



ANNUAL REPORT 2013



Federal Public Service Commission

Aga Khan Road, F-5/1, Islamabad, Pakistan

www.fpsc.gov.pk



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*The Federal Public Service Commission have the privilege
to present before the President of Islamic Republic of Pakistan their
Annual Report 2013
as required under Section 9 of the F.P.S.C Ordinance, 1977*

**This Report covers the period from
January 1 to December 31, 2013**



Chairman

Mr. President,

I have the privilege to present the Annual Report of the Federal Public Service Commission (FPSC) for the year 2013 encompassing the period from January 1 to December 31, 2013 as mandated under Section 9 of the FPSC Ordinance 1977. The Ordinance, *inter alia*, provides that a copy of this Report is to be laid before the National Assembly and the Senate.

Statutory Functions

2. The statutory functions of the Commission are broadly classified into three categories: (a) conducting tests and examinations for recruitment of persons to All-Pakistan Service, the civil services of the federation and the civil posts in connection with the affairs of the federation in basic scales 16 and above or equivalent; (b) advisory role to tender advice to the President of Pakistan on the principles to be followed for initial appointment, appointment by promotion and appointment by transfer as well as matters referred to the Commission; and (c) holding examination for promotion. The Commission carries out all recruitments on the principles of enshrined in Article 27 of the Constitution and the reservation of seats prescribed by the Government from time to time. Pursuant to these principles and relevant Rules for Recruitment, the selection is steered in a competitive, fair and transparent manner, on merit, without fear and interference.

Examinations and Tests during 2013

3. The Commission carried out and finalized the allocation of candidates to various Occupational Groups and Services on the basis of Central Superior Services Competitive Examination-2012 and conducted the Competitive Examination-2013; Final Passing Out Examination of various Occupational Groups and Services which determines the final merit and inter-se seniority; Section Officers' Promotional Examination and Professional Screening Tests for selection by Direct (General) Recruitment for posts requisitioned by concerned Ministries/ Divisions / Departments, as follows:

- (i) **Central Superior Services Competitive Examination (CE) 2012:** The Commission announced final merit of CE-2012 on 20-05-2013. 788 out of 10066 candidates qualified the examination. Highlights are:

▶ Candidates Qualified CE-2012	788
▶ Candidates Qualified to Appeared Ratio	7.8%
▶ Vacancies Available	252
▶ Vacancies Allocated	222
▶ Vacancies Carried Forward	30
▶ Candidates Allocated to Appeared Ratio	2.2%
▶ Recommendation to Post Ratio (RPR)	0.88

- (ii) **Central Superior Services Competitive Examination (CE) 2013:** The Commission conducted the CE-2013 from February 23 to March 9, 2013 in 21 cities simultaneously. Result of the written component was announced on November 20, 2013. Psychological Assessment of written qualified candidates commenced in December 2013. The highlights are:

▶ Applications received for CE-2013	15,998
▶ Candidates Appeared for CE-2013	11,447
▶ Candidates Qualified the Written Examination	238
▶ Candidates Finally Qualified	220
▶ %age of Finally Qualified to Candidates Appeared	1.92%

- (iii) **Recruitment for Technical and Professional Ex-Cadre Posts:** The status of selection through Direct (General) Recruitment for Professional and Ex-cadre posts in BS-16 and above in various Ministries/Divisions and Departments of the Federal Government during 2013 is as under:

▶ Number of posts processed during 2013	1,690
▶ Applications received and processed	141,665
▶ Candidates interviewed	1,990
▶ Candidates recommended for appointment	449
▶ Number of Posts for which process is continuing	1,055

- (iv) **Final Passing Out Examinations during 2013:** The Commission conducted Final Passing Out Examinations for the Probationers of 12 Occupational Groups and Services after they had completed their specialized training from their

respective training Institutes/Academies. The examination is important that it determines the final merit and inter-se seniority of the Probationers in their respective Groups and Services. In all, 349 probationers took this examination and only 72.5% qualified the examination. The highest failure ratio was in Pakistan Administrative Service (55%) and Railway Group (67%).

- (v) **Section Officers Promotional Examinations:** The Commission also conducted the Section Officers Promotional Examination in 2013. Finally, out of 1056 candidates, 42 were recommended for appointment as Section Officers.
- (vi) **Appeals of Candidates against their Rejections:** In the recent past, the litigation has increased tremendously, most invoking writ jurisdiction of the Courts. The Commission processed 547 Representations and Review Petitions of the aggrieved candidates during 2013 out of which in 102 cases, relief was provided. 109 candidates filed appeals in the Superior Courts whereas the cumulative cases pending are 329.
- (vii) **Advice for Rules of Recruitment:** The Commission received 32 cases for seeking advice on Rules of Recruitment under Section 7(b) of the FPSC Ordinance 1977 from different Ministries/Divisions/Departments during 2013. In 14 cases, advice was tendered while 17 cases were under process and 1 case was withdrawn by the concerned department.

Cases where Implementation of Advice of the Commission was Delayed

4. According to instructions of the Federal Government, the offer of appointment is required to be issued within one month after receipt of nomination from the Commission. However, these instructions are sometimes not complied with by the concerned Ministries/ Divisions / Departments. During the year, 2013, implementation of advice was delayed in 6 cases.

Observations

5. Looking at the remarks conveyed by the Examiners of the Competitive Examination, Examiners of the Final Passing Out Examination, Assessment of candidates during interviews/viva voce by the Commission, following observations are recorded:

- (a) The Commission still enjoys the trust and confidence of the general populace in terms of competition and merit-based selection.

- (b) The standard of education is deteriorating across the board in all disciplines. There is an increasing trend towards reliance on sub-standard material and guide books rather than referral to original material, research and creative thinking. Those who excel in education lean towards higher education abroad and in most cases, they prefer to search job there. It requires intense research and analysis and a comprehensive plan to focus on qualitative improvement in education at all levels, to ensure competition and merit based selection system, both in the public and private sectors throughout Pakistan and provide incentives to seize the brain drain. The education must emphasize on innovation, creating knowledge and imparting professional skills.
- (c) Quite often, posts cannot be filled because of non-availability of eligible candidates attaining the threshold.
- (d) The training at Training Academies has academic thrust rather than a focus on combination of academic and professional skills. The Examiners of the Final Passing Out Examinations' papers, increasingly showing their frustration with the Probationers answers in terms of capacity to identify issues, analytical skills, creative thinking and professional solutions. It is vital to review and restructure the syllabi and training format of all Training Institutes/Academies.
- (e) The Syllabus of the Competitive Examination was last revised in 1981. The notion of opting for high scoring subjects lead to candidates opting for subjects irrelevant to civil service. The entire system needs an urgent revision and revamping.

Reforms in the Commission

6. The Commission has implemented a large number of reforms to bring qualitative improvements in the recruitment process as well as to strengthen the system from within. It includes:

- (a) Taking or proposing measures aiming at completing the CSS Competitive Examination process in 12 months.
- (b) Moving towards Paper-Less Regime by introducing online submission and processing of applications for General Recruitment and submission of applications for the Competitive Examination

- (c) Online Tracking System for General Recruitment Cases
- (d) Building Data Bank of MCQs for Screening Test
- (e) Revamping security and logistic arrangements for various examinations including Competitive Examination
- (f) Establishment of Facilitation Centre for the candidates
- (g) SMS based Information Delivery System
- (h) Reforming the Psychological Assessment format and reporting system
- (i) Establishing a separate Legal and Regulation Wing to deal with the increasing litigation and bringing uniformity in the recruitment rules for the identical posts in different Ministries/Divisions

Recommendations and Advice Tendered

7. The Commission has recommended the following policy measures to the Government to reform the recruitment system, quality of human resource, professionalize the civil service, making the Commission more effective and sustaining transparency in decision making, the decision is still awaited:

- (a) Draft Bill to amend the FPSC Ordinance 1977 aiming at making the Commission more autonomous and bringing transparency in appointments in all public sector entities including PSEs and regulatory authorities.
- (b) Draft FPSC Functions Rules revising the existing Rules after 35 years.
- (c) Draft FPSC Conduct Rules revising the existing Rules after 50 years to streamline the functioning and decision making of the Commission.
- (d) Educational Qualifications for the Competitive Examination may be enhanced to 16 years education rather than existing 14 years in line with international practices as well as public and private sector Universities are moving towards 16 years Bachelor Degree Program.
- (e) The applicants for the Competitive Examination should undergo Screening (Preliminary) Test to become eligible for taking the written examination. It will fast track the process of finalizing results within 12 months.

- (f) A comprehensive revision of the Section Officers Promotional Examination system to bring qualitative changes and to ensure the selection of competent officers.
- (g) Far reaching amendments in the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 to discipline the Probationers to take the Initial and Specialized Training more seriously.
- (h) Amendments in the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 and Occupational Groups and Services (Final Passing Out Examination) Rules 2003 aiming at reducing the number of attempts to qualify the FPOE to sustain discipline and spirit of competitiveness.
- (i) A comprehensive Scheme reforming the CSS Competitive Examination and updating the syllabi was launched, which was last revised in 1981. It will bring forward only those candidates having talent, knowledge and potential and will facilitate professionalizing the civil service.
- (j) Aligning the Promotion Policy with the findings and directions of the Supreme Court of Pakistan in Constitutional Petition 22 of 2013 as well as redesigning the Performance Evaluation Report, Declaration of Asset, and Training Academies Evaluation Forms as well as Objective Assessment Form.

Mr. President,

8. The Federal Public Service Commission is the constitutional institution functioning towards reforming the recruitment by all modes, initial appointment in BS-16 and above or equivalent, appointment by promotion and appointment by transfer upholding the principles of competition and merit. The good governance, the primary goal of the successive Governments, can only be guaranteed when the Commission is more autonomous, professional and its domain is expanded to selection for appointment to all civil posts including select posts of the public sector corporate entities and regulatory bodies as originally envisaged in the FPSC Act 1973. It will insulate the Government from controversies in the recent past.

9. To conclude, the Commission places on record its gratitude to the Honourable President of the Islamic Republic of Pakistan and the Government for their continued support to this institution.

Malik Asif Hayat

**Honourable Mr. Mamnoon Hussain,
President
Islamic Republic of Pakistan
Islamabad**

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ABBREVIATIONS USED IN THE REPORT




APR	=	Applications to post Ratio
CTG	=	Commerce and Trade Group
F	=	Post reported failure.
FSP	=	Foreign Service of Pakistan
GB	=	Gilgit Baltistan
GBFATA	=	Gilgit Baltistan and Federally Administered Tribal Area
IG	=	Information Group
IRS	=	Inland Revenue Service
ML & CG	=	Military Lands and Cantonments Group
MSW	=	Management & Services Wing
NMC	=	National Management Course
OMG	=	Office Management Group
PAAS	=	Pakistan Audit & Accounts Service
PAS	=	Pakistan Administrative Service
PCS	=	Pakistan Customs Service
PEND	=	Cases pending due to litigation or deficient documents
PH	=	Personal Hearing
PMI	=	Pakistan Manpower Institute
PPMI	=	Pakistan Planning & Management Institute
POSTG	=	Postal Group
PSP	=	Police Service of Pakistan
R	=	Recommended for appointment.
RCTG	=	Railways(Commercial & Transport) Group
RP	=	Review Petition
RPR	=	Recommended to Post Ratio
STI	=	Secretariat Training Institute
SMC	=	Senior Management Course
U/P	=	Cases under process
W	=	Cases withdrawn

Further information concerning this
Annual Report may be obtained from:

Curriculum & Research Wing,
Federal Public Service Commission,
Aga Khan Road, Sector F-5/1,
Islamabad
Phone: 9212297

Composition of the Federal Public Service Commission During the Year 2013

Name	Designation	Assumption/Ceased Office	
Malik Asif Hayat	Chairman	Assumed Office on 09-01-2013	
Mr. Muhammad Ahmed Mian	Member	Completed Tenure on 18.03.2013	
Dr. Kaneez Sughra Junejo	Member	Completed Tenure on 24.06.2013	
Mr. Naguibullah Malik	Member	Assumed Office on 03.01.2011	
Mr. Ghalib-ud-Din	Member	Assumed Office on 06.01.2011	
Mr. Moin-ul-Islam Bokhari	Member	Assumed Office on 04.10.2011	
Mr. Mansoor Suhail	Member	Assumed Office on 13.10.2011	
Major General (Retd) Niaz Muhammad Khan Khattak	Member	Assumed Office on 30-07-2012	
Mrs. Batool Iqbal Qureshi	Member	Assumed Office on 18-12-2012	

Name	Designation	Assumption/Ceased Office	
Mr. Abdul Wajid Rana	Member	Assumed Office on 18-02-2013	
Mr. Muhammad Ayub Qazi	Member	Assumed Office on 22-02-2013	
Mr. Amjad Nazir	Member	Assumed Office on 27-09-2013	

A brief write-up on the profile of the Chairman and Members of the Commission, who served during 2013, is given at **Appendix-1**

CHAPTER 1

Highlights

During the year 2013

1.1. The Federal Public Service Commission (FPSC) undertook various initiatives to reform the internal system to bring qualitative improvement in the operations of the Commission including moving towards paper-less regime as well as strengthening the Psychological System, building data bank, establishing Legal and Regulations Wing and reinvigorating IT Services both internally and externally. Similarly, the Commission had tendered advice to the Government in relation to reforming the Competitive Examination including its Syllabi, Section Officers Promotional Examination, Promotion Policy in line with the Judgment of the Supreme Court of Pakistan, Final Passing Out Examination, Deferment of Training, proposing Screening (Preliminary) Test for Competitive Examination and amendments in the Federal Public Service Commission Ordinance, 1977 as well as framing Draft Functions Rules and Draft Conduct of Business Rules.

(Chapter 3)

1.2. The Commission finalized the process of Competitive Examination-2012 in which 10,066 candidates appeared. 788 candidates finally qualified the examination. The Commission recommended 222 candidates allocating to various Occupational Groups and Services in BS-17. Out of 252 seats, 30 seats were carried forward to next year as the eligible candidates were not available against the requisite regional/category of quota. The Commission processed 14335 applications for the Competitive Examination 2013 and made necessary arrangements. The application to post ratio (APR) moved from 57 in 2012 to 60 in 2013. Likewise Recommendation to Post Ratio (RPP) for CE-2012 was 0.88 showing less eligible candidates than the posts available. Data analysis from various aspects and Examiners' observations on the candidates' performance reflect fast deteriorating educational standard across the board and increasing dependence of the candidates on substandard material and lack of inquiry to know current trends and reliance on source material. This entails urgent reform in the Competitive Examination and the revision of its syllabi to ensure induction of talent, potential and professionalize the Civil Service.

(Chapter 5)

1.3. The Commission received 141,665 applications for 1,690 posts during 2013 as compared to 134,452 for 2,012 posts in 2012 for selection by Direct (General) Recruitment in BS-16 to BS-21. APR in 2013 was 84 against 67 in 2012 demonstrating high level of educated unemployed. Consequently, the Screening Test is consuming more time in processing because of higher number of applications. 1990 candidates were interviewed and 449 were nominated by the Commission for appointment.

(Chapter 6)

1.4. The Commission in 2013 held Final Passing Out Examinations for all 12 Occupational Groups and Services after completion of Specialized Training. 349 probationers took the FPOEs against 478 in 2012. The qualifying ratio in 2013 was 72.5 percent as compared to 69 percent in 2012. Maximum failures in FPOE were from Pakistan Administrative Service (55%) and Railways Group (67%). It reinforces the view that most probationers take this examination too casual because of (a) pre-allocation of Occupational Group and Service; and (b) four attempts to pass the FPOE. It necessitates urgent reforms for which advise has been tendered.

(Chapter 7)

1.5. During 2013, the Commission also conducted the Section Officers Promotional Examination in which 1056 eligible officials appeared. Only 148 (14%) officials qualified and 42 (28%) out of the qualified or 4% out of the total were nominated for appointment.

(Chapter 7)

1.6. As a part of internal strengthening and reforming the system, the Psychological Assessment of the candidates qualifying the written component of the Competitive Examination underwent a comprehensive reform and efforts are underway to further improve it. It has also been proposed to the Government to beef the Wing with additional manpower for establishing Research and Test Development Cell. Likewise, the IT Services provided by the Commission has been substantially expanded.

(Chapter 8, 9 and 10)

1.7. Budgetary constraints are restraining the Commission in discharging its statutory functions. Other administrative measures to enhance the capacity of human resources of the Commission and to improve the service delivery were also taken by the Commission.

(Chapter 12)

CHAPTER 2**Brief History of the Commission and Its Functions****Brief History of the Commission**

2.1. The first Public Service Commission was set up in South-Asian Sub-Continent, recommended by Lord Lee Commission, on October 1, 1926 under the Chairmanship of Sir Ross Barker with five members including the Chairman for renewable tenure of five years. The demand for 'indianization' of the Civil Services by the late Quaid-e-Azam Mohammad Ali Jinnah resulted in the setting up of a Federal Public Service Commission under the Government of India Act, 1935. After independence on August 14, 1947, the Government of India Act, 1935 was adopted as Provisional Constitution of Pakistan continuing the functioning of the Commission. However, over-time its nomenclature 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) and continuing under Article 242 of the Constitution of Pakistan, 1973. A list of former Chairmen of the Commission since 1947 is at **Appendix-2**.

Functions of the Commission

2.2. Section 7 of the Federal Public Service Commission Ordinance, 1977 stipulates the functions of the Commission as follows:

- (1) The Functions of the Commission shall be: -
 - (a) To conduct tests and examinations for recruitment of persons to All-Pakistan Services, the Civil Services of the Federation and civil posts in connection with affairs of the Federation in Basic Scales 16 and above or equivalent; and
 - (b) To advise the President:
 - (i) on matters relating to qualifications for and methods of recruitment, to services and posts referred to in clause (a);
 - (ii) on the principles to be followed in making initial appointments to the services and posts referred to in clause (a) and in making appointments by promotion to posts in BS-18 and above and transfer from one service or occupational group to another; and
 - (iii) on any other matter which the President may refer to the Commission.

- (c) To hold examination for promotion for such posts as the Federal Government may, from time to time, by notification in the official gazette, specify.

Explanation:-

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

- (2) Recruitment to the following posts shall be outside the purview of the Commission:-
 - (i) in the President’s Secretariat;
 - (ia) in the Directorate General of Inter Services Intelligence(ISI).
 - (ii) filled by appointing a person on contract for a specified period;
 - (iii) filled on ad-hoc basis for a period of six months or less provided that:-
 - (1) no ad-hoc appointment shall be made before placing a requisition with the Commission for regular appointment; and
 - (2) before filling the post on ad-hoc basis, prior approval shall be obtained from the Commission;
 - (iv) filled by re-employing a retired officer, provided that the re-employment is made for a specified period in a post not higher than the post in which the person was employed on regular basis before retirement; and
 - (v) filled by the employment or re-employment of persons on the recommendations of the High Powered Selection Board constituted by the President who are, or have been, officers of the Armed Forces and hold, or have held, such posts therein as are declared by the President to be equivalent to the posts to be so filled.

CHAPTER 3**Reforming the Recruitment System and Advice to the Government****Reforms in the Commission**

3.1. Public Service Commission (PSC) is one of the vital pillars of national integrity system in Pakistan having a key role in promoting excellence and merit in the public service and administration of the Country. Its independence, political neutrality, transparency, accountability, integrity, capacity to adjust its systems to rapidly changing environment and effectiveness are fundamental requisites for carrying out the assigned functions. The Commission, being a constitutional institution, is meant to guarantee merit based impartial and qualified civil service in the country free from political interferences as well as influences of executive authorities and capable of coping with the challenges of 21st century. Fortunately, the FPSC has continued to enjoy unqualified public trust and confidence for its professional and transparent contributions to merit-based recommendations for initial appointments in public service.

3.2. Notwithstanding, globalization and technological revolution has thrown severe challenges to traditional governance structures during the last two decades. Governments, today, are confronted with increasingly complex and cross-cutting issues, such as economic and financial volatility, internal and external conflicts, adverse demographic trends, climate change, effective regulatory regimes and bridging huge infrastructure gap. 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.

3.3. Pakistan is facing similar challenges. Major policy shift in the 1990s and 2000s towards liberalization, privatization, deregulation and rapid technological advancement required different set of skills, expertise, values, attitude and knowledge in public officials. Globalization and advancement in communication technology 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. Electronic media is now more effervescent and liberal and the result is more informed masses. There is intense accountability of public policy makers through vibrant Judiciary and active Legislative Committees.

3.4. In this backdrop, the Commission embarked upon a major reform program during 2013. Towards this end, following measures have been implemented:

- (1) **Paper-Less Regime:** Previously, the Commission was processing over 150,000 applications accompanied by testimonials and requisite documents for the Competitive Examination and General Recruitment every year. It consumed hundreds and thousands of man-hours, cost of photocopies, attestation of the documents and photographs, cost to the candidates in terms of time by undergoing the hassle of obtaining application forms personally from the offices of FPSC and cost for sending it through post, and cost to the Commission in terms of sending admission certificates, notifying the Centres for examination and screening test result, informing them to appear for interview and communicating the final result by post. The Commission was burdened with maintaining huge volumes of documents for each examination/test. **The Commission** has moved to a complete **on-line registration** and submission of applications for General Recruitment (Direct Recruitment by Selection) in April 2013. Applications for the Competitive Examination have also shifted to on-line from CE-2014 in September 2013. Likewise, the pre-selection, issuance of admission certificates for examination, examination centres, any change in thereof, result of screening test, final result, mark sheet and selection of candidates for General Recruitment is fully on-line. The Commission handled 24,640 applications for the CSS Competitive Examination 2014 on-line in terms of issuance of admission certificates as well as notifying the centres, result of Written Examination, Psychological Assessment Schedule, Viva Voce Schedule and the final result of Competitive Examination-2013 on-line. Since April 2013, the IT System has handled over 166,000 applications on-line. However, the testimonials and hard copy of the applications was sought from 8,400 applicants, only 5 percent of the total applications, who were called for interview for direct recruitment to determine the authenticity of candidates' qualification, experience and eligibility. On-line system has clearly reduced the volume of manual work, saved man-hours in the Commission and time and cost of the candidates, reduced the financial cost of the Commission and set-aside the accumulation of huge piles of paper work. It has accelerated the process of finalizing the recruitment for various cases. Similarly, the recruitment rules for the identical posts in various Ministries/Divisions are now computerized to determine

anomalies. The Facilitation Centre now has access to relevant information to respond to different queries on phone or on-line. The process is continuing to computerize other work to further improve the system in the Commission.

- (2) **Data Bank:** The Commission has initiated to develop a data bank of Multiple Choice Questions (MCQs) to set-up papers for different difficulty levels in-house to be used in Screening Test for general recruitment instead of relying on the external examiners. Answer sheets will be marked through **Optical Mark Reader Scanners in-house** to achieve optimal level of efficiency and accuracy. It will save time and cost in preparation of papers as well as fast track the process of announcing results of candidates. The concerned wing is expected to be trained in test planning (identify learning outcomes; preparing a table of specifications; and choosing appropriate test item types); test preparation (constructing good test items; reviewing and editing items according to guidelines; arranging items and groupings; preparing directions for the test and individual items; deciding on method of scoring); and test analysis and revision (performing test/item analysis to determine difficulty level, discrimination and reliability; deciding to retain, edit or discard items; revising the test as a whole if necessary).
- (3) **Multiple-Colour Answer Sheets:** To eradicate any chance of cheating or use of unfair means, the Commission has developed a scheme to use multiple-colour answer sheets (blue, green, pink, white and yellow) bearing serial number. The sequence of questions on each coloured answer sheet shall be different from the others. The number of answer sheets for each centre/hall shall be so arranged that it contains 20 percent of each of the colours. The colour of the answer sheet shall also be printed in words on each paper.
- (4) **Simplification of Application Form:** The application form for general recruitment as well as the form for rejection of application has been simplified to avoid irrelevant information and make it short.
- (5) **Improving the Logistical Arrangements for the Competitive Examination:** Post-Faisalabad Centre incident where some parcels of the CSS Competitive Examination-2013 written examination were tampered by the postal officials, under investigation by the FIA, the Commission, on the basis of an internal study done by a committee of two Members, has comprehensively strengthened the system to avoid recurrence of such incidents and to maintain the credibility of the Competitive Examination and other examinations. This including: (a) serializing the answer sheets; (b) insertion of water mark on each page of the answer book; (c) candidates are required to write serial number of his/her answer book on the attendance sheet; (d) designing of new

brass and secret seals; (e) changing the design of answer sheets and additional sheets every year; (f) removal of serial number and roll no before sending answer book for checking; (g) making invigilators and supervisors responsible for every answer book and additional sheets; and (h) exhaustive changes in the security procedures in terms of dispatch and safe custody of the answer books. The Commission has developed a extensive Standing Operating Procedures for conduct of Examination by the Staff.

- (6) **Strengthening Psychological Assessment for the Competitive Examination:** Psychological Test is measurement instrument that consists of a sample of behavior obtained under standardized and identical conditions using established scoring rules. It allows us making important decisions about people. The Psychological (Psy) Testing, in the FPSC context, is administered to the candidates of the Competitive Examination qualifying written examination to assess abilities and personality characteristics with special regard to aptitude for the civil services to facilitate the Viva Voce Board in taking decision about his/her expected behavior in future. Recognizing the weaknesses in the psychological assessment reports, a series of meetings were held with the Psychological Assessment Wing of the Commission on 23.8.2013, 13.9.2013 and 18.11.2013. The Chairman also constituted a Committee comprising M/s Naguibullah Malik and Abdul Wajid Rana, Members. A team of Psychological Wing headed by Maj. Gen (R) Niaz Muhammad Khan Khattak visited the Inter-Services Selection Board to study their system. The Committee also had two meetings with the Human Resource Department of the Pakistan Tobacco Company to understand the corporate system in terms of assessing the candidates seeking employment. After strenuous efforts, changes have been made to improve the system: (a) the battery of tests has been made more rigorous to extract the true personality traits; (b) individual speech on the given topic by each candidate in a group has been introduced to judge his knowledge, confidence level and communication skills; (c) for role playing exercise, candidates are now asked to identify key issues in a given situation, key players, constraints, probable solutions and record them on a sheet of paper; and (d) assessment report form has been comprehensively revised to give detailed assessment to facilitate the Viva Board. The new form includes: personality assessment in terms of intellectual caliber, emotional stability, leadership qualities, integrity, practical ability and potential on a scale of 7. Each of these traits are further backed-up by assessment of sub-traits totaling 28. The psychological assessment report of each candidate is now more comprehensive and reflects candidate's background, personality traits, weaknesses, strengths, suitability for the civil service and future potentials. There is now a continuous process to improve this assessment based on the feedback received from members of Viva Board as well as candidates.

The revised assessment reporting system has been made applicable from CE-2013. For this purpose, it is proposed to establish a Research and Test Development Cell in the Psychological Wing. It is critical to strengthen this Wing in terms of qualified and professional manpower and there must be a plan of succession to ensure that there is no vacuum on retirement of senior staff. For this purpose, Ministry of Finance has been requested to sanction a minimum number of posts at the base level (Psychologist) and Senior Psychologist. The approval is still awaited.

- (7) **Legal and Regulations Wing:** In view of the increasing litigation as well as the Court cases and to bring uniformity in the recruitment rules for various identical posts, a separate Legal and Regulation Wing has been established at FPSC HQs. It is highly important that the Wing is manned by people having proficiency in legal matters and rules for prompt defense of those petitions. The Ministry of Finance has been requested to sanction one post of Director General. The approval is still awaited.
- (8) **Civil Post in Connection with the Affairs of the Federation:** Section 7 (1) of the FPSC Ordinance 1977 mandates the commission 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 the affairs of the Federation in basic scales 16 and above or equivalent. The Supreme Court of Pakistan in *Salahuddin v Frontier Sugar Mills and Distillery Ltd.* (PLD 1975 SC 244), Relevant para from Mrs. M. N. Arshad v. Miss Naeem Khan (PLD 1990 SC 612), CA.792-816/2005, etc. while defining the phrase "in connection with the affairs of the federation" held that " Now what is meant by the phrase "performing functions in connection with the affairs of the Federation or a Province." It is clear that the reference is to governmental or state functions, involving, in one form or another, **an element of exercise of public power.** The functions may be the traditional policy functions of the State, involving the maintenance of law and order and other regulatory activities; or they may comprise functions pertaining to economic development, social welfare, education, public utility services and other State enterprises of an industrial or commercial nature.----
"The primary test must always be whether the functions entrusted to the organization or person concerned are indeed functions of the State involving some exercise of sovereign or public power; whether the control of the organization vests in a substantial manner in the hands of Government; and whether the bulk of the funds is provided by the State. If these conditions are fulfilled, then the person including a body politic or body corporate, may indeed be regarded as a person performing functions in connection with the affairs of the Federation or a Province ; otherwise not". This requires clarification in consultation with Law Division.

- (9) **Draft FPSC (Functions) Rules:** Over time, the Commission has been performing many functions such as recruitment for Gilgit-Baltistan for various categories of services, Azad Jammu and Kashmir Council, induction of officers from the Armed Forces, holding Final Passing Out Examination for various Occupational Groups and Services, conducting inquiries under Efficiency and Discipline Rules or in accordance with the law of the referral agencies and various other functions but were not reflected in the FPSC (Functions) Rules 1978. It required revising and updating these rules to provide legal cover to the additional functions being performed by the Commission. The Commission has revised these rules after 36 years and has forwarded **the Draft FPSC (Functions) Rules** to the Government for seeking its concurrence and approval under Section 10 of the FPSC Ordinance 1977, which is still awaited.
- (10) **Draft FPSC (Conduct of Business) Rules.** Section 7-A of the FPSC Ordinance 1977 requires the Chairman to frame rules for conducting the business of the Commission in consultation with the Government. Nevertheless, the Commission continued to conduct its business under FPSC (Conduct of Business) Rules 1963 and through policy decisions of the Commission. To streamline and regulating the business of the Commission, eliminate arbitrariness and discretion in decision-making and to eradicate adhocism, the Commission has drafted the **FPSC (Conduct of Business) Rules** after 51 years. It now provides a legal framework for transparent and accountable decision making by the Commission as these rules comprehensively covers all aspects of the business dealt by the Commission. The draft rules have been forwarded to the Government in 2013 to seek its concurrence as required under Section 7-A of the Ordinance. Approval, however, is still awaited. Once approved and notified, the Commission will frame regulations and procedures on various items for the purpose of transparency and accountability.

Advice to the Government

3.5. Apart from conducting tests and examination for recruitment to All-Pakistan Service, civil service of the federation and civil posts in connection with the affairs of the federation in BS-16 and above or equivalent, the Commission has also been assigned **advisory function** under Section 7(1) (b) of the FPSC Ordinance 1977. Pursuant to this function, the Commission has tendered advice on many matters either on reference or on its own during 2013.

3.6. The year 2013 remained exceptional in the history of the Commission. Recognizing that it is critical to reform the existing structure of induction for the civil service and improve the training as well as the promotion system for preparing and grooming a civil servant to

deal with the complex and daunting challenges, both nationally and internationally, the Commission has forwarded a number of reports to the Government for its concurrence and approval. It is expected that the recommendations made in these reports will go a long way in improving and reforming the civil service of Pakistan which remains a cherished objective of successive governments. These include:

- (1) **Draft Bill to Further Amend the FPSC Ordinance 1977:** The Supreme Court of Pakistan in a number of Constitutional Petitions or Suo Moto notices has observed gross irregularities in appointments made by the Government. In C.P. 30 of 2013, the Apex Court observed that the Government “also to ensure that all the appointments in such like bodies as well as the appointments on contract basis must be made in a transparent manner. In some of the countries, effective steps have been taken to stop such colossal loss of the national resources by day-to-day measures to improve the professional quality and political neutrality of appointments to public bodies/regulatory authorities by ensuring that selection in such bodies is based on merit, fairness and openness, a Commission headed by and comprising two other competent and independent members having impeccable integrity, is required to be constituted by the Federal Government.” In view of this, the Commission drafted a Bill to further amend the FPSC Ordinance 1977 on the request of the Government with the objectives (a) to ensure selection of qualified candidates for appointment in all government entities including public sector corporate bodies and various authorities as well as posts in connection with the affairs of the federation, which had been under the spotlight of judicial scrutiny in the recent past, through a merit based competitive process in a transparent manner in an effort towards good governance; (b) making the Commission more autonomous and professional; (c) providing continuity and bringing tenure of members at par with other statutory or regulatory bodies; and (d) to ensure that the experience and skills of the members post completion of tenure is available to the Government. It may be noted that the tenure of members of the Public Service Commission in India and Nepal is 6 years, in Bangladesh and Sri Lanka is 5 years and in Canada it is 7 years. Nevertheless, the tenure of Members in Pakistan has been reduced to 3 years in 2006. The Bill was forwarded to the Government in July 2013. However, the decision is still awaited.
- (2) **Educational Qualification for the Competitive Examination:** Considering that 80 to 86 percent of the candidates qualifying the Competitive Examination between 2008 to 2012 had 16 years or above educational qualification and, realizing that the most of the public and private sector Universities in Pakistan have moved to a 16 years bachelor degree program and appreciating the fact that candidates with 16 years

education are more aware of the global changes, the Commission recommended to the Government to change the educational qualification from 14 years bachelor degree to 16 years education to be eligible to take the Competitive Examination aligning it with international practices. The decision is still awaited.

- (3) **Screening Test for the Competitive Examination Applicants:** The number of applicants for the Competitive Examination is escalating over time. It has increased from 9056 applicants in CE-2009 to 24640 applicants in CE-2014, a growth of 172 percent. Candidates actually appearing the Examination has enhanced from 5707 in CE-2009 to 13169 in CE-2014, a growth of 131 percent. It is resulting in delays in completing the Examination process which is taking 18 months, compromising the objectivity in assessing the papers of candidates and lowers the percentage of candidates qualifying the examination as the ratio of failures is very high. Based on this empirical evidence and the feedback received from the CSS Examination candidates, the Commission proposed to hold **Screening Test** of the applicants allowing only the qualifying candidates to take the main written examination which will reduce the number to only serious candidates. The objective is to improve the quality of input for the Competitive Examination, ensure objectivity in paper assessment, fast tracking the entire process of Competitive Examination with the aim to reduce the time frame from 18 to 12 months and reduce the financial cost. In this regard, a comprehensive **Screening Test Scheme** was forwarded to the Government on June 28, 2013 for seeking its approval which is still awaited.
- (4) **Section Officers Promotional Examination:** Section Officer is the lynchpin in the hierarchy manning a Federal Division. The Commission holds Section Officers Promotional Examination against the seats reserved for them by the Establishment Division. Once they qualify, they form part of the combined seniority list of Section Officers in Grade 17 and are eligible for promotion to the rank of Deputy Secretary and above. Recognizing the induction of this stream, the Commission approved wide-ranging reforms in the examination and forwarded to the Government in December 2013 for seeking its concurrence. The proposed scheme includes: changing the eligibility qualification from Matric to Bachelor degree (14 years); from no restriction on number of attempts to restricting it to three attempts; introducing psychological assessment for the qualifying candidates; enhancing total marks for entrance examination from 300 to 600 with 4 compulsory and 2 optional subjects, for viva from 100 to 200 marks, for Specialized Training at Secretariat Training Institute 300 marks and introducing Final Passing Out Examination of 400 marks. The proposed scheme also revised and updated the syllabus of the papers. The Scheme is meant to

ensure quality induction of officers in the Office Management Group. However, the decision of the Government is still awaited.

- (5) **Deferment of Training:** Pre-Service Training equips new recruits to the Civil Services with the understanding of political, social and economic infrastructure of the country as well as to familiarize them with the atmosphere, in which they have to work. The Specialized Training endows the civil servants with specialized skills required for the Occupational group/service they belong to. In-Service Trainings blend the service experiences of the civil servants with theoretical framework on various aspects of public policy and shape their talents and skills for assuming higher responsibilities. In-service training takes over the training tasks initiated by foundation or initial and specialized trainings and fills in the gaps. There are increasing occurrences of CSS Competitive Examination seeking deferment of initial training as the Rule 3 (1)(ii) of the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 provides wide-ranging powers to the Competent Authority to defer the training for any reason. The probationers seeking deferment actually utilize that period to prepare for the next Competitive Examination in an attempt to improve their existing position of Occupational Group/Services and block the vacancy in the assigned group/services by obtaining deferment and affect the right of immediate next qualified candidate. The Appointing Authority has to extend probationary period as *fait accompli* in such cases. The Commission has recommended to the Government to delete Rule 3(1)(ii) of the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 to discourage the probationers seeking deferment of training on the untenable reasons. Likewise, recommendations have been made to amend Rule 4(1)(2) of the said rules to ensure that the probationers take the training seriously, making the assessment of head of the training institution in terms of unsatisfactory or fresh training more transparent and proposing relegation of probationers in seniority in such cases. The decision is still awaited.
- (6) **Final Passing Out Examination:** Presently, the probationers are allowed **four** attempts to qualify the FPOE. It inculcates laxity, inefficiency and non-seriousness in the civil service at the very beginning of the career. It breeds incompetence and ineptitude in the bureaucracy on the one hand and tempers with the expected discipline on the other. The demonstration effect of the whole provision is to dilute the spirit of competition and efficiency in the services. This provision also seems to be contrary to the intent of Section 6 of the Civil Servant Act, 1973. To revive the spirit of competition, seriousness and discipline in the civil service, the **Commission**

has recommended to amend the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 as well as the Occupational Groups and Services (Final Passing Out Examination) Rules 2003 to **reduce the number of attempts from four to two**; subjects and courses content for FPOE for different Services and Occupational Groups may be prescribed in consultation with the Commission; and provisions to discipline the probationers to qualify the FPOE in two attempts. Nevertheless, the decision of the Government is still awaited.

- (7) **Reforming the Competitive Examination:** The Competitive Examination is a vital instrument in the selection of candidates who become part of the Civil Service. The tools employed for selection of candidates comprises of (a) Written Examination; (b) Psychological Assessment; and (c) viva voce. Recognizing the significance of these tools, psychological assessment has been reformed as explained above. The syllabus for the written examination and the scheme of optional subjects' selection was last revised in 1981. Course content of many subjects ended to 1970s. Considering an urgent need to reform the scheme of written examination, course content of compulsory and optional subjects, and scheme of optional subjects, the Commission constituted a Committee on September 14, 2010 comprising M/s Maj.Gen (R) Ovais Mushtaq Qureshi and Muhammad Kashif Murtaza, Members. On their seizing to hold office, the Committee was reconstituted on March 15, 2013 comprising M/s Naguibullah Malik and Mansoor Suhail and was again reconstituted on January 15, 2014 comprising M/s Mansoor Suhail and Abdul Wajid Rana, Members. Mian Muhammad Sarwar, DG (Research) was associated with all Committees. The Committees' work spanned over a period of three years including (a) Feedback from the Training Academies/Institutions of all Occupational Groups and Services based on questionnaire suggesting inclusion of some new optional subjects and reducing and increasing the weightage of certain optional subjects ; (b) Proposals of the Candidates appearing in CSS Competitive Examination to improve it; (c) seeking revision and updating of the course contents of compulsory and optional subjects received from **160 Head of Departments/Professors** from various Universities all over the country; (d) international practices (e) previous reports recommending changes in the format of CSS Competitive Examination and (f) authentication of the proposed syllabi by the subject experts nominated by the **Higher Education Commission**. The Commission has forwarded comprehensive recommendation to the Government for reforming the Competitive Examination to ensure the selection of quality manpower for the future civil service. This includes: (a) composition of papers, syllabi, course content, qualifying threshold for the Screening Test; (b) introducing new optional subjects which are now current disciplines in many Universities; (c) enhancing marks for some

of the subjects (d) reducing marks for some of optional subjects; (e) revised and updated syllabi and course content of all compulsory and optional subjects; (f) reducing the groups of optional subjects from 9 to 7 to provide a fair and level playing field to all candidates with various academic background as well as to neutralize the optional subjects combinations, which are largely not significant or relevant for the civil service, but are taken for high scoring purposes.

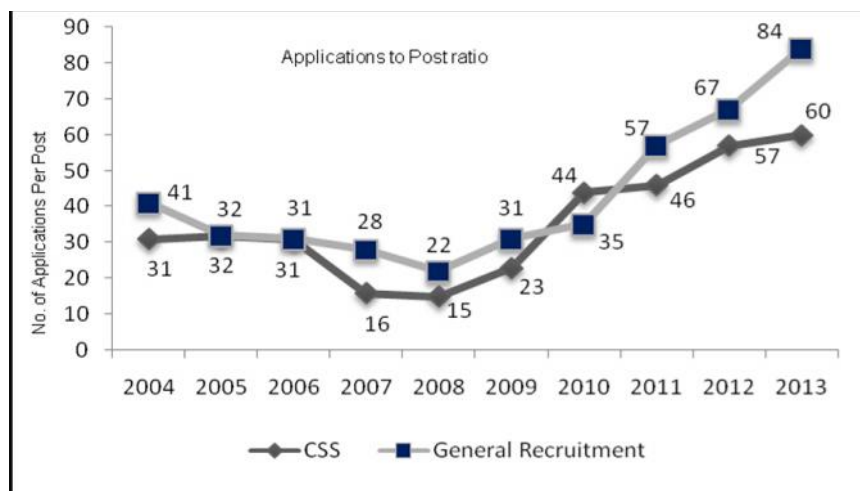
- (8) **Promotion Policy:** Following the judgment of the Supreme Court of Pakistan in Constitutional Petition 22 of 2013, the Government notified a Committee headed by Mr. Abdul Wajid Rana, Member FPSC, to undertake exercise to outline the objective criteria for promotion to make civil servant an honest officer and free from political pressure as has been noted in the judgment. The Chairman of the Commission forwarded the report of the Committee to the Government in December 2013 which recommended, inter alia, relates to: (a) Redesigned Performance Evaluation Form for BPS-19 and 20 officers; (b) Performance equation; (c) Performance Assessment framework for promotion; (d) Performance assessment of officers of Specialized Cadres/Non-Cadres; (e) Specialization, a criteria for promotion to higher ranks; (f) Mandatory Training Courses; (g) Redesigned Forms for Assessment of Mandatory Training Courses; (h) revised Declaration of Income and Assets Form and Income Tax return mandatory condition for promotion; (i) revised Panel Proforma for the Central Selection Board; (j) objective criteria for promotion to BS-20 and BS-21 including minimum period spent on duty in each Basic Scale, minimum period for which PERs be earned, training, rotation policy, inquiry into assets, work related to functional ability and leadership, variety of experience, estimated potential for higher management; (k) meetings of the Central Selection Board; (l) revised form for Objective Assessment by CSB; (m) measures to be taken by the Establishment Division including framing rules for induction into Secretariat Group, sharing of posts, categorization of posts, career planning, formulating job description, tenure enforcement, policy for nomination for mandatory training courses, consolidation of performance policy and procedure for completion of inquiries. It is expected that enforcement of above recommendations will ensure quality civil servants at the higher level management. The decision of the Government is still awaited.

CHAPTER 4**Work Load of the Commission**

4.1. A comparison of the present workload of the Commission regarding Central Superior Services Competitive Examination and General Recruitment for cadre and ex-cadre posts in Basic Scale (BS)-16 and above, during the last ten years is shown in Table 1 and Figure 1 indicating the number of applications received, number of posts available and application to posts ratio (APR).

Table 1. Recruitment by Examination

Year	Competitive Examinations			General Recruitment		
	No. of Applications received	No. of Posts	APR	No. of Applications received	No. of Posts	APR
2004	5731	182	31	77632	1914	41
2005	5921	185	32	87764	2710	32
2006	7065	227	31	74832	2381	31
2007	4810	299	16	90922	3225	28
2008	6571	445	15	77760	3525	22
2009	9057	388	23	102760	3306	31
2010	11888	271	44	110444	3176	35
2011	13071	285	46	140586	2477	57
2012	14335	252	57	134252	2012	67
2013	15998	266	60	141665	1690	84

Figure 1. Application to Post Ratio**Comparison of Work Performed by the Commission**

4.2. A comparison of the workload handled by the Commission during 2013 and 2012 is reflected at Tables 2, 3, and 4.

Table 2. Recruitment through Competitive Examination

Tasks Performed	2013	2012
Examination conducted	1	1
Total vacancies	266	252
Applications received	15,998	14,335
Candidates appeared in written examination	11,447	10,066
Candidate qualified in written examination	238	799
Candidates finally qualified after viva voce	220	788
Nominations made for Services and Occupational Groups	195	222
Applications to Post Ratio	60	57
Recommendation to Post Ratio	0.73	0.88
Posts Carried Forward	71	30

Table 3. General Recruitment

Tasks Performed	2013	2012
Posts advertised including brought forward	1,690	2,012
Post withdrawn	35	171
Applications received	141,665	134,252
Written tests conducted in number of recruitment cases	137	113
Candidates interviewed	1,990	3,231
Nominations issued for various jobs in BS-16 & above	449	929
Posts for which suitable candidates were not found	151	226
Recruitment action for posts under process by year-end	1055	686

Table 4. Final Passing out Examination

Tasks Performed	2013	2012
Probationers from various groups/services appeared	349	478
Qualified in the FPO examinations	253	328
Failed in the FPO examinations	96	150
Percentage of failure	27	31

4.3. **Regularization of Contract Appointments:** Section 11(B) of the Civil Servants Act, 1973 and FPSC (Functions) Rules, 1978, mandates that the Commission shall, on a reference made by the Appointing Authority, assess persons who may have been appointed to civil posts without observing the prescribed procedure or without fulfilling the prescribed qualifications, experience and age limits. The Commission advises whether such persons are fit to hold the posts to which they were appointed and if not, whether they are fit to hold any other civil post in the same or lower Basic Scale compatible with their qualifications, experience and continuation of contract employees beyond two years. The Establishment Division reiterated these instructions in 2010. However, the Commission received only one case from the Ministry of Railways for regularization of services of contract appointees for retention in service during the

year 2013. Particulars of this case were incomplete and FPSC asked the Ministry to provide missing information/documents of the contract employees for further process in the matter. The Ministries/Divisions are still not complying with the mandatory requirement of referring the cases of contract employees beyond two years to the FPSC.

4.4. **Disposal of Miscellaneous issues:** The Commission has dealt various miscellaneous cases during the year 2013, details of these cases are at **Appendix-4**.

4.5. **Representation/Review Petitions by the Candidates:** During 2013, out of **1,622** rejected candidates, **417** filed representations against their rejection in **84** recruitment cases. Representations of **49** candidates were accepted on production of required documents, whereas **368** rejected candidates were called for Personal Hearing by the Commission. Candidature of **40** petitioners was restored after personal hearing. **46** candidates had also submitted Review Petitions. **3** candidates were restored and the remaining Review Petitions were dismissed having no merit. Hence out of 417 candidates who filed representation against their rejection, **92** (22%) candidates were restored by the Commission as detailed at **Appendix-5**.

4.6. **Conduct of Personal Hearing in Competitive Examination:** In terms of section 7(3)(a) of FPSC Ordinance 1977, 130 candidates, rejected in CSS Competitive Examination 2013 and 2014, were given Personal Hearing by the Commission and 10 candidates were given relief on the basis of substantiating their claims.

4.7. **Litigation:** Candidates aggrieved by the final decision of the Commission in representations/ review petitions can file an appeal to the High Court under Section 7 (3)(d) of the FPSC Ordinance 1977 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 Examination, General Recruitment and Human Resource matters. Details of pending cases in various Courts of Law, related to FPSC, during the year 2013, are at Table 5.

Table 5: Litigation By or Against the Commission by end-2013

S. No	Forum/ Court	As on 01-01-13	Filed during 2013	Total	Decided during 2013	In hand
1.	Supreme Court of Pakistan	29	13	42	19	23
2.	Islamabad High Court	135	38	173	23	150
3.	Lahore High Court	44	19	63	19	44
4.	High Court of Sindh	35	06	41	11	30
5.	Peshawar High Court	22	03	25	06	19
6.	High Court of Balochistan	01	05	06	04	02
7.	AJK High Court	03	03	06	02	04
8.	Federal Service Tribunal	27	18	45	01	44
9.	Chief Court Gilgit Baltistan	11	03	14	03	11
10.	Civil Courts/ Misc.	01	01	02	--	02
TOTAL:		308	109	417	88	329

4.8. **Framing/ Amendment in Recruitment Rules During 2013:** 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 32 cases of Recruitment Rules during the year 2013. The position of the cases is given at Table 6.

Table 6. Recruitment Rules for BS-16 & Above Cases

Tasks Performed	2013	2012
Recruitment Rules received for advice of the Commission	32	44
Recruitment Rules finalized	14	31
Recruitment Rules Cases under process	17	13
Recruitment Rules Withdrawn	1	-

4.9. **Meetings of the Commission:** During the period under report, four meetings of the Commission were held at FPSC HQs, Islamabad, under the Chairmanship of Malik Asif Hayat. The decisions taken in these meetings are at **Appendix-6**.

4.10. **Meeting of Inter Public Service Commissions (IPSC's) held at Muzaffarabad:** The AJK Public Service Commission hosted 15th meeting of Inter Public Service Commissions at Muzaffarabad on 13th June 2013. Mr. Najeebullah Malik Member represented the FPSC and briefed the meeting about the on-going reforms in the FPSC. The meeting discussed various issues on the agenda particularly the role of Commission, revision of tenure of Chairman and Members of Public Service Commissions, holding of seminar on "Information Technology and Public Service Commissions", determination of eligibility of a candidate, post dated higher qualification/additional marks, determination of syllabus for such posts which required more than one degree/certificates, equivalence of BA and BS degree programs and issuance of question paper of MCQ tests to candidates, etc.

CHAPTER 5**Competitive Examination**

5.1. The Competitive Examination is the premier examination that the Commission conducts once a year for recruitment to the following Occupational Groups and Services at base level (BS-17):

- (a) Commerce & Trade Group (CTG)
- (b) Foreign Service of Pakistan (FSP)
- (c) Information Group (IG)
- (d) Inland Revenue Service (IRS)
- (e) Military Lands & Cantonments Group (MLCG)
- (f) Office Management Group (OMG)
- (g) Pakistan Administrative Service (PAS)
- (h) Pakistan Audit and Accounts Service (PAAS)
- (i) Pakistan Customs Service (PCS)
- (j) Police Service of Pakistan (PSP)
- (k) Postal Group (POSTG)
- (l) Railways (Commercial & Transportation) Group (RCTG); and
- (m) Any other service or group which may be notified by the Government as such.

5.2. Currently, the examination consists of four components: written examination, medical examination, psychological assessment and viva voce. Tables 7, 8 and 9 reflect increasing number of applicants applying and appearing the Competitive Examination, candidates qualifying this examination and most as well as the least popular optional subjects the candidates opt for.

Table 7: Data of Qualified Candidates

S. No.		CE-2009	CE-2010	CE-2011	CE-2012	CE-2013	CE-2014
I.	No of Initial Applicants	9056	11887	13071	14335	15998	24640
II.	No of Candidates Actually Appeared in Competitive Examination	5707	7759	9063	10066	11447	13169
III.	% of applicants appeared in Exam	63	65	69	70	72	53
IV.	No. of Qualified Candidates in Written Examination	903	614	883	799	238	n/a
V.	% of Qualified Candidates out of Sr. No. II	15.82	8.26	9.75	7.94	2.08	n/a
VII.	No of Candidates finally Passed	896	628	786	788	220	n/a
VIII.	% of final passed candidates out of Sr. No. II	15.70	8.09	8.67	7.83	1.93	n/a

Table 8: Most Popular Optional Subjects

Optional Subjects	Candidates Appeared					%age of Appeared Candidates				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
Journalism	4341	5167	5244	5838	6916	56	57	52	51	53
Sociology	3284	4183	5009	5226	4886	42	46	50	46	37
Psychology	492	894	1808	3788	4670	6	10	18	33	35
Punjabi	1034	1599	2004	2775	3601	13	18	20	24	27
History of Pak and India	3661	4013	3658	4871	3359	47	45	36	43	26
Geography	1260	1524	2090	2466	2915	16	17	21	22	22
Islamic History & Culture	1242	1702	1676	1918	2640	16	19	17	17	20
Arabic	245	432	608	1144	1740	3	5	6	10	13
History of USA	707	893	1335	872	876	9	10	13	8	7

Table 9: Least Popular Subjects

Optional Subjects	Candidates Appeared					%age of Appeared Candidates				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
Chemistry	162	135	140	177	189	2.0	1.0	1.0	2.0	1.0
Law	177	159	145	138	177	2.0	2.0	1.0	1.0	1.0
Philosophy	31	45	53	73	176	0.4	0.5	1.0	1.0	1.0
Balochi	74	76	111	119	161	1.0	0.8	1.1	1.0	1.2
Botany	99	107	115	112	160	1.3	1.2	1.1	1.0	1.2
Applied Mathematics	62	65	103	107	126	0.8	0.7	1.0	0.9	1.0
Pure Mathematics	38	39	42	36	54	0.5	0.4	0.4	0.3	0.4
Geology	21	13	24	26	47	0.3	0.1	0.2	0.2	0.4

CSS Competitive Examination 2012

5.3. Result of CSS written examination 2012 was announced on October 5, 2012. 799 out of 10,066 or 7.94 percent of the candidates, who appeared in the examination, qualified the written examination.

5.4. **Medical Examination:** Medical Examination of the candidates qualifying the written examination 2012 commenced in November 2013 while the medication examination of the candidates qualifying the written examination started in January 2014.

5.5. **Psychological Assessment:** Psychological Assessment of 799 candidates qualifying the written examination 2012 was conducted during the period 03.12.2012 to 09.05.2013.

5.6. **Viva Voce:** Viva Voce of 799 candidates was conducted by the Board comprising the Chairman of the Commission Malik Asif Hayat and Members Naguibullah Malik, Ghalib-uddin, Mansoor Suhail and Mrs. Batool Iqbal Qureshi from 15.01.2013 to 15.05.2013 at Islamabad, Karachi, Lahore, Peshawar, Multan and Quetta. 788 candidates finally qualified the examination out of 10066 total candidates who appeared in the Competitive Examination.

5.7. **Final Result:** The Commission announced the Final Merit of the Competitive Examination-2012 on 20.05.2013. Applications to post ratio was 57 and recommendation to post ratio was 0.88. Only 7.83 percent of the candidates who appeared in the examination finally qualified the examination. The details are at Table 10.

Table 10. Summary of Competitive Examination-2012

Candidates	Number	Percentage
Candidates Applied for the examination	14335	---
Candidates Appeared in the examination	10,066	70.0
Candidates qualified the written examination	799	7.9
Candidates finally qualified	788	7.83
Qualified Candidates failing in the Viva Voce	11	1.4
Male candidates finally qualified	588	74.6
Female candidates finally qualified	200	25.4
Vacancies	252	---
Qualified Candidates Allocated to Services/Groups	222	88.1
%age of allocated candidates of total qualified candidates	28	---
Posts remained unfilled	30	11.9

Vacancies for Competitive Examination 2012

5.8. The Establishment Division intimated 252 (198 fresh and 54 carried over) vacancies to be filled through CSS Competitive Examination 2012, which were accordingly distributed amongst Merit, Provincial/Regional quotas, Women quota (10%) and Minorities quota (5%). Occupational Group and Services-wise details of vacancies against each category of quota is given at Table 11.

Table 11. Distribution of Vacancies for CE-2012

Quota	Quota Descriptions	Groups/Services	Vacancies
Merit 7.5%	All Pakistan Merit	PAAS-1, PAS-2, FSP-2, IRS-4, OMG-4, PSP-1, POSTG-1	15
Punjab 50%	Open Merit	PAAS-7, PCS-2, PAS-15, FSP-10, IRS-19, MLCG-1, OMG-23, PSP-7, POSTG-4, RCTG-1	89
	Women	PAAS-1, PAS-2, FSP-1, IRS-3, OMG-2, PSP-1, POSTG-1, IG-1	12
	Minorities	PAS-1, FSP-1, IRS-3, OMG-4, RCTG-1	10
Sindh (R) 11.4%	Open Merit	PAAS-2, PCS-1, PAS-3, FSP-2, IRS-4, OMG-6, PSP-2, POSTG-2	22
	Women	PAS-1, PSP-1, PAAS-2, IG-1, OMG-2, POSTG-1, RCTG-1	09
	Minorities	FSP-1, IRS-1, OMG-1	03
Sindh (U) 7.6%	Open Merit	PAS-3, FSP-2, IRS-2, OMG-9, PSP-1, POSTG-4, IG-7, RCTG-4	32
	Women	PAAS-1, OMG-2, CTG-1, IG-1	05
	Minorities	IRS-1, OMG-1	02
Khyber Pakhtunkhwa 11.5%	Open Merit	PAAS-2, PCS-1, PAS-3, FSP-2, IRS-4, MLCG-1, OMG-05, PSP-1, IG-1	20
	Women	FSP-1, OMG-1, POSTG-1	03
	Minorities	PAS-1, IRS-1, OMG-1	03
Balochistan 6%	Open Merit	PAAS-1, PAS-2, FSP-1, IRS-2, OMG-2, POSTG-1, RCTG-1, MLCG-1	11
	Women	IRS-1, IG-1, OMG-1	03
	Minorities	PAS-1, OMG-1	02
GBFATA 4%	Open Merit	PAS-1, IRS-1, OMG-1, RCTG-1	04
	Women	PCS-1, PSP-1	02
	Minorities	OMG-1	01
AJK 2%	Open Merit	FSP-1, OMG-1, PSP-1, POSTG-1	04
	Women	Nil	Nil
	Minorities	Nil	Nil
	Total		252

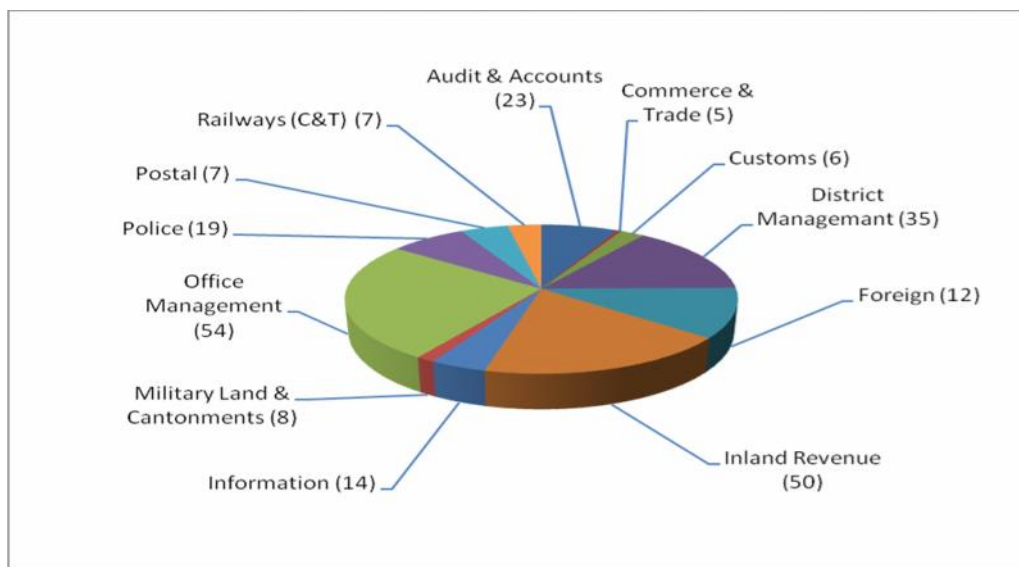
5.9. **Allocation:** Out of 252 vacancies, allocations against 222 vacancies were made by the Commission. Allocation against remaining 30 vacancies could not be made due to non availability of qualified and eligible candidates in respective quota. Details of unfilled vacancies in CSS Examination 2012 and region-wise allocation of Occupational Groups and Services are at Tables 12 and 13 (Figure 2).

Table 12. Vacancies Left Unfilled

Quota		CSS 2012		CSS 2011	
		Vacancies	Total	Vacancies	Total
Punjab	Minorities	08	08	06	06
Sindh (Rural)	Women	06	07	02	11
				07	
	Minorities	01		02	
Sindh (Urban)	Women	04	06	21	24
	Minorities	02		03	
KPK	Minorities	03	03	01	01
Balochistan	Women	03	05	02	02
	Minorities	02		01	
GBFATA	Minorities	01	01	--	--
Total=		30	30	45	45

Table 13. Region-Wise Allocation of Occupational Groups and Services

Occupational Group & Service	Merit	Punjab	Sindh (R)	Sindh (U)	KPK	Balochistan	GB-FATA	AJK	Total
Commerce & Trade Group	--	--	--	01	--	--	--	--	01
Foreign Service of Pakistan	02	12	03	02	03	01	--	01	24
Inland Revenue Service	04	22	05	02	04	03	01	--	41
Information Group	--	01	01	06	01	--	--	--	09
Military Lands & Cantonments	--	01	--	--	01	01	--	--	03
Office Management Group	04	25	07	11	06	02	01	01	57
Pakistan Administrative Service	02	18	04	03	03	02	01	--	33
Pakistan Audit & Accounts Service	01	08	03	01	02	01	--	--	16
Pakistan Customs Service	--	02	01	--	01	--	01	--	05
Police Service of Pakistan	01	08	03	01	01	--	01	01	16
Postal Group	01	05	--	02	01	--	--	01	10
Railways(C & T) Group	--	01	--	04	--	01	01	--	07
Total	15	103	27	33	23	11	06	04	222

Figure 2: Occupational groups and services wise break-up of 222 allocated candidates

5.10. **Re-allocation of Groups/Services:** In compliance with the order of the Supreme Court of Pakistan in CPLA filed by FPSC against the Order and the judgment of Balochistan High Court, following 04 candidates of C.E-2012, belonging to Balochistan quota, were re-allocated:-

Merit No.	Name of Candidates	Group Allocated
283	Muhammad Hayat	MLCG
312	Mohammad Taqui	RCTG
330	Muhammad Hashim Shah	OMG
358	Muhammad Aurangzaib Durrani	OMG

5.11. Establishment Division informed that 05 candidates, allocated to different Groups/Services on the basis of CE-2008, 2009, 2010 and 2011 were allowed deferment of 40th CTP but the candidates did not join. 3 candidates regretted to accept the allocated Group/Service. Establishment Division requested to make re-allocation for these vacancies. Consequently, the Commission made re-allocation against the said vacancies and forwarded the same to the Establishment Division.

5.12. **Induction of Armed Forces Officers into Civil Services:** Ministry of Defence intimated a panel of 33 Armed Forces Officers for induction into civil posts against 08 vacancies earmarked for the purpose by the Establishment Division: DMG-4, PSP-2 and FSP-2, in CE-2012. Out of 33 nominees, 03 officers (2 from Pak Air Force and 1 from Pak Navy) were found ineligible after scrutiny of their documents. The Psychological Assessment and Viva Voce of the remaining 30 officers were conducted from 10-06-2013 to 20-06-2013 at Islamabad.

5.13. The Commission recommended the 8 Officers of Armed Forces according to their order of merit and choices for Occupational Group/Service reflected in Table 14.

Table 14. Induction of Armed Forces Officers

Merit No.	Name	Department/ Services	Domicile/ Quota	Allocated Group/Service
1	Flt.Lt. Fariz Hasan	Pak. Air Force	Sindh (U)/Merit	FSP
3	Lt. Muhammad Khalid Saleem	Pak. Navy	Punjab	DMG
4	Capt. Bilal Shahid Rao	Pak. Army	Punjab	DMG
5	Capt. Muhammad Saeed Laghari	Pak. Army	Sindh (R)	DMG
6	Capt. Mazher Iqbal	Pak. Army	Punjab	PSP
10	Capt. Muhammad Zubair Khan	Pak. Army	Punjab	DMG
12	Capt. Syed Ali Raza Shah	Pak. Army	Punjab	FSP
14	Capt. Dost Muhammad	Pak. Army	Balochistan	PSP

Competitive Examination (CSS), 2013

5.14. 15,998 candidates applied for the Competitive Examination (CE) 2013. The Written Examination was conducted by the Commission from 23.2.2013 to 09.3.2013 in 21 cities. The re-examination of Faisalabad Center was held from 19.8.2013 to 29.8.2013. Out of 15,998 applicants, 11447 (72%) appeared in the examination. The result of written examination was announced on 20.11.2013. 238 or 2.08% candidates qualified the written examination. Centre-wise break-up of the candidates is at Table 15.

Table 15. Center-Wise Break-up of Candidates

City	Registered Candidates	Present Candidates	Qualified in Written Examination	City	Registered Candidates	Present Candidates	Qualified in Written Examination
Abbottabad	335	229	02	Larkana	235	157	01
Bahawalpur	240	165	02	Multan	543	373	12
D.G.Khan	73	54	03	Muzaffarabad	105	69	04
D.I.Khan	160	120	01	Okara	150	108	02
Faisalabad	568	381	11	Peshawar	1898	1305	17
Gilgit	45	26	--	Quetta	537	409	08
Gujranwala	358	258	02	Rawalpindi	886	631	15
Hyderabad	760	539	07	Sargodha	300	220	02
Islamabad	2252	1592	36	Sialkot	147	108	02
Karachi	1516	1098	12	Sukkur	296	210	01
Lahore	4594	3395	98	Total	15,998	11,447	238

5.15. The medical examination of the candidates qualifying the written examination was held from 6.2.2014 to 18.2.2014 at Lahore, Peshawar, Islamabad, Karachi and Quetta. Psychological assessment of these candidates was held from 16.12.2013 to 17.3.2014 at above centres as well as at Multan Centre.

5.16. The Viva Board comprising the Chairman of the Commission Malik Asif Hayat and Members Mr. Mansoor Suhail, Mrs. Batool Iqbal Qureshi and Mr. Abdul Wajid Rana conducted the viva voce of the candidates from 6.1.2014 to 27.3.2014 at Islamabad (2 rounds), Lahore (2 rounds), Peshawar, Multan, Karachi and Quetta after the Psychological Assessment was held. On the average, each candidate was interviewed between 35 to 40 minutes to assess his/her personality, leadership quality, integrity, knowledge and potential. The Psychological Assessment Reports were also considered while assessing these traits.

5.17. **Final Result:** The Commission announced the Final Merit of the Competitive Examination-2013 on 21.5.2013. Applications to post ratio was 60 and recommendation to post ratio was 0.73. Only 220 or 7.83 percent of the candidates who appeared in the examination finally qualified the examination. The details are at Table 16.

Table 16. Summary of Competitive Examination-2013

Candidates	Number	Percentage
Candidates Applied for the examination	15,998	N/A
Candidates Appeared in the examination	11,447	71.00
Candidates qualified the written examination	238	2.08
Candidates finally qualified	220	1.93
Qualified Candidates absent/failed in the Viva Voce	18	5.00
Male candidates finally qualified	161	73.20
Female candidates finally qualified	59	26.80
Vacancies	266	N/A
Qualified Candidates Allocated to Services/Groups	195	73.30
%age of allocated candidates of total qualified candidates	88.6	N/A
Posts remained unfilled	71	26.70

Vacancies for Competitive Examination 2013

5.18. The Establishment Division intimated 266 (226 fresh and 40 carried over) vacancies to be filled through CSS Competitive Examination 2013, which were accordingly distributed amongst Merit, Provincial/Regional quotas, Women quota (10%) and Minorities quota (5%). Occupational Group and Services-wise details of vacancies against each category of quota is given at Table 17.

Table 17. Distribution of Vacancies for CE-2013

Quota	Quota Descriptions	Groups/Services	Vacancies
Merit 7.5%	All Pakistan Merit	PAAS-1, PCS-1, PAS-3, FSP-2, IRS-4, OMG-3, PSP-1, POSTG-1,	16
Punjab 50%	Open Merit	PAAS-9, PCS-1, PAS-16, FSP-10, IRS-27, MLCG-2, OMG-22, PSP-8, POSTG-5	100
	Women	PAAS-1, PAS-1, FSP-1, IRS-3, OMG-3, PSP-1, POSTG-1	11
	Minorities	PAAS-1, PAS-1, IRS-5, OMG-5, POSTG-1, RCTG-1	14
Sindh (R) 11.4%	Open Merit	PAAS-2, PAS-4, FSP-2, IRS-5, MLCG-1, OMG-4, PSP-2, POSTG-2	22
	Women	PAAS-1, IRS-1, OMG-2, POSTG-3, RCTG-1	08
	Minorities	PAAS-1, OMG-1	02
Sindh (U) 7.6%	Open Merit	PAAS-3, PAS-2, FSP-1, IRS-4, MLCG-1, OMG-5, PSP-1, POSTG-1	18
	Women	IRS-1, IG-2, POSTG-3	06
	Minorities	IRS-1, OMG-1, PSP-1	03
Khyber Pakhtunkhwa 11.5%	Open Merit	PAAS-2, PAS-4, FSP-2, IRS-6, OMG-5, PSP-2, IG-1, POSTG-2	24
	Women	PAAS-1, IRS-1, POSTG-1	03
	Minorities	PAS-1, FSP-1, IRS-1, OMG-1	04
Balochistan 6%	Open Merit	PAAS-1, PAS-2, FSP-1, IRS-3, OMG-2, PSP-1, POSTG-1	11
	Women	IG-2, OMG-2, POSTG-1	05
	Minorities	PAS-1, PAS-1, OMG-1	03

Quota	Quota Descriptions	Groups/Services	Vacancies
GBFATA 4%	Open Merit	PAAS-1, PAS-2, FSP-1, IRS-1, OMG-2, PSP-1	08
	Women	FSP-1, IRS-1	02
	Minorities	OMG-1	01
AJK 2%	Open Merit	PAS-1, IRS-2, OMG-1,	04
	Women	OMG-1	01
	Minorities	Nil	Nil
	Total		266

5.19. **Allocation:** Out of 266 vacancies, allocations against 195 vacancies have been made by the Commission. Allocation against remaining 71 vacancies could not be made due to non availability of qualified and eligible candidates in respective quota.

Competitive Examination (CSS), 2014

5.20. A public notice inviting applications from the intending candidates for CSS Competitive Examination 2014 was published in all the daily newspapers on 01.10.2013. It was also placed on FPSC's website. The last date for submission of application was 31.10.2013. In all 24,640 applications were received. However, only 13,169 out of 24,640 applicants actually appeared in the Competitive Examination-2014 which is 53 percent of the total applicants. Centre-wise application received by the Commission is given at Table 18. The result of the written part of the examination is still awaited.

Table 18. Center-Wise Registered Candidates for CE-2014

Name of Centre	No. of Registered Candidates	Name of Centre	No. of Registered Candidates
Abbottabad	637	Larkana	336
Bahawalpur	340	Multan	938
D.G.Khan	134	Muzaffarabad	121
D.I.Khan	281	Okara	246
Faisalabad	911	Peshawar	3295
Gilgit	111	Quetta	887
Gujranwala	585	Rawalpindi	1493
Hyderabad	1176	Sargodha	515
Islamabad	3306	Sialkot	247
Karachi	2141	Sukkur	440
Lahore	6500	Total	24640

5.21. **Regional Performance in Competitive Examination-2012:** The performance of the candidates, region-wise, who appeared in the Competitive Examination-2012, is at Table 19 (Figure 3 and 4). Out of 10066 candidates, 51% were from Punjab, 16% from Khyber Pakhtunkhaw, 13% from Sindh Rural, 8% from Sindh Urban, 6% from Balochistan, 5% from

Gilgit-Baltistan/ FATA and 2% from AJK. 788 candidates qualified the Competitive Examination 2012 in the ratio of: Punjab 67%, Sindh Rural 12%, Sindh Urban 5%, Khyber Pakhtunkhwa 9%, Balochistan 3%, GBFATA 3% and AJK 1%. The region-wise share of allocated candidates was: Punjab 52%, Sindh Urban 15%, Sindh Rural 13%, Khyber Pakhtunkhwa 10%, Balochistan 5%, GBFATA 3% and AJK 2%.

Table 19. Candidate’s Performance by Domicile

Candidates’ Domicile	Appeared in CSS	%age of Total Candidates	Finally Qualified Candidates	%age of Finally Qualified	Merit of Qualified Candidates		Allocated Candidates	%age of Total Allocated
					1-100	101-200		
Balochistan	564	06	23	03	03	01	11	05
Khyber Pakhtunkhwa	1580	16	68	09	05	06	23	10
Sindh(Rural)	1265	13	91	12	13	05	28	13
Sindh(Urban)	832	08	41	05	03	08	33	15
Punjab	5114	51	530	67	74	76	116	52
A.J.K.	207	02	11	01	01	03	05	02
GBFATA.	468	05	24	03	01	01	06	03
Not Mentioned	36	--	--	--	--	--	--	--
Total	10066	100	788	100	100	100	222	

Figure 3: Domicile wise break-up of candidates

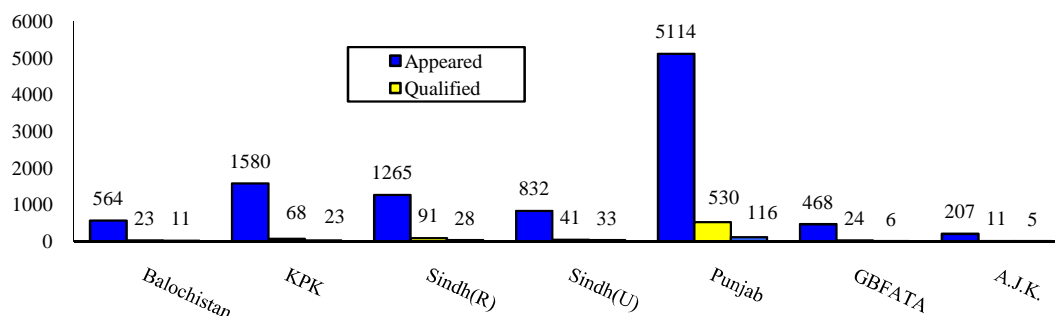
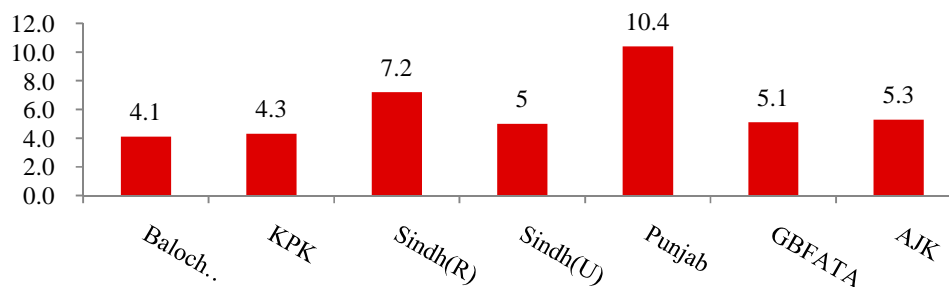


Figure 4: Domicile-wise Appeared vs Qualified (%)

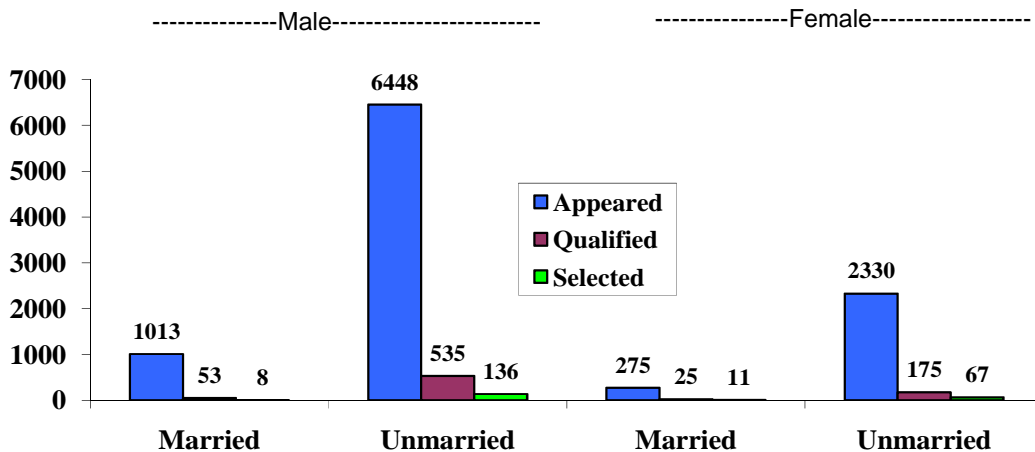


5.22. **Gender and Marital Status of Candidates:** Out of 10,066, 74% were male and 26% female while 75% male and 25% female candidates finally qualified in the CE-2012. Out of 74% male candidates appeared, 64% were unmarried and 10% married. Out of 26% female candidates, 23% were unmarried and 3% married. However, 65% of male candidates and 35% of female candidates were allocated to Occupational Groups and Services. Out of 65% male candidates allocated, 61% were unmarried and 4% married while out of 35% female candidates allocated, 30% were unmarried and 5% married. It indicates that the performance of the female candidates was better than the male and unmarried candidates' surpassed the married candidates. (For details, see Table 20 and Figure 5).

Table 20. Distribution of Candidates As Per Gender and Marital Status

	Total	Male				Female			
		Married	%age	Un-Married	%age	Married	%age	Un-Married	%age
Appeared in Exam.	10066	1013	10	6448	64	275	03	2330	23
Qualified in Written Exam	799	54	07	544	68	26	03	175	22
Finally Qualified	788	53	07	535	68	25	03	175	22
Selected for training	222	8	04	136	61	11	05	67	30

Figure 5: Gender and marital status wise break-up of candidates



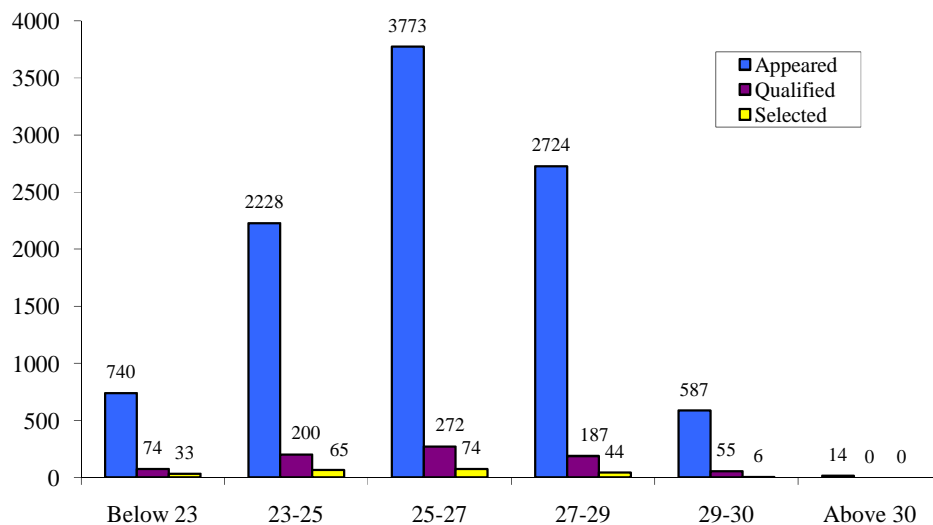
5.23. **Performance of Candidates Age Group wise:** 29% of the candidates who appeared in the examination were 25 years and below while 34% of candidates in this age bracket qualified the examination and 44 percent of the candidates were allocated to Occupational Groups and Services. Likewise, 71% of the candidates appeared in the CE-2012 were in age bracket of 25 to 30 years while 66% of the candidates qualified the examination and only 56% were allocated to Occupational Groups/Services. It reflects that the performance of younger candidates were

superior to the older age candidates (For details, see Table 21 and Figure 6).

Table 21. Performance of Candidates Age Group Wise

Age in years	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated	%age
					1-100	101-200		
Below 23	740	07	74	09	17	10	33	15
23-25	2228	22	200	25	28	32	65	29
25-27	3773	38	272	35	32	35	74	33
27-29	2724	27	187	24	19	20	44	20
29-30	587	06	55	07	04	03	06	03
Above 30	14	-	-	-	--	-	-	-
Total	10066	100	788	100	100	100	222	100

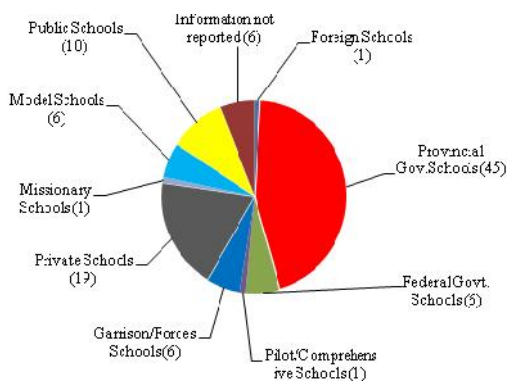
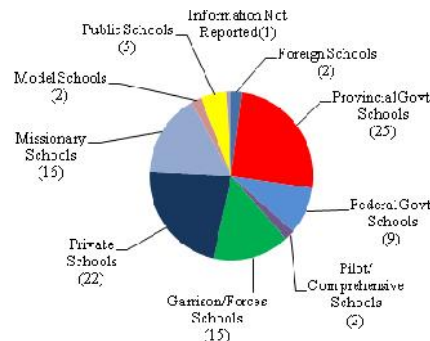
Figure 6: Age group-wise break-up of candidates



5.24. **Performance of Candidates in Relation to their Schooling:** 51% of the candidates in CE-2012 had schooling from Federal and Provincial Government educational institutions securing 41% of qualified candidates while their share in the allocation was 34%. Likewise, 20% of the candidates in CE-2012 having education from private and Missionary educational institutions secured 31% of the finally qualified candidates sharing 38% of allocated seats. 23% of the candidates got their education from Pilot Comprehensive, Public, Model and Garrison institutions. Their share in the finally qualified candidates was 26% and 24% in allocated seats. It clearly reflects that the performance of candidates having education from private and Missionary institutions was superior as compared to Government institutions or Public/Model institutions (For details, see Table 22, Figure 7 A and 7B).

Table 22. Candidates' Performance in Relation to Schooling

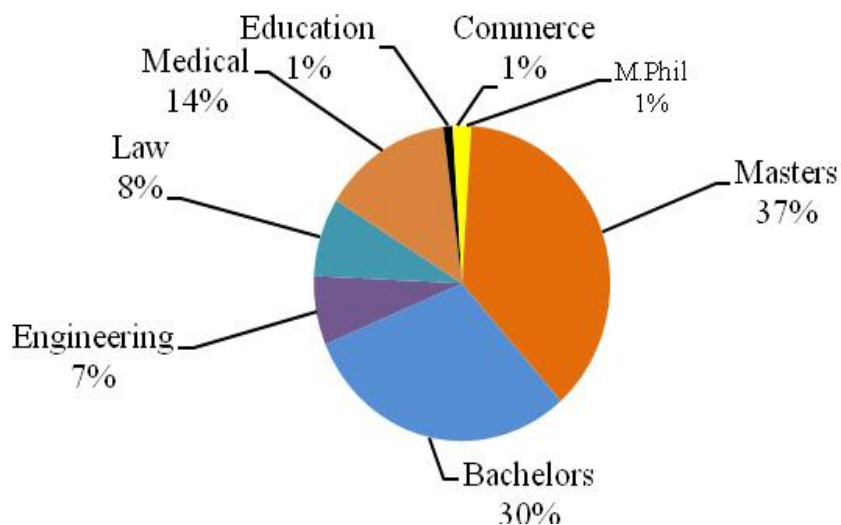
Type of school	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated	%age
					1-100	101-200		
Foreign	53	-	07	01	01	01	05	02
Provincial Government	4520	45	274	35	28	26	56	25
Federal Government	602	06	50	06	09	05	19	09
Pilot/Comprehensive	93	01	24	03	04	01	05	02
Forces/Garrison	566	06	107	14	13	17	33	15
Private	1904	19	154	20	22	23	49	22
Missionary	134	01	86	11	14	16	36	16
Model	575	06	34	04	04	03	05	02
Public	982	10	40	05	03	06	12	05
Information not Given	637	06	12	01	02	02	02	01
Total	10066	100	788	100	100	100	222	100

Appeared Candidates (Figure 7A)**Selected Candidates (Figure 7B)**

5.25. **Candidates' Performance in Relation to their Last Degree:** 47% of the candidates appeared had first division while 71% of the candidates finally qualified the examination were first divisioners. Their share in the allocated seats to Occupational Groups and Services was 84%. 50% of the candidates appeared were second divisioners while only 29% of these candidates finally qualified the CE-2012. Their share in the allocated seats to Groups/Services was only 16%. It indicates that the performance of first divisioners was far superior than the candidates with second or third divisioners. Amongst the candidates allocated to Groups and Service on the basis of CE-2012, 1% were M. Phil, 37% Master degree, 30% bachelor degree, 7% Engineers, 8% Law Graduate, 14% Doctors, 1% Masters in Education and 1% held Commerce degree (For details, see Table 23 and Fig. 8).

Table 23. Candidates' Performance in Relation to their Last Degree

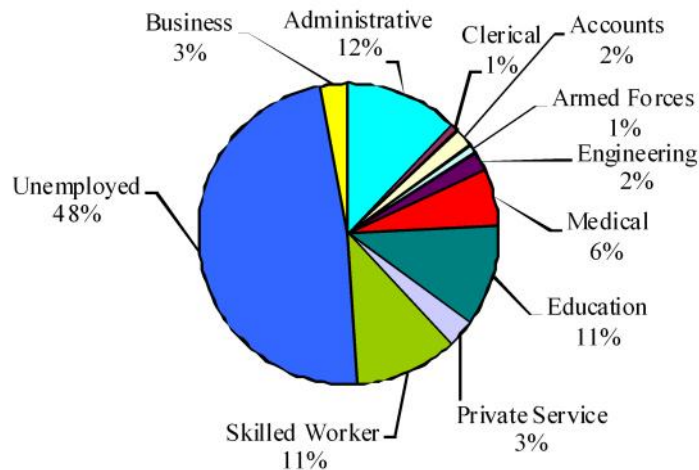
Degree	Candidates Appeared					Candidates Qualified				Candidates Allocated			
	1 st Div	Second Div	Third Div	Sub total	%age	1 st Div	Second Div	Sub total	%age	1 st Div	Second Div	Sub total	%age
P.HD	01	-	-	01	-				-	-	-	-	-
M. Phil.	19	11	-	30	-	13	-	13	2	03	-	03	01
Master	569	692	03	1264	13	235	92	327	41	72	11	83	37
Bachelor	2895	3544	03	6442	64	134	64	198	25	52	15	67	30
Engineering	251	280	-	531	05	58	19	77	10	13	02	15	07
Law	83	57	-	140	01	34	38	72	09	11	06	17	08
Medical/BDS/ B.Pharm./DVM	230	18	-	248	02	70	08	78	10	30	01	31	14
Education	26	11	-	37	-	08	01	09	01	02	01	03	01
Commerce	683	418	09	1110	11	10	04	14	02	03	-	03	01
Not Reported	-	-	-	263	03	--	--	--	--	--	--	--	01
Grand Total	4757 (47%)	5031 (50%)	15 (-)	10066	100	562 (71%)	226 (29%)	788	100	186 (84%)	36 (16%)	222	100

Figure 8. Performance in Relation to Last Degree

5.26. **Candidates' Performance in Relation to Previous Occupation.** Table 24 (Figure 9) indicates that 65% of the candidates who appeared in CE-2012 were unemployed while 44% of the candidates qualified the examination were unemployed and 48% of the seats were allocated to unemployed qualified candidates. 3% skilled workers got 9% of the finally qualified candidates and 11% allocated seats which reflects the spirit of competition and the drive or motivation to move upward. 2% of the candidates who were previously engineers got 2% of the allocated seats. However, 1% of the candidates who were previously doctors or engaged in medical profession got 6% of the allocated seats. 9% of the candidates who were engaged with education profession got 11% of the allocated seats.

Table 24. Candidates' Performance in Relation to Previous Occupation

Candidate's Occupation	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated	%age
					1-100	101-200		
Administrative	409	04	120	15	15	11	27	12
Clerical	382	04	11	01	02	0	02	01
Armed Forces/Police	240	02	20	03	01	02	02	01
Accounts	341	03	15	02	02	02	04	02
Engineering	160	02	23	03	01	02	04	02
Legal	160	02	15	02	0	01	01	-
Medical	130	01	35	04	07	07	13	06
Education	892	09	98	12	10	11	25	11
Private service	463	05	13	02	04	02	06	03
Agriculture	09	-	01	-	0	0	-	-
Business	35	-	20	03	03	04	07	03
Skilled Worker	333	03	68	09	09	13	25	11
Unemployed	6512	65	349	44	54	45	106	48
Total:	10066	100	788	100	100	100	222	100

Figure 9: Candidates' Performance in Relation to Previous Occupation

5.27. **Candidates' Performance in Compulsory Subjects:** Table 25 indicates the candidates' performance in compulsory subjects during CE-2012. 82% and 77% of the qualified candidates got 60% and above marks in Islamiyat and Every Day Science respectively while only 2%, 11%, 1%, and 1% of the qualified candidates got 60% and above marks in English Essay, English Précis and Composition, Current Affairs and Pakistan Affairs respectively. A vast majority of the qualified candidates remained in the bracket of 40% to 59% marks whereas 50% of qualified

candidates scored below 40% marks in Current Affairs while 16% in Pakistan Affairs. This reflects general deterioration in educational standards which required urgent focus and attention for bringing qualitative improvement at the School, College and University level to compete in the world.

Table 25 .Candidates' Performance in Compulsory Subjects

Subject	Marks	Qualified Candidates	Marks obtained					
			Below 40%	%age	40%-59%	%age	60% & Above	%age
English Essay	100	788	--	--	770	98	18	02
English (Précis & Composition)	100	788	--	--	702	89	86	11
Islamiat	100	788	--	---	143	18	645	82
Every Day Science	100	788	06	01	174	22	608	77
Current Affairs	100	788	395	50	389	49	04	01
Pakistan Affairs	100	788	126	16	654	83	08	01

5.28. Candidates' Performance in Pre-Familiar and Non-Familiar Optional Subjects:

Table 26 shows that 52%, 50%, 36%, 25%, 20% opted for Journalism, Sociology, History of Pakistan and India, Muslim Law and Punjabi as optional subject in CE-2012 respectively. However, only 9%, 9%, 7%, 15% and 19% had previously studied Journalism, Sociology, History of Pakistan and India, Muslim Law and Punjabi respectively. However, out of those who studied these subject previously, only 29%, 1%, 30%, 0.8% and 41% could secure 60% and above marks. This is a clear reflection of deteriorating educational standards as well as teaching quality in the public and private educational institutions

Similarly, 97% (British History), 96% (International Law), 96% (Public Administration), 94% (Forestry), 93% (Geography), 93% (History of Pakistan and India), 91% (Journalism), 90% (International Relations), 91% (Sociology) and 91% (Urdu) of the candidates who opted for these subjects had never studied them previously. Consequently, only 6% (British History), 18% (International Law), 23.6% (Public Administration), 2% (Forestry), 6% (Geography), 22% (History of Pakistan and India), 22.5% (Journalism), 0% (International Relations), 2% (Sociology) and 11% (Urdu) could secure 60% & above marks. It indicates non-seriousness in selection of optional subjects, influence of preparatory academies which run crash courses and the notion of high scoring subjects. Most of these academies tutor the potential candidates through selective study and reading which can barely get the students through. Quite often candidates resort to guide books or old notes. Resultantly, most

candidates end-up with a combination of optional subjects of which either they do not have any academic background or there is no relevance to civil service. They generally perform poorly in viva voce but high scoring in the written part relative to others get them one of the premier Groups

Table 26. Performance of Candidates in Accordance to Pre-Familiarity in their Optional Subjects

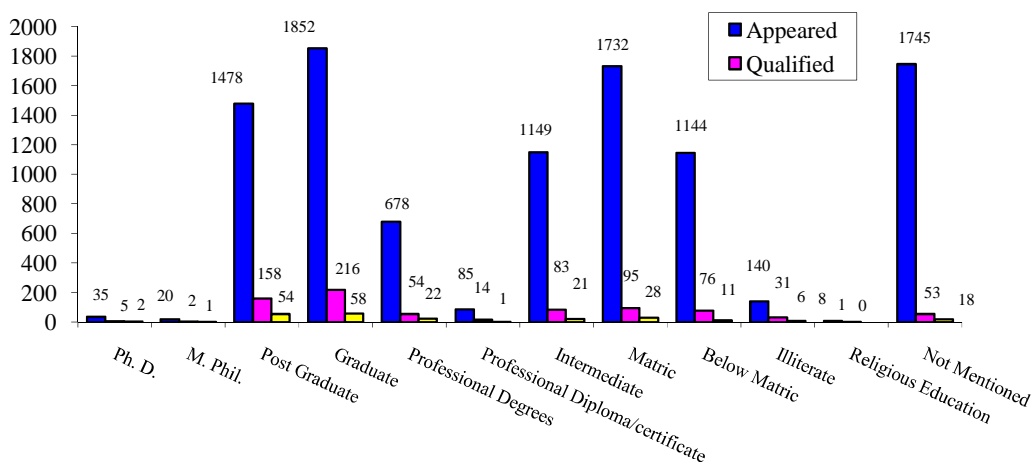
Optional Subject	Appeared	%age	Pre-Familiar with Subject	%age	Written Qualified		Non-familiar	%age	Written Qualified	
					33-59%	60% & above			33-59%	60% & above
Accountancy and Auditing	436	04	373	86	174	117	63	14	46	17
Agriculture	383	04	101	26	82	18	282	74	244	33
Applied Mathematics	103	01	63	61	25	0	40	39	16	5
Arabic	608	06	169	28	69	96	439	72	209	210
Balochi	111	01	24	22	0	24	87	78	0	87
Botany	115	01	82	71	54	26	33	29	27	5
British History	314	03	8	03	7	0	306	97	220	18
Business Administration	599	06	4461	77	76	381	138	23	22	116
Chemistry	140	01	109	78	57	36	31	22	16	15
Computer Science	205	02	143	70	68	24	62	30	31	3
Constitutional Law	1116	11	175	16	158	3	941	84	802	2
Economics	368	04	328	89	182	128	40	11	30	10
English Literature	206	02	157	76	124	2	49	24	27	0
European History	186	02	34	18	20	10	152	82	91	15
Forestry	574	06	37	06	33	1	537	94	428	11
Geography	2090	21	152	07	136	11	1938	93	1756	113
Geology	24	-	16	67	8	2	8	33	0	0
His of Pak & India	3658	36	247	07	161	74	3411	93	2445	769
History of the USA	1335	13	47	04	41	2	1288	96	1035	65
International Law	1766	18	329	19	196	77	1437	81	862	267
International Relations	1858	18	190	10	106	0	1668	90	653	0
Islamic History & Culture	1676	17	197	12	140	25	1479	88	1057	156
Journalism	5244	52	488	09	326	142	4756	91	3534	1074
Law	145	01	44	30	8	24	101	70	71	12
Mercantile Law	441	04	309	70	122	65	132	30	47	21
Muslim Civil Law & Jurisprudence	2499	25	373	15	210	3	2126	85	713	5
Persian	271	03	79	29	37	28	192	71	93	74
Philosophy	53	01	13	25	5	6	40	75	8	15
Physics	264	03	175	66	68	0	89	34	34	0
Political Science	1131	11	574	51	425	130	557	49	442	95
Psychology	1808	18	215	12	77	120	1593	88	723	786
Public Administration	1530	15	60	04	32	19	1470	96	905	348
Punjabi	2004	20	377	19	184	155	1627	81	738	765
Pure Mathematics	42	-	26	62	5	1	16	38	3	0
Pushto	1224	12	68	06	58	6	1156	94	964	62

Optional Subject	Appeared	%age	Pre-Familiar with Subject	%age	Written Qualified		Non-familiar	%age	Written Qualified	
					33-59%	60% & above			33-59%	60% & above
Sindhi	1022	10	34	03	21	7	988	97	678	105
Sociology	5009	50	455	09	316	5	4554	91	3108	90
Statistics	216	02	159	74	58	36	57	26	28	9
Urdu	519	05	46	09	34	9	473	91	345	51
Zoology	282	03	186	66	91	89	96	34	57	31

5.29. **Correlation of Father's Education with Candidates' Performance:** Table 27 (Figure 10) reflects the correlation of candidates' performance in the examination with their father's educational background. Educational level of the father of 61 percent allocated candidates were holding graduate, post-graduate and professional degrees while 31 percent were intermediate or below including 3 percent uneducated. The performance of the candidates whose father had graduation and above degrees was relatively better as 41 percent of the candidates appeared in the examination got 61 percent of the allocated seats.

Table No 27. Performance of Candidates in Relation to their Father's Education

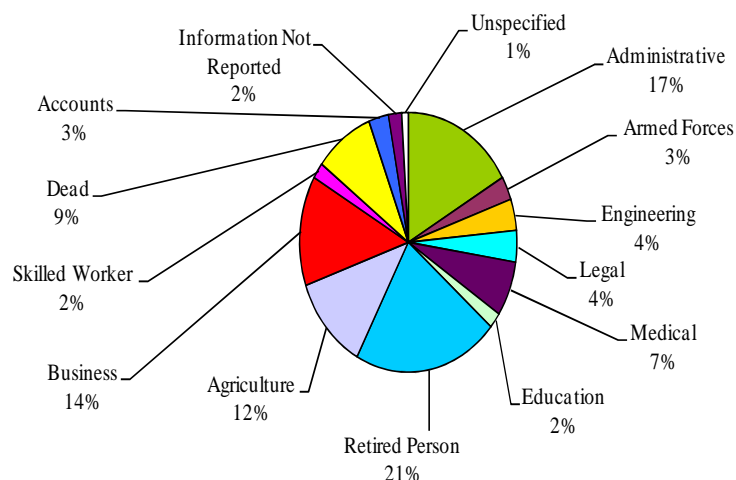
Father's Education	Appeared in Exam.	%age of Total	Finally Qualified	%age of Qualified	Order of Merit		Allocated	%age of Allocated
					1-100	101-200		
Ph.D.	35	0.3	05	01	--	02	02	01
M. Phil.	20	0.2	02	-	--	--	01	-
Post Graduate	1478	15	158	20	24	20	54	24
Graduate	1852	18	216	27	28	35	58	26
Professional Degrees	678	07	54	07	15	06	22	10
Professional diploma	85	01	14	02	--	--	01	01
Intermediate	1149	11	83	10	06	11	21	10
Matric	1732	17	95	12	12	07	28	13
Below Matric	1144	11	76	10	06	09	11	05
Illiterate	140	01	31	04	03	03	06	03
Religious Education	8	0.1	01	-	--	--	--	--
Not Given	1745	17	53	07	06	07	18	08
Total	10066	98.6	788	100	100	100	222	100

Figure 10: Correlation of Candidates' Performance with Father's Education

Correlation of Father's Occupation with Candidates' Performance: 21% of allocated candidates were children of retired employees, 17% of administrative services, 17% of professionals, 14% of businessmen, 12% of agriculturalists, 6% of Armed Forces and Police, 2% of skilled/unskilled workers and 9% were those whose father had expired. (For details, see Table 28 and Figure 11).

Table No 28. Correlation of Father's Occupation with Candidates' Performance

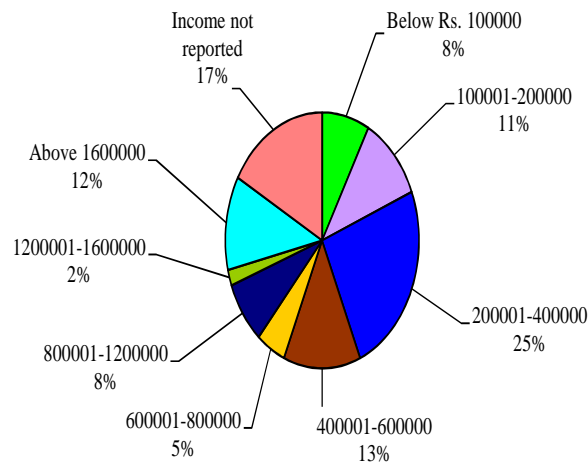
Father's Occupation	Appeared in Exam.	%age of Candidates	Finally Qualified	%age of Qualified Candidates	Order of Merit		Allocated	%age of Allocated
					1-100	101-200		
Administrative	930	09	118	15	18	16	38	17
Clerical	337	03	04	--	--	--	-	-
Armed Forces/Police	308	03	24	03	04	03	06	03
Accounts	235	02	23	03	01	02	07	03
Engineering	92	01	15	02	01	04	08	04
Legal	210	02	27	03	05	01	08	04
Medical	154	02	31	04	10	02	15	07
Education	556	06	26	03	03	01	04	02
Retired Person	1376	14	142	18	17	20	46	21
Agriculture	1174	12	125	16	12	22	26	12
Business	2144	21	128	16	13	16	32	14
Skilled Worker	247	02	20	03	01	--	04	02
Unskilled Worker	39	--	06	01	01	01	01	-
Unspecified	339	03	14	02	02	03	03	01
Dead	808	08	62	08	09	07	20	09
Information not Given	1117	11	23	03	03	02	04	02
Total	10066	100	788	100	100	100	222	100

Figure 11. Correlation of Candidates' Performance with Father's Occupation

5.30. Correlation of Candidates' Performance to Family Annual Income: Overwhelming candidates (59%) who appeared in CE-2012 belonged to annual family income Rs 600,000 or below [or Rs 50,000 or less per month] whereas 57% of candidates allocated to the Occupational Groups and Services were from the same income group. Likewise, 20% of candidates who appeared in the CE-2012 were from annual family income of Rs 600,001 and above while they got 27% of the allocated seats. It apparently seems that majority of the candidates are not declaring their true family income which is not an encouraging sign. 21% of the candidate did not provide any information about their family income which could be treated as an incomplete application. The candidates must be cautioned to provide information against all columns (*For details, see Table 29 and Fig. 12*).

Table No 29. Correlation of Candidates' Performance with their Family Income

Family's Annual Income	Appeared in Exam.	%age of Candidates	Finally Qualified	%age of Qualified Candidates	Order of Merit		Allocated	%age of Allocated Candidates
					1-100	101-200		
100000 and below	965	10	67	09	12	08	17	08
100000-200000	1326	13	67	09	07	07	25	11
200001- 400000	2122	21	149	19	18	19	55	25
400001- 600000	1520	15	117	15	12	21	29	13
60001 -800000	543	05	41	05	06	09	11	05
800001-1200000	830	08	86	11	10	12	17	08
1200001- 1600000	228	02	35	04	07	01	05	02
1600,000& Above	463	05	83	11	19	09	26	12
Information not Given	2069	21	143	18	09	14	37	17
Total	10066	100	788	100	100	100	222	100

Figure 12. Correlation of Candidates' Performance with Annual Family Income

5.31. **Observations of Examiners on Performance of Candidates in CE-2012:** The Examiners have made the following observations on the candidates' performance in compulsory and optional papers opted in written part of the Competitive Examination 2012.

I. Compulsory Subjects

A. Essay: Majority of the candidates relied on the stereotypical substandard material available in the market instead of keeping themselves abreast of updated information and using their own mind and intelligence for innovative and genuine approaches. They have demonstrated glaring flaws both in comprehension and expression. They have abruptly jumped at writing on a topic without comprehending its meaning, spirit, direction and range. Consequently a loose and lengthy jumbled lot produced without any sense of relevance, clarity, coherence and structured organization. From the angle of the question paper it is heartening fact that the candidates have attempted almost all topics. This manifests that due to multiple orientations and thematic variety of the given topics, the candidates did not have to face any undesirable inconvenience in finding a subject.

B. English (Precise & Composition): Majority of the candidates lacks clear thinking, ineffectual grasp, comprehension, critical analysis, orderly construction, self expression. Most of the candidates were simply unaware and ignorant of what precise is and how it is structured.

Most of the candidates simply reproduced the text, without knowing any method. The overall standard of grammar produced by candidates is very poor.

C. General Knowledge-I (Everyday Science): Generally, the performance of 98% of the candidates was unsatisfactory. Overall it seems very disappointment to assess the low level of general knowledge of the candidates in everyday science which reflects poor standard of educational institutions. They create lot of people who can just regurgitate facts and have not ability to understand synthesize knowledge. In addition, English language skill of the candidates was very poor, with most of them not even knowing how to express themselves properly. The candidates lack in-depth analysis of subject. The source of some answers related to geology and nutrition were based on knowledge acquired through media sources instead of some technically authentic reference books.

D. General Knowledge-II (Current Affairs): Candidates were judged in their performance on the basis of application of knowledge in different situations. Many of them were good in knowledge but lacked to apply in given situations. They were ranked as: poor answers (75%) satisfactory answers (18%) good answer (05%) and exceptional merit (02%). The causative factor of such performance was stereo style of thought picked from guides. The application of knowledge is rarely taught in institutions. Education is dealt as commodity; but not as a source to construct wisdom in the best interest of nation and society. The personality building with application of knowledge is not imparted. The education has become a corporate product. Very rare candidates were able to present their sagacity in challenging situations.

E. General Knowledge-III (Pakistan Affairs): Overall general standard of the candidates was below average. Majority of the candidates were too weak to understand the concept of the questions. Spellings were very fragile and writing was also pathetic. General coaching for candidates is necessary so that they may be able to attempt the questions properly.

II. Optional Subjects

(i). Accountancy and Auditing-I: The overall performance was not so bad, out of 454, only 60 (13%) candidates failed and 394 (86%) passed in subject. The concept of the candidates was not clear in Accounting and Auditing as they don't know the basic difference between the two. The candidates were simply asked about financial statements and basic principles of Accounting but most of the candidates could not clearly express their view in right way.

(ii). Accountancy and Auditing-II: The passing percentage of candidates in the subject was 80% while 20% failed in the paper. The candidates lacked in the basic knowledge of the core subject. They should study reference books as well as reading materials for their improvement.

(iii). Applied Mathematics: Performance of the candidates was average. Some of them did well but majority appeared in examination without preparation. The answers to the defined questions were brief but mathematical portion was quite satisfactory.

(iv). Arabic: The 50% candidates were able to explain and understand the given topics/ points continuously. 20% of the candidates can view a matter critically and eligible to solve and give solutions. They have good knowledge of their field and subject. 20% of them tried to discuss the relevant matter, gave ideas and were in a position to connect the objectives and explain them thoroughly. While remaining 10% were very weak and they had no knowledge of their subject.

(v). Balochi: The candidates in the subject have done a good effort. Their answers were 80% up to the mark and have command on their answers. The increasing number of candidates appeared in the subject was also another proud appreciation.

(vi). Botany: Overall performance of the candidates appeared in the examination was good. Majority of the candidates understood the questions and gave relevant answers. However, answers of some candidates were irrelevant and have repetition of sentences which increased the just number of additional sheets. The candidates hand writing was not good.

(vii). British History: Some of the answer sheets were very good in terms of content language and presentation. Performance of most of the candidates was poor due to non availability of elective subject at BA & MA level in most of the colleges and post graduate institutions of Pakistan. The prospective candidates must consult International level books with the help of National Book Foundation and Experts or otherwise from internet.

(viii). Business Administration: The general performance of the candidates remained encouraging and classified as above average, average and below average consistent with international standards. The performance of some candidates was not satisfactory due to lack of knowledge of the subject, poor hand writing and attempting the questions without observing the requirement of the question.

(ix). Chemistry: Overall most of the candidates attempted the paper systematically and intelligently. The power of expression in English language was satisfactory. Candidates should clearly mention the headings and sub heading. However, some candidates have very poor writing and used very big font resulting utilizing of extra pages unnecessarily.

(x). Constitutional Law: Candidates were well versed in the Constitutions of UK, USA and France but unfortunately they possess little knowledge about the Constitution of Pakistan. Answers concerning Constitutional developments reflected that candidates had not studied seriously this branch of subject. The candidates lacked in analytical techniques and attempted unconventional questions in slip shade manner. Most of the candidates have misunderstood the call of question. Very few candidates referred to questions related to case law and that too improperly. English language of candidates needs improvements. Candidates should consult original books on Principles of Constitutional law.

(xi). Economics: The performance of the candidates was hopeful and weaknesses found in theoretical questions especially inadequacies in various questions.

(xii). English Literature: The general standard of the subject needs improvement. Candidates lacked depth of knowledge and coherence. The performance of the candidates generally needs a great improvement.

(xiii). Forestry: General performance of candidates in the subject was satisfactory. They read the material well but fell short of technical details. Many candidates wrote answers as they were reading general article on the subject but did not produce quality answers as per recommended text books. They must consult all reference material/ suggested readings. Very few candidates performed well in objective part which reflected their level of reading as superficial rather than details.

(xiv). Geography-I: After examining the answer scripts it was observed that new geography themed books were not available to majority of candidates and they depend on time barred notes and supporting material provided in commercially run academics rather than knowledge based institution under the auspices of qualified dedicated faculty. A delicate sense of the discipline demands from candidates to enhance their understanding of events in the World.

(xv). Geography-II: Majority of the candidates picked the questions pertinent to South Asia, Pakistan and her neighbour to the West. It is evident that candidates planning the engagement enhanced their understanding of various scenarios like flood and its relationship with monsoon mechanism and post flood conclusions, etc. The work performed by the candidates to support significant judgement of the humanistic situation in the region was praiseworthy.

(xvi). Geology-I: The performance of the candidates was an average. Majority of the candidates lacked in clear understanding of plate tectonic theory and response to questions of applied nature was hopeless.

(xvii). Geology-II: Performance of majority of the candidates was below satisfactory level. Answers produced for different questions also indicated low level of scientific knowledge and under standing in the field of geology.

(xviii). History of Pakistan & India-I: Most of the candidates could not manage their answers according to the nature of the questions. Vast majority of the candidates could not provide references and citations. The performance of 20 percent candidates was up to the mark of the standards of CSS.

(xix). History of Pakistan & India-II: Majority of the candidates did not follow proper way of attempting the question paper. Few candidates have no perfect knowledge of English grammar. Out of 100 scripts only few answer books were of worthwhile according to question paper and some scripts were not up to the mark.

(xx). History of USA: The overall impression of the candidates showed very low standard. It seemed that they did not work hard and usually opted general questions demanding discussion and comments merely without mentioning of hard historical facts and figures.

(xxi). Islamic History & Culture-I: Majority of the candidates could not manage their answer books according to the nature of the questions and could not provide references and citations. Only 20 percent candidates performed up to the mark.

(xxii). Islamic History & Culture-II: Objective judgment regarding performance of the candidates was difficult. However, it is quite clear that our educational standard is declining gradually. The candidates should make comprehensive study for better performance in the

Competitive Examination. Most of the candidates presented irrelevant material, as a result they remained far away from their goal.

(xxiii). International Law: Generally performance of the candidates was poor. Most of them had very little idea about the basic arguments in response to what was actually asked in the questions. Most of the candidates have attempted only those questions for which they had some guess work in their mind. Such as, out of 1780 candidates, around 1700 had attempted question No.5. Majority of the candidates depended upon guide books and produced crammed answers. They lacked in depth knowledge of the subject. The candidates appeared in CSS Examination were not very much serious about reading the current material on the subject.

(xxiv). International Relations: The overall performance of the candidates was dissatisfactory, inappropriate, and incompatible. Answers of majority of the candidates were poor and meagre because they lacked proper knowledge and information. Their answers were not according to the nature of questions as well their written expression was not adequate. The candidates were deficient of relevant material and did not prepare well for the examination. Majority of candidates lacked grasp of the subject as well as originality of thoughts or ideas or even have not better expression in English Language just as layman approach and away from analytical perception.

(xxv). Journalism: Overall performance of the candidates in the subject was good. However, most of the candidates gave extra contents without understanding on the main features pointed out in the questions by the examiners. Candidates were to write functions of Mass Communication but they produced the types of Mass Communication or Communication. They should have knowledge of Mass Media Research and Research methodology to create positive impact on the examiner.

(xxvi). Mercantile Law: Majority of candidates failed to comprehend the issue and produced unnecessary details. They lacked in-depth knowledge with poor expression. However, some of the candidates had very good understanding of the subject but most of them were not focused and just attempted the paper. Many candidates were not even law graduates and picked the subject as they might have studied it as Business Law in their studies.

(xxvii). Muslim Law & Jurisprudence: Overall performance of the candidates was not satisfactory, poor study, lack of knowledge, haphazard style of answers and faulty language.

Candidates should focus on requirements of the questions and produce their answers with relevant materials. The candidates should study books of original authors on the subject recommended in FPSC syllabus, grip over philosophy of the subject and avoid blunders in their answers such as:

- a. “The holy Prophet (PBUH) has permitted in the Holy Quran”
- b. “It was decided by Ijma in the life of Holy Prophet (PBUH)”
- c. Define legal capacity (Al-Ahliyyah). Many candidates answered (Al-Ahliyyah) means wife.

(xxviii). Persian: Performance of the candidates was not satisfactory. Most of them were weak in Persian writing (compositions), translation into Persian and grammar. They were not precise and logical in their answers. Candidates should have basic essential knowledge of current affairs of Iran.

(xxix). Pure-Mathematics-I: Out of 45 candidates, 08 (18%) were passed in the subject but showed poor performance. The weakest areas were group theory, field, integral domain, plane curves, curvature and quadrature, etc. Only those candidates should opt this subject who has studied it in their BS/MS courses.

(xxx). Pure-Mathematics-II: Out of 45, only 15 (33%) candidates qualified in the paper having poor writing skills. Vague concepts in calculus, abstract algebra and geometry. Lack of studies and practice is evident from the scripts.

(xxxi). Punjabi: The candidates lacked originality in expression. The act of cramming should be disparaged. They should focus on given question in an appropriate manner. Candidates should strictly avoid consulting substandard guides/helping books.

(xxxii). Philosophy: Most of the candidates generally lacked of analysis and applications of the subject. They read very little source material.

(xxxiii). Physics: Majority of the candidates did not understand the theme of questions and produced irrelevant material what they know about the subject. They lacked in basic concept of the subject. The power of expression was also faulty. They should prepare seriously for better performance in the examination.

(xxxiv). Pushto: The overall performance of the candidates was good and few can be rated as excellent. Most of the candidates dealt Pushto as easy subject and used guides, notes published in the market which is not a positive trend. The candidates should study original sources of books. Only 1% candidates wrote in the new Pushto script.

(xxxv). Public Administration: Overall the candidates performed well but majority of them don't understand the nature or direction of the question and invested their efforts in unwanted aspects of the questions. The objective type questions were very poorly attempted due to misunderstanding the questions. Most of the candidates failed to distribute their time according to number of questions.

(xxxvi). Political Science-I: Performance of the candidates in the subject lacked in English grammar, comprehension, conceptual approach was very poor and seemed not adequately familiar with basic concepts of the subject. The candidates studied the subject during their graduation, should opt for such examination and should improve English language (grammar, vocabulary & comprehension).

(xxxvii). Political Science-II: The performance of the candidates was good. However, some of the candidates were not much prepared in constitutional history of the political systems and constitutions. The candidates can't answer properly in MCQ. The candidates should improve their approach towards analytical and descriptive.

(xxxviii). Sociology: More than 50% candidates were unable to score passing marks 33%. About 30% candidates obtained between 33-50% marks, while 20% candidates scored more than 50% marks in the subject. The candidates lacked conceptual understanding and most of them failed to adequately answer the analytical parts of the questions. The questions based on research tools and techniques (like Ethnomethodology) were not attempted by the candidates and "cultural invasion" was grossly misunderstood by the candidates.

(xxxix). Sindhi: Performance of the candidates was good. The answers of the most of the candidates were relevant. It seems that the candidates studied the syllabus well.

(xL). Statistics: Most of the candidates passed this subject because attempting of questions related to computations that are essential part of the subject. The standard of English language was very poor and sentences were randomly arranged with no meaning.

(xLi). Urdu-I: The standard of the paper was good. Majority of the candidates attempted well in paragraph style and standard. Overall performance of the candidates was up to the mark and prepared with required syllabus.

(xLii). Zoology-I: The general performance of the candidates was very poor. Very few candidates showed clear concept of the subject and general response in understanding the question. Poor diagrams were produced they should have clear concept about the question, lucid presentation and logical conclusion for better performance in the examination.

(xLiii). Zoology-II: The performance of the candidates was better as compared with paper-I. The candidates should develop a good concept of the subject. Candidates should consult authentic books for clear concepts rather than local books.

5.32. The entire Staff of the Commission remains associated with the conduct of Competitive Examination every year. Nevertheless, the Competitive Examination Wing, the Secrecy Wing, Psychological Wing and the Log Wing of the Commission, in particular, perform a splendid job. Particular care is taken to maintain the credibility of the conduct of examination and post-examination steps.

CHAPTER 6**General (Direct) Recruitment by Selection****Recruitment by Professional/Screening Tests during 2013**

6.1. The Commission advertised 311 recruitment cases during 2013. The Commission processed 141,665 applications for 1690 vacancies in BS-16 and above. It includes 95,875 applications received against 1,004 posts advertised in 2013 and 45,761 applications received previously against 686 posts, which were brought forward from the previous years, for further processing.

6.2. The Commission finalized **168** out of 311 cases and **449** nominations were recommended to the Ministries/Divisions/Departments furnishing these requisitions. For **151** vacancies reserved for various quotas/regions, suitable candidates could not be found for selection, whereas **35** positions were withdrawn by the concerned Ministries/Divisions/Departments for different reasons. Some recruitment cases remained pending due to court cases and could not be finalized during the year 2013. The residual **143** cases involving **1055** posts remained under process till end of the year and have been carried over for recruitment to 2014. Details are at **Appendix-7**.

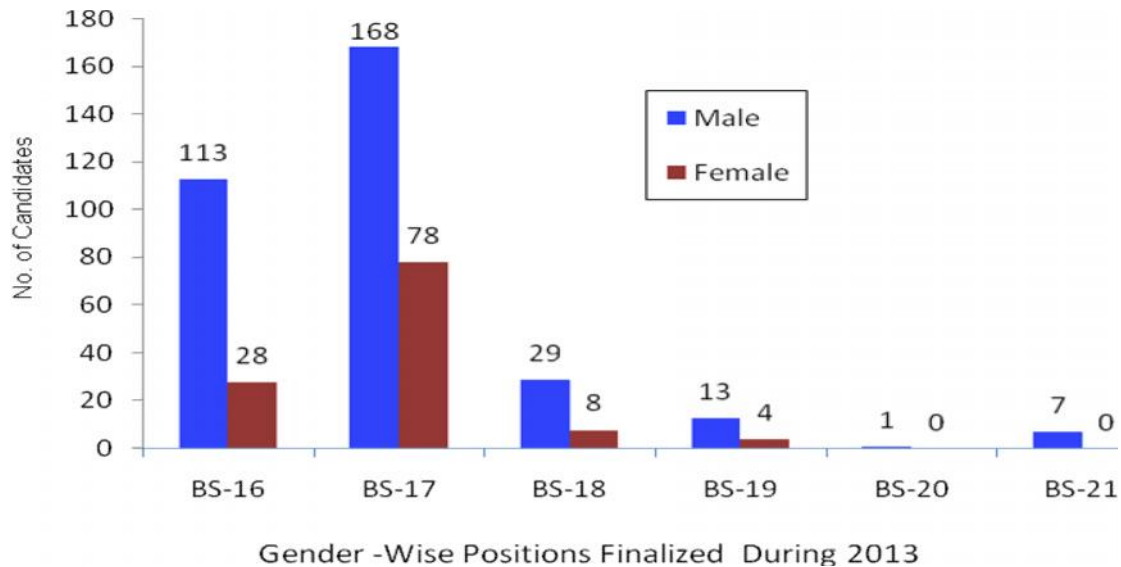
Gender-Wise Positions Filled During the Year, 2013

6.3. Gender wise distribution of 449 nominations made by the Commission posts and basic scale wise is at Table 30 and the graph is at **Figure 13**.

Table 30. Gender Wise Distribution of Vacancies for General Recruitment

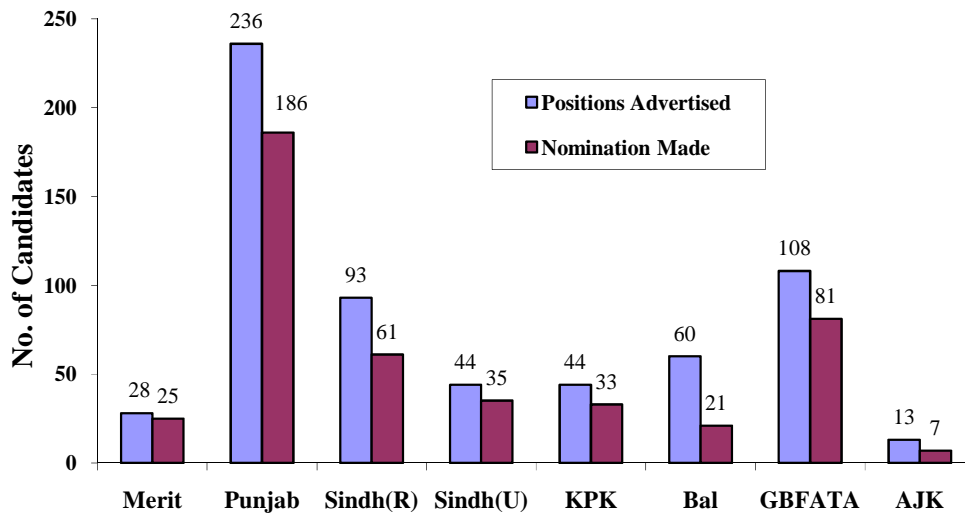
Basic Scale	Reserved for Male	Reserved for Female	Reserved for Both Genders			Grand Total
			Male	Female	Total	
16	03	09	110	19	129	141
17	54	65	114	13	127	246
18	12	06	17	02	19	37
19	11	04	02	--	02	17
20	--	--	01	--	01	01
21	--	--	07	--	07	07
Total	80	84	251	34	285	449

Figure 13. Gender-Wise Filling of Posts in 2013



6.4. **Recruitment against Regional Quota:** Province-Wise nominations are at **Appendix-8 (Figure 14)**. Out of these 449 nominations, 25 were against Merit quota, 186 from Punjab, 61 from Sindh Rural, 35 from Sindh Urban, 35 from Khyber Pakhtunkhwa, 33 from Balochistan, 81 from Gilgit-Baltistan and 7 from Azad Jammu and Kashmir.

Figure 14. Province/Region-Wise Posts Processed for Recruitment 2013



6.5. **Ministry/Division/Department Wise Positions Finalized During 2013:** Ministry/ Division/ Department wise details of the 449 candidates nominated by the Commission are given at **Appendix 9**. Highest nominations were in the Ministry of Defense (137) followed by the Ministry of Law, Justice and Parliamentary Affairs (78), Ministry of Kashmir Affairs and

Gilgit-Baltistan (57), Ministry of Narcotics Control (49) and Ministry of Railways (38) consuming 80% of the nominations.

6.6. Cases Initiated and Processed for Recruitment During 2013: The Commission initiated action on **184** new cases of recruitment involving **1,004** positions as detailed at **Appendix-10**.

6.7. Cases Initiated in Previous Years for Recruitment but Finalized during 2013: A substantial number of cases initiated in 2012 for recruitment but finalized in 2013 because of time allowed for submission of applications and time taken in scrutiny of these applications, issuance of admission certificates, marking of answer sheets, disposal of representations and appeals and conduct of interviews. During 2013, 127 recruitment cases involving **686** positions relating to pre-2013 were processed as detailed in **Appendix-11**.

6.8. Cases Where Certain Posts could not be Filled during 2013: In such recruitment cases where no application is received for a post(s), or applicants do not possess requisite qualification/ experience in accordance with the advertisement, the Commission has no option but to report the post as unfilled to the sponsoring Ministry. During the year 2013, the Commission reported **151** positions unfilled due to non-availability of suitable candidates in **85** cases as detailed in **Appendix-10 and 11**.

6.9. Written Tests for Recruitment to Ex-Cadre Posts: Written Tests (professional/screening) for Ex-Cadre posts in BS-16 to BS-19 were conducted to determine the competency level of the candidates. Candidates attaining highest merit position on the basis of 1:5 to merit vacancies and 1:3 for Provincial/Regional quota are selected for interviews. Written Tests in **137** recruitment cases involving **1,000** posts were conducted during 2013. **111,489** candidates were called for tests and **74,451** candidates appeared in the tests for various posts. Details of the tests conducted during the year 2013 are given at **Appendix-12**.

6.10. Cases Wherein Alternate Nominations were made Due to Non-Joining of the Principal Nominees: Some principal nominees recommended by the Commission for different positions did not join their posts for one reason or the other. The Commission, on receipt of request from concerned Ministries/Divisions/Departments, recommended **132** alternate nominees in **48** recruitment cases. Details are given at **Appendix-13**.

6.11. Delay in Issue of Appointments to Nominated Candidates: The Federal Government has laid down specific instructions that after receipt of recommendations from the Commission, the offer of appointment to the Commission's nominees should be issued within one month. However, these instructions sometime are not complied with by the sponsoring

Ministries/Divisions/Departments, without sound justification. During the year 2013, various Ministries/Divisions/Departments delayed the issuance of offer of appointment to the selected candidates in 06 cases. A list of such cases is given at **Appendix-14**.

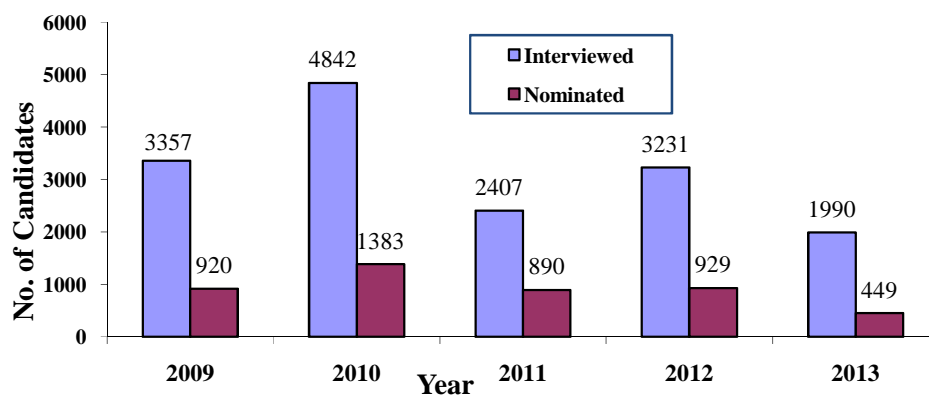
6.12. **Recruitment Cases Withdrawn/Cancelled:** As per policy decision, requisition for recruitment once placed with the Commission cannot be withdrawn as a matter of routine. During the year 2013, the Commission after taking into account the compelling circumstances agreed to the withdrawal of **03** cases for recruitment consisting of 35 positions on the request of Ministry of Health-devolved (one case) and Azad Jammu & Kashmir Council Secretariat (two cases). Details of these cases are at **Appendix-15**.

6.13. **Re-Advertisement of Failure Cases/Posts during 2013:** As per Commission's decision, if any post is reported unfilled, it shall be re-advertised by the Commission in its next consolidated advertisement. Accordingly, **104** recruitment cases involving **191** positions were re-advertised during the year 2013. Re-advertised cases include posts reported as unfilled in 2012 as well as 2013. Some of the posts, reported unfilled in 2013, could not be re-advertised as clarification from the concerned Ministry/ Division/ Department was awaited till 31st December 2013. Details are given at **Appendix-16**.

6.14. **Nomination of Minorities against their 5% Quota:** The Commission processed 20 cases including 30 posts for minorities quota and recommended nomination against 07 posts as provided in **Appendix-17**. Remaining 23 posts reserved for minorities could not be filled due to non-availability of qualified candidates belonging to the minorities.

6.15. **Recruitment to Ex-Cadre Positions (BS-16 & above) for the Last Five Years (2009-2013):** Candidates interviewed and nominations made by the Commission for various positions in BS-16 and above during the years 2009 to 2013 are presented in Figure 15.

Figure 15. Candidates Interviewed and Nominated



CHAPTER 7**Final Passing Out and Promotional Examinations****Final Passing Out Examination (FPOE)**

7.1. Final Passing Out Examinations (FPOEs) are conducted by the Commission after completion of Specialized Training Programme (STP) of the Probationers of respective Occupational Groups and Services. These examinations are of considerable importance as inter-se seniority of the Probationers in each Occupational Groups and Service is determined on the basis of marks obtained in the Competitive Examination, Initial Training, Specialized Training and FPOE. Currently, the rules provide four attempts to qualify the FPOE failing which the Probationer is liable to be discharged from Service. The FPOEs conducted by the Commission during 2013 are reflected in Table 31.

Table 31. Summary of FPOEs conducted During 2013

S.No.	Service & Occupational Group	Appeared	Pass	Fail	Pass %
1.	Commerce & Trade Group	29	27	02	93
2.	Foreign Service of Pakistan	42	31	11	74
3.	Information Group	12	11	01	92
4.	Inland Revenue Service	65	44	21	68
5.	Military Lands & Cantt. Group	09	06	03	67
6.	Office Management Group	46	28	18	61
7.	Pakistan Administrative Service	42	19	23	45
8.	Pakistan Audit & Accounts Service	44	38	06	86
9.	Pakistan Customs Service	09	09	--	100
10.	Police Service of Pakistan	23	23	--	100
11.	Postal Group	22	15	07	68
12.	Railways (C & T) Group	06	02	04	33
Total		349	253	96	72.5%

7.2. **Section Officers Promotional Examination-2012:** Final result of Section Officers Promotional Examination for induction to the Office Management Group in Federal Government was announced on 17.09.2013. Out of 1056 candidates who appeared in promotional examination, 148 finally qualified and recommendation of 42 candidates were issued to Establishment Division. Recommendations of 07 candidates were withheld due to Court Orders.

7.3. It has been observed that the Probationers generally demonstrate slackness towards FPOE as the rules allow them four attempts to clear the FPOE. It inculcates a sense of casualness and lack of spirit of competitiveness at the beginning of their career. The Government has already been advised to amend the rules to reduce the number of attempts. The Commission is also reviewing the setting of papers for the FPOE particularly those, which are with open books. Such papers need to be more situational analysis and application or case studies based.

CHAPTER 8**Psychological Assessment**

8.1. Psychological Assessment Wing is the lynchpin of the whole examination system for the Competitive Examination as well as induction of officers of Armed Forces into the civil service. It assesses the personality traits, intellectual capability and future potential of candidates qualifying the written examination component of the Competitive Examination through Verbal General Ability Test, Non-verbal Test of abstract reasoning, personality tests including projective techniques such as completion, association and construction, open-ended leaderless discussions, problem solving exercises and interview with psychologist. The system has undergone substantial reform as elucidated in chapter 3. In terms of manpower, the Commission has proposed to the Government its strengthening. It is also proposed to establish Test Development and Research Analysis Cell in the Psychological Assessment Wing of the FPSC.

8.2. **Computer Based Psychological Assessment of Visually Impaired Candidates:** Special arrangements for the Psychological Assessment of visually impaired candidates are now made available at Islamabad centre. All the tests were converted into JAWS software to enable the test to be heard in speech mode.

8.3. **Statistical Analysis:** Post-selection data analysis and research studies which provides basis for drawing the inferences from the results of various tests and modes of Assessment are carried out during the year to evaluate:

- (a). the relationship of three modes of Assessment i.e. Psychological, Written and Viva Voce, nine correlations co-efficient were computed on the data of 800 candidates who appeared for Psychological Assessment CE-2012. Positive correlations were found among these three modes of Assessment.
- (b). the Inter-correlations co-efficients were also computed between three ability tests and different modes of Assessment i.e. Written, Psychological and Viva-Voce to ensure their utility as significant component of a battery in future.
- (c). the norms of three ability tests and one personality test were developed and updated on the data of 800 candidates.

- (d). Six “two way tables” of three ability tests, Psychological Marks vs Viva Voce marks, Written marks vs Viva Voce marks, Written marks vs Merit Order were computed and three expectancy tables were computed and constructed for determining the position and fall of the candidates.

8.4. **Research studies:** The Psychological Assessment Wing carried out the following research studies:

- (a). A study was carried out on performance of the candidates in Psychological Assessment and Viva-Voce for the last 10 years and was submitted to the Chairman. Furthermore, an evaluation of candidates’ performance in Psychological Assessment on 30 years data was also carried out for information of the Chairman.
- (b). Five tests’ were analysed and reports of each were discussed for comments/ improvements. Brain storming sessions of officers were also held for further refinement in assessment modalities.

8.5. **Construction of New Tests:** After research findings, more than 8 personality tests were constructed and used in Psychological Assessment CE 2013.12 situational tests (problems) were also prepared for future use.

8.6. **Improvements in Psychological Assessment:** A two Members Committee comprising Mr.Naguibullah Malik and Mr. Abdul Wajid Rana was constituted to improve the Psychological Assessment of the candidates. Suggestions were also sought from some of the retired senior officers belonging to different Service and Occupational Groups. A team headed by Maj. General (R) Niaz Muhammad Khan Khattak Member along with two officers of the Psychological Assessment wing including the Chief Psychologist visited the Inter Services Selection Board (Kohat) to observe their Psychological Assessment System. The findings of the visit were discussed in the Commission's meeting. Based on this input and deliberations and proposals finalized in at least three meetings of the Committee, model report formats were developed by the Committee and were provided to the Psychological Assessment Wing for further refinement and inclusion in the Psychological Assessment CE-2013. The Commission approved the refined model is much more comprehensive and reflective of candidates' intellectual calibre, emotional stability, leadership qualities, integrity, practical abilities and potential. Each of these categories has been sub-categorized to ensure transparency and objectivity in the assessment. This model format was employed for the Psychological Assessment of the CE-2013 candidates.

8.7. **Psychological Assessment of Armed Forces Officers for Induction in 2013:** Psychological Assessment of 30 Officers of Armed Forces recommended by GHQ for

induction in Civil Services against 08 posts through CE-2012 was carried out at Islamabad from 10.06.2013 to 18.06.2013.

8.8. Psychological Efforts are in hand to further improve the Psychological Assessment system. Proposals for including the Group Exercises and Case Studies to assess analytical skills of the candidates as well as the behaviour of the candidates in a Group dynamics. To sharpen the skills of Psychological Assessment Wing, a team headed by the Acting Secretary of the Commission including the Chief Psychologist along with other Psychologists were deputed to attend a 4 days' workshop on "Interviewing and Assessing Skills" organized by the Pakistan Tobacco Company.

CHAPTER 9

Information Technology Services

9.1. **Online Application Submission Facility:** A total number of 96,456 applications were received online for General Recruitment and 15,876 for CSS-2013 by the closing date i.e. 31st December 2013.

9.2. **SMS Based Information Delivery System:** Over 111,000 SMS were sent to the candidates on their given cell phone numbers giving intimations about major events, including acknowledgement of their online applications, call for test/interviews, intimations regarding personal hearings etc.

9.3. **Online Admission Certificates/Marks Sheets Generation Facility:** The facility to generate admission certificates for tests/examinations and marks sheets of CSS candidates has been provided over the website of the Commission. Over 110,406 candidates of various tests/examinations for General Recruitment and 15,876 candidates of CE-2013 were benefited from the said facility.

9.4. **Website Management:** Official website of the Commission (www.fpsc.gov.pk) has been an important source of information dissemination to the public in general and candidates in particular. The website has been among few Government portals having average traffic of around 25,000 hits per day. All major events, advertisements, syllabi, pre-selection, recommendations, publications of FPSC etc were uploaded well in time on the website. Official e-mail addresses of all the Wings have been created on the FPSC web domain having suffix @fpsc.gov.pk. This ensures the recipients legitimacy of the e-mail as sent from official address.

9.5. **Online Tracking System for General Recruitment Cases:** The system is capable of providing updated information to the authorized users about current position of the various events relevant to the cases including test, interview, personal hearing, results, pre-selection, nominations, failure, court cases etc. The system also provides the status wise summary report of posts as well as detailed reports of all pending posts.

9.6. **CSS Examination 2013:** A total number of 15,876 applications for CE-2013 were processed for conduct of Competitive Examination held in February 2013. In addition to this, 24639 applications received for CE-2014 were also processed. 6390 applications for CE-2014 were received online. Pre-scrutiny eligibility reports were generated and the deficiencies

identified were conveyed to the applicants before conduct of examination. Additional bio-data sheets of 238 written qualified candidates of CE-2013 and 30 nominees from Defence Services were generated. Applications of Armed Forces Officers for induction to Civil Service were also processed.

9.7. **General Recruitment:** 96,456 applications received for various posts of general recruitment were processed and required reports were generated. Out of total 96,456 applications, 78078 were received online showing great trust, confidence and convince to the applicants to use the online system. Summary bio-data sheets of 2,612 candidates were produced for conduct of interviews.

9.8. **Professional and Promotional Examination:** During the period, summary bio-data sheets of 149 written qualified candidates of Section Officers Promotional Examination were generated. In addition 525 cases of probationers of various groups for Final Passing Out Examination were also processed.

9.9. **Examination Duty Placement System:** Examination Duty Placement System has been designed and being used by HR Directorate to depute officers/officials for conduct of Test and Examination at various centres. The system maintains complete historic record of duty placement of each individual employee for further reference

9.10. **Phase-II of Online Recruitment System of FPSC:** The revised PC-1 for Phase-II of Online Recruitment System of FPSC was approved by the DDWP of Ministry of Information & Technology on 18-03-2013, for a total cost of Rs.56.367 million. Some hardware including PCs, laser printer, and UPSs were received from EGD from the allocation made against the project to EGD during the Financial Year 2012-13.

CHAPTER 10

Curriculum Development

10.1. **Designing Schemes of Tests and Syllabi:** Curriculum and Research (C&R) Wing of the Commission has been assigned the task of designing schemes of tests and syllabi for all posts advertised by the Commission in Basic Scale 16 and above. In this context, schemes of tests and syllabi were designed for 195 cases of recruitment comprising 1044 posts during the year 2013.

10.2. **Meeting of Subject Specialists:** The Committee constituted to reform the Scheme of CSS Competitive Examination and the Syllabi for each of the compulsory and optional subjects, held a meeting with the Subject Specialists/Experts nominated by the Higher Education Commission on 16th December, 2013 at HEC Regional Centre Lahore, to review the contents and suggested readings for optional subjects included in CSS Competitive Examination. Representatives of FPSC, HEC and subject specialists from various educational institutions participated in the meeting. The Executive Director of HEC, Prof. Dr. Mukhtar Ahmad also joined the meeting through a video conference system and endorsed efforts and inputs by the participants for their deliberations on the national task for improvement of future civil services. The participants appreciated the steps being taken by the FPSC to improve the syllabi for CSS Competitive Examination. It was followed by another two meetings in 2014 and final approval of the Commission is reflected in Chapter 3 of this Report.

10.3. **Syllabi for Section Officers Promotional Examination:** The syllabi of the papers for the Section Officers Promotional Examination was also revised and updated during 2013. The revised syllabi, with approval of the Commission, have been recommended to the Government for approval.

10.4. **Recognition and Equivalence of Qualifications and Degrees:** In case of any discrepancy occurring in elements of a degree possessed by a candidate required for a specified post, its equivalence is determined. Advice on recognition of the Degree Awarding Institutes is also obtained and tendered to the Commission by the Curriculum and Research Wing of the Commission. During 2013, 115 cases were finalized in consultation with the Higher Education Commission and Pakistan Engineering Council.

CHAPTER 11

Advice of the Commission Not Accepted

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

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

11.2. In discharge of its statutory responsibilities, the FPSC continued to advise Ministries/ Divisions/Departments on services related matters. During the previous years, there were some cases where advice of the Commission was not accepted or where the Commission ought to have been consulted but was not consulted. Such actions of the Ministries/Divisions/ Departments tend to compromise the process of fair selection and undermine effectiveness of Commission. The glaring examples of this violation includes: (a) mass scale regularization of contract employees in BS-16 and above; and (b) extension of contract against posts falling within the purview of the Commission beyond two years.

11.3. **Cases Where Delay occurred in Implementing Advice of the Commission:** The Federal Government has laid down specific instructions that after receipt of recommendations from the Commission, the offers of appointment to the Commission's nominees should be issued within one month. However, these instructions are, some time, not complied with and the sponsoring Ministries/Divisions/Departments violate these orders without sound justification. During the year 2013, various Ministries/Divisions/Departments delayed in issuance of offer of appointment to the selected candidates in 06 cases. List of such cases is given at **Appendix-14**

CHAPTER 12**Administration and Finance**

12.1. The Organogram of the Commission is at **Appendix-3**. The Commission and staff's strength is at **Appendix-3A**. The details of officers who joined the Commission and who got promoted during 2013 are at **Appendix-3B**. **Appendix-3C** reflects the details of Members who ceased to hold their offices on completion of tenure and the staff that left the Commission either on superannuation or transfer during 2013.

12.2. **Annual Budget:** The Ministry of Finance allocated Rs 444.181 million for the Budget of FPSC for FY2013-14. 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 provision is at Table 32.

Table 32. Budget of FPSC

Head of Account	Item	Rs in million	%age of Total
A011-1	Pay of Officers	82.975	
A011-2	Pay of Staff	44.279	
A012-1	Regular Allowances	135.689	
A012-2	Other Allowances	30.323	
A04	Employees Retirement Benefit	0.501	
Sub Total	Establishment Expenses	293.767	66.1
A03	Operating Expenses	142.165	
A05	Grant Subsidies & Write off Loan	1.000	
A063	Transfer Payments	0.270	
A09	Physical Assets	4.251	
A13	Repair of Durable Goods	2.728	
Sub Total	Other Expenses	150.414	33.9
Grand Total		444.181	100.0

12.3. The fundamental responsibility of the Commission is to hold Competitive Examination for recruitment to All-Pakistan Services and Civil Services of the Federation as well as Selection by Direct (General) Recruitment for the civil posts in connection with the affairs of the Federation in BS-16 and above. Its operational budget is meant to hold these examinations throughout the year. However, this budget is generally subject to austerity cut of 20 to 30% by the Finance Division which is impeding in discharging the statutory

function. Strenuous efforts were made to make the Ministry understand this, nevertheless this Constitutional Institutions was restrained financially during FY2013-14.

12.4. **Receipts of the Commission:** Total receipts on account of fee deposited by candidates for Competitive Examinations and General Recruitment for posts in BS-16 and above during FY2012-13 were Rs.61.95 million against the budgetary target of Rs.40.00 million.

12.5. **Expenditures:** Total expenditures incurred during FY2012-13 were Rs. 467.591 million against allocated budget of Rs.359.994 million, as detailed at Table 33.

Table 33. Expenditures During 2012-13

Head of Account	Actual Expenditure (Rs. in million)	Budgetary Provision (Rs. in million)
A011-1- Employees Related Expenses	292.623	234.092
A03- Operating Expenses	147.601	119.261
A04- Employees Retirement Benefit	2.761	0.343
A05- Grant Subsidies & Write off Loan	1.742	0.819
A063- Transfer Payments	0.192	0.240
A09- Physical Assets	19.668	2.947
A13- Repair of Durable Goods	3.004	2.292
Total:-	467.591	359.994

12.6. **Training and Development of FPSC Staff:** Human resource plays a pivotal role in achieving the organizational objectives. Keeping in view the paramount importance of the human capital, the FPSC is committed to enhance knowledge, upgrade skills and reform the attitudes of its employees. During 2013, 30 officer/officials participated in short training courses organized by Pakistan Manpower Institute, Secretariat Training Institute, Pakistan Planning Management Institute, MS Wing of Establishment Division. Besides, Mr. Tahir Iqbal, Chief IT (BS-20) and Mr. Itrat Abbas, Sr. Psychologist (BS-19) attended National Management Course and Senior Management Course respectively, organized by National Management College Lahore.

12.7. **Workshop on Information Communication Technology:** Pursuant to the decision taken in 2nd meeting of the SAARC Public/Civil Service Commission Member Countries, a workshop on Information Communication Technology was hosted by the Union Public Service Commission, India from 22-24 March 2013, at New Delhi. Mr. Bilal Anwar Secretary FPSC and Mr. Tahir Iqbal, Chief (IT), attended the workshop. A presentation on

“Information Communication Technology (ICT) implementation at FPSC” was made by the Chief (IT) in the workshop.

12.8. Establishment of Facilitation Centre at FPSC HQs: A Facilitation Centre has been established in FPSC Headquarter, Islamabad, to provide necessary information relating to CSS Competitive Examination, Professional Screening tests for ex-cadre positions and other Professional/Promotional examinations etc. A helpline with UAN number 111-000-248 alongwith exchange with inbuilt recording facility for all calls received has been installed to receive queries of the potential applicants and candidates which are responded after seeking requisite information from the concerned Wing of the Commission if it is not available on the Commission’s website or with the Facilitation Centre.

12.9. Construction of Examination Halls at FPSC Provincial Offices The construction work of two examination halls at FPSC provincial office Karachi is in progress. Pakistan Public Works Department (Pak PWD) is targeting to complete the work upto June 2014. PC-I for construction of one additional exam hall, each in FPSC provincial office Lahore and Peshawar, are under process with the Pak PWD. It will save huge cost incurred by the Commission on renting out the examination halls for conducting test/examinations.

12.10. Representation of the Commission on Selection Boards of Federal Universities: As per statutory requirement under the law of different Federal Universities, following Members of the Commission were nominated as Members of Selection Boards of these Universities

Name of Member(s)	Name of University
Mr.Ghalib-ud-Din	Quaid-i-Azam University, Islamabad.
	Allama Iqbal Open University, Islamabad.
Mr.Naguibullah Malik	National Defence University, Islamabad.

12.11. FPSC Library and Information Centres: The Commission provides the facility of library to its Members and the staff with sufficient stock of reference books in all areas of study and newspapers. Online implementation of library system is under active processing stage. Besides, FPSC provides maximum information to intending candidates as well as general public through Provincial, Regional Offices and Information Centres in various universities and colleges in remote areas. Officer Incharge of Information Centres provides application forms, syllabi and informative material on recruitment system of FPSC to the intending candidates. All advertisements released by the Commission are displayed at the

Information Centres to facilitate university students and prospective candidates. The FPSC Information Centres have been established at the following places:

- (a) Agriculture University, Faisalabad
- (b) Islamia University Bahawalpur
- (c) Shah Abdul Latif University, Khairpur
- (d) Sindh University, Jamshoro
- (e) AJK Public Service Commission, Muzaffarabad
- (f) Government Postgraduate College, D.G.Khan
- (g) Government Degree College, Chitral
- (h) Government Degree College, Nazar Road, Larkana
- (i) S.A.L Government Degree Science College, Mirpurkhas.

12.12. **FPSC Publications:** As required under Section 9 of the FPSC Ordinance 1977, Annual Report of the Commission for the year 2012 was prepared and submitted to the President's Secretariat (Public). After consent of President of Pakistan, 470 copies of the said Annual Report were placed before the Parliament. Annual Report was also distributed to all Ministries, Divisions and Departments. Similarly, four "FPSC's quarterly Newsletters" were also published during the year under report and distributed to all Ministries/Divisions/Departments and Public Sector Universities.

Conclusion

Way Forward

The Commission has provided a blue print of the future roadmap to reform the base level induction through Competitive Examination and initial training to further professionalize the civil service. Towards this end, following has been proposed for further consultations and research:

(1) **Options for Changing the Structure of Central Superior Services-Competitive Examination:** Following options have been suggested:

Option 1: Continue with Combined Competitive Examination for all Occupational Groups and Services as at present which may lead to no qualitative improvement.

Option 2: Increasing Compulsory Subjects and reducing Optional Subjects which will provide level playing field to compete

Option 3: Separate Examination for each Occupational Group / Service as the job requirements differ from group to group and the selection of candidates and their allocation to various groups on the basis of “general ability” may not be conducive to their future development as good civil servants in their own specialized fields.

Option 4: Cluster based Examination in the subjects which have relevance with the Job of Occupational Group (s)/ Service (s) cluster to secure specialized skills

(2) **Qualifying Marks:** Qualifying Marks for optional subjects may be enhanced to 40%.

(3) **Allocation of Group or Service:** Allocation to Service and Group may be done either after the initial training so that the probationers take it seriously or the initial

training may be phased out and probationers after allocation may be sent to Specialized Academies while changing the structure and courses for such training.

- (4) Syllabi, structure as well as the faculty for Initial Training (if continued), Specialized Training, MCMC, SMC, NMC should be reviewed for framing a new regime capable of imparting modern skills to officers in consultation with the Commission.
- (5) **Specialized Educational Institutions:** The Government may consider establishing a University or an Specialized Institute to provide for education, training, research and scholarship in the fields of public policy and governance, public administration, international relations, development planning, international trade and commerce, fiscal policy and taxation, financial sector policy, regulatory economics as well as managing regulators, monetary economics, social and political economy, economic policy, science and technology policy, information technology policy, energy security and policy, defence policy, international law and diplomacy, peace and conflict studies, public health administration, management sciences on the pattern of NDU or other countries such as Singapore, France, India, etc.
- (6) **Final Passing Out Examination:** The entire scheme of FPOE and syllabi prescribed for various Groups and Services may also be reviewed in consultation with the Commission to bring it in line with modern day requirements.
- (7) **Compensation of Civil Servants:** The entire scheme of compensation may be reviewed in relation to the private sector to attract talent into civil service as this is one of the major factors deterring the talent to join civil services.¹

¹ The Report has been authored by the Member FPSC Mr. Abdul Wajid Rana based on the Draft compiled by Curriculum and Research Wing

Acknowledgment

The Commission would like to place on record their sincere thanks to the Ministries/ Divisions/Departments, Universities and other Institutions for their valuable help and cooperation rendered by them, but for which it would not have been possible to discharge their Constitutional and Statutory functions.

The Commission also expresses their deep appreciation of the hard work and efficient performance of duties by their officers and other members of their staff.

1.	Malik Asif Hayat	Chairman	
2.	Mr. Muhammad Ahmed Mian	Member	Completed Tenure on 18.03.2013
3.	Dr. Kaneez Sughra Junejo	Member	Completed Tenure on 24.06.2013
4.	Mr. Naguibullah Malik	Member	
5.	Mr. Ghalib-ud-Din	Member	
6.	Mr. Moin-ul-Islam Bokhari	Member	
7.	Mr. Mansoor Suhail	Member	
8.	Maj. Gen. (Retd) Niaz Muhammad Khan Khattak	Member	
9.	Mrs. Batool Iqbal Qureshi	Member	
10.	Mr. Abdul Wajid Rana	Member	
11.	Mr. Muhammad Ayub Qazi	Member	
12.	Mr. Amjad Nazir	Member	

Naveed Salimi
Secretary
Federal Public Service Commission

PROFILE OF CHAIRMAN AND MEMBERS OF THE COMMISSION DURING 2013**Malik Asif Hayat, Chairman**

Before joining Police Service of Pakistan in 1975, Malik Asif Hayat, graduated from Pakistan Military Academy in 1968 and served in Pakistan Army as Major. Malik Asif Hayat was appointed first Senior Superintendant of Police, Islamabad who established the new Police Force for the Capital City. He served in various prime positions in the province of Balochistan, Khyber Pakhtunkhwa, Punjab, Railway Police and Intelligence Bureau. He remained posted as Inspector General of Police, Azad Kashmir, Province of Punjab and Director General, Federal Investigation Agency. He served as Additional Secretary to Prime Minister of Pakistan and Secretary Ministry of Labour and Manpower and Secretary/Chairman, Pakistan Railways. As Secretary, Labour and Power, he led Pakistan's delegation to International Labour Conference for three consecutive years. He also remained posted as Counsellor for Community Affairs in Pakistan Embassy UAE. In year 2009 he was posted as Secretary to the President of Pakistan and then joined Federal Public Service Commission as Chairman on 9th January, 2013. In recognition of his services for combating terrorism the Government of Pakistan also awarded him Hilal-e-Pakistan in 2003.

Muhammad Ahmad Mian, Member

After M.Sc in Physics from University of Punjab, he started his career as Lecturer in Punjab University. On qualifying CSS examination, he joined the Postal Service of Pakistan in the year 1975, where he worked as Divisional Superintendent Post Offices Faisalabad and was Incharge of Administrative and Operational Mail Arrangements within District. He worked as Director and subsequently as General Manager Postal Life Insurance (PLI) Lahore having jurisdiction in the province of Punjab and Khyber Pakhtunkhwa. He also served as Post Master General Sindh (BS-21). Later, he was transferred and served as Post Master General Punjab (BS-21). Finally, he was promoted in BS-22 on 27-10-2008 and appointed as Director General Pakistan Post Offices. With the creation of Ministry of Postal Services on 3-11-2008, he assumed additional charge of Secretary Ministry of Postal Services. After the age of superannuation he was appointed as Member Federal Public Service Commission and assumed charge of his office on 19-03-2010. Mr. Ahmad Mian relinquished the charge as Member FPSC after completing his three years tenure on 18th March 2013.

Dr. Kaneez Sughra Junejo, Member

Dr. Kaneez Sughra who is daughter of Mr. Muhammad Khan Junejo, Ex-Prime Minister of Pakistan got her MBBS degree followed by course in Business Administration from California, USA. She worked as Social Worker and performed extensive work in the relief process in rural areas of Sindh during the floods of 1988, 1989 and 1992. She practiced medicine for Five years from 1996 till 2001. From 2000 onwards, she entered in Trade,

Export of Agriculture Products to Gulf and Far East. She became District Nazim of Mirpurkhas in the 2005 Local Bodies Election, where she served for a period from October, 2005 to February, 2010. Dr. Kaneez Sughra Junejo joined as Member Federal Public Service Commission on 25th June, 2010 and relinquished the charge as Member FPSC after completing her three years tenure on 24th June 2013.

Mr. Naguib Ullah Malik, Member



Mr. Naguib Ullah Malik, is a retired officer of BS-22 from District Management Group now renamed as Pakistan Administrative Service. He earned Master's Degree in English Literature from Government College Lahore. He also earned a Master's Degree in Public Policy from Georgetown University, Washington D.C. USA. He also has LLB from University of Punjab and Post Graduate Research Studies in Development Administration at Pennsylvania State University, USA. His areas of specialization are International Development Assistance, Development Administration, formulation and implementation of Public Policy, Human Resource Development and Management of Government/ Public Sector Organizations. In the Government of Punjab, Mr. Malik got posted as Additional Secretary Home Department, Secretary Planning and Development and other various departments, He also held the position of Additional Chief Secretary and the Chief Secretary of Government of the Punjab. In the Federal Government, Mr. Malik remained posted as Additional Secretary in Economic Affairs Division, Prime Minister's Secretariat, Secretary Religious Affairs and Secretary Ministry of Information Technology. After superannuation, he was appointed as Member Federal Public Service Commission where he served from 03-01-2011 to 02-01-2014.

Mr. Ghalib-ud-Din, Member



He joined Civil Service of Pakistan on 20-02-1976 and was placed in Pakistan Audit & Accounts Service. He served as Director General (Finance & Accounts). He also served in NADRA where he contributed in the establishment of State of the Art National Data Ware House, the most modern and automated registration system of the World. He remained posted as Joint Secretary and Additional Secretary, Prime Minister's Secretariat, Secretary Ministry of Youth Affairs and Special Secretary to the Prime Minister. After superannuation, he was appointed as Member Federal Public Service Commission where he served from 06-01-2011 to 05-01-2014.

Mr. Moin-ul-Islam Bokhari, Member



Mr. Bokhari got Commission in Pakistan Army on 19th September 1971 and served army upto 29th September 1994 in various capacities. He joined National Assembly Secretariat as Deputy Secretary (BS-19). During his career in Civil Service he got promotions as Joint Secretary (BS-20) and Additional Secretary (BS-21). He remained posted as Secretary Ministry of Culture. He was appointed as Special Secretary (BS-22) National Assembly Secretariat before joining as Member FPSC on 04-10-2011.

Mr. Mansoor Suhail, Member

Mr. Mansoor Suhail earned his Master degree in English Language and Literature from Government College, Masters Degree in Political Science from the Punjab University and Masters in Mass Communications from Allama Iqbal Open University. He joined the Information Service of Pakistan in 1977. He has served as Secretary, Ministry of Information & Broadcasting and Secretary Wafaqi Mohtasib (Ombudsman)'s Secretariat. Mr. Mansoor Suhail also had an opportunity to serve as Minister Press and Press Attache/Counselor, Pakistan Mission to the United Nations, New York. He also had the honour of being elected in 1993 as the Chairman, United Nations Committee on Information. He has also served as Additional Secretary, Information & Broadcasting, Director Media & Public Affairs, Pakistan Cricket Board and Director General, External Publicity, Government of Pakistan, Ministry of Information & Broadcasting. After superannuation, Mr. Mansoor Suhail was appointed as Member Federal Public Service Commission for a period of three years and he joined his office on 13-10-2011.

Major General (Retd) Niaz Muhammad Khan Khattak, Member

Major General Khattak joined the Military in 1973. He was commissioned in an infantry battalion of the Azad Kashmir regiment. He is a graduate of the Command and Staff College, Quetta and the Armed Forces War College. He holds a B.Sc (Honours) in War Studies and M.Sc (War Studies) from Quaid-i-Azam University and MA (War Studies) from Kings College, University of London. Mr. Khattak has served in various Command, staff and instructional assignments including Instructor in the Pakistan Military Academy. He commanded two Infantry Battalions, Infantry Brigade, and 9th Infantry Division (9 Div) in 11 Corp. Staff appointment included Director Military Operations, Deputy Military Secretary and Director General (Analysis) and Foreign Relations in ISI. He has also served twice in the United Nations Peace Keeping Force as Commander UN Mission in Haiti and Chief Military Observer of the United Nations Mission in Georgia. He opted to retire from Pakistan Army after 37 years of service. He was appointed as a Member of the FPSC on 30-07-2012.

Mrs. Batool Iqbal Qureshi, Member

She started her career as Desk Officer in Economic Affairs Division and had opportunity to serve in several multi-lateral and UN Agencies offering technical assistance to Government of Pakistan. She got the opportunity to work with Parliamentarians at the National Assembly Secretariat as Secretary to six Standing Committees. Her assignment as Director in the National Reconstruction Bureau exposed her to policy making at the highest level. She served as Secretary, Member and finally Chairperson in National Tariff Commission. She served as Secretary in Ministries of Women Development and Human Rights. Her work was extremely challenging and involved formulation and execution of policies to bring about a qualitative change in the lives of Pakistani women. After retirement from the position of Secretary (BS-22) she was appointed as Member FPSC for a period of three years and she joined her office on 18-12-2012.

Mr. Abdul Wajid Rana, Member

Mr. Abdul Wajid Rana is a retired officer of the District Management Group (1979 batch), now renamed as Pakistan Administrative Service. He earned Masters' degree in Business Administration as well as Finance from Saint Louis University, USA, Master degree in Political Science from University of Punjab, Master degree from Quaid-i-Azam University and LL.B from University of Sindh. Currently, he is enrolled in M.Phil in Economics and Finance. He began his career as Assistant Commissioner, Shahdadpur, District Sanghar. He served in various departments of Government of Sindh, Government of Khyber Pakhtunkhwa and the Federal Government in numerous positions. He has served as Deputy Commissioner Karachi South and Karachi East, Additional Home Secretary, Home Secretary Sindh, Finance Secretary Sindh, Finance Secretary KPK, , Acting Chief Secretary Sindh, Acting Additional Chief Secretary (Dev), KPK, Special Assistant to the Finance Minister, Principal Staff Officer to the Prime Minister, Economic Minister and Financial Advisor, Embassy of Pakistan, USA and Canada. He also served as Special Secretary Finance, Federal Secretary, Economic Affairs Division, and Finance Division. Mr. Rana has remained as Governor, Multilateral Investment Guarantee Agency; Alternate Governor, International Monetary Fund, Alternate Governor, the World Bank, Alternate Governor, Asian Development Bank, Alternate Governor, Islamic Development Bank, Alternate Governor, International Fund for Agriculture Development, Alternate Governor, International Finance Corporation, Executive Director, Islamic Development Bank, Chairman, Policy Board of Securities Exchange Commission of Pakistan, Director State Bank of Pakistan, Pakistan Telecommunication Corporation Ltd and Pakistan International Airline. He has vast experience in public policy at strategic, national and sub-national levels, economic policy and economic reform, governance, fiscal and financial management, fiscal decentralization, management, administration, poverty reduction strategy and public sector development. His publications include: "A Linear Goal Programming Approach to Resource Allocations: A Case for Pakistan's Economy, Accelerating Economic Growth and Reducing Poverty: The Road Ahead," (December 2003), Assessment of the PRSP Process in Pakistan, and many Articles in the Newspaper. He was appointed as Member Federal Public Service Commission for a period of three years w.e.f. 18-02-2013.

Mr. Muhammad Ayub Qazi, Member

He started his career as Assistant Commissioner in April 1981 in Government of Sindh. He worked as Section Officer, Deputy Secretary, Zonal Municipal Commissioner and Additional Secretary in the Sindh Province. Afterward, his services were entrusted to the Punjab Province, where he served as Additional Secretary, Director General, Gujranwala Development Authority & Deptt. of Social Welfare, District Coordination Officer, Secretary Social Welfare, Women Development, Government of Punjab. He also served as Special Secretary and Principal Secretary to the Prime Minister of Pakistan. After his retirement he was appointed as Member FPSC for a period of three years and he joined his office on 22nd March 2013.

Mr. Amjad Nazir, Member

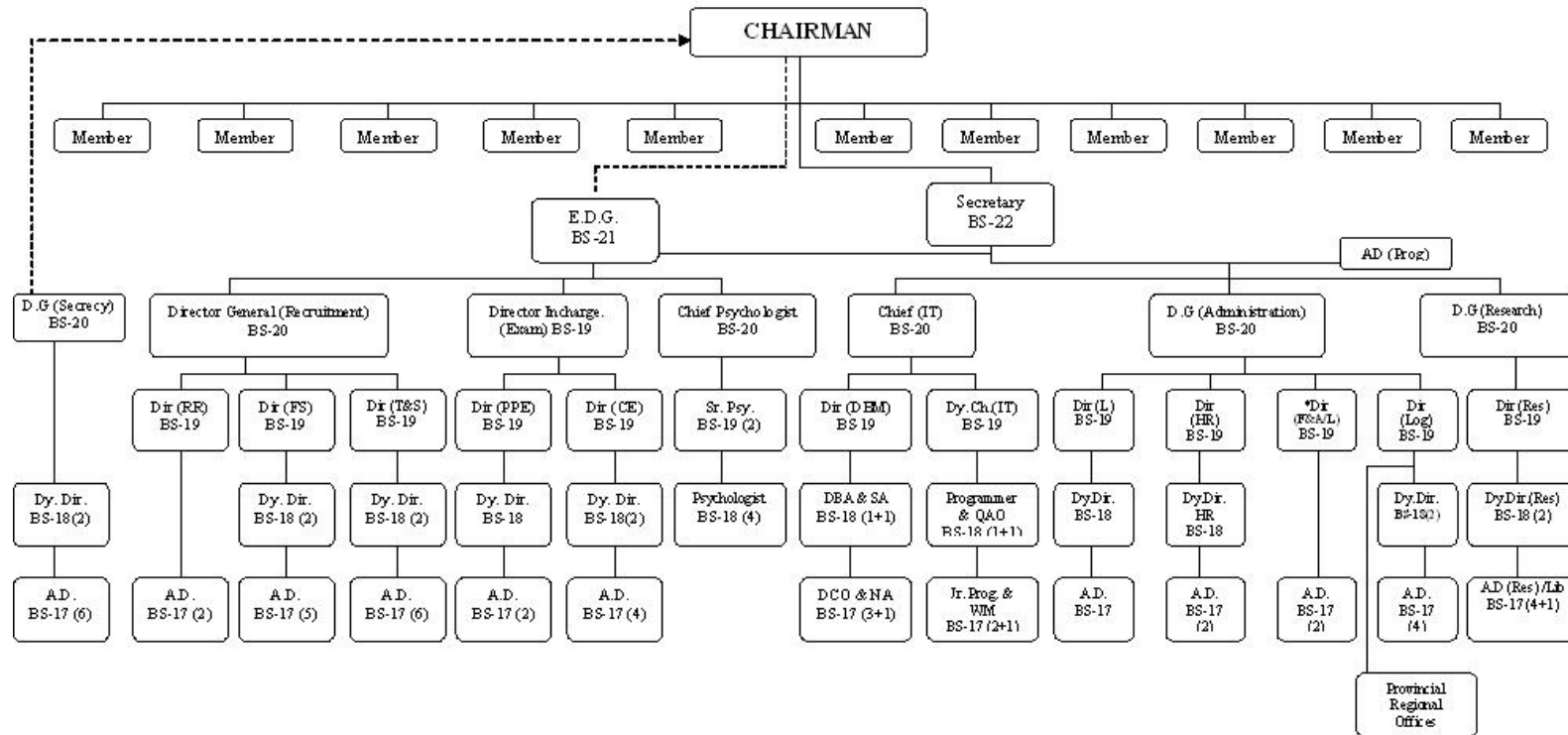


Mr. Amjad Nazir is a retired officer of BS-22 from District Management Group, now renamed as Pakistan Administrative Service. He started his career as Assistant Commissioner in District Attock in January 1982. He has served as Assistant Commissioner Murree, Deputy Commissioner Kohat, Islamabad, Rawalpindi and Commissioner Kohat Division. He also served in the Ministries of Culture and Commerce. He remained Additional Secretary, M/O Communications. On 04-05-2012, he was promoted to the rank of Federal Secretary (BS-22) and served in M/O Water & Power as M.D. ENERCON and M/O States & Frontier Regions as Federal Secretary. After retirement on 26-09-2013, he was appointed as Member FPSC and assumed the charge of the office on 05-12-2013.

**FORMER CHAIRMEN OF THE
FEDERAL PUBLIC SERVICE COMMISSION**

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
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

ORGANOGRAM OF THE FEDERAL PUBLIC SERVICE COMMISSION



**Commission and its Staff Position
as on 31st December, 2013**

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts	Remarks
1.	Chairman	Tenure post	1	1	-	
2.	Member	-do-	11	9	2	
3.	Secretary	22	1	1	-	
4.	Executive DG	21	1	1	-	
5.	Director General	20	3	3	-	
6.	Director General (Research)	20	1	1	-	
7.	Chief Psychologist	20	1	1	-	
8.	Chief IT	20	1	1	-	
9.	Director	19	9	7	2	Recruitment U/P
10.	Senior Psychologist	19	2	2	-	
11.	Director (Research)	19	1	1	-	
12.	Director (DBM)	19	1	1	-	
13.	Deputy Chief IT	19	1	1	-	
14.	Senior Private Secretary	19	9	9	-	
15.	Private Secretary	18	5	5	-	
16.	Deputy Director	18	13	13	-	
17.	Psychologist	18	4	3	1	Recruitment U/P
18.	Deputy Director (Research)	18	2	2	-	
19.	System Analysts	18	1	-	1	Recruitment U/P
20.	Programmer	18	1	1	-	
21.	Data Base Administrator	18	1	1	-	
22.	Quality Assurance Officer	18	1	1	-	
23.	Junior Programmer	17	2	2	-	
24.	Web Site Manager	17	1	-	1	Recruitment U/P
25.	Network Administrator	17	1	1	-	
26.	Data Control Officer	17	3	3	-	
27.	Assistant Director (Research)	17	4	4	-	
28.	Assistant Director	17	35	31	4	Recruitment U/P
29.	Librarian	17	1	1	-	
30.	Transport Officer	17	1	1	-	
31.	Deputy Assistant Director	16	11	10	1	Recruitment U/P
32.	Superintendent (Record)	16	1	1	-	
33.	System Operator	16	3	1	2	Recruitment U/P

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts	Remarks
34.	Computer Operator	16	1	1	-	
35.	Assistant Data Base Administrator	16	1	1	-	
36.	Hardware Engineer	16	1	1	-	
37.	Assistant Network Administrator	16	5	2	3	Recruitment U/P
38.	Data Processing Assistant	16	18	18	-	
39.	Stenographer	16	32	24	8	Recruitment U/P
40.	Draftsman-cum-Artist	16	1	1	-	
41.	Assistant Incharge	15	2	2	-	
42.	Assistant	14	64	60	4	Recruitment U/P
43.	Stat. Assistant	14	6	4	2	Recruitment U/P
44.	Stenotypist	14	47	33	14	Recruitment U/P
45.	Security Supervisor	14	1	1	-	
46.	Library Assistant	14	1	1	-	
47.	Telephone Operator	14	2	2	-	
48.	DEO	12	17	15	2	Recruitment U/P
49.	U.D.C.	9	35	35	-	
50.	L.D.C.	7	62	56	6	Recruitment U/P
51.	Security Clerk	7	2	2	-	
52.	Drivers	4	37	32	5	Recruitment U/P
53.	D.R.	4	2	2	-	
54.	D.M.O.	4	3	3	-	
55.	Electrician	4	1	1	-	
56.	Lift operator	3	3	3	-	
57.	Book Sorter	2	1	1	-	
58.	Daftry	2	16	11	5	
59.	Qasid	2	16	14	2	
60.	Naib Qasid	1	74	70	4	Recruitment U/P
61.	Frash	1	2	2	-	
62.	Chowkidar	1	10	10	-	
63.	Security Guard/ (Chowkidar)	1	9	9	-	
64.	Bus Cleaner	1	1	1	-	
65.	Khakroob	1	15	14	1	
Total:			622	556	66	

Officers/Officials Joined the Commission During the Year, 2013

S. No.	Name of officer	Designation	Date of joining
1.	Mr. Naveed Salimi	Secretary (BS-22)	24-05-2013
2.	Mr. Amir Ahmad Ch.	Director General (BS-20)	16-03-2013
3.	Mr. Mushtaque Ali	Psychologist (BS-18)	30-05-2013
4.	Mr. Muhammad Arshad	Assistant Director (BS-17)	13-012-2013

Officers/Officials Promoted During the Year, 2013

S. No.	Name	Promoted as	Date of Promotion
1.	Mr. Mahmood Ahmad, Deputy Director (Research) (BS-18)	Director (Research)(BS-19)	10.06.2013
2.	Mr. Farooq Ahmed Hassan Website Manager, (BS-17)	Quality Assurance Officer (BS-18)	23.12.2011
3.	Mr. Riaz Ahmed, PS (BS-17)	Private Secretary (BS-18)	24.05.2013
4.	Mr. Sher Zaman, Assistant Director, (BS-17)	Deputy Director (BS-18)	11.09.2013
5.	Mr. Naseer Akhtar, Assistant Director (Research) (BS-17)	Deputy Director (Research) (BS-18)	-do-
6.	Mr. Muhammad Riaz, System Operator, (BS-16)	Data Control Officer (BS-17)	23.03.2013
7.	Mr. Muhammad Rashid, Assistant (BS-15)	Assistant Director (Research) (BS-17)	14.11.2013
8.	Mr. Amjad Kamal, Assistant, (BS-14)	Assistant Director (BS-17)	-do-

**Chairman/Members/Officers/Officials who Left the Commission
during the Year, 2013**

S. No.	Name	Designation	Date of Leaving	Remarks
1.	Mr. Muhammad Ahmed Mian	Member	18.03.2013	Completed tenure
2.	Dr. Kaneez Sughra Junejo	Member	24.06.2013	Completed tenure
3.	Mr. Bilal Anwar	Secretary	05.05.2013	Retired
4.	Mr. Abdul Jalil	Director General	15.03.2013	Posted as Managing Director (BS-21) in National Education Foundation
5.	Mr. Mushtaq Ahmad Awan	Director	10.11.2013	Retired
6.	Mr. Muhammad Aslam Ch	Deputy Director	06.04.2013	Retired
7.	Mr. Habibur Rehman	System Analyst	11.10.2013	Retired
8.	Mr. Muhammad Asif	Data Control Officer	03.03.2013	Retired
9.	Mr. Muhammad Asghar	Assistant Director	03.05.2013	Proceeded on LPR
10.	Mr. Akbar Azam Rajar	Assistant Director	17.07.2013	Relieved to join Economic Affairs Division posted on deputation basis
11.	Mr. Irfan Hyder	Assistant Director	17.11.2013	Relieved for selection on having passed CSS Examination
12.	Mr. Abdul Hameed Ch.	Deputy Assistant Director	03.09.2013	Retired
13.	Mr. Asif Khan	Asstt Network Administrator	24.09.2013	Death incident
14.	Mr. Abu Bakr Mehmood	Assistant	5.11.2013	Relieved to join Food Department, KPK
15.	Mr. Noor Badshah	Stenotypist	1.3.2013	PM Secretariat has absorbed his services
16.	Mr. Muhammad Hanif	Stenotypist	-do-	-do-
17.	Mr. Hazoor Bux	Stenotypist	14.03.2013	Relieved to join Senate Secretariat

Appendix-4**DISPOSAL OF MISC. ISSUES DURING 2013**

S. No.	Case No.	Subject	Remarks
1.	F.8-1/2013	Appointment of Pharmacist (BS-17) on Adhoc Basis in CMH, Abbotabad, Ministry of Defence.	Advise tendered to make temporary arrangement till the availability of Commission's nominee.
2.	F.8-2/2003	Human Rights Case No.43229/G/ 2011 pending before the Human Rights Cell, Supreme Court of Pakistan. Ministry of Law Justice & Human Rights.	Advise issued. The regularization of the incumbents in BS-15 is not under FPSC'S purview advised to refer the posts to FPSC for fresh recruitment.
3.	F.9-1/2013	Fresh contract of software developers for Pakistan Air Force.	Since the project posts are out of the purview of FPSC. NOC for fresh contract issued.
4.	F.9-2/2013	Grant of Seniority as Assistant Executive Engineer from date of appointment Ministry of Housing and Works	Advise to consult rules in the matter as promotion is not under FPSC Purview.
5.	F.9-3/2013	Request for issuance of NOC for contract appointment of Director, Dock Workers Safety (BS-19) Karachi, Ministry of Ports & Shipping.	Advise to take action as per rules and forward fresh requisition to Commission issued.
6.	F.9-4/2013	NOC for promotion of the officers from BS-18 to BS-19 in Drug regulatory Authority of Pakistan under Ministry of National Health Services, Regulations and Co-ordination.	Advise to make stop-gap arrangement and fresh requisition issued.
7.	F.9-7/2013	Extension in contract appointment of Mr. Rehan Zaib Shah, Inspector (BS-16), appointed under the PM's assistance package. FBR	Advise to make fresh contract along with fresh requisition to Commission issued.

**Representations against Decision of the Commission Received in Recruitment
Cases of BS-16 & above and Processed during the Year 2013**

S. No.	Case No.	Representations Received	Review Petitions Received	Restored on Paper+PH+RP
1	127/2011	8	3	1
2	138/2011	3	2	1
3	151/2011	2	0	2
4	14/2012	8	2	1
5	21/2012	1	0	1
6	29/2012	7	0	2
7	31/2012	1	0	1
8	32/2012	5	0	0
9	33/2012	2	0	2
10	36/2012	3	0	2
11	41/2012	31	0	4
12	42/2012	2	0	1
13	43/2012	2	0	0
14	46/2012	3	0	1
15	49/2012	2	0	1
16	51/2012	1	0	0
17	52/2012	1	0	0
18	54/2012	5	0	0
19	59/2012	1	0	0
20	60/2012	6	0	3
21	61/2012	2	0	2
22	66/2012	13	0	8
23	67/2012	17	0	5
24	68/2012	8	0	2
25	71/2012	2	0	0
26	73/2012	13	0	0
27	74/2012	2	0	1
28	80/2012	12	0	1
29	81/2012	3	0	1
30	82/2012	9	0	4
31	83/2012	2	0	0
32	86/2012	2	0	2
33	88/2012	1	0	0
34	96/2012	1	0	0
35	101/2012	1	0	0
36	107/2012	1	0	0
37	110/2012	6	0	1
38	111/2012	5	0	1
39	112/2012	5	1	1*
40	113/2012	9	0	4
41	115/2012	9	1	0
42	120/2012	5	0	2

S. No.	Case No.	Representations Received	Review Petitions Received	Restored on Paper+PH+RP
43	129/2012	3	0	1
44	131/2012	3	0	1
45	132/2012	3	3	0
46	134/2012	1	0	0
47	137/2012	4	1	0
48	138/2012	2	1	0
49	139/2012	3	0	3
50	141/2012	12	4	1
51	143/2012	3	1	1
52	144/2012	2	0	1
53	145/2012	38	8	7+2*
54	147/2012	16	2	4
55	149/2012	15	2	3
56	153/2012	5	1	1
57	154/2012	13	4	0
58	156/2012	2	0	2
59	158/2012	1	1	0
60	160/2012	1	0	1
61	162/2012	1	0	1
62	163/2012	8	2	0
63	164/2012	1	0	0
64	165/2012	1	0	0
65	166/2012	1	0	0
66	168/2012	1	0	0
67	170/2012	1	0	0
68	175/2012	1	0	0
69	02/2013	6	3	0
70	05/2013	2	2	0
71	06/2013	9	2	4
72	09/2013	1	0	0
73	14/2013	2	0	0
74	15/2013	2	0	0
75	20/2013	6	0	0
76	22/2013	2	0	0
77	24/2013	1	0	0
78	26/2013	1	0	0
79	28/2013	1	0	0
80	30/2013	14	0	0
81	31/2013	1	0	1
82	35/2013	1	0	0
83	77/2013.	2	0	0
84	106/2013	2	0	0
Total		417	46	92

PH: Personal Hearing

RP: Review Petition

*Restored by Review Petition

Decision Taken by the Commission in its Meetings Held in 2013

148TH MEETING OF THE COMMISSION HELD ON 5TH FEBRUARY, 2013.

Online Recruitment System of FPSC (Phase-II)

After detailed deliberations on the issue, it was decided that:-

- (i) IT Wing of FPSC will immediately forward specifications for the servers and high speed printers to EGD to proceed with the process of procurement from the funds already available with EGD.
- (ii) NADRA, COMSATS and other Internet Service Providers (ISPs) be approached to workout a viable solution for hosting/placement of FPSC online servers at their facility along with necessary technical support.

Briefing on System of Punjab Public Service Commission by Honorable Member Mr. Ghalib-ud-Din

After detailed discussion, the following decisions were taken:-

- (i) All applications for General Recruitment in BS-16 and above will be invited online w.e.f consolidated advertisement No. 04/2013 (April, 2013).
- (ii) No hardcopy of online applications will be required from the applicants.
- (iii) Recruitment Wing will issue a detailed press note as soon as possible well before the advertisement for the month of April, 2013 for implementation and awareness of the intending candidates and the general public.
- (iv) Admission Certificates for GR cases be placed online for the candidates effective from April, 2013 and called through email/SMS for written test.
- (v) It will be mandatory for the candidates to bring original CNIC at time of written test/ interview for identification purpose (including photograph).
- (vi) Original Treasury Receipts be collected from the candidates while reporting for the written test.
- (vii) Screening tests for GR be conducted bi-monthly.
- (viii) Activity for preparation of Syllabus for various posts be initiated immediately upon receipt of requisition from the departments.
- (ix) A comprehensive schedule with timelines be prepared for the GR for implementation by all Wings of FPSC.

- (x) CSS-2014 should be on the basis of online applications and conduct of Screening Test for CSS-2014 should be explored.
- (xi) National Testing Service (NTS) should be contacted to workout modalities for conducting screening test for CSS examination on behalf of FPSC.
- (xii) For jobs in BS-18 and above, documents to be invited within seven days after the closing date to check nature and level of experience to determine eligibility of the candidates.
- (xiii) Invited candidates to be asked to bring their original documents as well as one set of attested documents for perusal and record at the time of the interview/ viva voce.
- (xiv) FPSC staff to check their documents on the morning of the interview day comparing with web-printed application, already available.
- (xv) Deficient documents to be asked within 7 days or else they would be disqualified.
- (xvi) Such candidates will be interviewed provisionally, subject to fulfillment of deficient documents.
- (xvii) Candidates found ineligible for interview will be rejected with a right of appeal within 7 days.

149TH MEETING OF THE COMMISSION HELD ON 18-02-2013

Proposals for Consideration of the Commission given by Mr. Muhammad Ahmed Mian, Member

The Commission discussed on seven proposals made by Honorable Member Mr. Muhammad Ahmed Mian and after a detailed discussion, the following decisions were taken:-

- (i) To curtail time involved in the recruitment process, decision has already been taken for receipt of online applications for posts in BS-16 and BS-17 with effect from April, 2013.
- (ii) Composition of a two members committee in the FPSC is based on the same pattern as to that the Supreme Court of Pakistan where, essentially, a two member bench (of Judges) disposes of the petitions. By the same token PPSCs follow the model of High Courts.
- (iii) Decision to bring recruitment against the posts falling in BS-11 to 15, in certain departments within the ambit of FPSC, requires to be taken by the government. Besides, to that end, amendment in the FPSC Ordinance would be required. Hence, the proposal was not adopted.
- (iv) DG (Secrecy) gave a briefing on the working of the Optical Machine Reader (OMR). It was decided that schedule with timelines for finalization of result of General Recruitment be prepared by Secrecy Wing and submitted for approval of the Commission.

- (v) A helpline with universal access number and suitable staff be established in FPSC (Headquarters). DG (Admn) to put up a comprehensive proposal with all essential details, on priority, for approval of the Chairman.

Reforms in CSS Competitive Examination.

After threadbare discussion on each aspect of the existing scheme and proposed changes following decisions were taken by the Commission for implementation w.e.f. CSS-2014:-

- (i) Preliminary Examination, based on MCQs, prior to CSS Examination to be conducted by the FPSC for screening out of the candidates.
- (ii) Draft syllabus for Preliminary Examination comprising two papers, one paper on “General Studies” and the other on “Aptitude and Abilities” was approved.
- (iii) Qualifying standard in Preliminary Examination will be 40% marks in each paper which will be obligatory for the intending candidate for appearing in the main CSS Examination.
- (iv) All logistics arrangements for conduct of Preliminary Examination will be made well before time for which the prospective candidates will apply on-line, without submission of hard copy of any document.
- (v) Answer Scripts of Preliminary Examination will be marked on OMR and result will be announced within 15 days of conduct of examination.
- (vi) Establishment Division will be asked to provide number of vacancies to be filled through CSS-2014 at least one month in advance before announcement of the schedule for main Examination.
- (vii) For main Examination, applications will be invited till the cut-of-date of 30th November, 2013 along with all the requisite documents. Eligibility of the candidates will be determined before the conduct of the main Examination.
- (viii) Main Examination will be conducted in mid-February to be completed by the end of February, 2014.
- (ix) A Committee comprising two Members i.e. Mr. Naguibullah Malik and Mr. Mansoor Suhail was constituted to finalize the scheme of CSS Examination and its syllabi.
- (x) No change was proposed in respect of the compulsory subjects.
- (xi) Contents of each compulsory paper will be reviewed and updated, particularly in respect of General Knowledge papers i.e., “Everyday Science”, Current Affairs and Pakistan Affairs.

- (xii) Revised re-grouping of optional subjects was agreed to, in principle by the Commission. However, the Committee will look into the suitability and relevance of new topics to be included in the optional papers.
- (xiii) Contents of all optional subjects will be revised and updated in consultation with Experts in relevant subjects/ disciplines to be enlisted from public sector as well as private sector Universities of repute.
- (xiv) Tentative time-lines for CSS Competitive Examination was agreed for implementation w.e.f. CSS-2014.
- (xv) DG (Research), DG (Secrecy), Chief (IT) and Director Incharge (E) will give their respective input, if any, in writing to the Committee for consideration..

150TH MEETING OF THE COMMISSION HELD ON 19-08-2013

Scheme and Syllabi for Preliminary Examination before Conduct of CSS Competitive Examination

It was decided to submit case for consideration of the Commission by circulation.

Rules for CSS Preliminary Examination and CSS Competitive Examination (Main), 2014

With respect to reforms in the CSS competitive examination, the Commission decided as under:

- (i) There will be no limit to take attempts in preliminary examination, but only three attempts would be allowed for main examination.
- (ii) Marks obtained in preliminary examination shall only be for the purpose of screening out the candidates for main examination and shall not be counted towards determining final merit, which is determined by adding marks in written (main) examination and viva voce.
- (iii) While mode of submission of application for preliminary examination shall be on line, admission certificates to appear in preliminary examination and result there of shall be generated/displayed through website without written intimation to individual candidates. However, mode of submission of application for main examination shall be manual/courier and its admission certificates shall be dispatched to individual candidates alongside publishing on the website. The result of main examination shall be published on the website and shall not be informed individually to the candidates but only to the passed candidates for psychological, medical and viva voce testing.
- (iv) The candidates who acquire the degree on or before the cut off date 31/12/2013 shall be eligible to appear in preliminary and main examination being held on 15/9/2013 and 15/2/2014 respectively.

- (v) Fee for preliminary examination will be Rs.500/- per candidate.
- (vi) The syllabi for preliminary examination shall be as approved by the Commission, for which Research wing shall get approval of the commission at an early date. However, for the main examination the syllabi (groups and contents) for CSS 2014 shall be the same as were for CSS 2013.
- (vii) Taking cognizance of the issue that in case eligibility of the candidates for main examination is determined before the conduct of exam to be held on 15/2/2014, the rejected candidates shall have to be intimated, their personal hearing shall have to be afforded and their Review Petitions shall have to be decided before conduct of exam so that they may not agitate for not providing legal remedies available to them under the law. Since it will consume lot of time to afford Personal hearing to around 200 rejected candidates and to decide their expected Review Petitions, which in case if not decided before the conduct of exam, shall cause litigation, therefore, it was decided to:
 - (a) Fix the closing date for receipt of applications for main examination as 31/10/2013 so that cases of ineligibility be decided before conduct of exam.
 - (b) Determine the eligibility before conduct of exam, and intimate to rejected candidates, however, all candidates may be allowed provisionally to appear in the main examination at their own risk subject to their being found eligible in all respects on detailed scrutiny of the applications after the announcement of the results and if they are found ineligible in any respect under the rules their candidature shall be rejected regardless of the fact whether they appeared in the examination or qualified therein.
- (viii) If the centre chosen by a candidate is different from his district of current residence/postal address, FPSC shall have the discretion to change his choice centre with the centre close to his postal address. A centre once allocated shall not be changed.
- (ix) Allotment of Roll numbers and centre for preliminary and main examination shall be in alphabetical order, and shall be published within three days of the closing date of the online applications and atleast one month before conduct of main examination.
- (x) CSS 2014 Rules, Online application form for preliminary examination and application form for main examination may accordingly be amended.

Marking of Answer Books Relating to CSS Competitive Examination-2013

The Commission decided that decision in respect of Faisalabad Centre answer books will be taken after receipt of enquiry report.

Preliminary Testing for CSS- NTS Briefing.

Decision:- A presentation was given by a team of NTS officers which was appreciated by the Commission. It was desired that the FPSC may follow lead from NTS and upgrade its methods and procedure of examination on the pattern of NTS.

Marginal Case(S) Failing by (01) or (02) Marks Less Than the Qualifying Marks in a Paper.

The Commission decided in its 148th meeting to award one grace mark in case of a candidate failing by one mark in any paper instead of referring it to the examiner. However, Establishment Division had not agreed to the proposal. The Commission, therefore, decided that candidates failing by (01) or (02) marks may not be considered as marginal cases and need not to be referred to the examiner for reconsideration.

Procedure of Allocation

The agenda item could not be discussed due to paucity of time.

Enhancement of CSS Competitive Examination Fee

After thorough consideration and taking the inflationary trends into account, the Commission has decided to enhance the Fee for various components of CSS Examination per candidate as under:

(i)	CSS Preliminary Examination	Rs. 500/-
(ii)	CSS Main Examination	Rs.2200/-
(iii)	Representation/Review Petition	Rs. 500/-
(iv)	Recounting of marks per paper	Rs. 500/-

Remunerations Paid to FPSC Staff

It was decided to submit the item for consideration of the Commission through circulation.

Yardstick for Award of Penalties to Delinquent Candidates of Competitive Examination

It was decided that in view of the comments of the majority of the Members, the punishment of disqualification for CE 2012 and subsequent examination/selection held by FPSC awarded to Ms Sheema Gul shall be maintained.

Process of Psychological Assessment Wing

The agenda item could not be discussed due to paucity of time.

Equivalence of Deeni Sannad with M.A. Arabic/ Islamiyat.

Case be put up to Mr. Naguibullah Malik, Member for taking it up again with HEC.

Equivalence of B.E Degree in Computer Science/ Software/ Information Technology/ Computer System with Master's Degree in Computer Science

The Commission decided that equivalence is to be determined by Course contents of the degrees. Case will be put up to Mr. Naguibullah Malik, Member for taking it up with HEC in the light of course contents of the said degrees. Decision of the 148th meeting regarding acceptance the Masters degree in Information Technology as equivalent with Masters degree in Computer Science should be revisited.

Length of Experience for Ph.D/M.Phil Degree Holders against BS-19 Posts.

It was decided that the proposal be thoroughly reviewed to provide relaxation in required length of experience to Ph.D and M.Phil candidates in service and from private sector and after approval the matter be referred to Establishment Division.

151ST MEETING OF THE COMMISSION HELD ON 28-10-2013

Recruitment of Low Merit CSS Candidates against BS-17 Ex-Cadre Posts of Ministries/Divisions/Departments

After detailed discussion, it was decided that Bangladesh Model of employing low merit Competitive Exam candidates against ex-cadre posts be studied and the proposal be firmed up accordingly. (It is currently under study with Mr. Abdul Wajid Rana, Member).

Revision of FPSC Requisition Form No. 21

The Commission approved both the revised Requisition Forms (FPSC-21-A-II) for the Federal Government and Government of Gilgit-Baltistan with certain modifications.

Vague Terms Used in Recruitment Rules

It was decided to approve proposals contained in para-8(i-iii) which is reproduced as under.

- (i) Where vague terms “preferred/ preferable, desirable” are associated with **specified** experience (1,2,3,4,5 years), the said terms may be considered as deleted and the countable period of experience may be taken into account during pre-selection/interview.
- (ii) In case of vague terms “preferred/ preferable, desirable” associated with **unspecified** period of experience/training, may be considered deleted as a whole.
- (iii) Requisitions received with Recruitment Rules having such vague term may not be returned and be processed as per (1) and (2). However, advice tendered to Ministries/Divisions may continue to be pursued to amend the Recruitment Rules to remove such terms.

Fixing of Qualifying Marks for Screening Test

Decision:- After detailed discussion on the proposal submitted by Honourable Member Abdul Wajid Rana, the Commission decided to adopt 25% marks as minimum qualifying marks in the Screening Test, in case of General Recruitment cases.

Recruitment against Failure Posts.

After due deliberation, the Commission decided that in order to overcome the issue of redundant degrees D.G.(Research) should collect information about the new degrees and disciplines introduced in the various universities and institutes so that Recruitment Rules can be updated. It was further decided that letter be written to Government of Gilgit Baltistan that candidates are not applying for the posts reserved for GB Minorities quota.

Cut Off Date for Accepting Physical Fitness Certificates for Posts where Physical Standards are Required

After detailed discussion, it was decided that the onus of medical examination should rest with the department concerned who should arrange physical fitness examination of the candidate and convey reports to FPSC within timelines, prior to interviews except in case of Competitive Examination. This should also be incorporated in relevant rules of FPSC.

Re-Scheduling of Missed Screening Test of a Center with Same Question Papers which have Earlier been Opened/ Presented to Candidates of other Centers

After deliberations, the Commission decided that a question paper/MCQ paper once given to candidates during examination/screening test at Centres other than the Centre where test has to be rescheduled should not be re-used for conduct of examination at that Centre. In such cases a fresh question paper/MCQ paper be used.

Reforms in Section Officer Promotional Examination-Syllabus and Rules Thereof

The Commission after detailed deliberations on the Policy Paper to reform the Section Officers Promotional Examination, submitted by Honourable Member Abdul Wajid Rana, took the following decisions:

- (i) It was directed by the Chairman that a reference be made to the Establishment Division for seeking clarification regarding list of eligibility of departments for SOPE.
- (ii) Only the employees of BS-11 to 16 having 8 years' service may continue to be eligible.
- (iii) On the issue whether opportunity of SOPE is to be extended to all Civil Servants inclusive of subordinate offices or otherwise, it was deliberated that since the Superintendent in the Federal Secretariat does not have further career advancement, whereas the subordinate offices have their own structure for promotion. Therefore, the current status be maintained.

- (iv) With regard to minimum educational qualification, it was decided unanimously that a minimum qualification of Graduation be fixed for the applicants.
- (v) With respect to maximum age limit and number of attempts, it was decided that three attempts be allowed to appear in the Section Officer Promotional Examination. However, no limit for maximum age be imposed.
- (vi) With the consent of the Chief Psychologist and consensus of the Commission, it was decided that Psychological Assessment for SOPE Candidates be also introduced
- (vii) The Commission approved the proposed Scheme for reforming the SOPE in terms of examination and training as worked out by the honourable Member in the evaluation paper. So far as training period for STP of SOPE nominees is concerned, it may be according to the modules of OMG already in practice. However, approval of the Commission on the contents of the STP would be required.
- (viii) With regard to subjects and syllabi of the written examination of SOPE, it was decided that the honourable Member Mr. Abdul Wajid Rana along with Mr. Naguibullah Malik, Member would take into account the suggestions of other Members as well as comments of the Establishment Division given by them on FPSC's previous proposal and suggest a level playing field for all candidates so far as possible viz-a-viz mandatory requirement for improvement and updation of the syllabi.
- (ix) The Chairman also observed that Departmental Permission Certificate (DPC) being asked from the candidates who are in government service may also be got annexed with the letter of appointment issued to them by the respective government departments.
- (x) It was decided after due changes in the Policy Paper as above, it shall be forwarded to the Establishment Division for seeking its approval.

Large Number of Failure in FPOE-2011 (Railways C&T Group)

The Commission decided that the Academy would improve the syllabus so far as possible and submit to the Commission for further consideration from the next batch of CTP.

Simplification of the Format Rejection Letter

After detailed discussion, Commission approved the draft rejection letter prepared by Mr. Abdul Wajid Rana Member, with slight modification (**Annex-IV**).

**Statistics on General Recruitment (BS-16 & Above) Processed During 2013,
Including the Posts Carried Forward from Preceding Years**

Year	Cases	Posts	Applications received	Candidates Pre-selected	Candidates Interviewed	Cases finalized				Cases/posts carried over to 2014	
						Cases	Nomination made	Posts reported failure	Posts withdrawn	Cases	Posts
2013	184	1,004	95,875	1,736	274	54	43	57	0	130	904
2012	111	560	43,381	1,396	1,384	102	337	87	1	9	135*
2011	7	105	2,033	289	289	7	63	6	33	0	3*
2010	5	16	328	40	40	4	5	1	1	1	9*
2008	1	1	0	0	0	0	0	0	0	1	1*
2007	1	1	19	3	3	1	1	0	0	0	0
2006	2	3	29	13	0	0	0	0	0	2	3*
Total	311	1,690	141,665	3,477	1,990	168	449	151	35	143	1,055

* Cases/Posts withheld due to litigation

Vacancies Advertised and Filled During the Year, 2013 (Basic Scale and Merit/Province Wise Representation in General Recruitment in BS-16 & Above)

BS	Particular	Merit	Punjab	Sindh (R)	Sindh (U)	KPK	Balochistan	GB-FATA	AJ&K	Total
16	Posts finalized	7	57	34	15	14	48	34	6	215
	Nominations made	7	49	29	15	12	12	17	0	141
17	Posts finalized	16	120	31	15	20	12	63	5	282
	Nominations made	16	107	24	15	17	7	55	5	246
18	Posts finalized	1	33	19	7	2	3	9	1	75
	Nominations made	1	16	4	3	2	2	8	1	37
19	Posts finalized	3	18	6	6	6	5	2	1	47
	Nominations made	0	9	2	2	2	0	1	1	17
20	Posts finalized	0	1	1	0	1	0	0	0	3
	Nominations made	0	1	0	0	0	0	0	0	1
21	Posts finalized	1	7	2	1	1	1	0	0	13
	Nominations made	1	4	2	0	0	0	0	0	7
Total Finalized		28	236	93	44	44	69	108	13	635
Total Nominations Made		25	186	61	35	33	21	81	7	449
Failure Reported		1	50	32	9	9	32	16	2	151
Withdrawn		2	0	0	0	2	16	11	4	35

Appendix -9**Ministry/Division Wise Detail of Selection of Officers for Various Posts**

Name of Requisitioning Ministry/ Division/ Department	Basic Scale						Total
	16	17	18	19	20	21	
Ministry of Defence	57	74	5	1	-	-	137
Ministry of Housing and Works	1	16	-	-	-	-	17
Ministry of Interior	1	1	-	-	-	-	2
Ministry of Narcotics Control	23	23	3	-	-	-	49
Ministry of Ports and Shipping	1	-	-	-	-	-	1
Ministry of Religious Affairs	4	-	-	-	-	-	4
Ministry of Railways	-	36	2	-	-	-	38
Law, Justice and Parliamentary Affairs.	35	11	16	15	1	-	78
Cabinet	2	-	-	-	-	-	2
Federal Board of Revenue	13	-	-	-	-	-	13
Prime Minister Secretariat	1	-	-	-	-	-	1
Federal Government Organization	1	18	-	-	-	-	19
Federal Public Service Commission	-	1	1	-	-	-	2
Petroleum & Natural Resources	-	10	-	-	-	-	10
Communication	-	2	-	-	-	-	2
Planning and Development Division	-	-	2	1	-	-	3
G.B Council Secretariat	2	2	1	-	-	-	5
KA & GB Div.	-	50	7	-	-	-	57
AJ&K Council Secretariat	-	2	-	-	-	-	2
Total	141	246	37	17	1	7	449

**Recruitment Cases (BS-16 & above) which were Advertised and Processed
by the Commission during the Year 2013**

Sr. No.	Case No.	Title of Post with Ministry/ Division and Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-Selected	Interviewed	
1.	01/2013	Assistant Naval Store Officer (BS-16), Pakistan Navy, Ministry of Defence.	01 Balochistan-1	26	4	4	U/P
2.	02/2013	Head Nurse (BS-17), Pakistan Institute of Medical Sciences, Capital Administration and Development Division	01 Balochistan-1	3	0		F-1
3.	03/2013	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence	01 Punjab-1	25	0	0	F-1
4.	04/2013	Entomologist (BS-17), Department of Plant Protection, Ministry of National Food Security & Research.	09 Punjab-5 Sindh(R)-1 Sindh(U)-1 Balochistan-1 GB-1	690	27		U/P
5.	05/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways, Ministry of Railways	02 Sindh(R) -1 KPK-1	11	6	6	F-1 R-1
6.	06/2013	Senior Subject Specialist (Female) (Economics) (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence	01 Sindh(R)-1	1	0	0	F-1
7.	07/2013	Assistant Controller of Stores and Purchase (BS-17), Store & Purchase Department (Railway Board), Ministry of Railways.	10 Merit-5 Punjab-2 Sindh(R)-1 Sindh(U)-1 Balochistan-1	630	41	41	U/P
8.	08/2013	Assistant Electrical Engineer (BS-17), Electrical Engineering Department (Railway Board), Ministry of Railways.	09 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 GB-1	1188	27	27	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division and Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-Selected	Interviewed	
9.	09/2013	Assistant Mechanical Engineer (BS-17), Railway Board, Ministry of Railways	11 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-2 GB-1	368	27	27	R-5 F-1 R-1 R-1 R-1 F-1 R-1
10.	10/2013	Director (BS-19), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	02 Punjab-1 KPK-1	17	3	3	U/P
11.	11/2013	Deputy Director (Admn), (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	01 Sindh(R)-1	145	5		U/P
12.	12/2013	Assistant Executive Engineer (Civil) (BS-17) Public Works Department, Kashmir Affairs and Gilgit Baltistan Division.	13 GB-13	89	27		U/P
13.	13/2013	Executive Engineer (Electrical) (BS-18), MES, Ministry of Defence.	01 Punjab-1	5	1	1	F-1
14.	14/2013	Assistant Professor (Female) (Mathematics) (BS-18) Federal Directorate of Education, CADD.	01 KPK-1	9	3	3	F-1
15.	15/2013	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control	01 Punjab-1	58	2	2	F-1
16.	16/2013	Assistant Professor (Female) (Commerce), (BS-18), Islamabad Model Colleges, Islamabad, CADD	01 Sindh(U)-1	1	1	1	F-1
17.	17/2013	Computer Instructor (Female) (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Punjab-1	51	1	1	F-1
18.	18/2013	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	11 Punjab-8 Sindh(R)-1 Sindh(U)-1 KPK-1	747	30		U/P
19.	20/2013	Deputy Chief Librarian (BS-18), Directorate General of Special Education, Social Welfare, Ministry of CADD	01 Punjab-1	37	5	5	R-1
20.	21/2013	Deputy Assistant Chemical Examiner (BS-16), Customs Department, Federal Board of Revenue.	01 AJK-1	7	0	0	F-1

Sr. No.	Case No.	Title of Post with Ministry/ Division and Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-Selected	Interviewed	
21.	22/2013	Chemist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	03 Punjab-2 Sindh(R)-1	201	9	9	R-3
22.	23/2013	Assistant Geophysicist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	07 Punjab-3 Sindh(R)-1 KPK-2 AJK-1	325	21		U/P
23.	24/2013	Senior Physiotherapist (BS-18), Directorate General of Special Education, Social Welfare, CADD.	01 Punjab-1	15	5	5	R-1
24.	25/2013	Director General (BS-20), Ministry of Human Rights.	01 Punjab-1	30	6	6	U/P
25.	26/2013	Assistant Professor (Male) (BS-18), Islamabad Model Colleges, CADD.	05 Sindh (R)-2 Sindh (U)-1 Balochistan-1 GB-1	41	7	7	F-2 R-1 R-1 R-1
26.	27/2013	Librarian (BS-17), Directorate General of Special Education, CADD.	01 Punjab-1	149	5	5	R-1
27.	28/2013	Curator (BS-17), GHQ, Ministry of Defence.	01 Punjab-1	65	5	5	R-1
28.	29/2013	Trained Graduate Teachers (Female) (BS-16), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), M/O Defence.	02 Sindh (R)-2	15	1		U/P
29.	30/2013	Drilling Engineer (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	08 Merit-1 Punjab-4 Sindh(R)-2 Balochistan-1	301	23	23	R-1 R-3 F-1 R-2 R-1
30.	31/2013	Associate Professor/ Vice Principal (Female) (BS-19), Islamabad Model Colleges, CADD.	02 Sindh(R)-1 KPK-1	4	1	1	F-1 F-1
31.	32/2013	Research Officer/ Planning Officer/ Survey Officer (BS-17), Economists Group, Planning and Development Division.	11 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-2	1028	40	40	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division and Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-Selected	Interviewed	
32.	33/2013	Assistant Professor (Female) (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Sindh(R)-2	0	0	0	F-2
33.	34/2013	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	44 Punjab-30 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-2 GB-2 AJK-2	1003	141		U/P
34.	35/2013	Lecturer (Female) (Statistics) (BS-17), Federal Directorate of Education, CADD	01 Punjab(M)-1	58	1	1	R-1
35.	36/2013	Staff Officer-III (Stat) (BS-17), GHQ, Ministry of Defence	02 Punjab-1 Sindh(U)-1	95	5		U/P
36.	37/2013	Associate Professor (Female) (Journalism) (BS-19), Federal Directorate of Education, Islamabad, CADD.	01 Sindh(U)-1	0	0	0	R-1
37.	38/2013	Project Officers (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	05 Punjab-3 Sindh(R)-1 KPK-1	229	13		U/P
38.	39/2013	Assistant Network Administrator (BS-16), Federal Public Service Commission.	02 Merit-1 Punjab-1	356	10	11	U/P
39.	40/2013	Photogrammetrist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	02 Punjab-1 Sindh(R)-1	65	9		U/P
40.	41/2013	Senior Drilling Engineer (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	05 Punjab-3 Sindh(R)-1 KPK-1	19	3		U/P
41.	42/2013	Headmistress (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	13 Merit-1 Punjab-7 Sindh(R)-1 Sindh(U)-1 KPK-2 AJK-1	1210	36		U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division and Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-Selected	Interviewed	
42.	43/2013	Assistant Headmaster (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	22 Merit-1 Punjab-12 Sindh(R)-2 Sindh(U)-2 KPK-3 Balochistan-1 GB-1	4813	68		U/P
43.	44/2013	Assistant Headmistress (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	23 M-1 Punjab-12 Sindh(R)-3 Sindh(U)-1 KPK-3 Balochistan-1 GB-1 AJK-1	6330	75		U/P
44.	45/2013	Headmaster (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	17 Merit-1 Punjab-8 Sindh(R)-2 Sindh(U)-2 KPK-2 Balochistan-1 AJK-1	1142	57		U/P
45.	46/2013	Principal (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	30 Merit-2 Punjab-14 Sindh(R)-4 Sindh(U)-2 KPK-4 Balochistan-2 GB-1 AJK-1	2249	88		U/P
46.	47/2013	Charge/ Staff Nurse (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	200 Merit-15 Punjab-100 Sindh(R)-23 Sindh(U)-15 KPK-23 Balochistan-12 GB-8 AJK-4	679	346		U/P
47.	48/2013	Trained Graduate Teacher (Male) (BS-16), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	53 Merit-4 Punjab-27 Sindh(R)-6 Sindh(U)-4 KPK-6 Balochistan-3 GB-2 AJK-1	6978	177		U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division and Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-Selected	Interviewed	
48.	49/2013	Vice Principal (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	49 Merit-3 Punjab-25 Sindh(R)-6 Sindh(U)-3 KPK-5 Balochistan-3 GB-3 AJK-1	8965	153		U/P
49.	50/2013	Associate Professor (Male) (History) (BS-19), Directorate of F.G. Educational institutions (Cantts/ Garrisons), Ministry of Defence.	01 Balochistan-1	0	0	0	F-1
50.	51/2013	Director (Works) (BS-19), Directorate General of Special Education, CADD.	01 Sindh(R)-1	15	3	3	U/P
51.	52/2013	Assistant Director (BS-17), National Highways & Motorways Police, Ministry of Communications.	02 Punjab-1 Sindh(R)-1	1500	10	10	R-2
52.	53/2013	Assistant Professor (Female) (Mathematics) (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(R)-1	8	0	0	F-1
53.	54/2013	Associate Professor (Male) (BS-19), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Punjab-1 Sindh(U)-1	15	01		U/P
54.	57/2013	Deputy Engineering Adviser (Power) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	02 Punjab-1 Sindh(R)-1	17	1		U/P
55.	58/2013	Assistant Professor (Male) (Political Science), (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	01 Sindh(U)-1	--			F-1

Sr. No.	Case No.	Title of Post with Ministry/ Division and Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-Selected	Interviewed	
56.	59/2013	Seed Analyst (BS-17), Federal Seed Certification and Registration Department, Ministry of National Food Security & Research.	11 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 GB-1	932	35		U/P
57.	60/2013	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control	07 Punjab-3 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	1248	19		U/P
58.	61/2013	Assistant Director (BS-17), Anti Narcotics Force, Ministry of Narcotics Control	05 Merit-1 Punjab-2 Sindh(R)-1 KPK-1	4117	17	17	R-1 R-2 R-1 R-1
59.	62/2013	Judicial Member (BS-21) Appellate Tribunal Inland Revenue, Ministry of Law, Justice and Parliamentary Affairs.	05 Punjab-2 Sindh(U)-1 KPK-1 Balochistan-1	26	15		U/P
60.	63/2013	Lecturer (Female) (Geography) (BS-17), Federal Directorate of Education, CADD	01 Sindh(R)-1	11	3	3	F-1
61.	64/2013	Lecturer (Female) (Physics) (BS-17), Federal Directorate of Education, CADD	01 Sindh(R)-1	10	4		U/P
62.	65/2013	Assistant Information Officer (BS-16), Press Information Department, Ministry of Information and Broadcasting.	02 Punjab-2	156	10		U/P
63.	67/2013	Trained Graduate Science Teacher (Male) (BS-16) Education Department, Gilgit Baltistan, KAGB Division.	01 GB-1	28	0		F-1
64.	68/2013	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/Garrisons), Ministry of Defence.	01 Punjab-1	53			F-1
65.	71/2013	Medical Officer (Male) (BS-17) Health Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	03 GB-3	8	0	0	F-3

Sr. No.	Case No.	Title of Post with Ministry/ Division and Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-Selected	Interviewed	
66.	73/2013	Eye Specialist (BS-18), Medical Department, Ministry of Railways.	01 Punjab-1	1	0	0	F-1
67.	75/2013	Assistant Professor (Male) (Commerce) (BS-18) Federal Directorate of Education, Islamabad, CADD	01 Sindh(U)-1	5	0	0	F-1
68.	76/2013	Headmaster (Male) (BS-17) Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GB-1	24	0	0	F-1
69.	77/2013	District Attorney (BS-18) Law and Prosecution Department Gilgit Baltistan, KAGB Div	01 GB-1	5	2	2	R-1
70.	78/2013	Engineering Instructor (BS-19) Pakistan Marine Academy, Karachi, Ministry of Ports And Shipping.	06 Merit-1 Punjab-2 Sindh(R)-1 KPK-1 Balochistan-1	7		0	F-1 F-2 F-1 F-1 F-1
71.	79/2013	Nautical Instructor (BS-19) Pakistan Marine Academy, Karachi, Ministry of Ports And Shipping.	05 Punjab-2 KPK-1 Balochistan-1 GB-1	0	0	0	F-2 F-1 F-1 F-1
72.	80/2013	Sub-Engineer (Civil) (BS-16), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	02 Punjab-1 KPK-1	79	1		U/P
73.	81/2013	Superintending Engineer (Floods) (BS-19), Office of the Chief Engineering Adviser/Chairman Federal Flood Commission, Ministry of Water and Power.	01 Punjab-1	7	0		F-1
74.	82/2013	Associate Professor (Female) (Journalism) (BS-19), Federal Directorate of Education, Islamabad, CADD.	01 Sindh (U)-1	4	0	0	F-1
75.	84/2013	Assistant Engineer (Floods) (BS-17), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power	02 Punjab-1 Sindh(R)-1	142	10		U/P
76.	85/2013	Saloon Instructor (BS-16) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 Punjab-1	1	1	1	R-1

Sr. No.	Case No.	Title of Post with Ministry/ Division and Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-Selected	Interviewed	
77.	87/2013	Nautical Instructor (BS-17) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 KPK-1	2	0	0	F-1
78.	90/2013	Senior Nautical Instructor, (BS-18), Pakistan Marine Academy, Karachi	01 Punjab-1	3	0	0	F-1
79.	91/2013	Radiologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1	0	0	0	F-1
Total			664	48,897			

Remaining 105 recruitment cases with 340 posts involving 46,978 applications were under pre-selection stage.

Appendix-11

Recruitment Cases (BS-16 & above) of Pre-2013, which were Processed during 2013

S. No	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
1	47/2006	Senior Programmer (BS-18) Directorate of Information Technology and MIS, Pakistan Railways, Lahore, Ministry of Railways.	2 Punjab-1 Sindh(R)-1	16	5	0	P
2	117/2006	Associate Clinical Psychologist, (BS-18) PIMS, Ministry of Health,	1 Punjab-1	13	8	0	P
3	84/2007	Administrative Officer-Cum-Education Cess Officer, (BS-17) Excise & Taxation Department, AJ K Council Secretariat.	1 AJK-1	19	3	3	R-1
4	55/2010	Deputy Chief (BS-19), Transport and Communication Section, Planning and Development Division.	01 Punjab-1	10	5	5	R-1
5	133/2010	Instructors (Female) (BS-17) Government Polytechnic Institute for Women, Islamabad, Ministry of Education.	04 Merit-1 Punjab-2 Sindh(U)-1	167	15	15	R-1 R-2 R-1
6	148/2010	Deputy Director (BS-18), Pakistan Manpower Institute, Ministry of Labour and Manpower	01 Punjab-1	36	1	1	F-1
7	176/2010	Superintending Engineer (BS-19), Azad Jammu & Kashmir Council Secretariat, Islamabad	01 Merit-1	22	5	5	W
8	187/2010	Deputy Director (BS-18), Survey of Pakistan, Ministry of Defence	07 Merit-1 Punjab-4 Sindh(U)-1 Baochistan-1	93	14	14	P
9	18/2011	Charge Nurse (BS-16), Jinnah Postgraduate Medical Centre (JPMC), Karachi, Ministry of Health	33 KPK-2 Balochistan-16 GB-11 AJK-4	82	0	0	W
10	99/2011	Associate Professor/Vice Principal (Female) (BS-19), Islamabad Model Colleges, CADD	06 Punjab-3 Sindh(R)-1 Sindh(U)-1 KPK-1	32	22	22	R-3 F-1 R-1 F-1

S. No	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applica-tions Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
12	127/2011	Subject Specialist (Female) (BS-17), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence	11 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	1267	69	69	R-1 R-6 R-1 R-1 R-1 F-1
13	131/2011	Computer Instructor (Female) (BS-17), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	37 Merit-3 Punjab-19 Sindh(R)-4 Sindh(U)-3 KPK-4 Balochistan-2 GB-1 AJK-1	395	121		R-3 R-18 F-1 R-4 R-3 R-4 R-2 R-1 R-1
14	138/2011	Assistant Chief/Assistant Economic Adviser/Chief Research Officer/Senior Research Officer/ Deputy Adviser (Co-Operation)/ Deputy Director (Economic Studies)/ Deputy Director (Farm Management)/ Deputy Director (Agricultural Credit), (BS-18), Economists Group, Planning and Development Division.	02 Punjab-2	22	7	7	R-2
15	151/2011	Deputy Engineering Adviser (Power) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	02 Punjab-1 Sindh(R)-1	11	0	0	F-1 F-1
16	14/2012	Judicial Member (BS-21) Appellate Tribunal Inland Revenue, Ministry of Law, Justice and Parliamentary Affairs.	12 Merit-1 Punjab-6 Sindh (R)-2 Sindh (U)-1 KPK-1 Balochistan-1	47	19	19	R-1 R-4 F-2 R-2 F-1 F-1 F-1
17	21/2012	Trained Graduate Teacher (Female) (BS-16), Directorate of F.G. Educational Institutions, (Cantts/Garrisons), Ministry of Defence.	08 Sindh (R)-8	69	13	13	R-6 F-2
18	29/2012	Ammunition Technical Officer (BS-17), Frontier Constabulary, Peshawar, Ministry of Interior.	01 Punjab-1	7	3	3	R-1
19	31/2012	Assistant Executive Engineer (BS-17), Gilgit Baltistan Council Secretariat, Islamabad.	01 Punjab-1	40	5	5	R-1

S. No	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
20	32/2012	Research Officer (BS-17), Gilgit Baltistan Council Secretariat, Islamabad.	01 Punjab-1	155	5	5	R-1
21	33/2012	Legal Officer (BS-18), Gilgit Baltistan Council Secretariat, Islamabad.	01 Punjab-1	22	7	7	R-1
22	36/2012	Assistant Communication Security Officers, (BS-16), Department of Communication Security, Cabinet Division.	02 Punjab-1 KPK-1	348	10	10	R-1 R-1
23	41/2012	Data Processing Assistant (BS-16), Ministry of Religious Affairs.	03 Punjab-1 Sindh(R)-1 KPK-1	205	9	0	R-1 R-1 R-1
24	42/2012	Deputy Assistant Chemical Examiner (BS-16), Customs Department, Federal Board of Revenue.	18 Merit-2 Punjab-9 Sindh(R)-3 KPK-2 Balochistan-1 AJK-1	149	19	19	R-2 R-5 F-4 R-3 R-2 R-1 F-1
25	43/2012	Assistant Meteorologist (BS-16), Pakistan Meteorological Department, Ministry of Defence.	01 Sindh(R)-1	11	5	5	R-1
26	46/2012	Director/ Principal Engineer (BS-19), Pakistan Meteorological Department, Ministry of Defence.	01 Punjab-1	7	4	4	R-1
27	49/2012	System Operator (BS-16), Ministry of Religious Affairs	01 Punjab-1	46	5	5	R-1
28	51/2012	Assistant Professor (Physics) (BS-18), Pakistan Navy, Ministry of Defence.	01 Punjab-1	10	3	3	R-1
29	52/2012	Lecturers (BS-17), Pakistan Navy, Ministry of Defence.	04 Punjab-2 Sindh(R)-1 KPK-1	823	17	17	R-2 R-1 R-1
30	54/2012	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence.	01 Pb-1	42	5	5	R-1
31	59/2012	Lecturer (Female) (BS-17), F.G. Colleges for Women, Federal Directorate of Education, CADD.	03 Punjab(M)-1 Sindh (R)-2	140	5	5	R-1 F-1 R-2

S. No	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
32	60/2012	Computer Operator (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	01 Balochistan-1	35	6	6	R-1
33	61/2012	Veterinary Officers (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	08 Merit-1 Punjab-6 Sindh(R)-1	165	27	27	R-1 R-6 R-1
34	64/2012	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, M/O Housing & Works.	01 Punjab-1	95	5	5	R-1
35	66/2012	Assistant Professor (Female) (BS-18), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	02 GB-2	22	4	4	R-2
36	67/2012	Assistant Comptroller (BS-16), Pak PWD, Ministry of Housing and Works.	01 Punjab-1	30	7	7	R-1
37	68/2012	Veterinary Officer (BS-17) Directorate of Livestock Dairy Development and Poultry Production Department, Kashmir Affairs And Gilgit Baltistan Division.	20 GB-20	55	31	31	P
38	71/2012	Instructor, Civil Defence/ Deputy Assistant Director, Civil Defence (BS-16), Ministry of Interior	01 GB-1	17	1	1	R-1
39	72/2012	Horticulturist/ Garden Officer (BS-16), GHQ, Ministry of Defence.	01 Punjab-1	29	4	4	R-1
40	73/2012	Assistant Executive Engineer (Civil) (BS-17), Civil Engineering Department, Railways Board, Ministry of Railways.	04 Punjab-3 Sindh(U)-1	121	12	12	R-3 R-1
41	74/2012	Medical Officer (Male) (BS-17), Health Department, Kashmir Affairs & Gilgit Baltistan Division.	52 GB-52	79	55	55	R-49 F-3
42	78/2012	Assistant Architect (Civil) (BS-17), Works Department, Kashmir Affairs and Gilgit Baltistan Division.	01 GB-1	13	5	5	R-1
43	79/2012	Lecturer (Male) (Mathematics) (BS-17), Directorate of F.G. Educational Institutions (Cantt/ Garrisons), Ministry of Defence	01 Punjab-1	85	5	5	R-1

S. No	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
44	80/2012	Assistant Executive Engineer (E&M) (BS-17), MES, Ministry of Defence.	06 Sindh(R)-1 KPK-2 Balochistan-2 GB-1	146	10	10	F-1 R-1 F-1 R-1 F-1 R-1
45	81/2012	Trained Graduate Teacher (Male) (English Literature) (BS-16), Directorate of F.G. Educational Institutions, (Cantt/ Garrisons), Ministry of Defence.	01 Sindh(U)-1	17	3	3	R-1
46	82/2012	District Attorney (BS-18), Law and Prosecution Department GB, Kashmir Affairs and Gilgit Baltistan Division	05 GB-5	77	13	13	R-4 F-1
47	83/2012	Assistant Chief (Power)(BS-18), Energy Wing, Planning and Development Division.	01 Punjab-1	21	0	0	F-1
48	84/2012	Clinical Dietitian (BS-17), Armed Forces Institute of Cardiology, Rawalpindi, Ministry of Defence.	02 Punjab-1 Sindh(R)-1	18	5	5	R-1 F-1
49	85/2012	Assistant Information/ Translation Officer (BS-16), Azad Jammu and Kashmir Council Secretariat.	01 Merit-1	36	5	5	W
50	86/2012	Consulting Physician/ Surgeon (BS-20), F.G. Polyclinic, Islamabad, (BS-17), CADD.	03 Punjab-1 Sindh(R)-1 KPK-1	6	1	1	R-1 F-1 F-1
51	88/2012	Psychologist (BS-18), Federal Public Service Commission.	01 Sindh(R)-1	5	2	2	R-1
52	89/2012	Trained Graduate Science Teacher (Female) (BS-16), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	04 GB-4	240	13	13	P
53	90/2012	Trained Graduate Science Teacher (Male) (BS-16), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	19 GB-19	440	55	55	P
54	91/2012	Trained Graduate Teacher (Female) (BS-16), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	10 GB-10	1018	30	30	P
55	92/2012	Trained Graduate Teacher (Male) (BS-16), Education Department, Kashmir Affairs and Gilgit Baltistan Division	34 GB-34	1285	98	98	P

S. No	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applica-tions Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
56	93/2012	Headmistress (Female) (BS-17), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	04 GB-4	389	12	12	P
57	94/2012	Headmaster (Male) (BS-17), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	15 GB-15	878	43	43	P
58	96/2012	Vice Principal/ Headmaster (Male) (BS-18), Federal Educational Institutions, Federal Directorate of Education, Islamabad, CADD.	09 Merit-1 Punjab-3 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 AJK-1	552	37	37	R-1 R-3 R-1 R-1 R-1 R-1 R-1
59	97/2012	Senior Teacher (Male) (BS-17), Federal Educational Institutions, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	23 Merit-2 Punjab-11 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-1 GB-1	1299	84	84	U/P
60	99/2012	Assistant Executive Engineer (BS-17), AJK Council Secretariat.	01 Merit-1	115	5	5	R-1
61	101/2012	Charge Nurse (BS-16), Pakistan Institute of Medical Sciences, Islamabad, Capital Administration and Development Division.	46 Sindh(R)-9 Sindh(U)-8 Balochistan-20 GB-9	436	68	68	R-9 R-8 R-3 F-17 R-9
62	104/2012	Lecturer (Female) (Math.) (BS-17), Federal Directorate of Education, Islamabad, CADD.	02 Punjab-2	126	10	10	R-2
63	105/2012	Deputy Assistant Director (BS-16), Board of Investment, Prime Minister's Secretariat (Public).	01 Punjab-1	118	5	5	R-1
64	107/2012	Charge/ Staff Nurse (BS-16), F.G. Polyclinic, Islamabad, CADD.	08 Balochistan-5 GB-3	62	9	9	R-2 F-3 R-3
65	110/2012	Assistant Protocol Officer (BS-16), Gilgit Baltistan Council Secretariat, Islamabad.	01 Punjab-1	70	7	7	R-1
66	111/2012	Multimedia Operator (BS-16), Gilgit Baltistan Council Secretariat, Islamabad.	01 Punjab-1	13	2	2	R-1
67	112/2012	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	02 Punjab-2	349	4	4	R-1 F-1

S. No	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
68	113/2012	Deputy Director (Data Base Administration) (BS-18), Anti Narcotics Force, Ministry of Narcotics Control.	01 Punjab-1	78	6	6	R-1
69	114/2012	Deputy Armament Supply Officer (BS-18), Pakistan Navy, Ministry of Defence	01 Punjab-1	10	2	2	R-1
70	115/2012	Assistant Engineering Adviser (Power) (BS-18), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	01 Punjab-1	18	0	0	F-1
71	117/2012	Lecturer (Female) (Geography) (BS-17), Federal Directorate of Education, CADD.	01 Sindh(R)-1	11	4	4	F-1
72	118/2012	Psychologist (BS-18), Federal Public Service Commission.	01 Punjab-1	33	0	0	F-1
73	119/2012	Physiotherapist (Male) (BS-17), Armed Forces Institute of Rehabilitation Medicine, Rawalpindi, Ministry Of Defence.	01 Punjab-1	14	4	4	R-1
74	120/2012	Assistant Director (BS-17), Federal Government Organization.	18 Merit-1 Punjab-9 S(R)-2 S(U)-1 KPK-2 Bal-2 GB-1	13810	59	59	R-1 R-9 R-2 R-1 R-2 R-2 R-1
75	121/2012	Electro Medical Personnel (BS-16), Armed Forces Institute of Dentistry (AFID), Rawalpindi, Ministry of Defence.	02 Punjab-1 Sindh(R)-1	2	0	0	F-1 F-1
76	122/2012	Assistant Professor (Female) (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	04 Sindh(R)-4	3	0	0	F-4
77	123/2012	Film Editor (BS-16), GHQ, Ministry of Defence.	01 Punjab-1	5	1	1	F-1
78	127/2012	Inspector (BS-16), Airports Security Force, Ministry of Defence.	01 Balochistan-1	155	5	5	R-1
79	128/2012	Medical Officer (BS-17), F.G. Polyclinic, Islamabad, CADD.	01 Punjab-1	25	0	0	F-1
80	129/2012	2 nd Engineer (Electronics) (System Engineer PCBFR) (BS-18), Pakistan Navy, Ministry of Defence.	07 Punjab-6 Sindh(U)-1	40	1	1	R-1 F-5 F-1

S. No	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
81	130/2012	Port Health Officer (BS-18), Port Health Department, Karachi, Ministry of National Regulation and Services.	01 Punjab-1	3	0	0	F-1
82	131/2012	Librarian (BS-16), Federal Government Organization.	01 Punjab-1	144	5	2	R-1
83	132/2012	Store Officer (BS-16), MES, Ministry of Defence.	03 Punjab-1 Sindh(R)-1 GB-1	112	6	6	F-1 R-1 R-1
84	133/2012	Gynecologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	02 Punjab-1 Sindh(R)-1	6	3	3	R-1 R-1
85	134/2012	Lecturer (Female) (Computer Science) (BS-17), Federal Directorate of Education, Islamabad, CADD.	01 Punjab-1	112	6	6	R-1
86	135/2012	Trained Graduate Teacher (Female) (Mathematics) (BS-16), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(R)-1	9	4	4	R-1
87	136/2012	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Punjab-1	42	0	0	F-1
88	137/2012	Inspector (Legal) (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	23 Merit-2 Punjab-12 Sindh(R)-2 Sindh(U)-2 KPK-3 Balochistan-1 GB-1	1231	71	71	R-2 R-10 F-2 R-2 R-2 R-3 R-1 R-1
89	138/2012	Deputy Director (Law) (BS-18), Anti Narcotics Force, Ministry of Narcotics Control.	02 Punjab-1 Sindh(R)-1	100	11	11	R-1 R-1
90	139/2012	Assistant Director (Law) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	08 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1	605	27	27	R-1 R-4 R-1 R-1 R-1
91	140/2012	Assistant Professor (Male) (Commerce) (BS-18), Federal Directorate of Education, Islamabad, CADD.	01 Sindh(U)-1	3	0	0	F-1

S. No	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
92	141/2012	Lecturer (Male) (Political Science) (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Punjab-1	96	6	6	R-1
93	142/2012	Lecturer (Female) (Physics), (BS-17), Federal Directorate of Education, CADD.	01 Sindh(R)-1	3	0		F-1
94	143/2012	Assistant Director (Networking) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	07 Merit-1 Punjab-4 Sindh(R)-1 KPK-1	459	30	30	R-1 R-4 R-1 R-1
95	144/2012	Assistant Director (Programmer) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	02 Punjab-1 Sindh(R)-1	114	12	12	R-1 R-1
96	145/2012	Assistant Director (Computer Hardware Manager) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	01 Punjab-1	82	6	6	R-1
97	146/2012	Associate Professors (Male) (BS-19), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Punjab-1 Sindh(U)-1	9	0	0	F-1 F-1
98	147/2012	2 nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	01 Punjab-1	30	1	1	R-1
99	148/2012	Associate Professor (Male) (History) (BS-19), Directorate of F.G Educational Institutions (Cantts/ Garrisons), Ministry of Defence	01 Balochistan-1	0	0	0	F-1
100	149/2012	Judicial Member (BS-21) Appellate Tribunal Inland Revenue, Ministry of Law, Justice and Parliamentary Affairs.	01 Punjab(W)-1	2	2	2	F-1
101	150/2012	Assistant Professor (Male) (Political Science) (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1	3	0	0	F-1
102	151/2012	Composer (BS-16), Directorate General of Special Education, CADD.	01 Sindh(R)-1	7	0	0	F-1
103	152/2012	Assistant Executive Engineers (E&M) (BS-17) Water and Power Department, Kashmir Affairs and Gilgit Baltistan Division.	06 GB-6	101	12	12	P

S. No	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
104	153/2012	Assistant Signal/Telecom Engineer (BS-17), Signal & Telecom Engineering Department, Ministry of Railways.	07 Merit-1 Punjab-3 Sindh(R)-1 Sindh(U)-1 AJK-1	1075	24	24	R-1 R-3 R-1 R-1 R-1
105	154/2012	Assistant Executive Engineer (E/M) (BS-17), Pak. PWD, Ministry of Housing & Works.	03 Punjab-1 Sindh(U)-1 KPK-1	457	9	10	R-1 R-1 R-1
106	155/2012	Charge Nurse (BS-16), Pakistan Institute of Medical Sciences, Islamabad, CADD.	01 Sindh(U)-1	177	5	5	R-1
107	156/2012	Assistant Chief/ Assistant Economic Adviser/ Chief Research Officer/ Senior Research Officer/ Deputy Adviser (Co-Operation)/ Deputy Director (Economics Studies)/ Deputy Director (Farm Management)/ Deputy Director (Agricultural Credit), (BS-18), Economists Group, Planning and Development Division	02 Sindh(R)-1 Balochistan-1	35	2	2	F-1 F-1
108	157/2012	Trained Graduate Teacher (Male) (Physics) (BS-16), Directorate of F.G. Educational Institutions, Urdu Medium Schools, (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1	13	1	1	R-1
109	158/2012	Inspector (BS-16), Airports Security Force, Ministry of Defence.	26 Merit-2 Punjab-13 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-2 GB-1	6014	86	86	R-2 R-13 R-3 R-2 R-3 R-2 R-1
110	159/2012	Lecturer (Male) (Political Science) (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(R)-1	68	5	5	R-1
111	160/2012	System Analyst (BS-18), Pakistan Military Accounts Department, Ministry of Defence.	01 Punjab-1	65	5	5	R-1
112	161/2012	Associate Professor (female) (Journalism) (BS-19), Federal Directorate of Education, Islamabad, CADD.	01 Sindh(U)-1	0	0	0	F-1

S. No	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
113	162/2012	Security Officer/ Assistant Director (BS-17), Airports Security Force, Ministry of Defence.	01 Punjab-1	275	7	7	R-1
114	163/2012	Assistant Security Officer/ Deputy Assistant Director (BS-16), Airports Security Force, Ministry of Defence.	14 Merit-1 Punjab-7 Sindh(R)-2 KPK-2 Balochistan-1 GB-1	3402	46	46	R-1 R-7 R-2 R-2 R-1 R-1
115	164/2012	Assistant Director (BS-17), Federal Public Service Commission.	01 Merit-1	2098	5	5	R-1
116	165/2012	Computer Instructor (Male), (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Punjab-2	90	1	1	R-1 F-1
117	166/2012	Lecturer (Male) (Mathematics), (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Punjab-1	34	4	4	R-1
118	167/2012	Computer Operator (BS-16), Pakistan Military Accounts Department, Ministry of Defence	01 Punjab-1	69	5	5	R-1
119	168/2012	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	12 Punjab-6 Sindh(U)-2 KPK-1 Balochistan-1 AJK-2	719	36	36	R-6 R-2 R-1 R-1 R-2
120	170/2012	Legislative Translation Officer (BS-18), Ministry of Law, Justice and Parliamentary Affairs.	01 Punjab-1	4	1	0	F-1
121	171/2012	Clinical Dietitian (BS-17), Armed Forces Institute of Cardiology, Rawalpindi, Ministry of Defence.	01 Sindh(R)-1	1	0	0	F-1
122	172/2012	Eye Specialist (BS-18), Medical Department, Ministry of Railways.	01 Punjab-1	1	0	0	F-1
123	174/2012	Radiologist (BS-18), Medical Department, Ministry of Railways.	01 Punjab-1	1	0	0	F-1

S. No	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applica-tions Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
124	175/2012	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways (Railway Board), Ministry of Railways.	17 Merit-2 Pubjab-9 Sindh(R)-1 Sindh(U)-2 KPK-1 Balochistan-1 GB-1	715	51	51	R-2 R-8 F-1 R-1 R-2 R-1 F-1 R-1
125	176/2012	Assistant Professor (Female) (Mathematics) (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Sindh(R)-2	1	0	0	F-2
126	177/2012	Boiler Engineer (BS-17), Remount Veterinary And Farms Corps, Ministry of Defence.	01 Punjab-1	7	2	2	R-1
Total			683	45,761	1741	1524	

In One Case, major portion of nominations were made in previous years, however three (03) nominations have been pended due to court case. Therefore, the following case reported in Annual Report 2012 and 2013 respectively, however the remaining (03) nominations will be conveyed after decision of the court cases.

S. No.	Cases Reported	Posts with Quota	Partial Nomination made	Post Kept Pending	Remarks
1	100/2011	Associate Professors/ Vice Principals (Male) (BS-19), Islamabad Model Colleges, CADD.	14 Merit-1 Punjab-6 Sindh(R)-2 Sindh(U)-1 KPK-2 GB-1 AJK-1	Pend-3	Pending due to Litigation
Total Pending				3	

P* = Pending due to Litigation
W = Requisition Withdrawn
R = Recommended
F = Failure

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

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota.	Candidates Applied	Candidates appeared
1.	148/2010	Dy. Director (BS-18), Pakistan Manpower Institute, Ministry of Labour & Manpower.	Punjab=01	36	12
2.	131/2012	Librarian (BS-16), in Federal Government Organization.	Punjab=01	144	107
3.	147/2012	2 nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	Punjab=01	30	17
4.	152/2012	Assistant Executive Engineer (E&M) (BS-17), Water and Power Department Gilgit Baltistan, KA & GB Division.	GB=06	133	115
5.	153/2012	Assistant Signal/ Telecom Engineer (BS-17), Signal & Telecom Engineering Department of Pakistan Railways, (Railway Board) Ministry of Railways.	Merit=1 Punjab=3 Sindh (R)=1 Sindh (U)=1 <u>AJK=1</u> Total=07	1066	778
6.	154/2012	Assistant Executive Engineer (E/M) (BS-17), Pak. PWD, Ministry of Housing & Works	Punjab=1 Sindh (U)=1 <u>KPK=1</u> Total=03	457	328
7.	155/2012	Charge Nurse (BS-16), Pakistan Institute of Medical Sciences, Islamabad, CADD	Sindh (U)=01	177	145
8.	156/2012	Assistant Chief/ Assistant Economic Adviser/ Chief Research Officer/Senior Research Officer/ Deputy Advisor (Co-operation)/ Deputy Director (Economic Studies)/ Deputy Director (Farm Management)/ Deputy Director (Agricultural Credit), (BS-18), Economists Group, Planning and Development Division.	Sindh (R)=1 <u>Balochistan=1</u> Total=02	36	26
9.	157/2012	Trained Graduate Teacher, (Male) (Physics), (BS-16), Directorate of F.G. Educational Institutions, (Cantts /Garrisons), Ministry of Defence.	Sindh (U)=01	13	08
10.	158/2012	Inspector (BS-16), Airports Security Force, Ministry of Defence.	Merit=2 Punjab=13 Sindh (R)=3 Sindh (U)=2 KPK=3 Balochistan=2 <u>GBFATA=1</u> Total=26	6014	4714
11.	159/2012	Lecturer (Male) (Political Science) (BS-17), F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Sindh (R)=01	68	41
12.	160/2012	System Analyst (BS-18), Pakistan Military Accounts Department, Ministry of Defence.	Punjab=01	65	39

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota.	Candidates Applied	Candidates appeared
13.	162/2012	Security Officer/ Assistant Director (BS-17), Airports Security Force, Ministry of Defence.	Punjab=01	276	197
14.	163/2012	Assistant Security Officers/ Deputy Assistant Directors (BS-16), Airports Security Force, Ministry of Defence.	Merit=1 Punjab=7 Sindh (R)=2 KPK=2 Balochistan=1 GBFATA=1 Total=14	3401	2725
15.	164/2012	Assistant Director (BS-17), FPSC.	Merit=01	2098	1291
16.	165/2012	Computer Instructor (Male) (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Punjab=02	90	60
17.	166/2012	Lecturer (Male) (Mathematics) (BS-17), F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Punjab=01	34	24
18.	167/2012	Computer Operator (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	Punjab=01	69	53
19.	168/2012	Assistant Executive Engineer (Civil)(BS-17), Pak. PWD, Ministry of Housing & Works.	Punjab=6 Sindh (U)=2 KPK=1 Balochistan=1 AJK=2 Total=12	719	567
20.	175/2012	Assistant Executive Engineer (BS-17), Civil Engineering Department, Railway Board, Ministry of Railways.	Merit=2 Punjab=9 Sindh (R)=1 Sindh (U)=2 KPK=1 Balochistan=1 GBFATA=1 Total=17	715	549
21.	1/2013	Assistant Naval Store Officer (BS-16), Pakistan Navy, Ministry of Defence.	Balochistan=1	26	17
22.	3/2013	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	Punjab=1	25	12
23.	4/2013	Entomologist (BS-17), Department of Plant Protection, Ministry of National Food Security & Research.	Punjab=5 Sindh (R)=1 Sindh (U)=1 Balochistan=1 GBFATA=1 Total=9	690	519
24.	5/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department, Ministry of Railways.	Sindh (R)=2	11	10
25.	7/2013	Assistant Controller of Stores and Purchase (BS-17), Store & Purchase Department (Railway Board), Ministry of Railways.	Merit=5 Punjab=2 Sindh (R)=1 Sindh (U)=1 Balochistan=1 Total=10	630	361

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota.	Candidates Applied	Candidates appeared
26.	8/2013	Assistant Electrical Engineer (BS-17), Electrical Engineering Department, Railway Board, Ministry of Railways.	Punjab=4 Sindh (R)=1 Sindh (U)=1 KPK=1 Balochistan=1 GBFATA=1 Total=09	1188	849
27.	9/2013	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department of Pakistan Railways (Railway Board), Ministry of Railways.	Punjab=6 Sindh (R)=1 Sindh (U)=1 KPK=2 GBFATA=1 Total=11	369	258
28.	10/2013	Director (BS-19), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	Punjab=1 KPK=1 Total=2	17	09
29.	11/2013	Dy. Director (Admn) (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	Sindh (R)=1	145	100
30.	12/2013	Assistant Executive Engineer (Civil) (BS-17), Public Works Department, Kashmir Affairs and Gilgit Baltistan Division.	Gilgit Baltistan= 13	89	78
31.	15/2013	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	Punjab=1	58	35
32.	17/2013	Computer Instructor (Female) (BS-17), Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Punjab=1	51	34
33.	22/2013	Chemists (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	Punjab=2 Sindh (R)=1 Total=03	201	145
34.	20/2013	Deputy Chief Librarian (BS-18), Directorate General of Special Education, Social Welfare, CADD	Punjab=01	37	30
35.	23/2013	Assistant Geophysicist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	Punjab=3 Sindh (R)=1 KPK=2 AJK=1 Total=07	325	273
36.	24/2013	Senior Physiotherapist (BS-18), Directorate General of Special Education, Social Welfare, CADD	Punjab=01	15	14
37.	26/2013	Assistant Professor (Male) (BS-18), Islamabad Model Colleges, Capital Administration and Development Division. (A) Pol. Science. (B) Math. (C) Commerce	Sindh (R)=2 Sindh (U)=1 Balochistan=1 GBFATA=1 Total=05	09 20 11	07 19 10
38.	28/2013	Curator (BS-17), GHQ, Ministry of Defence	Punjab=01	65	45
39.	29/2013	Trained Graduate Teacher (Female) (BS-16), Directorate of Federal Government (Cantts/ Garrisons), Ministry of Defence. (A) Math. (B) Physics	Sindh (R)=02	13 02	06 01

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota.	Candidates Applied	Candidates appeared
40.	30/2013	Drilling Engineer (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	Merit=1 Punjab=4 Sindh (R)=2 Balochistan=1 Total=08	301	184
41.	32/2013	Research Officer/Planning Officer/Survey Officer (BS-17), Economists Group, Planning and Development Division	Merit=1 Punjab=6 Sindh (R)=1 Sindh (U)=1 KPK=2 Total=11	1028	776
42.	34/2013	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	Punjab=30 Sindh (R)=3 Sindh (U)=2 KPK=3 Balochistan=2 GBFATA=2 AJK=2 Total=44	1004	790
43.	35/2013	Lecturer (Female) Statistics (BS-17), Federal Directorate of Education, CADD.	Punjab=01	58	50
44.	36/2013	Staff Officer-III (Stat) (BS-17), GHQ, Ministry of Defence	Punjab=1 Sindh (U)=1 Total=02	95	67
45.	38/2013	Project Officer (BS-17), Anti Narcotics Force, Ministry of Narcotics Control	Punjab=3 Sindh (R)=1 KPK=1 Total=05	229	159
46.	19/2013	Assistant Director (BS-17), in Federal Government Organization.	Merit=2 Punjab=13 Sindh (R)=3 Sindh (U)=3 KPK=3 Balochistan=1 GBFATA=1 AJK=1 Total=27	19114	14075
47.	18/2013	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	Punjab=8 Sindh (R)=1 Sindh (U)=1 KPK=1 Total=11	747	521
48.	27/2013	Librarian (BS-17), Directorate General of Special Education, CADD	Punjab=01	149	103
49.	39/2013	Assistant Network Administrator (BS-16), Federal Public Service Commission.	Merit=1 Punjab=1 Total=02	357	296
50.	40/2013	Photogrammetrist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum	Punjab=1 Sindh (R)=1 Total=02	65	45

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota.	Candidates Applied	Candidates appeared
51.	41/2013	Senior Drilling Engineer (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	Punjab=3 Sindh (R)=1 <u>KPK=1</u> Total=05	35	19
52.	42/2013-	Headmistress (BS-18), F.G. Urdu Medium Female Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Merit=1 Punjab=7 Sindh (R)=1 Sindh (U)=1 KPK=2 <u>AJK=1</u> Total=13	1212	961
53.	43/2013	Assistant Headmaster (BS-17), F.G. Urdu Medium Male Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Merit=1 Punjab=12 Sindh (R)=2 Sindh (U)=2 KPK=3 Balochistan=1 <u>GBFATA=1</u> Total=22	4811	4035
54.	44/2013	Assistant Headmistress (BS-17), F.G. Urdu Medium Female Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Merit=1 Punjab=12 Sindh (R)=3 Sindh (U)=1 KPK=3 Balochistan=1 GBFATA=1 <u>AJK=1</u> Total=23	6322	5265
55.	45/2013	Headmaster (BS-18), F.G. Urdu Medium Male Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Merit=1 Punjab=8 Sindh (R)=2 Sindh (U)=2 KPK=2 Balochistan=1 <u>AJK=1</u> Total=17	1141	927
56.	46/2013	Principal (BS-18), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Merit=2 Punjab=14 Sindh (R)=4 Sindh (U)=2 KPK=4, AJK=1 Balochistan=2 <u>GBFATA=1</u> Total=30	2249	1857
57.	47/2013	Charge/ Staff Nurse (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	Merit=15 Punjab=100 Sindh (R)=23 Sindh (U)=15 KPK=23 Balochistan=12 GBFATA=8 AJK=4 Total=200	679	512

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota.	Candidates Applied	Candidates appeared
58.	48/2013	Trained Graduate Teacher (Male) (BS-16), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence. (A) Math. (B) Botany/Zoology (C) Chemistry (D) Physics (E) Eng. Literature (F) Urdu Literature (G) Arts	Merit=4 Punjab=27 Sindh (R)=6 Sindh (U)=4 KPK=6 Balochistan=3 GBFATA=2 <u>AJK=1</u> Total=53	1604 938 846 1081 537 210 1750	1319 756 689 870 411 169 1375
59.	49/2013	Vice Principal (BS-17), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Merit=3 Punjab=25 Sindh (R)=6 Sindh (U)=3 KPK=5 Balochistan=3 GBFATA=3 <u>AJK=1</u> Total=49	8965	7456
60.	51/2013	Director (Works) (BS-19), Directorate General of Special Education, CADD	Sindh (R)=1	15	12
61.	52/2013	Assistant Director (BS-17), National Highways & Motorways Police, Ministry of Communications.	Punjab=1 Sindh (R)=1 Total=02	1500	1019
62.	54/2013	Associate Professor (Male) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts./Garrisons), Ministry of Defence. A. Economics B. Pol. Science	Punjab=1 Sindh (R)=1 Total=02	10 05	00 01
63.	55/2013	Assistant Programmer/ Analyst (BS-17), Computer Cell, Ministry of Industries.	Punjab=01	161	59
64.	57/2013	Dy. Engineering Adviser (Power) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	Punjab=1 Sindh (R)=1 Total=02	17	04
65.	59/2013	Seed Analyst (BS-17), Federal Seed Certification and Registration Department, Ministry of National Food Security & Research.	Merit=1 Punjab=5 Sindh (R)=1 Sindh (U)=1 KPK=1 Balochistan=1 <u>GBFATA=1</u> Total=11	932	512
66.	61/2013	Assistant Director (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	Merit=1 Punjab=2 Sindh (R)=1 KPK=1 Total=05	4117	1526
67.	64/2013	Lecturer (Female) (Physics) (BS-17), Federal Directorate of Education, CADD.	Sindh (R)=01	10	04

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota.	Candidates Applied	Candidates appeared
68.	65/2013	Assistant Information Officer (BS-16), Press Information Department, Ministry of Information and Broadcasting.	Punjab=02	156	61
69.	70/2013	Director (BS-19), Ministry of Human Rights.	Punjab=1 Sindh (R)=1 Total=02	68	30
70.	56/2013	Progress Officer (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	Punjab=1 Sindh (U)=1 Total=02	223	42
71.	63/2013	Lecturer (Female) (Geography) (BS-17), Federal Directorate of Education, CADD	Sindh (R)=01	11	03
72.	72/2013	Statistical Officer (BS-17), Military Hospitals, Ministry of Defence.	Punjab=9 Sindh (R)=3 Sindh (U)=1 KPK=3 Balochistan=1 GBFATA=1 AJK=1 Total=19	751	377
73.	80/2013	Sub-Engineer (Civil) (BS-16), Office of the Chief Engineering Adviser/Chairman Federal Flood Commission, Ministry of Water and Power.	Punjab=1 KPK=1 Total=02	79	31
74.	83/2013	Assistant Engineering Adviser (Civil) / Senior Engineer (Floods) / Dy. Director (Supervision and Monitoring) (BS-18), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	Punjab=2 Balochistan=1 GBFATA=1 Total=04	38	17
75.	84/2013	Assistant Engineer (Floods) (BS-17), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	Punjab=1 Sindh (R)=1 Total=02	142	57
76.	93/2013	Junior Scientific Officer (JSOs) (BS-16), EME Corps, Ministry of Defence.	Punjab=5 Balochistan=1 Total=06	114	61
77.	96/2013	Assistant Executive Engineer (E&M) (BS-17), Water and Power Department, Kashmir Affairs and Gilgit Baltistan Division.	Gilgit Baltistan=1	01	01
78.	97/2013	Associate Professor (Male) (BS-19), Education Department Kashmir Affairs and Gilgit Baltistan Division. (A) Pol. Science (B) Economics	Gilgit Baltistan=2	11 12	07 09
79.	98/2013	Assistant Professor (Male) (BS-18), Education Department, Kashmir Affairs and Gilgit Baltistan Division. (A) Statistics (B) Physics	Gilgit Baltistan=02	13 28	05 14
80.	99/2013	Electro Medical Personnel (BS-16), Armed Forces Institute of Dentistry, Rawalpindi, M/O Defence.	Punjab=1 Sindh (R)=1 Total=02	11	04
81.	100/2013	Editor (BS-18), GHQ, Ministry of Defence.	Sindh (R)=01	12	05

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota.	Candidates Applied	Candidates appeared
82.	104/2013	Assistant Executive Engineer (BS17), Local Government and Rural Development Department, Kashmir Affairs & GB Division.	Gilgit Baltistan=8	237	158
83.	105/2013	Composer (BS-16), Directorate General of Special Education, CADD	Sindh (R)=01	23	05
84.	108/2013	Inspector (BS-16), Anti-Narcotics Force, Ministry of Narcotics Control.	Balochistan=1 GBFATA=1 Total=02	191	89
85.	110/2013	Data Control Officer (BS-16), Hajj Computer Cell of Hajj Wing, Ministry of Religious Affairs.	Merit=1 Punjab=2 Sindh (U)=1 Total=04	438	212
86.	60/2013	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	Punjab=3 Sindh (R)=1 Sindh (U)=1 KPK=1 Balochistan=1 Total=07	1249	347
87.	109/2013	Assistant Executive Engineer (Civil) (BS-17), MES, Ministry of Defence.	Punjab=2 Balochistan=3 Total=05	183	76
88.	113/2013	Film Editor (BS-16), GHQ, Ministry of Defence.	Punjab=01	25	06
89.	115/2013	Assistant Security Officer/ Deputy Assistant Director (BS-16), Airports Security Force, Ministry of Defence.	GBFATA=01	458	148
90.	117/2013	Dy. Assistant Chemical Examiner (BS-16), Customs Department, FBR.	AJK=01	11	01
91.	120/2013	Pharmacist (BS-17), Military Hospitals, Ministry of Defence.	Punjab=16 Sindh (R)=5 Sindh (U)=3 KPK=2 Balochistan=2 AJK=1 Total=29	1412	760
92.	121/2013	Inspector (Legal) (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	Punjab=02	252	57
93.	124/2013	Psychologist (BS-18), Federal Public Service Commission.	Punjab=01	37	15
94.	129/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railway (Railway Board), Ministry of Railways.	Punjab=2 Sindh (U)=1 Total=03	148	69
95.	132/2013	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Punjab=01	10	03
96.	101/2013	Stenographer (BS-16), Planning and Development Division.	Punjab=1 Sindh (R)=1 Sindh (U)=4 Balochistan=1 GBFATA=1 Total=08	194	58

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota.	Candidates Applied	Candidates appeared
97.	140/2013	Stenographer (BS-16), Federal Government Organization.	Merit=1 Punjab=8 KPK=2 Balochistan=1 Total=12	799	358
98.	152/2013	Stenographer (BS-16), Gilgit Baltistan Council Secretariat, Islamabad.	Punjab=1 Sindh (R)=1 Total=02	109	47
99.	86/2013	General Knowledge Instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	Punjab=01	18	05
100.	89/2013	Electrical Engineer (BS-18), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	Punjab=01	13	01
101.	125/2013	Graphic Officer (Civilian) (BS-16), GHQ, Ministry of Defence.	Sindh (R)=01	17	02
102.	134/2013	Lecturer (Female) (Computer Science) (BS-17), Federal Directorate of Education, CADD	Sindh (R)=01	43	18
103.	136/2013	Assistant Professor (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence. (A) Statistics. (B) Computer Science (C) Economics (D) Pol. Science. (E) Islamic Studies (F) Chemistry (G) Physics (H) English	Merit=1 Punjab=6 Sindh (R)=1 Sindh (U)=1 KPK=1 Balochistan=1 <u>GBFATA=1</u> Total=12	48 110 48 24 63 71 99 90	25 39 31 13 32 35 51 37
104.	137/2013	Associate Professor (Female) (BS-19), Directorate of F.G. Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence. (A) Islamic Studies (B) Urdu	Punjab=1 <u>KPK=1</u> Total=02	08 17	06 07
105.	139/2013	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	Punjab=01	25	11
106.	144/2013	Sports Officer (BS-16), Pakistan Marine Academy, Ministry of Ports and Shipping.	Punjab=01	11	02
107.	145/2013	Drilling Engineer (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	Punjab=01	10	09
108.	147/2013	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	Punjab=01	96	43
109.	149/2013	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	Punjab=01	10	01
110.	150/2013	System Operator (BS-16), Federal Public Service Commission.	Sindh (R)=01	275	127
111.	151/2013	Assistant Draftsman (BS-18), Ministry of Law, Justice & Human Rights.	Punjab=2 Sindh (R)=1 KPK=1 <u>Balochistan=1</u> Total=05	71	37

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota.	Candidates Applied	Candidates appeared
112.	153/2013	Assistant Executive Engineer (Civil) (BS-17), Public Works Department, Kashmir Affairs and Gilgit Baltistan Division.	GB=01	04	01
113.	154/2013	Charge Nurse (BS-16), Pakistan Institute of Medical Sciences, Islamabad, CADD.	Balochistan=17	17	07
114.	156/2013	Joint Estate Officer (General) (BS-17), Estate Office Management, Ministry of Housing and Works.	Punjab=2 Sindh (R)=1 KPK=1 Total=04	423	174
115.	157/2013	Joint Estate Officer (Accounts) (BS-17), Estate Office Management, Ministry of Housing and Works.	Punjab=1 Sindh (R)=1 Total=02	317	163
116.	159/2013	Deputy Assistant Director (BS-16), Directorate General Immigration & Passports, Ministry of Interior.	Merit=2 Punjab=4 Sindh (R)=1 KPK=1 Total=08	2891	1430
117.	160/2013	Archaeological Conservator (BS-16), Department of Archaeology and Museums, Ministry of National Heritage & Integration.	Punjab=01	19	08
118.	161/2013	Assistant Security Officer/ Dy. Assistant Director (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division).	Merit=1 Punjab=9 Sindh (R)=2 Sindh (U)=2 KPK=2 Balochistan=1 GBFATA=1 Total=18	6277	3604
119.	162/2013	Inspector (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division).	Merit=1 Punjab=7 Sindh (R)=2 KPK=2 GBFATA=1 Total=13	5851	1504
120.	163/2013	2 nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	Sindh (R)=01	31	09
121.	164/2013	2 nd Engineer (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	Sindh (R)=01	22	06
122.	165/2013	Subject Specialist (Female) (Mathematics) (BS-17), Directorate of F.G. Educational Institutions, (Cantts/Garrisons), M/O Defence.	Sindh (R)=01	10	04
123.	168/2013	Dy. Assistant Chemical Examiner (BS-16), Customs Department, Federal Board of Revenue.	Punjab=4 AJK=1 Total=05	59	19
124.	102/2013	Research Assistant Grade-I (BS-16), Armament Research and Development Establishment, M/O Defence Production.	Sindh (R)=01	37	17
125.	169/2013	Assistant Executive Engineer (B&R) (Civil) (BS-17), MES Ministry of Defence.	Punjab=01	105	42

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S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota.	Candidates Applied	Candidates appeared
126.	170/2013	Education Officer (BS-17), Pakistan Marine Academy, Ministry of Ports and Shipping. (A) Mathematics (B) English (C) Physics	Punjab=2 Balochistan=1 Total=03	52 64 74	15 25 33
127.	174/2013	Inspector (BS-16), Anti-Narcotics Force, Ministry of Narcotics Control.	Punjab=01	61	13
128.	175/2013	Deputy Director (BS-18), Management Services Wing, Establishment Division.	Punjab=01	375	187
129.	177/2013	2 nd Engineer (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	Punjab=5 Sindh (U)=1 Total=06	65	18
130.	179/2013	Assistant Director (BS-17), Federal Public Service Commission.	Punjab=2 Sindh (R)=1 Total=03	2246	1031
131.	180/2013	Research Officer (BS-17), Department of Libraries, CADD.	Sindh (R)=01	57	25
132.	181/2013	Assistant Chief Administrative Officer (BS-17), Ministry of Defence	Merit=1 Punjab=3 Sindh (R)=1 KPK=1 Total=06	1441	772
133.	182/2013	Charge/ Staff Nurse (BS-16), F.G. Polyclinic, Islamabad, CADD.	Balochistan=3	11	06
134.	183/2013	Store Officer (BS-16), MES, M/O Defence.	Punjab=01	23	12
135.	185/2013	Assistant Network Administrator (BS-16), Federal Public Service Commission.	Punjab=01	291	118
136.	186/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department, M/O Railways.	Balochistan=1	81	69
137.	188/2013	Assistant Chief/ Assistant Economic Adviser/ Chief Research Officer/ Senior Research Officer/ Dy. Adviser (Co-operation)/ Dy. Director (Economics Studies)/ Dy. Director (Farm Management)/ Dy. Director (Agricultural Credit) (BS-18), Economists Group, Planning and Development Division.	Sindh (R)=1 Balochistan=1 Total=02	40	22
	Total		1000	111489	74451

Cases (BS-16 & Above) Where Alternate Nominations were Made Due to Non-Joining of Principal Nominees of the Commission during the Year, 2013

S. No.	Case No.	Name of Post with Ministry/Division/Department & BS	Alternate Nominations Made
1.	129/2010	Assistant Engineer (B&R) (BS-16), MES, Ministry of Defence	1 Punjab -1
2.	130/2010	Assistant Engineer (E&M) (BS-16), MES, Ministry of Defence.	2 Punjab -2
3.	135/2010	Store Officer (BS-16), MES, Ministry of Defence.	1 Punjab-1
4.	136/2010	Assistant Executive Engineer (B&R/ E&M) (BS-17), MES, Ministry of Defence.	30 Sindh (R) -3 Punjab-15 Punjab (w)-2 Punjab(Reserve Cat-II)-1 Sindh(R)-1 Sindh(U)-2 Sindh (U)w-1 Khyber Pakhtunkhwa -3 AJK-2
5.	137/2010	Executive Engineer (B&R/E&M) (BS-18), MES, Ministry of Defence.	2 Punjab-1 Sindh(R)-1
6.	143/2010	Lecturer (Female) (BS-17), IMCG, FDE, Ministry of Education.	1 Sindh(U) -1
7.	159/2010	Deputy Director (BS-18), Ministry of Human Rights	1 Khyber Pakhtunkhwa -1
8.	170/2010	Deputy Director (BS-18), Management Services Wing, Establishment Division	1 Punjab-1
9.	27/2011	Lady Doctor (BS-17), Pakistan Navy, Ministry Of Defence.	1 Punjab-1
10.	46/2011	Meteorologists (Bs-17), Pakistan Meteorological Department, Ministry Of Defence.	4 Punjab-2 Sindh(U)-1 Balochistan-1
11.	57/2011	Librarian (Male) (BS-16), Directorate of Federal Government Educational institutions (Cantts/ Garrisons), Ministry of Defence.	2 Punjab-1 Sindh(U)-1
12.	72/2011	Assistant Security Officer/ Deputy Assistant Director (BS-16) Airports Security Force, Ministry of Defence.	1 Sindh(R) -1
13.	76/2011	Public Relation Officer (BS-16), Board of Investment, Ministry of Investment	1 Khyber Pakhtunkhwa -1
14.	85/2011	Civilian Labour officer (BS-16), Corps of EME, GHQ, Ministry of Defence.	1 Punjab-1
15.	94/2011	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	8 Punjab-5 Khyber Pakhtunkhwa -2 Balochistan-1
16.	104/2011	Divisional Forest Officer (BS-18), Forest Department Gilgit Baltistan, Kashmir Affairs and GB Division.	1 Gilgit Baltistan-1
17.	106/2011	Assistant Professor (Male) (BS-18), Model Colleges, Capital Administration and Development Division.	1 Punjab-1

S. No.	Case No.	Name of Post with Ministry/Division/Department & BS	Alternate Nominations Made
18.	107/2011	Programmer (BS-17), Pakistan Meteorological Department, (Headquarters Camp Office), Karachi, Ministry of Defence	1 Sindh(R) -1
19.	108/2011	Assistant Programmer (BS-16), Pakistan Meteorological Department, (Headquarters Camp Office), Karachi, Ministry of Defence.	1 Punjab-1
20.	110/2011	Assistant Director (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	2 Punjab-1 Sindh(U)-1
21.	111/2011	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	4 Punjab-2 Sindh(R)-1 Khyber Pakhtunkhwa -1
22.	123/2011	Agriculture Officer (BS-17), Department of Agriculture Gilgit Baltistan.	2 GBFATA -2
23.	127/2011	Subject Specialist (Female) (BS-17), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), F.G girls Higher Secondary School, COD KALA Jhelum, Ministry of Defence.	1 Punjab-1
24.	130/2011	Computer Instructor (Male) (BS-17), F.G. High Schools, Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	5 Punjab-4 Sindh(U) -1
25.	131/2011	Computer Instructor (Female) (BS-17), F.G. High Schools, Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	5 Punjab-2 Sindh (R) -2 Khyber Pakhtunkhwa -1
26.	142/2011	Law Officer (BS-17), Military Lands and Cantonments Department, Ministry Of Defence.	1 Punjab-1
27.	145/2011	Assistant Security Officer/ Deputy Assistant Director (BS-16), Airports Security Force, Ministry of Defence.	11 Punjab-4 Sindh (R) -3 Sindh (U) -2 Balochistan-1 AJK-1
28.	147/2011	Inspector (BS-16), Airports Security Force, Ministry of Defence	15 Punjab-6 Sindh(U)-3 Sindh(R) -3 AJK-1 Khyber Pakhtunkhwa -2
29.	149/2011	Assistant Director (BS-17), in a Federal Government Organization.	5 Sindh(R)-3 Balochistan-1 GBFATA-1
30.	153/2011	Programmer, (BS-17), Institute of Optronics, Chaklala, Rawalpindi, Ministry Of Defence Production.	1 Punjab-1
31.	6/2012	Lecturer (Female), (BS-17), Directorate of Federal Government Educational Institutions, (Cants/Garrisons), Ministry of Defence.	1 Punjab-1
32.	13/2012	Computer Programmer (BS-17), Pakistan Post Office Department, Ministry of Postal Services.	1 Balochistan-1
33.	21/2012	Trained Graduate Teacher (Female), (BS-16), Directorate of Federal Government Educational Institutions, (Urdu Medium Schools), (Cants/Garrisons), Ministry of Defence.	1 Sindh(R) -1

S. No.	Case No.	Name of Post with Ministry/Division/Department & BS	Alternate Nominations Made
34.	29/2012	Ammunition Technical Officer (BS-17), Frontier Constabulary, Peshawar, Ministry of Interior.	1 Punjab-1
35.	44/2012	Lecturer (Male) (Mathematics) (BS-17), F.G Colleges for Men, Directorate of F.G. Educational Institutions (Cants/Garrisons), Ministry of Defence.	1 Balochistan-1
36.	47/2012	Research Officer (BS-17), Department of Libraries, Capital Administration and Development Division.	1 Sindh(R) -1
37.	51/2012	Assistant Professor (Physics) (BS-18), Pakistan Navy, Ministry of Defence.	1 Punjab-1
38.	52/2012	Lecturer (BS-17), Pakistan Navy, Ministry of Defence.	2 Punjab-1 Khyber Pakhtunkhwa -1
39.	54/2012	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence.	1 Punjab-1
40.	61/2012	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	1 Punjab-1
41.	62/2012	Librarian (BS-17), Law and Justice Division.	1 Punjab-1
42.	80/2012	Assistant Executive Engineer (E&M), (BS-17), MES, Ministry of Defence.	1 Balochistan-1
43.	135/2012	Trained Graduate Teacher (Female) (Mathematics) (BS-16), Directorate of Federal Government Educational Institutions, (Urdu Medium Schools), (Cants/Garrisons), Ministry of Defence.	1 Sindh(R) -1
44.	137/2012	Inspector (Legal) (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	1 Khyber Pakhtunkhwa (W)-1
45.	139/2012	Assistant Director (Law) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	1 Punjab-1
46.	163/2012	Assistant Security Officer / Deputy Assistant Director (BS-16), Airports Security Force, Ministry of Defence.	1 Sindh(R) -1
47.	175/2012	Assistant Executive Engineer, (BS-17), Civil Engineering Department of Pakistan Railways (Railway Board), Ministry of Railways.	1 Khyber Pakhtunkhwa -1
48.	177/2012	Recruitment to the Post of Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	1 Punjab-1
Total Alternate Nominations Made			132

Appendix-14

**Cases (BS-16 & Above) Where Offers of Appointment
to the Commission's Nominees were Delayed by the Ministry/
Division/Department beyond One Month**

S. No.	Case No.	Name of Post with Ministry/Division/ Department & BS	Date of Recommendation Issued	Date of Offer of Appointment Issued
1	133/2010	Instructor (Female) (BS-17), FG Polytechnic Institute for Women, Capital Administration And Development Division.	26-08-2013	Reminder issued
2	86/2012	Consulting Physician/ Surgeon (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	26-06-2013	30-10-2013
3	113/2012	Deputy Director (Data Base Administration) (BS-18), Anti Narcotics Force, Ministry of Narcotics Control.	4/10/2013	Reminder issued
4	05/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways (Railway Board), Ministry of Railways	21-11-2013	Reminder issued
5	28/2013	Curator (BS-17), GHQ, Ministry of Defence.	11/12/2013	Reminder issued
6	47/2013	Charge/ Staff Nurse (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	28-11-2013	Reminder issued

Appendix -15**Withdrawal or Cancellation of Recruitment Cases**

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS.	No of Posts with Quota	Remarks
1.	176/2010	Superintending Engineer (BS-19), Azad Jammu & Kashmir Council Secretariat, Islamabad	01 M-1	Due to Court Case
2.	18/2011	Charge Nurse (BS-16), Jinnah Postgraduate Medical Centre (JPMC), Karachi, Ministry Of Health.	33 KPK-1 Bal-16 GB-11 AJK-4	Withdrawn due to devolution of Ministry
3.	85/2013	Assistant Information/Translation Officer (BS-16), AJK Council Secretariat.	01 M-1	Due to Court Case
Total Post Withdrawn			35	

Appendix-16**Detail of Cases (Re-advertised) during the year, 2013**

S. No.	Adv. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	Posts with Quota
1	01./2013	01./2013	Assistant Naval Store Officer (BS-16), Pakistan Navy, Ministry of Defence.	01 Balochistan-1
2	01./2013	02./2013	Head Nurse (BS-17), Pakistan Institute of Medical Sciences, Islamabad, CADD.	01 Balochistan-1
3	01./2013	03./2013	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	01 Punjab(M)-1
4	01./2013	05./2013	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways (Railway Board), Ministry of Railways	02 Sindh(R)(W)-1 KPK (W)-1
5	01./2013	06./2013	Senior Subject Specialist (Female) (Economics) (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence	01 Sindh(R)-1
6	01./2013	13/2013	Executive Engineer (Electrical) (BS-18), MES, Ministry of Defence.	01 Punjab(W)-1
7	01./2013	14/2013	Assistant Professor (Female) (Mathematics) (BS-18), Federal Directorate of Education, CADD.	01 KPK-1
8	01./2013	15/2013	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control	01 Punjab(W)-1
9	01./2013	16/2013	Assistant Professor (Female) (Commerce), (BS-18), Federal Directorate of Education, CADD.	01 Sindh(U)-1
10	01./2013	17/2013	Computer Instructor (Female) (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Punjab(W)(M)-1
11	03./2013	18/2013	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	11 Punjab-8 Sindh(R)-1 Sindh(U)-1 Khyber Pakhtunkhwa-1
12	02./2013	21/2013	Deputy Assistant Chemical Examiner (BS-16), Customs Department, Federal Board of Revenue.	01 AJK-1
13	02./2013	25/2013	Director General (BS-20), Ministry of Human Rights.	01 Punjab-1
14	02./2013	26/2013	Assistant Professor (Male) (BS-18), Federal Directorate of Education, CADD.	05 Sindh(R)-2 Sindh(U)-1 Balochistan-1 GB-1
15	02./2013	29/2013	Trained Graduate Teacher (Female) (BS-16), Directorate of F.G. Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	02 Sindh(R)-2
16	02./2013	31/2013	Associate Professor/ Vice Principal (Female) (BS-19), Federal Directorate of Education, CADD.	02 Sindh(R)-1 Khyber Pakhtunkhwa-1
17	02./2013	33/2013	Assistant Professor (Female) (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Sindh(R)-2

S. No.	Adv. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	Posts with Quota
18	02./2013	35/2013	Lecturer (Female) (Statistics) (BS-17), Federal Directorate of Education, CADD.	01 Punjab(M)-1
19	03./2013	50/2013	Associate Professor (Male) (History) (BS-19), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Balochistan-1
20	04./2013	53/2013	Assistant Professor (Female) (Mathematics) (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(R)-1
21	04./2013	54/2013	Associate Professor (Male) (BS-19), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Punjab(M)-1 Sindh(U)-1
22	04./2013	57/2013	Deputy Engineering Adviser (Power) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	02 Punjab-1 Sindh(R)-1
23	04./2013	58/2013	Assistant Professor (Male) (Political Science), (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1
24	05./2013	62/2013	Judicial Member (BS-21), Appellate Tribunal Inland Revenue, Ministry of Law, Justice and Parliamentary Affairs.	05 Punjab-2 Sindh(U)-1 KPK-1 Balochistan-1
25	05./2013	63/2013	Lecturer (Female) (Geography) (BS-17), Federal Directorate of Education, CADD.	01 Sindh(R)-1
26	04./2013	64/2013	Lecturer (Female) (Physics) (BS-17), Federal Directorate of Education, CADD.	01 Sindh(R)-1
27	04./2013	65/2013	Assistant Information Officer (BS-16), Press Information Department, Ministry of Information and Broadcasting.	02 Punjab-2
28	04./2013	66/2013	Port Health Officer (BS-18), Port Health Department, Karachi, Ministry of National Regulation and Services.	01 Punjab-1
29	04./2013	67/2013	Trained Graduate Science Teacher (Male) (BS-16), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	01 GB(M)-1
30	04./2013	68/2013	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Punjab(M)-1
31	04./2013	70/2013	Director (BS-19), Ministry of Human Rights.	02 Punjab(W)-1 Sindh(R)-1
32	04./2013	71/2013	Medical Officer (Male) (BS-17), Health Department, Kashmir Affairs and Gilgit Baltistan Division.	03 GB(M)-3
33	04./2013	73/2013	Eye Specialist (BS-18), Medical Department, Ministry of Railways.	01 Punjab-1
34	10./2013	74/2013	Assistant Professor (Female) (Mathematics) (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(R)-1
35	04./2013	75/2013	Assistant Professor (Male) (Commerce) (BS-18), Federal Directorate of Education, CADD.	01 Sindh(U)-1
36	04./2013	76/2013	Headmaster (Male) (BS-17), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	01 GB(M)-1
37	04./2013	77/2013	District Attorney (BS-18), Law and Prosecution Department, Kashmir Affairs and Gilgit Baltistan Division.	01 GB(W)-1

S. No.	Adv. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	Posts with Quota
38	06./2013	82/2013	Associate Professor (Female) (Journalism) (BS-19), Federal Directorate of Education, CADD.	01 Sindh(U)-1
39	06./2013	91/2013	Radiologist (BS-18), Medical Department, Ministry of Railways.	01 Punjab-1
40	05./2013	92/2013	Trained Graduate Teacher (Male) (BS-16), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	02 GB(M)-2
41	06./2013	94/2013	Assistant Professor (Female) (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), M/O Defence	02 Sindh(R)-2
42	06./2013	95/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department, Ministry of Railways.	01 Punjab(M)-1
43	06./2013	96/2013	Assistant Executive Engineer (E&M) (BS-17), Water and Power Department, Kashmir Affairs and Gilgit Baltistan Division.	01 GB(M)-1
44	06./2013	97/2013	Associate Professor (Male) (BS-19), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	02 GB-2
45	06./2013	99/2013	Electro Medical Personnel (BS-16), Armed Forces Institute of Dentistry (AFID), Rawalpindi, Ministry of Defence.	02 Punjab-1 Sindh(R)-1
46	06./2013	103/2013	Assistant Professor (Male) (Mathematics) (BS-18), Federal Directorate of Education, CADD.	01 Sindh(U)-1
47	06./2013	105/2013	Composer (BS-16), Directorate General of Special Education, CADD	01 Sindh(R)-1
48	06./2013	106/2013	Clinical Dietitian (BS-17), Armed Forces Institute of Cardiology (AFIC), Rawalpindi, Ministry of Defence.	01 Sindh(R)-1
49	06./2013	107/2013	Subject Specialist (Female) (Pak. Studies) (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence	01 Balochistan-1
50	06./2013	108/2013	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	02 Balochistan-1 GB-1
51	07./2013	109/2013	Assistant Executive Engineer (Civil) (BS-17), MES, Ministry of Defence.	05 Punjab-2 Balochistan-3
52	06./2013	111/2013	Lecturer (Female) (Geography) (BS-17), Federal Directorate of Education, CADD.	01 Sindh(R)-1
53	06./2013	112/2013	Medical Officer (BS-17), Federal Government Polyclinic, Islamabad, CADD	01 Punjab(M)-1
54	07./2013	113/2013	Film Editor (BS-16) GHQ, Ministry of Defence.	01 Punjab-1
55	07./2013	114/2013	Consulting Physician/ Surgeon (BS-20), Federal Government Polyclinic, Islamabad, CADD	02 Sindh(R)-1 Khyber Pakhtunkhwa-1
56	07./2013	115/2013	Assistant Security Officer/Deputy Assistant Director (BS-16) Airports Security Force, Ministry of Defence.	01 GB-1
57	07./2013	117/2013	Deputy Assistant Chemical Examiner (BS-16), Customs Department, Federal Board of Revenue.	01 AJK-1
58	07./2013	118/2013	Civilian Labour Officer (BS-16), EME Corps, GHQ, Ministry of Defence.	01 Punjab-1

S. No.	Adv. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	Posts with Quota
59	07./2013	119/2013	Associate Professor (Male) (History) (BS-19), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Balochistan-1
60	07./2013	121/2013	Inspector (Legal) (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	02 Punjab-2
61	07./2013	122/2013	Legislative Translation Officer (Bs-18), Ministry of Law, Justice and Parliamentary Affairs.	01 Punjab-1
62	08./2013	123/2013	Trained Graduate Teacher (Male) (BS-16), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	02 GB(M)-2
63	08./2013	124/2013	Psychologist (BS-18), Federal Public Service Commission.	01 Punjab-1
64	09./2013	127/2013	Associate Professor/ Vice Principal (Female) (BS-19), Federal Directorate of Education, CADD.	02 Sindh(R)-1 KPK-1
65	08./2013	128/2013	Senior Subject Specialist (Female) (Economics) (BS-18), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(R)-1
66	08./2013	129/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department, Ministry of Railways	03 Punjab-2 Sindh(U)-1
67	08./2013	130/2013	Headmaster (Male) (BS-17), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	01 GB(M)-1
68	08./2013	131/2013	Trained Graduate Science Teacher (Male) (BS-16), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	01 GB(M)-1
69	08./2013	132/2013	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Punjab(M)-1
70	08./2013	133/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department, Ministry of Railways	01 Punjab(M)-1
71	09./2013	134/2013	Lecturer (Female) (Computer Science) (BS-17), Federal Directorate of Education, CADD	01 Sindh(R)-1
72	09./2013	135/2013	Head Nurse (BS-17), Pakistan Institute of Medical Sciences, CADD	01 Balochistan-1
73	09./2013	138/2013	Computer Instructor (Male) (BS-17), Directorate of F.G. Educational Institutions (FGEI), (Cantts/ Garrisons), Ministry of Defence.	01 Punjab(M)-1
74	09./2013	139/2013	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	01 Punjab(W)-1
75	09./2013	141/2013	Charge/ Staff Nurse (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	09 Balochistan-9
76	09./2013	142/2013	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department, Ministry of Railways.	01 KPK (W)-1
77	11./2013	143/2013	Medical Officer (Male) (BS-17), Health Department, Kashmir Affairs and Gilgit Baltistan Division.	03 GB(M)-3
78	09./2013	145/2013	Drilling Engineer (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab(W)-1
79	09./2013	146/2013	Assistant Engineering Adviser (Power) (BS-18), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	01 Punjab-1
80	09./2013	147/2013	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	01 Punjab-1

S. No.	Adv. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	Posts with Quota
81	10./2013	148/2013	Assistant Professor (Female) (Fine Arts) (BS-18), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(R)-1
82	10./2013	149/2013	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	01 Punjab(M)-1
83	10./2013	153/2013	Assistant Executive Engineer (Civil) (BS-17), Public Works Department, Kashmir Affairs and Gilgit Baltistan Division.	01 GB(M)-1
84	10./2013	154/2013	Charge Nurse (BS-16), Pakistan Institute of Medical Sciences, CADD.	17 Balochistan-17
85	10./2013	163/2013	2nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	01 Sindh(R)-1
86	10./2013	164/2013	2nd Engineer (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	01 Sindh(R)-1
87	10./2013	165/2013	Subject Specialist (Female) (Mathematics) (BS-17), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(R)-1
88	10./2013	166/2013	Associate Professor (Female) (Journalism) (BS-19), Federal Directorate of Education, CADD.	01 Sindh(U)-1
89	10./2013	167/2013	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	01 Punjab(M)-1
90	10./2013	168/2013	Deputy Assistant Chemical Examiner (BS-16), Customs Department, Federal Board of Revenue.	01 Punjab-4 AJK-1
91	11./2013	169/2013	Assistant Executive Engineer (B&R) (Civil) (BS-17), MES Ministry of Defence.	01 Punjab-1
92	11./2013	171/2013	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	01 Punjab(M)-1
93	11./2013	172/2013	Assistant Professor (Female) (BS-18), Directorate of F.G. Educational Institutions (Cantts/Garrisons), M/O Defence.	02 Sindh(R)-2
94	11./2013	173/2013	Nautical Instructor (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	05 Punjab-2 KPK-1 Balochistan-1 GB-1
95	11./2013	174/2013	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	01 Punjab(W)-1
96	11./2013	175/2013	Deputy Director (BS-18), Management Services Wing, Establishment Division.	01 Punjab-1
97	11./2013	176/2013	Assistant Professor (Male) (Commerce) (BS-18) Federal Directorate of Education, CADD	01 Sindh(U)-1
98	11./2013	177/2013	2 nd Engineers (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	06 Punjab-5 Sindh(U)-2
99	11./2013	178/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department, Ministry of Railways.	01 Punjab(M)-1
100	11./2013	180/2013	Research Officer (BS-17), Department of Libraries, CADD.	01 Sindh(R)-1
101	11./2013	182/2013	Charge/ Staff Nurses (BS-16), Federal Government Polyclinic, CADD.	03 Balochistan-3
102	11./2013	183/2013	Store Officer (BS-16), MES, Ministry of Defence.	01 Punjab(W)-1

S. No.	Adv. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	Posts with Quota
103	11/.2013	186/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department, Ministry of Railways.	01 Balochistan-1
104	11/.2013	188/2013	Assistant Chief/ Assistant Economic Adviser/ Chief Research Officer/ Senior Research Officer/ Deputy Adviser (Co-Operation)/ Deputy Director (Economics Studies)/ Deputy Director (Farm Management)/ Deputy Director (Agricultural Credit) (BS-18), Economists Group, Planning and Development Division.	02 Sindh (R)(W)-1 Balochistan-1
TOTAL				191

**Posts Processed and Finalized against Minorities Quota
During the Year 2013**

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	Minority Quota Posts	Nomination	Failure
1	59/2012	Lecturer (Female) (BS-17), Federal Directorate of Education, CADD.	01 Punjab-1	--	01 Punjab-1
2	80/2012	Assistant Executive Engineer (E&M) (BS-17), MES, Ministry of Defence.	01 KPK-1	--	01 KPK-1
3	112/2012	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	01 Punjab-1	01 Punjab-1	--
4	128/2012	Medical Officer (BS-17), Federal Government Polyclinic, CADD.	01 Punjab-1	--	01 Punjab-1
5	136/2012	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	01 Punjab-1	--	01 Punjab-1
6	137/2012	Inspector (Legal) (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	01 Punjab-1	--	01 Punjab-1
7	146/2012	Associate Professor (Male), (BS-19), Directorate of FGEI (C/G), M/O Defence	01 Punjab-1	--	01 Punjab-1
8	158/2012	Inspector (BS-16), Airports Security Force, Ministry of Defence.	01 Punjab-1	01 Punjab-1	--
9	163/2012	Assistant Security Officer/ Deputy Assistant Director (BS-16) Airports Security Force, Ministry of Defence.	01 Punjab-1	01 Punjab-1	--
10	165/2012	Computer Instructor (Male) (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Punjab-2	01 Punjab-1	01 Punjab-1
11	166/2012	Lecturer (Male) (Mathematics), (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), M/O Defence.	01 Punjab-1	01 Punjab-1	--
12	175/2012	Assistant Executive Engineer (BS-17), Civil Engineering Department, Ministry of Railways.	01 Punjab-1	--	01 Punjab-1
13	03./2013	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, M/O Defence.	01 Punjab-1	--	01 Punjab-1
14	17/2013	Computer Instructor (Female) (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Punjab-1	01 Punjab-1	--
15	35/2013	Lecturer (Female) (Statistics) (BS-17), Federal Directorate of Education, CADD.	01 Punjab-1	01 Punjab-1	--
16	67/2013	Trained Graduate Science Teacher (Male) (BS-16), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1	--	01 GBFATA-1
17	68/2013	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of F.G. Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Punjab-1	--	01 Punjab-1
18	71/2013	Medical Officer (Male) (BS-17), Health Department, Kashmir Affairs and Gilgit Baltistan Division.	03 GBFATA-3	-	03 GBFATA-3

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	Minority Quota Posts	Nomination	Failure
19	76/2013	Headmaster (Male) (BS-17), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1	--	01 GBFATA-1
20	95/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department, Ministry of Railways.	01 Punjab-1	--	01 Punjab-1
21	96/2013	Assistant Executive Engineer (E&M) (BS-17), Water and Power Department, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1	--	01 GBFATA-1
22	92/2013	Trained Graduate Teachers (Male) (BS-16), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1	--	01 GBFATA-1
23	123/2013	Trained Graduate Teachers (Male) (BS-16), Education Department, Kashmir Affairs and Gilgit Baltistan Division	02 GBFATA-2	--	02 GBFATA-2
24	131/2013	Trained Graduate Science Teacher (Male) (BS-16), Education Department, Kashmir Affairs and Gilgit Baltistan Division	01 GBFATA-1	--	01 GBFATA-1
25	138/2013	Computer Instructor (Male) (BS-17), Directorate of F.G. Educational Institutions (FGEI), (Cantts/ Garrisons), Ministry of Defence	01 Punjab-1	--	01 Punjab-1
26	167/2013	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing and Works	01 Punjab-1	--	01 Punjab-1
TOTAL			30	7	23