nominations made	47	0	53	60	47	56	15	24	7	309	6	315
17	Posts finalized	22	2	179	40	21	38	19	9	5	335	22	357
	Nominations made	22	2	174	39	20	37	18	7	5	324	21	345
18	Posts finalized	1	0	28	10	4	3	4	3	0	53	1	54
	Nominations made	1	0	19	1	0	3	3	2	0	29	1	30
19	Posts finalized	0	0	6	5	0	0	1	0	0	12	0	12
	Nominations made	0	0	2	1	0	0	0	0	0	3	0	3
20	Posts finalized	1	0	7	2	0	1	0	0	0	11	0	11
	Nominations made	0	0	3	0	0	1	0	0	0	4	0	4
Total nominations made		93	2	411	139	92	135	53	45	18	988	28	1016
Failure reported		1	0	40	25	15	6	33	13	5	138	76	214
Withdrawn		0	0	0	0	0	0	0	0	0	0	4	4
Pending		0	0	0	0	0	0	0	0	0	0	4	4
Total finalized		94	2	451	164	107	141	86	58	23	1126	112	1238



3.19 **Ministry/Division wise recommendations during 2020:** During the year 2020, out of 1016 nominations/ recommendations, 330 were made in the Ministry of Communications, which is the highest, followed by, 271 in the Ministry of National Health Services, Regulations and Coordination, 111 in Ministry of Defence, 65 in Cabinet Secretariat (Aviation Division), 35 in Ministry of Interior, 29 in Intelligence Bureau, 28 nominations in Ministry of Kashmir Affairs and Gilgit Baltistan in recruitment cases of GB Govt, 25 in

Ministry of Energy, 23 in Ministry of Planning Development and Reform, 21 in Ministry of Housing and Works 18 in Statistics Division, 15 in Federal Board of Revenue, 9 in Ministry of Law and Justice, 5 each in Federal Education and Professional Training, Ministry of National Food Security and Research, Ministry of Railways, Ministry of Narcotics Control and Federal Public Service Commission, 4 in Establishment Division, and, 1 each in Ministry of Climate Change, Ministry of Foreign Affairs, Ministry of Overseas Pakistanis and Human Resource Development, Pakistan Audit Department (AGP), Ministry of Postal Services, National History and Literary Heritage Division and Prime Minister's Office. Ministry/Division/Department wise vs. Scale wise positions filled are available at Table-23(Appendix-14).

Table 23: Ministry/Division/Department wise vs. Scale wise recommendations.

Ministry/ Division/ Department	BS-14	BS-16	BS-17	BS-18	BS-19	BS-20	Total
Ministry of Communications	319	10	1	0	0	0	330
Ministry of National Health Services Regulations and Coordination	0	219	33	18	0	1	271
Ministry of Defence	0	29	80	2	0	0	111
Ministry of Interior	0	9	26	0	0	0	35
Intelligence Bureau	0	1	28	0	0	0	29
Ministry of Kashmir Affairs And Gilgit Baltistan	0	6	21	1	0	0	28
Ministry of Energy	0	0	25	0	0	0	25
Ministry of Planning Development and Reform	0	12	3	5	2	1	23
Ministry of Housing and Works	0	0	21	0	0	0	21
Ministry of Climate Change	0	0	1	0	0	0	1
Ministry of Foreign Affairs	0	0	1	0	0	0	1
Ministry of Overseas Pakistanis and Human Resource Development	0	0	1	0	0	0	1
Ministry of Law And Justice	0	3	6	0	0	0	9
Ministry of Federal Education and Professional Training	0	1	3	0	0	1	5
Ministry of National Food Security and Research	0	0	3	2	0	0	5
Ministry of Railways	0	4	1	0	0	0	5
Ministry of Narcotics Control	0	1	4	0	0	0	5
Ministry of Information, Broadcasting, National History and Literary Heritage	0	0	1	0	0	0	1
Ministry of Postal Services	0	0	1	0	0	0	1
Prime Minister's Office	0	0	1	0	0	0	1
FPSC	0	3	1	1	0	0	5
Establishment Division	0	1	3	0	0	0	4
Cabinet Secretariat (Aviation Division)	0	0	65	0	0	0	65
Statistics Division	0	0	16	1	0	1	18
Federal Board of Revenue	0	15	0	0	0	0	15
Pakistan Audit Department(AGP)	0	1	0	0	0	0	1
TOTAL	319	315	346	30	2	4	1016

3.20 Fresh Cases initiated and processed for Recruitment during 2020: The Commission during the year under report advertised **203** fresh cases of recruitment involving **2,327** positions and **6,21,157** applications were received in response. Out of which, no case was finalized due to COVID-19 pandemic; accordingly all the fresh advertised cases are under process, as detailed at **Appendix-12**.

3.21 Cases initiated in previous years for Recruitment but finalized during 2020: A major portion of the cases initiated in one calendar year, if not completed during the same year, is carried over to the next year. During the year 2020 the Commission processed **334** cases of recruitment involving **5,989** positions of previous years (**2006-2019**). Out of which, **136** cases involving **1,234** positions were finalized, however, the remaining **198** cases involving **4,751** positions are under process at various stages. The details are at **Appendix-14**.

3.22 Conduct of Professional Screening (MCQ/Descriptive/Written/APS Typing) Tests: FPSC conducted history’s largest General Recruitment Examination of two phases (Phase I & II/2020) comprising of six (06) Consolidated Advertisements (Adv. No. 11-12/2019 and 01-04/2020).

This exam was conducted from 20.09.2020 to 13.10.2020 and 17.10.2020 to 28.10.2020 all over the country in 155 Examination Halls at 10 stations viz D.I.Khan, Gilgit, Islamabad, Karachi, Lahore, Multan, Peshawar, Quetta, Sukkur and Sakardu. To manage and supervise the examination, services of about 450 officers and officials of FPSC along with approximately 620 locally hired invigilating staff were utilized.

A total of 4,83,898 candidates were registered against 2,318 posts in 106 cases, wherein, 2,35,253 candidates appeared in the examination.

It is pertinent to mention that conduct of exam was a great challenge in the wake of COVID-19 Pandemic associated with hot weather in the months of September and October. However, by the grace of Almighty Allah and dedicated efforts of all FPSC staff and management, the exam went quite smooth throughout the country and all SOPs of COVID-19 prescribed by the Government were fully observed. The detailed statistics of Professional & Screening Tests (MCQ)/Written (Descriptive) Tests/ Shorthand/ Typing Tests conducted during the year 2020 are available at **Appendix-13** and Table-24.

Table 24: Recruitment Screening Tests-2020

Screening Tests	No of cases	No of posts	Candidates applied	Candidates appeared
MCQ	71	1596	4,61,681	2,28,523
Descriptive	32	542	9,158	4,464
APS/ Short hand/Typing	03	180	13,059	2,266
TOTAL	106	2,318	4,83,898	2, 35,253(49%)

3.23 Statistics of visits of Interview Committees in different Centres during the Year 2020: The Interview Committees of the Commission scheduled Interviews and Personal Hearings during the year 2020 for conduct of interviews of **4555** candidates and personal hearings of **580** candidates. However, few cases in which interview/personal hearing were held were still remained under process till end of the year. A list of program scheduled is given at Table-25.

Table 25: Interviews and Personal Hearings conducted by the Commission during 2020

Interview. Program. No.	Interviews						Personal Hearing							Grand Total
	Islamabad	Lahore	Peshawar	Karachi	Quetta	Total	Islamabad	Lahore	Peshawar	Karachi	Quetta	Total		
01/2020	62	74	14	111	12	273	20	34	11	21	13	99	372	
02/2020	50	52	13	24	04	143	06	06	02	17	--	31	174	
03/2020	120	44	50	14	02	230	37	03	02	32	01	75	305	
04/2020	44	224	18	42	08	336	38	18	19	05	03	83	419	
05/2020	28	--	--	03	--	31	--	--	--	--	--	--	31	
06/2020	111	--	--	--	--	111	08	--	--	--	--	08	119	
07/2020	119	--	--	--	--	119	--	--	--	--	--	--	119	
08/2020	105	--	--	--	--	105	--	--	--	--	--	--	105	
09/2020	--	51	--	--	--	51	--	29	--	--	--	29	80	
10/2020	45	38	43	45	40	211	--	02	--	--	08	10	221	
11/2020	50	39	08	24	08	129	--	--	--	--	--	--	129	
12/2020	12	89	35	90	--	226	11	02	--	--	02	15	241	
13/2020	10	89	--	01	--	100	06	02	--	--	--	08	108	
14/2020	--	111	--	--	--	111	--	--	--	--	--	--	111	
15/2020	76	36	25	42	18	197	04	02	02	05	02	15	212	
16/2020	32	46	03	38	--	119	13	05	--	07	--	25	144	
17/2020	55	09	05	107	48	224	09	13	06	13	03	44	268	
18/2020	123	46	29	--	--	198	05	02	--	--	--	07	205	
19/2020	--	106	--	58	17	181	--	03	--	07	02	12	193	
20/2020	54	121	46	--	128	349	06	04	--	--	--	10	359	
21/2020	46	50	01	52	64	213	12	09	--	12	--	33	246	
22/2020	54	42	02	41	99	238	09	07	--	04	12	32	270	
23/2020	30	41	02	21	05	99	--	--	--	--	--	--	99	
24/2020	44	51	30	--	--	125	04	03	04	--	--	11	136	
25/2020	42	128	51	--	--	221	--	--	--	--	--	--	221	
26/2020	44	--	--	54	--	98	07	--	--	04	--	11	136	
27/2020	29	29	03	54	02	117	10	07	--	05	--	22	145	
Total	1385	1516	378	821	455	4555	205	151	46	132	46	580	5135	

3.24 Representations/Personal Hearings/Review Petitions decided by the Commission in finalized cases during 2020: During the year 2020 out of 136 finalized cases, there were 2518 rejected candidates in

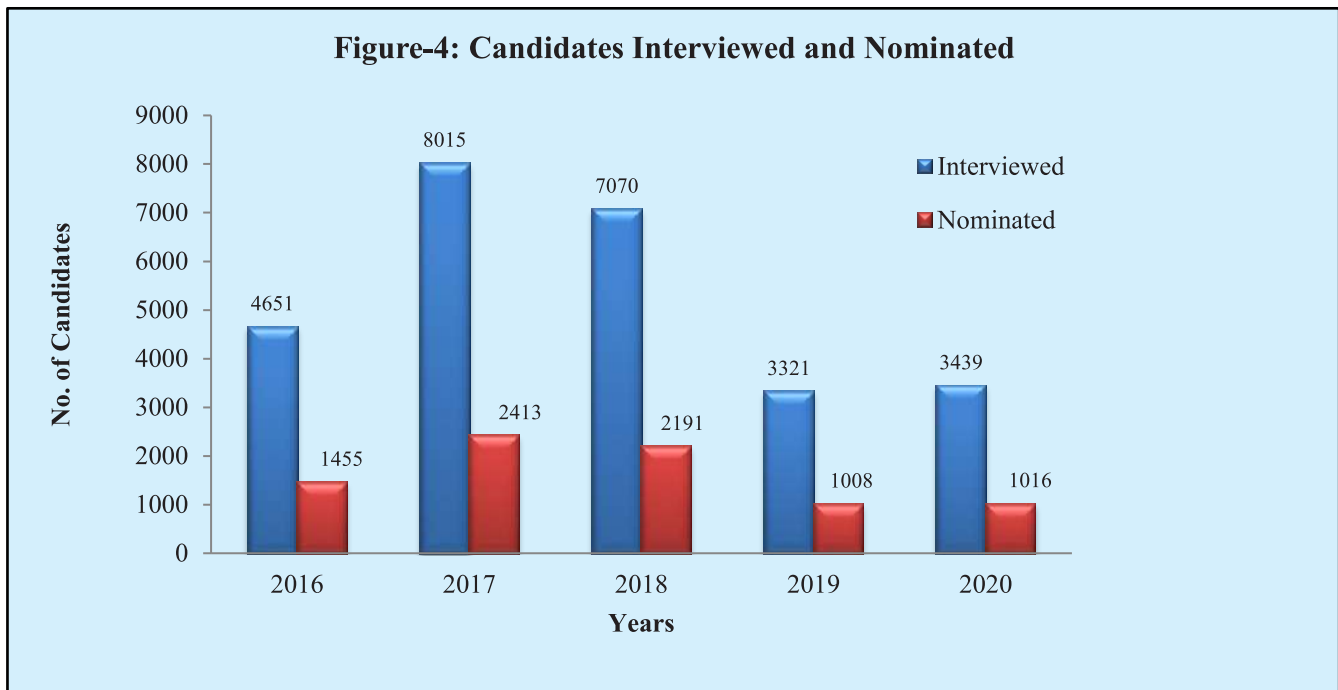
90 cases, out of 2518 rejected candidates, 262 had preferred representations under Section 7 (3) (a) of Federal Public Service Commission Ordinance, 1977 against rejection of their candidature due to one reason or the other. Among 262 representations, no representations was rejected on paper and candidature of 47 candidates was restored on paper on the basis of additional documents/ evidence provided by them with the representation whereas, remaining 215 candidates were called for personal hearing and out of them 24 were restored by the Commission after personal hearing. Remaining 191 remained as rejected, out of them 47 candidates had filed Review Petitions under Section 7 (3) (b) of FPSC Ordinance, 1977 and out of them 3 were restored. The remaining Review Petitions were dismissed by the Commission being devoid of merit. Detailed statistics is at **Appendix-17**.

3.25 Scale wise nomination of Minorities against 5% reserved Quota: The Commission finalized 16 cases involving 48 Vacancies reserved for minorities’ quota, against these vacancies 32 nominations were made and 16 vacancies could not be filled due to non-availability of qualified candidates belonging to minorities and these vacancies have been re-advertised under same quota. **Appendix-18** and Table 26.

Table 26: Scale wise distribution of Vacancies for Minorities Quota

Basic Scale	Post Advertised	Nominations Made	Reported Failure
14	17	15	02
16	09	03	06
17	21	14	07
18	01	00	01
Total	48	32	16

3.26 Recruitment to Ex-Cadre Positions (BS-16 & above) for the last five Years (2016-2020): During the last 5 years (2016-2020), out of the cases finalized in a year, the number of candidates interviewed and nominated by the Commission for various positions in BS-16 and above are presented in Figure-4.



3.27 Processing of initial recruitment Cases of Gilgit Baltistan Government: Ministry of Kashmir Affairs & Gilgit-Baltistan through order bearing SRO 257 (I)/ 2016 dated 22nd March 2016 conveyed that till the establishment of Gilgit-Baltistan Public Service Commission, the Federal Public Service Commission shall continue its recruitment functions on behalf of Gilgit-Baltistan Government. In this regard, the Commission processed **42** cases of GB Government and finalized **10** cases wherein **28** nominations were issued; many cases are withheld due to Court Cases filed by people of the Gilgit-Baltistan due to one reason or the other. The remaining **32** cases are under process at various stages. **Details at Appendix-19.**

Final Passing Out Examination

3.28 **Conduct of Final Passing Out Examinations (FPOE):** Federal Public Service Commission conducts Final Passing Out Examinations (FPOE) of probationers of twelve Occupational Groups/Services each year at the end of completion of Common Training Program and Specialized Training Program (STP). FPOE is one of the factors for determining inter-se seniority besides marks obtained in the Competitive Examination, Common Training and Specialized Training. Currently, rules provide four attempts to qualify the FPOE, failing which the probationer is liable to be discharged from service. The results of FPOE 46th CTP batch conducted by the Commission during 2020 have been communicated to the concerned Institutes/Academies as well as the probationers and have also been placed on FPSC's website. Table 27 reflects the same:

Table 27: Summary of FPOEs conducted during 2020

S. No	Service & Occupational Group	Registered	Pass	Fail/ Absent
i	Police Service of Pakistan	41	41	--
ii	Foreign Service of Pakistan	23	20	03
iii	Postal Group	06	03	2/1
iv	Office Management Group	48	43	4/1
v	Military Lands & Cantonments. Group	05	04	01
vi	Railways (C & T) Group	09	09	--
vii	Pakistan Administrative Service	54	47	07
viii	Pakistan Audit & Accounts Service	26	18	08
ix	Inland Revenue Service	61	32	29
x	Information Group	17	14	2/1
xi	Pakistan Customs Service	40	33	07
xii	Commerce & Trade Group	19	16	2/1
Total		349	280	69

3.29 **Final Passing out Examination for 47th CTP and earlier batches:** The Commission approved schedule for Final Passing Out Examinations and registration of Probationary Officers (Fresh+Failure) from various Groups/ Services, who had completed Specialized Training Program (STP). The registration forms from Academy/Institute were received as follows:

Table 28: Registration of Probationary Officers from occupational Groups/ Services

S. No.	Group/Service	Fresh	Failure of earlier Batches	No. of officers registered
1	Commerce & Trade Group	22	03	25
2	Foreign Service of Pakistan	19	03	22
3	Information Group	05	02	07
4	Inland Revenue Service	41	29	70
5	Military Lands & Cantonment Group	06	01	07
6	Office Management Group	91	04	95
7	Pakistan Audit & Accounts Service	24	08	32
8	Pakistan Administrative Service	40	07	47
9	Pakistan Customs Service	23	07	30
10	Police Service of Pakistan	18	00	18
11	Postal Group	03	03	06
12	Railways (C & T) Group	02	00	02
Total		294	67	361

Other Competitive Examinations

3.30 The Commission received requisitions for filling of posts from requisitioning Ministries/Divisions/Departments and processed for conducting other Competitive Examinations/Tests. Advertisements processed for publication in leading News Papers, accordingly as per following details:

Table 29: Requisitions received for other Competitive Examinations during 2020

S.No.	Requisitioning Ministry/Division/Department	Name of Post	Vacancies Advertised
1	Establishment Division	Section Officer	67
2	M/O Kashmir Affairs & Gilgit Baltistan	Civil Judge Cum Judicial Magistrate	04
3	Survey of Pakistan	Assistant Director	02
Total			73

CHAPTER IV: PSYCHOLOGICAL ASSESSMENT

Psychological Assessment

4.1 Psychological Assessment is used for recruitment threshold model to filter suitable candidates by measuring qualities of aspiring candidates, assess the personality traits, intellectual capability and future potential of candidates qualifying the written exam/test component. The assessment dossier and comprehensive report is passed for Viva Voce Board to assist the Commission in selection process.

4.2 The assessment dossier and comprehensive report is prepared on the basis of two days activities, which include written psychological assessment tests (General Ability Tests/Personality Tests), group discussion and interview with psychologist for preparing pen picture of written qualified candidates of exam/test. In pursuance of functions of the Psychological Assessment Wing, following regular features held every year after the completion of the process of CSS and at times General Recruitment Cases:

4.3 **Conduct of Psychological Assessment of C.E.2019:** In continuation of Psychological Assessment of 372 candidates, who qualified the written part of CSS-2019 commenced Assessment for remaining candidates as per schedule below:

Table 30: Psychological Assessment of CSS C.E.2019

S.No.	Centre	From	To	No. of candidates
1	Peshawar	07.01.2020	08.01.2020	16
2	Karachi	14.01.2020	18.01.2020	32
3	Islamabad (Phase-II)	24.01.2020	04.02.2020	60
4	Multan	27.02.2020	02.03.2020	36
Total				144

4.4 **Conduct of Psychological Assessment of Armed Forces Inductees through CE-2019:** For induction into civil services, the Psychological Assessment of 30 nominees from Ministry of Defence was conducted from 28.09.2020 to 01.10.2020 and 05.10.2020 to 09.10.2020. Details as below:

Table: 31: Psychological Assessment of Armed Forces Inductees

S.No.	Services	No. of Candidates
1	Pak Army	18
2	Pakistan Air Force	07
3	Pakistan Navy	05
Total		30

4.5 Conduct of Psychological Assessment of CE-2020: The following preparatory activities were completed before commencement of Psychological Assessment for 376 written qualified candidates of CE-2020:

- a. Development of personality tests
- b. Development of situational tests
- c. Revision of previous situational tests
- d. Preparation of new topics for extempore speech
- e. Development of answer sheets, test booklets, technical notes and tester manual
- f. Logistic arrangements
- g. Arrangement of External Psychologist

4.6 Psychological Assessment of 69 candidates out of 376 scheduled from 28.12.2020 at Islamabad at the end of the year under report.

4.7 Conduct of Psychological Assessment for Assistant Director(IB): Psychological Assessment for recruitment cases of Assistant Director (IB) commenced as per following details:

Table 32: Psychological Assessment of the candidates for GR Cases

Centre	From	To	No. of candidates
Lahore	11.06.2020	20.06.2020	42
Karachi	22.06.2020	29.06.2020	22
Islamabad	30.06.2020	09.07.2020	33
Peshawar	10.07.2020	14.07.2020	07
Quetta	17.07.2020	21.07.2020	08
Total			112

4.8 Conduct of Psychological Assessment for Cases of Pakistan Navy: Psychological Assessment for cases of Pakistan Navy as per following details:

Table 33: Psychological Assessment of the candidates for Cases of Pakistan Navy

Centre	From	To	No. of candidates
Karachi	25.10.2020	31.10.2020	24
Islamabad	09.03.2020	17.03.2020	15
	04.11.2020	13.11.2020	31
Lahore	16.11.2020	21.11.2020	14
Total			84

4.9 Initiatives for upgrading the Psychological Assessment: In order to improve the existing Psychological Assessment system and capacity building of officers of the Wing, the Commission under the

directions of the Chairman FPSC strived for best practices and engaged with various entities to bring about changes in Psychological Assessment process. After thorough deliberations following proposals were forwarded to the Commission:

- a. Improving the Grading system of Psychological Assessment for development and assignment of clear and mutually exclusive grades to the candidates.
- b. Software services for post analysis of Psychological Assessment.
- c. Purchase of updated and revised versions of Psychological Tests and Psychological journals from best International practices.

4.10 Liaison with other forums: A meeting was held with the officers of Civil Service Academy, Lahore. Psychological Assessment team briefed the Academy representatives about the working of the Wing and requested for sharing their evaluation of personality of their trainees with FPSC. Notes were exchanged relating to assessment procedure and for capacity building of the Psychological Assessment Wing. Issues about assessment procedure, test development capacity and training were also discussed. New developments were introduced. The deliberations continue with other entities on the subject.

4.11 Statistical Analyses/Studies: A statistical analysis is a regular feature of Psychological Assessment which is held every year after the completion of the process of CSS and at times other General Recruitment. Following statistical work was carried out this year on data of CE-2019:-

- a. Preparation of statements (domicile wise and Roll No. wise)
- b. Development of norms of ability tests
- c. Development of two way tables between ability tests
- d. Preparation of correlation tables

4.12 Three other studies were carried out by Psychological Wing of FPSC as per directions of the Chairman:-

- a. A written research proposal on the comparison of personality analyses of allocated CSS candidates with their performance in their respective training institutes after their induction into Civil Service.
- b. A study on improving grading system of Psychological Assessment process.

CHAPTER V: INFORMATION TECHNOLOGY SERVICES

INFORMATION TECHNOLOGY SERVICES

5.1 The Commission initiated a number of Information Technology services in internal/external operations for General Recruitment as well as Competitive Examinations to improve efficiency. Some of the key activities undertaken and results achieved are as follows:

i) Activities:

- Online services for CSS Competitive Examinations.
- Online services for General Recruitment.
- Online services for Final Passing out Examinations.
- Online services for recruitment in other Examinations/Tests.
- Profound Communication strategy and Public facilitation.
- Curtailment of time for speedy disposal in recruitment process.
- CBT project.
- FPSC website.

ii) Measures:

1. Examination:

A. CSS Competitive Examination CE-2020

- All pre-exam activities like time table, attendance lists/sheets for CE-2020 were provided for conduct of examination in the month of February, 2020. Admission Certificates were also placed online. Summary Bio data sheets of 372 written qualified candidates of CE-2019 were produced and applications of 30 nominees from Defense Services for induction into CSS were processed.
- Processing of 39,630 applications for CE-2020 and generation of pre-scrutiny eligibility reports for conveying the deficiencies to the applicants well before start of the examination were generated. Other reports for the consumption of CE Wing were generated for smooth conduct of the examination including Admission Certificates, Attendance Sheets and Attendance Lists etc. Summary Bio data sheets of 376 written qualified candidates of CE-2020 were produced for Viva Voce Board.
- Marks sheets of finally qualified candidates of CE-2019 were placed online. Attendance of CE-2020 was also marked in computer database. The results of written pass candidates of CE-2020 and the marks sheets of written failed candidates were placed online.

B. CSS Competitive Examination CE-2021

- As per approval of the Commission, 100% applications for CE-2021 were invited online during October-November, 2020. After processing of all 39,650 applications (39,586 online applications + 64 manual applications), pre-scrutiny eligibility reports were generated for conveying the deficiencies to the applicants well before start of the examination. Multiple reports were generated for preparation of smooth conduct of the examination.

C. CSS 2019-Armed Forces Inductees

- Applications for CSS armed forces inductees were processed. Summary bio-data and other reports were generated for psychological assessment and Viva Voce.

D. Final Passing Out Examination

- Bio-data form entries of 352 fresh and failed probationers of various Groups for conduct of final passing out examinations for 46th CTP were completed. Admission certificates, attendance list, attendance sheets, blank result statement, marks sheets etc. were generated for smooth conduct of examinations.

E. Survey of Pakistan Competitive Examination-2020

- In the month of August 2020, two posts for recruitment of Assistant Director(BS-17), Survey of Pakistan were advertised and facility to receive the online applications was made available. A total of 229 applications received were processed and required output reports were generated for P& PE Directorate.

F. General Recruitment

- Applications for all General Recruitment cases are invited online. During the period, 621,202 applications (621,182 online applications+20 manual applications) were received against various cases advertised by the Commission. These applications were processed and reports were generated for conduct of interviews of tests. Summary Bio -data sheets of 5,025 candidates were produced for conduct of interviews by the Commission. Attendance lists/sheets and other required reports pertaining to 483,901 candidates for Professional/Screening/Descriptive and APS tests Phase-I & II/2020 were generated.

2. Other Related IT Services**i. Online Admission Certificates**

For the convenience of candidates, the facility to generate and print online admission certificate for the tests/examinations is provided through the web portal of the Commission. 483,901 admission certificates for General Recruitment and 39,630 for CSS CE-2020 were placed on website.

ii. Online Detailed Mark sheets

Online Detailed Mark sheets pertaining to fail/pass result of CSS Competitive Examination-2019 and CSS Competitive Examination-2020 (written part) was made available for the candidates.

iii. SMS Based Information Delivery System

Over 798,871 SMS and 14,989 e-mails were sent to candidates regarding major events, including acknowledgment of their online applications, call for test/interviews, intimations regarding personal hearings etc.

iv. Facilitation Centre

Facilitation Centre has been a single point of contact for assisting candidates/general public by responding to their queries and providing information concerning advertised cases etc. Over **39,861** phone calls and **40,038** e-mails were received and appropriately responded to by Facilitation Centre during the period.

v. Assistance to Facilitation Centre and Control Room

In order to effectively respond to the queries of candidates, required information pertaining to professional/Screening, Descriptive and APS tests of Phase-I &II/2020 was provided to Facilitation Centre and Control Room established at FPSC Headquarters and provincial offices.

vi. CNIC Verification through NADRA VeriSys

The CNIC verification of 376 written qualified candidates of CE-2020 and 470 recommended candidates of General Recruitment were carried out by the IT Wing through NADRA VeriSys.

vii. **Online services through website**

FPSC Web Portal is the key gateway to online services. FPSC Web Portal was revamped with an improved layout, design and navigation facilities for convenience of aspirants. Online services offered by FPSC save time and money on part of Commission as well as candidates on account of printing, filing, dispatch of applications, admission certificates. Following online and allied services are provided through FPSC Web portal: (www.fpsc.gov.pk) for convenience of applicants:

- Placement of Consolidated Advertisements on FPSC web portal provides easy access to information for openings to jobs. In 2020, monthly Advertisement vide Nos. 01, 02, 03, 04, 05, 06, 07, 08, 09, 10/2020 were placed on FPSC Web portal
- Inviting online applications against all advertisements.
- Placement of interview programs, syllabi, press release and other related information of interest to general public and candidates.
- Online admission certificates for all test phases conducted during the period.
- Public notices, tenders, FPSC quarterly reports, annual reports, pre-selections, recommendations, final results, allocations and other information is placed for interest of aspirants and general public.
- Event related information was placed within 24 hours.

viii. **Provision of Treasury Receipt Data**

Information pertaining to FPSC fee collection through Government Receipts/TRs for the year 2020, based on the online applications of the candidates was compiled on monthly basis. All information was shared with the concerned Wing within 15 days after the closing date of consolidated advertisement.

ix. **Forensic Examination of Electronic Gadgetries**

IT Wing conducted forensic examination of electronic gadgetries, found in possession of candidates in examination halls to assess the extent of their usage to inform/assist the Commission to appropriately penalize the candidate(s) in accordance with the rules.

x. **Computer Based Testing (CBT)**

In line with e-government policy of Federal Government, a development project titled “Computer Based Testing (CBT) for various test/exam conducted by Federal Public Service Commission (FPSC)” is being implemented at FPSC w.e.f. 03.03.2020 with an objective to speed up the recruitment process while maintaining transparency, fairness and credibility of the Commission’s tests and exams.

The project is aimed to speed up the recruitment process while maintaining transparency, fairness and credibility of FPSC tests/exams. The overall goal of this endeavor is to enhance the functional capacity of FPSC by development of Question Data Bank at FPSC HQs and establishment of Computer Based Testing labs at 10 locations across the country. A databank of millions of question items would be developed for in house question paper preparation at FPSC in digitized form.

xi. **IT Wing Up-gradation of Networking Cable**

On the direction of Secretary, FPSC, It was decided to revamp the IT Infrastructure of FPSC as most of the available IT infrastructure was established in the year 2003 through PSDP funded project “Online Recruitment System for FPSC Phase-I”. The LAN deployed and the IT equipment provided during that period have completed its life and there is a dire need to replace the existing Local Area Network and IT equipment with the latest IT equipment and new wireless LAN. FPSC has started various new initiatives like Computer Based Testing (CBT), E-office implementation and up gradation of its recruitment software. All these initiatives require a flexible, reliable and secure IT LAN. In order to achieve efficiency, productivity and performance in current and future initiatives, LAN is being up-graded in FPSC.

xii. **Video Link Meetings**

In pursuance of the 156th meeting of the Commission decisions, it was decided to implement low cost video calling solution for personal hearing at selected provincial and regional offices of FPSC. In phase-I facility was made available between FPSC Headquarter and FPSC provincial office Lahore. After successful completion of Phase-I, the said facility was extended to the provincial office Karachi.

xiii. **Uploading of Recruitment Rules**

Secretary, FPSC directed that "Recruitment Rules" of all the Ministries to be made available on the FPSC website. In this regard, C & R Wing of FPSC contacted all the Ministries to get the recruitment rules. The scanning process of recruitment rules is in process at C&R Wing and 13 completed scanned rules out of 34 Ministries have been made available on the FPSC Website on link: <https://www.fpsc.gov.pk/about/recruitment-rules>.

xiv. **Progress of the Project:**

RFP for Hiring of Consultancy Firm for Development of Computer Based Testing, tender notice for-up gradation/integration of existing recruitment system Software Modules and tender notice for procurement of machinery, IT equipment, furniture and fixture were published. Technical evaluations of all published tenders are under process. Moreover, the scrutiny of online applications received against project advertised posts are also under process.

xv. **Question Databank:**

The project is intended to introduce in-house digitized Question Databank for generation of question papers for various tests conducted by FPSC.

xvi. **Provision of Call Centre Services**

IT Wing assisted Logistic Directorate of FPSC in procurement of Virtual Call Centre at FPSC. Various meeting with NTC and other vendors were held to establish state of the art Call Centre at FPSC. Accordingly, required hardware and services have been procured and the call centre will be operationalized in the year 2021.

iii) Results:

- Maintained 100% for receiving GR and CE application online in the year.
- No (zero) hardcopy of online applications for GR to be dispatched by the candidate.
- Provision of 15 days for application submission prior to closing date.
- Cut-off time to be 12:00 midnight of the closing date.
- Maintained 100% availability of online admission certificate, for GR and CE, accessible to candidates without geographical constraints. (Exception - withheld certificates).
- No (zero) dispatch of admission certificates through postal/courier means.
- Availability - Minimum 7 days prior to start of test/examination.
- Issued online admission certificates for actual number of candidates appearing in the tests/examinations.
- Date of placement of certificates and the date of commencement of the test/examination.
- 100% detailed marks sheet of Competitive Examinations be placed online.
- SMSs dispatched to 100% candidates for appearing in the test/examination during the year on their given cell phone numbers.

- Number of SMSs sent to candidates called for test/examination during the year.
- Availability of general information of interest.
- Placement of specific information based on events over the web portal within 24 hours of its publication.
- To become highly accessed web portal at par with other public sector organizations in Pakistan.
- Number of appeared candidates' vs. number of marks sheets made available online, except withheld candidates.

CHAPTER VI: RESEARCH & ANALYSIS

- **CURRICULUM
DEVELOPMENT**
- **EQUIVALENCE OF
QUALIFICATIONS OF
ACADEMIC DEGREES**
- **COMPARATIVE ANALYSIS**
- **EXAMINERS
OBSERVATIONS**

Curriculum Development

6.1 Preparation of Syllabi for Examinations/Tests: Aiming to modernize and to keep in line with professional requirements, the Curriculum & Research Wing remained engaged in developing, updating and revising scheme and syllabi of technical and professional ex-cadre posts, falling under the ambit of General Recruitment. The Commission has also constituted Ministry/Division/Department wise Committees of the honorable Members of the Commission who review and approve the recommendations on syllabi and test scheme. As per requirements of the post, the Curriculum & Research Wing holds consultation with Higher Education Commission, Pakistan Engineering Council or Pakistan Medical and Dental Council. During 2020, following scheme and syllabi for various examinations and tests schemes were prepared:

a) Syllabi designed for screening/professional tests for Ex-cadre positions: Curriculum and Research Wing designed test schemes and syllabi for all posts advertised by the Commission in Basic Scale 16 and above for 203 cases of recruitment comprising 2327 posts during 2020.

b) Syllabi for CSS: Various proposals of Committees constituted under the Commission and examiner's observations relating to CSS Competitive Examination have been reviewed and discussed with key stakeholders including HEC and CSS aspirants viewpoints as well as media debates.

c) Vetting of Syllabi for Final Passing Out Examinations: Syllabus for FPOE for 12 occupational Groups/Services (46th CTP) was processed for vetting. The Commission approved syllabus of all occupational Groups/Services.

d) Vetting of Syllabi for Final Passing Out Examinations, 2020: Syllabus for FPOE for 12 occupational Groups/Services (47th CTP) was processed for vetting and The Commission approved syllabus of Postal Group, Information Group, Pakistan Custom Service, Military Lands & Cantonments Group and Commerce & Trade Group.

6.2 Recognition and Equivalence of Qualifications and Degrees: In case of any discrepancy occurring in a degree possessed by a candidate required for a specified post, its equivalence is determined. Advice on recognition of the Degree Awarding Institution is also obtained and tendered to the Commission by the Curriculum and Research Wing. During 2020, 135 cases were finalized in consultation with the Higher Education Commission and Pakistan Engineering Council.

6.3 Cancellation of Degrees/Certificates of different Universities/Institutes: 52 Number of bogus/cancelled cases relating to degrees/certificates of different Universities/ Institutes were received and processed for information of all dealing wings of FPSC.

6.4 Urdu Translation of FPSC Documents: Urdu translation of about 42 related documents of FPSC regarding National Assembly and Senate steered questions were prepared and forwarded to quarters concerned.

6.5 Participation in Multiple forums

Proceedings on National Assembly/Senate Secretariat Meetings Regarding CSS Exam Matters During 2020

Table 34: National Assembly/Senate Standing Committee meetings during 2020

Date of Meeting	Forum	Agenda Item	Remarks
07.02.2020	Senate Secretariat	FPSC (Validation of Rules) Bill 2020 introduced in the Senate Sitting held on 07.02.2020	Government moved a bill in the National Assembly regarding Federal Public Service Commission (Validation of Rules) Bill 2020. It was discussed in the National Assembly Standing Committee in Cabinet Secretariat. The Committee approved and tabulated in the House which was subsequently passed by the National Assembly. Same was tabled in the Senate. The Senate did not approve the bill within 90 days, therefore, the Minister Incharge Cabinet Secretariat moved a motion that the bill may taken into consideration in the joint sitting of Parliament under Article 70(3) of the Constitution and under rule 154 (7) of the rules of procedure and conduct of business in the National Assembly 2017. The same is still pending for consideration in the joint sitting of Parliament.
28.02.2020	Senate Secretariat	Senate started Question No. 34 moved by Senator Shehzad Waseem a) Whether any quota has been reserved for students/candidate with disabilities in CSS Examination, if so, the details thereof; and b) Whether the said quota is observed by the Federal Public Service Commission if so, the details thereof;	No specific quota has been reserved for disabled persons. However, they can compete in CSS Competitive Examination against all occupational groups/services irrespective of their disability.
11.08.2020	Senate Secretariat	Resolution moved by Senator Khushbakht Shujat. This house recommend that the Govt. should increase the age limit for CSS examination up to 3 years, increase the number of attempts from 3 to 5 and make both Urdu and English language as medium for the examination.	A comprehensive brief/reply was forwarded on 03.09.2020 with the proposal to oppose the resolution.
05.11.2020	Senate Secretariat	The Federal Public Service Commission (Amendment) Bill, 2020 introduced by Senator Faisal Javed in the Senate Sitting held on 26.10.2020.	A detailed brief was forwarded vide letter dated 3.11.2020 stating that the proposed amendment is a procedural matter falling out of the purview of legislation.

6.6 Meetings/CSS Seminar to encourage participation of students from under developed areas in the Competitive Examination of FPSC: Federal Public Service Commission is entrusted with the responsibility of recruitment against cadre (BS-17) and ex-cadre technical & professional posts (BS-16 & above) of the Federal Government. The Commission ensures representation of all Provinces/Regions in these positions. Looking at the statistics of the previous years, vacancies from Sindh(R), Balochistan and Minorities are continuously increasing unfilled. Out of 577 participants from Balochistan in CSS-2019, only 09 could pass the exam, thus out of 61 vacancies 53 remained unfilled. Same was the trend in Sindh(R), where from out of 1186 participants only 17 passed, thus out of 66 vacancies 49 remained unfilled. The Commission observed possible reasons for (a) Lack of awareness about CSS Examination and other possible opportunities of the student community of these areas, (b) Educational standards not matching with other areas/segments of the society in general. A need is thus felt to guide the students about the examination system and avenues available in Federal services. FPSC is establishing close liaison with Universities and other educational institutions through Higher Education Commission. FPSC seeks support to encourage/ disseminate the information about job and recruitment process by career guidance/counseling programs for aspirants/students/graduates belonging to Public Sector Universities of Balochistan. In this context, FPSC stance to change the scenario attended a meeting on 10th November, 2020 at Governor House Quetta. The meeting was chaired by the honourable Governor Balochistan, Mr. Amanullah Khan Yasinzai, the Chairman/Members FPSC, Vice Chancellors of Universities and Senior Officers attended the meeting. The Governor Balochistan appreciated participation of all stakeholders and for their valuable contribution The Vice Chancellors Universities made suggestions for way forward and constituted a working group for co-ordination amongst the Government of Balochistan, Educational Institutions of higher learning in Balochistan and FPSC and to proactively pursue Career Counseling against federal posts.

Comparative Analysis

6.7 Between Jan-Dec 2020, Curriculum & Research Wing carried out analysis of all activities for CSS CE and General Recruitment to determine different trends subject wise performance, family background, experience, success rating, top 20 trends, region/Domicile, last academic institution/ college/ University attended, last academic degree and many other variables were taken into consideration. Input of the Examiners observations, HEC and Universities/Institutes were also placed for analysis. The Report focused in areas where initiatives for improvements could be made in recruitment & selection, narrowing the gap between candidate’s performance vs. examiners observations, study material, required skills & experience, reduction of timelines and encourage participation women, minorities and under developed areas from provinces/regions in federal services under FPSC due to increase of un-filled vacancies/non availability of suitable candidates. A summary of review & analysis is as follows.

Last 10 year performance in CSS and General Recruitment

Table 35 (a): Recruitment by Examination/Tests

Year	CSS Competitive Examinations			General Recruitment Test		
	Applications received	No of Posts	Recommended	Applications received against Advertised posts	No. of Posts advertised	Recommended
2011	13071	285	239	97826	908	890
2012	14335	252	222	30756	650	929
2013	15998	266	195	95875	1004	449
2014	24640	315	233	256513	2205	794
2015	22412	333	238	436170	1559	575
2016	20717	351	191	295523	2207	1455
2017	23025	484	260	309990	2465	2413
2018	24010	466	278	741058	3127	2191
2019	23403	410	212	877302	3603	1008
2020	39630	447	221	621157	2327	1016

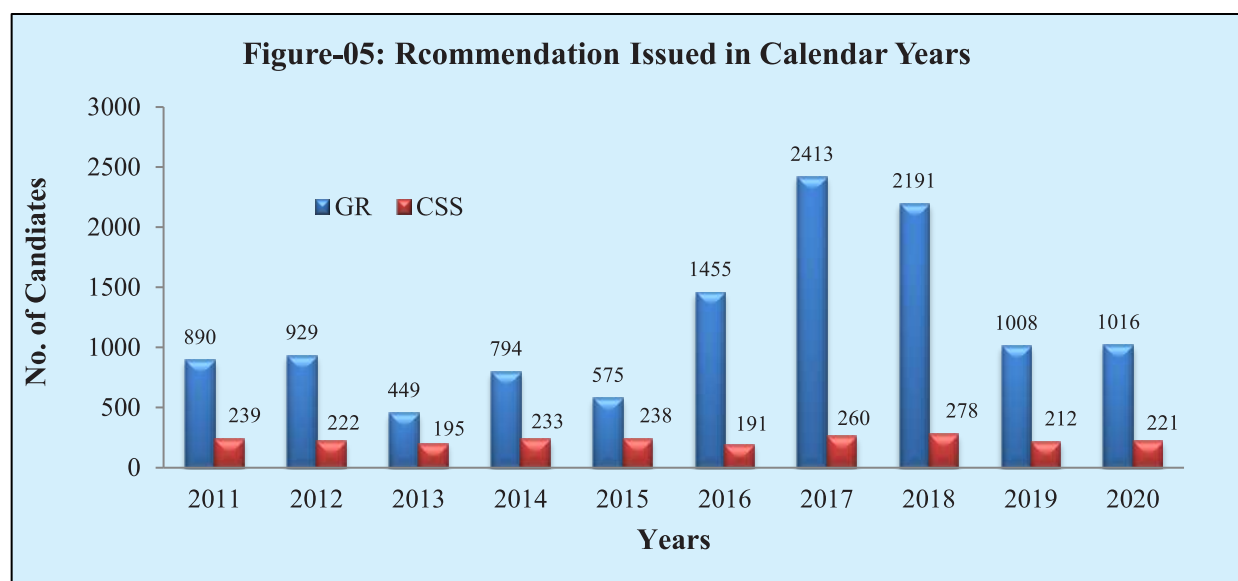


Table 35(b): Last five year performance in CSS Competitive Examination

S No	Activity	CE-2016	CE-2017	CE-2018	CE-2019	CE-2020
1	No of Applicants	20717	23025	24010	23403	39630
2	No of Candidates Appeared in all papers of CSS Competitive Examination	9643	10254	11887	14521	18553
3	% of applicants appeared in Exam	47	45	50	62	47
4	No. of Qualified Candidates in Written Examination	202	312	569	372	376
5	% of Qualified Candidates out of candidates appeared	2.09	3.04	4.79	2.56	2.03
6	No of Candidates finally Passed	199	310	567	365	364
7	% of candidates finally passed	2.06	3.02	4.76	2.51	1.96
8	No of Candidates allocated	191	260	278	212	221

Performance in CSS (Compulsory/Optional) subjects

Table 36: Most Popular Subjects

Optional Subjects	Appeared					%age of Appeared				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
International Relations	6006	6692	8,526	9094	10500	62	65	72	63	57
International Law	3834	4949	6,365	6552	5822	40	48	54	45	31
Gender Studies	3718	4690	6,409	8827	10845	39	46	54	61	58
History of the USA	3142	4502	6,801	7603	8782	33	44	57	52	47
History of Pak & India	2982	3012	2,491	2904	3607	31	29	21	20	19
Sociology	2700	3187	3,611	4563	6145	28	31	30	31	33
Public Administration	2482	2711	2,065	2635	3758	26	26	17	18	20
Political Science	1591	1563	1,496	2908	4994	16	15	13	20	27
Punjabi	1511	1751	2,497	3082	4084	16	17	21	21	22
Town Planning & Urban Management	1469	511	411	492	737	15	5	3	3	4
Business Administration	1462	1573	1,555	1721	2294	15	15	13	12	12
Muslim Law & Jurisprudence	1342	1143	736	777	1069	14	11	6	5	6
Psychology	1304	1179	1,150	1119	1485	14	11	10	8	8
Islamic History & Culture	1196	905	866	996	1361	12	9	7	7	7
Environmental Sciences	1148	1341	2,312	2307	3429	12	13	19	16	18
Agriculture & Forestry	881	683	377	417	472	9	7	3	3	3
Pashto	831	660	709	1126	1530	9	6	6	8	8
Criminology	819	1132	2,025	3815	6683	8	11	17	26	36
Governance & Public Policies	801	589	496	600	1105	8	6	4	4	6
Journalism & Mass Communication	800	826	804	751	780	8	8	7	5	4
Geography	797	721	623	654	650	8	7	5	5	4
Accountancy and Auditing	689	710	689	869	1107	7	7	6	6	6
Mercantile Law	607	546	461	459	640	6	5	4	3	3
Physics	582	583	531	650	918	6	6	4	4	5
Constitutional Law	580	448	372	601	1144	6	4	3	4	6
Economics	565	533	464	520	661	6	5	4	4	4
Sindhi	422	467	665	688	1071	4	5	6	5	6
Urdu Literature	354	309	343	335	470	4	3	3	2	3
Computer Science	307	332	336	440	600	3	3	3	3	3

Table 37: Least Popular Subjects

Optional Subjects	Candidates Appeared					%age of Appeared Candidates				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Persian	23	16	13	19	20	0.24	0.16	0.11	0.13	0.11
Arabic	53	34	29	24	28	1	0.33	0.24	0.17	0.15
Geology	62	56	44	51	66	1	1	0.37	0.35	0.36
Anthropology	70	114	370	808	846	1	1	3	6	5
Balochi	76	77	81	118	173	1	1	1	1	1
Law	112	93	90	93	96	1	1	1	1	1
Botany	117	97	75	86	149	1	1	1	1	1
Pure Mathematics	118	123	94	109	148	1	1	1	1	1
Applied Mathematics	125	137	118	133	226	1	1	1	1	1
Statistics	145	156	120	129	202	2	2	1	1	1
European History	207	202	178	309	623	2	2	1	2	3
English Literature	215	180	176	156	240	2	2	1	1	1
British History	241	139	107	140	167	2	1	1	1	1
Philosophy	268	240	218	251	411	3	2	2	2	2
Chemistry	290	261	262	293	501	3	3	2	2	3
Zoology	292	281	221	232	396	3	3	2	2	2
Computer Science	307	332	336	440	600	3	3	3	3	3

Table 38: Compulsory Subjects CSS CE-2019

Subject	Marks	Qualified Candidates	Marks obtained					
			Below 40%	%age	40-59%	%age	60% & Above	%age
English Essay	100	365	00	00	361	99	04	1
English (Précis & Composition)	100	365	00	00	320	88	45	12
General Science & Ability	100	365	10	03	199	55	156	43
Current Affairs	100	365	71	19	280	77	14	4
Pakistan Affairs	100	365	09	02	293	80	63	17
Islamiat	100	365	00	00	139	38	226	62

6.8 Table 38 indicates candidates' performance in compulsory subjects. Performance in English Essay and GK-II (Current Affairs) 1% and 4% of the qualified candidates could secure 60% or above. Overall, a vast majority of the Qualified candidates remained in the bracket of 40% to 59% marks.

Performance in CSS Pre-familiarity/Non-familiar trend with subject

Table 39: Performance of Candidates w.r.t. pre-familiarity with subjects opted for-CSS CE 2019

Optional Subject	Appeared	%	Pre-Familiar	%	Written Qualified		Non-familiar	%	Written Qualified	
					33-59%	60% & above			33-59%	60% & above
Accountancy and Auditing	869	6	569	65	290	131	300	35	162	64
Agriculture & Forestry	417	3	47	11	35	10	370	89	227	17
Anthropology	808	6	19	2	14	3	789	98	594	85
Applied Mathematics	133	1	40	30	13	1	93	70	10	2
Arabic	24	0	8	33	2	2	16	67	2	1
Balochi	118	1	5	4	3	1	113	96	69	34
Botany	86	1	45	52	22	5	41	48	18	7
British History	140	1	2	1	0	1	138	99	73	45
Business Administration	1721	12	522	30	282	173	1199	70	614	285
Chemistry	293	2	210	72	95	6	83	28	12	3
Computer Science	440	3	276	63	124	2	164	37	42	0
Constitutional Law	601	4	49	8	27	16	552	92	299	143
Criminology	3815	26	30	1	20	6	3785	99	2652	608
Economics	520	4	330	63	184	95	190	37	96	12
English Literature	156	1	62	40	30	0	94	60	26	0
Environmental Sciences	2307	16	71	3	62	2	2236	97	1646	48
European History	309	2	32	10	9	22	277	90	83	172
Gender Studies	8827	61	32	0	21	1	8795	100	6138	80
Geography	654	5	29	4	19	2	625	96	497	9
Geology	51	0	3	6	2	0	48	94	3	0
Governance & Public Policies	600	4	13	2	10	2	587	98	363	59
History of Pak and India	2904	20	76	3	65	1	2828	97	1775	16
History of USA	7603	52	105	1	71	13	7498	99	4696	863
International Law	6552	45	403	6	138	2	6149	94	1598	25
International Relations	9094	63	438	5	169	0	8656	95	2657	3

Optional Subject	Appeared	%	Pre-Familiar	%	Written Qualified		Non-familiar	%	Written Qualified	
					33-59%	60% & above			33-59%	60% & above
Islamic History and Culture	996	7	27	3	18	0	969	97	507	9
Journalism & Mass Communication	751	5	89	12	41	40	662	88	358	206
Law	93	1	17	18	5	0	76	82	5	1
Mercantile Law	459	3	17	4	5	8	442	96	219	97
Muslim Law and Jurisprudence	777	5	10	1	5	3	767	99	425	177
Pashto	1126	8	6	1	1	2	1120	99	574	426
Persian	19	0	3	16	1	0	16	84	6	1
Philosophy	251	2	21	8	7	10	230	92	94	55
Physics	650	4	427	66	215	76	223	34	93	12
Political Science	2908	20	445	15	285	52	2463	85	1534	138
Psychology	1119	8	159	14	85	40	960	86	507	119
Public Administration	2635	18	125	5	65	0	2510	95	947	2
Punjabi	3082	21	72	2	34	30	3010	98	1240	1524
Pure Mathematics	109	1	38	35	7	2	71	65	6	0
Sindhi	688	5	8	1	5	2	680	99	394	198
Sociology	4563	31	173	4	119	19	4390	96	2819	572
Statistics	129	1	21	16	2	0	108	84	15	2
Town Planning & Urban Management	492	3	17	3	8	5	475	97	242	80
Urdu Literature	335	2	22	7	11	5	313	93	168	51
Zoology	232	2	73	31	31	11	159	69	92	9

6.9 Table 39 informs that a vast ratio of candidates without any pre-familiarity/subjects studied in their educational career have scored 60% or above marks in the subjects of Agriculture & Forestry, Anthropology, Applied Mathematics, Arabic, Balochi, British History, Business Administration, Constitutional Law, Criminology, English Literature, Environmental Science, European History, Gender Studies, Geography, Geology, Governance & Public Policies, History of Pak & India, History of the USA, International Law, International Relations, Islamic History & Culture, Journalism & Mass Communication, Law, Mercantile Law, Muslim Law & Jurisprudence, Pashto, Persian, Philosophy, Political Science, Psychology, Public Administration, Punjabi, Pure Mathematics, Sindhi, Sociology, Statistics, Town Planning & Urban, Management, Urdu Literature and Zoology. It indicates that selection of optional subjects was highly random. During the viva voce/interviews, in many cases it was quite evident that those candidates who had not studied the subjects at academic level, they lacked good comprehension of the discipline.

6.10 Examiner's observations on Performance of Candidates in CSS CE-2020

The Examiners have made the following observations on the candidates' performance in compulsory, most popular and least popular optional subjects opted by candidates in written part of the CSS Competitive Examination 2020.

A: Compulsory Subjects

i English Essay: General performance of the candidates was found to be very poor. Candidates did not follow the mechanics of Essay writing appropriately. Few were able to achieve the essential standards of Essay writing, like conceptual clarity, research-based knowledge of the subject and the argument based on logical reasoning. The most blatant issue was lack of conceptual clarity on topics such as 'Women Universities as Agents of Change' and Polarized Politic's, Issues and challenges of Democracy in Pakistan'. The attempts on 'Pakistan and the Future of Kashmir Cause' invariably contained stereotyped, crammed material without any substantial futuristic approach. Not a single focused attempt could be found on the essay about literature. Attempts on economic aspects exhibited superficial and unauthentic approach. Most of the scripts were bloated with irrelevant ideas, evidences or redundant sentences. The candidates were also not able to distinguish between description (telling what happened) and analysis (judging why something happened). Irrelevant and unconvincing opposing viewpoints were found to be abundant in the scripts. In short, the overall performance of the candidates in CSS Essay Writing was very poor and unsatisfactory. The present dismal performance in essay writing is a warning to raise the standards of education in Pakistan. Future candidates need to develop critical thinking skills, consult authentic reference books and research articles, and improve writing skills to meet the required standards of CSS. In particular, most of the candidates failed to:

- Synchronize: To break down the essay title into its component parts and consider possible ways of addressing them.
- Outline: Mostly disorganized and shambolic. Some of the candidates produced a reasonable outline, but did not discuss those points in the essay at all.
- Produce Thesis Statement (what they want to or try to prove), Mapping Statement or statements (what and how they well argue), and Topic Sentences (sentences that introduce the selected topics) fittingly.
- Build up the proper structure of the essay: ordering the material they had produced, properly presenting and discussing it, and forming it into a coherent argument.
- Construct the proper supporting paragraphs that make up the main body of the essay. In this context, multiple ideas were discussed in one paragraph. They were not able to develop each supporting point with facts, details, and examples. They also failed to connect the supporting point with facts, details, and examples. They also failed to connect the supporting paragraphs by using specific transition words.
- Write down a powerful conclusion to the essay. They were not able to present their apt opinions about key ideas of their selected topics. They just lift the ideas hanging with no suggestive direction at all.

English Essay			
Appeared	Fail	Pass	60% & above
18553	18177	376	0

English (Precise & Composition): The quality of the scripts was not satisfactory. With some remarkable exceptions, it was generally below par and hence not satisfactory. Candidates seemed to be either ignorant or less conscious of the accuracy of syntax, spellings, punctuation and constructive drafting of a précis. There was lack of originality, clarity of thought, coherence in the content, and a reasonable analysis of facts and figures pertaining to a given topic. The importance of the English language, both as a viable transnational mode of communication and an organic part of the scheme of spoken and written communication in the civil services can hardly be overemphasized. There is a pressing need to change the methodology of teaching of English at different levels in our system of education especially at the grassroots level. The grey areas pinpointed should be taken note of by the educational administrators in general and teachers of English in particular to rectify the situation besides improving the technique and quality of teaching of the language through sustained reorientation and teachers' training programs on the subject.

English (Precise & Composition)			
Appeared	Fail	Pass	60% & above
18553	18177	376	280

GK-I (General Science & Ability): The performance of the most of the candidates was not satisfactory. Preparation of candidates was not up to the mark. The mode of descriptive answers was not impressive. There should be a mechanism to screen out the non serious candidates before entering into the main stream. The syllabus was exemplary covering the most of the topics related to the different fields of science.

GK-I (General Science & Ability)			
Appeared	Fail	Pass	60% & above
18553	18177	376	142

GK-III (Current Affairs): Generally performance of the candidates was not satisfactory. They are not fully prepared but have only a birds-eye-view about the subject. Their spellings were also very weak. Most of the candidates do not care about the paragraphs or appropriate headings. Most of them answered without sequence, the point they should give at start of the answer, they have given at the end. Most of the candidates lack the understanding of the question. It is suggested that the candidates must understand the question first and then attempt using appropriate paragraphs with legible handwriting.

GK-III (Current Affairs)			
Appeared	Fail	Pass	60% & above
18553	18177	376	20

Islamic Studies: It is highly alarming and worth mentioning that the educational standard of the country is on decline, especially our Urdu medium /Government sector education. Expression of candidates of almost 97% was very poor. Deep study of the subject was lacking hence their answers were shallow and substandard. Quran

& Hadith study was very poor of the candidates. Good candidates who got 60-70% marks were also not able to write a Quranic verse or Hadith correctly. For instance, in question principles, terms and conditions of jihad were asked and the responses were on importance and significance of Jihad. Similarly when asked to prove that Islamic financial system can solve the humankind financial issues and problems but responses were quoting zakat/jizya and other sources of Islamic financial system. It will be useful if competent scholars and teachers of Islamic studies engage to look into the syllabi after every two or three years to add books/readings related and required for the understanding the issues of Pakistan/ Islamic Ulema and as a whole to address the issues rising time to time on global scenario.

Islamic Studies			
Appeared	Fail	Pass	60% & above
18553	18177	376	23

Comparative Study of Major Religions: Some candidates expend sound knowledge with clear understanding of the subject. However, a significant number of candidates filled their copies with repeated concepts, irrelevant & unfocused answers. For example, candidates wrote individual benefits of studying particular religion rather than religions. When asked what major and minor Prophets mean in the Old Testament, candidates focused on the origin, history, and life of Moses and his struggle in Egypt. The actual question still remained less /uncovered. Q No. 5 of the noble eight -fold path of Buddha, they concentrated on the life/story of Buddha rather than sticking to the question. Q No. 8 of comparison between Islam and Judaism, candidates answered in a very general way instead of an academic manner i.e. both offer prayer, perform hajj etc. also, they mentioned only similarities and no differences. Training sessions for teachers in the field of interfaith and comparative religions studies can be helpful to improve the quality of teaching.

B: Most Popular Optional Subjects

Gender Studies: This year more than 10,000 candidates opted for the Gender Studies paper. Only one-fourth of the candidates had seriously studied the subject and attempted the paper extremely well. Whilst for about half of the candidates, the subject was new and they tried to attempt using their general knowledge more than actually understanding the actual questions. The rest of the candidates just tried to attempt the paper by getting a quick scan of the discipline and not understanding it thoroughly. Thus, very less percentage of the candidates were serious in attempting the paper. In future, candidates need to take the subject seriously and study thoroughly.

Gender Studies			
Appeared	Fail	Pass	60% & above
10845	1260	9585	3098

International Relations Paper-I: Overall performance of the candidates was not satisfactory. Deficiencies mostly related to English language and expression. Candidates’ expression was mostly descriptive, general in nature, overwhelmingly lacked analytical skills and critical import. Candidates failed to present points of divergence. In attempting International Law related questions, they failed to understand the main requirements

and talked about history of League of Nations and UNO and overlooked to explain the concept of pre-emptive self-defence but most of them failed to cite specific Articles, Clauses and Provisions of International Law. Questions related to political economy were dealt superficially and most often CPEC has been cited as future evidence. In a question, candidates described determinants of Pakistan’s foreign policy but not of strategic culture. They tried to answer without providing any proper definition of the term “strategic culture” and mostly focussed on the multiplicity of local social cultures, customs, traditions and languages. Questions about Indian Ocean and US Indo-Pacific Policy were mixed up and majority repeated the same facts. Most of the candidates ignored or had no clue of the concept of maritime security. Approach and content in answers was similar, reflecting the reliance on CSS academies instead of using own mind/thinking. Some tried to duplicate the question paper in the answer sheets to deceive the examiner. It seemed that they sat in the exam just for fun or to test the ingenuity of the examiner. Many scripts contained countless spelling mistakes and grammar blunders. Very few candidates tried to present the relevant material, majority only blacken answer-sheets for nothing worth. Relevance of answer is vital for an exam of this standard and requires thorough study of relevant conceptual as well as policy-oriented debates, opinions, surveys made available in research journals, magazines and national and international dailies. Candidates are supposed to read the prescribed course material in original, reliance on guides/notes for their preparation reduces the chances of success. Answers did not possess any qualitative resemblance with the source material recommended by the FPSC as mostly candidates failed to identify the origin of the questions. Candidates at this level are expected to write lucid, relevant and logical answers demonstrating their analytical skills. This cannot be done unless candidates consult the recommended/prescribed course material.

International Relations Paper-I			
Appeared	Fail	Pass	60% & above
10500	3013	7487	355

International Law: The overall performance of the candidates was not up to the mark. While examining the papers, it transpired that most of them did not try to understand the questions and could not differentiate between the concept and context of International Law and International Relations. Although few scripts were excellent but most of the papers were based on historic facts and irrelevant information rather than focusing on the required point of international law. It is added that number of papers was merely reproduction of the question paper. Issue of immediate concern was irrelevancy of answers and reliance on the material available in shape of “notes” and “guides” rather than on original sources based in-depth and logical.

International Law			
Appeared	Fail	Pass	60% & above
5822	4025	1797	15

History of the United States: Majority appeared to be not substantially ready for attempting this paper. Substantial and comprehensive exam preparation is the first and the foremost condition. Failing this imperative, many candidates fail their key chances. Understanding of the required questions remains as part of the broader issue and lack of that leads to failure. Most of them did not comprehend the questions. They

often failed to convey their conceptual understanding on the subject. It is imperative to mention that CSS exams are different from many other exams and need to be attempted differently. Majority remained quite generic/simple like school or colleges exams without potentially demonstrating some form of sophistication in their attempts questions. Many lacked analytical sophistication much needed in such exams, while competing for securing better and stronger marks to lead to the top. Writing spelling on grammar and sentence structure mistakes also remaining a cause of failure. The overall grip of questions, time management in terms of attempting each question justly and properly, sophistication of critical analysis, elaboration of specific key quotations, writing, better economy of good written expression, understanding the basic theme of each question, examples, evidences, empirical knowledge etc. remain the broader but key issues in most of the papers. In sum, much more and better preparation is required by students on these imperatives.

History of the United States			
Appeared	Fail	Pass	60% & above
8782	3226	5556	59

Criminology: Despite the fact that more than six thousand candidates opted for Criminology as an optional subject and appeared in written examination, only few of them were able to leave an impression that they had prepared themselves well. It was observed that majority of the candidates answered the questions in same fashion. It seems that they only memorized the content provided by CSS academies. Many of them were not able to write grammatically correct sentences and their language skills were below than average. Majority of the candidates lacked clarity of the concepts and creativity which is expected of those appearing in the competitive examination. To address this issue, there is need to conduct general aptitude test (GAT) CSS for CSS aspirants. Those who passed GAT, may be allowed to appear in general CSS exams. This will also help FPSC in conducting and managing CSS examination and this process will improve the quality of the candidates for CSS exam in future.

Criminology			
Appeared	Fail	Pass	60% & above
6683	4651	2032	4

Sociology: Mostly answer scripts were below average & poorly attempted. The write-up clearly reflected lack of analytical skills. Majority of questions asked for application of phenomenon to the real world while using their theoretical knowledge were poorly attempted. In response to these questions, majority of the candidates only reproduced the memorized descriptive knowledge without actually answering the question. The way questions were attempted was indicative of non-serious attitude of the candidates towards this examination. Candidates should equip themselves with the practical knowledge of the concepts and the field. Whatever topics to be covered should be understood in a way that can be applied to the real-life situations and scenarios. Simply memorizing the concepts without having thorough comprehension should be strongly discouraged. Q. No. 7 was about approaches used in research and their application through examples. The two approaches which were mentioned qualitative and quantitative. Mostly students did not have idea about these research approaches, therefore, failed to give relevant examples. This indicates the poor research knowledge of the candidates. Theoretical knowledge is also found weak, particularly when it comes to the application of the concepts.

Sociology			
Appeared	Fail	Pass	60% & above
6145	4477	1668	10

Political Science-A: It is suggested that candidates should prepare themselves before appearing in the examination. Candidates were not prepared to answer the questions. Many candidates did not answer the questioning properly and concept was not clear to them. Some candidates answer the question repeatedly. Some candidates write only questions and numbers. Writing of some candidates was not clear rather poor handwriting and unable to read.

Political Science-A			
Appeared	Fail	Pass	60% & above
4994	1426	3568	315

Public Administration: Overall performance of the candidates to answer the relevant questions reflects, their arguments, articulation, deliberation, analyses and proposing way forward remains extremely poor. There were unable to conceptualize the required questions and it seems that their scope of the study and understanding was very limited and were unable to correlate the issues with the applied scenarios re requirement of the questions and further they do not have analytical skills to provide concise answers. The strength and weakness indicates although they can write a narrative on the issue raised however its relevance is questionable. The relevancy comes through versatility, rationality, creativity, organizing thoughts and connecting various aspects in sequence. In addition to the candidates academic developments there is a flaw in educational system and the Higher Education Institutes which are responsible to prepare the graduates for the country have to revisit their system and in addition to academic knowledge may consider the competitive examination framework and objectivity and must focus the same in context with required quantity, quality and problem solving approaches.

Public Administration			
Appeared	Fail	Pass	60% & above
3758	1564	2194	47

History of Pakistan and India: The questions were framed to examine the analytical abilities of applicants. Unfortunately, most of them came up with irrelevant details showing their inability to understand the questions or to give a plausible answer. While others produced either extremely low standard of explanations or crammed knowledge. Consequently, they were given very low marks and failed those who had poor language skills and their answers were not comprehensible. A few examinees did show good analytical abilities and they were given due credit. By using good language skills, their answers were precise covering one or many aspects of the issue. They also show up-to-date knowledge and their ability to use other disciplines (such as economics and political science) to explain historical problem. It is suggested that discourage academy culture, cramming, guidebooks and notes. Encourage the learning of up-to-date knowledge and ideas as well as M.Phil

qualification. Furnishing above will do date collection, get training for quantitative/qualitative analysis and write thesis which polish their skills of comprehension and communication

History of Pakistan and India			
Appeared	Fail	Pass	60% & above
3607	3032	575	5

Environmental Science: The overall performance is an average. Lot of candidates don't have grip on the subjects but many students also attempted their best. Majority of the students attempted the Q. No. 4, 6, 7 and 8. No one student attempted the Q.No.2. Candidates tried to attempt those questions which are link with our daily environmental issues. Environmental science and climate change are the hot topics nowadays. It should be mandatory for all the candidates who appear within the CSS examination must pass the 50 marks paper of Environmental Science/climate change. The economy the socio-economic condition of Pakistan, everyone know about the impact of environment/climate change and its remedies. It is need of time to improve the standards of education. We adopt such system of Examination which enhance the learning objectives of the subject. Few candidates wrote their own ideas or took material which is present on website. Above parameters should be followed by the candidates who are appearing in the CSS exam. Candidates should need to improve their written skills and knowledge.

Environmental Science			
Appeared	Fail	Pass	60% & above
3429	359	3070	1388

Business Administration: Overall 36% student secure 50% and above marks. Less than 5% students categorized as good, securing marks 55 and above out of 80. Candidates do not know much about management related questions, which shows that their general understanding about management was week. In case of subject specific question, most of the answers were up to the mark. More generalized questions should be asked so that we may understand what people know about general business practices, especially what is going on in the market.

Business Administration			
Appeared	Fail	Pass	60% & above
2294	777	1517	268

Psychology: Success in any area of life indicates that the competitors are worthy of running the machinery of the country effectively and diligently. The disappointing and deplorable result indicates that most of the candidates opted Psychology considering it too easy to go through even first year book on the subject of Psychology. They did not know even the basics of the subject. Some of them used their non sense not even their common sense that Gardener's theory of "Street Smartness" was not about a gardener who plants tree for healthy environment. Such low pass percentage is alarming and it's a wakeup call the esteemed educationists. The grave misconception of competitors about their caliber and academic abilities demands some strategies which should filter them out in the beginning. The concerned authorities should check their language proficiency, academic performance and common comprehension level by administering "Foundation Level

Placement Test” just to filter out rubbish.

Psychology			
Appeared	Fail	Pass	60% & above
1485	1278	207	9

Islamic History & Culture: The standard of knowledge depicted in answers indicates that candidates are facing lack of quality reading material. They should consult standard reading material rather than guide books available in market. In Q No. 2 “The Treaty of Medina” a few number of candidates were able to communicate the proper importance of this treaty. Majority added irrelevant and inappropriate details. They mixed Treaty of Medina with Treaty of Hudaibiyah. Similarly in Q No. 5 “Bait ul Mal Reforms in the period of Umar Bin Abdul Aziz” were confused with the reforms of Hazarat Umar Farooq (R.A). In Q No. 4, majority of answers were stereotype. Similar points with similar explanation were reproduced.

Islamic History & Culture			
Appeared	Fail	Pass	60% & above
1361	768	593	19

Constitutional Law: It has been observed that the performance of the candidates in paper is not up to mark and it seems that the candidates have no background of law despite the subject has prime importance for the smooth functioning of state affairs otherwise candidates would not be able to serve. They need proper understanding about the constitutional law and training programs must be conducted to create awareness among the candidates regarding the selection of the subject. Candidates badly attempted the Q.No. 2, 3, 6 and 7. In these questions the candidates did not refer the relevant provisions of the law and most of the candidates writing were look like self writing without the application of law. There is a dire need to train the candidates. They should properly read and understand the Constitution of Islamic Republic of Pakistan as well as to read properly the book on the political and constitutional history of Pakistan.

Constitutional Law			
Appeared	Fail	Pass	60% & above
1144	1016	128	3

Governance & Public Policy: The candidates deciphered out from their paper; who had studied this subject and those who had no preparation at all. Another distinction was those who could express in English and those who could not construct a sentence. Incidentally, with poor expression generally possessed a poor handwriting. The candidates copied a fixed answering pattern, which reflected a coaching center approach. Abstract, introduction and conclusion etc may not fit with all questions and it does add value to any answer. It trades off focus, relevance and time. The candidates having little exposure or a naïve understanding of writing style ended up simply repeating the stencils of introduction and conclusion in the body of the question. Candidates did not grapple the essence of the subject. They appeared to possess a semblance of historical or fictional knowledge of governance in Pakistan with a heavy journalistic perspective of public policy issues. Their performance in basic questions on governance and public policy, testified that paper was for aspirants of a position in public

bureaucracy, and hence fittingly it was biased towards the nature of job and its functions. Whoever, knowledge on the bureaucratic dimension was found scanty. Even those who responded had based their knowledge on the mischievous social and print media. Each question had a specific objective described as under:

Question 2: The question pertained to an important facet of governance, the devolution of state power to the people at the grassroots. In the first part candidates were to describe the Kerala model briefly, and then present their analysis. In the application part, they were supposed to describe the feasibility of its adoption in their own province. It portrays a governance flaw of Pakistan, where the local governments have been ignored by democratic governments, despite being a constitutional obligation. This was second most attempted question by the candidates. Only a small number had the appropriate idea of Kerala model, while the majority stuck to general characteristics in any devolution initiative. The application part was the inadequately responded which reflected the handicap of candidates to apply their knowledge.

Question 3: The question insight the steel frame of the government i.e. the basic nature and characteristics of bureaucracy. Candidates were to describe and compare the ideas of the two great philosophers. Overall this was fairly attempted question. The weak spot was the candidates' knowledge on the background and timeframe of thoughts of the philosophers. Consequently the comparison part was inaccurately responded.

Question 4: this was the easiest but vital question on public policy studies. It pertained to the distinguished and popular Stages Model of public policy process. It was the most attempted question. The weaker dimension of the responses was that none of the candidates identified their described models with any author and only few correctly represented their full model. Majority had no idea of about the stages model. Knowledge of the model is considered pervasive; therefore candidates were required to describe the role of bureaucracy in each stage of the model. Most candidates failed to answer this bureaucratic dimension.

Question 5: This question was touched the core of the subject of governance. It was to test if candidates knew why and how governance has become so important in contemporary world. It enveloped the *raison d'être* of this subject being part of the CSS examination. Candidates were required to review its development beginning with Woodrow Wilson, all the way down to present. The common anomaly in the responses was that whereas candidates wrote at length lot about the life and contributions of Woodrow Wilson, they evaded his contributions towards professionalism in bureaucracy. They had no idea about other paradigms of the last century. Few could describe it fairly comprehensively.

Question 6: Focused the popular concept of good governance. This has a deep appeal to the public at large but there are as many definitions and connotations of this, as are the writers. The question pertained to the contribution of three most significant donors of Pakistan towards good governance. Since the World Bank is its most vociferous proponent. The part two specifically questioned the role of this bank. This question demanded a deeper understanding and not the expression of general/superfluous knowledge. This was the second most difficult question in this paper. Majority of the candidates attempted it without having any idea of its answer. Not a single candidate gave the correct indicators of three aid agencies that were questioned. Few had the knowledge about it as well. The overall responses of candidates reflected a poor state of knowledge about the subject of governance.

Question 7: This was about the philosophies of governance and public policy. It touched one of the major academic ideologies, i.e. the theory of Rational Choice. Most difficult question as it encompassed the philosophical plane. First part of the question dealt with theoretical understanding and the second was about its practice in Pakistan. Unless one knew the first part, she/he could not be correct in the second part. Majority of the candidates were not acquainted with the representation of bureaucracy in this theory. Those who answered this question had described the rational model of policymaking.

Question 8: this was a simple question to test the skills of policy analysis. Candidates were to pick one policy of their choice and then explain that how and why that policy was created by the policy makers. It challenged their knowledge and analytical skills in a real life situation in Pakistan. Its four subparts were not drawn from any model but were a generic representation of any policy analysis exercise. In simple terms, it required detailed knowledge of a particular policy that was to be put into any framework of the policy analysis. The question was popularly attempted. Consequently, a lack of basic knowledge about public policy process impacted the responses to this question as well.

The candidates merely possessed a mundane understanding of the subjects of Governance and Public Policy whatever understanding they have that comprised journalistic or fictional details of governance and public policies. Strongly urge future candidates to pay specific attention to understand the basic philosophy of the existence of this subject. This is an important subject who impacts daily lives and future of each one of us. This paper would nudge the future candidates in that direction.

Governance & Public Policy			
Appeared	Fail	Pass	60% & above
1105	659	446	22

Accountancy & Auditing (Paper-II): An average and balanced question paper was presented by FPSC to get response/feedback of the candidates. The question paper requires theoretical knowledge and numerical interpretation of the selected topics. Majority of the candidates were unable to report their learning/response against the given questions. Most of the candidates made grammatical and spelling errors/mistakes, poor quality of writing. Moreover, candidates were dependent upon- ready made bookish content to report their responses/understandings instead of their observations, exposure and real life learning along with academic content. Majority of the candidates were more inclined to attempt theoretical questions by generating headings like traditional examination instead of numerical and practical orientation. Overall performance of the candidate indicates an evident gap in terms of lack of creative writing and low level of updated knowledge for this exam. Some of the observations were: Majority of the candidates attempted Q. No. 3, 4, 5 and 7. Very few candidates attempted Q. No. 2. Most of the candidates have produced wrong answers to Q. No. 6. The response to Q.No. 7 indicates that candidates have less appropriate knowledge and information about business organizations operating in Pakistan and relevant laws/procedures. Response to Q.No. 5 and 6 reveals that there is lack of awareness and information regarding updated taxation rules/laws among candidates.

Accountancy & Auditing (Paper-II)			
Appeared	Fail	Pass	60% & above
1107	379	728	128

Muslim Law & Jurisprudence: The overall performance of the candidates in this subject/paper remained unsatisfactory. Majority of the candidates did not answer according to the demands of the questions. The most important thing for a correct answer is to understand the question first. Q No. 5 “Define gharar”, defined it wrongly, cannot answered the remaining major part of the question correctly. It is said that insurance is a modern contract of gharar and is incompatible with the injunctions of Islamic law. It appears from the answers that majority of the candidates did not prepare themselves fully for the subject of Muslim Law and Jurisprudence. Their answers reflect poor preparation and haphazard style adopted by them. Answering the questions of Muslim Law and Jurisprudence, candidates should refer the work of classic and modern Muslim jurists. The

candidates should have grip and command on the concept and philosophy of the subject to get better results. Moreover, just producing the facts of an answer is not sufficient. While evaluating the answers, greater emphasis is laid on the power of utilizing the knowledge and analyzing the facts then on correctness of facts. Weak contents, poor language and handwriting leave bad impression on presentation of the answers.

Muslim Law & Jurisprudence			
Appeared	Fail	Pass	60% & above
1069	893	176	3

Sindhi: In the optional subject of Sindhi in CSS-2020, out of 1049 aspirants only 147 succeeded to pass among the 72 secured 55-55%, 40 between 56-58%, 18 between 60-65% and 10 candidates obtained between 65-70% while only 5 candidates secured 75-78%. It concludes 0.14 percentage passing ratio, extremely a disappointing result with level of dissatisfaction in CSS. The candidates even not Secured hardly any marks there by given zero marks and few could not obtained marks in double figure. Such candidates should sculpture their inner potentials before allowed to appear in a Competitive Examination. To cope up with general mistakes, the candidates must work hard on dictation of Sindhi, possess basic information regarding to geography of Sindh and the accents of Sindhi language, aware of basic knowledge of ancient and modern Sindhi grammatical terminologies, biographies, learning of well known Sindhi literary scholars, poets and their dominant geographies and era. Conclusively the candidates who desire to appear in Competitive Examination in the subject must possess the deep understanding of the above skills, essence of lok Adab and a pace with the deep understanding of vocabulary.

Sindhi			
Appeared	Fail	Pass	60% & above
1071	508	563	42

Physics-I: There were two sections to the examination with question one being compulsory. Section-A included 20 multiple choice questions of one mark each and Section-B included 7 questions worth 80 marks. This structure allows a broader coverage of the syllabus to be examined. Overall the pass rate was very poor for this paper. Generally, majority had not clearly revised some areas of the syllabus and showed poor performance. The presentation of answers was generally not good. Only a few candidates were able to properly explain the answers to questions. In some cases candidates answered less than four questions. This appeared to be due to lack of understanding and knowledge.

Physics-I			
Appeared	Fail	Pass	60% & above
918	329	589	73

Physics-II: Please find below the analysis of 836 students who attempted this exams. Out of 836 students, 1.2% of the students lie (71-85% marks), 6% (80-85%) marks, 19.8% (70-80%) marks, 24% (60 -70%) marks and 49% (<60% marks). Thus the performance is as; 7.2% (excellent), 19.8% (very good), 24% (Good) and 49% (Poor). Thus concluding 51% of the students performed satisfactory.

Physics-II			
Appeared	Fail	Pass	60% & above
918	329	589	73

Anthropology: Strength of the candidates can be estimated from the manner a question has been answered. The strength is in the knowledge generated in context with the question in a holistic manner. Relating the knowledge in a larger context of the society without compromising the academic base is its proof. Found a small number of students had been able to demonstrate this. Analyzing the weakness of the students is an important indicator of their exposure with their educational institutions attended. Found following weakness; many of the students had absolutely no knowledge of the subject. Scripts of such were containing aimless text, neither without any relevance/relation with the question asked or with the subject.

1. Special emphasis on the book reading due to serious deficiency of the academic text/inputs in the answers. Most of the attempts were malnourished/deficient with the academic richness thus making the answers being characterized as “Layman’s Ideas” rather than as scientific in the light of the discipline/subject.
2. Most of the candidates found using similar (common) but, wrong examples and text while answering certain questions. This indicates that, such candidates had used common notes or commercial materials available in the market which in my opinion is lethal to their creativity and performance.
3. Teaching of anthropology in the universities must be revisited and departments teaching it must be re-ensured through letters or else to capacitate students by reading textbooks.

Anthropology			
Appeared	Fail	Pass	60% & above
846	640	206	24

Journalism and Mass Communication: The candidates attempted the questions without understanding what was being asked in the questions. Q. No. 2 required the candidates to first define the concept and then to discuss the required topics in the light of definitions. The candidates did not define the concepts, defined it erroneously, and /or did not discuss the topics in the light of those definitions. Key points in the question that needs to be addressed. If the candidate is asked to define and to discuss, then it means that marks division will be mainly on two aspects: the way it is defined and the way the topic is discussed. There was lack of understanding of the basic terms and concepts related to subject. To mention some example, Soap is a common term used to refer to the dramas dealing especially with domestic situations and frequently characterized by melodrama, ensemble casts and sentimentality. In Pakistan, the dramas broadcast between 7-8pm falls in this category. While addressing to the question related to soaps, the candidates either talk about the soap that are used for washing or referred to the prime-time dramas. They did not properly discuss the related issue of women empowerment and disempowerment. Development Support Communication (DSC) and Development Journalism (DJ), as their name themselves suggest, are two different concepts. DSC is communication programs that support

development initiatives by bring all the stake holders together. DJ on the other hand is journalism around development issues. A distinction that even reflected in the name was not discussed properly while addressing the questions. Get familiar with the most common used terms, concepts and approaches in journalism and mass communication by employing the understanding of subject’s basic foundations, the corresponding discussion or critical analysis will enhance the scores of the candidates. There was mindless overwriting. This overwriting has jumbled up the answer and led to wrong, ambiguous, vague, illogical, irrelevant and erroneous information. Some candidates thought that if they just fill up pages, they will get marks, irrespective of their relevance to the questions. The focus should more on stating correct and relevant discussion than using sheets over sheets. Be specific and do not digress from the scope of the answer. Material that helps in understanding the core concepts, approaches and debates on the topic. Furthermore, read up the current researches and debates on the field. Try to be analytical and critical rather than reproducing that bookish knowledge. Reflect on any material that you read and then make an informed and logical perspective based on that reading.

Journalism and Mass Communication			
Appeared	Fail	Pass	60% & above
780	273	507	175

Town Planning and Urban Management: Analyzing the pass percentage (almost 1%) in the subject reflect an abnormal result. Majority of the candidates have no understanding of the subject and have followed hypothetical approach. The candidates do not acquire knowledge from books. The culture of study is diminishing day by day. Ironically, attempt have been made to solve all questions but they have developed their own (self made) definition and concepts for a very technical aspects of the subject. To a large extent, noticed extremely poor writing and fabricated example. There is no reflection of learned approach based on knowledge or conceptual understanding. Q.No 8 was very simple, it asks for a short note a “National Environmental Policy” apparently majority of the candidates attempted this question but it seems that they have not even seen this policy document. Resultantly, the replied answer is mostly termed as a note on environment. There is no sign of a little bit knowledge and understanding of the policy. An over whelming majority have no understanding of the facts or knowledge of the concepts such as “Urban Design” asked in the Q.No. 4 and 7 respectively. Majority of the candidates attempted this question however, they got very less marks over it. The actual answer to the question is “Urban quality and coherence; Urban pattern; Minimum conflicts between pedestrians and vehicles; Protection from rain, noise, wind storm etc; Easy orientation for users; Compatibility of land use; Availability of places for rest, observe and meet; creation of sense of security and pleasantness’. None of the candidates answer it correctly and precisely. The answers to these technical que stions are mostly in riddle and vague form. While Q.No. 2,3 and 5 are plain questions but are very badly handled by majority of the candidates. No one answer it according to the specified manner as asked in the question. Q. No. 6 is very comprehensive but it is understood and attempted totally in a wrong manner. This question is regarding the “effectiveness of the development plan” that lies both within and outside the plan documents. Within the plans is, that development plan quality it not up to the mark i.e. its preparation process, implementation mechanism and monitoring procedure are mostly flawed in majority of the cities in Pakistan. Whereas, outside the plan incorporates institutional perplexities, professional capacities and legal provision required for the effective implementation of the plan. However, none of the candidates answer it correctly. Considering the apathetic condition, recommend that Q.No. 1, which is objective type must be used as a screening to the CSS examination prior to the written examination in future. This will discourage non serious candidates. It could save the examiner time and can improve his focus as well.

Town Planning and Urban Management			
Appeared	Fail	Pass	60% & above
737	720	17	0

Economics-I: Generally speaking the knowledge and understanding of Economics concepts and its application among the candidates was quite good. However, the communication skills particularly sentence and grammar was very poor among many candidates. There is a clear cut distinction between candidates having English medium background versus Urdu medium.

Economics-I			
Appeared	Fail	Pass	60% & above
661	177	484	82

Economics-II: The subject is a demanding & conceptual and require comprehension of concepts, application of economic theory and art of analysis, along with empirical evidences to support one's point of view. Keeping in view the above, hardly 5% candidates attempted the paper as per requirements. The candidates have following tendencies and deficiencies. The candidates prepared topics in general and tried to ensure without understanding what is asked. They just wrote on essay on the topic with tendency to have many headlines (bold) without relevance, evidences and justification. A significant number of candidates made up own questions on the topic and wrote self-made stories, irrelevant to the question asked. Recommend that topics for this paper need to be revised and updated. The reading material/books etc also need to be revised by competent experts in the area; must include previous examinations. The current reading list is not appropriate and relevant; except few references. In addition to above a clear guideline for the candidates must be provided. The education standard of our institutions (colleges & universities) has gone down, particularly, private institutes are performing very poor; similar is the quality of faculty/teachers. Strongly recommend that this subject must be compulsory for CSS examination. The present result is in no way satisfactory, rather very poor.

Economics-II			
Appeared	Fail	Pass	60% & above
661	177	484	82

Geography: It appears from the responses that majority of the candidates did not prepare appropriately and they lack pre-requisite knowledge and skills required to appear in a competitive exam. Only 19% candidates achieved 60% and above marks in the subject. Lack of conceptual understanding of the ideas has been noticed from the responses of candidates which need to be addressed appropriately by the teaching/guiding institutions. As reflected from the performance/writings, numerous candidates experience language problems in understanding questions and producing responses. Lack of earnestness and interest has also been witnessed from the responses of few candidates. However, all such short comings can be overcome by providing proper guidance and encouragement to candidates. Role of policy makers, planners and teaching/guiding institutions

can play vital role in this regard.

Geography			
Appeared	Fail	Pass	60% & above
650	170	480	72

Mercantile Law: Poor performance by the candidates shocked to read the responses of students to different questions. Candidates from good institutions were able to appreciate the questions and respond accordingly despite their poor knowledge of the subject. Main issue was language and continuity of thought. Lack of knowledge about the subject matter and casual approach was apparent from candidates’ answers/responses. In fact the weakness more, is due to many factors which are briefly discussed below: Deficiency of imparting or the capacity to impart, quality education in the universities and other institutions. Candidates having a law background did not comprehend or were not taught the subject appropriately Private law colleges, are also playing havoc with the legal education. With the mushroom growth of universities, quantity has taken over quality and it has become a lucrative business. There is a component of Business or Commercial Law in the curriculum which is expected to be taught in one semester. The course comprises core business law subjects including, Contracts, Sale of goods, Company and Industrial matters. Partnerships etc. it is highly improbable that student can understand this area in one semester, yet the National Curriculum Review Committee (NCRC) of the HEC in Business Studies, recommends this as routine since very long. Having taught law at institutions imparting legal education and also Business Law at very established Business Schools, There were serious issues of language and writing skills. Most candidates highlighted and underlined small topics very neatly but inside it was all off the point: unnecessary writing and repetition. Questions asked were quite simple. Q.2 was specifically designed to assess the reasoning powers of candidates irrespective of their conclusions. It was balanced by normal and expected questions, candidates had a hundred percent choice. Some candidates attempted the question and I marked the question looking at the reasoning and ignoring the outcome. Those who attempted this question, regrettably, their reasoning were poor and knowledge was missing. It appeared to be just a guess work based on their understanding. They borrowed terms and phrases from the MCQs of Q.1. It is also recommended to look at the available reading material to candidates and students in the universities.

Mercantile Law			
Appeared	Fail	Pass	60% & above
640	278	362	66

European History: The paper set for examination is not very difficult. Some questions were simple i.e. Question No 2, 3,4,5,6 & 8 not difficult to answer. But the problem is that the candidates did not take it seriously. Some of the students did not give proper reply and have got ‘Zero’ in the paper which is evident example of non-seriousness. The questions which require comprehension like 3, 6, 7. answers were not satisfactory. Similarly Q.5 was simple but the candidates who attempted it, did not clearly portrayed. Some of the candidates supported their answers with maps but the maps were not correct. All the above facts show carelessness, non-seriousness language, no proper study and language are the facts of their failure.

European History			
Appeared	Fail	Pass	60% & above
623	197	426	33

Computer Science-I: The question paper covered different topics of computer science. In general, it was observed that the candidates lacked knowledge and application on many topics. Most importantly, the candidates performed poorly on programming and logic building questions. Other topics such as automata theory, compiler construction, database, networking, and algorithms were also not well answered by students. It has been noted that students lack the basic understanding and fundamental knowledge of applying concepts on different computer science questions. Only a few of the candidates have been able to perform satisfactorily. This demonstrates that severe deficiency exists among the candidates.

Computer Science-I			
Appeared	Fail	Pass	60% & above
600	380	220	17

Computer Science II: Overall the knowledge of the candidates in general computing concepts was satisfactory. Very low percentage of candidates was aware of the in-depth concepts of core computing subjects. It was observed that candidates' were good in descriptive questions and tried to write more and more instead of remaining to the point and concise. Some of the candidates' handwriting, language and grammar was very poor. Future candidates are advised to cover core computing concepts and be concise in their answers. In addition to the subject knowledge the candidates are advised to get subscriptions of CS and IT related channels, groups, newsletters and magazines to get updated about their field.

Computer Science-II			
Appeared	Fail	Pass	60% & above
600	380	220	17

Table 40: Candidates' Performance in Most Popular Optional Subjects CSS CE-2020

Subject	Appeared	Failed	Pass	
		Below 33%	33-59%	60% & Above
Gender Studies	10845	1260	6487	3098
International Relations	10500	3013	7132	355
History of USA	8782	3226	5497	59
Criminology	6683	4651	2028	4
Sociology	6145	4477	1658	10
International Law	5822	4025	1782	15
Political Science	4994	1426	3253	315
Punjabi	4084	1315	1916	853
Public Administration	3758	1564	2147	47
History of Pak and India	3607	3032	570	5
Environmental Sciences	3429	359	1682	1388
Business Administration	2294	777	1249	268
Pashto	1530	186	1137	207
Psychology	1485	1278	198	9
Islamic History and Culture	1361	768	574	19
Constitutional Law	1144	1016	125	3
Accountancy and Auditing	1107	379	600	128
Governance & Public Policies	1105	659	424	22
Sindhi	1071	508	521	42
Muslim Law and Jurisprudence	1069	893	173	3
Physics	918	329	516	73
Anthropology	846	640	182	24
Journalism & Mass Communication	780	273	332	175
Town Planning & Urban Management	737	720	17	0
Economics	661	177	402	82
Geography	650	170	408	72
Mercantile Law	640	278	296	66
European History	623	197	393	33
Computer Science	600	380	203	17

C: Least Popular Optional Subjects

Persian: After marking the answer copies the result shows that only one candidate has secured the highest marks 69 and the second highest marks are 62. During assessment of the answer copies certain points were noted regarding the examination and the answer copies which are as under:

The candidates did not follow the instructions of the question paper because most of them have used Urdu or English as medium of language instead of Persian. The students who have not followed the instructions have simply secured zero marks. Apart from this most of the candidates have superficial knowledge of the subject as can be seen in their answer copies. Except for a few, most candidates are not aware of the Persian Syntax and

Sentence Structure. They cannot express themselves. Subject knowledge is not up to the mark. Writing of candidates was very poor and difficult to read the given answer. Most of the candidates have written inadequate answers which does not fulfill the requirement of the given questions. Ambiguity was seen in several answers. On the contrary the performance of the candidates of such competitive examination was not up to the mark but rather below average. If Persian is inducted in Competitive Examination, necessary steps should be taken to promote and enrich Persian Language and Literature in Schools, Colleges and Universities so that students who opt this subject have prior knowledge and can successfully pass this examination.

Persian			
Appeared	Fail	Pass	60% & above
20	14	6	2

Arabic: It has been very pleasant to examine the answer books of Arabic Literature for Civil Services Examination 2020. Half of the answer books reveal a good approach towards Arabic Literature by the candidates who had opted for the subject. The general presentation of the candidates is worth appreciation. However, it is surprising that one third of the candidates appeared in the examination remained unable to understand the text of question No. 7 in which they were asked to explain the development of fiction in modern Arabic Literature. Most of the answers presented were diverted to tradition of Hadith literature, confusing the work :Al-Revaya” with Hadith. Overall standard of the answer presented is better than that of the last year examination.

Arabic			
Appeared	Fail	Pass	60% & above
28	14	14	6

Geology: Overall the attempt of the candidates was extremely unsatisfactory. Most of the candidates seems to not even have a background knowledge of the Geology. Most of them unprepared and it seems as if they have taken this subject for granted. The course content is up to the mark and the question paper is quite balanced.

Geology			
Appeared	Fail	Pass	60% & above
66	52	14	6

Law: Most of the candidates do not possess even the basic knowledge of law and some of them misunderstood the call of question. Generally they lack in applied knowledge. There was large number of grammatical spelling and syntax mistakes which are unseemly at this level. The deficiency can be made up only if the examinees study commentaries of original text looks instead of relying upon guide books. Only two candidates could correctly answer questions No. 5 and 6. Question No. 8, pertaining to fundamental information on civil law, was invariably answered wrongly.

Law			
Appeared	Fail	Pass	60% & above
96	55	41	4

Pure Mathematics: Overall result is satisfactory. Few students have excellent output but most of the student got below average marks.

Pure Mathematics			
Appeared	Fail	Pass	60% & above
148	117	31	8

British History: The number of candidates who took British History as optional subject has sharply declined. The key reason perhaps in that British History is not offered for B.A or M.A level in different colleges and universities. The pass percentage and grade point average of the candidates have improved. The quality of analysis is poor but the facts are well presented. The expression of writing is average and focus is more on details rather than depth. FPSC may recommend to different institutions of higher learning to offer British History as subject.

British History			
Appeared	Fail	Pass	60% & above
167	44	123	19

Statistics: The overall picture on the basis of candidates' performance, follows:

The result shows a very poor performance of the candidates. Majority of candidates fail to understand the requirements of the question. Quite a large number of candidates copied the entire question on their answer sheet before solving. Although this was their selected subject from a long list of subjects available, a larger proportion could not perform well. Their performance reveals as if they have not studied this subject as a full time. Few of the candidates could not distinguish between population and sample, parameter and statistics. Some students could not evaluate standard deviation, a very basic measure of variation. Candidates showed a very casual approach and could not realize that they were applying for a very professional position. Missing important measures for solving a problem, appears a common practice. Only candidates cannot be held responsible for this performance. Faculty teaching Statistics at undergraduate and at graduate level are also responsible. In majority of public sector colleges and universities students do not get feedback about their exam performance. No feedback system is practiced in majority of institutes. Refreshing courses for faculty should be arranged and faculty be asked to review their teaching styles, with additional contents and updated curricula. Poor writing skills could easily be observed from the responses on these answer scripts.

Statistics			
Appeared	Fail	Pass	60% & above
202	122	80	37

Applied Mathematics: The examiner reported satisfactory performance of the candidates in this subject.

Applied Mathematics			
Appeared	Fail	Pass	60% & above
226	167	59	24

English Literature: The subjective part of the question paper contained seven questions and the candidates had to attempt any four questions. Most of the candidates attempted Q.No. 4, 7 and 8. Q.No. 4 referred to T.S.Eliot's poetry. Q.No. 7 and 8 were about literary theories of Post Colonial Literature and Psychoanalysis and did not require reading of any specific texts therefore most candidates attempted them. However, candidates' answers to these questions reflected the fact that most of them did not understand the questions and they reproduced irrelevant information. While answering Q.No. 4 most candidates failed to understand the term 'unified sensibility'. Q.No.7 required students to discuss Post Colonial Literature as the most flourishing sector of Culture Studies. Most candidates could not synthesize the ideas of culture and literature. Many candidates attempted this question and referred to Joseph Conrad's novel Heart of Darkness as an example of Post Colonial Literature whereas it is purely a colonial literary work. Some mentioned Chinua Achebe's novel Things Fall Apart but could not discuss its significance in the perspective of cultural studies. The candidates could refer to the names of different novels produced by South Asian writers but were unable to relate them. Q.No.8 was about the appropriateness of Psychoanalysis for interpretation of literary text. Very few candidates understood the question and argued for or against the proposition. Answers depicted superficial knowledge of candidates which they probably received from Wikipedia. The remaining four questions were about specific literary works such as the play the Caretaker, the short story An Improbable Story, the novel The Scarlet Letter and an essay Politics and English Language. In order to answer these questions candidates had to closely read these texts. Their answers however, indicated cursory reading or no reading at all. Instead of enlisting the bad habits of writing mentioned by George Orwell in his essay most candidates expressed irrelevant ideas about writing skills. Few candidates who had read the essay ignored the instruction given in the question and mentioned Orwell's ideas about politics thus producing irrelevant answer. Most of the candidates who attempted questions about the play or novel or short story showed a strong tendency of producing the summary of plot of each work. The summary of plots produced by candidates often contained erroneous information. For instance some candidates treated Hester the central character in the novel The Scarlet Letter as male or called her a lady. Hester was in fact a woman representing the idle class. Similarly in the answer to the question about the Caretaker many candidates mentioned Davies character as Mick's brother. Hardly any candidate attempting this question about Mick and Davies discussed the former's exploitation of language and mostly produced irrelevant and often incorrect details. In addition to erroneous information and production irrelevant explanations candidates showed extremely poor level of proficiency of English language.

They frequently made errors of grammar, punctuation and spellings. The answers reflected the fact that candidates lack appropriate vocabulary in order to express their ideas. They also showed a strong tendency of literal translation thus producing confused expression in their writing. This poor performance of candidates bears witness to deteriorated standard of education and especially higher education. English literature is a subject usually opted by candidates who have studied this particular subject at university and have thorough knowledge of their field as well as some command over English language. However, the performance of the candidates reflected neither of these qualities. The candidates had superficial and incorrect knowledge of their subject and they also lacked the ability to express their ideas properly in writing. A screening test is strongly recommended for the candidates who opt for the subject of English literature.

English Literature			
Appeared	Fail	Pass	60% & above
240	225	15	4

Philosophy: The expression of the majority of the candidates was unsatisfactory. The supporting arguments were poor, vague and illogical. Most of the candidates were unable to analyze the questions rightly and focused on unnecessary and unwanted explanations. Majority of the candidates looked non-serious and tried to cheat and deceive the examiner. Furthermore, candidates lacked deep and comprehensive study of the subject.

Philosophy			
Appeared	Fail	Pass	60% & above
411	236	175	37

Agriculture and Forestry: The candidates' ability and performance in Agriculture and Forestry as seen in the scripts was, in general, very poor. Some of them had no preparation of any kind. Most of them had the impression that they would qualify the paper easily as everybody knew about agriculture and forestry. They expressed their personal views and elaborated the things in a very new way. They kept on beating about the bush. Many of them could not understand the questions. They added irrelevant detail and mainly relied on hearsay detail. In short, candidates lacked clarity of concepts and knowledge which is expected from candidates appearing in the competitive examination. It is suggest that paper on agriculture should be separated from forestry and livestock as these are all different disciplines.

Agriculture and Forestry			
Appeared	Fail	Pass	60% & above
472	138	334	47

Chemistry-I: Chemistry is a technical subject and the candidates must precise/articulate to answer the questions. The performance of the majority of the candidates is very disappointing despite the fact that the paper was in the limits of the prescribed syllabus. The lack of interest in the subject and lack of adequate preparation for examination could be the possible reasons for this. It seems that the candidates had done the selective study. The understanding of the subject seems poor. A vast majority of the candidates failed to attempt correctly even very basic questions. A number of candidates have written superficial and completely irrelevant answers. The expression was very weak. The candidates must improve the language both in vocabulary and grammar. The result is a very sad reflection of our declining education standard at all levels. Methodology of teaching which impart interest in the students about subject needs much improvement. The examination standard in the institution must be improved. Just remember the text from the book and narrate in the answer sheets is not enough. The problem solving attitude must be created in the students.

Chemistry-I			
Appeared	Fail	Pass	60% & above
501	323	178	6

Chemistry-II: The question paper comprised of seven long/descriptive questions whereby each question had at least two parts. In this way almost entire syllabus was covered and the candidates had opportunity to attempt any four questions of 80 marks from their best prepared parts of the syllabus. The nature of question required power of expression, being relevant and conversant with the topic. More than 450 candidates opted to appear in this paper. On the basis of evaluation, about 40% candidates were unable to score above 20/80 marks, they may well be considered as not “up to the mark”. However, there were almost 10% candidates who scored 46/80 or more marks; they constitute the best of (the given) lot. The remaining (almost 50%) candidates constitute a big spectrum of the so-called “average” lot. Overall performance of candidates, it may be assumed that the majority were not serious in their preparation. It appears that a large number of candidates just try their luck. FPSC should develop screening mechanism by subjecting the candidates to preliminary MCQ type examinations from the compulsory subjects so that only better candidates are finally selected.

Chemistry-II			
Appeared	Fail	Pass	60% & above
501	323	178	6

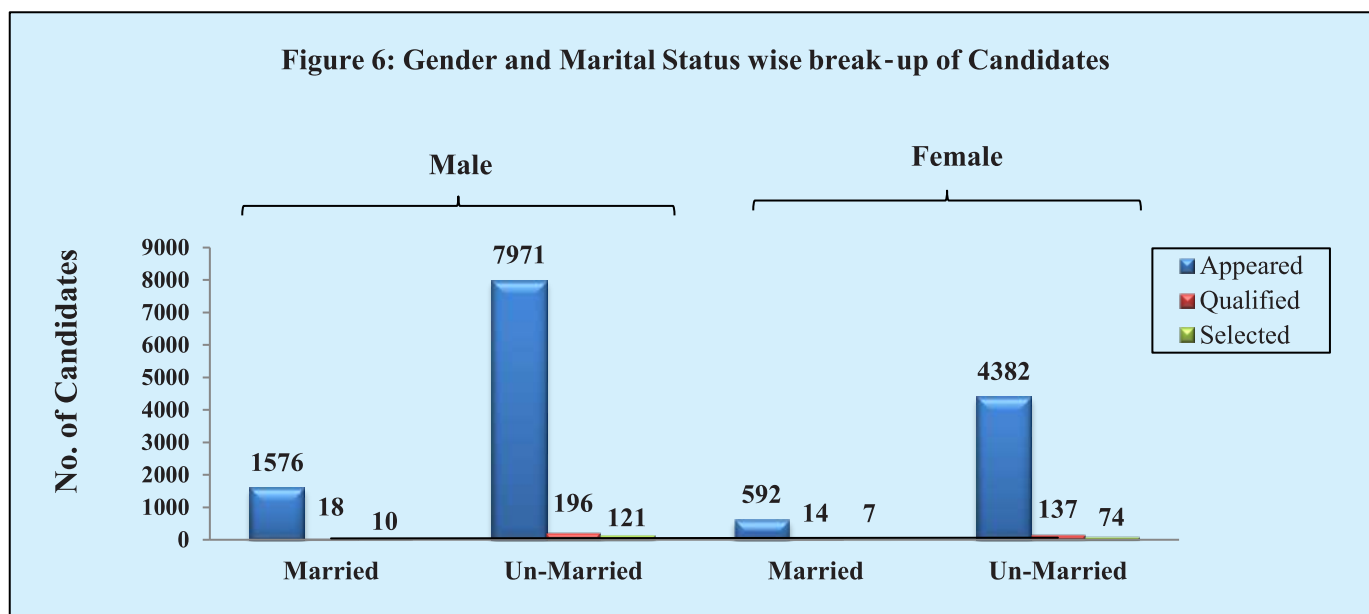
Table 41: Candidates' Performance in Least Popular Optional Subjects CSS CE-2020

Subject	Appeared	Failed		Pass	
		Below 33%	33-59%	60% & Above	
Persian	20	14	4	2	
Arabic	28	14	8	6	
Geology	66	52	8	6	
Law	96	55	37	4	
Pure Mathematics	148	117	23	8	
Botany	149	114	34	1	
British History	167	44	104	19	
Balochi	173	3	26	144	
Statistics	202	122	43	37	
Applied Mathematics	226	167	35	24	
English Literature	240	225	11	4	
Zoology	396	138	173	85	
Philosophy	411	236	138	37	
Urdu Literature	470	279	191	0	
Agriculture & Forestry	472	138	287	47	
Chemistry	501	323	172	6	

Performance in CSS Gender participation and marital status.

Table 42: Participation of Candidates as per Gender and Marital Status CSS CE-2019

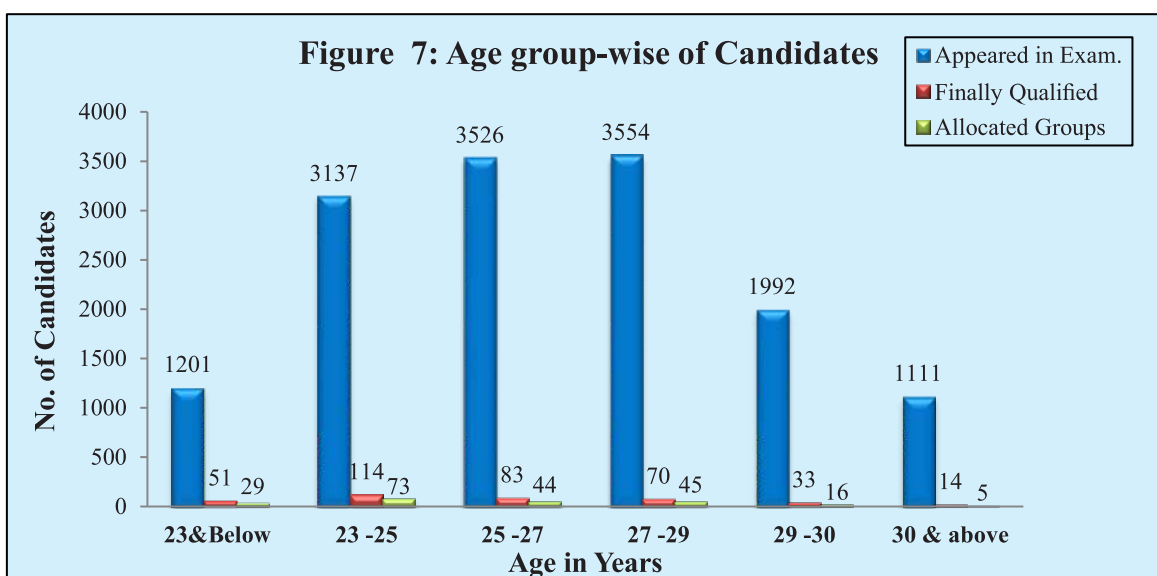
Marital Status	Total	Male				Female			
		Married	%	Un-Married	%	Married	%	Un-Married	%
Applied in Exam.	23403	2827	12	13178	56	993	4	6405	27
Appeared in Exam.	14521	1576	11	7971	55	592	4	4382	30
Qualified in Written Exam	372	19	5	198	53	15	4	140	38
Finally Qualified	365	18	5	196	54	14	4	137	37
Allocated	212	10	5	121	57	7	3	74	35



6.11 As reflected in Table-42 & figure-6, out of 14,521 appeared candidates, 66 % were male and 34% were female. Of the total, 372 written qualified candidates, 58 % were male and 42 % were female. The ratio of female candidates in final selection was 7 % higher (i.e. 41%) compared to their appearance ratio of 34% while male candidates ratio in final selection was 7% decreased (i.e.59%) compared to their appearance ratio of 66%. It indicates that performance of the female candidates is gradually improving. The table also indicates that 92% of the applicants were unmarried (inclusive of 57% male and 35% female).

Table 43: Performance in CSS most successful/suitable Age Group for Pakistani youth

Age in years	Applied	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated Groups	%age
						1-100	101-200		
23 &Below	1769	1201	8	51	14	15	17	29	14
23-25	4765	3137	22	114	31	40	36	73	34
25-27	5779	3526	24	83	23	16	18	44	21
27-29	6138	3554	24	70	19	17	18	45	21
29-30	3179	1992	14	33	9	7	8	16	8
Above 30	1773	1111	8	14	3	5	3	5	2
Total	23403	14521	100	365	100	100	100	212	100

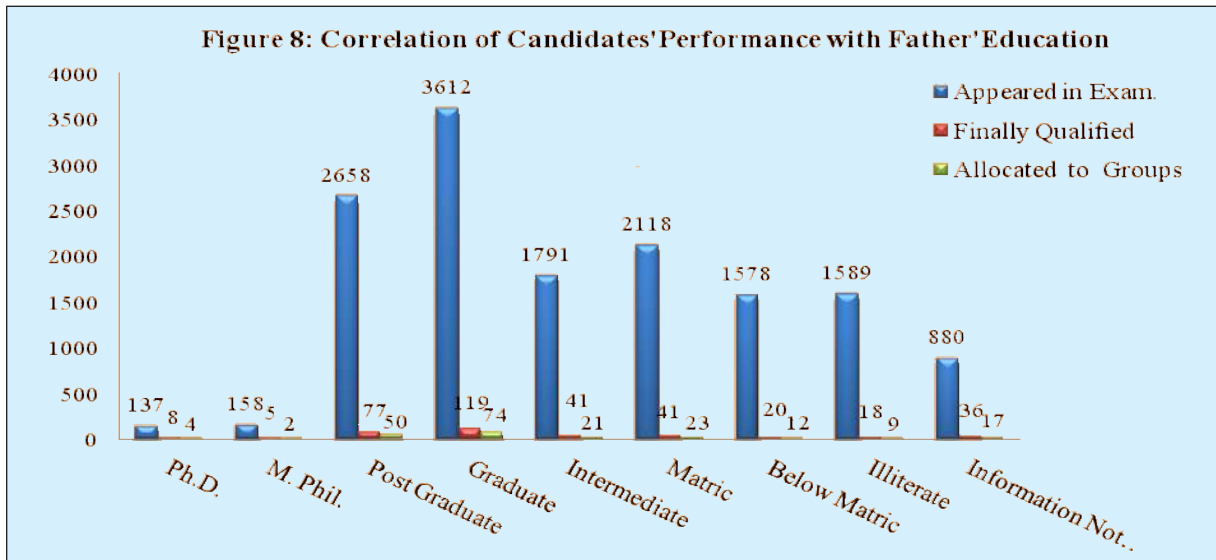


6.12 Table 43 indicates that maximum number of candidates (i.e.73) who were allocated in the age group of 23-25 years. It dispels the notion that present age limits discriminates against the educated professionals for participation in CSS Competitive Examination. (For details, see Table 42 and Figure 7).

Performance in CSS Education relating to family back ground.

Table 44: Performance of Candidates in relation to their Father’s Education CSS CE-2019

Father’s Education	Appeared in Exam.	%	Finally Qualified	%	Order of Merit		Allocated to Groups/ Services	%
					1-100	101-200		
Ph.D.	137	1	8	2	2	3	4	2
M. Phil.	158	1	5	2	2	1	2	1
Post Graduate	2658	18	77	21	25	19	50	23
Graduate	3612	25	119	33	39	31	74	35
Intermediate	1791	12	41	11	10	13	21	10
Matric	2118	15	41	11	5	14	23	11
Below Matric	1578	11	20	5	6	5	12	6
Illiterate	1589	11	18	5	3	6	9	4
Information Not Given	880	6	36	10	8	8	17	8
Total	14521	100	365	100	100	100	212	100

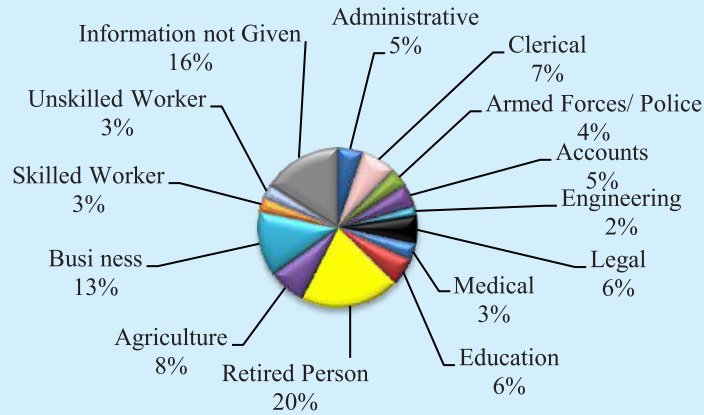


6.13 Table 44 (Figure 8) reflects that candidates' performance in the examination was positively correlated with their father's educational background. 61 % of the candidates that were allocated under CSS CE 2019, their father held graduate or above higher qualification degrees while 27 percent were intermediate or below and 4% uneducated.

Table 45: Performance in CSS Occupation relating to Family Back Ground.

Father's Occupation	Appeared in Exam.	%	Finally Qualified	%	Order of Merit		Allocated to Groups/ Services	%
					1-100	101-200		
Administrative	673	5	17	5	4	5	11	5
Clerical	810	6	30	8	9	5	14	7
Armed Forces/Police	382	3	11	3	5	1	8	4
Accounts	363	2	16	4	7	4	10	5
Engineering	223	2	9	2	2	2	4	2
Legal	277	2	18	5	6	6	12	6
Medical	433	3	15	4	4	5	7	3
Education	751	5	24	7	5	8	12	6
Retired Person	2620	18	65	18	22	14	43	20
Agriculture	1371	9	33	9	5	11	16	7
Business	2136	15	49	13	14	14	28	13
Skilled Worker	496	3	9	2	0	4	6	3
Unskilled Worker	207	1	10	3	2	1	6	3
Unspecified	247	2	3	1	1	0	1	0
Passed away	215	1	2	1	0	1	1	0
Unemployed	109	1	0	0	0	0	0	0
Information not Given	3208	22	54	15	14	19	33	16
Total	14521	100	365	100	100	100	212	100

Figure 09: Correlation of Candidates' Performance with Father's Occupation



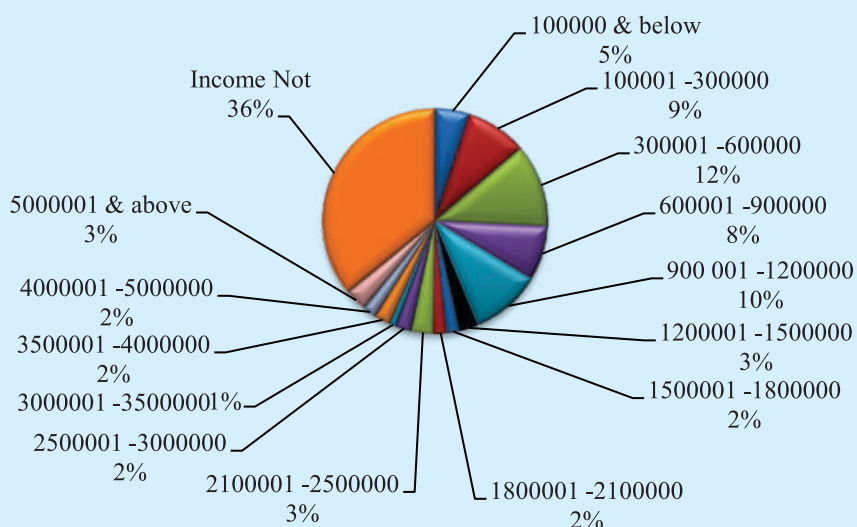
6.14 Table-45 indicates that approximately 58% of allocated candidates were children of serving/retired government servants, and 21% belonged to businessmen/agriculturalists families. Table 44 and Figure 09 elaborate further.

Performance of candidates w/r Annual family Income

Table No 46: Correlation of Candidates' Performance with their Family Income CSS CE-2019

Family's Annual Income	Appeared in Exam.	%	Finally Qualified	%	Order of Merit		Allocated to Groups	%
					1-100	101-200		
100000 & below	1784	12	23	6	4	7	11	5
100001-300000	1814	12	31	9	6	8	19	9
300001-600000	2394	16	49	13	11	12	25	12
600001-900000	902	6	27	7	10	8	16	8
900001-1200000	1036	7	39	11	8	10	22	10
1200001-1500000	392	3	12	3	2	5	6	3
1500001-1800000	179	1	9	3	2	1	4	2
1800001-2100000	199	1	7	2	0	4	4	2
2100001-2500000	193	1	9	3	5	2	7	3
2500001-3000000	129	1	9	2	3	3	5	2
3000001-3500000	38	1	1	1	0	0	1	1
3500001-4000000	90	1	6	2	3	2	5	2
4000001-5000000	70	1	5	1	1	2	3	2
5000001 & above	125	1	9	2	3	3	7	3
Income Not Reported	5176	36	129	35	42	33	77	36
Total	14521	100	365	100	100	100	212	100

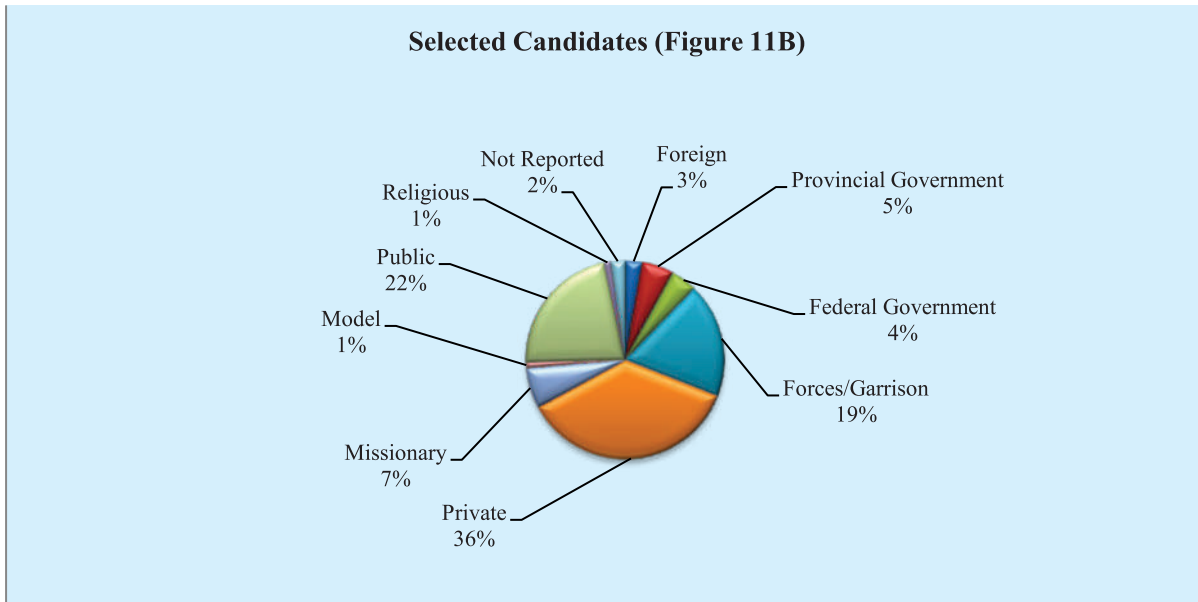
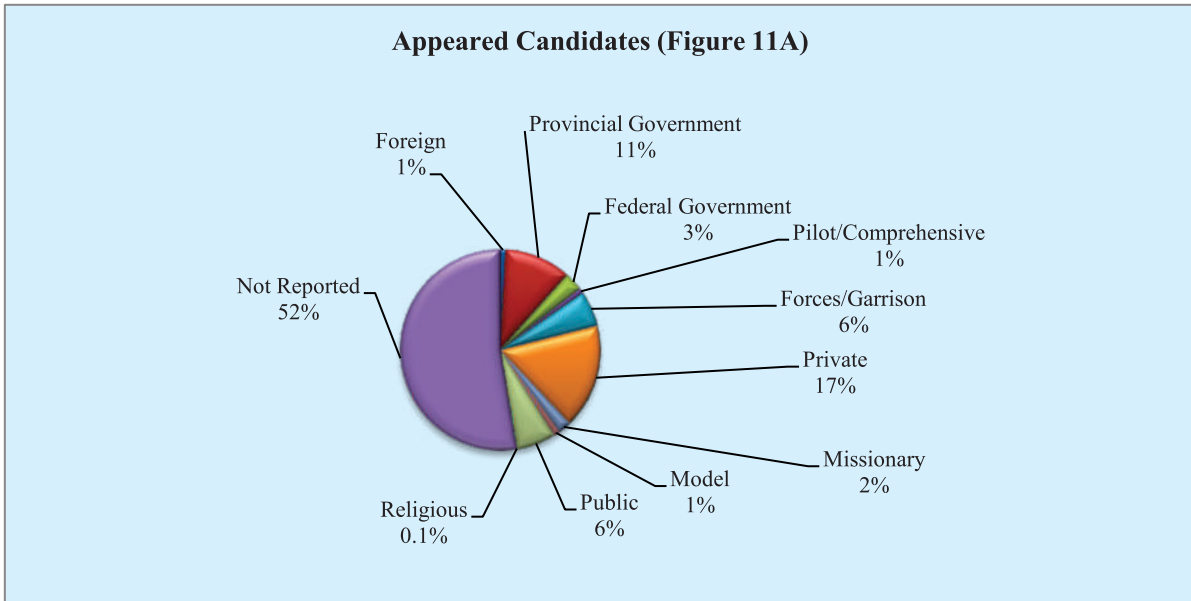
Figure-10: Correlation of Candidates' Performance with Annual Income



6.15 Details as per Table 46 and Fig. 10, majority of the candidates (53%) who appeared in CE-2019 belonged to families whose annual income was below Rs 1200,000 to as low as below Rs 1,00,000 per month. 44 % of candidates allocated to the Occupational Groups and Services were from the same income group. It indicates that predominately career in civil service remains first choice amongst the lower middle class and they have also secured a significant percentage in 2019 allocations.

Table 47: Candidates' Performance in Relation to Schooling CSS CE-2019

Type of school	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated to Groups	%age
					1-100	101-200		
Foreign	133	1	9	2	5	2	6	3
Provincial Government	1553	11	31	8	5	8	11	5
Federal Government	433	3	22	6	2	3	9	4
Pilot/Comprehensive	120	1	3	1	0	0	0	0
Forces/Garrisons	818	6	56	15	20	14	40	19
Private	2444	17	128	35	37	36	77	36
Missionary	312	2	29	8	5	8	14	7
Model	142	1	6	2	0	3	2	1
Public	909	6	68	19	24	23	47	22
Religious	16	0.1	2	1	0	1	1	1
Not Reported	7641	53	11	3	2	2	5	2
Total	14521	100	365	100	100	100	212	100

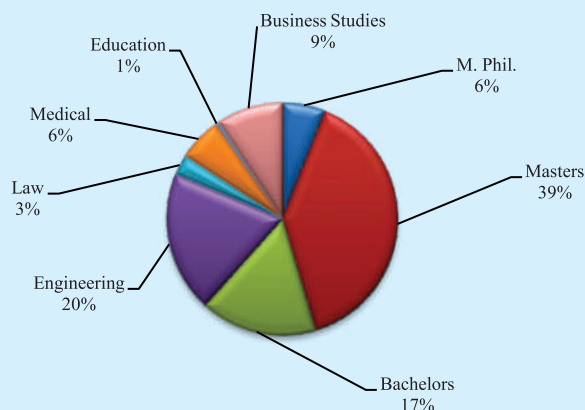


6.16 Table-47, Figure 11A and 11B inform that candidates who have studied at private schools have performed better and secured 36% share in allocation as compared to their appearance ratio of 17%. Similarly, candidates who studied at Provincial Government and Forces/Garrison schools have captured 24% share in allocation as compared to their appearance ratio of 1% & 6%. The candidates who studied at Public schools have captured 22% share in allocation as compared to their appearance ratio of 6%. The candidates who studied at Missionary schools have captured 7% share in allocation as compared to their appearance ratio of 2%. The candidates who studied at Foreign and Model schools have captured 4% respectively share in allocation as compared to their appearance ratio of 1% & 3%. It clearly reflects that the performance of candidates having education from Private, Forces/Garrison, Provincial, Public and Missionary institutions was better as compared to Foreign, Federal Government, Model or Pilot/Comprehensive Schools.

Table 48: Candidates' Performance in Relation to their Last Degree CSS CE-2019

Degree	Candidates Appeared					Candidates Qualified					Candidates Allocated				
	First Division	Second Div	Third Div	Sub total	%	First Div	Second Div	Third Div	Sub total	%	First Div	Second Div	Third Div	Sub total	%
Ph.D	7	0	0	7	0	0	0	0	0	0	0	0	0	0	0
M. Phil.	744	6	0	750	5	27	1	0	28	8	13	0	0	13	6
Masters	4037	1110	23	5170	36	129	16	1	146	40	75	7	0	82	39
Bachelors	1325	1144	3	2472	17	48	5	0	53	15	31	4	0	35	17
Engineering	2035	400	0	2435	17	55	9	0	64	18	35	6	1	42	20
Law	279	333	3	615	4	4	9	0	13	4	2	4	0	6	3
Medical	526	64	1	591	4	28	2	0	30	8	13	0	0	13	6
Education	113	19	0	132	1	1	0	0	1	0	1	0	0	1	1
Business Studies	1483	82	0	1565	11	30	0	0	30	8	20	0	0	20	9
Not Reported	0	0	0	784	5	0	0	0	0	0	0	0	0	0	0
Grand Total	10549	3158	30	NR	14521	100	322	42	1	365	100	192	21	1	212
	(73%)	(22%)	(--)	(5%)			(88%)	(12%)	(--)			(90%)	(10%)		

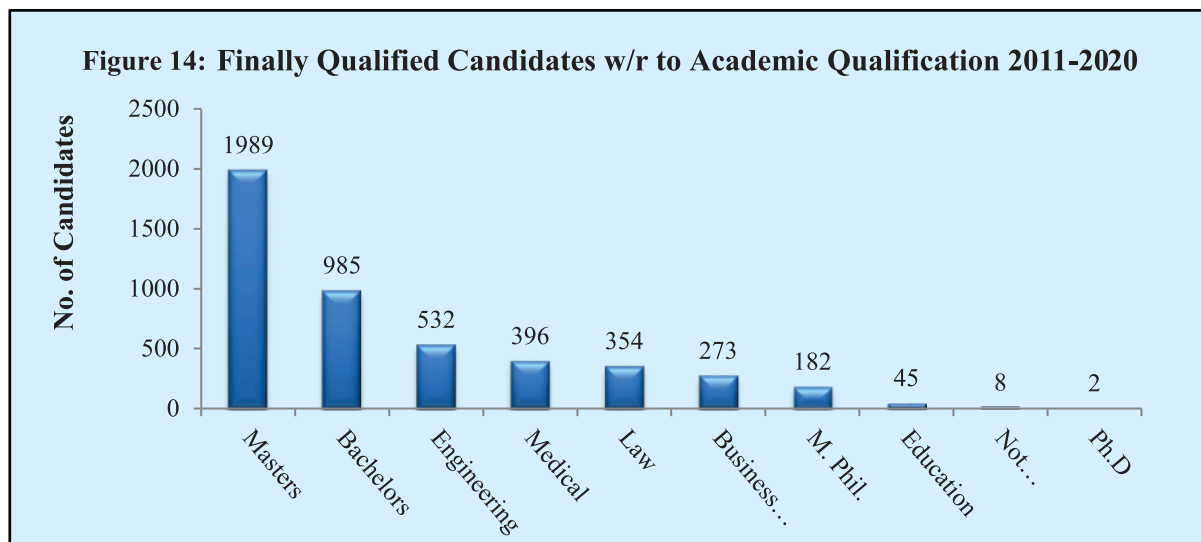
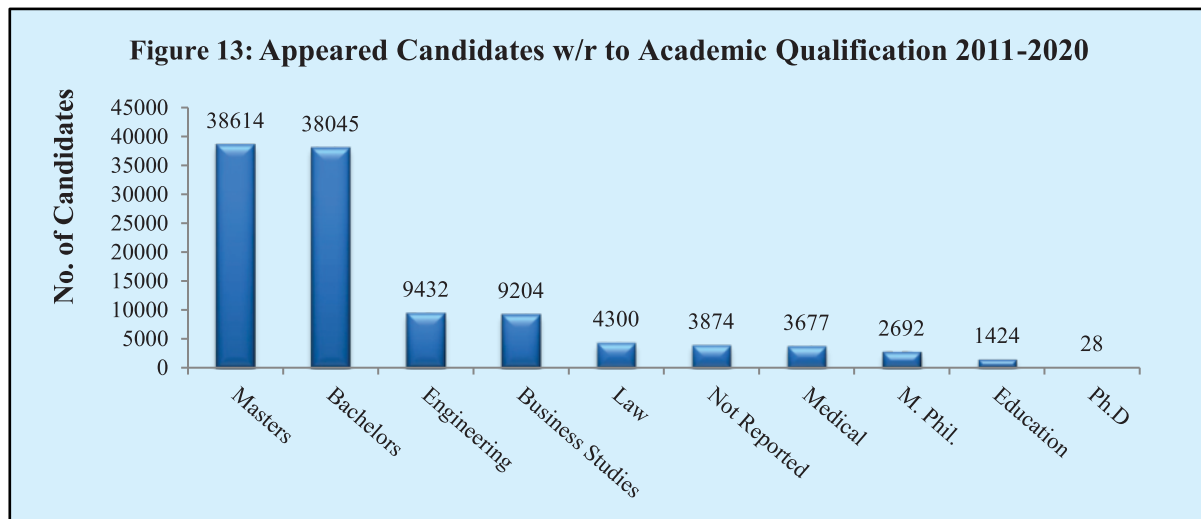
Figure 12. Performance in Relation to Last Degree

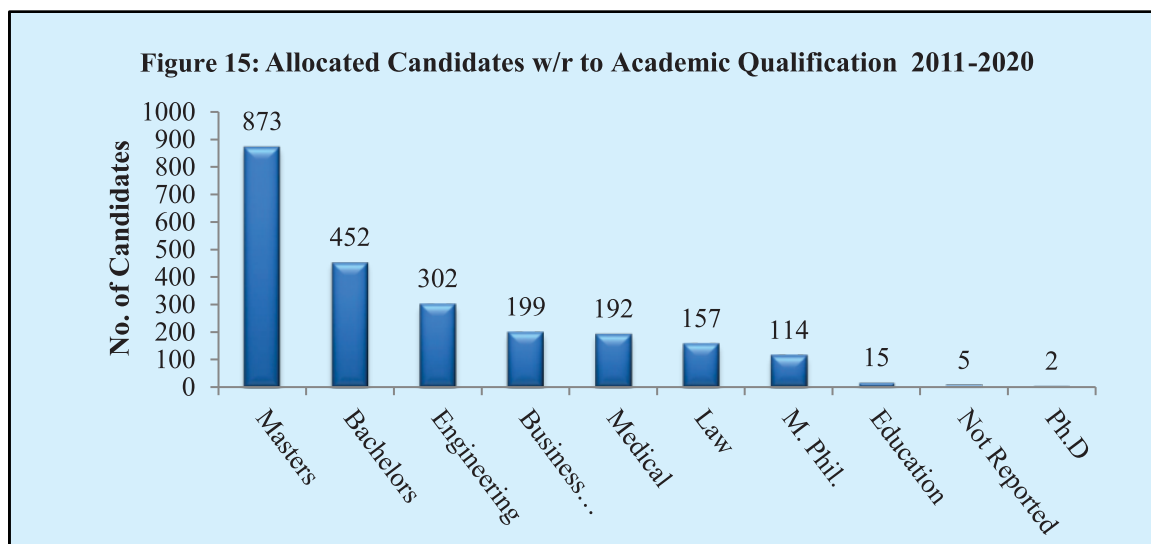


6.17 73 % of the candidates who appeared in CSS- 2019 having first division, their ratio in final result was 88 % and share in allocation was 90%. 22 % of the candidates who appeared were second division holders, while only 12% of them finally qualified and their share in allocation was 10%. It indicates that the performance of first divisioners was far better than the candidates with second division. Table-48 and Figure-12 indicates that out of the allocated candidates under CSS CE-2019, 06% were M.Phil, 39% held Master’s degrees, 20% were Engineers, 17% Bachelor’s degrees, 9% had studied Business, 6% were Medical graduates and 3% were Law Graduates. The reports reflects better performance of M.Phil, Masters, Engineering, Business Studies, Medical degree holders and Law Graduates as compared to other degree holders and endorse competencies in higher qualifications and professional degrees rather than non-serious attitude of simple graduates for open competition in CSS.

Table 49: Candidates Academic performance in the last 10 years in CSS CE 2011-2020

Degree	Appeared	%age	Finally Qualified	%age	Allocated	%age
Ph. D	28	0.03	2	0.04	2	0.09
M. Phil.	2692	2	182	4	114	5
Masters	38614	35	1989	42	873	38
Bachelors	38045	34	985	21	452	20
Engineering	9432	8	532	11	302	13
Law	4300	4	354	7	157	7
Medical	3677	3	396	8	192	8
Education	1424	1	45	1	15	1
Business Studies	9204	8	273	6	199	9
Not Reported	3874	3	8	0.17	5	0.22
Total	111290	100	4766	100	2311	100





6.18 Analysis of ten year study reports:

- The maximum numbers of candidates that appear in the exam hold a Bachelors degree, however since 2013 the trend seems to be changing as highest number of candidates appearing and qualifying the exam is Masters’ degree holders.
- The maximum numbers of candidates who get allocated hold a Masters degree.
- The number of higher qualifications has been growing over the years from Bachelors to Masters to M.Phil & also Ph.D.
- The number of candidates with academic background in Engineering, Medical field and Business Studies have been growing and securing allocations in highest numbers over the last ten years.
- Performance of candidates with background in Business Studies has been worth noting securing high pass percentage and a good share in allocation.
- Candidate’s performance with a degree in Social Sciences/Natural Sciences has declined as compared to their performance in the 90’s and 80’s.

Table 50: Overview of Candidate’s Performance in CSS CE - 2011-2020

Year	Appeared	Fail	Pass	Allocated
2011	9063	8180	883	240
2012	10066	9267	799	222
2013	11447	11209	238	195
2014	13170	12731	439	233
2015	12176	11797	379	238
2016	9643	9441	202	193
2017	10254	9942	312	260
2018	11887	11318	569	278
2019	14521	14149	372	212
2020	18553	18177	376	221
Total	120780	116211	4569	2292

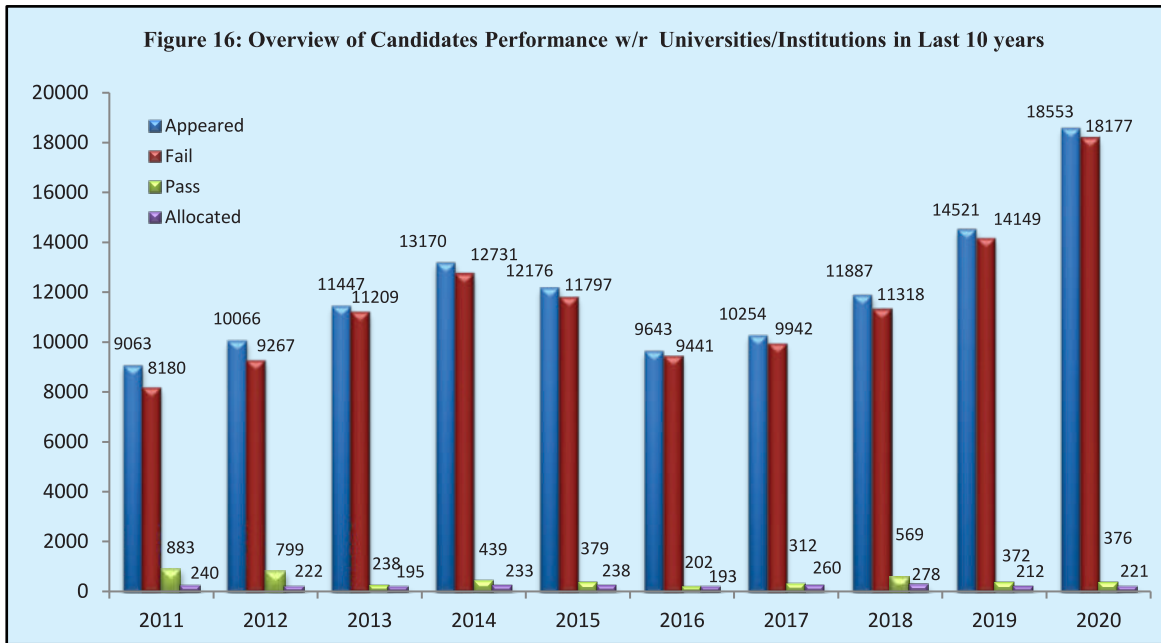


Table 51: University/Institution category wise Performance in last 10 years

University Category wise	Public	Private	Foreign	Others	Not Reported
Appeared Candidates	98086	12500	2274	871	5831
Failed Candidates	94356	11891	2063	794	5829
Written Pass	3730	609	211	17	2
Allocated	1806	350	121	16	1
Total	197978	25350	4669	1638	11663

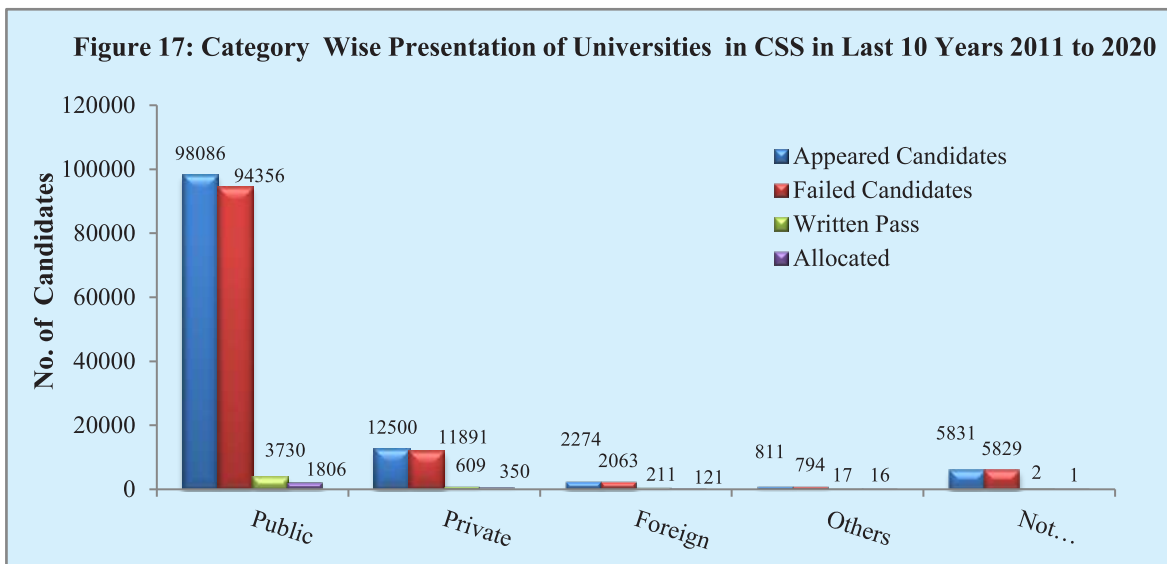
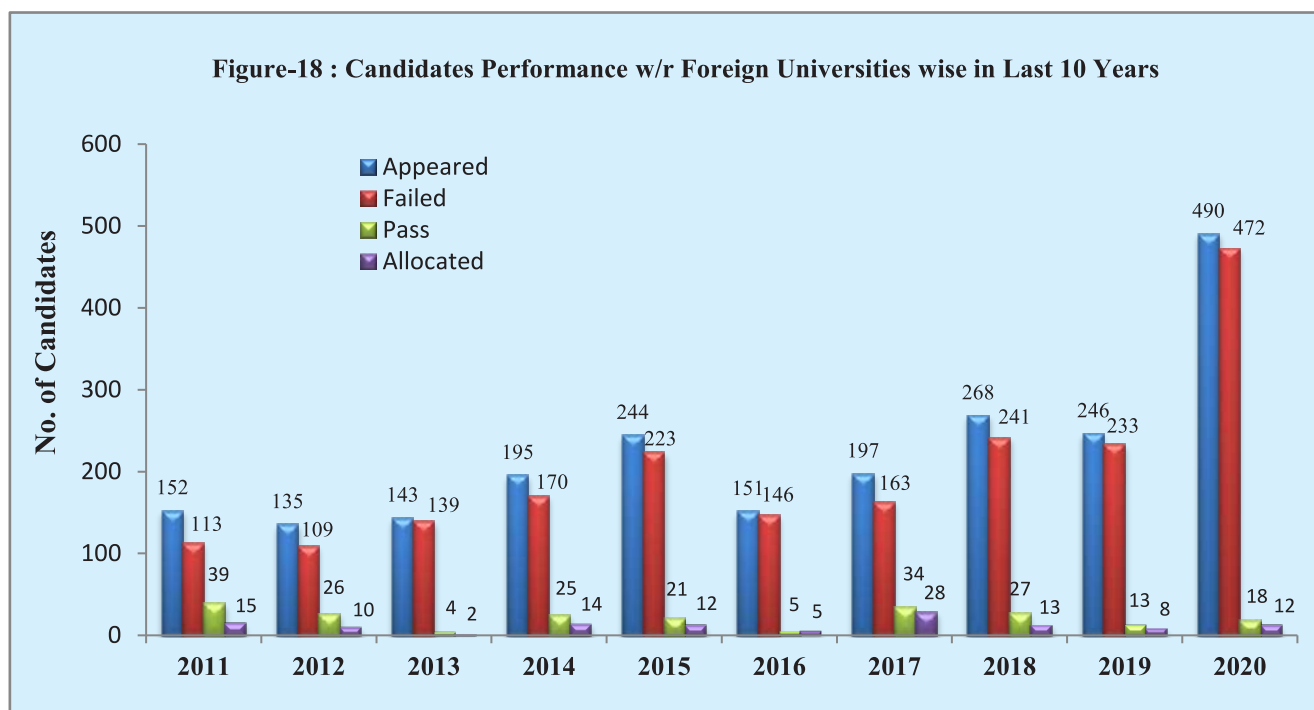


Table 52: Performance of Candidates graduating from Foreign Universities in CSS CE 2011-2020

Year	Appeared	Failed	Pass	Allocated
2011	152	113	39	15
2012	135	109	26	10
2013	143	139	4	2
2014	195	170	25	14
2015	244	223	21	12
2016	151	146	5	5
2017	197	163	34	28
2018	268	241	27	13
2019	246	233	13	8
2020	490	472	18	12
Total	2221	2009	212	119

Figure-18 : Candidates Performance w/r Foreign Universities wise in Last 10 Years



6.19 Detail of performance of candidates, appearing from various universities/Institutions in Public and Private Sector as well as in Foreign Universities in CSS CE-2020 is at Table.53 as below:

Table 53: Universities/Educational Institute wise performance in CSS-2020

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
Public Universities					
1	National University of Sciences & Technology (NUST), Islamabad.	486	447	39	26
2	COMSATS Institute of Information Technology, Islamabad.	484	470	14	7
3	Quaid-i-Azam University, Islamabad.	619	612	7	4
4	Pakistan Institute of Engineering & Applied Sciences (PIEAS), Islamabad.	39	33	6	3
5	Bahria University, Islamabad	235	232	3	1
6	Institute of Space Technology, Islamabad.	36	33	3	2
7	International Islamic University (IIU), Islamabad.	336	333	3	1
8	National Defence University(NDU), Islamabad.	88	85	3	2
9	National University of Modern Languages (NUML), Islamabad.	283	281	2	1
10	Pakistan Institute of Development Economics (PIDE), Islamabad.	42	40	2	2
11	National Institute of Science and Technology Education, Islamabad.	1		1	-
12	Shaheed Zulfikar Ali Bhutto Medical University (SZABMU), Islamabad.	16	15	1	-
13	Air University, Islamabad.	83	83	-	-
14	Allama Iqbal Open University (AIOU), Islamabad.	260	260	-	-
15	National University of Technology (NUTECH), Islamabad.	1	1	-	-
16	Pakistan Engineering Council, Islamabad.	7	7	-	-
Total (Federal Area)		3016	2932	84	49
17	Balochistan University of Engineering and Technoloy (BUET), Khuzdar, Quetta.	24	23	1	1
18	Balochistan University of Information Technology and Management Sciences (BUIIMS), Quetta.	60	59	1	1
19	Sardar Bahadur Khan Women University, Quetta.	17	16	1	1
20	Lasbella University of Agriculture, Water & Marine Sciences (LUAWM), Uthal, Lasbella, Balochistan.	6	6	-	-
21	University of Balochistan, Quetta	292	292	-	-
22	University of Turbat, Turbat, Balochistan.	2	2	-	-
Total (Balochistan)		401	398	3	3
23	Karakorum International University (KIU), Gilgit.	70	69	1	1
Total (Gilgit)		70	69	1	1

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
Khyber Pakhtunkhwa					
24	Islamia College University, Peshawar.	74	71	3	3
25	University of Engineering & Technology (U.E.T.), Peshawar.	271	269	2	2
26	University of Peshawar, Peshawar.	612	610	2	2
27	Khyber Medical University, Peshawar.	56	55	1	-
28	University of Malakand (UOM), Malakand.	57	56	1	1
29	University of Science & Technology (UST), Bannu.	60	59	1	1
30	Abbottabad University of Science and Technology (AUST), Abbottabad.	42	42	-	-
31	Abdul Wali Khan University, Mardan.	124	124	-	-
32	Army Medical College (AMC), Abbottabad.	1	1	-	-
33	Bacha Khan University, Charsadda	13	13	-	-
34	Cadet College Batrasi, Mansehra.	1	1	-	-
35	Gomal University, Dera Ismail Khan.	98	98	-	-
36	Hazara University, Mansehra .	177	177	-	-
37	Institute of Management Sciences (IMSciences), Peshawar	54	54	-	-
38	Khushal Khan Khattak University, Karak.	4	4	-	-
39	Kohat University of Science and Technology (KUST), Kohat.	49	49	-	-
40	Pakistan Military Academy (PMA), Kakul, Abbottabad.	2	2	-	-
41	Shaheed Benazir Bhutto Women Universtiy (SBWU), Peshawar	22	22	-	-
42	The University of Agriculture, Peshawar.	32	32	-	-
43	University of Haripur, Haripur	36	36	-	-
44	University of Swabi, Swabi.	16	16	-	-
45	University of Swat, Swat.	37	37	-	-
46	Women University Swabi, Swabi.	1	1	-	-
47	Women University, Mardan.	2	2	-	-
48	Shaheed Benazir Bhutto Universtiy, Sheringal, Upper Dir.	11	11		
Total (Khyber Pakhtunkhwa)		1852	1842	10	9
49	University of Azad Jammu & Kashmir, Muzaffarabad.	106	105	1	1
50	Mirpur University of Science and Technology (MUST), Mirpur, AJK.	51	51	-	0
51	University of Kotli Azad Jammu & Kashmir, Kotli, AJK.	3	3	-	0
52	University of Poonch, Rawalakot (UPR), AJK	16	16	-	0

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
53	Women University of Azad Jammu and Kashmir, Bagh	2	2	-	0
	Total (AJK)	178	177	1	1
54	University of the Punjab, Lahore.	2201	2149	52	18
55	University of Engineering and Technology (U.E.T.) Lahore.	382	343	39	19
56	Government College University (GCU), Lahore	273	254	19	12
57	University of Health Sciences (UHS), Lahore.	187	174	13	10
58	University of Sargodha, Sargodha.	801	793	8	2
59	University of Engineering and Technology (U.E.T.), Taxila.	196	189	7	3
60	University of Agriculture, Faisalabad.	197	191	6	2
61	Bahauddin Zakariya University, Multan	591	586	5	3
62	King Edward Medical University (KEMU), Lahore.	38	33	5	3
63	Lahore College For Women University (LCWU), Lahore.	114	110	4	1
64	Kinnaird College for Women University (KCWU), Lahore.	53	50	3	2
65	Pir Mehr Ali Shah Arid Agriculture University, Rawalpindi.	174	171	3	1
66	National College of Arts, Lahore	10	8	2	1
67	University of Gujrat, Gujrat.	254	252	2	1
68	Fatima Jinnah Women University, Rawalpindi.	106	105	1	1
69	Information Technology University of the Punjab, Lahore.	9	8	1	-
70	University of Education, Lahore	109	109	-	-
71	Army public School and College Bahawalpur cantt	1	1	-	-
72	Fatima Jinnah Medical University, Lahore.	2	2	-	-
73	Ghazi University, Dera Ghazi Khan	14	14	-	-
74	Government College University (GCU), Faisalabad.	283	283	-	-
75	Government College Women University (GCWU), Faisalabad.	22	22	-	-
76	Government College Women University (GCWU), Sialkot.	8	8	-	-
77	Government Sadiq College Women University (GSCWU), Bahawalpur.	15	15	-	-
78	Govt Post Graduate Islamia College, Faisalabad.	1	1	-	-
79	Govt Post Graduate Islamia College, Lahore	1	1	-	-
80	Islamia University, Bahawalpur.	227	227	-	-
81	Khwaja Fareed University of Engineering & Information Technology, Rahim Yar Khan.	3	3	-	-

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
82	Muhammad Nawaz Sharif University of Engineering & Technology (UET), Multan.	3	3	-	-
83	National Textile University(NTU), Faisalabad.	30	30	-	-
84	NFC-Institute of Engineering and Fertilizer, Faisalabad.	9	9	-	-
85	NFC-Institute of Engineering and Technology, Multan.	15	15	-	-
86	Pakistan Institute of Fashion and Design, Lahore	2	2	-	-
87	The Superior College, Lahore.	27	27	-	-
88	The Women University, Multan.	16	16	-	-
89	University Institute of Information Technology (UIIT), Rawalpindi.	1	1	-	-
90	University of Okara, Okara	2	2	-	-
91	University of Sahiwal, Sahiwal.	1	1	-	-
92	University of Veterinary and Animal Sciences, Lahore.	69	69	-	-
93	Virtual University of Pakistan, Lahore.	134	134	-	-
	Total (Punjab)	6581	6411	170	79
94	University of Karachi, Karachi.	551	544	7	6
95	Mehran University of Engineering & Technology (MUET), Jamshoro.	298	292	6	6
96	NED University of Engineering and Technology, Karachi.	169	165	4	4
97	Institute of Business Administration (IBA), Karachi.	67	64	3	3
98	Shah Abdul Latif University, Khairpur.	392	389	3	3
99	Liaquat University of Medical and Health Sciences (L.U.M.H.S), Jamshoro.	32	30	2	2
100	Quaid-e- Awam University of Engineering, Sciences & Technology (QUEST), Nawabshah.	100	98	2	2
101	University of Sindh, Jamshoro.	528	527	1	1
102	Dow University of Health Sciences, Karachi.	21	20	1	1
103	Shaheed Mohtarma Benazir Bhutto Medical Universtiy, Larkana	7	6	1	1
104	aawaz institute of media sciences and management affiliated with Karachi University.	1	1	-	-
105	Army public School and CollegeThatta, Sindh.	1	1	-	-
106	Benazir Bhutto Shaheed University Lyari, Karachi	11	11	-	-
107	Dawood University of Engineering & Technology, Karachi.	49	49	-	-
108	Federal Urdu University of Arts, Science & Technology (FUAST), Karachi.	116	116	-	-
109	Govt. Arts & Commerce College, Larkana.	1	1	-	-

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
110	Institute of Financial Markets of Pakistan, Karachi	1	1	-	-
111	Islamia University, Karachi.	1	1	-	-
112	Jinnah Govt.collage nazimabad, Karachi	1	1	-	-
113	Jinnah Sindh Medical University (jsmu)- (Institute of Pharmaceutical Sciences), Karachi	1	1	-	-
114	Jinnah Sindh Medical University, Karachi.	4	4	-	-
115	Pakistan Institute of Public Finance Accountants (PIPFA), Karachi.	3	3	-	-
116	People University of Medical Health and Health Sciences for Women , Nawabshah (Shaheed Benazir Abad).	2	2	-	-
117	Shaheed Benazir Bhutto University, Nawabsha, (Shaheed Benazirabad)	8	8	-	-
118	Shaheed Mohtarma Benazir Bhutto Law College (SMBBLC), Larkana	7	7	-	-
119	Shaheed Zulfikar Ali Bhutto University of Law(SZABUL), Karachi.	1	1	-	-
120	Sindh Agriculture University, Tandojam.	17	17	-	-
121	Sindh Madrasatul Islam University, Karachi.	4	4	-	-
122	Sukkur Institute of Business Administration (IBA), Sukkur.	42	42	-	-
123	The Institute of Bankers Pakistan, Karachi.	1	1	-	-
Total (Sindh)		2437	2411	30	29
Total (Public Universities/Institutes)		14535	14236	299	171
Private Universities					
124	FAST National University of Computer and Emerging Sciences (NUCES), Islamabad.	147	143	4	3
125	Foundation University, Islamabad.	49	48	1	1
126	Iqra University, Karachi	115	114	1	1
127	RIPHAH International University, Islamabad.	87	86	1	-
128	Capital University of Science and Technology, Islamabad.	30	30	-	-
129	Centre for Advanced Studies in Engineering (CASE), Islamabad.(Affiliated with UET Taxila)	9	9	-	-
130	Muhammad Ali Jinnah University (MAJU), Islamabad.	33	33	-	-
131	Muslim Youth University, Islamabad.	1	1	-	-
132	Preston University Islamabad	85	85	-	-
133	Shifa Tameer e Millat university, Islamabad	5	5	-	-
Total (Federal Area)		561	554	7	5
134	Al-Hamd Islamic University, Quetta	2	2	-	-
Total (Balochistan)		2	2	0	0

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
135	Ghulam Ishaq Khan Institute Of Engg. Sciences and Technology, Topi (Swabi) KPK.	81	76	5	4
136	Abasyn University, Peshawar	21	21	-	-
137	CECOS University of Information Technology and Emerging Sciences, Peshawar	43	43	-	-
138	City University of Science and Information Technology, Peshawar.	7	7	-	-
139	Faculty of Pharmaceutical and Allied Health Sciences (F.p.a.h.s) Khyber Pakhtunkhwa	1	1	-	-
140	Gandhara University, Peshawar.	8	8	-	-
141	Northern University, Nowshera	8	8	-	-
142	Qurtaba University of Science and Information Technology, D.I.Khan.	17	17	-	-
143	Sarhad University Of Science and Information Technology, Peshawar.	44	44	-	-
Total (Khyber Pakhtoonkhwa)		230	225	5	4
144	Al-Khair University, AJK	3	3	-	-
145	Mohi-U-Din Islamic University Narian Sharif, AJK.	3	3	-	-
Total (AJK)		6	6	0	0
146	Lahore University of Management Science (LUMS), Lahore.	196	168	28	18
147	Forman Christian College Lahore (University Status)	152	147	5	3
148	Lahore School of Economics, Lahore.	79	75	4	3
149	GIFT University, Gujranwala.	24	23	1	-
150	Lahore Leads University, Lahore	18	17	1	-
151	University of Central Punjab, Lahore.	134	133	1	1
152	University of Lahore, Lahore.	176	175	1	-
153	University of Wah.	45	44	1	-
154	Askaria College, Rawalpinid	1	1	-	-
155	Beacon House National University, Lahore.	15	15	-	-
156	Dar-ul-aloom Ghousia Bhera, Sargodha.	1	1	-	-
157	Elite college of commerce, Satellite Town, Gujranwal.	1	1	-	-
158	Global Institute, Lahore	3	3	-	-
159	Hajvery University, Lahore.	5	5	-	-
160	HITEC University, Taxila.	31	31	-	-
161	Imperial College of Business Studies, Lahore	5	5	-	-
162	Institute of Southern Punjab, Multan	16	16	-	-

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
163	Lahore Garrison University, Lahore	16	16	-	-
164	Minhaj University, Lahore.	12	12	-	-
165	National College of Business Administration and Economics (NCBAE), Lahore.	42	42	-	-
166	Qarshi University, Lahore.	1	1	-	-
167	Superior College (Group of Colleges), Sargodha	7	7	-	-
168	Superior College Of Information Technology and Management, Lahore	1	1	-	-
169	Superior University, Lahore.	13	13	-	-
170	University of Faisalabad, Faisalabad.	15	15	-	-
171	University of Management and Technology, Lahore.	82	82	-	-
172	University of South Asia, Lahore.	29	29	-	-
173	Sheikh Zayed Medical College/Hospital, Rahim Yar Khan	1	1		
	Total (Punjab)	1121	1079	42	25
174	Institute of Chartered Accountant of Pakistan (ICAP), Karachi.	23	21	2	1
175	Shaheed Zulfikar Ali Bhutto Institute of Sc. And Technology (SZABIST), Karachi.	123	121	2	2
176	Hamdard University, Karachi.	45	44	1	1
177	Aga khan university, Karachi	2	2	-	-
178	Altamash Institute Of Dental Medicine, Karachi	1	1	-	-
179	Baqai Medical University, Karachi	9	9	-	-
180	Dadabhoy Institute of Higher Education, Karachi.	10	10	-	-
181	DHA Suffa, Karachi	15	15	-	-
182	Greenwich University, Karachi.	5	5	-	-
183	Habib University, Karachi.	2	2	-	-
184	ILMA University, Karachi, Sindh.	5	5	-	-
185	Indus University, Karachi	10	10	-	-
186	Institute of Business and Technology (IBT), Karachi	2	2	-	-
187	Institute of Business Management, Karachi.	36	36	-	-
188	Institute of Cost and Management Accountants of Pakistan (ICMAP), Karachi.	19	19	-	-
189	Institute of modern sciences & arts (IMSA), Hyderabad, Sindh	1	1	-	-
190	Isra University, Hyderabad.	24	24	-	-
191	Jinnah University For Women, Karachi.	30	30	-	-

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
192	Karachi School of Business and Leadership, Karachi.	1	1	-	-
193	Khadim Ali Shah Bukhari Institute of Technology (KASBIT), Karachi.	7	7	-	-
194	Newports Institute of Communications & Economics, Karachi.	2	2	-	-
195	PAF Karachi Institute Of Economics And Technology(KIET), Karachi.	16	16	-	-
196	Sindh Institute of Management and Technology University, Karachi.	1	1	-	-
197	Sir Syed University of Engineering and Technology, Karachi.	44	44	-	-
198	Zia-ud-Din University, Karachi.	7	7	-	-
	Total (Sindh)	440	435	5	4
	Total (Private Universities/Institutes)	2359	2300	59	38
Foreign Universities					
S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
1	University of London, UK.	94	89	5	3
2	The City University London, UK.	6	4	2	1
3	Association for Chartered Certified Accountant (ACCA), UK.	37	36	1	1
4	BPP University Of Professional Studies, UK.	9	8	1	1
5	Cambridge University, UK.	29	28	1	1
6	Cardiff University, UK.	3	2	1	1
7	University of Bradford, UK	5	4	1	1
8	University of Sussex, Falmer Brighton, Sussex, England.	7	6	1	1
9	University of Warwick, London	5	4	1	-
10	Anglia Ruskin University, UK.	2	2	-	-
11	Bangor University, United Kingdom	1	1	-	-
12	Bar Standards Board, UK	1	1	-	-
13	Birmingham City University, UK	2	2	-	-
14	Brunel university, Uxbridge, london	6	6	-	-
15	Cambridge Assessment International Education (CAIE), UK	1	1	-	-
16	Chartered Institute of Management Accounts (CIMA), UK	2	2	-	-
17	Coventry University, England.	10	10	-	-
18	De Montfort University, Leicester, UK	1	1	-	-
19	Edexcel University, Benin Republic, UK	4	4	-	-
20	Glasgow Caledonian university, Scotland, UK	1	1	-	-

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
21	Greenwich University, London.	2	2	-	-
22	Heriot-Watt University, UK	1	1	-	-
23	Higher Education Institutions (HEIs), England (UK). (UK Government Funded)	1	1	-	-
24	Imperial College, London	1	1	-	-
25	Kings College, London	2	2	-	-
26	Kingston University, London	1	1	-	-
27	Leeds Mertopolitan university, Leeds, West Yorkshire, England.	1	1	-	-
28	London School of Economics and Political Science, London, England, UK.	5	5	-	-
29	Loughborough University, Licenshire, UK	1	1	-	-
30	Middlesex University, London	2	2	-	-
31	Oxford Brookes University, UK.	26	26	-	-
32	Pearson Edexcel, UK	1	1	-	-
33	Queen Mary University of London, UK.	6	6	-	-
34	Robert gordon university, Aberdeen, Scotland, UK.	1	1	-	-
35	Royal holloway, university of london	2	2	-	-
36	SOAS University of London	1	1	-	-
37	Staffordshire University, UK	1	1	-	-
38	Stockholm University, Scandinia, London.	1	1	-	-
39	Swansea University, Wales, UK	2	2	-	-
40	The University of Buckingham, Buckingham, England (UK).	2	2	-	-
41	The University of Manchester, UK	5	5	-	-
42	The University of Northampton, UK.	2	2	-	-
43	The University of Nottingham, United Kingdom.	3	3	-	-
44	University College London (UCL), London, United Kingdom.	2	2	-	-
45	University of bedfordshire, Luton, UK	3	3	-	-
46	University of Central Lancashire, UK	1	1	-	-
47	University of Chester, England.	1	1	-	-
48	University of Dundee, Scotland, UK	1	1	-	-
49	University of East London, UK	3	3	-	-
50	University of exeter, Exeter, England.	1	1	-	-

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
51	University of Glamorgan, Pontypridd, Trefforest, Wales, UK.	1	1	-	-
52	University of Hertfordshire, UK	3	3	-	-
53	University of Leeds, Leeds, West Yorkshire, England.	2	2	-	-
54	University of Leicester, UK	2	2	-	-
55	University of Lincoln, Lincoln, England (UK).	1	1	-	-
56	University of Newcastle upon Tyne, Newcastle upon Tyne, North East England, UK.	1	1	-	-
57	University of Northumbria, Newcastle upon Tyne in the North East of England, UK.	1	1	-	-
58	University of Salford, Salford, Greater Manchester, England.	1	1	-	-
59	University of Sheffield, Sheffield, South Yorkshire, England.	1	1	-	-
60	University of Stirling, Stirling, Scotland, UK	1	1	-	-
61	University of Strathclyde, Glasgow, Scotland, UK.	3	3	-	-
62	University of surrey, Guildford, England.	1	1	-	-
63	University of WEST of Scotland, UK	1	1	-	-
64	University of Westminster, London	5	5	-	-
	Total (United Kingdom Universities)	332	318	14	10
65	California State University Northridge, Loss Angeles, California, USA.	1		1	-
66	Purdue University, West Lafayette, Indiana, USA.	1		1	1
67	Bentley University, Waltham, USA.	1	1	-	-
68	city university of new York (brooklyn college), New York City	1	1	-	-
69	DePaul University, Chicago, Illinois, USA.	1	1	-	-
70	Education Commission for Foreign Medical Graduates, Philadelphia, Pennsylvania, USA.	1	1	-	-
71	George Washington University, Washington D.C., USA.	2	2	-	-
72	Georgetown University, Washington, USA.	3	3	-	-
73	Georgia Institute of Technology, USA	1	1	-	-
74	Harvard university, Cambridge, Massachusetts, US	2	2	-	-
75	Indiana University Bloomington, Indiana, USA.	1	1	-	-
76	Latin American School of Medicine, Cuba, Latin Americda.	1	1	-	-
77	Missouri university of science and technology, Rolla, Missouri, United States.	1	1	-	-
78	Mount Holyoke College, South Hadley, Massachusetts, United States.	2	2	-	-

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
79	North Carolina State University, Raleigh, United States.	1	1	-	-
80	Regents of the University of California, United States.	1	1	-	-
81	Rochester Institute of Technology, USA	1	1	-	-
82	State University of New York at Buffalo, USA.	1	1	-	-
83	The George Washington University Law School, Washington, D.C., United States.	1	1	-	-
84	The university of New Mexico, Albuquerque, New Mexico, United States.	1	1	-	-
85	University of California, Berkeley (UCB), Berkeley, California, United States.	1	1	-	-
86	University of California, Davis, California, United States	1	1	-	-
87	University of Georgia, Athens, Georgia, United States.	1	1	-	-
88	University of Houston, Houston, Texas, United States.	1	1	-	-
89	University of Maryland, College Park, Maryland, United States.	1	1	-	-
90	University of San Francisco, San Francisco, California, United States.	1	1	-	-
91	Worcester Polytechnic Institute, Massachusetts, United States.	1	1	-	-
92	Youngstown state university, Ohio, United States.	1	1	-	-
	Total (United States Universities)	33	31	2	1
93	China university of Geo-Sciences, Wuhan, China.	1	1	-	-
94	HARBIN engineering university, Harbin, China	1	1	-	-
95	Huazhong University of science and technology, Wuhan, China.	1	1	-	-
96	Hunan University of TCM, China (University of Chinese Medicine).	1	1	-	-
97	Liaoning Shihua University (Petroleum School), Fushun, China.	1	1	-	-
98	Liaoning University of Petroleum and Chemical Technology, Fushun, Liaoning, People's Republic of China.	1	1	-	-
99	Ningbo university, Ningbo, China.	1	1	-	-
100	Northwest A and F University, Yangling, China	1	1	-	-
101	Northwestern Polytechnical University Xian Pr, China	3	3	-	-
102	Shenyang Aerospace University, China.	1	1	-	-
103	Shenyang Medical college, China.	1	1	-	-
104	Tsinghua University, Beijing, China.	1	1	-	-
105	University of Tianjin, China	1	1	-	-
106	Wuhan University, China.	1	1	-	-

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
107	Xian Jaiotong university, China.	2	2	-	-
108	Xinjiang Medical University, China.	1	1	-	-
109	Yangtze university, China	1	1	-	-
110	King Mongkut's University of Technology North Bangkok(KMUTNB), Bangkok, Thailand	1	1	-	-
111	Wenzhou Medical University, Wenzhou, Zhejiang, China.	1	1	-	-
Total (Chinese Universities)		22	22	-	-
112	Common wealth of learning, Canada.(Distance Learning Programmes)	1	1	-	-
113	McGill University, Montreal, Quebec, Canada.	1	1	-	-
114	McMaster University, Hamilton, Ontario, Canada.	1	1	-	-
115	mount royal university CALGARY alberta canada	1	1	-	-
116	Ryerson university, Toronto, Ontario, Canada.	1	1	-	-
117	Simon Fraser University, Burnaby, Canada.	1	1	-	-
118	The University of British Columbia, Vancouver, Canada.	1	1	-	-
119	University of Calgary, Calgary, Alberta, Canada.	1	1	-	-
120	University of Toronto, Ontario, Canada.	6	6	-	-
121	University of Waterloo, Waterloo, Ontario, Canada.	1	1	-	-
122	York University, Toronto Ontario, Canada.	4	4	-	-
Total (Canada Universities)		19	19	-	-
123	Australian National University, Canberra, Australia.	1	1	-	-
124	Bond University, Australia.	1	1	-	-
125	Certified Practicing Accountants (CPA), Australia	1	1	-	-
126	Charles Sturt University, New South Wales, Australian.	1	1	-	-
127	Edith Cowan University, Perth, Western, Australian.	1	1	-	-
128	Federation University, Australia	1	1	-	-
129	La Trobe university, Bundoora, Victoria, Australia.	2	2	-	-
130	Macquarie university, Sydney, Australia.	2	2	-	-
131	Monash university, Melbourne, Victoria, Australia.	1	1	-	-
132	Queensland University of Technology (QUT) Business School, Brisbane, Australia.	1	1	-	-
133	Royal Melbourne Institute of Tehnology (RMIT) University, Australia.	1	1	-	-
134	The University of Queensland, Brisbane, Australia.	2	2	-	-

S.No.	Name of Universities/Institute	Appeared	Failed	Pass	Allocated
135	University of New South Wales (UNSW), Sydney suburb of Kensington, Australia.	1	1	---	---
136	University of Southern Queensland, Toowoomba, Queensland, Australia	1	1	---	---
137	University of Wollongong, Australia	2	2	---	---
	Total (Australia Universities)	19	19	---	---
138	Hochschule der wirtschaft fur management (HdWM), Mannheim, Southwest Germany.	1	1	---	---
139	karlsruhe institute of technology (KIT), German.	1	1	---	---
140	Technical University Munich, Bavaria, Germany	2	2	---	---
141	Technical University of Cologne, Germany.	1	1	---	---
142	University of Heidleberg, Heidelberg, Baden-Württemberg, Germany.	1	1	---	---
143	University of Passau, Passau, Lower Bavaria, Germany.	1	1	---	---
144	University of Stuttgart, Stuttgart, Germany.	1	1	---	---
	Total (Germany Universities)	8	8	---	---
145	Aalto University, Espoo, Finland, Northern European nation.	1	1	---	---
146	Central European University, Vienna, Austria, Southeastern Europe.	2	2	---	---
147	Corvinus university of budapest, Hungary(Central Europe)	1	1	---	---
148	Delft University of Technology (TU), Delft, Netherlands, Western Europe.	1	1	---	---
149	European Inter University Center for Human Rights and Demoratisation, Italy.	1	1	---	---
150	IHE Delft Institute for Water Education (formerly known as UNESCO-IHE Institute for Water Education), Delft, Amsterdam, Netherlands(Northwestern Europe).	1	1	---	---
151	Kazan State Medical University, Kazan, Russia.	1	1	---	---
152	Keimyung University (KMU), Daegu, South Korea.	1	1	---	---
153	Kyrgyz State Technical University, Kyrgyzstan, Bishkek.	1	1	---	---
154	Pannon Egytem University, Veszprem, Hungary (Central Europe)	1	1	---	---
155	Politecnico Di Torino University, Italy	3	3	---	---
156	PSL (Paris Scineces and Lettres) Universite Paris	1	1	---	---
157	Soongsil University (SSU), Korea.	1	1	---	---
158	Sophia University, Tokyo, Japan.	1	1	---	---
159	University of Geneva, Geneva, Switzerland, Western, Central, and Southern Europe.	1	1	---	---
160	Utrecht University, Utrecht, Netherlands.	2	2	---	---

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
	Total (Europe & Asia Universities)	20	20	-	-
	Grand Total European & Asian Countries Participation	454	438	16	11
Muslim Countries Universities/Institutes					
S.No.	Name of University/Instiutue	Appeare	Failed	Pass	Allocated
1	Alfarabi college, Riadh, Saudi Arabia	1	1	-	-
2	Islamic university of Madina, Saudi Arabia	1	1	-	-
3	Arab Open University, Riyadh, Saudi Arbia.	1	1	-	-
4	king fahd university of petroleum and minerals, Saudi Arabia.	1	1	-	-
	Total (Saudi Arabia Universities)	4	4	-	-
5	Gulf Medical university, Ajman, UAE.	1	1	-	-
6	University of Sharjah, UAE	1	1	-	-
7	American University of Sharjah, United Arab Emirates,	2	2	-	-
	Total (United Arab Emirates Universities)	4	4	-	-
8	Atilim University, Ankara, Turkey.	1	1	-	-
9	Hacettepe university, Turkey	2	2	-	-
10	Kirsehir Ahi Evran university, Kirsehir, Turkey	1	1	-	-
11	Middle east technical university, Ankara, Turkey.	2	2	-	-
12	Bilkent University, Ankar, Turkey.	5	4	1	-
13	Antalya Bilim University, Turkey	1	1	-	-
14	Cyprus International University, Lefkosa (Nicosia), Turkish Republic of Northern Cyprus, Turkey.	1	1	-	-
15	Eastern Mediterranean University, Famagusta, North Cyprus, Turkey.	1	1	-	-
16	TUrkish higher education Institutions, Turkey	1	1	-	-
17	Yok Higher education of Turkey.	1	1	-	-
18	Near East University (NEU), North Cyprus, Turkey.	1	1	-	-
	Total (Turkey Universities)	17	16	1	-
19	UNIVERSITY OF Malaya, Kuala Lumpur, Malaysia.	1		1	1
20	Asia pacific University of Technology and Innovation, Malaysia	3	3	-	-
21	Multimedia University (MMU), Malaysia.	1	1	-	-
22	Nilai University, Nilai, Malaysia	1	1	-	-
23	Universiti Teknologi Petronas, Seri Iskandar, Malaysia.	4	4	-	-
	Total (Malaysia Universities)	10	9	1	1

S.No.	Name of University/Institute	Appeared	Failed	Pass	Allocated
24	Asian University for women, Chittagon, Bangladesh.	1	1	-	-
	Total (Bangladesh Universities)	1	1	-	-
	Grand Total of Muslim Countries Participation	36	34	2	1

Category-Wise performance of Universities/Institutes in CSS-2020: The detail of performance of the candidates graduating from universities in Public and Private Sector as well as Foreign Universities is provided in Table 54 and vide figure (19).

Table 54: Category-Wise performance of Universities/Institutes in CSS CE-2020

Universities/Institutes	No. of Universities	Appeared	Fail	%age	Pass	%	Allocated	%
Public	123	14535	14236	98	299	2	171	77
Private	75	2360	2301	98	59	3	38	17
Foreign	184	489	471	96	18	4	12	6
Other	49	50	50	-	-	-	-	-
Not Reported	-	1119	1119	-	-	-	-	-
Total	431	18553	18177	-	376	-	221	100

Figure 19 Category-Wise Allocated % of Universities in CE-2020

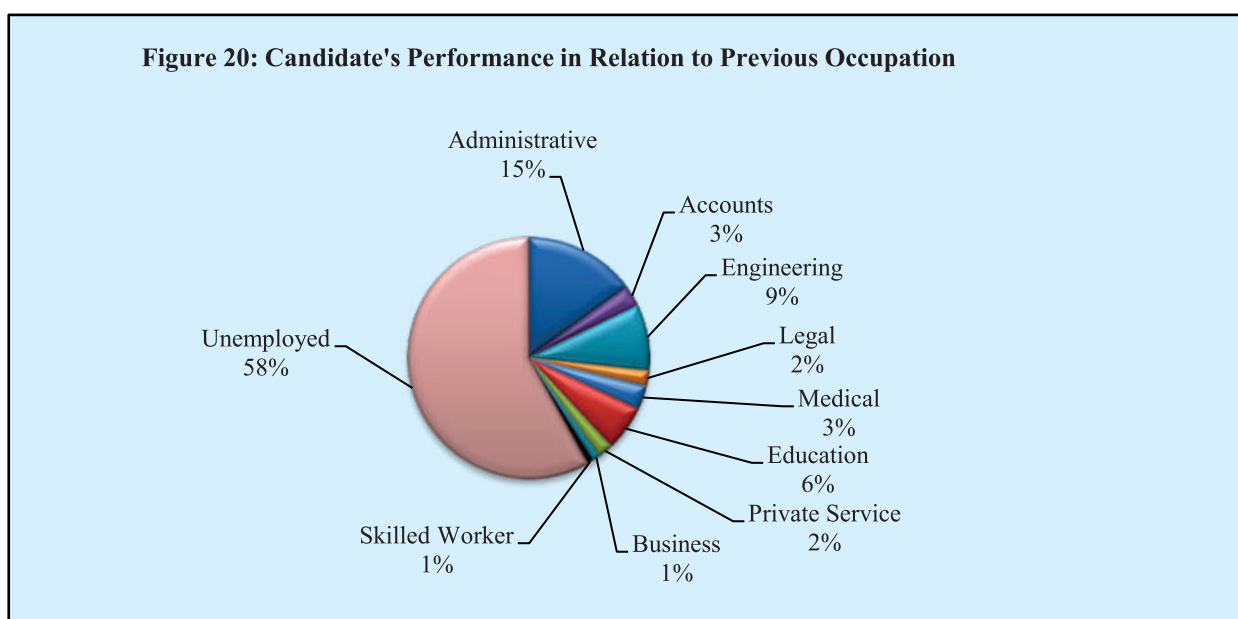


Performance in CSS relating to previous experience of the aspiring candidates.

Table 55: Candidates' Performance in Relation to Previous Occupation CSS CE-2019

Candidate's Occupation	Appeared in Exam	%age	Finally Qualified	%age	Order of Merit		Allocated to Group	%age
					1-100	101-200		
Administrative	1108	8	49	14	18	10	32	15
Clerical	337	2	2	1	0	0	1	1
Armed Forces	317	2	4	1	0	1	1	1
Accounts	378	3	7	2	3	3	6	3
Engineering	534	4	25	7	11	7	19	9
Legal	126	1	6	2	1	3	3	2
Medical	268	2	14	4	3	4	7	3
Education	1350	9	31	8	5	6	13	6
Private	112	1	5	1	1	1	3	2
Agriculture	32	0	1	0	0	0	1	1
Business	280	2	3	1	1	1	2	1
Skilled Worker	155	1	5	1	1	2	2	1
Unspecified	30	0	0	0	0	0	0	0
Unemployed	9494	65	213	58	56	62	122	58
Total:	14521	100	365	100	100	100	212	100

6.20 Table 55 (Figure 20) indicates that 65% of the candidates who appeared in CE-2019 were previously unemployed and their share in allocation was 58%. Details of candidates with previous work experience and performance in allocation of CSS CE reflects drastic unemployment in the country.

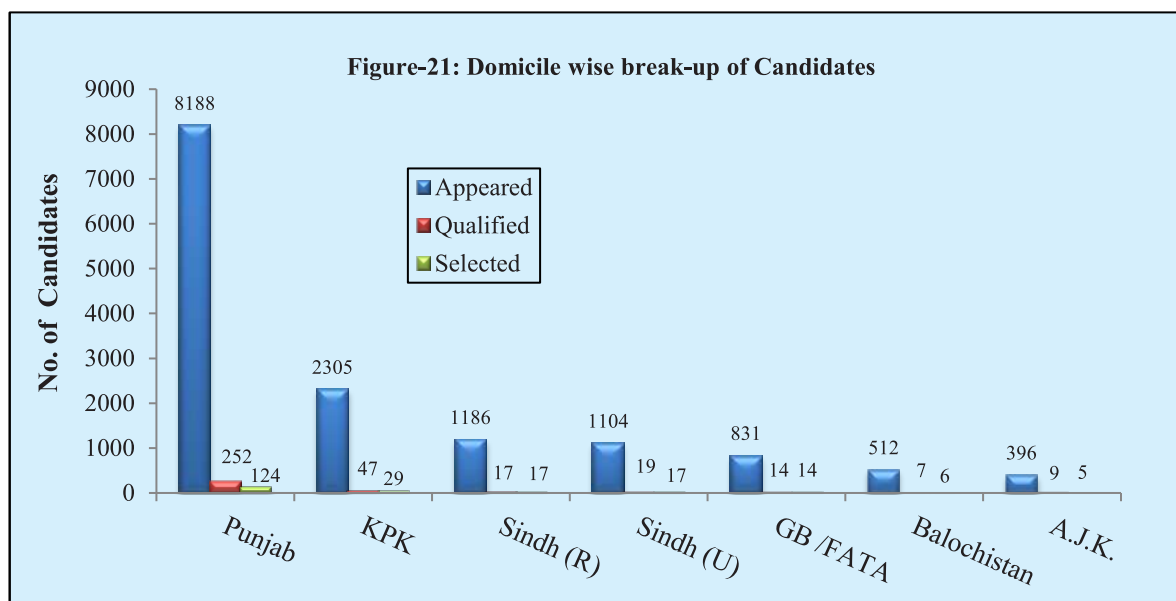


Performance in CSS relating to Diversity and Provincial/Regional quotas of the aspiring candidates.

6.21 Build diversity and promote inclusive Provincial/Regional cultures: Candidates across the country/regions keenly participate in CSS CE. Each province/region has an earmarked quota to ensure their respective representation in the civil service. However, it is noted with concern the under-representation or under-performance of candidates from certain provinces/regions as below:

Table 56: Candidates’ Performance by Domicile-CSS CE 2019

Candidates’ Domicile	Appeared in CSS	%	Finally Qualified Candidates	%	Merit of Qualified Candidates		Allocated Candidates	%
					1-100	101-200		
Punjab	8188	56	252	69	68	77	124	58
Khyber Pakhtunkhwa	2305	16	47	13	12	9	29	14
Sindh(Rural)	1186	8	17	5	7	3	17	8
Sindh(Urban)	1104	8	19	5	4	6	17	8
GB /FATA	831	6	14	4	5	2	14	7
Balochistan	512	4	7	2	3	1	6	3
A.J.K.	396	3	9	2	1	2	5	2
Total	14521	100	365	100	100	100	212	100



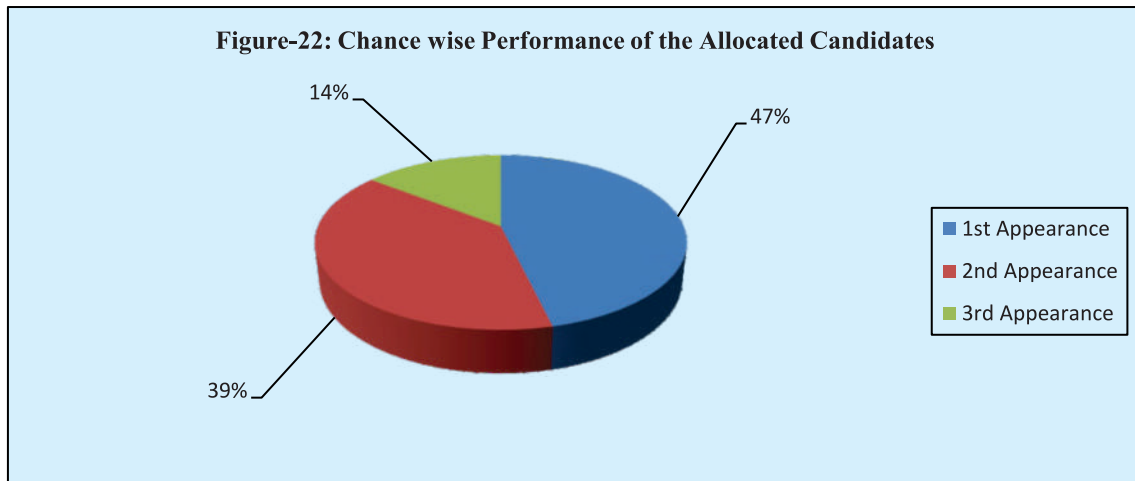
6.22 The region-wise performance of the candidates in CSS Competitive Examination-2019 is at Table 56 (Figure 21). Out of 14521 applicants, 56 % were from Punjab, and 44% from the remaining provinces/regions. Out of 365 finally qualified candidates, 69 % were from Punjab, 13 % from Khyber

Pakhtunkhwa, 5% from Sindh Rural, 5% from Sindh Urban, 4% from GBFATA, 2% from AJK and 2% from Baluchistan. The province/region-wise allocations show that Punjab secured 58% seats inclusive of seats reserved for general merit quota, Khyber Pakhtunkhwa 14%, Sindh Rural 8%, Sindh Urban 8%, GBFATA 7%, Balochistan 2% and AJK 2%. The unfilled seats of respective provinces were carried over to next CSS Examination-2020.

Performance in CSS relating to chance wise success rate of the aspiring candidates.

Table 57: Chance Wise Performance of the Candidates

S.No.	Chances	Appeared	%age	Finally Qualified	%age	Allocated	%age
1	1 st Appearance	9341	64	164	45	99	47
2	2 nd Appearance	3753	26	131	36	84	39
3	3 rd Appearance	1427	10	70	19	29	14
Total		14521	100	365	100	212	100



6.23 Out of 14521 candidates, who appeared in CSS Competitive Examination 2019, 64% appeared for the 1st time, 26% participated for 2nd time and only 10% appeared for the 3rd time or availed last chance. In final allocation, 47% seats went to candidates who appeared for 1st time, 39% to those who appeared 2nd time and 14% to the candidates who appeared for 3rd time. Table-57 and Figure 22 reflect better performance of the candidates who attempted CSS CE 2nd and 3rd times as compared to their appearance ratios that indicate gradual increase in maturity level of the candidates if chances are provided to them.

6.24 Commission updates all performance indexes in CSS Competitive Examination, a serious effort is made each year to share the analysis and findings of the Competitive Examination with all concerned

underscoring to take appropriate measures where ever necessary to address the deficiencies related to standard and quality of education to ensure netting good talent for the civil service. A summary of statistical analysis of CSS CE over the last three years 2018-2020, year-wise result of high achievers with universities/educational institutions and category wise performance of candidates from Public, Private and Foreign universities is as below:

Performance in CSS relating to Top 20 trends of the aspiring candidates.

Table 58: Merit-Wise Top 20 List of Allocated Candidates CSS CE-2018

Roll No.	Merit No.	Last Academic Degree	University/Institute	Group/Service
07440	1	B.A.LL.B(Hons)	Lahore University of Mngt Sciences, Lahore	FSP
11424	2	B.A. (Hons)	Government College University, Lahore	PSP
13426	3	B.A.	Cornell University, New York	PAS
11158	4	B.Sc.	University of Engineering & Technology, Lahore	PAS
05632	5	B.E.	National University of Sciences & Tech, Islamabad	PAS
05100	6	B.E.	National University of Sciences & Tech, Islamabad	PAS
09535	7	B.S.C.S	Lahore University of Mngt Sciences, Lahore	PAS
05161	8	M.Phil.	Government College University, Lahore	PAS
07122	9	ACA	Instt. Of Chartered Accountants in England & Wales	PAS
15849	10	D.Pharmacy	University of the Punjab, Lahore	PAS
22665	11	B.E.E	National University of Sciences & Tech, Islamabad	PAS
17241	12	M.B.B.S	University of Health Sciences, Lahore	PAS
00013	13	B.Sc	Air University, Islamabad	PAS
11010	14	B.Sc	University of Engineering & Technology, Lahore	PAS
00124	15	M.B.B.S	Khyber Medical University, Peshawar	PAS
10119	16	B.E.	NED University of Engineering & Tech, Karachi	PAS
11132	17	M.B.B.S	King Edward Medical University, Lahore	PAS
10480	18	M.PHIL.	Kinnaird College for Women, Lahore	PAS
23445	19	D.Pharmacy	Islamia University, Bahawalpur	PAS
14357	20	B.E.E	National University of Sciences & Tech, Islamabad	PAS

Total Top Positions	Pakistani Universities	Foreign Universities
20	18	02

Table 59: Merit-Wise Top 20 List of Allocated Candidates CSS CE-2019

Roll No.	Merit	Last Academic Degree	University/Institute	Group/ Service
14800	1	B.S.	Georgetown University, USA	PAS
13546	2	B.Sc	University of Engineering & Technology, Lahore	PAS
07852	3	B.Sc	Lahore University of Management Sciences, Lahore	PAS
12466	4	M.B.B.S	King Edward Medical University, Lahore	PAS
08127	5	B.SC. (HONS)	Lahore University of Management Sciences, Lahore	PAS
03604	6	B.S.	Quaid-i-Azam University, Islamabad	PAS
14193	7	B.Sc. (CIVIL ENGG.)	University of Engineering & Technology, Lahore	PAS
04447	8	M.PHIL.	Government College University, Lahore	PAS
08589	9	B.SC. (HONS)	Lahore University of Management Sciences, Lahore	PAS
01432	10	M.S.	Pak Institute of Engineering & Applied Sciences, IBD	PAS
12729	11	B.Sc	University of the Punjab, Lahore	PAS
01180	12	B.SC. (HONS)	Lahore University of Management Sciences, Lahore	PAS
13605	13	B.Sc	University of Engineering & Technology, Lahore	PAS
05411	14	B.A.LL.B (HONS)	Lahore University of Management Sciences, Lahore	PAS
13985	15	B.E.	National University of Sciences & Tech, Islamabad	FSP
12113	16	B.S.(HONS)	Quaid-i-Azam University, Islamabad	PAS
10827	17	B.S.(HONS)	Lahore School of Economics, Lahore	PAS
20701	18	M.Sc.	SZABIST, Karachi	PAS
11735	19	M.Sc.	Lahore University of Management Sciences, Lahore	PAS
02615	20	M.PHIL.	Government College University, Lahore	PAS

Total Top Positions	Pakistani Universities	Foreign University
20	19	01

Table 60: Merit-Wise Top 20 List of Allocated Candidates CSS CE-2020

Roll No.	Merit No.	Last Academic Degree	University/Institute	Group/Service
22007	1	M.Phil.	Government College University, Lahore	PAS
3947	2	B.E.	National University of Sciences & Tech, Islamabad	PAS
27341	3	B.D.S	University of Health Sciences, Lahore	PAS
3183	4	B.SC. (Hons)	Lahore University of Management Sciences, Lahore	PAS
22851	5	B.B.A.(Hons)	Lahore School of Economics, Lahore	PAS
11476	6	M.Sc.	University of London	PAS
19976	7	Graduation	National University of Sciences & Tech, Islamabad	PAS
24820	8	M.B.B.S	King Edward Medical University, Lahore	PAS
28444	9	B.B.A.	Institute of Business Administration, Karachi	PSP
22852	10	B.Sc.	University of Engineering & Technology, Lahore	PAS
22984	11	B.SC. (Mech. Engg.)	University of Engineering & Technology, Lahore	PAS
35000	12	B.SC. (Hons)	Lahore University of Management Sciences, Lahore	PAS
19251	13	B.Sc. (Elect. Engg)	University of Engineering & Technology, Lahore	PAS
23787	14	B.Sc.	University of Engineering & Technology, Lahore	PAS
20950	15	B.Sc.(HONS)	Lahore University of Management Sciences, Lahore	PAS
23249	16	B.Sc. (Civil Engg.)	National University of Sciences & Tech, Islamabad	PAS
14139	17	B.E.	NED University of Engineering & Tech, Karachi	PSP
24228	18	B.SC. (Mech. Engg.)	University of Engineering & Technology, Lahore	PAS
1738	19	B.E.	National University of Sciences & Tech, Islamabad	PAS
27051	20	Bachelor of Architecture	National College of Arts, Lahore	PAS

Total Top Positions	Pakistani Universities	Foreign University
20	19	01

PERFORMANCE OF CANDIDATES W/R TO TOP-20 LEADING UNIVERSITIES/INSTITUTIONS

Table 61: UNIVERSITIES/EDUCATIONAL INSTITUTIONS: CSS CE 2018-2020

University/Institute	2018	2019	2020	Total
LUMS	02	06	03	11
NUST, Islamabad	04	01	05	10
U.E.T Lahore	02	03	05	10
Government College University Lahore	02	02	01	05
Foreign Universities	02	01	01	04
King Edward Medical University, Lahore	01	01	01	03
University of the Punjab	01	01	-	02
NED University of Engineering & Tech, Karachi	01	-	01	02
Quaid-i-Azam University, Islamabad	-	02	-	02
University of Health Sciences, Lahore	01	-	01	02
Lahore School of Economics, Lahore	-	01	01	02
Khyber Medical University, Peshawar	01	-	-	01
Kinnaird College for Women, Lahore	01	-	-	01
SZABIST Karachi	-	01	-	01
Air University, Islamabad	01	-	-	01
Islamia University, Bahawalpur	01	-	-	01
Pak Institute of Engineering & Applied Sciences, Islamabad	-	01	-	01
Institute of Business Administration, Karachi	-	-	01	01
Total	20	20	20	60

Table 62: STATISTICS OF CANDIDATES W/R TO UNIVERSITY/INSTITUTE IN CSS CE 2018-2020

Year	Appeared	Fail	Pass	Allocated
2018	11887	11318	569	278
2019	14521	14149	372	212
2020	18553	18177	376	221

Figure-23: Candidates w/r University/Institute in CSS CE-2018-2020

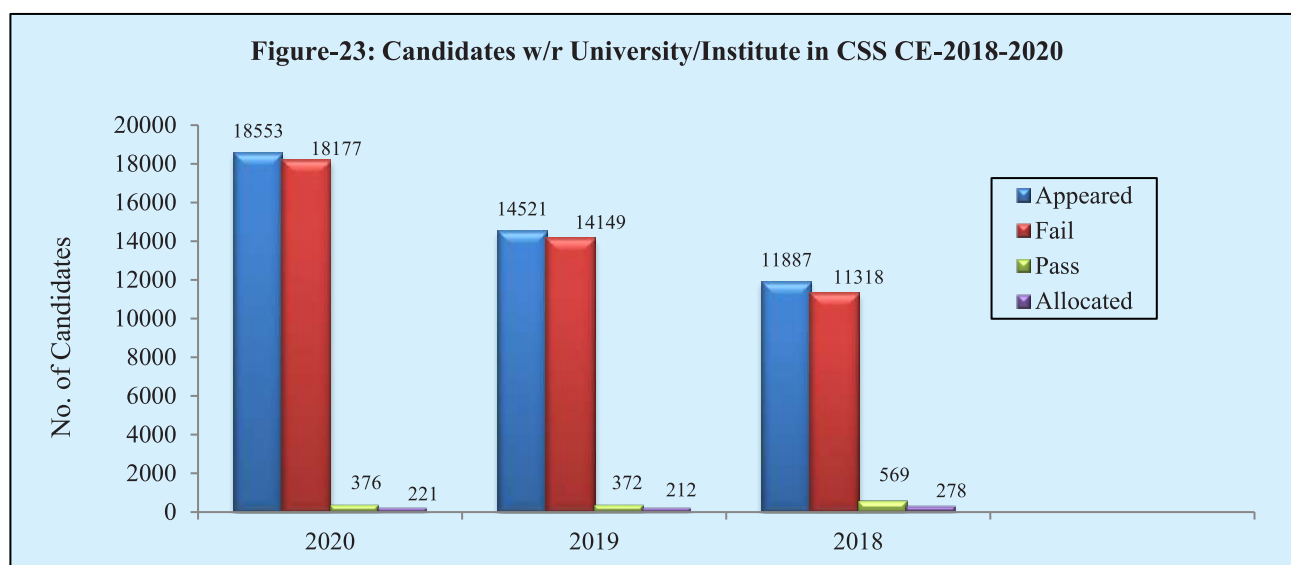


Table 63: Overview of Candidates’ Performance w/r Public/Private/ Foreign University/Educational Institutions in Last 03 Years

Public				
Year	Appeared	Failed	Pass	Allocated
2018	9234	8782	452	224
2019	10969	10683	286	156
2020	14535	14236	299	171
Total	34738	33701	1037	551
Private				
Year	Appeared	Failed	Pass	Allocated
2018	1435	1345	90	43
2019	1968	1895	73	49
2020	2359	2300	59	38
Total	5762	5540	222	130
Foreign				
Year	Appeared	Failed	Pass	Allocated
2018	268	241	27	13
2019	246	233	13	9
2020	490	472	18	12
Total	1004	946	58	34
Others				
Year	Appeared	Failed	Pass	Allocated
2018	947	945	2	1
2019	298	298	-	-
2020	50	50	-	-
Total	1295	1293	2	1

6.25 Measures for improving the CSS Competitive Examination System:

1. Pass percentage

- a. Analysis of results of last five years indicates that pass percentage has remained from 2.09% to 2.03% with five years average at 3%.
- b. There is no drastic or abnormal decrease in pass percentage.
- c. Trend over the years reveals that the Commission strictly observes merit without any fear, favor, affection or ill will.

Table 64: CSS Pass Percentages: Five Year Perspective

Year	Appeared	Written Qualified	%age
2016	9,643	202	2.09
2017	10254	312	3.04
2018	11,887	569	4.79
2019	14521	372	2.56
2020	18553	376	2.03

2. Examiners, Evaluation and Marking

- a) Best available examiners are selected after due diligence.
- b) Examiners' appointment is based upon high caliber, integrity and professional excellence.
- c) Examiners evaluate scripts independently without any interference from the Commission.
- d) In case of a large number of scripts, the examiner is authorized to associate co-examiners.
- e) The scripts evaluated by co-examiners are counter verified by the head examiners.
- f) The choice of single examiner per subject/paper ensures a level playing field for all the Competitors.

3. Ensuring Equitable Opportunities to all Education Systems/Backgrounds

- a) Examination ensures equitable opportunities to students of all backgrounds and education systems.
- b) It is thus statistically proven that perception as regards discrimination towards indigenous educational system is divorced from reality.

4. Quality of Intake

- a) Irrespective of the number of failures or otherwise, Commission does not compromise on quality and standards.
- b) The issue of the quality of civil services is multi dimensional, which needs to be addressed holistically.
- c) Intake through CSS examination is just one ingredient of the issue.
- d) FPSC selects the best possible candidates as per their availability in the market - their subsequent grooming remains a different subject/purview.
- e) Many aspirants do not opt for civil service owing to unattractive remuneration and slow career growth in public sector as compared to opportunities now available in the private sector.

5. Factors Identified by the Commission

- a) Large numbers of high performing students do not apply for CSS due to more attractive opportunities for progression now available in other sectors at home and abroad.
- b) Increasing difference between the number of candidates that apply and that actually take the exam reflects that a major number of applicants is non serious.
- c) Shift from book reading towards internet for exam preparation, results in erosion of creativity and written expression.
- d) CSS academies, reliance on guess papers, guide books and notes, neither support the candidates in attempting question papers nor enhance their critical and analytical abilities.
- e) CSS CE 2020 result underscored the deteriorating standard of education in universities/colleges
- f) The Commission has been highlighting this fact in annual reports for the last many years.

6. Examiners' Viewpoint

The Examiners' Reports for the years CE 2020 reveals that candidates could not pursued required criteria as follows:

- Essential standards of Essay are conceptual clarity, research-based knowledge, logical reasoning.
- Break down Essay title into component parts and possible ways to address them.
- Popular outline of the Essay in organized form.

- Build up proper structure of Essay, ordering the material when presenting, discussing and forming into a coherent argument.
- Construction of supporting paragraph for main body of the Essay by using specific transition words.
- Powerful conclusion of the Essay, an apt opinion about key ideas of the selected topics.
- Develop critical thinking skills, authentic reference books and research articles for standard Essay.
- Pressing need to change methodology of teaching English, Comparative study of major religions.
- Emphasize English language as a viable transnational mode of communication and spoken/written communication for civil service.
- Screen out non-serious candidates before entering into the main stream.

6.26 Recommendations:

1. Concrete measures required for enhancing the quality of education at all levels, particularly proficiency in English, speech power and writing skills having critical, analytical argumentation relevant to ground realities type sample exercises in Universities/Institutions as a necessary requirement for awarding degrees or for possible success in CSS.
2. Holding of Preliminary Screening Test prior to CSS CE with the purpose to filter out non-serious candidates and to improve the quality of competition.
3. Backlog of unfilled vacancies in CSS/GR against quotas allocated for minorities/women/underdeveloped areas/regions due to non availability of suitable candidates. The Commission invites attention of the policy makers to take appropriate measures and policy for benefit of the reserved quotas.
4. Amendment in CSS Competitive Examination revised Rules and qualifying criteria requires approval of the Government for CE-2021 at appropriate time before notifying.
5. HEC/Universities/Colleges to take measures for improvement and promoting English language proficiency. Interacting with HEC/Ministry of Federal Education and provincial education departments/libraries to promote reading culture in Pakistan.

CHAPTER VII: LITIGATION

LITIGATION

7.1 Under Section 7(3) (d) of the FPSC Ordinance 1977, candidates who are not satisfied with the decision of the Commission, are provided an opportunity to seek redressal of their grievances. Apart from this mechanism, candidates also invoke writ jurisdiction of the High Court on matters relating to recruitment through Competitive Examinations, General Recruitment and Human Resource matters. Details of cases in litigation, by or against the Commission in various Courts of Law, in pendency or filed during 2020 is given in Table below:

Table 65: Litigation status as of December 2020

Forum/ Court	As on 01-01-2020	Filed during 2020	Total	Decided during 2020	Balance on 31.12.2020
Supreme Court of Pakistan	53	08	61	11	50
Islamabad High Court	109	53	162	51	111
Lahore High Court	58	19	77	16	61
High Court of Sindh	38	05	43	01	42
Peshawar High Court	17	04	21	04	17
High Court of Balochistan	05	01	06	--	06
AJK Supreme Court	01	--	01	--	01
Federal Service Tribunal	56	15	71	13	58
Supreme Appellate Court Gilgit Baltistan	14	03	17	03	14
Chief Court, Gilgit Baltistan	27	07	34	13	21
Gilgit Baltistan Service Tribunal, Gilgit	02	--	02	--	02
Civil Courts/ Misc.	04	--	04	01	03
Total	384	115	499	113	386

CHAPTER VIII: LOGISTICS

LOGISTICS

8.1 Logistic Directorate managing to improve efficiency of the work environment and the proper set up / rehabilitation / running of premises (office / examination halls etc.), ensures the procurement planning, purchasing of goods and services, there is a key role to build new examination halls and other logistic sport. Details of new initiatives to improve the working condition are given in Table below:

Table 66 : New Initiatives of Logistic Directorate

Sr. No.	Initiatives	Status
1	Inauguration of FPSC Examination Halls, Lahore	Honourable Chairman FPSC inaugurated newly constructed additional examination hall at FPSC Provincial Office, Lahore on 12.2.2021. The examination halls were constructed by Pak. PWD Lahore.
2	Lift matters taken up with M/O Housing & Works	Replacement of two existing lifts and installation of one new lift by Pak. PWD is planned for completion in July 2021. These lifts have been replaced after 25 (approx) years.
3	Cars for Commission Members	Existing fleet of staff cars of FPSC, HQ is old and completed its prescribed life. FBR has been requested for provision of two NCP vehicles which will be handed over to FPSC shortly after completion of all codal formalities.
4	Building for Gilgit Baltistan	GB Government has been requested for allotment of suitable piece of land for FPSC Regional Office Gilgit and Sub Office Skardu. GB Government and FPSC are jointly working on the matter expeditiously.
5	Building for Multan office	Chief Secretary Punjab has been requested for provision of suitable plot or building for establishment of FPSC Provincial Office Southern Punjab at Multan. The matter is under consideration between FPSC and the concerned authorities of the Punjab.

CHAPTER IX: FINANCE & BUDGET

Finance and Budget

9.1 The Commission's activities are funded through budgetary resources provided by the Government. Ministry of Finance allocated Rs 676.064 million in PKR budget for FPSC for financial year 2020-21. It was distributed amongst FPSC HQs and Provincial/Regional Offices located at Lahore, Karachi, Peshawar, Quetta, Multan, Sukkur, D.I.Khan and Gilgit. Head wise budget details are as below:

Table 67: Budget of FPSC

Major-Heads of Accounts	Item	Amounts in Millions in Rs.
A01	Employees Related Expenses	427.525
A03	Operating Expenses	230.991
A04	Employees Retirement Benefits	0.8242
A05	Grant Subsidies & Write off Loan	0.280
A09	Physical Assets	1.755
A13	Repair and Maintenance	4.751
Total		676.064

9.2 The Commission's operational budget is meant to hold the CSS Examination/Professional Screening tests throughout the year. However, budget is generally subject to austerity cut of 20 to 30% by the Finance Division which at times impedes in the discharge of statutory functions. Due to this, the Commission is often restrained from advertising the posts, inviting applications and holding tests and examinations of potential candidates.

9.3 Receipts of the Commission: The revenue is generated on account of fee deposited by candidates for Competitive Examinations and General Recruitment for posts in BS-16 and above during FY2019-20. The Commission received **Rs.313.563 million in PKR** against the budgetary estimate of Rs.370.000 million in PKR.

9.4 Expenditures: Total expenditures incurred during FY2019 20 were Rs. 804.774.191 million in PKR, as detailed at Table.

Table 68 : Expenditures during 2019-20

Head of Account	Actual Expenditure Million in Rs.	Budgetary Provision Millions in Rs.
A01- Employees Related Expenses	417.212	447.000
A03- Operating Expenses	340.037	195.070
A04- Employees Retirement Benefit	13.445	0.417
A05- Grant Subsidies & Write off Loan	28.525	0.029
A09- Physical Assets	1.994	3.776
A13- Repair of Durable Goods	3.559	3.699
Total	804.774	650.000

9.5 Training and Development of FPSC Officers: Training Programs to improve capabilities and skills of human resource plays a pivotal role in achieving the organizational objectives. Keeping in view the paramount importance of human capital, FPSC is committed to enhance knowledge and upgrade skills of its employees. Administrative measures were taken by the Commission to enhance the capacity of human resource and improve its service delivery. However, due to COVID-19 pandemic, limited training activities were carried out. However, officers at FPSC were allowed to undertake mandatory training courses as follows:

Table 69: Training of FPSC Officers

S. No.	Name of Officers	Course Name	Date	Institute
1	Ms. Sabina Qureshi, Director General (BS-20)	National Security & War Course 2020-21	07.08.2020 to 04-01-2021	National Defence University, Islamabad
2	Mr. Kamran Raffat, Deputy Director (BS-18),	Mid Career Management Course (MCMC)	29.01.2020 to 03.07.2020	National Institute of Management, Quetta

9.6 Secretary (FPSC) chaired Departmental Accounts Committee (DAC) meetings. Promotion of officers at FPSC has been long awaited due to litigation and absence of seniority list issues. Ms. Humaira Ahmed, Secretary FPSC, took keen interest to revise the seniority list and promoted cases due for promotion. The details is as follows:-

Table 70: DAC Meetings

Sr. No.	DAC Meeting dated	Subject of DAC Discussion(s)	Chaired by
1	17-11-2020	DAC Meeting on printed paras on: a) Non-reconciliation b) Receipt & reconciliation of FPSC Exam Fee through branchless banking c) Less recovery of income tax	PAO
2	23-12-2020	Discussion on Appropriation Accounts (2017-18, 2018-19 & 2019 20)	PAO
3	29-12-2020	DAC Meeting on printed paras on: a) Non-reconciliation b) Receipt & reconciliation of FPSC Exam Fee through branchless banking c) Less recovery of income tax	PAO
4	26-01-2021	DAC Meeting scheduled on 26-Jan-2021. Reps of Audit and Finance Division did not attend.	PAO
5	11-02-2021	DAC Meeting scheduled on 11-Feb-2021 with reps of National Bank of Pakistan did not attend.	PAO
6	13-04-2021	DAC meeting on 19-Proposed Draft Paras (FPSC HQs FY 2019-20)	PAO
7	31-05-2021	DAC meeting on printed paras on: a) Non-reconciliation b) Receipt & reconciliation of FPSC Exam Fee through branchless banking c) Less recovery of income tax	PAO
8	08-06-2021	DAC meeting on Verification/ Reconciliation of FPSC Non tax Revenue receipts	PAO

9.7 Proposal for Branchless Banking Network: In order to resolve the issue of non-reconciliation of FPSC receipts once and for all, a proposal regarding receipt and reconciliation of FPSC Examination Fee etc. through branchless banking duly endorsed by Office of the Controller General of Accounts, Islamabad is under consideration of the Finance Division seeking formal approval and will be implemented as soon as approved. The Commission took the matter with the following for introducing Branchless Banking:

Table 71: Branchless Banking for FPSC Treasury Receipts

S.No.	Correspondence for reconciliation of FPSC Examination Fee system	Date
1	Finance Division, Islamabad (for approval of receipt and reconciliation of FPSC Examination Fee system)	16-10-2020
2	Accountant General, Pakistan Revenues, Islamabad (for reconciliation of FPSC Examination Fee etc. centrally at Islamabad being accounts maintaining body of the Federation)	18-11-2020
3	State Bank of Pakistan (for verification of receipt figures)	18-11-2020
4	National Bank of Pakistan (for verification of receipt figures)	18-11-2020
5	Finance Division (for waiver of reconciliation being old record)	19-11-2020
6	National Bank of Pakistan (for verification of receipt figures)	22-12-2020

CHAPTER X: GENERAL OBSERVATION & RECOMMENDATIONS

General Observations

10.1 In order to bring the recruitment process in line with the needs of the public expectations, achieve the objectives of specialization, automation, efficiency and service delivery, a summary of key observation of the Commission is as follows:

1. To speed up the recruitment process, Computer Based Testing (CBT) and Question Databank projects are expected to be a proper working which will enhance functional capacity of the Commission.
2. The rising number of applications against posts advertised by FPSC reflects confidence of aspiring candidates towards FPSC.
3. To exclude non-serious candidates at entry level Preliminary MCQ Based Test is need of the hour.
4. Examiners endorsed by statistics inform that there is lack of academic link of candidate's choice of subjects and his/her academic background in Competitive Examination. Out of 45 optional subjects offered under CE scheme, only 06 subjects (Accountancy & Auditing, Botany, Chemistry, Computer Science, Economics and Physics) could match with academic background and vast majority of candidates are opting for subjects they have not studied at any academic level.
5. Data also informs that the success ratio of candidates who attempted CSS CE in their 2nd or 3rd attempt was higher as compared to their first attempt. A significant number of successful candidates, about 53%, were availing second and third chance in CE.
6. A significant number of posts could not be filled due to non availability of eligible candidates attaining the required threshold. The posts are carried over to the next year in the same quotas to ensure their representation in the federal services, as also envisaged in the Constitution of Pakistan - 1973.

10.2 Recommendations

- 1. Introduction of Preliminary MCQ Based Test:** Adoption of a mechanism to screen out the non-serious candidates from serious ones at the initial stage of examination, prior to CSS main examination.
- 2. Online Interviews/Personal Hearings:** Implementation of digital solution to speed up the recruitment process and reduce geographical constraints.
- 3. Need for increase in Financial & Human Resources:** There is an exponential increase in workload of the Commission over the last few years without any corresponding increase in human or financial resources. In order to maintain high standard of efficiency for prompt processing and finalization of recruitment cases, human resource and budgetary provisions for FPSC need to be matching to increased volume of work. Budgetary provisions for FPSC need to be increased appropriately. Sufficient resources for FPSC to enable remuneration for supervisory staff, implementing development projects, research study and analysis is recommended.
- 4. Implementation of Commission's advice for a methodological change** – through collective wisdom, adequate research, study and analysis for a sustained change, based on international best practices, sharing at the forum of Public Service Commissions and standards observed by similar organizations.
- 5. Designing of Syllabi and Test Scheme for CSS, FPOE and General Recruitment** requires special initiatives in line with modern developments and extensive consultation with all quarters, to achieve the objective of Government's civil service reforms agenda.
- 6. Transformation of FPSC into a modern automated organization** where all recruitment activities have digital solutions i.e. Computer Based Testing, Question Databank , video based Viva Voce etc. to promote paperless work environment, enhance efficiency and curtailment of time in finalization of cases.

CHAPTER XI: ADVICE OF THE COMMISSION

Advice of the Commission

11.1 Section 9 of the FPSC Ordinance 1977 requires the Commission to set out in the annual report, on the work done by the Commission and the President shall cause a copy of the report to be laid before the National Assembly and the Senate. The report shall be accompanied by a memorandum setting out so far as is known to the Commission:-

- (a) the cases, if any, in which the advice of the Commission was not accepted and the reasons thereof; and
- (b) the matter, if any, on which the Commission ought to have been consulted but was not consulted and the reasons thereof.

11.2 Cases where implementation on advice of the Commission was delayed:

A. Cases in offer of appointment delayed: The Federal Government has laid down specific instructions that after receipt of recommendations from the Commission, offers of appointment (s) to the Commission's nominees should be issued within one month. However, these instructions were some time not complied with and the sponsoring Ministries/ Divisions/ Departments violated these orders without specific sound justification. During the year 2020, no cases were reported wherein the Ministries/ Divisions/ Departments could not issue offers of appointment (s) to the Commission nominees within stipulated period.

B. Cases wherein Alternate Nominations were made due to Non-Joining of the Principle Nominees: Occasionally, the nominees recommended by the Commission for different position(s) do not join the position(s) for one reason or the other. The Commission, on receipt of request from concerned Ministry/ Division/ Department recommended **367** alternate nominees in **33** cases from reserve merit list. Details are given at **Appendix-15**.

11.3 Cases where advice of the Commission could not be observed:

A. Cases of extension in contract appointments: Under section-7 of FPSC Ordinance extension in contract appointment beyond 2 years require concurrence of the Commission. During the year 2020, Commission allowed extension in contract appointment to the employees in **12** cases and issued advice to various Ministries/ Divisions/ Departments to forward requisitions of the vacancies to the Commission for regular recruitment. Details are at **Appendix-9**.

B. Withdrawn Cases: As per policy decision, the requisition once placed with the Commission cannot be withdrawn as a routine matter but according to laid down procedure, during the year under report, **02** cases involving **04** vacancies were withdrawn by requisitioning Ministry/ Division/ Department. Details are given at Table-65.

Table 72: Cases withdrawn by Ministries/Divisions during 2020

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Preselect	Interviewed	Remarks
1	56/2014	Administrative Officer (Bs-16) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs And G.B	1 GB-1	1217	05	05	W-1
2	35/2018	District Attorneys(BS-18), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	3 GB-3	85	0	0	W-3
Total			04	1302	05	05	Withdrawn-4

11.4 Advice of the Commission:

- A. Re-Advertisement of Failure Cases/Posts During 2020:** The Commission’s decision taken in 130th meeting, if any post is reported unfilled, it shall be re-advertised by the Commission in its consolidated advertisement. Accordingly, 26 recruitment cases involving 54 positions were re-advertised during the year 2020. Re-advertised cases include the vacancies reported as unfilled in previous years after obtaining consent of the department concerned in some cases. Details are given at **Appendix-16**.
- B. Commission’s mandate in determining suitability of contract/daily wage appointees for retention in service:** Under Section 11–B of Civil Servants Act, 1973 and Federal Public Service Commission (Functions) Rules, 1978, the Commission shall, on a reference made by the appointing authority of sponsoring Ministries/ Divisions/ Departments, test civil servants who have been appointed to a civil post without observing the laid down prescribed procedure or without fulfilling the prescribed qualifications, experience, domicile and age limit, and advise whether they are fit to hold the particular post to which they were appointed, and, if not, whether they are fit to hold any other civil post in the same or lower Basic Pay Scale compatible with their qualifications and experience. The Ministries/ Divisions/ Departments have regularized the services of large number of contract/ daily wages employees without following the prescribed procedure. In 2020 the Commission received 16 cases involving 1876 candidates from various Ministries/ Divisions/ Departments for regularization of services of contract employees in pursuance of the order of the Islamabad High Court in ICA No. 340/ 2017, the same are under process. Details are at **Appendix-10**.
- C. Recruitment Rules Cases Processed/Approved/ Finalized during 2020:** Under Section 7(I) (b) of the FPSC Ordinance 1977, one of the functions of the Commission is to advise on matters relating to qualifications and methods of recruitment to services and posts under purview of the Commission. Pursuant to this provision, the Commission processed advice to Ministries/Divisions/Departments on Recruitment Rules in 120 cases during the year 2020. The position of cases is given at Appendix-11.
- D. Unfilled vacancies in General Recruitment during 2020:** The Commission reported 214 positions as unfilled in 50 cases due to non-availability of eligible candidates. These cases include 35 complete failure cases involving 60 positions and 15 partially failure reported cases involving 154 positions. Out of such unfilled vacancies 01 was pertaining to Merit, Punjab-40, Sindh (Rural)-25, Sindh (Urban)-15, KPK-6, Balochistan-33, GBFATA-13 and AJK-5. 76 vacancies were reported failure in the recruitment cases of GB Govt. The details are given under **Appendix-12 & 14**.

CHAPTER XII: WORK OF THE FUTURE

Work of the Future

12.1 The Commission is engaged in active deliberations for institutional strengthening of FPSC, be it Civil Service Reforms for improving entry level examination system, IT upgradation to introduce e-governance and computer based method of testing or Question Bank to generate Question Paper. The intent is to not only to fast track but also make the recruitment/selection process more efficient for recruiting the best available human resource for the federal services to deal with the more complex challenges of the 21st century. Some of the initiatives undertaken or in the pipeline are:

- Computer Based Testing
- Question Data Bank
- Online Interviews and Personal Hearings
- Preliminary Screening Test for CSS candidates
- E-Office solutions
- IT Infrastructure up-Grading
- FPSC staff capacity building
- Curtailment of time in recruitment process/induction cycle
- Enhancing human and financial resources for FPSC to commensurate with the exponential increase in workload

12.2 It is expected that the above proposals will be a step forward towards improving the system of recruitment to civil service of Pakistan and in turn, will facilitate in advancing the quality and delivery of services.

APPENDICES

Appendix-1

Chairmen FPSC who served since 1947 to date

Names of the Chairmen	From	To
Mian Afzal Hussain	1947	30-09-1952
Mr. Zakir Hussain	20-10-1952	19-10-1957
Mian Amin Ud Din	21-10-1957	00-03-1958
Col (Retd) A S B Shah	00-04-1958	14-06-1963
Kazi Anwar Ul Haque	15-06-1963	28-03-1965
Agha Abdul Hamid	20-04-1965	25-02-1966
Mr. Nazir Ahmad	08-03-1966	01-05-1969
Mr. Ali Asghar	19-05-1969	03-02-1972
Mr. S. Manzoor Elahi	19-02-1972	15-03-1972
Mr. Justice (Retd) Faizullah Kundi	16-05-1972	22-12-1977
Lt Gen (Retd) M Attiqur Rehman, MC	26-12-1977	25-12-1985
Admiral (Retd) M Shariff, NI(M), HJ	28-01-1986	27-01-1991
Mr. Zahur Azar	28-01-1991	28-01-1994
Mr. Justice (Retd) Zaffar Hussain Mirza	28-01-1994	28-01-1997
Lt Gen (Retd) Mumtaz Gul, HI(M), TBT	18-02-1997	17-02-2002
Air Marshal (Retd) Shafique Haider, HI(M)	25-02-2002	10-02-2003
Lt Gen (Retd) Jamshaid Gulzar, HI(M)	31-03-2003	30-03-2006
Lt Gen (Retd) Shahid Hamid, HI(M)	31-03-2006	30-03-2009
Mr. Justice (Retd) Rana Bhagwandas	17-12-2009	16-12-2012
Mr. Malik Asif Hayat	09-01-2013	14-08-2014
Major General (R) Niaz Muhammad Khan Khattak HI(M)	06-11-2014	29-07-2015
Mr. Naveed Akram Cheema	29-09-2015	28-09-2018
Mr. Haseeb Athar	25-10-2018	12.11.2020
Captain (R) Zahid Saeed	18.12.2020	To date

Appendix-3

Commission & Staff Position as on 31-12-2020

S.No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Post
1	Chairman	Tenure	1	1	0
2	Members	Tenure	11	8	3
3	Secretary	22	1	1	0
4	Executive DG	21	1	0	1
5	Director General	20	5	4	1
6	Chief Psychologist	20	1	0	1
7	Chief IT	20	1	0	1
8	Director	19	10	4	6
9	Senior Psychologist	19	2	1	1
10	Director (Computer)	19	1	0	1
11	Deputy Chief IT	19	1	0	1
12	Senior Private Secretary/PS	19/18/17	14	13	1
13	Deputy Director	18	16	16	0
14	Psychologist	18	4	4	0
15	System Analyst	18	1	1	0
16	Programmer	18	1	1	0
17	Data Base Administrator	18	1	1	0
18	Quality Assurance Officer	18	1	1	0
19	Junior Programmer	17	2	2	0
20	Website Manager	17	1	1	0
21	Network Administrator	17	1	1	0
22	Data Control Officer	17	3	1	2
23	Assistant Director	17	40	31	9
24	Librarian	17	1	1	0
25	Transport Officer	17	1	0	1
26	Superintendent (Record)	16	1	1	0
27	Deputy Assistant Director	16	11	10	1
28	System Operator	16	3	2	1
29	Computer Operator	16	1	0	1
30	Assistant Database Admin.	16	1	0	1

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Post
31	Hardware Engineer	16	1	1	0
32	Assistant Network Admin.	16	5	3	2
33	Data Processing Assistant	16	18	12	6
34	Assistant Private Secretary	16	33	21	12
35	Draftsman-cum-Artist	16	1	1	0
36	Assistant	15/16	66	59	7
37	Statistical Assistant	15	6	4	2
38	Steno typist	14	49	33	16
39	Security Supervisor	14	1	1	0
40	Library Assistant	14	1	1	0
41	Telephone Operator	14	2	2	0
42	Data Entry Operator	14	17	16	1
43	Upper Division Clerk	11	35	29	6
44	Lower Division Clerk/Security Clerk	09	65	65	0
45	Book Sorter	05	1	1	0
46	Driver	04	37	33	4
47	Dispatch Rider	04	2	2	0
48	Duplicating Machine Operator	04	3	3	0
49	Electrician	04	1	1	0
50	Lift Operator	03	3	3	0
51	Daftry	02	16	16	0
52	Qasid	02	16	14	2
53	Naib Qasid	01	77	71	6
54	Farash	01	2	2	0
55	Chowkidar	01	10	10	0
56	Security Guard	01	9	9	0
57	Bus Cleaner	01	1	1	0
58	Khakroob	01	15	15	0
Total			632	535	97

Appendix-4

Chairman/Members Joined/Left the Commission during 2020

S.No.	Name of officer	Designation	Date of Joining/Leaving	Remarks
1	Capt.(Retired) Zahid Saeed	Chairman	22.12.2020	Joined the Commission
2	Mr. Haseeb Athar	Chairman	12.11.2020	Tenure completed
3	Capt. (Retired) Maroof Afzal, (Late)	Member	20.04.2020	Joined the Commission
4	Capt. (Retired) Maroof Afzal, (Late)	Chairman (Designate)	10.12.2020	Passed away
5	Mr. Fazal Abbas Maken	Member	12.11.2020	Joined the Commission
6	Mr. Mohammad Nafees Zakaria	Member	17.11.2020	Joined the Commission
7	Mr. Muhammad Tahir	Member	30.11.2020	Joined the Commission
8	Mr. Nadeem Hassan Asif	Member	09.11.2020	Tenure completed
9	Mr. Abid Saeed	Member	12.11.2020	Tenure completed

Appendix-5

Officers/Officials who Joined/Left the Commission during 2020

S.No	Name	Designation	Date of Joining/Leaving	Remarks
1	Humaira Ahmed	Secretary (BS-22)	10.06.2020	Posted in FPSC vide Establishment Division Notification
2	Mr. Itrat Abbas Anwar	Chief Psychologist (BS-20)	01.04.2020	Retired from Govt. Service
3	Mr. Muhammad Rafiq	Senior Private Secretary (BS-19)	24.12.2020	Retired from Govt. Service
4	Mr. Muhammad Zubair Hayat	Dy. Director (BS-18)	10.06.2020	Join back FPSC after Reversion from PPRA
5	Ms. Maria Samiullah	Psychologist (BS-18)	29.10.2020	Fresh Appointment
6	Mr. Muhammad Sagheer Khan	Assistant Director (BS-17)	14.05.2020	Retired from Govt. Service
7	Mr. Mahmood Ullah Khan Farrukh	Assistant Director (BS-17)	24.08.2020	Relieved to join as Assistant Director (Legal) (BS-17), in FIA, Islamabad.
8	Mr. Shujaat Ali Khan	Assistant Director (BS-17)	03.09.2020	Retired from Govt. Service
9	Syed Abdul Haq	Transport Officer (BS-17)	02.05.2020	Retired from Govt. Service
10	Mr. Irshad Hussain	Data Control Officer (BS-17)	22.02.2020	Retired from Govt. Service
11	Mr. Shabbir Ahmed	Data Control Officer (BS-17)	06.04.2020	Retired from Govt. Service
12	Ms. Asma Shereen	Draftsman-Cum-Artist (BS-16)	31.03.2020	Fresh Appointment
13	Mr. Muhammad Rafiq	Data Processing Assistant (BS-16)	04.10.2020	Retired from Govt. Service
14	Mr. Ghulam Nabi Channer	Deputy Assistant Director (BS-16)	19.10.2020	Retired from Govt. Service
15	Mr. Muhammad Sarwar	Assistant Private Secretary (BS-16)	02.05.2020	Retired from Govt. Service
16	Ms. Rubina Aziz	Assistant Private Secretary (BS-16)	28.09.2020	Retired from Govt. Service

Appendix-6

Officers/Officials Promoted/Upgraded

S.No.	Name	Existing BPS	Promoted BPS	Remarks
1	Mr. Itrat Abbas Anwar	Senior Psychologist (BS-19)	Chief Psychologist (BS-20)	Promoted w.e.f. 31.03.2020
2	Mr. Abid Farooq	Quality Assurance Officers (BS-18)	Director Computer (BS-19)	Current charge for three months Promoted w.e.f. 17.1.2020
3	Mr. Muhammad Iqbal Arain	Deputy Director (BS-18)	Director (BS-19)	Promoted w.e.f. 15.04.2021
4	Mr. Sher Zaman	Deputy Director (BS-18)	Director (BS-19)	Promoted w.e.f. 15.04.2021
5	Mr. Tahir Iqbal Ch.	Deputy Director (BS-18)	Director (BS-19)	Promoted w.e.f. 15.04.2021
6	Mr. Abdul Razzaq	Deputy Director (BS-18)	Director (BS-19)	Promoted w.e.f. 15.04.2021
7	Mr. Javed Iqbal	Private Secretary (BS-17)	Private Secretary (BS-18)	Upgraded w.e.f. 20.04.2021
8	Mr. Zia ur Rehman	Data Processing Assistant (BS-16)	Data Control Officer (BS-17)	Upgraded w.e.f. 20.04.2021
9	Mr. Mir Abbas Khan	Data Processing Assistant (BS-16)	Data Control Officer (BS-17)	Upgraded w.e.f. 20.04.2021
10	Mr. Sarwar Ali,	Stenotypist (BS-14)	Assistant Private Secretary (BS-16)	Promoted w.e.f. 27.05.2021
11	Mr. Adeel Qureshi,	Stenotypist (BS-14)	Assistant Private Secretary (BS-16)	Promoted w.e.f. 27.05.2021
12	Muhammad Afzal Khan,	Stenotypist (BS-14)	Assistant Private Secretary (BS-16)	Promoted w.e.f. 27.05.2021

Appendix-7

Appointed Under Prime Minister Assistance Package

S.No.	Name	Existing BPS	Date of Joining
1	Mr. Muhammad Ahsan	Assistant (BS-15)	Appointed on contract basis under Prime Minister Assistance package w.e.f. 03.05.2021
2	Mr. Muhammad Dawood	UDC (BS-11)	Appointed on contract basis under Prime Minister Assistance package w.e.f. 29.04.2021
3	Mrs. Zoha Tehreem	UDC (BS-11)	Appointed on contract basis under Prime Minister Assistance package w.e.f. 06.05.2021
4	Raja Saddam Munsif	Naib Qasid (BS-01)	Appointed on contract basis under Prime Minister Assistance package w.e.f. 18.05.2021
5	Mr. Touqeer Ahmad	Naib Qasid (BS-01)	Appointed on contract basis under Prime Minister Assistance package w.e.f. 17.05.2021

Appendix-8

Latest Seniority List of Officers

S.No.	Nomenclature of Post	BS	Status
1	Director	19	Final seniority list issued bearing file No. F.5-2/2010(HR-I) dated 16.03.2020
2	Senior Private Secretary/PS	19/18/17	Final seniority list issued bearing file No. F.3-12/2016-HR-I. Dated 21.08.2019
3	Deputy Director	18	Final seniority list issued bearing file No. F.5-1/2000-Estt. dated 15.02.2021
4	Psychologist	18	Tentative Seniority list issue bearing file No. F.2-2/2007-HR-I
5	System Analyst	18	Final seniority BS-18 officer's IT cadre issued bearing file NO. F.5-2/2019-Estt. Dated 30.01.2020
6	Programmer	18	
7	Data Base Administrator	18	
8	Quality Assurance Officer	18	
9	Junior Programmer	17	Final seniority issued bearing file NO. F.5-2/2019-Estt. Dated 30.01.2020
10	Website Manager	17	
11	Network Administrator	17	
12	Data Control Officer	17	
13	Superintendent (Record)	16	Final seniority issued bearing file NO. F.5-1/2019-HR-I. Dated 04.12.2019
14	Deputy Assistant Director	16	
15	System Operator	16	Final seniority issued bearing file NO. F.5-2/2019-Estt. Dated 02.04.2020
16	Data Processing Assistant	16	
17	Assistant Database Administrator	16	Final seniority issued bearing file NO. F.5-2/2019-Estt. Dated 21.08.2020
18	Hardware Engineer	16	
19	Assistant Network Administrator	16	
20	Assistant Private Secretary	16	Final seniority issued bearing file NO. F.5-7/87-Estt. Dated 27.01.2020

Appendix-9

Recruitment Cases of Extension in Contract Appointments

S.No	Case No.	Subject	Remarks
1	F.9-1/ 2013-R (FS-IV)	Extension of Contract Services of Employees in Federal General Hospital and Federal Medical and Dental College, Islamabad	Eighth time extension granted to 13 employees of fm & dc and 21 employees of FGH for a period of one year subject to submission of requisition for filling the posts on regular basis.
2	F.9-5/ 2018-R (FS-IV)	Extension in Contract Period of 21 Officers In (BS-16) To (BS-17) of (IBMS), FIA beyond two years against regular posts	Seventh time extension granted to 21 employees for a period of six months subject to submission of requisition for filling the posts on regular basis.
3	F.9-11/ 2017-R (FS-IV)	Extension of contract services of employees (charge nurses) in federal general hospital	third time extension granted to 2 employees for a period of one year subject to submission of requisition for filling the posts on regular basis.
4	F.9-16/ 2018-R (FS-IV)	Extension in contract period of 02 (two) officers in BS-16 and BS-17 of public sector development programme (PSDP), ministry of Federal Education and professional training	sixth time extension granted to 2 employees for a period of six months up to June 2019 subject to submission of requisition for filling the posts on regular basis.
5	F.9-1/ 2018-R (FS-IV)	Extension of contract period of employees-frontier corps hospital Quetta	fifth time extension granted to 7 employees for a period of one year subject to submission of requisition for filling the posts on regular basis.
6	F.9-4/ 2018-R (FS-IV)	contract extension of officers working in civil services academy	fourth time extension granted to 3 employees for a period of six months for various dates up to may 2020 subject to submission of requisition for filling the posts on regular basis.
7	F.9-6/ 2018-R (FS-IV)	extension in the service contracts of employees of NIRC	sixth time extension granted to 29 employees for a period of six months up to December 2021 subject to submission of requisition for filling the posts on regular basis.
8	F.9-2/ 2018-R (FS-IV)	continuation of contracts of the technical employees of project monitoring & evaluation cell (PM&EC) of FBR	extension granted to 01 employee for a period of one year upto 30 06-2021 subject to submission of requisition for filling the posts on regular basis.
9	F.9-7/ 2018-R (FS-IV)	extension in the contract period of Montessori teachers (BS-17) under federal directorate of education, Islamabad	third time extension granted to 8 employees for a period of one year subject to submission of requisition for filling the posts on regular basis.
10	F.9-8/ 2018-R (FS-IV)	extension in the contract appointment of area education officers (BS-19) under federal directorate of education, Islamabad	fourth time extension granted to 3 employees for a period of one year subject to submission of requisition for filling the posts on regular basis.
11	F.9-29/ 2020-R (FS-IV)	extension in contract appointment of ITP fm radio employees	first time extension granted to 6 employees for a period of one year subject to submission of requisition for filling the posts on regular basis
12	F.9-30/ 2020-R (FS-IV)	extension in contract period of officers of project "helpline for legal advice on human rights violation" under ministry of human rights	first time extension granted to 8 employees for a period of one year subject to submission of requisition for filling the posts on regular basis

Appendix-10

Recruitment Cases of Determining Suitability of Contract Appointments

S.No	File Number	Subject	No of Contract Employees	Status
1	F-8-01/2018	National Health Regulations	20+12	❖ Syllabus Ready and forwarded to the department for circulation. ❖ Scrutiny under process
2	F-8-02/2018	MRP	25	❖ Syllabus Ready and forwarded to the department for circulation. ❖ Scrutiny under process
3	F-8-03/2018	FIA IBMS	21	❖ Syllabus Ready and forwarded to the department for circulation. ❖ Scrutiny under process
4	F-8-04/2018	Ministry of Education	551	❖ Syllabus is under process ❖ Scrutiny under process
5	F-8-05/2018	Help Line Ministry of Human Rights	8	❖ Syllabus Ready and forwarded to the department for circulation. ❖ Scrutiny under process
6	F-8-06/2018	Federal Education and Professional Training	2	❖ Syllabus Ready and forwarded to the department for circulation. ❖ Scrutiny completed ❖ FS-V for Summary
7	F-8-07/2018	Pakistan Railway	25	❖ Syllabus Ready and forwarded to the department for circulation. ❖ Scrutiny under process
8	F-8-08/2018	Cabinet Division	2	❖ Syllabus Ready and forwarded to the department for circulation. ❖ Scrutiny completed ❖ FS-V for Summary
9	F-8-09/2018	Model Addiction Treatment Centre ANF	8	❖ Syllabus Ready ❖ Scrutiny under process
10	F-8-10/2019	MRP	44	Ask for documents
11	F-8-11/2019	Ministry of National Food Security & Research	5	❖ Syllabus Ready and forwarded to the department for circulation. ❖ Scrutiny under process
12	F-8-12/2019	Ministry of National Food Security & Research	3	❖ Syllabus Ready and forwarded to the department for circulation. ❖ Scrutiny under process
13	F-8-13/2020	Ministry of Defence	133+873	Ask for documents
14	F-8-14/2019	Ministry of National Food Security & Research	9	❖ Syllabus Ready and forwarded to the department for circulation. ❖ Scrutiny under process
15	F-8-15/2020	Federal Board of Revenue	1	Ask for documents
16	F-8-16/2020	MRP	134	Under process

Appendix-11

Fresh Recruitment Rules Cases Processed/ Finalized during 2020

S.No.	Case No.	Subject/Department	Activity Involved	Remarks/ Work carried out
1	F.12-46/2014-RR	Recruitment Rules of Federal Medical and Dental College (FM&DC), Islamabad	-	Finalized on December, 2020
2	F.12-03/2015-RR	Framing of Recruitment Rules for the posts of BS-18 to BS-20 in the office of Accountant General, Gilgit Baltistan	Documents required	Letter issued on 15-07-2020 2 nd reminder issued on 22-12-2020
3	F.15-17/2015-RR	Up-gradation of the Post of Assistant Registrar (BS-16) to (BS-17) and Re-designation as Registrar, Customs Appellate Tribunal, Ministry of Law, Justice and Human Rights.	Printed copies required	Advice issued on 24-10-2018. 4 th reminder issued on 29-07-2020
4	F.12-12/2016-RR	Recruitment Rules for the post of Montessori Teacher (BS-17) in Federal Directorate of Education (FDE), Islamabad.	-	Finalized on dated 12-8-2020
5	F.15-28/2016-RR	Amalgamation of Recruitment Rules for the Post of Research Officer (BS -18) of Ministry of Law and Justice and Office of Attorney General for Pakistan.	Printed copies required	Advice issued on 03-09-2018 4 th reminder issued on 01-10-2020
6	F.12-11/2018-RR	Recruitment Rules of Gazetted Employees of National Defence University	Printed copies required	Advice issued on 16-04-2019 3 rd reminder issued on 01-10-2020
7	F.12-14/2018-RR	Recruitment Rules to the Post of Registrar (BS-17), Anti-Dumping Appellate Tribunal, Law and Justice Division.	Printed copies required	Advice issued on 23-10-2018 4 th reminder issued on 01-11-2020
8	F.12-20/2018-RR	Amendment in the Recruitment Rules of NEMIS of AEPAM. Ministry of Federal Education and Professional Training.	Corrected Printed copies	Letter issued on 18-03-2020 1 st reminder issued on 01-11-2020
9	F.12-24/2018-RR	Draft Recruitment Rules for the post of Nuclear Physician (BS-18) and Perfusionist (BS-17) CAAD.	Printed Copies of Corrigendum required	Advice issued on 15-01-2020 2 nd reminder issued on 01-10-2020
10	F.12-26/2018-RR	Recruitment Rules for the Post of Boiler Engineering Department, PIMS, Islamabad.	Printed copies required	Advice issued on 10-06-2020 2 nd reminder issued on 01-10-2020
11	F.12-27/2018-RR	Revision of Recruitment Rules of Police Department, Gilgit-Baltistan.	Printed copies required	Letter issued on 1 st reminder issued on 01-11-2020
12	F.12-29/2018-RR	Draft SRO Case (BS-16) and above Command and Staff College Quetta, Ministry of Defence.	Documents required	Letter issued on 26-12-2019 3 rd reminder issued on 01-11-2020
13	F.15-1/2018-RR	Amendment in the Recruitment Rules for appointment to the Post of Director General Civil Defence.	Printed copies required	Advice issued on 15-03-2018 5 th reminder issued on 01-11-2020

S.No.	Case No.	Subject/Department	Activity Involved	Remarks/ Work carried out
14	F.12-1/2019-RR	Recruitment Rules in the office of Administrator J & K State Property, Ministry of Kashmir Affairs and Gilgit-Baltistan.	Documents required	Letter issued on 30-01-2020 2 nd reminder issued on 01-10-2020
15	F.12-7/2019-RR	Appeal for deletion of unjustified condition inserted by FPSC Contrary to the draft rules approved by Governor GB.	Documents required	Letter issued on 17-03-2020 1 st reminder issued on 28-12-2020
16	F.12-8/2019-RR	Formulation of Recruitment rules of Civilian posts (gazetted/non gazetted) authorized in revised TO&E of Units/Installation of Military College of Engineers (MCS), Risalpur.	Documents required	Letter issued on 12-03-2019 4 th reminder issued on 23-12-2020
17	F.12-9/2019-RR	Recruitment Rules for the Posts of Interpreters (Russian) (BS-18), Ministry of Foreign Affairs	Documents required	Letter issued on 13-03-2019 4 th reminder issued on 17-12-2020
18	F.12-10/2019-RR	Recruitment Rules for the Posts Existing in the Ministry of Human Rights	--	Finalized on 15-09-2020
19	F.12-12/2019-RR	Recruitment Rules for the Post of BS-16 and above of the Akhtar Hameed Khan National Centre for Rural Development, Islamabad, Establishment Division.	Printed copies required.	Advice issued on 26-02-2020 2 nd reminder issued on 17-12-2020
20	F.12-13/2019-RR	Recruitment Rules for the Post of Registrar (BS-17) at Banking Courts, Special Courts (OIB) and Drug Courts, Ministry of Law and Justice.	Printed copies required.	Advice issued on 21-06-2020 2 nd reminder issued on 17-12-2020
21	F.12-14/2019-RR	Recruitment Rules for the Post of Database Administrative (BS-17), Office of the Attorney General for Pakistan, Islamabad, Ministry of Law and Justice.	-	Finalized on 12-8-2020
22	F.12-15/2019-RR	Recruitment Rules for the Post of ITEXpertBS-17- Joint Staff Headquarters.	-	Finalized on 12-8-2020
23	F.12-16/2019-RR	Recruitment Rules for the Posts of BS-16 and above in the Directorate of Central Health Establishment (CHE), Ministry of National Health Services, Regulations & Coordination.	Printed copies required.	Advice issued on 03-02-2020 2 nd reminder issued on 17-12-2020
24	F.12-18/2019-RR	Recruitment Rules for the Post of Plant Breeder's Rights Registry, Ministry of National Food Security and Research.	correction in SRO	Letter issued on 16-12-2020 1 st reminder issued on 11-08-2020
25	F.12-21/2019-RR	Framing of Recruitment Rules Central Army Press (CAP), CAO office (A&M DTE), GHQ under Ministry of Defence.	-	Finalized on 12-8-2020
26	F.12-23/2019-RR	Recruitment Rules for the Posts existing in the Office Management Service (OMS) and District Management Service (DMS) in the Civil Secretariat, Gilgit-Baltistan, Ministry of Kashmir Affairs and Gilgit-Baltistan.	Corrected printed copies required.	Letter issued on 13-10-2020

S.No.	Case No.	Subject/Department	Activity Involved	Remarks/ Work carried out
27	F.12-24/2019-RR	Recruitment Rules for the Posts of Education Department (Colleges), Gilgit-Baltistan, Ministry of Kashmir Affairs and Gilgit-Baltistan.	Documents required	Letter issued on 07-10-2019 4 th Reminder issued on 17-12-2020
28	F.12-25/2019-RR	Recruitment Rules for the Professional / Technical Posts of Librarians and Administrative Posts in the National Library of Pakistan, National History & Literary Heritage Division.	Corrected printed copies required	Advice letter issued on 14-11-2019 2 nd Reminder issued on 17-12-2020
29	F.12-26/2019-RR	Revised Recruitment Rules Pertaining to Miscellaneous Cadre Posts in the Civil Secretariat Gilgit-Baltistan.	-	Under submission to Commission
30	F.12-27/2019-RR	Amendment in approved Recruitment Rules of LG&RD department for the posts (BS- 01 to BS- 15) and (BS-16 and above).	Printed copies required	Advice letter issued on 20-08-2020 1 st reminder issued on 17-12-2020
31	F.12-28/2019-RR	Recruitment Rules for the posts of BS-16 and above in the Frontier Corps Baluchistan Hospital, Quetta, Ministry of Interior.	Documents required	Letter issued Reminder issued on 17-12-2020
32	F.12-29/2019-RR	Revision in the Recruitment Rules of Mineral Wing, Ministry of Energy (Petroleum).	---	Finalized on 13-04-2020.
33	F.12-30/2019-RR	Draft Recruitment Rules of Allied Health Professionals (Paramedics) Health Department Gilgit Baltistan and Amendment in approved.	Documents required	Letter issued on 24-07-2019 3 rd reminder issued on 17-12-2020
34	F.12-31/2019-RR	Recruitment Rules for the Technical posts in the Directorate General, Immigration & Passports, Ministry of Interior.	Documents required	Letter issued on 27-07-2020 1 st reminder issued on 17-12-2020
35	F.12-32/2019-RR	Recruitment Rules for the post of IT Centre, Cabinet Division.	-	Finalized on 17-03-2020.
36	F.12-33/2019-RR	Recruitment Rules for the post of Protocol Officer (BS-16), Cabinet Division.	-	Finalized on 30-06-2020.
37	F.12-34/2019-RR	Recruitment Rules for the posts of IT Section in the Capital Territory Police, Islamabad, Ministry of Interior.	Documents required	Letter issued on 11-06-2020 2 nd reminder issued on 17-12-2020
38	F.12-35/2019-RR	Recruitment Rules for the posts Existing in the Printing & Publication Branch Ministry Law & Justice.	Printed Copies required	Advice issued on 30-11-2020
39	F.12-36/2019-RR	Recruitment Rules for the of Directorate (Patient) safety initiatives) (BS-20) in Pakistan Institute of Medical Science Islamabad.	Printed copies required	Advice letter issued on 10-08-2020 1 st reminder issued on 17-12-2020
40	F.12-37/2019-RR	Recruitment Rules for the post of Research office (BS-17) in M/o of Maritime Affairs	Printed Copies required	Advice issued on 13-10-2020 1 st reminder issued on 17-12-2020

S.No.	Case No.	Subject/Department	Activity Involved	Remarks/ Work carried out
41	F.12-38/2019-RR	Recruitment Rules for the various posts of Civil Defence Department, ICT, Islamabad, M/o Interior.	Printed Copies required	Advice issued on 20-11-2019 2 nd reminder issued on 17-12-2020
42	F.12-39/2019-RR	Recruitment Rules for the various posts in Civil Services Academy, Lahore under the Establishment Division.	Documents required	Letter issued on 05-03-2020 2 nd reminder issued on 17-12-2020
43	F.12-40/2019-RR	Recruitment Rules of Gazette Employees of Pakistan Planning & Management Institute (PPMI).	Documents required	Letter issued on 29-01-2020 2 nd reminder issued on 17-12-2020
44	F.12-41/2019-RR	Creation of Posts in Federal Govt. Poly Clinic, Islamabad.	Documents required	Letter issued on 10-12-2019 2 nd reminder issued on 17-12-2020
45	F.12-42/2019-RR	Farming of Recruitment Rules Security Staff (GHQ) Security office (MI Directorate), Under Ministry of Defence.	Printed copies required.	Advice issued on 10-11-2020
46	F.12-43/2019-RR	Amendment in Recruitment Rules for the posts in the office of Pak commission for Indus water.	-	Closed on request of department
47	F.15-2/2019-RR	Amendment in the Recruitment Rules for the Post of Charge Nurse (BS-16), Federal General Hospital, Islamabad.	-	Finalized on 11-08-2020
48	F.15-3/2019-RR	Amendment in the Recruitment Rules for the Post of Librarian (BS-17), Academy of Educational Planning and Management (AEPAM), Ministry of Federal Education and Professional Training.	Printed copies required.	Advice issued on 28-07-2020 1 st reminder issued on 17-12 -2020
49	F.15-4/2019-RR	Amendment in the Recruitment Rules of Two (02) (DP Centre) Posts i.e. Data Processing Officer (DPO) (BS-17) and System Analyst / Programmer (BS-17) to remove anomaly there in ,Statistics Division.	-	Under submission to Commission
50	F.15-7/2019-RR	Amendment in the Recruitment Rules for the Post of System / Network Administrator (BS-18), PIMS.	Corrected printed copies	Advice issued on 17-06-2019 3 rd reminder issued on 17-12-2020
51	F.15-8/2019-RR	Consolidation of all Amendments made so far, Insertion, Deletion and Revision of Entries in IB Recruitment Rules, 2004 (Gazetted).	-	Under submission to Commission
52	F.15-9/2019-RR	Amendment in the Recruitment Rules for the Post of Principal Research Officer (PRO) (BS-19), AFMSL, Ministry of Defence.	Documents required	Letter issued on 06-11-2020
53	F.15-10/2019-RR	Change of Nomenclature of Ex-Cadre Posts of Environment Wing, Ministry of Climate Change.	Documents required	Letter issued on 11-11-2019 3 rd reminder issued on 17-12-2020

S.No.	Case No.	Subject/Department	Activity Involved	Remarks/ Work carried out
54	F.15-14/2019-RR	Amendment in the Recruitment Rules of the Newly Created Posts in District Health Department ICT, Islamabad under the Ministry of NHR&C.	Printed copies required	Advice issued on 20-11-2019 2 nd reminder issued on 17-12-2020
55	F.15-15/2019-RR	Amendment in Recruitment Rules Gazetted Staff ASF.	printed copies required	Advice issued on 13-11-2019 2 nd reminder issued on 17-12-2020
56	F.15-16/2019-RR	Recruitment Rules for the post of Data Processing Officer (BS-17) in the office of Controller General of Account (CGA).	-	Finalized on 17-03-2020
57	F.15-17/2019-RR	Recruitment Rules for the post of Director (BS-19) in the Board of Investment.	-	Finalized on 17-01-2020
58	F.15-18/2019-RR	Recruitment Rules for the post of Director (BS-19) in Prime Minister's Inspection Commission (PMIC).	-	Finalized on 17-03-2020
59	F.15-20/2019-RR	Amendment in the Recruitment Rules for the post Existing in the Data Processing Management Unit (DPMU) Under IT Section Establishment. Division.	Printed copies required.	Advice issued on 12-03-2020 2 nd reminder issued on 09-12-2020
60	F.15-21/2019-RR	Amendment in Recruitment Rules of it cadre of FPSC.	Printed copies required.	Advice issued on 04-11-2019 1 st reminder issued on 24-08-2020
61	F.15-22/2019-RR	Amendment Recruitment Rules for the post up Gradation (BS-13) to (BS-16) in the Ministry National Food Security and other.	-	Finalized on 16-09-2020
62	F.15-23/2019-RR	Amendment in the Recruitment Rules of Assistant Director (BS-18), PIMS, M/o National Health Services Regulation & Coordination.	-	Finalized on 16-09-2020
63	F.15-24/2019-RR	Updation of Condition for promotion of Stenographer / Assistant Private Secretary (BS-16) As Private Secretary (BS-17), of GB Council Secretariat.	-	Finalized on 14-09-2020
64	F.12-1/2020-RR	Recruitment Rules of Forest Department Government of G.B.	Documents required	Letter issued on 10-03-2020 2 nd reminder issued on 10-11-2020
65	F.12-2/2020-RR	Recruitment Rules for the post of Computer Operator (BS-16) in Management Service Wing, Establishment Division.	Printed Copies required	Advice issued on 21-05-2020 1 st reminder issued on 28-08-2020
66	F.12-3/2020-RR	Up Gradation of the post of Chief inspector (BS-14) to (BS-16) in Estate Office Management.	Documents required	Letter issued on 29-01-2020 2 nd reminder issued on 17-12-2020
67	F.12-4/2020-RR	Provision of Recruitment Rules / Approved of Basis pay Scales Civil gazetted post.	Documents required	Letter issued on 29-01-2020 2 nd reminder issued on 17-12-2020
68	F.12-5/2020/RR	Draft Revised Recruitment Rules of Tourism Sports and Culture Department Government of GB.	-	Under process/ submission
69	F.12-6/2020-RR	Draft Recruitment Rules of IT Cadre Post Health Department Gilgit- Baltistan	-	Finalized on 14-09-2020

S.No.	Case No.	Subject/Department	Activity Involved	Remarks/ Work carried out
70	F.12-7/2020-RR	Draft Revised Recruitment Rules of Civil Supplies and Transport Department, Gilgit-Baltistan.	-	Finalized on 12-08-2020
71	F.12-8/2020-RR	Draft Revised Recruitment Rules of Excise and Taxation Department GB.	Documents required	Letter issued on 05-03-2020 2 nd reminder issued on 17-12-2020
72	F.12-9/2020-RR	Draft Revised Recruitment Rules of Civil Secretariat GB.	Documents required	Letter issued on 17-03-2020 2 nd reminder issued on 17-12-2020
73	F.12-10/2020-RR	Recruitment Rules of various posts in Islamabad Traffic Police (ITP) FM Radio Station.	-	Under submission to Commission
74	F.12-11/2020-RR	Recruitment Rules for Technical Posts in M/o Information Technology & Telecommunication.	Documents required	Letter issued on 18-05-2020 2 nd reminder issued on 17-12-2020
75	F.12-12/2020-RR	Recruitment Rules for various posts in PM & E Cell, Ministry of Communication.	Printed copies required.	Advice issued on 13-10-2020 1 st reminder issued on 17-12-2020
76	F.12-14/2020-RR	Revised Recruitment Rules for Inspector Explosive Office GB for the Post in (BS-16) & above Under Home & Prison Department GB.	-	Under submission to Commission
77	F.12-15/2020-RR	Draft Recruitment Rules of Forest Wild Life & Park Department for the posts (BS16/17), GB Secretariat	Documents required	Letter issued on 30-06-2020 2 nd reminder issued on 17-12-2020
78	F.12-16/2020-RR	Recruitment to the post of Assistant Information Officer (BS-16), Press Information Department.	-	Under submission to Commission
79	F.12-17/2020-RR	Comments/suggestions on relevant rules of Recruitment of District Judiciary and Islamabad High Court Establishment	-	Under Process
80	F.12-18/2020-RR	Revision in Recruitment Rules	Documents required	Letter issued on 09-10-2020 1 st reminder issued on 18-12-2020
81	F.12-19/2020-RR	Recruitment rules of the post of Programmer (BS-17), in the Ministry of Parliamentary Affairs	Clarification required	Letter issued on 07-09-2020
82	F.12-20/2020-RR	Revision of Recruitment Rules of Textile Commissioner's Organization (TCO), Karachi	---	Wait for reply of department
83	F.12-21/2020-RR	Draft revised recruitment Rules of the posts of BS-16 & above in Directorate of Mines & Minerals, Gilgit Baltistan	Documents required	Letter issued on 31-08-2020 1 st reminder issued on 22-12-2020
84	F.12-22/2020-RR	Draft Revised recruitment Rules of the post of Engineering/ Works Division under Education Department, GB	Documents required	Letter issued on 01-08-2020 1 st reminder issued on 18-12-2020

S.No.	Case No.	Subject/Department	Activity Involved	Remarks/ Work carried out
85	F.12-23/2020-RR	Recruitment Rules to the posts of Registrar (BS-18) and Admn Officer (BS-17), Competition Appellate Tribunal Islamabad under administrative control of Ministry of Law and Justice	Documents required	Letter issued on 12-11-2020
86	F.12-24/2020-RR	Recruitment Rules in case of Civilian gazetted Staff of Military College Murree.	---	Under submission to commission
87	F.12-25/2020-RR	Framing / updating the Recruitment Rules in respect of Federal Treasury Office's Islamabad & Karachi. Finance Division HRM Wing (B&A) Section.	-	Under submission to commission
88	F.12-26/2020-RR	Draft Recruitment Rules for the post of principal, CMT (BS-20) & Vice Principal (BS-19), PIMS, Islamabad.	-	Under process
89	F.12-27/2020-RR	Framing of Recruitment Rules for Newly created post in Aviation Division.	Documents required	Letter issued on 13-11-2020
90	F.12-28/2020-RR	Draft Revised Recruitment Rules CGO (BS-16 to BS-18)-PMA Kakul	Documents required	Letter issued on 01-12-2020
91	F.12-29/2020-RR	Recruitment rules of IBCC / Employees (Service) Regulations, 2020.	-	Under process
92	F.12-30/2020-RR	Draft recruitment rules for the posts of computer operator (bs-16) in ministry of national health regulations & co-ordination.	Documents required	Letter issued on 29-12-2020
93	F.15-1/2020-RR	Adjustment of incumbents of the then post of Assistant Technical (BS-09) as Meteorological Assistant (BS-14) instead of Senior Observer (BS-09) in Pakistan Meteorological Department (PMD).	Documents required	Letter issued on 11-11-2020
94	F.15-2/2020-RR	Amendment in the Recruitment Rules of LIS Wing of Ministry of Law and Justice	Printed copies required.	Advice issued on 16-04-2019 2 nd reminder issued on 21-12-2020
95	F.15-3/2020-RR	Recruitment Rules to the post of Dietitian (BS-16) in Pak Navy, Ministry of Defence.	---	Under process
96	F.15-4/2020-RR	Amendment n the Recruitment Rules of Economist Group, Ministry of Planning, Development & Special Initiatives.	Printed Copies required.	Advice issued on 02-09-2020 1 st reminder issued on 21-12-2020
97	F.15-5/2020-RR	Amendment in Recruitment Rules of Civil Engineering Cadre of Pakistan Institute of Medical Science, Islamabad.	Documents required	Letter issued on 22-06-2020 1 st reminder issued on 21-12-2020
98	F.15-6/2020-RR	Amendment in the Recruitment Rules for the post of Commission Inland Revenue (BS-20) in the Department of Inland Revenue GB.	-	Finalized on 14-09-2020
99	F.15-7/2020-RR	Amendment in the recruitment Rules of the posts in the office of Chief Engineering Advisor/Chief Federal Flood Commission, Ministry of Water Resources.	-	Finalized on 12-08-2020
100	F.15-8/2020-RR	Amendment / Revision in Recruitment Rules of General Cadre Administration	Documents required	Letter issued on 30-06-2020 2 nd reminder issued on 21-12-2020

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S.No.	Case No.	Subject/Department	Activity Involved	Remarks/ Work carried out
		posts in (BS-16) & above in Colleges, Education Department, Gilgit- Baltistan		
101	F.15-9/2020-RR	Amendment in the Recruitment Rules for the posts in Pakistan Post Office Department under M/o Communication.	Printed copies required	Advice issued on 08-07-2020
102	F.15-11/2020-RR	Draft Revised Recruitment Rules of General Administrative Cadre Posts, Health Department of Gilgit- Baltistan.	Documents required	Letter issued on 30-06-2020 2 nd reminder issued on 21-12-2020
103	F.15-12/2020-RR	Draft Revised Recruitment Rules of Administrative Posts of Works Department, Gilgit Baltistan.	Documents required	Letter issued on 02-07-2020 1 st reminder issued on 21-12-2020
104	F.15-13/2020-RR	Amendment in Recruitment Rules for the post of Tailor-cum- Cutter (FEMALE) (BS-16), in Staff Welfare Organization.	Documents required	Letter issued on 18-08-2020 1 st reminder issued on 22-12-2020
105	F.15-14/2020-RR	Recruitment Rules of Law of Pakistan Cell (LOPC) of Ministry of Law & Justice.	-	Under submission of commission
106	F.15-15/2020-RR	Amendment in the Recruitment Rules of the posts of Legal Advisory Service, Law & Prosecution Department Gilgit-Baltistan.	Documents required	Letter issued on 14-7-2020 1 st reminder issued on 22-12-2020
107	F.15.-16/2020-RR	Recruitment Rules for Newly Created Posts in FGEI (C/G), M/o Defence.	-	Under submission of Commission
108	F.15.-17/2020-RR	Amendment in the Recruitment Rules of National Health Services, Regulation and Coordination.	Printed copies required.	Advice issued on 01-09-2020 1 st reminder issued on 22-12-2020
109	F.15.-18/2020-RR	Amendment in recruitment Rules for the post of Deputy Director (BS-18), M.S. Wing, Establishment Division.	-	Under submission of Commission
110	F.15.-19/2020-RR	Amendment in the Recruitment Rules for the post of Senior Auditor (BS-16) in the office of Accountant General, Gilgit Baltistan under GB Council Secretariat.	Printed copies required.	Advice issued on 21-10-2020 1 st reminder issued on 22-12-2020
111	F.15.-20/2020-RR	Revision of the Recruitment Rules for the post of Psychometrician (BS-18), National Education. Assessment system (NEAS).	-	Under process for wait of Ministry's formal request.
112	F.15.-22/2020-RR	Sub Amendment/ Addition in the Recruitment Rules for the Ex-cadre post of the Ministry of F.E.&P.T. Islamabad.	Documents required	Letter issued on 05-11-2020 1 st reminder issued on 22-12-2020
113	F.15.-23/2020-RR	Amendment in Recruitment Rules for the posts in drafting wing of Ministry of Law and Justice, Islamabad.	Documents required	Letter issued on 03-11-2020
114	F.15.-24/2020-RR	Recruitment Rules for the posts of Dy. Director Engg. (BS-18) and Asstt.Engg. (Civil) (BS-17) in PIMS, Islamabad.	-	Under process
115	F.15.-25/2020-RR	Revision of the Recruitment Rules for the posts of Psychometrician (BS-18), National Education Assessment System (NEAS).	Documents required	Letter issued on 27-10-2020 1 st reminder issued on 22-12-2020
116	F.15.-26/2020-RR	Draft Amendments in Recruitment Rules of the Posts of Gilgit Baltistan Council Secretariat.	-	Under Process
117	F.15.-27/2020-RR	Recruitment Rules for the post of Asstt. Pharmacist (BS-17) in ANF.	Documents required	Letter issued on 03-11-2020 1 st reminder issued on 22-12-2020

S.No.	Case No.	Subject/Department	Activity Involved	Remarks/ Work carried out
118	F.15.-28/2020-RR	Amendment in Recruitment Rules of Economists Group, M/O Planning Development & Special Initiatives.	Documents required	Letter issued on 01-11-2020
119	F.15.-29/2020-RR	Draft amendments in Recruitment Rules for gazetted posts, Ministry of Defence.	-	Under Process
120	F.15.-30/2020-RR	Amendments in the Recruitment Rules for the posts in Federal Directorate of Education, Islamabad.	-	Under Process

Appendix-12

Fresh Recruitment Cases (BS-16 and above) Advertised during 2020

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
1	1/2020	Assistant Private Secretary 1/2020 (i) Federal Public Service Commission	9 Sindh (R)-2 Sindh(U)-1 KPK -2 Balochistan -1 GBFATA- 2 AJK - 1	9352	-	-	U/P
		1/2020 (ii) Management Services Wing, Establishment Division	1 Sindh (R) -1		-	-	U/P
		1/2020 (iii) NH&MP, M/ o Communications	2 Punjab- 1 KPK -1		-	-	U/P
		1/2020 (iv) M/o National Health Services Regulations & Coordination	2 Punjab- 1 Sindh (U)-1		-	-	U/P
		1/2020 (v) Military Finance Wing, Finance Division	1 Balochistan -1		-	-	U/P
		1/2020 (vi) M/o Postal Services	2 Punjab - 1 Sindh (R)-1		-	-	U/P
		1/2020 (vii) M/o Foreign Affairs	4 Punjab- 1 Sindh (U)-1 Balochistan- 1 GBFATA - 1		-	-	U/P
		1/2020 (viii) M/o Climate Change	1 Punjab-1		-	-	U/P
		1/2020 (ix) PWD, M/o Housing and Works	1 KPK-1		-	-	U/P
		1/2020 (x) Federal Board of Revenue, Revenue Division	22 Merit-1 Punjab - 7 Sindh (R)-3 Sindh (U)-2 KPK -4 Balochistan-3 GBFATA- 1 AJK - 1		-	-	U/P
		1/2020 (xi) Poverty Alleviation & Social Safety Division, Cabinet Secretariat	3 Punjab - 1 KPK - 1 Balochistan -1		-	-	U/P
		1/2020 (xii) STI, Establishment Division	1 Punjab-1		-	-	U/P

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
		1/2020 (xiii) DR&S, FBR	1 Punjab-1		-	-	U/P
		1/2020 (xiv) Ministry of Narcotics Control	1 Merit-1		-	-	U/P
		1/2020 (xv) Ministry of Maritime Affairs	1 Merit-1		-	-	U/P
		1/2020 (xvi) Intelligence Bureau	6 Punjab - 2 Sindh (R)-1 KPK-1 Balochistan- 2		-	-	U/P
		1/2020 (xvii) Ministry of Overseas Pakistanis and Human Resource Development	5 Punjab - 3 Sindh (R) -1 KPK - 1		-	-	U/P
		1/2020 (xviii) Petroleum Division, Ministry of Energy	1 Punjab-1		-	-	U/P
		1/2020 (xix) Special Courts/ Tribunals, Ministry Law and Justice	52 Merit - 1 Punjab - 29 Sindh (R)-4 Sindh (U)-4 KPK -7 Balochistan-4 GBFATA-2 AJK-1		-	-	U/P
		1/2020 (xx) Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development	3 Sindh (R)- 1 Sindh (U) - 1 Balochistan - 1		-	-	U/P
		1/2020 (xxi) M/o Law & Justice	25 Punjab - 8 Sindh (R) -1 Sindh (U)-7 KPK -1 Balochistan -3 GBFATA-3 AJK-2		-	-	U/P
		1/2020 (xxii) Prosecution Department, ICT, M/o Interior	1 Punjab -1		-	-	U/P
		1/2020 (xxiii) Naval Headquarters, Ministry of Defence	14 Merit-1 Punjab-8 Sindh (R)-2 KPK-3		-	-	U/P
		1/2020 (xxiv) Railway Board, M/o Railways	7 Merit-2 Punjab-2 Sindh (U)-1		-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
			KPK- 1 Balochistan-1				
		1/2020 (xxv) Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Power Division, M/o Energy	1 Sindh (R)- 1		-	-	U/P
2	2/2020	Assistant Private Secretary (BS-16), National Accountability Bureau.	8 Punjab- 3 Sindh (R) Sindh (U)-1 Balochistan-1 GBFATA-1 AJK- 1	3437	-	-	U/P
3	3/2020	Accountant (BS-16), Staff Welfare Organization, Establishment Division.	7 Merit -1 Punjab - 4 Sindh (R) - 1 KPK - 1	2592	-	-	U/P
4	4/2020	Director/ Principal Meteorologist (BS-19), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	2 Punjab - 1 Sindh (U) - 1	14	-	-	U/P
5	5/2020	Computer Instructor (BS-17), Staff Welfare Organization, Establishment Division.	1 Punjab-1	537	-	-	U/P
6	10/2020	Computer Operator/ Network Administrator (BS-16), Ministry of Industries & Production.	1 Sindh (R)-1	229	-	-	U/P
7	12/2020	Statistical Officer/ Research Officer (BS-17), Federal Board Of Revenue, Revenue Division.	4 Punjab - 3 Balochistan - 1	1814	-	-	U/P
8	13/2020	Translator (BS-16), Ministry of Commerce.	1 Punjab-1	31	-	-	U/P
9	14/2020	Drug Inspector (BS-17), District Health Department ICT, Islamabad, Ministry of National Health Services, Regulations & Coordination.	2 Punjab - 1 Sindh (R) -1	838	-	-	U/P
10	15/2020	Judicial Member (BS-21), Appellate Tribunal Inland Revenue, Ministry of Law and Justice.	8 Punjab-2 Sindh (R) -1 Sindh (U) -2 KPK-1 Balochistan-1 GBFATA -1	92	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
11	16/2020	Assistant Director (BS-17), National Accountability Bureau.	55 Merit - 1 Punjab - 28 Sindh (R) - 6 Sindh (U) - 6 KPK - 7 Balochistan - 5 GBFATA - 1 AJK - 1	64396	-	-	U/P
12	17/2020	Accountant (BS-16), National Accountability Bureau.	1 Punjab -1	857	-	-	U/P
13	18/2020	Assistant Executive Engineer (Civil) (BS-17), PAK PWD, Ministry of Housing and Works.	23 Merit-2 Punjab- 11 Sindh (R)-2 Sindh (U)-2 KPK-3 Balochistan-1 GBFATA- 1 AJK- 1	5618	-	-	U/P
14	19/2020	Assistant Director (Networking) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	3 Punjab-1 Sindh (U)- 1 Balochistan-1	658	-	-	U/P
15	20/2020	Junior Scientific Officer (BS-17), Naval Headquarters, Ministry of Defence.	1 AJK-1	255	-	-	U/P
16	21/2020	Librarian (Female) (BS-17), Federal Government Educational Institution (Cantts/ Garrisons) Directorate, Ministry of Defence.	3 Punjab-2 Sindh (U)-1	180	-	-	U/P
17	22/2020	Lady Welfare Officer (BS-16), Naval Headquarters, Ministry of Defence.	1 Merit-1	169	-	-	U/P
18	6/2020	Instructor (English) (BS-16), Staff Welfare Organization, Establishment Division.	5 Punjab -2 Sindh (U) - 1 Balochistan - 1 GBFATA -1	271	-	-	U/P
19	9/2020	Administrative Officer (BS-16), Federal Board of Revenue, Revenue Division.	1 Punjab-1	371	-	-	U/P
20	23/2020	National Savings Officer (BS-17), Central Directorate of National Savings, Ministry of Finance.	50 Merit- 4 Punjab- 25 Sindh (R)-5 Sindh (U)-4 KPK-6 Balochistan-3 GBFATA-2 AJK-1	20592	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
21	24/2020	Range Forest Officer (BS-16), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GB-5	102	-	-	U/P
22	25/2020	Medical Lab Technologist (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	102	-	-	U/P
23	27/2020	Assistant Director (Law) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	4 Punjab-2 Sindh (R)-1 KPK-1	1570	-	-	U/P
24	28/2020	Deputy Director (Law) (BS-18), Anti Narcotics Force, Ministry of Narcotics Control.	1 Punjab-1	327	-	-	U/P
25	29/2020	Assistant Director (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	6 Merit- 1 Punjab- 3 Sindh (R)-1 KPK-1	8675	-	-	U/P
26	32/2020	Deputy Director/ Protector of Emigrants (BS-18), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development.	1 Punjab -1	197	-	-	U/P
27	37/2020	Lecturer (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	53 Merit- 4 Punjab- 26 Sindh (R)- 6 Sindh (U)-4 KPK-6 Balochistan - 4 GBFATA-2 AJK-1	28995	-	-	U/P
28	38/2020	Librarian (Male) (BS-16), Directorate of Federal Government Educational Institution (Cantts/ Garrisons), Ministry of Defence.	3 Merit - 1 Punjab-1 Sindh (U)-1	402	-	-	U/P
29	39/2020	Demonstrator (Female) (BS-16), Federal Government Educational Institution (FGEI) (Cantts/ Garrisons), Ministry of Defence.	1 Merit-1	593	-	-	U/P
30	53/2020	Principal/ Headmaster / Senior Teacher/ Instructor (Male) (BS-18), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	47 GB-47	2055	-	-	U/P
31	54/2020	Web Developer (BS-17), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis And Human Resource Development.	1 Sindh (R) -1	284	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
32	57/2020	Patrol Officer (BS-14), National Highways & Motorway Police, Ministry of Communications.	300 Merit-23 Punjab- 150 Sindh (R)-34 Sindh (U)-23 KPK- 34 Balochistan-18 GBFATA-12 AJK-6	76033	-	-	U/P
33	26/2020	Demonstrator (BS-17), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	1 Sindh (R) -1	73	-	-	U/P
34	30/2020	Inspector (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development.	11 Punjab - 5 Sindh (R) -2 KPK -2 Balochistan -1 AJK -1	2145	-	-	U/P
35	35/2020	Public Relation Officer (BS-16), Board of Investment, Prime Minister's Office.	1 Merit-1	645	-	-	U/P
36	40/2020	Medical Officer (BS-17), F.G. T.B. Centre, Rawalpindi, Ministry of National Health Services, Regulations & Coordination.	4 Merit- 1 Punjab-2 Sindh (U)-1	300	-	-	U/P
37	48/2020	Network/ System Administrator (BS-17), Ministry of States and Frontier Regions.	1 Punjab-1	558	-	-	U/P
38	51/2020	Appraising/Valuation Officer (BS-16), Revenue Division, Federal Board of Revenue.	157 Merit-12 Punjab-78 Sindh (R)-18 Sindh (U)-12 KPK-18 Balochistan-9 Ex-FATA-5 GB- 1 AJK - 4	64209	-	-	U/P
39	65/2020	Associate Professor (BS-19), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination.	5 Punjab-1 Sindh (R)-2 Sindh (U)-1 Balochistan-1	17	-	-	U/P
40	33/2020	Inspector (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division).	1 KPK-1	452	-	-	U/P
41	34/2020	2 nd Engineer (Electronics) (System Engineer PCBRF) (BS-18), Naval Headquarters, Ministry of Defence.	1 KPK - 1	119	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
42	36/2020	Computer Instructor (MALE) (BS-17), Directorate of Federal Government Educational Institutions, (CanttsGarrisons), Ministry of Defence.	73 Merit-6 Punjab-36 Sindh (R)-8 Sindh (U)-6 KPK-8 Balochistan-4 Ex-FATA-2 GB-1 AJK-2	12358	-	-	U/P
43	44/2020	Senior Registrar (BS-18), Federal Government Polyclinic, Ministry of National Health Services, Regulations & Coordination.	4 Punjab- 2 Sindh (R)- 1 KPK- 1	88	-	-	U/P
44	49/2020	Medical Officer (BS-17), Indefinitely, Medical Department of Pakistan Railways, (Railway Board) Ministry of Railways.	24 Merit-2 Punjab-12 Sindh (R) -2 Sindh (U) -2 KPK-3 Balochistan - 2 Ex-FATA - 1	1418	-	-	U/P
45	52/2020	Preventive Officer (BS-16), Revenue Division, Federal Board of Revenue.	27 Merit-2 Punjab-14 Sindh (R)-4 Sindh (U)-1 KPK-3 Balochistan -2 Ex-FATA-1	23015	-	-	U/P
46	55/2020	Assistant Electronic Engineer (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 KPK - 1	160	-	-	U/P
47	56/2020	Assistant Communication Security Officer (BS-16), Department of Communication Security, Cabinet Division.	3 Merit -1 Punjab - 1 AJK - 1	1856	-	-	U/P
48	58/2020	Communication Security Officer (BS-17), Department of Communication Security, Cabinet Division.	1 AJK-1	522	-	-	U/P
49	59/2020	Deputy Director (Engineering) (BS-18), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 Punjab -1	154	-	-	U/P
50	67/2020	Medical Officer (Male) (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	28	-	-	U/P
51	70/2020	Meteorologist (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 KPK -1	602	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
52	72/2020	Physical Training Instructor (Female) (BS-16), Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence.	105 Merit - 8 Punjab - 53 Sindh (R) - 11 Sindh (U) -8 KPK - 13 Balochistan - 6 Ex-FATA -4 GB- 1 AJK -1	4802	-	-	U/P
53	73/2020	Physical Training Instructor (Male) (BS-16), Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence.	95 Merit - 7 Punjab - 48 Sindh (R) - 11 Sindh (U) -7 KPK - 11 Balochistan - 5 Ex-FATA -3 GB- 1 AJK -2	4234	-	-	U/P
54	74/2020	Trained Graduate Teacher (TGT) (Male) (BS-16), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	49 Merit-4 Punjab- 25 Sindh (R)-6 Sindh (U)-3 KPK-6 Balochistan-3 Ex-FATA- 1 GB-1	9266	-	-	U/P
55	75/2020	Computer Instructor (Female) (BS-17), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	59 Merit-4 Punjab-29 Sindh (R)-7 Sindh (U)- 4 KPK-7 Balochistan-4 Ex-FATA-2 GB - 1 AJK-1	6234	-	-	U/P
56	77/2020	Secondary School Teacher (SST) (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	65 Merit-5 Punjab-32 Sindh (R)-8 Sindh (U)-5 KPK-8 Balochistan-3 Ex-FATA-2 GB- 1 AJK-1	33793	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
57	78/2020	Secondary School Teacher (SST) (MALE) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	65 Merit-5 Punjab-32 Sindh (R)-8 Sindh (U)-5 KPK-8 Balochistan-3 Ex-FATA-2 GB-1 AJK-1	21505	-	-	U/P
58	79/2020	Trained Graduate Teacher (TGT) (Female) (BS-16), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	109 Merit-8 Punjab-55 Sindh (R)-12 Sindh (U)-8 KPK-13 Balochistan -6 Ex-FATA- 3 GB-1 AJK- 3	17483	-	-	U/P
59	80/2020	MIS Officer (BS-16), Federal Board of Revenue, Revenue, Division.	15 Merit - 1 Punjab - 8 Sindh (R) - 2 Sindh(U) -1 KPK - 2 Balochistan- 1	5910	-	-	U/P
60	81/2020	Director (BS-19), Management Services Wing Establishment Division.	1 Sindh(U)-1	106	-	-	U/P
61	82/2020	Assistant Director (BS-17), Federal Public Service Commission.	4 Merit - 1 Punjab - 2 Sindh(U) -1	8853	-	-	U/P
62	83/2020	Principal/ Vice Principal/ Headmasters (BS-19), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	16 GB-16	312	-	-	U/P
63	84/2020	Principal/ Vice Principal/ Headmistress (BS-19), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	4 GB-4	231	-	-	U/P
64	7/2020	Assistant Private Secretary 7/2020 (i) Finance Division	14 Merit- 2 Punjab- 8 KPK- 1 Balochistan - 1 EX-FATA- 2	5617	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
		7/2020 (ii) Pakistan Customs Department, Revenue Division, Federal Board of Revenue	15 Merit- 1 Punjab-8 Sindh(R)- 2 Sindh(U)- 1 KPK- 2 Balochistan- 1		-	-	U/P
		7/2020 (iii) Military Finance Wing, Finance Division	1 Punjab -1		-	-	U/P
		7/2020 (iv) Management Services Wing, Establishment Division	5 Punjab- 3 KPK- 1 Balochistan -1		-	-	U/P
		7/2020 (v) Federal Medical & Dental College, Ministry of National Health Services, Regulations and Coordination.	2 Punjab- 1 Sindh(R)- 1		-	-	U/P
		7/2020 (vi) Airports Security Force, Cabinet Secretariat (Aviation Division)	1 Punjab-1		-	-	U/P
		7/2020 (vii) Economic Affairs Division, Ministry of Economic Affairs	6 Merit- 1 Punjab-3 Sindh(R)- 1 Sindh(U)- 1		-	-	U/P
		7/2020 (viii) Naval Headquarters, Ministry of Defence.	3 Merit- 1 Punjab- 2		-	-	U/P
		7/2020 (ix) Pakistan Military Accounts Department, Ministry of Defence.	4 Punjab- 1 Sindh(U)- 1 KPK- 1 Balochistan - 1		-	-	U/P
		7/2020 (x) Corps of E&ME Department, Ministry of Defence.	2 Punjab- 1 Sindh(R)- 1		-	-	U/P
		7/2020 (xi) Ministry of Science & Technology	1 Punjab-1		-	-	U/P
		7/2020 (xii) Ministry of Privatization	2 Punjab- 1 Sindh (R)- 1		-	-	U/P
		7/2020 (xiii) Intelligence Bureau	3 Balochistan- 2 GB-1		-	-	U/P
		7/2020 (xiv) NIRC, Ministry of Overseas Pakistanis & Human Resource Development	1 Sindh (U)-1		-	-	U/P
		7/2020 (xv) Policy Wing (Petroleum Division), Ministry of Energy.	1 KPK-1		-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
		7/2020 (xvi) Federal Service Tribunal, Ministry of Law & Justice	3 Merit- 1 KPK- 2		-	-	U/P
		7/2020 (xvii) Anti Narcotics Force, Ministry of Narcotics Control	4 Punjab- 2 Sindh(U)- 1 Balochistan - 1		-	-	U/P
		7/2020 (xviii) Special Courts/ Tribunals, Ministry of Law & Justice	1 Sindh(R)-1		-	-	U/P
		7/2020 (xix) Ministry of Law & Justice	2 Merit- 1 Punjab- 1		-	-	U/P
65	8/2020	Deputy Director/ Senior Meteorologist (BS-18) Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	4 Merit- 1 Punjab- 2 Sindh(U)- 1	97	-	-	U/P
66	63/2020	Eye Specialist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	1 Punjab -1	5	-	-	U/P
67	71/2020	Assistant Professor (Urdu) (Male) (BS-18), Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training.	1 Punjab -1	14	-	-	U/P
68	86/2020	Registrar Trade Union (BS-20), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab -1	8	-	-	U/P
69	88/2020	Assistant Director (System Administration) (BS-17), Cabinet Secretariat, Establishment Division.	1 Punjab-1	480	-	-	U/P
70	89/2020	Programmer (BS-17), Cabinet Secretariat, Establishment Division.	1 Punjab -1	218	-	-	U/P
71	91/2020	General Staff Officer, Grade-II (Research & Training) (BS-18), Armed Forces Institute of Radiology and Imaging, Ministry of Defence.	1 Punjab -1	15	-	-	U/P
72	92/2020	General Staff Officer, Grade-I (Classified Radiologist) (BS-19), Musculoskeletal Radiology Department, Armed Forces Institute of Radiology and Imaging, Ministry of Defence.	1 Punjab-1	2	-	-	U/P
73	93/2020	General Staff Officer, Grade-III (Finance Officer) (BS-17), Armed Forces Institute of Radiology and Imaging, Ministry of Defence.	1 Punjab -1	376	-	-	U/P
74	94/2020	General Staff Officer, Grade-I (Bio Medical Officer) (BS-19), Armed Forces Institute of Radiology and Imaging, Ministry of Defence.	1 Punjab -1	11	-	-	U/P
75	95/2020	General Staff Officer, Grade-II (Bio Medical Tech) (Cyclotron Engineer) (BS-18), Armed Forces Institute of Radiology and Imaging, Ministry of Defence.	1 Punjab -1	22	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
76	96/2020	General Staff Officer, Grade-I (Classified Radiologist) (BS-19), Neuro Radiology Department, Armed Forces Institute of Radiology And Imaging, Ministry of Defence.	1 Punjab -1	1	-	-	U/P
77	97/2020	General Staff Officer, Grade-I (Classified Radiologist) (BS-19), Pet CT Scan Department, Armed Forces Institute of Radiology and Imaging, Ministry of Defence.	1 Punjab -1	2	-	-	U/P
78	98/2020	General Staff Officer, Grade-II (Bio Medical Tech) (for Medical Physicist) (BS-18), Armed Forces Institute of Radiology and Imaging, Ministry of Defence.	1 Punjab -1	13	-	-	U/P
79	99/2020	General Staff Officer, Grade-I (Classified Radiologist) (BS-19), Interventional Radiology Department, Armed Forces Institute of Radiology and Imaging, Ministry of Defence.	1 Punjab-1	1	-	-	U/P
80	100/2020	General Staff Officer Grade-III (Picture Archiving and Communication System (PACS) Administrator) (BS-17), Armed Forces Institute of Radiology and Imaging, Ministry of Defence.	4 Punjab-2 Sindh (R)- 1 KPK-1	169	-	-	U/P
81	101/2020	General Staff Officer, Grade-I (Classified Radiologist) (BS-19), Women Imaging/ Breast Clinic/ Body Imaging Department, Ministry of Defence.	1 Punjab-1	3	-	-	U/P
82	102/2020	I.T Expert (Civil) (BS-17), Ministry of Defence (Defence Division).	1 Punjab -1	461	-	-	U/P
83	103/2020	Assistant Anaesthetist (BS-17), Pakistan Institute of Medical Sciences, Ministry of National Health Services, Regulations & Coordination.	8 Merit- 1 Punjab-3 Sindh (R)-1 Sindh (U)-1 KPK -1 Balochistan-1	141	-	-	U/P
84	104/2020	Medical Officer (BS-17), Pakistan Institute of Medical Sciences, Ministry of National Health Services, Regulations & Coordination.	11 Merit- 1 Punjab-5 Sindh (R)-1 Sindh (U)-1 KPK-1 Balochistan -1 AJK- 1	1324	-	-	U/P
85	107/2020	Assistant Network Administrator (BS-16), Federal Public Service Commission.	1 Sindh(U) -1	68	-	-	U/P
86	108/2020	Assistant Database Administrator (BS-16), Federal Public Service Commission.	1 Punjab-1	228	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
87	113/2020	Medical Officer (BS-17), Federal General Hospital, Ministry of National Health Services, Regulations and Coordination.	2 Punjab-1 Sindh (R)-1	342	-	-	U/P
88	117/2020	Deputy Chemical Examiner (BS-18), Pakistan Customs Department, Federal Board of Revenue, Revenue Division.	1 Punjab -1	62	-	-	U/P
89	126/2020	Senior Agricultural Engineer (BS-19), Federal Water Management Cell, Ministry of National Food Security and Research.	1 Sindh (R) -1	20	-	-	U/P
90	127/2020	Assistant Registrar (BS-17), Federal Service Tribunal, Ministry of Law and Justice.	2 Punjab-1 KPK-1	370	-	-	U/P
91	128/2020	Reader (BS-16), Federal Service Tribunal, Ministry of Law and Justice.	2 Punjab - 2	227	-	-	U/P
92	129/2020	Assistant Geologist (BS-16), Works Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB - 1	140	-	-	U/P
93	11./2020	Inspector (LEGAL) (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	17 Merit-2 Punjab-8 Sindh (R)-1 Sindh (U)-2 KPK-2 Balochistan -1 Ex-FATA- 1	5553	-	-	U/P
94	31/2020	Assistant Chief (BS-18), Food and Agriculture Section, Ministry of Planning, Development and Special Initiatives.	1 Balochistan-1	61	-	-	U/P
95	41/2020	Computer Supervisor (BS-16), Ministry of Economic Affairs.	1 Punjab-1	405	-	-	U/P
96	42/2020	Computer Programmer (BS-17), National Library of Pakistan, National History and Literary Heritage Division.	1 Punjab -1	618	-	-	U/P
97	43/2020	Library Officer (BS-16), Ministry of Defence (Defence Division).	1 KPK -1	156	-	-	U/P
98	45/2020	Accounts Officer (BS-17), Office of Chief Engineering Advisor/ Chief Federal Flood Commission, Ministry of Water Resources.	1 Punjab-1	661	-	-	U/P
99	46/2020	Horticulturist/ Garden Officer (BS-16), CAO Office, GHQ, Ministry of Defence.	1 Sindh (R)-1	34	-	-	U/P
100	47/2020	Senior Scientific Assistant (BS-16), Naval Headquarters, Ministry of Defence.	2 Punjab - 1 Balochistan - 1	95	-	-	U/P
101	50/2020	Information Officer (BS-18), Publicity and Public Relations Department, (Railways Board), Ministry of Railways.	1 Punjab -1	112	-	-	U/P
102	60/2020	Scientific Officer (BS-16), Gilgit Baltistan Environmental Protection Agency, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GB - 2	303	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
103	61/2020	Assistant Director (BS-17), Gilgit Baltistan Environmental Protection Agency, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GB - 2	255	-	-	U/P
104	62/2020	General Staff Officer, Grade-II (Bio Medical Tech) (Radio Pharmacist/Radio Chemist) (BS-18), Armed Forces Institute of Radiology and Imaging, Ministry of Defence.	2 Punjab- 1 Sindh (R)- 1	35	-	-	U/P
105	64/2020	General Staff Officer, Grade-I (Classified Radiologist) (BS-19), Diagnostic Radiology Department, Armed Forces Institute of Radiology and Imaging, Ministry of Defence.	3 Punjab- 2 Sindh (R)- 1	7	-	-	U/P
106	66/2020	Appraising/ Valuation Officer (BS-16), Federal Board of Revenue (Revenue Division).	9 Punjab- 5 Sindh (U) - 1 KPK - 1 Ex-FATA- 1 Balochistan - 1	5717	-	-	U/P
107	68/2020	Assistant Director (Technical) (BS-17), Policy Wing, Petroleum Division, Ministry of Energy.	1 Punjab-1	1003	-	-	U/P
108	69/2020	Research Officer (BS-17), Policy Wing, Petroleum Division, Ministry of Energy.	2 Merit- 1 Punjab- 1	1118	-	-	U/P
109	76/2020	Assistant Information Officer (BS-16), Ministry of Information and Broadcasting.	1 Sindh (R)-1	113	-	-	U/P
110	85/2020	National Savings Officer (BS-17), Central Directorate of National Savings, Ministry of Finance.	50 Merit- 4 Punjab-25 Sindh (R)-6 Sindh (U)-4 KPK-5 Balochistan -3 Ex-FATA- 1 AJK- 1 GB- 1	18064	-	-	U/P
111	87/2020	Senior Auditor (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan.	125 Merit -9 Punjab - 63 Sindh (R)- 14 Sindh (U)-10 KPK- 15 Balochistan -7 Ex-FATA- 4 GB- 1 AJK-2	35510	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
112	90/2020	Entomologist/ Mycologist (BS-17), Department of Plant Protection, Ministry of National Food Security and Research.	6 Merit-1 Punjab-4 KPK-1	1403	-	-	U/P
113	105/2020	Sub Divisional Forest Officer (BS-17), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB - 1	10	-	-	U/P
114	106/2020	Assistant Chief (BS-18), Health Section, Ministry of Planning, Development and Special Initiatives.	1 Punjab -1	39	-	-	U/P
115	111/2020	Charge Nurse (BS-16), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination.	22 Balochistan-22	103	-	-	U/P
116	112/2020	Assistant Director (Stores) (BS-17), Geological Survey of Pakistan (Petroleum Division), Ministry of Energy.	1 Punjab-1	194	-	-	U/P
117	114/2020	Executive Veterinary Officer (BS-19), Remount Veterinary and Farms Directorate, GHQ, Ministry of Defence.	2 Punjab -1 Sindh (R) -1	11	-	-	U/P
118	115/2020	Superintending Engineer (B&R/E&M), (BS-19), M.E.S, Ministry of Defence (Defence Division).	1 Balochistan - 1	14	-	-	U/P
119	116/2020	Joint Director Legal Affairs (BS-19), Directorate of Legal Affairs of Pakistan Railways, (Railway Board), Ministry of Railways.	1 Punjab-1	18	-	-	U/P
120	119/2020	Administrative Officer (BS-16), Naval Headquarters, Ministry of Defence.	1 Punjab -1	297	-	-	U/P
121	120/2020	Assistant Professor (Mathematics) (BS-18), Military College Jhelum, Ministry of Defence.	1 Sindh (R) -1	23	-	-	U/P
122	121/2020	Superintending Engineer (Floods) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water Resources.	1 Punjab-1	6	-	-	U/P
123	122/2020	Lecturer/ Instructor (Chemistry) (BS-17), Military College Jhelum, Ministry of Defence.	1 KPK - 1	295	-	-	U/P
124	123/2020	Deputy Engineering Adviser (Power)/ Government Inspector of Electricity (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water Resources.	1 Punjab-1	20	-	-	U/P
125	109/2020	Lecturer (Home Economics) (Female) (BS-17) Federal Government Colleges For Women, Federal Directorate of Education, Ministry of Federal Education and Professional Training.	1 Punjab-1	110	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
126	110/2020	System Operator (BS-16), Federal Public Service Commission.	1 Punjab -1	462	-	-	U/P
127	118/2020	PROFESSOR (BS-20), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination	6 Merit- 1 Punjab -3 Sindh (R) -1 KPK -1	33	-	-	U/P
128	124/2020	Project Officer (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	2 Merit- 1 Punjab -1	202	-	-	U/P
129	125/2020	Assistant Architect (BS-17), Pak PWD, Ministry of Housing & Works.	2 Punjab- 1 AJK- 1	112	-	-	U/P
130	130/2020	Librarian (BS-16), Directorate General of Special Education, Ministry of Human Rights.	1 Punjab -1	196	-	-	U/P
131	131/2020	Inspector Customs/ Intelligence Officer (BS-16), Revenue Division, Federal Board of Revenue.	62 Merit -4 Punjab - 31 Sindh (R)-7 Sindh (U)-5 KPK-7 Balochistan -4 EX-FATA- 2 AJK-2	62165	-	-	U/P
132	132/2020	Associate Professor (BS-19), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	5 Punjab-3 Sindh (R)-1 KPK -1	32	-	-	U/P
133	133/2020	Assistant Director (BS-17), Pakistan Manpower Institute, Ministry of Federal Education & Professional Training.	2 Punjab - 1 Balochistan - 1	1041	-	-	U/P
134	134/2020	Dental Surgeon (BS-17), National Institute of Rehabilitation Medicine, Islamabad, Ministry of National Health Services, Regulations & Coordination.	1 Punjab -1	263	-	-	U/P
135	135/2020	Certified Orthotist (BS-17), National Institute of Rehabilitation Medicine, Islamabad, Ministry of National Health Services, Regulations & Coordination.	1 Punjab -1	66	-	-	U/P
136	136/2020	Principal Technician (Bio Technology) (BS-17), National Institute of Rehabilitation Medicine, Islamabad, Ministry of National Health Services, Regulations & Coordination.	1 Punjab -1	92	-	-	U/P
137	137/2020	Pharmacist (BS-17), National Institute of Rehabilitation Medicine, Islamabad, Ministry of National Health Services, Regulations & Coordination.	1 Punjab -1	432	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
138	138/2020	Statistical Officer (BS-17), National Institute of Rehabilitation Medicine, Islamabad, Ministry of National Health Services, Regulations & Coordination.	1 Sindh (R) -1	82	-	-	U/P
		Head Nurse (BS-17), Federal Government Polyclinic, Ministry of National Health Services, Regulations & Coordination.	2 Punjab - 1 Sindh (R) - 1	130	-	-	U/P
140	140/2020	Deputy Director (Training) (BS-18), Secretariat Training Institute, Cabinet Secretariat, Establishment Division.	1 Punjab-1	535	-	-	U/P
141	141/2020	Director (BS-19), Pakistan Manpower Institute, Ministry of Federal Education & Professional Training.	1 Punjab -1	85	-	-	U/P
142	142/2020	Deputy Director (Reviewers) (BS-18), Laws of Pakistan Cell, Ministry of Law and Justice.	1 Punjab -1	23	-	-	U/P
143	143/2020	Chief Documentation Officer (BS-19), Academy of Educational Planning and Management, Ministry of Federal Education And Professional Training.	1 Punjab-1	10	-	-	U/P
144	144/2020	Deputy Director (Urdu Stenography) (BS-18), Secretariat Training Institute, Islamabad, Establishment Division.	1 Punjab -1	3	-	-	U/P
145	145/2020	Junior Civilian Security Officer (JCSO) (BS-16), OS Directorate, GHQ, Ministry of Defence.	1 Punjab -1	22	-	-	U/P
146	146/2020	Medical Officer (BS-17), Federal Government Polyclinic, Ministry of National Health Services, Regulations & Coordination.	12 Punjab - 6 Sindh (R) -1 Sindh (U)-2 KPK -2 Balochistan -1	1316	-	-	U/P
147	147/2020	District Attorney (BS-18), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GB -3	166	-	-	U/P
148	148/2020	Chief Cardiac Per fusionist (BS-19), AFIC / NIHD, Ministry of Defence.	1 Punjab -1	9	-	-	U/P
149	149/2020	Officer Incharge Laundry (BS-17), AFIC / NIHD, Ministry of Defence.	1 Punjab-1	103	-	-	U/P
150	150/2020	Manager Food Services (BS-18), AFIC / NIHD, Ministry of Defence.	1 Punjab-1	98	-	-	U/P
151	151/2020	Manager Finance (BS-18), AFIC / NIHD, Ministry of Defence.	1 Punjab -1	288	-	-	U/P
152	152/2020	Librarian (BS-18), AFIC / NIHD, Ministry of Defence.	1 Punjab -1	86	-	-	U/P
153	153/2020	Audio Visual Consultant (BS-18), AFIC / NIHD, Ministry of Defence.	1 Punjab -1	46	-	-	U/P
154	154/2020	Quality Management Representative (BS-18), AFIC / NIHD, Ministry of Defence.	1 Punjab -1	37	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
155	155/2020	Document Control Officer (BS-16), AFIC / NIHD, Ministry of Defence.	1 Punjab -1	473	-	-	U/P
156	156/2020	Civilian Workshop Supervisor (CWS) Biomedical (BS-16), AFIC / NIHD, Ministry of Defence.	2 Punjab - 1 Sindh (R) - 1	132	-	-	U/P
157	157/2020	Secretary Intensive Care (ITC Department) (BS-16), AFIC / NIHD, Ministry of Defence.	2 Punjab - 1 Sindh (R) - 1	12	-	-	U/P
		Assistant Manager Marketing (BS-17), AFIC / NIHD, Ministry of Defence.	2 Punjab - 1 Sindh (R) - 1	653	-	-	U/P
159	159/2020	Physicist/ Radiation Protection Officer (BS-16), AFIC / NIHD, Ministry of Defence.	1 Punjab -1	59	-	-	U/P
160	160/2020	Clinical Dietitian (BS-17), AFIC/ NIHD, Ministry of Defence.	1 Punjab -1	149	-	-	U/P
161	161/2020	Statistical Officer (BS-17), AFIC / NIHD, Ministry of Defence.	5 Punjab - 3 Sindh (R) - 1 KPK - 1	831	-	-	U/P
162	162/2020	Deputy Assistant Director (BS-16), Audit Bureau of Circulation, Ministry of Information and Broadcasting.	2 Punjab - 1 KPK- 1	182	-	-	U/P
163	163/2020	Assistant Meteorologist (BS-16), Pakistan Meteorological Department, Cabinet Secretariat, Aviation Division.	10 Punjab - 5 Sindh (R) - 1 Sindh (U) - 1 KPK - 1 Balochistan - 1 AJK - 1	1947	-	-	U/P
164	164/2020	Chief (BS-20), Water Resources Section, Ministry of Planning, Development and Special Initiatives.	1 Sindh (R) -1	38	-	-	U/P
165	165/2020	Charge Nurse (BS-16) , Federal General Hospital, Ministry of National Health Services, Regulations and Coordination.	1 Sindh (U) - 1	50	-	-	U/P
166	166/2020	Deputy Solicitor (BS-19), Ministry of Law and Justice.	1 Sindh (R) -1	25	-	-	U/P
167	167/2020	Director (BS-19), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division).	1 Punjab - 1	3	-	-	U/P
168	168/2020	Baker (BS-16), AFIC / NIHD, Ministry of Defence.	1 Punjab-1	9	-	-	U/P
169	169/2020	Assistant Manager Food Services (BS-17), AFIC/ NIHD, Ministry of Defence.	1 Punjab -1	178	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
170	170/2020	Radiology Pharmacist (BS-17), AFIC/ NIHD, Ministry of Defence.	1 Punjab -1	94	-	-	U/P
171	171/2020	Computer Officer (BS-17), Armed Forces Institute of Transfusion (AFIT), Ministry of Defence.	1 Punjab -1	608	-	-	U/P
172	172/2020	Laboratory Technologist (BS-16), ARMED Forces Institute of Transfusion (AFIT), Ministry of Defence.	1 Punjab-1	112	-	-	U/P
173	173/2020	Demonstrator (BS-17), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	18 Merit- 2 Punjab- 8 Sindh (R)- 2 Sindh (U) - 1 KPK- 2 Balochistan - 1 Ex-FATA - 1 AJK - 1	553	-	-	U/P
174	174/2020	Social Welfare Officer (BS-17), AFIC/ NIHD, Ministry of Defence.	1 Punjab-1	249	-	-	U/P
175	175/2020	Supervisor Medical Store (Zakat/ Bait-ul-Mal Section) (BS-16), AFIC / NIHD, Ministry of Defence.	1 Punjab-1	109	-	-	U/P
176	176/2020	Supervisor/ Accountant (Zakat & Bait-ul-Mal Section) (BS-16), AFIC/ NIHD, Ministry of Defence.	1 Punjab-1	153	-	-	U/P
177	177/2020	Cardiac Perfusionist (BS-17), AFIC/ NIHD, Ministry of Defence.	10 Merit- 1 Punjab- 5 Sindh (R)- 1 Sindh (U)- 1 KPK- 1 Balochistan - 1	344	-	-	U/P
178	178/2020	Assistant Professor (BS-18), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	2 Punjab-1 Sindh (R)-1	17	-	-	U/P
179	179/2020	Medical Officer- Incharge Medical Stores (BS-17), AFIC / NIHD, Ministry of Defence.	1 Punjab-1	84	-	-	U/P
180	180/2020	Lecturer (BS-17), Federal College of Education, Ministry of Federal Education and Professional Training.	13 Merit- 1 Punjab- 6 Sindh (R)- 2 Sindh (U)- 1 KPK- 1 Balochistan - 2	3085	-	-	U/P
181	181/2020	Medical Records Officer (BS-17), AFIC / NIHD, Ministry of Defence.	3 Punjab- 2 Sindh (R)- 1	51	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
182	182/2020	Deputy Chief Cardiac Per fusionist (BS-18), AFIC / NIHD, Ministry of Defence.	1 Punjab-1	17	-	-	U/P
183	183/2020	Assistant Librarian (BS-17), AFIC/ NIHD, Ministry of Defence.	2 Punjab- 1 Sindh (R)- 1	213	-	-	U/P
184	184/2020	Supervisor Food Services (BS-16), AFIC / NIHD, Ministry of Defence.	2 Punjab- 1 Sindh (R)- 1	381	-	-	U/P
185	185/2020	Deputy Director (BS-18), Cabinet Secretariat, Establishment Division.	1 Punjab-1	64	-	-	U/P
186	186/2020	Charge Nurse (BS-16), Federal General Hospital, Islamabad, Ministry of National Health Services, Regulations & Coordination.	23 Merit- 2 Punjab- 10 Sindh (R)- 2 Sindh (U)- 3 KPK- 2 Balochistan- 2 Ex-FATA -1 AJK- 1	1327	-	-	U/P
187	187/2020	Civilian Labour Officer (BS-16), Corps of E&ME, Ministry of Defence	12 Merit- 1 Punjab-7 Sindh (R)- 1 Sindh (U)-1 KPK-2	2562	-	-	U/P
188	188/2020	Programmer (BS-17), Pakistan Meteorological Department, Cabinet Secretariat, Aviation Division.	1 Sindh (U) - 1	99	-	-	U/P
189	189/2020	Meteorologist (BS-17), Pakistan Meteorological Department, Cabinet Secretariat, Aviation Division.	7 Punjab- 2 Sindh (R)- 1 Sindh (U)- 1 KPK- 1 Balochistan- 1 AJK- 1	1280	-	-	U/P
190	190/2020	Chief (IT) (BS-20), Federal Public Service Commission.	1 Sindh (R)-1	22	-	-	U/P
191	191/2020	Rehabilitation Specialist (BS-18), Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1	3	-	-	U/P
192	192/2020	Director (Economics Law) (BS-19), Petroleum Division, Ministry of Energy.	1 Punjab -1	11	-	-	U/P
193	193/2020	Assistant Director (BS-17), National Talent Pool, Ministry of Federal Education and Professional Training.	1 Sindh (U) - 1	82	-	-	U/P

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S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
194	194/2020	Assistant Director (Horticulture) (BS-17), Pak PWD, Ministry of Housing & Works.	1 Sindh (R) -1	71	-	-	U/P
195	195/2020	Librarian (BS-17), Ministry of Religious Affairs & Interfaith Harmony.	1 Sindh (R)-1	52	-	-	U/P
196	196/2020	Deputy Director (Fishing Technology), (BS-18), Marine Fisheries Department, Ministry of Maritime Affairs.	1 Punjab -1	15	-	-	U/P
197	197/2020	Deputy Director (Planning) (BS-18), Marine Fisheries Department, Ministry of Maritime Affairs.	1 Sindh (R) -1	36	-	-	U/P
198	198/2020	Assistant Director (Biology) (BS-17), Marine Fisheries Department, Ministry of Maritime Affairs.	1 Punjab-1	294	-	-	U/P
199	199/2020	Assistant Director (Marine) (BS-17), Marine Fisheries Department, Ministry of Maritime Affairs.	1 Punjab-1	248	-	-	U/P
200	200/2020	Director (Planning & Statistics) (BS-19), Marine Fisheries Department, Ministry of Maritime Affairs.	1 Punjab-1	42	-	-	U/P
201	201/2020	Director (Research & Assessment) (BS-19), Marine Fisheries Department, Ministry of Maritime Affairs.	1 Sindh (R)-1	19	-	-	U/P
202	202/2020	Inspector (TECH), (BS-16), Intelligence Bureau.	1 Balochistan - 1	33	-	-	U/P
203	203/2020	Deputy Director (BS-18), Federal Seed Certification & Registration Department, Ministry of National Food Security & Research.	2 Punjab-1 Sindh (R) -1	65	-	-	U/P
Total			2327	621157			

Appendix-13

RECRUITMENT CASES (BS-16 & ABOVE) WHEREIN MCQ/DESCRIPTIVE/APS TESTS HELD

A. MCQ Test						
S No	Advt. No	Case No	Name of post with Ministry/ Division/ Department	No of Posts	Candidates applied	Candidates appeared
1	11/2019	F.4-134/2019-R	Medical Officer (BS-17), Military College Jhelum, Ministry of Defence.	01	64	17
2	11/2019	F.4-136/2019-R	Lecturer (BS-17), Naval Headquarters, Ministry of Defence. (A) Chemistry (B) Pak. Studies (C) English (D) Physics (E) International Relations (F) Mathematics (G) Urdu (H) Computer Science (I) Biology (J) Psychology	17	1426 416 1118 463 406 977 556 909 797 389	686 214 530 238 215 540 313 379 414 206
3	11/2019	F.4-171/2019-R	Librarian (BS-16), Naval Headquarters, Ministry of Defence.	01	151	60
4	11/2019	F.4-172/2019-R	Principal Foreman (Electronics) (BS-16), Naval Headquarters, Ministry of Defence.	02	138	46
5	11/2019	F.4-176/2019-R	3 rd Engineer (Textile) (BS-17), Naval Headquarters, Ministry of Defence.	01	98	49
6	11/2019	F.4-178/2019-R	Medical Officer (BS-17), (District Health Office, Ministry of National Health Services, Regulations and Coordination.	09	455	138
7	11/2019	F.4-180/2019-R	Assistant Director (BS-17), Staff Welfare Organization, Establishment Division.	01	89	37
8	11/2019	F.4-215/2019-R	Accountant (BS-16), Naval Headquarters, Ministry of Defence.	01	463	140
9	11/2019	F.4-225/2019-R	Information Technology Specialist (BS-17), National Education Assessment System (Neas), Ministry of Federal Education and Professional Training.	01	174	76
10	11/2019	F.4-236/2019-R	Research Officer (BS-17), National Transport Research Centre (NTRC), Ministry of Communications.	05	252	94
11	11/2019	F.4-253/2019-R	Charge/ Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad, Ministry of National Health Services, Regulations & Coordination.	25	598	273
12	12/2019	F.4-202/2019-R	Junior Civilian Labour Officer (BS-16), Ordnance Corps, GHQ, Ministry of Defence.	02	231	115
13	12/2019	F.4-224/2019-R	Lady Physiotherapist (BS-16), Naval Headquarters, Ministry of Defence.	01	102	42
14	12/2019	F.4-235/2019-R	Sub Treasury Officer (BS-16), Finance Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	03	829	447

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15	12/2019	F.4-237/2019-R	Assistant Director (BS-17), National Highways & Motorway Police, Ministry of Communications.	01	566	288
16	12/2019	F.4-240/2019-R	Computer Operator (BS-16), National Highways & Motorway Police, Ministry of Communications.	109	12258	5037
17	12/2019	F.4-242/2019-R	Librarian (BS-17), National Transport Research Centre (NTRC), Ministry of Communications.	01	115	51
18	12/2019	F.4-248/2019-R	Scientific Officer (BS-17), Ministry of Science & Technology.	01	395	177
19	12/2019	F.4-249/2019-R	Junior Establishment and Finance Officer (BS-16), OS Directorate, GHQ, Ministry of Defence.	01	135	59
20	12/2019	F.4-250/2019-R	Doctor (Female) (BS-17), National Commission for Child Welfare and Development, Ministry of Human Rights.	01	56	24
21	12/2019	F.4-256/2019-R	Assistant Director (Programmer) (BS-17), Anti-Narcotics Force, Ministry of Narcotics Control.	01	162	57
22	12/2019	F.4-257/2019-R	Range Forest Officer (BS-16), Forest, Parks & Wildlife, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	07	146	111
23	12/2019	F.4-258/2019-R	Assistant Manager It (BS-17), Intelligence Bureau,	01	201	91
24	12/2019	F.4-260/2019-R	Medical Officer (BS-17), Airports Security Force, Cabinet Secretariat (Aviation Division).	03	171	46
25	01/2020	F.4-3/2020-R	Accountant (BS-16), Staff Welfare Organization, Establishment Division.	07	2592	906
26	01/2020	F.4-5/2020-R	Computer Instructor (BS-17), Staff Welfare Organization, Establishment Division.	01	537	244
27	01/2020	F.4-10/2020-R	Computer Operator/ Network Administrator (BS-16), Ministry of Industries & Production.	01	229	70
28	01/2020	F.4-12/2020-R	Statistical Officer/ Research Officer (BS-17), Federal Board of Revenue, Revenue Division.	04	1814	889
29	01/2020	F.4-14/2020-R	Drug Inspector (BS-17), District Health Department ICT, Islamabad, Ministry of National Health Services, Regulations & Coordination.	02	838	348
30	01/2020	F.4-16/2020-R	Assistant Director (BS-17), National Accountability Bureau.	55	64383	30843
31	01/2020	F.4-17/2020-R	Accountant (BS-16), National Accountability Bureau.	01	857	318
32	01/2020	F.4-18/2020-R	Assistant Executive Engineer (Civil) (BS-17), Pak. Pwd, Ministry of Housing and Works.	23	5618	2436
33	01/2020	F.4-19/2020-R	Assistant Director (Networking) (BS-17), Anti-Narcotics Force, Ministry of Narcotics Control	03	658	245
34	01/2020	F.4-20/2020-R	Junior Scientific Officer (BS-17), Naval Headquarters, Ministry of Defence.	01	255	119
35	01/2020	F.4-21/2020-R	Librarian (Female) (BS-17), Federal Government Educational Institution (Cants/ Garrisons) Directorate, Ministry of Defence.	03	180	80
36	01/2020	F.4-22/2020-R	Lady Welfare Officer (BS-16), Naval Headquarters, Ministry of Defence.	01	169	56
37	02/2020	F.4-9/2020R	Administrative Officer (BS-16), Federal Board of Revenue, Revenue Division.	01	371	106
38	02/2020	F.4-23/2020-R	National Savings Officer (BS-17), Central Directorate of National Savings, Ministry of Finance.	50	20592	9283

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39	02/2020	F.4-24/2020-R	Range Forest Officer (BS-16), Forest, Parks & Wildlife, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	05	197	126
40	02/2020	F.4-25/2020-R	Medical Lab Technologist (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	01	102	63
41	02/2020	F.4-27/2020-R	Assistant Director (Law) (BS-17), Anti-Narcotics Force, Ministry of Narcotics Control.	04	1570	803
42	02/2020	F.4-29/2020-R	Assistant Director (BS-17), Anti-Narcotics Force, Ministry of Narcotics Control.	06	8675	3866
43	02/2020	F.4-37/2020-R	Lecturer (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence. (A) Botany (B) Chemistry (C) Computer Science (D) Economics (E) English (F) Health & Physical Edu (G) History (H) Islamiyat (I) Mathematics (J) Pak. Studies (K) Physics (L) Political Science (M) Psychology (N) Statistics (O) Urdu (P) Zoology	53		
					965	522
					2348	1269
					3735	1879
					1942	1061
					3259	1812
					1209	702
					618	318
					1978	1110
					3091	1667
					1227	715
					3064	1596
					1511	778
					298	166
					610	366
					1170	708
					1970	1124
44	02/2020	F.4-38/2020-R	Librarian (Male) (BS-16), Directorate of Federal Government Educational Institution (Cantts/ Garrisons), Ministry of Defence.	03	402	190
45	02/2020	F.4-39/2020-R	Demonstrator (Female) (BS-16), Federal Government Educational Institution (FGEI) (Cantts/ Garrisons), Ministry of Defence.	01	593	247
46	02/2020	F.4-54/2020-R	Web Developer (BS-17), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development.	01	284	108
47	02/2020	F.4-57/2020-R	Patrol Officer (BS-14), National Highways & Motorway Police, Ministry of Communications.	300	76033	33812
48	03/2020	F.4-26/2020-R	Demonstrator (BS-17), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	01	73	29
49	03/2020	F.4-30/2020-R	Inspector (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development.	11	2145	726
50	03/2020	F.4-35/2020-R	Public Relation Officer (BS-16), Permanent, Board Of Investment Prime Minister's Office.	01	647	237
51	03/2020	F.4-40/2020-R	Medical Officer (BS-17), T.B. Centre, Rawalpindi, Ministry of National Health Services, Regulations & Coordination.	04	300	127

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52	03/2020	F.4-48/2020-R	Network/ System Administrator (BS-17), Ministry of States and Frontier Regions.	01	558	200
53	03/2020	F.4-51/2020-R	Appraising/Valuation Officers (BS-16), Revenue Division, Federal Board of Revenue.	157	64209	32874
54	04/2020	F.4-33/2020-R	Inspector (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division).	01	452	181
55	04/2020	F.4-36/2020-R	Computer Instructor (Male) (BS-17), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	73	12358	6750
56	04/2020	F.4-49/2020-R	Medical Officer (BS-17), Medical Department of Pakistan Railways, (Railway Board) Ministry of Railways.	24	1418	648
57	04/2020	F.4-52/2020-R	Preventive Officer (BS-16), Revenue Division, Federal Board Of Revenue.	27	23013	11895
58	04/2020	F.4-55/2020-R	Assistant Electronic Engineer (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	01	160	114
59	04/2020	F.4-56/2020-R	Assistant Communication Security Officer (BS-16), Department of Communication Security, Cabinet Division.	03	1856	570
60	04/2020	F.4-58/2020-R	Communication Security Officer (BS-17), Department of Communication Security, Cabinet Division.	01	522	189
61	04/2020	F.4-67/2020-R	Medical Officer (Male) (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	01	28	16
62	04/2020	F.4-70/2020-R	Meteorologist (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	01	601	315
63	04/2020	F.4-72/2020-R	Physical Training Instructor (Female) (BS-16), Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence.	105	4802	3055
64	04/2020	F.4-73/2020-R	Physical Training Instructor (Male) (BS-16), Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence.	95	4234	2795
65	04/2020	F.4-74/2020-R	Trained Graduate Teacher (TGT) (Male) (BS-16), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry Defence. (A) Math A&B, Physics (B) Chemistry, Botany, Zoology (C) Computer Science with Math & Physics or Statistics (D) English Literature (E) Urdu	49	2818 2463 1696 1335 954	1497 1086 633 706 475
66	04/2020	F.4-75/2020-R	Computer Instructor (Female) (BS-17), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	59	6234	3783
67	04/2020	F.4-77/2020-R	Secondary School Teacher (SST) (Female) (BS-17), Directorate of Federal Government	65	33795	19385

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			Educational Institutions (Cantts/ Garrisons), Ministry of Defence.			
68	04/2020	F.4-78/2020-R	Secondary School Teacher (SST) (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	65	21515	11377
69	04/2020	F.4-79/2020-R	Trained Graduate Teacher (TGT) (Female) (BS-16), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence. (A) Math A&B, Physics (B) Chemistry, Botany, Zoology (C) Computer Science with Math & Physics or Statistics (D) English Literature (E) Urdu	109	2444 6902 2253 2909 2974	1314 3685 1013 1575 1499
70	04/2020	F.4-80/2020-R	MIS Officer (BS-16), Federal Board of Revenue, Revenue, Division.	15	5910	3268
71	04/2020	F.4-82/2020-R	Assistant Director (BS-17), Federal Public Service Commission	04	8853	4345
Total				1596	461681	228523

B. Descriptive

S No	Advt. No	Case No	Name of post with Ministry/ Division/ Department	No of Posts	Candidates applied	Candidates appeared
1	09/2017	F.4-227/2017-R	Data Processing Assistant (BS-16), Intelligence Bureau.	09	77	56
2	01/2019	F.4-9/2019-R	Preventive Officer (BS-16), Revenue Division, Federal Board of Revenue	60	600	254
3	01/2019	F.4-15/2019-R	Inspector Customs/ Intelligence Officer (BS-16), Revenue Division, Federal Board of Revenue	158	1580	736
4	01/2019	F.4-16/2019-R	Appraising/Valuation Officer (BS-16), Revenue Division, Federal Board of Revenue.	51	502	208
5	03/2019	F.4-45/2019-R	Inspector (Photo) (BS-16), Intelligence Bureau.	01	04	03
6	02/2019	F.4-48/2019-R	Assistant Director (BS-17), Intelligence Bureau.	26	208	185
7	04/2019	F.4-122/2019-R	Preventive Officer (BS-16), Revenue Division, Federal Board of Revenue.	40	400	246
8	06/2019	F.4-133/2019-R	Assistant Director (Investigation) (BS-17), Federal Investigation Agency, Ministry of Interior	33	330	250
9	08/2019	F.4-182/2019-R	Inspector (Investigation) (BS-16), Federal Investigation Agency, Ministry of Interior.	27	270	184

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10	11/2018	F.4-252/2018-R	Assistant Manager IT (BS-17), Intelligence Bureau.	01	08	08
11	04/2019	F.4-86/2019-R	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing And Works.	30	235	141
12	11/2019	F.4-135/2019-R	Joint Commissioner for Indus Waters (BS-19), Office of The Pakistan Commissioner for Indus Waters, Ministry of Water Resources.	02	37	20
13	11/2019	F.4-170/2019-R	Assistant Professor (BS-18), Naval Headquarters, Ministry of Defence. (A) Chemistry (B) English (C) Mathematics (D) Islamiyat (E) Physics	05	130 88 69 78 96	41 30 21 34 32
14	11/2019	F.4-204/2019-R	Cost Accountant (BS-18), Ministry of Industries & Production.	01	106	26
15	12/2019	F.4-165/2019-R	Deputy Director General (BS-20), Pakistan Bureau of Statistics, Ministry of Planning, Development and Reform (Statistics Division).	01	42	16
16	12/2019	F.4-181/2019-R	Assistant Chief (BS-18), Energy Finance & Economic Section, Energy Wing, Ministry of Planning, Development and Reform.	01	142	33
17	12/2019	F.4-223/2019-R	Assistant Professor (Botany) (BS-18), Federal College of Education, Islamabad, Ministry of Federal Education & Professional Training.	01	42	20
18	12/2019	F.4-241/2019-R	Assistant Professor (Computer Science) (Male) (BS-18), Federal Government Colleges for Men, Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training.	01	31	10
19	12/2019	F.4-259/2019-R	Deputy Director (BS-18), Federal Board of Revenue, Revenue Division.	02	340	96
20	01/2020	F.4-4/2020-R	Director/ Principal Meteorologist (BS-19), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	02	14	06
21	01/2020	F.4-13/2020-R	Translator (BS-16), Ministry of Commerce	01	31	08
22	01/2020	F.4-15/2020-R	Judicial Member (BS-21), Appellate Tribunal Inland Revenue, Ministry of Law and Justice	08	92	50
23	02/2020	F.4-28/2020-R	Deputy Director (Law) (BS-18), Anti-Narcotics Force, Ministry of Narcotics Control.	01	327	76
24	02/2020	F.4-32/2020-R	Deputy Director/ Protector of Emigrants (BS-18), Bureau of Emigration & Overseas Employment,	01	197	38

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			Ministry of Overseas Pakistanis and Human Resource Development.			
25	02/2020	F.4-53/2020-R	Principal/ Headmaster / Senior Teacher/ Instructor (Male) (BS-18), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	47	2055	1094
26	03/2020	F.4-65/2020-R	Associate Professor (BS-19), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination. (A) Psychiatry (B) Peads Dental Surgery (C) Cardiac Surgery (D) Anaesthesia (E) Pathology	05		
					05	01
					01	00
					03	01
					00	00
					08	06
27	04/2020	F.4-34/2020-R	2 nd Engineer (Electronics) (System Engineer PCBRF) (BS-18), Naval Headquarters, Ministry of Defence.	01	119	32
28	04/2020	F.4-44/2020-R	Senior Registrar (BS-18), Federal Government Polyclinic, Ministry of National Health Services, Regulations & Coordination. (A) Gynae&Obstt. (B) Medicine (C) Peads (D) General Surgery	04		
					30	17
					14	10
					23	10
					21	06
29	04/2020	F.4-59/2020-R	Deputy Director (Engineering) (BS-18), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	01	154	52
30	04/2020	F.4-81/2020-R	Director (BS-19), Management Services Wing. Establishment Division.	01	106	53
31	04/2020	F.4-83/2020-R	Principal/ Vice Principal/ Headmasters (BS-19), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	16	312	210
32	04/2020	F.4-84/2020-R	Principal/ Vice Principal/ Headmistress (BS-19), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	04	231	144
Total				542	9158	4464

C. Typing/ Computer Literacy/ Shorthand

S No	Advt. No	Case No	Name of post with Ministry/ Division/ Department	No of Posts	Candidates applied	Candidates appeared
1	01/2020	F.4-1/2020-R	Assistant Private Secretary (BS-16), in Different Ministries/ Divisions/ Departments	167	9351	1608

2	01/2020	F.4-2/2020-R	Assistant Private Secretary (BS-16), National Accountability Bureau	08	3437	610
3	02/2020	F.4-6/2020-R	Instructor (English) (BS-16), Staff Welfare Organization, Establishment Division.	05	271	48
Total				180	13059	2266

Appendix-14

Recruitment (B-16 and above) of previous years processed in 2020

S. No.	Case No.	Name of post with Ministry/Division/Department	Post with Quota	No. of Apps	Candidates		Remarks
					Pre-Selected	Inter-viewed	
A. Finalized							
1	56/2014	Administrative Officer (BS-16) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan.	1 GB-1	1217	5	5	WD-1
2	80/2014	District Attorney (BS-18) Law and Prosecution Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	55	1	1	R-1
3	156/2016	Director (BS-20), Academy of Educational Planning And Management, Ministry of Federal Education and Professional Training.	01 Punjab-1	16	1	1	R-1
4	123/2017	Social Welfare Officers (Female) (BS-17) Social Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	6 GB-6	139	19	19	R-5 P-1
5	132/2017	Assistant Directors (BS-17), Airports Security Force, Cabinet Secretariat (Aviation Division).	65 Merit-4 Punjab-33 Sindh(R)-7 Sindh(U)-5 KPK-8 Balochistan-4 GBFATA-2 AJK-2	7162	205	205	R-65
6	274/2017	Assistant Directors (BS-17), Intelligence Bureau.	31 Merit-2 Punjab-16 Sindh(R)-3 Sindh(U)-3 KPK-4 Balochistan-2 GBFATA-1	52697	105	105	R-28 F-3
7	281/2017	Assistant Executive Engineers (B&R/ E&M) (BS-17), MES, Ministry of Defence.	49 Merit-4 Punjab-26 Sindh(R)-5 Sindh(U)-4 KPK-5 Balochistan-3 GBFATA-1 AJK-1	13202	169	169	R-49
8	300/2017	Assistant Directors Tourism (BS-17), Tourism, Youth Affairs, Sports, Culture and Archaeology and Museum Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	7 GB-7	2335	24	24	R-4 P-3
9	302/2017	Director General (BS-20), National Health Emergency Preparedness & Response Network, Ministry of National Health Services, Regulations & Coordination.	1 Merit-1	19	1	1	F-1
10	1/2018	Patrol Officers (BS-14) National Highways & Motorway Police, Ministry of Communications.	321 Merit-23 Punjab- 160 Sindh(R) -38	80504	1017	1017	R-319 F-2

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S. No.	Case No.	Name of post with Ministry/Division/Department	Post with Quota	No. of Apps	Candidates		Remarks
					Pre-Selected	Inter-viewed	
			Sindh(U)- 25 KPK-38 Balochistan-17 GBFATA-13 AJK-7				
11	14/2018	Assistant Directors (Law) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	4 Punjab-2 Balochistan-1 GBFATA-1	815	12	12	R-4
12	35/2018	District Attorneys (BS-18), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs And Gilgit Baltistan.	3 GB-3	85	0	0	WD-3
13	36/2018	Physical Education Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	41 GB-41	108	4	4	R-1 F-40
14	69/2018	Trained Graduate Teachers (Male) (BS-16), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	19 Punjab - 11 Sindh(U)-5 Balochistan-3	1263	31	31	R-13 F-6
15	91/2018	Physical Education Teachers (Male), (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	40 GB-40	128	9	9	R-5 F-35
16	110/2018	Assistant Private Secretaries (BS-16), Federal Public Service Commission.	3 Sindh(U)-1 GBFATA-1 AJK-1	167	0	0	F-3
17	129/2018	Assistant Private Secretaries (BS-16), Board of Investment, Prime Minister's Office.	2 Punjab-1 GBFATA-1	152	0	0	F-2
18	147/2018	Dietitian (BS-17), Pakistan Air Force, (Defence Division), Ministry of Defence	3 Punjab - 2 Sindh(R) -1	321	9	9	R-3
19	116/2018	Assistant Secretary (Wildlife) (BS-17), Ministry of Climate Change.	1 Punjab-1	522	5	5	R-1
20	130/2018	Assistant Directors (BS-17), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division).	25 Merit-2 Punjab - 12 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA-1	2604	80	80	R-25
21	137/2018	Chemist (BS-17) Department of Plant Protection, Ministry of National Food Security And Research.	1 Sindh(R)-1	304	5	5	R-1
22	160/2018	Assistant Professors (BS-18), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division.	29 Punjab - 13 Sindh(R)-7 Sindh(U)-3 Balochistan-3 GBFATA-3	328	77	77	R-17 F-12
23	187/2018	Charge Nurses (BS-16), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division.	241 Merit-43 Sindh(R)-50 Sindh(U) -40 KPK-50 Balochistan-30	3774	736	736	R-219 F-8

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Name of post with Ministry/Division/Department	Post with Quota	No. of Apps	Candidates		Remarks
					Pre-Selected	Inter-viewed	
			GBFATA- 22 AJK - 6				
24	159/2018	Lecturers (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	10 Merit- 1 Punjab-5 Sindh (R)- 1 Sindh (U)-1 KPK-1 Balochistan-1	5977	60	60	R-10
25	171/2018	Assistant Chief (BS-18), Governance/ Public Administration Section, Ministry of Planning, Development and Reform.	1 Punjab-1	310	5	5	R-1
26	163/2018	Admin Officer (BS-17), Pakistan Bureau of Statistics, Ministry of Statistics.	1 Punjab-1	1427	5	5	R-1
27	179/2018	Consulting Physician (Cardiology) (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	1 KPK-1	4	2	2	R-1
28	182/2018	System Analyst (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	15 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1 AJK-1	1699	48	48	R-15
29	203/2018	Instructor (BS-18), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics	1 Punjab-1	96	4	4	R-1
30	205/2018	Deputy Director Generals (BS-20), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	2 Punjab-2	36	1	1	R-1 F-1
31	215/2018	Deputy Director (Medical) (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1	15	1	1	R-1
32	219/2018	Assistant Private Secretary (BS-16), Directorate General, Pakistan Post Office, Ministry of Communications.	1 Sindh(U)-1	467	0	0	F-1
33	221/2018	Senior Auditor (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan	1 KPK-1	139	5	5	R-1
34	222/2018	Drug Inspectors (BS-17), Drug Control Administration, Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GB-1	91	13	13	R-5
35	224/2018	Inspector (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab-1	241	0	0	F-1
36	241/2018	Administrative Officer (BS-16), Naval Headquarters, Ministry of Defence.	1 Punjab-1	729	0	0	F-1

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Name of post with Ministry/Division/Department	Post with Quota	No. of Apps	Candidates		Remarks
					Pre-Selected	Inter-viewed	
37	254/2018	Inspector (BS-16), Anti Narcotics Force, (Narcotics Control Division) Ministry of Narcotics Control.	1 KPK-1	106	5	5	R-1
38	260/2018	Assistant Directors (Legal) (BS-17) Federal Investigation Agency, Ministry of Interior.	17 Merit-1 Punjab-9 Sindh (R)-2 Sindh (U)-1 KPK-2 Balochistan-1 AJK-1	5440	54	54	R-17
39	243/2018	Deputy Chief (BS-19), Environment Section, Ministry of Planning, Development and Reform.	1 Punjab-1	30	4	4	R-1
40	244/2018	Assistant Chief (BS-18), Environment Section, Ministry of Planning, Development and Reform.	1 Punjab	88	5	5	R-1
41	4./2019	Assistant Scientific Officer (BS-17), Armed Forces Institute of Pathology, (GHQ Medical Directorate) Ministry of Defence.	2 Punjab	797	10	10	R-2
42	6./2019	Joint Estate Officer (Accounts) (BS-17), Estate Office Management, Ministry of Housing & Works.	2 Punjab-1 KPK-1	1115	11	11	R-2
43	7./2019	Joint Estate Officer (General) (BS-17), Estate Office Management, Ministry of Housing & Works.	3 Merit-1 Punjab-2	713	12	12	R-3
44	12./2019	Accountant (BS-16), National Highways & Motorway Police, Ministry of Communications.	9 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 AJK-1	5974	28	28	R-9
45	14/2019	Accounts Officer (BS-17), National Highways & Motorway Police, Ministry of Communications.	1 KPK	889	6	6	R-1
46	18/2019	Staff Welfare Officer (Lady) (BS-17), Naval Headquarters, Ministry of Defence.	1 Sindh(R)-1	97	5	5	R-1
47	2./2019	Junior Scientific Officer (BS-16), Armed Forces Institute of Pathology, (GHQ Medical Directorate) Ministry of Defence.	3 Merit-1 Punjab-2	1309	11	11	R-3
48	8./2019	Junior Scientific Officer (BS-17), Pakistan Navy, Ministry of Defence.	3 Punjab-1 Sindh(R)-1 KPK-1	1760	7	7	R-3
49	20/2019	Scientific Officer (BS-17), National Veterinary Laboratory, Ministry of National Food Security & Research.	1 KPK	353	5	5	R-1
50	27/2019	Chief/ Joint Economic Adviser/ Economic Consultant (BS-20), Economists Group, Ministry of Planning, Development and Reform.	1 Punjab	49	11	11	R-1
51	29/2019	Deputy Chief (BS-19), Water Resources Section, Ministry of Planning, Development and Reform.	1 Sindh(R)	37	6	6	R-1
52	32/2019	Assistant Professor (Mathematics) (BS-18), Military College Jhelum, Ministry of Defence.	1 Sindh(R)	16	0	0	R-1
53	37/2019	Director General (BS-20), National Archives of Pakistan, Cabinet Division.	1 Merit-1	22	1	1	F-1
54	39/2019	Assistant Chief (BS-18), Health Section, Ministry of Planning, Development and Reform.	1 Balochistan-1	26	3	3	R-1
55	41/2019	Assistant Private Secretary (BS-16), Federal Investigation Agency, Ministry of Interior.	17 Merit-2	3536	20	20	R-9 F-8

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S. No.	Case No.	Name of post with Ministry/Division/Department	Post with Quota	No. of Apps	Candidates		Remarks
					Pre-Selected	Inter-viewed	
			Punjab - 5 Sindh(R)-4 Sindh(U)-1 KPK- 1 Balochistan-2 GBFATA-1 AJK- 1				
56	42/2019	Medical Officer (BS-17), Pakistan Post Office Department, Ministry of Postal Services.	1 KPK	60	5	5	R-1
57	44/2019	Inspector (Tech) (BS-16), Intelligence Bureau.	1 Balochistan-1	39	0	0	F-1
58	47/2019	Assistant Private Secretary (BS-16), Intelligence Bureau.	3 Balochistan-2 GB-1	402	0	0	F-3
59	51/2019	Assistant Chief (BS-18), Education Section, Ministry of Planning, Development and Reform.	1 Merit-1	342	5	5	R-1
60	52/2019	Research Officer (Power) (BS-17), Energy Appraisal and Plan Formulation Section, Energy Wing, Ministry of Planning, Development And Reform.	1 Sindh(U)	134	5	5	R-1
61	53/2019	Demonstrator (Male) (BS-16), Federal Government Educational Institution (FGEI) (Cantts/ Garrisons), Ministry of Defence.	3 Punjab-1 Sindh(U)-1 Balochistan-1	311	9	9	R-3
62	54/2019	Demonstrator (Female) (BS-16), Federal Government Educational Institution (FGEI) (Cantts/ Garrisons), Ministry of Defence.	1 Punjab	255	5	5	R-1
63	55/2019	Librarian (Male) (BS-16), Federal Government Educational Institution (Cantts/ Garrisons) Directorate, Ministry of Defence.	3 Punjab-2 GBFATA-1	298	9	9	R-3
64	30/2019	Chief (BS-20), Water Resources Section, Ministry of Planning, Development and Reform.	1 Sindh(R)	29	6	6	F-1
65	60/2019	Assistant Private Secretary (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	4 Punjab-1 Sindh(U)- 1 KPK-1 Balochistan-1	449	0	0	F-4
66	62/2019	Radiologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1	1	0	0	F-1
67	64/2019	Assistant Chief (BS-18), Devolution & Area Development (Rural Development & Local Planning) Section, Ministry of Planning, Development and Reform.	1 Punjab	115	4	4	R-1
68	68/2019	Research Associate/ Officer (BS-17), Ministry of Federal Education and Professional Training.	2 Punjab-1 Sindh(R) -1	199	11	11	R-2
69	69/2019	Monitoring Officer (BS-16), Ministry of Federal Education and Professional Training.	1 Punjab	345	5	5	R-1
70	89/2019	Assistant Private Secretary (BS-16), Intelligence Bureau.	7 Punjab-4 Sindh(R)-1 KPK-1 GBFATA-1	761	3	3	R-1 F-6
71	77/2019	Joint Director Legal Affairs (BS-19), Directorate of Legal Affairs of Pakistan Railways, (Railway Board), Ministry of Railways.	1 Punjab	18	0	0	F-1

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Name of post with Ministry/Division/Department	Post with Quota	No. of Apps	Candidates		Remarks
					Pre-Selected	Inter-viewed	
72	79/2019	Assistant Director Legal (BS-17), Directorate of Legal Affairs of Pakistan Railways, (Railway Board), Ministry of Railways.	1 Punjab	210	6	6	R-1
73	81/2019	Chief (IT) (BS-20), Federal Public Service Commission.	1 Sindh(R)-1	26	4	4	F-1
74	83/2019	Deputy Chief (IT) (BS-19), Federal Public Service Commission.	1 Punjab	103	4	4	R-1
75	85/2019	Data Processing Assistant (BS-16), Federal Public Service Commission.	2 Punjab-1 Sindh(R)-1	598	10	10	R-2
76	87/2019	Assistant Executive Engineer (E/M) (BS-17), Pak. PWD, Ministry of Housing and Works.	9 Punjab-5 Sindh(R)-2 KPK-1 Balochistan-1	4056	27	27	R-9
77	88/2019	Research Officer (BS-17), Manpower Section, Ministry of Planning, Development and Reform.	1 Punjab	558	5	5	R-1
78	91/2019	Superintending Engineer (B&R/E&M), (BS-19), M.E.S, Ministry of Defence (Defence Division)	1 Balochistan	14	0	0	F-1
79	95/2019	Director (LAB/ NEQS) (BS-19), Pakistan Environmental Protection Agency - (Pak Epa) Ministry of Climate Change.	1 Sindh(R)	43	3	3	F-1
80	96/2019	Deputy Director (BS-18), Federal Seed Certification & Registration Department, Ministry of National Food Security& Research.	4 Punjab-2 Sindh(R)-1 KPK-1	69	3	3	R-2 F-2
81	97/2019	Assistant Private Secretary (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	1 Sindh(U)	162	0	0	F-1
82	101/2019	Assistant Director (BS-17), Prime Minister's Inspection Commission, Prime Minister Office.	1 Punjab	650	7	7	R-1
83	102/2019	Database Manager/ IT Professional (BS-17), S.E.C. Division, Ministry of Foreign Affairs.	1 Punjab	757	5	5	R-1
84	103/2019	Law Officer (BS-16), (Railway Board), Ministry of Railways.	4 Punjab-2 Sindh(R)-1 KPK-1	745	14	14	R-4
85	104/2019	General Staff Officer-III (IT Expert) (BS-17), Ministry of Defence.	1 Punjab	702	5	5	R-1
86	105/2019	Librarian (Female) (BS-16), Federal Government Educational Institution (Cantts/ Garrisons) Directorate, Ministry of Defence.	3 Punjab-2 Balochistan-1	158	9	9	R-3
87	106/2019	Assistant Anesthetist (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Ministry of National Health Services, Regulations & Coordination.	1 Punjab	22	5	5	R-1
88	107/2019	Assistant Private Secretary (BS-16), Naval Headquarters, Ministry of Defence.	8 Punjab-3 Sindh(R)-3 GBFATA-1 AJK-1	606	1	1	F-8
89	108/2019	General Staff Officer-III (Tech Expert) (BS-17), Ministry of Defence.	6 Merit- 1 Punjab-3 Sindh(R)-1 KPK - 1	1979	20	20	R-6

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S. No.	Case No.	Name of post with Ministry/Division/Department	Post with Quota	No. of Apps	Candidates		Remarks
					Pre-Selected	Inter-viewed	
90	116/2019	Assistant Architect (BS-17), PAK. PWD, Ministry of Housing and Works.	5 Punjab-3 Sindh(R)-1 KPK-1	461	15	15	R-5
91	119/2019	Assistant Private Secretary (BS-16), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	2 Punjab-1 Sindh(R)- 1	160	2	2	R-1
92	121/2019	Technical Expert (BS-17), Ministry of Defence.	4 Punjab-2 Sindh(R)-1 KPK-1	3128	14	14	R-4
93	123/2019	Assistant Private Secretary (BS-16), Ministry of States & Frontier Regions.	2 Sindh(R) -1 GBFATA-1	122	1	1	F-2
94	124/2019	Deputy Engineering Adviser (Power)/ Government Inspector of Electricity (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water Resources.	1 Punjab	10	0	0	F-1
95	50/2019	Research Officer (BS-17), Nutrition Section, Ministry of Planning Development and Reform.	1 Punjab	256	6	6	R-1
96	66/2019	Assistant Private Secretary (BS-16), Secretariat Training Institute, Establishment Division.	1 Punjab	253	4	4	R-1
97	92/2019	Draftsman-Cumerit-Artist (BS-16), Federal Public Service Commission	1 Punjab	52	5	5	R-1
98	93/2019	Psychologist (BS-18), Federal Public Service Commission	1 Punjab	70	5	5	R-1
99	99/2019	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform.	26 Merit-1 Punjab-11 Sindh(R)- 3 Sindh(U)-4 KPK-2 Balochistan-2 GBFATA-2 AJK- 1	1402	15	15	R-12 F-14
100	126/2019	Director Legal Affairs (BS-20), Directorate of Legal Affairs of Pakistan Railways, (Railway Board), Ministry of Railways.	1 Punjab	8	1	1	F-1
101	129/2019	Land Acquiring Officer (BS-16), National Highways & Motorway Police, Ministry of Communications.	1 Sindh(R)	115	6	6	R-1
102	130/2019	Deputy Director (Urdu Stenography) (BS-18), Secretariat Training Institute, Islamabad, Establishment Division. Domicile.	1 Punjab	14	0	0	F-1
103	35/2019	Executive Veterinary Officer (BS-19), Remount Veterinary and Farms Directorate, GHQ, Ministry of Defence.	2 Punjab-1 Sindh(R) -1	10	0	0	F-2
104	56/2019	Rehabilitation Specialist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	3 Punjab-2 Sindh(R)- 1	1	0	0	F-3
105	90/2019	System Analyst (BS-17), National History and Literary Heritage Division.	1 Punjab	386	5	5	R-1
106	111/2019	Medical Officer (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination.	6 Punjab-5 GBFATA-1	33	0	0	F-6

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S. No.	Case No.	Name of post with Ministry/Division/Department	Post with Quota	No. of Apps	Candidates		Remarks
					Pre-Selected	Inter-viewed	
107	117/2019	2 nd Engineer (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence	1 Punjab	22	0	0	F-1
108	128/2019	Registrar Trade Union (BS-20), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab	7	0	0	F-1
109	110/2019	Statistical Officer (BS-17), Pakistan Public Administration Research Centre, Establishment Division.	3 Merit 1 Sindh(R)-1 Sindh(U)-1	877	11	11	R-3
110	140/2019	Deputy Assistant Chemical Examiner (BS-16), Revenue Division, Federal Board of Revenue	15 Punjab-10 Sindh(R) - 1 KPK-2 Balochistan-1 GBFATA-1	1196	44	44	R-15
111	145/2019	Deputy Registrar (BS-17), National Industrial Relations Commission, Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab	56	6	6	R-1
112	155/2019	Lecturer (Pak Studies) (BS-17), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	1 Punjab	600	5	5	R-1
113	157/2019	Pharmacist (BS-17), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	1 Punjab	189	5	5	R-1
114	160/2019	Physical Instructor (BS-17), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	1 Punjab	255	6	6	R-1
115	163/2019	Junior Civilian Security Officer (JCSO) (BS-16), OS Directorate, GHQ, Ministry of Defence.	1 Punjab	20	0	0	F-1
116	164/2019	Assistant Professor (Chemistry) (BS-18), Military College Jhelum, Ministry of Defence.	1 KPK	79	4	4	R-1
117	167/2019	Medical Officer (BS-17), Directorate of Central Health Establishment, Ministry of National Health Services, Regulations & Coordination.	29 Merit- 2 Punjab-15 Sindh(R) -4 Sindh (U) - 2 KPK - 3 Balochistan-2 GBFATA- 1	1939	93	93	R-29
118	179/2019	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD Ministry of Housing and Works.	1 Punjab	569	5	5	R-1
119	187/2019	Registrar (BS-17), Accountability Courts, Ministry of Law & Justice.	6 Merit- 1 Punjab-3 Sindh(R) -1 KPK -1	1016	20	20	R-5 F-1
120	188/2019	Sub Divisional Forest Officer (BS-17), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB	9	0	0	F-1
121	192/2019	Assistant Professor (Chemistry) (Female) (BS-18), Government Educational Institutions (Cantts/ Garrison) Colleges, Ministry of Defence.	1 KPK	45	1	1	R-1

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S. No.	Case No.	Name of post with Ministry/Division/Department	Post with Quota	No. of Apps	Candidates		Remarks
					Pre-Selected	Inter-viewed	
122	193/2019	Lecturer/ Instructor (Islamiat) (BS-17), Military College Jhelum, Ministry of Defence.	1 Punjab	426	5	5	R-1
123	200/2019	Assistant Director (Enforcement) (BS-17), Laws of Pakistan Cell, Ministry of Law and Justice.	1 Punjab	201	5	5	R-1
124	205/2019	Computer Operator (BS-16), Laws of Pakistan Cell, Ministry of Law and Justice.	2 Punjab-1 Sindh(R)-1	531	10	10	R-2
125	207/2019	Inspector Enforcement (BS-16), Laws of Pakistan Cell, Ministry of Law and Justice.	1 Punjab	260	5	5	R-1
126	208/2019	Lecturer (Female) (Geography) (BS-17), Federal Government Colleges for Women, Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training.	1 Punjab	8	1	1	
127	211/2019	Chief Documentation Officer (BS-19), Academy of Educational Planning and Management, Ministry of Federal Education and Professional Training.	1 Sindh(R)-1	8	0	0	
128	195/2019	Assistant Executive Engineer (Civil) (BS-17), Water & Power Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	7 GB	351	22	22	R-7
129	201/2019	Director (BS-19), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division)	1 Punjab	1	0	0	F-1
130	209/2019	Associate Professor (Mathematics) (BS-19), Federal College of Education, Ministry of Federal Education and Professional Training.	1 Sindh(R)	7	1	1	F-1
131	218/2019	Junior Civilian Security Officer (BS-16), OS Directorate, GHQ, Ministry of Defence	2 Punjab-1 Sindh(U)-1	189	11	11	R-2
132	222/2019	Protocol Officer (BS-17), Ministry of Housing and Works.	1 Punjab	202	5	5	R-1
133	228/2019	Scientific Officer (BS-17), National Veterinary Laboratory, Ministry of National Food Security & Research.	1 Punjab	343	5	5	R-1
134	230/2019	Pathologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab	4	0	0	F-1
135	231/2019	Assistant Professor (Mathematics) (Male) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	2 Punjab-1 Sindh (U)-1	13	0	0	F-2
136	234/2019	Assistant Deputy District Prosecutor (BS-17), Prosecution Department, ICT, Ministry of Interior.	10 Merit - 1 Punjab-4 ICT- 2 Sindh(R) - 1 KPK-1 Balochistan-1	2760	32	32	R-9 F-1
Total			1238	235385	3439	3439	R-1016 F-214

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
B. Pending							
1	47/2006	Senior Programmers, Directorate of (BS-18) Information Technology and MIS, Pakistan Railways, Lahore, Ministry of Railways.	2 Punjab-1 Sindh(R)-1	16	5	-	U/P
2	48/2014	Chief Nautical Surveyor (BS-20), Directorate General Ports & Shipping Karachi, Ministry of Ports & Shipping.	01 Punjab-1	2	1	-	U/P
3	54/2014	Assistant Director (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and G.B Division.	1 GB-1	1191	5	-	U/P
4	57/2014	Demographer (BS-17) Health & Population Welfare Department, Gilgit Baltistan, KASHMIR Affairs and Gilgit Baltistan Division.	1 GB-1	537	5	-	U/P
5	58/2014	Five District Population Welfare Officers (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	5 GB-5	1901		-	U/P
6	60/2014	Deputy Director (Bs-18), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	1 GB-1	249	1	-	U/P
7	61/2014	Nineteen Range Forest Officers (BS-16) Forests, Wildlife and Environment Department, Gilgit Baltistan, KASHMIR Affairs and Gilgit Baltistan Division	19 GB-19	140		-	U/P
8	98/2014	Chief Engineer & Ship Surveyor (BS-20), Directorate General Ports & Shipping, Karachi, Ministry of Ports & Shipping.	1 Sindh(R)-1	3	0	-	U/P
9	144/2016	Psychologist (BS-17), (Railway Board), Ministry of Railways.	01 Punjab-1	148		-	U/P
10	150/2016	Assistant Signal & Telecommunication Engineers (BS-17), Signal and Telecom Engineering Department of Pakistan Railways, (Railway Board) Ministry of Railways.	10 Punjab-5 Sindh(R)-1 Sindh (U)-1 KPK-1 Balochistan-1 GB-1	2871		-	U/P
11	151/2016	Assistant Electrical Engineers (BS-17), Electrical Engineering Department of Pakistan Railways (Railway Board) Ministry of Railways	7 Merit-1 Punjab-3 Sindh(R)-1 Sindh(U)-1 KPK-1	2662		-	U/P
12	152/2016	Assistant Controllers of Store/ Purchase (BS-17), Store & Purchase Department of Pakistan Railways (Railway Board), Ministry of Railways.	8 Punjab-5 Sindh(R)-2 KPK-1	1315		-	U/P
13	234/2016	Subject Specialists (Female) (BS-17), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	45 GB-45	2314		-	U/P
14	235/2016	Subject Specialists (Male) (BS-17) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	20 GB-20	2145		-	U/P

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
15	263/2016	Deputy Superintendent Jail (BS-16) Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GB-5	1035	15	-	U/P
16	264/2016	Superintendent Jail (BS-18) Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GB-2	234	4	-	U/P
17	67/2017	Chief Technical Officer (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	1 Punjab-1	12	2	-	U/P
18	68/2017	Assistant Census Commissioner (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	56 Merit-4 Punjab-28 Sindh (R)-7 Sindh (U)-4 KPK-7 Balochistan-3 GBFATA-2 AJK-1	2190		-	U/P
19	69/2017	Geographer (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	10 Merit-1 Punjab-5 Sindh (R)-1 Sindh (U)-1 KPK-1 Balochistan-1	290	32	-	U/P
20	70/2017	Assistant Director (Admn) (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	5 Punjab-3 Sindh(R)-1 KPK-1	667	15	-	U/P
21	71/2017	Deputy Assistant Director (Admn) (BS-16), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	4 Punjab-2 Sindh(R)-1 KPK-1	385	12	-	U/P
22	72/2017	Deputy Census Commissioner (BS-18), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	2 Punjab-1 Sindh(R)-1	104	2	-	U/P
23	83/2017	Joint Census Commissioner (BS-19), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economic Affairs, Privatization and Statistics	2 Punjab-1 KPK-1	33	2	-	U/P
24	197/2017	Consultant (Oral Surgeon) (BS-18), Health Department , Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	4		-	U/P
25	199/2017	Principals Midwifery Training School (BS-17) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GB-2	37	6	-	U/P
26	227/2017	Data Processing Assistants (BS-16), Intelligence Bureau.	9 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	849	53	-	U/P

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
27	231/2017	Directors (Non-Technical) (BS-19), Policy Wing, Ministry of Petroleum and Natural Resources.	2 Punjab-1 KPK-1	55		-	U/P
28	266/2017	Assistant Directors (BS-18), Central Directorate of National Savings, Finance Division, Islamabad.	31 Punjab-17 Sindh(R)-2 Sindh(U)-3 KPK-4 Balochistan-3 GBFATA-1 AJK-1	1045		-	U/P
29	269/2017	Executive Engineer (BS-18), Gilgit Baltistan Council Secretariat, Islamabad.	1 Punjab-1	31	3	-	U/P
30	301/2017	Assistant Director Culture (BS-17) Tourism, Youth Affairs, Sports, Culture and Archaeology and Museum Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	1201		-	U/P
31	304/2017	Assistant Chief/ Planning Officers (BS-18), Planning & Development Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GB-2	157		-	U/P
32	305/2017	Assistant Directors (BS-17), Food Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GB-2	513		-	U/P
33	21/2018	Assistant Directors (BS-18), Central Directorate of National Savings, Finance Division.	5 Punjab-4 KPK-1	308	5	-	U/P
34	8/2018	Assistant Accounts Officers (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	2 Punjab-1 Sindh (R)-1	1651		-	U/P
35	64/2018	Psychiatrists (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	2 Punjab-1 Sindh (R)-1	7		-	U/P
36	65/2018	Medical Officers (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	2 Punjab-1 Sindh (R)-1	119		-	U/P
37	62/2018	Professional Social Workers (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	4 Punjab-2 Sindh (R)-1 KPK-1	378		-	U/P
38	63/2018	Psychologists (BS-17), Anti Narcotics Force, Ministry of Narcotics Control	4 Punjab-2 Sindh (R)-1 KPK-1	359		-	U/P
39	66/2018	Programme Managers (BS-18), Anti Narcotics Force, Ministry of Narcotics Control.	2 Punjab-1 Sindh(R)-1	35		-	U/P
40	68/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	5 Punjab-5	425		-	U/P
41	97/2018	Senior Prosthetics & Orthotist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1	12	1	-	U/P
42	108/2018	Deputy Director (BS-18) Women Development Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	78		-	U/P

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
43	123/2018	Computer Operators (BS-16), National Highways & Motorways Police, Ministry of Communications.	25 Merit-1 Punjab-12 Sindh (R)-4 Sindh (U)-1 KPK-3 Balochistan-2 GBFATA-1 AJK-1	7033	77	-	U/P
44	150/2018	Inspector Customs/ Intelligence Officer (BS-16), Revenue Division, Federal Board of Revenue.	212 Merit-16 Punjab-106 Sindh (R)-25 Sindh (U)-15 KPK-24 Balochistan-13 GBFATA-9 AJK-4	129865		-	U/P
45	148/2018	Deputy Draftsman (BS-19), Ministry of Law and Justice.	1 Punjab-1	18		-	U/P
46	149/2018	Chemists (BS-17), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division)	2 Punjab-1 KPK-1	183		-	U/P
47	164/2018	Senior Registrars (BS-18), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division.	24 Merit-1 Punjab-11 Sindh(R)-4 Sindh(U)-2 KPK-3 Balochistan-1 GBFATA-1 AJK-1	443		-	U/P
48	161/2018	Associate Professors (BS-19), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division.	7 Merit-2 Punjab-1 Sindh(R)-2 Sindh(U)-1 Balochistan-1	23	7	-	U/P
49	31/2018	Research Officers (BS-17) Planning & Development Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	4 GB-4	1120		-	U/P
50	115/2018	Deputy Inspector General (Forests) (BS-19), Ministry of Climate Change.	1 Punjab-1	21		-	U/P
51	154/2018	Trained Graduate Teachers (TGT) (Male) (BS-16), F.G. Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	100 Merit7 Punjab-49 Sindh(R)-11 Sindh(U)-8 KPK-12 Balochistan-6 GBFATA-4 AJK-3	8111		-	U/P

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
52	173/2018	Principal Technician (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division.	15 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK- 2 Balochistan-1 GBFATA-1	536	-	-	U/P
53	178/2018	Inspector Customs/ Intelligence Officers (BS-16), Revenue Division, Federal Board of Revenue.	19 Punjab-12 Sindh(R)-4 Sindh(U)-3	26125	-	-	U/P
54	197/2018	Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	1 Punjab-1	34	3	-	U/P
55	94/2018	Deputy Solicitor (BS-19), Ministry of Law and Justice.	1 Sindh(R)-1	32		-	U/P
56	193/2018	Secondary School Teachers (SST) (Female) (BS-17), F.G. Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	206 Merit-15 Punjab-102 Sindh(R)-23 Sindh(U)-16 KPK-23 Balochistan-14 GBFATA-8 AJK-5	60597	67	-	U/P
57	194/2018	Secondary School Teachers (SST) (Male) (BS-17), F.G. Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	270 Merit-21 Punjab-140 Sindh(R)-31 Sindh(U)-22 KPK-20 Balochistan-19 GBFATA-11 AJK-6	46735		-	U/P
58	204/2018	Directors (BS-19), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	4 Punjab-2 Sindh(R)-1 Balochistan-1	210	16	-	U/P
59	214/2018	Data Processing Assistants (BS-16), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	11 Punjab-6 Sindh(R)-2 KPK-2 Balochistan-1	2019		-	U/P
60	174/2018	Statistical Officers (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	111 Merit-8 Punjab-56 Sindh (R)-13 Sindh (U)-8 KPK-13 Balochistan-7 GBFATA-4 AJK-2	17554		-	U/P

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
61	200/2018	Inspectors (TECH) (BS-16), Intelligence Bureau.	8 Merit1 Punjab-3 Sindh(R)-1 Sindh(U)-1 Balochistan-1 GBFATA-1	886		-	U/P
62	202/2018	Chief Statistical Officers (BS-18), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	13 Merit1 Punjab-6 Sindh(R)-1 Sindh(U)-2 KPK-1 Balochistan-1 GBFATA-1	829		-	U/P
63	208/2018	Legislative Translation Officer (BS-18), Ministry of Law and Justice.	1 Punjab-1	13	1	-	U/P
64	192/2018	Assistant Directors (MIS) (BS-17), Federal Board of Revenue, Revenue Division.	20 Merit-2 Punjab-10 Sindh(R)-2 Sindh(U)-2 KPK-2 Balochistan-1 GBFATA-1	13660	64	-	U/P
65	223/2018	Deputy Assistant Solicitor (BS-17), Ministry of Law and Justice	1 Punjab-1	773	5	-	U/P
66	236/2018	Assistant Meteorologists (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	11 Merit-1 Punjab-6 Sindh (R)-1 Sindh (U)-1 KPK-1 Balochistan-1	3061		-	U/P
67	240/2018	Assistant Naval Store Officers (BS-16), Naval Headquarters, Ministry of Defence.	10 Merit-1 Punjab-5 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	1128		-	U/P
68	242/2018	Experimental Officer (BS-16), Naval Headquarters, Ministry of Defence.	1 Punjab-1	210	5	-	U/P
69	252/2018	Assistant Manager IT (BS-17), Intelligence Bureau.	1 AJK-1	386	8	-	U/P
70	259/2018	Inspectors (Investigation) (BS-16), Federal Investigation Agency, Ministry of Interior.	62 Merit-4 Punjab-31 Sindh(R)-7 Sindh(U)-5 KPK-7 Balochistan-4 GBFATA-3 AJK-1	146362		-	U/P

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
71	261/2018	Assistant Directors (Investigation) (BS-17) Federal Investigation Agency, Ministry of Interior.	11 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-2 AJK-1	49192		-	U/P
72	262/2018	Inspector of Police (Male) (BS-16), Pakistan Navy, Ministry of Defence, Defence Division.	2 Punjab-1 Sindh(R)-1	348	10	-	U/P
73	3./2018	Senior Scientific Assistant (BS-16), Naval Headquarters, Ministry of Defence	1 Punjab	210	5	-	U/P
74	9./2019	Preventive Officer (BS-16), Revenue Division, Federal Board of Revenue.	60 Merit-5 Punjab-30 Sindh(R)-7 Sindh(U)-5 KPK-7 Balochistan-3 GBFATA-2 AJK-1	56236		-	U/P
75	11./2019	Computer Operator (BS-16), National Highways & Motorway Police, Ministry of Communications.	55 Merit-5 Punjab-27 Sindh(R)-5 Sindh (U)-5 KPK-7 Balochistan-3 GBFATA-2 AJK-1	17593		-	U/P
76	15/2019	Inspector Customs/ Intelligence Officer (BS-16), Revenue Division, Federal Board of Revenue.	158 Merit-12 Punjab-79 Sindh (R)-18 Sindh (U)-12 KPK-19 Balochistan-9 GBFATA-6	131317		-	U/P
77	16/2019	Appraising/Valuation Officer (BS-16), Revenue Division, Federal Board of Revenue.	51 Merit-4 Punjab-26 Sindh (R)-6 Sindh (U)-4 KPK-6 Balochistan-3 GBFATA-2	59881		-	U/P
78	17/2019	Deputy Armament Supply Officer (BS-18), Pakistan Navy, Ministry of Defence.	3 Punjab-2 Sindh(U)-1	89	2	-	U/P
79	23/2019	Inspector General of Forests (BS-21), Ministry of Climate Change.	1 Sindh(R)-1	26	2	-	U/P
80	25/2019	Patrol Officer (BS-14), National Highways & Motorway Police, Ministry of Communications.	234 Merit-8 Punjab-58 Sindh(R)-13 Sindh(U)-9	63095		-	U/P

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
			KPK-14 Balochistan-126 GBFATA-4 AJK-2				
81	26/2019	Patrol Officer (For Departmental Employees of NH & MP), (BS-14) National Highways & Motorway Police, Ministry of Communications.	196	1402		-	U/P
82	33/2019	Assistant Professor (Female) (BS-18), Directorate of Federal Government Educational Institutions (Cantt/ Garrison) Colleges, Ministry of Defence	5 Punjab-1 Sindh(R)-2 Balochistan-1 GBFATA-1	107		-	U/P
83	36/2019	Assistant Electronics Adviser (BS-18), Ministry of Science & Technology.	2 Punjab-1 Balochistan-1	63		-	U/P
84	43/2019	Senior Librarian (BS-18), Intelligence Bureau.	1 Punjab	79		-	U/P
85	46/2019	Director (BS-19), Intelligence Bureau.	2 Balochistan-1 GB-1	80		-	U/P
86	48/2019	Assistant Director (BS-17), Intelligence Bureau.	26 Balochistan-18 GB-6 AJK-2	11711		-	U/P
87	49/2019	Deputy Director (BS-18), Intelligence Bureau.	14 Balochistan-9 GB-4 AJK-1	367		-	U/P
88	59/2019	Senior Auditor (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	1007 Merit-72 Punjab-504 Sindh(R)-111 Sindh(U)-81 KPK-113 Balochistan-64 GBFATA-40 AJK-22	106310		-	U/P
89	61/2019	Data Control Officer (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	9 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	1996		-	U/P
90	45/2019	Inspector (Photo) (BS-16), Intelligence Bureau.	1 Punjab-1	64	4	-	U/P
91	63/2019	Computer Operator (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	13 Merit-1 Punjab- 6 Sindh(R)-1 Sindh(U)-2 KPK-2 Balochistan-1	2044		-	U/P
92	65/2019	Director General (BS-20), Pakistan Planning & Management Institute, Ministry of Planning, Development and Reform.	1 Merit-1	57		-	U/P

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
93	57/2019	Assistant Professor (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence.	20 Merit-2 Punjab-9 Sindh(R)-3 Sindh(U)-1 KPK-3 Balochistan-1 AJK-1	907		-	U/P
94	67/2019	Deputy Chief/ Project Management Specialist (BS-19), Ministry of Federal Education and Professional Training.	1 Punjab-1	81		-	U/P
95	78/2019	Officer It Expert-III (BS-17), Ministry of Defence.	18 Merit-1 Punjab-9 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1 AJK-1	5285		-	U/P
96	80/2019	Deputy Chief Administrative Officer (BS-18) GHQ, Ministry of Defence	8 Punjab-4 Sindh(R)-1 KPK-1 Balochistan-1 GBFATA-1	662		-	U/P
97	82/2019	Officer IT Expert-I (BS-19), Ministry of Defence	4 Punjab-2 Sindh(R)-1 KPK-1	228		-	U/P
98	86/2019	Assistant Executive Engineer (Civil) (BS-17), PAK. PWD, Ministry of Housing and Works.	30 Merit-2 Punjab-15 Sindh(R)-4 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA-1 AJK-1	5866		-	U/P
99	94/2019	Officer IT Expert-II (BS-18), Ministry of Defence	9 Merit-1 Punjab-4 Sindh (R) -1 Sindh (U) -1 KPK - 1 Balochistan -1	811		-	U/P
100	98/2019	Hospital Dietitian (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	38		-	U/P
101	100/2019	Database Manager/ IT Professional (BS-18), S.E.C. Division, Ministry of Foreign Affairs.	1 Punjab-1	249		-	U/P
102	122/2019	Preventive Officer (BS-16), Revenue Division, Federal Board of Revenue	40 Punjab- 27 Sindh(R)- 3 Sindh(U)- 3 KPK-5 GBFATA-2	14301		-	U/P

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
103	114/2019	Deputy Director (NGOs & Private Sector) (BS-18), Ministry of Climate Change.	1 Sindh(R)	106		-	U/P
104	127/2019	Associate Professor (MALE) (BS-19) Federal Government Educational Institutions (Cantt/ Garrison), Ministry of Defence.	5 Punjab-2 Sindh(U)-1 Balochistan-1 AJK-1	106		-	U/P
105	115/2019	Data Processing Assistant (BS-16), Economic Affairs Division, Ministry of Finance, Revenue & Economic Affairs.	2 Punjab-1 Sindh(R)-1	626		-	U/P
106	131/2019	Deputy Director (BS-18), Survey of Pakistan, Ministry of Defence.	2 Punjab- 1 Sindh(U)-1	340		-	U/P
107	133/2019	Assistant Director (Investigation) (BS-17) Federal Investigation Agency, Ministry of Interior	33 Merit- 3 Punjab- 17 Sindh(R)-4 Sindh(U)-2 KPK-3 Balochistan - 2 GBFATA -2	72499		-	U/P
108	137/2019	Seed Analyst (BS-17), Federal Seed Certification And Registration Department, Ministry of National Food Security & Research.	25 Merit-1 Punjab-13 Sindh(R)-3 S(U)-2 KPK-3 Balochistan-1 GBFATA-1 AJK - 1	4544		-	U/P
109	143/2019	Veterinary Officer (BS-17) Agriculture, Livestock And Fisheries Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	8 GB- 8	95		-	U/P
110	109/2019	Assistant Private Secretary, (BS-16) 109/2019 (i) Economic Affairs Division, Ministry of Finance, Revenue & Economic Affairs.	6 Punjab-3 Sindh(R)-1 Sindh(U)-1 GBFATA-1	5278		-	U/P
		109/2019 (ii) Ministry of Industries & Production	4 Punjab-3 AJK-1			-	U/P
		109/2019 (iii) Finance Division	2 Punjab-2			-	U/P
		109/2019 (iv) Director General's Office, Pak. PWD, Ministry of Housing and Works.	5 Sindh(R)-2 Sindh(U)-1 GBFATA-1 AJK-1			-	U/P
		109/2019 (v) Ministry of Water Resources	4 Punjab-2 Sindh(R)-1 KPK -1			-	U/P

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
		109/2019 (vi) Board of Investment, Prime Minister's Office	2 Punjab-1 GBFATA-1			-	U/P
		109/2019 (vii) Textile Commissioner's Organization, Karachi Ministry of Textile Industry.	1 Punjab			-	U/P
		109/2019 (viii) Naval Headquarters, Ministry of Defence.	2 Punjab-2			-	U/P
		109/2019 (ix) Pakistan Navy, Ministry of Defence	3 Merit -1 KPK-1 Balochistan-1			-	U/P
		109/2019 (x) Ministry of Foreign Affairs	9 Merit -1 Punjab-5 Sindh(R)-1 Sindh (U) -1 KPK - 1			-	U/P
		109/2019 (xi) Directorate of Central Health Establishments, Ministry of National Health Services, Regulations and Coordination	1 Punjab-1			-	U/P
		109/2019 (xii) Directorate General, Pakistan Post Office, Ministry of Communications.	1 Merit-1			-	U/P
		109/2019 (xiii) Ministry of Science & Technology	5 Punjab -1 Sindh(R)-1 KPK-1 Balochistan-1 GBFATA-1			-	U/P
		109/2019 (xiv) National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development	1 Punjab-1			-	U/P
		109/2019 (xv) Intelligence Bureau.	10 Merit -1 Punjab-5 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1			-	U/P
		109/2019 (xvi) Petroleum Division, Ministry of Energy	1 Punjab			-	U/P
		109/2019 (xvii) Ministry of Law and Justice	6 Merit-1 Punjab-5			-	U/P
		109/2019 (xviii) Policy Wing, Petroleum Division, Ministry of Energy.	2 Punjab-1 Balochistan-1			-	U/P
		109/2019 (xix) Cabinet Secretariat (Aviation Division)	2 Punjab-1 Sindh(R)-1			-	U/P

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
111	112/2019	Joint Director (MIS) (BS-19), Revenue Division, Federal Board of Revenue.	3 Punjab-2 Sindh(R)-1	188		-	U/P
112	113/2019	General Manager (BS-19), Corps of E&ME, GHQ, Ministry of Defence.	1 Punjab-1	36		-	U/P
113	142/2019	Deputy Chief (BS-19), Population and Social Planning Section, Ministry of Planning, Development and Reform.	1 Sindh(R)-1	77		-	U/P
114	144/2019	Principal (Male) (BS-19), Federal Directorate of Education, Ministry of Federal Education & Professional Training.	2 Punjab- 1 Sindh(R)-1	257		-	U/P
115	146/2019	Principal (Female) (BS-19), Federal Directorate Of Education, Ministry of Federal Education & Professional Training.	17 Merit- 1 Punjab- 9 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan- 1 GBFATA- 1	1162		-	U/P
116	147/2019	Vice Principal (Male) (BS-18), Federal Directorate of Education, Ministry of Federal Education & Professional Training.	10 Merit- 1 Punjab- 5 Sindh(R)-1 Sindh(U)-1 KPK-1 GBFATA- 1	1855		-	U/P
117	148/2019	Vice Principal (Female) (BS-18), Federal Directorate of Education, Ministry of Federal Education & Professional Training.	10 Merit- 1 Punjab- 5 Sindh(R)-2 KPK- 1 AJK-1	3108		-	U/P
118	149/2019	Secondary School Teacher (Male) (BS-17), Federal Directorate of Education, Ministry of Federal Education & Professional Training.	212 Merit-16 Punjab- 1 Sindh(R)-24 Sindh(U)-16 KPK-24 Balochistan-13 GBFATA-9 AJK- 4	21517		-	U/P
119	150/2019	Secondary School Teacher (Female) (BS-17), Federal Directorate of Education, Ministry of Federal Education & Professional Training.	204 Merit- 14 Punjab- 102 Sindh(R)-23 Sindh(U)-16 KPK-24 Balochistan -12 AJK- 4	20429		-	U/P
120	151/2019	Senior Elementary Teacher (Drawing) (Male) (BS-16), Federal Directorate of Education, Ministry of Federal Education & Professional Training.	11 Merit-4 Punjab-1 Sindh(R)-1 Sindh(U)-3 KPK-1 Balochistan-1	129		-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
121	152/2019	Senior Elementary Teacher (Drawing) (Female) (BS-16), Federal Directorate of Education, Ministry of Federal Education & Professional Training.	10 Punjab- 6 Sindh(R)-1 Sindh(U)-1 KPK - 1 Balochistan-1	519		-	U/P
122	154/2019	Lecturer (Islamiat) (BS-17), Federal Medical and Dental College, Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1	952		-	U/P
123	156/2019	Statistical Officer (BS-17), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination	1 Punjab-1	64		-	U/P
124	158/2019	Assistant Warden Girls Hostel (Female) (BS-16), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1	101		-	U/P
125	159/2019	Assistant Library (BS-16), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	2 Punjab-1 Sindh(R)-1	298		-	U/P
126	118/2019	Assistant Electrical Engineer (BS-17), Electrical Engineering Department, (Railway Board) Ministry of Railways.	8 Merit- 1 Punjab-4 Sindh(R) -1 Sindh(U) -1 KPK-1	4402		-	U/P
127	139/2019	Deputy Director (BS-18), Board of Investment, Prime Minister's Office.	2 Punjab -1 Sindh(U)-1	565		-	U/P
128	141/2019	Assistant Director (BS-17), Board of Investment, Prime Minister's Office.	2 Merit - 1 Punjab-1	1526		-	U/P
129	161/2019	Foreman of Inspection (Mechanical) (BS-16), Pakistan Navy, Ministry of Defence.	2 Punjab-1 Sindh(R)-1	223		-	U/P
130	162/2019	Civilian Curator (BS-17), Pakistan Navy, Ministry of Defence.	1 Punjab	47		-	U/P
131	166/2019	Assistant Controller of Stores/ Purchase (BS-17), Stores & Purchase Department of Pakistan Railways (Railway Board), Ministry of Railways.	6 Punjab-4 Sindh(R) -2	2077		-	U/P
132	168/2019	Deputy Commission for Indus Waters (BS-18), Office of the Pakistan Commission for Indus Waters, Ministry of Water Resources.	2 Punjab- 1 and KPK - 1	144		-	U/P
133	173/2019	Lecturer (Female) (BS-17), Islamabad Model Colleges, Federal Directorate of Education, Ministry of Federal Education & Professional Training.	62 Merit- 5 Punjab- 31 Sindh(R)-7 Sindh(U)- 5 KPK-7 Balochistan - 3 GBFATA - 3 AJK- 1	25590		-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
134	174/2019	Lecturer (Male) (BS-17), Islamabad Model Colleges, Federal Directorate of Education, Ministry of Federal Education & Professional Training.	66 Merit- 5 Punjab- 33 Sindh(R) - 8 Sindh(U)- 4 KPK - 8 Balochistan- 4 GBFATA-3 and AJK-1	24915		-	U/P
135	175/2019	Assistant Headmistress (BS-18), Islamabad Model Colleges, Federal Directorate of Education, Ministry of Federal Education & Professional Training.	11 Merit- 1 Punjab- 5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	1640		-	U/P
136	182/2019	Inspector (Investigation) (BS-16), Federal Investigation Agency, Ministry of Interior.	27 Merit- 1 Punjab-14 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA -1 AJK-1	39402		-	U/P
137	183/2019	Assistant Chief Administrative Officer (BS-17), Ministry of Defence.	5 Merit-1 Punjab-3 Sindh(U)-1	2096		-	U/P
138	186/2019	Seed Certification Assistant/ Seed Testing Assistant (BS-17), Federal Seed Certification & Registration Department, Ministry of National Food Security & Research.	8 Merit-1 Punjab-3 Sindh(R)-1 Sindh(U)-1 KPK -1 Balochistan-1	1884		-	U/P
139	189/2019	Deputy Registrar (BS-18), Federal Service Tribunal, Ministry of Law & Justice.	1 Punjab	90		-	U/P
140	190/2019	Admin Officer (BS-17), Federal Service Tribunal, Ministry of Law & Justice.	1 Punjab	906		-	U/P
141	184/2019	Assistant Director (BS-17), Airports Security Force, Cabinet Secretariat (Aviation Division)	50 Merit-4 Punjab-25 Sindh(R)-6 Sindh(U)-4 KPK- 6 Balochistan-2 GBFATA-2 AJK- 1	4843		-	U/P
142	194/2019	Deputy Chief (BS-19), Manpower Section, Ministry of Planning, Development and Reform.	1 Punjab-1	66		-	U/P
143	196/2019	Director (BS-19), Laws of Pakistan Cell, Ministry of Law and Justice.	1 Punjab-1	16		-	U/P
144	197/2019	Deputy Director (IT) (BS-18), Laws of Pakistan Cell, Ministry of Law and Justice.	1 Punjab-1	145		-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
145	198/2019	Deputy Director (Reviewers) (BS-18), Laws of Pakistan Cell, Ministry of Law and Justice.	1 Punjab-1	22		-	U/P
146	199/2019	Assistant Director (Reviewers) (BS-17), Laws of Pakistan Cell, Ministry of Law and Justice.	2 Punjab -1 Sindh(R)-1	279		-	U/P
147	206/2019	Junior Executive/ Proof Reader (BS-16), Laws of Pakistan Cell, Ministry of Law and Justice.	6 Merit-1 Punjab-3 Sindh(R)-1 KPK-1	419		-	U/P
148	40/2019	Medical Officer (BS-17), Federal Government Polyclinic, Ministry of National Health Services, Regulations and Coordination.	74 Merit-5 Punjab-37 Sindh(R)-8 Sindh(U)-7 KPK-8 Balochistan-5 GBFATA-2 AJK-2	3628		-	U/P
149	153/2019	Assistant Director (BS-17), Department of Libraries National History & Literary Heritage Division.	2 Punjab-2	145		-	U/P
150	210/2019	SENIOR AUDITOR (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan.	1 GBFATA-1	64		-	U/P
151	213/2019	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board), Ministry of Railways.	15 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan -1 GBFATA-1	2845		-	U/P
152	214/2019	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways, (Railway Board), Ministry of Railways.	15 Merit-1 Punjab-8 Sindh(R)-1 Sindh(U)-1 KPK-2 AJK-2	2858		-	U/P
153	216/2019	Labour Welfare And Safety Officer (BS-16), Naval Headquarters, Ministry of Defence.	2 Merit-1 Punjab-1	136		-	U/P
154	217/2019	Experimental Officer (BS-16), Naval Headquarters, Ministry of Defence.	1 Balochistan-1	26		-	U/P
155	219/2019	Associate Professor (Physics) (Male) (BS-19), F.G. Colleges, Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 KPK-1	16		-	U/P
156	220/2019	Director (Technical Services) (BS-19), Department of Libraries, National History & Literary Heritage Division.	1 Punjab-1	21		-	U/P
157	221/2019	Deputy Chief (BS-19), Water Resources Section, Ministry of Planning, Development and Reform.	1 KPK-1	39		-	U/P

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
158	226/2019	Inspector (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division).	79 Merit-6 Punjab-39 Sindh(R)-9 Sindh(U)-7 KPK-8 Balochistan-5 GBFATA-3 AJK-2	53791		-	U/P
159	227/2019	Assistant Executive Engineer (E&M) (BS-17), Water and Power Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Balt istan.	5 GB-5	665		-	U/P
160	229/2019	Associate Professor (Female) (BS-19), F.G. Colleges, Directorate Of Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence.	6 Punjab-2 Sindh(R)-2 Sindh(U)-1 AJK-1	56		-	U/P
161	134/2019	Medical Officer (BS-17), Military College Jhelum, Ministry of Defence.	1 Punjab-1	64		-	U/P
162	135/2019	Joint Commissi1r for Indus Waters (BS-19), Office of the Pakistan Commissi1r for Indus Waters, Ministry of Water Resources.	2 Merit- 1 Punjab- 1	37		-	U/P
163	136/2019	Lecturer (BS-17), Naval Headquarters, Ministry of Defence.	17 Merit-2 Punjab- 8 Sindh(R)-1 Sindh(U)-2 KPK-2 Balochistan-1 GBFATA-1	7458		-	U/P
164	170/2019	Assistant Professor (BS-18), Naval Headquarters, Ministry of Defence.	5 Merit-1 Punjab-3 KPK-1	461		-	U/P
165	171/2019	Librarian (BS-16), Naval Headquarters, Ministry of Defence.	1 Punjab-1	151		-	U/P
166	172/2019	Principal Foreman (Electronics) (BS-16), Naval Headquarters, Ministry of Defence.	2 Punjab-1 Sindh(R)-1	138		-	U/P
167	176/2019	3 rd Engineer (Textile) (BS-17), Naval Headquarters, Ministry of Defence.	1 Sindh(R)-1	98		-	U/P
168	178/2019	Medical Officer (BS-17), (District Health Office, Health Department, Islamabad), Ministry of National Health Services, Regulations and Coordination.	9 Punjab-6 Sindh(R)-2 KPK- 1	455		-	U/P
169	180/2019	Assistant Director (BS-17), Staff Welfare Organization, Establishment Division.	1 Punjab-1	90		-	U/P
170	204/2019	Cost Accountant (BS-18), Ministry of Industries & Production.	1 Punjab-1	106		-	U/P
171	215/2019	Accountant (BS-16), Naval Headquarters, Ministry of Defence	1 Punjab-1	464		-	U/P
172	225/2019	Information Technology Specialist (BS-17), National Education Assessment System (NEAS), Ministry of Federal Education And Professional Training.	1 Sindh(R)-1	174		-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
173	232/2019	District Prosecutor (BS-19), Prosecution Department, ICT, Ministry of Interior	1 Punjab-1	127		-	U/P
174	233/2019	Deputy District Prosecutor (BS-18), Prosecution Department, ICT, Ministry of Interior.	5 Punjab- 2 ICT- 1 Sindh(R)-1 KPK -1	807		-	U/P
175	236/2019	Research Officer (BS-17), National Transport Research Centre (NTRC), Ministry of Communications.	5 Merit-1 Punjab-2 Sindh(R)-1 AJK-1	252		-	U/P
176	238/2019	Accounts Officer (BS-17), National Highways & Motorway Police, Ministry of Communications.	1 Punjab-1	123		-	U/P
177	253/2019	Charge/ Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad, Ministry of National Health Services, Regulations & Coordination.	25 Merit-2 Punjab-12 Sindh(R)-4 Sindh(U)-1 KPK-3 Balochistan - 2 GBFATA -1	598		-	U/P
178	165/2019	Deputy Director General (BS-20), Pakistan Bureau of Statistics, Ministry of Planning, Development and Reform (Statistics Division).	1 Punjab-1	42		-	U/P
179	181/2019	Assistant Chief (BS-18), Energy Finance & Economic Section, Energy Wing, Ministry of Planning, Development and Reform.	1 Punjab-1	142		-	U/P
180	202/2019	Junior Civilian Labour Officer (BS-16), Ordnance Corps, GHQ, Ministry of Defence.	2 Punjab-1 Sindh(R) 1	231		-	U/P
181	223/2019	Assistant Professor (Botany) (BS-18), Federal College of Education, Islamabad, Ministry of Federal Education & Professional Training.	1 Punjab-1	42		-	U/P
182	224/2019	Lady Physiotherapist (BS-16), Naval Headquarters, Ministry of Defence	1 KPK-1	102		-	U/P
183	235/2019	Sub Treasury Officer (BS-16) Finance Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GB-3	829		-	U/P
184	237/2019	Assistant Director (BS-17), National Highways & Motorway Police, Ministry of Communications.	1 KPK-1	566		-	U/P
185	239/2019	Accountant (BS-16), National Highways & Motorway Police, Ministry of Communications.	10 Merit-1 Punjab-6 Sindh(U)-1 KPK-1 GBFATA-1	2404		-	U/P
186	240/2019	Computer Operator (BS-16), National Highways & Motorway Police, Ministry of Communications.	109 Merit-8, Punjab-55 Sindh(R)-12 Sindh(U)-9 KPK-12 Balochistan-7	12258		-	U/P

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-Selected	Inter-viewed	
			GBFATA-4 AJK- 2				
187	241/2019	Assistant Professor (Computer Science) (Male) (BS-18), Federal Government Colleges for Men, Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training.	1 KPK	31		-	U/P
188	242/2019	Librarian (BS-17), National Transport Research Centre (NTRC), Ministry of Communications.	1 Punjab-1	115		-	U/P
189	248/2019	Scientific Officer (BS-17), Ministry of Science & Technology.	1 Punjab-1	395		-	U/P
190	249/2019	Junior Establishment and Finance Officer (BS-16), OS Directorate, GHQ, Ministry of Defence.	1 Sindh(R)-1	135		-	U/P
191	250/2019	Doctor (Female) (BS-17), National Commission for Child Welfare and Development, Ministry of Human Rights.	1 Punjab-1	56		-	U/P
192	252/2019	Assistant Dental Surgeon (BS-17), Ministry of National Health Services, Regulations & Coordination.	1 KPK	124		-	U/P
193	256/2019	Assistant Director (Programmer) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	1 Punjab-1	162		-	U/P
194	257/2019	Range Forest Officer (BS-16), Forest, Parks & Wildlife, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	7 GB-7	146		-	U/P
195	258/2019	Assistant Manager IT (BS-17), Intelligence Bureau.	1 Sindh(U)	201		-	U/P
196	259/2019	Deputy Director (BS-18), Federal Board of Revenue, Revenue Division.	2 Sindh(R)-1 KPK- 1	340		-	U/P
197	260/2019	Medical Officer (BS-17), Airports Security Force, Cabinet Secretariat (Aviation Division).	3 Punjab- 2 KPK - 1	171		-	U/P
198	264/2019	Professor (BS-20), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination.	4 Sindh(R)-1 Sindh(U)-1 KPK -2	12	0	-	U/P
Total			4751	1366350	445	-	-
Grand Total			5989	1601735	3884	-	-

P* = Pending due to Litigation

W = Requisition Withdrawn

R = Recommended

F = Failure

U/P= Under Process

Appendix-15

Cases in which Alternate Nominations were made due to non joining of Principle Nominees during 2020

S. NO.	CASE NO.	Name of Post with Ministry/ Division/ Department & BPS.	Alternate Nominations
1	277/2016	Inspectors Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue.	9
2	78/2018	Assistant Director (BS-17), National Documentation Wing, Cabinet Division	1
3	134/2017	Inspectors (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division).	42
4	166/2018	Medical Officers (BS-17), Pakistan Institute Of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division.	153
5	77/2018	Procurement Officer (BS-17), Pakistan Mint, Lahore, Finance Division.	1
6	126/2018	Assistant Private Secretaries (BS-16), National Highways & Motorways Police, Ministry of Communications.	2
7	230/2018	Research Officer (BS-17), ARDE, Ministry of Defence Production.	1
8	306/2017	Civil Supply Officers (BS-16), Food Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1
9	53/2018	Assistant Armament Supply Officer (BS-16), Naval Headquarters, Ministry of Defence	1
10	315/2017	Ordnance Management Officers (Grade-III) (BS-17), OS Directorate, GHQ, Ministry of Defence.	1
11	233/2018	Electronic Engineers (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	1
12	153/2018	Medical Officers (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration and Development Division.	3
13	15/2018	Assistant Directors (BS-17), Intelligence Bureau.	1
14	20/2018	Assistant Managers Personnel, Administration Department (BS-16), Pakistan Navy, Ministry of Defence.	2
15	81/2018	Inspectors (BS-16), Pakistan Railways Police, Ministry of Railways.	2
16	231/2018	Civilian Medical Practitioners (CMP) (Grade-III) (BS-17), OS Directorate, GHQ, Ministry of Defence.	1
17	157/2017	Senior System Analyst (BS-18), Institute of Optronics, Ministry of Defence Production.	1
18	124/2018	Accountants (BS-16), National Highways & Motorways Police, Ministry of Communications	4

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S. NO.	CASE NO.	Name of Post with Ministry/ Division/ Department & BPS.	Alternate Nominations
19	189/2018	Drawing Mistress (BS-16), F.G. Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	1
20	281/2017	Assistant Executive Engineers (B&R/ E&M) (BS-17), MES, Ministry of Defence.	14
21	214/2018	Data Processing Assistants (BS-16), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	1
22	12./2019	Accountant (BS-16), National Highways & Motorway Police, Ministry of Communications.	3
23	19/2018	Lecturer (Mathematics) (BS-17), Pakistan Navy, Ministry of Defence	1
24	5./2019	Electrical Engineer, (BS-16), AFIP (GHQ Medical Directorate), Ministry of Defence	1
25	126/2018	Assistant Private Secretaries (BS-16), National Highways & Motorways Police, Ministry of Communications.	1
26	172/2017	Senior Auditors (BS-16), Controller General of Accounts Organization, Finance Division.	97
27	277/2016	Inspectors Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue.	9
28	178/2017	Assistant Private Secretaries (BS-16), Intelligence Bureau.	1
29	251/2017	Information Technology Teachers/Instructors (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3
30	191/2017	Senikor Teachers (Female), (BS-17), F.G. Schools, Federal Directorate Of Education, Capital Administration and Development.	1
31	177/2018	Assistant Anasthetist (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations And Coordination	4
32	198/2016	Assistant Directors (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	2
33	31/2016	Assistant Professors (Male) (BS-18), Federal Government Colleges for Men, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	1
Total			367

Appendix-16

Recruitment Cases Re-advertised during 2020

S.No.	Advt. No.	Case No.	Name of Post with Ministry/Division/Department & BPS.	Posts with Quota
1	3/2020	65/2020	Associate Professor (BS-19), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination.	5 Punjab-1 Sindh (R)-2 Sindh (U)-1 Balochistan-1
2	4/2020	33/2020	Inspector (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division).	1 KPK-1
3	5/2020	113/2020	Medical Officer (BS-17), Federal General Hospital, Chak Shahzad, Ministry of National Health Services, Regulations and Coordination.	2 Punjab-1 Sindh (R)-1
4	6/2020	106/2020	Assistant Chief (BS-18), Health Section, Ministry of Planning, Development and Special Initiatives.	1 Punjab-1
5	6/2020	111/2020	Charge Nurse (BS-16), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination.	22 Balochistan-22
6	6/2020	112/2020	Assistant Director (Stores) (BS-17), Geological Survey of Pakistan (Petroleum Division), Ministry of Energy.	1 Punjab-1
7	6/2020	114/2020	Executive Veterinary Officer (BS-19), Remount Veterinary and Farms Directorate, GHQ, Ministry of Defence.	2 Punjab-1 Sindh (R)-1
8	6/2020	115/2020	Superintending Engineer (B&R/E&M), (BS-19), M.E.S, Ministry of Defence (Defence Division).	1 Balochistan-1
9	6/2020	116/2020	Joint Director Legal Affairs (BS-19), Directorate of Legal Affairs of Pakistan Railways, (Railway Board), Ministry of Railways.	1 Punjab-1
10	6/2020	119/2020	Administrative Officer (BS-16), Naval Headquarters, Ministry of Defence.	1 Punjab-1
11	6/2020	120/2020	Assistant Professor (Mathematics) (BS-18), Military College Jhelum, Ministry of Defence.	1 Sindh (R)-1
12	6/2020	121/2020	Superintending Engineer (Floods) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water Resources.	1 Punjab-1
13	6/2020	122/2020	Lecturer/ Instructor (Chemistry) (BS-17), Military College Jhelum, Ministry of Defence.	1 KPK-1
14	6/2020	123/2020	Deputy Engineering Adviser (Power)/ Government Inspector of Electricity (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water Resources.	1 Punjab-1

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S.No.	Advt. No.	Case No.	Name of Post with Ministry/Division/Department & BPS.	Posts with Quota
15	7/2020	109/2020	Lecturer (Home Economics) (Female) (BS-17) Federal Government Colleges for Women, Federal Directorate of Education, Ministry of Federal Education and Professional Training.	1 Punjab-1
16	7/2020	142/2020	Deputy Director (Reviewers) (BS-18), Laws of Pakistan Cell, Ministry of Law and Justice.	1 Punjab-1
17	7/2020	143/2020	Chief Documentation Officer (BS-19), Academy of Educational Planning and Management, Ministry of Federal Education and Professional Training.	1 Punjab-1
18	7/2020	144/2020	Deputy Director (Urdu Stenography) (BS-18), Secretariat Training Institute, Islamabad, Establishment Division.	1 Punjab-1
19	7/2020	145/2020	Junior Civilian Security Officer (JCSO) (BS-16), OS Directorate, GHQ, Ministry of Defence.	1 Punjab-1
20	8/2020	164/2020	Chief (BS-20), Water Resources Section, Ministry of Planning, Development and Special Initiatives.	1 Sindh (R) -1
21	8/2020	165/2020	Charge Nurse (BS-16), Federal General Hospital, Chak Shahzad, Ministry of National Health Services, Regulations and Coordination.	1 Sindh(U)-1
22	8/2020	166/2020	Deputy Solicitor (BS-19), Ministry of Law and Justice.	1 Sindh (R)-1
23	8/2020	167/2020	Director (BS-19), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division).	1 Punjab-1
24	9/2020	190/2020	Chief (IT) (BS-20), Federal Public Service Commission.	1 Sindh (R)-1
25	10/2020	202/2020	Inspector (TECH.) (BS-16), Intelligence Bureau.	1 Baluchistan-1
26	10/2020	203/2020	Deputy Director (BS-18), Federal Seed Certification & Registration Department, Ministry of National Food Security & Research.	2 Punjab-1 Sindh (R))-1
Merit				-
Punjab				16
Sindh(Rural)				9
Sindh(Urban)				2
Khyber Pakhtunkhwa				2
Balochistan				25
GB/FATA				-
AJK				-
Total				54

Appendix-17

Representations/Review Petitions decided by the Commission in cases finalized during 2020

S. No	Case No.	Rejected	Representations received	Restored on paper	Called for personal hearing	Restored after personal hearing	Review petitions received	Restored in review petitions	Total restored
1	156/2016	5	3	0	3	0	3	0	0
2	123/2017	11	3	1	2	0	0	0	1
3	132/2017	289	20	5	15	2	4	0	7
4	274/2017	2	0	0	0	0	0	0	0
5	281/2017	31	16	0	16	0	2	0	0
6	300/2017	4	3	1	2	2	0	0	3
7	302/2017	6	1	0	1	0	0	0	0
8	1/2018	946	52	16	36	3	8	0	19
9	36/2018	65	4	1	3	0	1	0	1
10	69/2018	300	23	0	23	0	4	0	0
11	91/2018	76	6	0	6	2	0	0	2
12	147/2018	9	2	0	2	0	0	0	0
13	130/2018	20	3	1	2	0	0	0	1
14	160/2018	24	8	1	7	0	2	0	1
15	187/2018	179	15	3	12	1	0	0	4
16	159/2018	21	6	3	3	0	0	0	3
17	171/2018	5	1	0	1	0	0	0	0
18	163/2018	2	0	0	0	0	0	0	0
19	182/2018	19	4	1	3	0	2	0	1
20	203/2018	4	0	0	0	0	0	0	0
21	205/2018	2	0	0	0	0	0	0	0
22	215/2018	1	1	1	0	0	0	0	1
23	221/2018	16	0	0	0	0	0	0	0
24	222/2018	21	2	0	2	1	0	0	1
25	224/2018	81	6	0	6	0	1	0	0
26	254/2018	45	4	0	4	0	0	0	0
27	260/2018	6	1	1	0	0	0	0	1
28	243/2018	10	5	0	5	0	2	0	0
29	244/2018	8	1	0	1	0	0	0	0
30	4./2019	8	0	0	0	0	0	0	0
31	6./2019	8	4	1	3	0	0	0	1
32	7./2019	42	6	1	5	0	2	0	1
33	12./2019	8	2	1	1	0	0	0	1
34	14/2019	4	3	1	2	0	0	0	1

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S. No	Case No.	Rejected	Representations received	Restored on paper	Called for personal hearing	Restored after personal hearing	Review petitions received	Restored in review petitions	Total restored
35	18/2019	14	2	0	2	0	0	0	0
36	2./2019	1	0	0	0	0	0	0	0
37	8./2019	2	0	0	0	0	0	0	0
38	27/2019	11	5	1	4	1	3	0	2
39	29/2019	2	1	0	1	1	0	0	1
40	37/2019	4	2	0	2	0	1	0	0
41	39/2019	4	1	0	1	0	0	0	0
42	41/2019	2	0	0	0	0	0	0	0
43	42/2019	2	1	0	1	0	0	0	0
44	44/2019	22	3	0	3	0	3	0	0
45	51/2019	3	0	0	0	0	0	0	0
46	52/2019	1	1	0	1	0	0	0	0
47	53/2019	5	0	0	0	0	0	0	0
48	54/2019	5	0	0	0	0	0	0	0
49	55/2019	1	1	0	1	0	0	0	0
50	30/2019	6	4	0	4	1	1	0	1
51	64/2019	3	1	0	1	1	0	0	1
52	68/2019	21	3	0	3	1	1	0	1
53	79/2019	1	1	0	1	1	0	0	1
54	81/2019	3	1	0	1	0	1	1	1
55	83/2019	1	1	0	1	0	0	0	0
56	85/2019	3	0	0	0	0	0	0	0
57	87/2019	1	0	0	0	0	0	0	0
58	88/2019	1	1	0	1	0	0	0	0
59	95/2019	1	0	0	0	0	0	0	0
60	96/2019	3	2	0	2	1	0	0	1
61	101/2019	3	3	0	3	0	2	2	2
62	102/2019	2	0	0	0	0	0	0	0
63	103/2019	4	3	1	2	1	0	0	2
64	105/2019	8	1	1	0	0	0	0	1
65	107/2019	2	0	0	0	0	0	0	0
66	108/2019	4	1	0	1	0	0	0	0
67	116/2019	1	0	0	0	0	0	0	0
68	50/2019	1	1	0	1	1	0	0	1
69	66/2019	4	0	0	0	0	0	0	0
70	92/2019	1	0	0	0	0	0	0	0
71	99/2019	3	0	0	0	0	0	0	0
72	126/2019	2	1	0	1	0	0	0	0

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S. No	Case No.	Rejected	Representations received	Restored on paper	Called for personal hearing	Restored after personal hearing	Review petitions received	Restored in review petitions	Total restored
73	129/2019	1	1	0	1	1	0	0	1
74	111/2019	3	0	0	0	0	0	0	0
75	117/2019	3	0	0	0	0	0	0	0
76	140/2019	8	1	0	1	0	0	0	0
77	145/2019	1	1	0	1	1	0	0	1
78	155/2019	3	0	0	0	0	0	0	0
79	157/2019	3	0	0	0	0	0	0	0
80	160/2019	7	3	0	3	1	1	0	1
81	164/2019	2	1	0	1	0	1	0	0
82	167/2019	17	4	4	0	0	0	0	4
83	179/2019	1	0	0	0	0	0	0	0
84	187/2019	6	0	0	0	0	0	0	0
85	188/2019	9	0	0	0	0	0	0	0
86	205/2019	2	0	0	0	0	0	0	0
87	208/2019	1	0	0	0	0	0	0	0
88	195/2019	1	1	1	0	0	0	0	1
89	218/2019	11	3	0	3	1	1	0	1
90	234/2019	3	1	0	1	0	1	0	0
TOTAL		2518	262	47	215	24	47	3	74

Appendix-18

Recruitment against Minorities Quota

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	Finalized	
				Recommended	Failure
1	132/2017	Assistant Directors (BS-17), Airports Security Force, Cabinet Secretariat (Aviation Division).	5 Punjab-2 Sindh (R)-1 Sindh (U)-1 KPK-1	5 Punjab-2 Sindh (R)-1 Sindh (U)-1 KPK-1	-
2	274/2017	Assistant Directors (BS-17), Intelligence Bureau.	2 Punjab-1 Sindh (U)-1	1 Punjab-1	1 Sindh (U)-1
3	281/2017	Assistant Executive Engineers (B&R/ E&M) (BS-17), MES, Ministry of Defence.	3 Punjab-2 KPK-1	3 Punjab-2 KPK-1	-
4	1/2018	Patrol Officers (BS-14) National Highways & Motorway Police, Ministry of Communications	17 Punjab-8 Sindh(R)-3 Sindh (U)-1 KPK-3 GBFATA-1 AJK-1	15 Punjab-8 Sindh(R)-3 Sindh (U)-1 KPK-3	2 GBFATA-1 AJK-1
5	69/2018	Trained Graduate Teachers (Male) (BS-16), Directorate of Federal Government Educational institutions (Cantts/ Garrisons), Ministry of Defence.	4 Punjab-3 Sindh (U)-1	-	4 Punjab-3 Sindh (U)-1
6	160/2018	Assistant Professors (BS-18), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division.	1 Punjab-1	-	1 Punjab-1
7	159/2018	Lecturers (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 Punjab-1	1 Punjab-1	-
8	221/2018	Senior Auditor (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan.	1 KPK-1	1 KPK-1	-
9	260/2018	Assistant Directors (LEGAL) (BS-17), Federal Investigation Agency, Ministry of Interior.	1 Punjab-1	1 Punjab-1	-
10	87/2019	Assistant Executive Engineer (E/M) (BS-17), PAK. PWD, Ministry of Housing and Works.	1 Punjab-1	1 Punjab-1	-
11	99/2019	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform.	1 Punjab-1	-	1 Punjab-1
12	111/2019	Medical Officer (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination.	6 Punjab-5 GBFATA-1	-	6 Punjab-5 GBFATA-1
13	140/2019	Deputy Assistant Chemical Examiner (BS-16), Revenue Division, Federal Board of Revenue	1 Punjab-1	1 Punjab-1	-

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	Finalized	
				Recommended	Failure
14	163/2019	Junior Civilian Security Officer (JCSO) (BS-16), OS Directorate, GHQ, Ministry of Defence.	1 Punjab-1	-	1 Punjab-1
15	167/2019	Medical Officer (BS-17), Directorate of Central Health Establishment, Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1	1 Punjab-1	-
16	208/2019	Lecturer (Female) (Geography) (BS-17), Federal Government Colleges for Women, Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training.	1 Punjab-1	1 Punjab-1	
Total			48	32	16

Appendix-19

Recruitment Cases processed for Gilgit-Baltistan Government by the Commission during 2020

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
A. Finalized Cases							
1	56/2014	Administrative Officer (BS-16) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and G.B.	1 GB-1	1217	5	5	W-1
2	80/2014	District Attorney (BS-18) Law and Prosecution Department Gilgit Baltistan, Ministry of Kashmir Affairs and G.B.	1 GB-1	55	1	1	R-1
3	123/2017	Social Welfare Officers (Female) (BS-17), Social Welfare Department, Ministry of Kashmir affairs and Gilgit Baltistan.	6 GB-6	139	19	19	R-5 P-1
4	300/2017	Assistant Directors Tourism (BS-17) Tourism, Youth Affairs, Sports, Culture and Archaeology and Museum Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	7 GB-7	2335	24	24	R-4 P-3
5	35/2018	District Attorneys (BS-18), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GB-3	85	0	0	W-3
6	36/2018	Physical Education Teachers (Female) (BS-16) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	41 GB-41	108	4	4	R-1 F-40
7	91/2018	Physical Education Teachers (Male), (BS-16) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	40 GB-40	128	9	9	R-5 F-35
8	222/2018	Drug Inspectors (BS-17) Drug Control Administration, Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GB-5	91	13	13	R-5
9	188/2019	Sub Divisional Forest Officer (BS-17) Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	9	0	0	F-1
10	195/2019	Assistant Executive Engineer (Civil) (BS-17) Water & Power Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	7 GB-7	351	22	22	R-7
TOTAL			112				R-28 F-76 W-4 P-4

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S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
B. Pending Cases							
1	54/2014	Assistant Director (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and G.B Division.	1 GB-1	1191	5	-	U/P
2	57/2014	Demographer (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	1 GB-1	537	5	-	U/P
3	58/2014	Five District Population Welfare Officers (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	5 GB-5	1901	-	-	U/P
4	60/2014	Deputy Director (BS-18), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	1 GB-1	249	1	-	U/P
5	61/2014	Nineteen Range Forest Officers (BS-16) Forests, Wildlife and Environment Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division	19 GB-19	140	-	-	U/P
6	234/2016	Subject Specialists (Female) (BS-17), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	45 GB-45	2314	-	-	U/P
7	235/2016	Subject Specialists (Male) (BS-17), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	20 GB-20	2145	-	-	U/P
8	263/2016	Deputy Superintendent Jail (BS-16), Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GB-5	1035	15	-	U/P
9	264/2016	Superintendent Jail (BS-18) Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GB-2	234	4	-	U/P
10	197/2017	Consultant (Oral Surgeon) (BS-18) Health Department , Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	4	-	-	U/P
11	199/2017	Principals Midwifery Training School (BS-17) Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GB-2	37	6	-	-
12	301/2017	Assistant Director Culture (BS-17) Tourism, Youth Affairs, Sports, Culture and Archaeology And Museum Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	1201	-	-	U/P
13	304/2017	Assistant Chief/ Planning Officers (BS-18), Planning & Development Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GB-2	157	-	-	U/P
14	305/2017	Assistant Directors (BS-17), Food Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GB-2	513	-	-	U/P

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
15	108/2018	Deputy Director (BS-18), Women Development Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	78	-	-	U/P
16	31/2018	Research Officers (BS-17) Planning & Development Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	4 GB-4	1120	-	-	U/P
17	98/2019	Hospital Dietitian (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	38	-	-	U/P
18	143/2019	Veterinary Officer (BS-17), Agriculture, Livestock and Fisheries Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	8 GB-8	95	-	-	U/P
19	227/2019	Assistant Executive Engineer (E&M) (BS-17) Water and Power Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GB-5	665	-	-	U/P
20	235/2019	Sub Treasury Officer (BS-16), Finance Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	3 GB-3	829	-	-	U/P
21	257/2019	Range Forest Officer (BS-16), Forest, Parks & Wildlife, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	7 GB-7	146	-	-	U/P
22	24/2020	Range Forest Officer (BS-16), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GB-5	102	-	-	U/P
23	25/2020	Medical Lab Technologist (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	102	-	-	U/P
24	53/2020	Principal/ Headmaster / Senior Teacher/ Instructor (Male) (BS-18), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	47 GB-47	2055	-	-	U/P
25	67/2020	Medical Officer (Male) (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	28	-	-	U/P
26	83/2020	Principal/ Vice Principal/ Headmasters (BS-19), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	16 GB-16	312	-	-	U/P
27	84/2020	Principal/ Vice Principal/ Headmistress (BS-19), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	4 GB-4	231	-	-	U/P
28	129/2020	Assistant Geologist (BS-16), Works Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	140	-	-	U/P

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
29	60/2020	Scientific Officer (BS-16), Gilgit Baltistan Environmental Protection Agency, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GB-2	303	-	-	U/P
30	61/2020	Assistant Director (BS-17), Gilgit Baltistan Environmental Protection Agency, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GB-2	255	-	-	U/P
31	105/2020	Sub Divisional Forest Officer (BS-17), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	10	-	-	U/P
32	147/2020	District Attorney (BS-18), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GB-3	166	-	-	U/P
Total			219	18333			

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