



Federal Public Service Commission
ANNUAL REPORT 2019

SERVING PAKISTAN

Promoting Competition, Ensuring Merit and Transparency

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



ANNUAL REPORT

2019

Federal Public Service Commission



Chairman
Federal Public Service Commission

Islamabad, the October, 2020

Mr. President,

Assalam-u-alaikum

I have the privilege to present the Annual Report of the Federal Public Service Commission (FPSC) for the year 2019 encompassing the period from January 1 to December 31, 2019 as mandated under Section 9 of the FPSC Ordinance 1977. As a statutory requirement, the President shall cause the report to be laid before the National Assembly and the Senate of Pakistan.

2. Federal Public Service Commission carries out recruitments under the guiding principles of Articles 18,25,27,34 and 38 of the Constitution of the Islamic Republic of Pakistan, 1973. Under Section 7 of the Federal Public Service Commission Ordinance, 1977; the Commission performs its statutory functions in a competitive, fair and transparent manner, on merit, without fear and interference. The statutory responsibilities include;

- a. Conducting 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;
- b. Tendering advice to the President of Pakistan on methods and principles to be followed in making initial appointments, appointments by promotion to posts in BS 18 and above and transfer from one service or occupational group to another;
- c. Holding examinations for promotion and;
- d. Performing quasi-judicial functions by taking decisions on representations and review petitions of aggrieved candidates.

3. Federal Public Service Commission undertook various initiatives to reform the internal system to bring qualitative improvement in the operations of the Commission including reinvigorating Information Technology Services both internally and externally, gearing towards Computer Based Testing and Question Data Bank, strengthening the Psychological Assessment and reviewing the CSS Examination system in light of the best practices. The Commission also remained engaged in deliberations with the Prime Minister's Task Force on Civil Service Reforms, Parliamentary Committees and with the Controlling Departments/Training Institutions of various occupational groups and services on matters pertaining to civil service reforms.

4. In the year 2019, the Commission finalized the result of CSS Competitive Examination (CE) 2018 and recommended 278 candidates for allocation against twelve occupational groups and services. FPSC also conducted CSS CE 2019 for 23,403 candidates and announced result of its written part in the same year. Despite the timeline being very steep, FPSC also expeditiously processed 39,630 applications of CSS CE 2020 to avoid delay in the conduct of CE 2020. Under General Recruitment, the Commission received 0.877 million applications during 2019 and after completion of recruitment process, recommended 1008 candidates for appointment against ex-cadre technical and professional posts. A summary of quantum of work of FPSC during 2019 is available in the report.

5. The Commission expresses its gratitude to the Honourable President and the Government of Pakistan for their continued support to the Commission.

(Haseeb Athar)
Chairman

Honourable Dr. Arif Alvi,
President,
Islamic Republic of Pakistan

Contents

Letter to the President of Islamic Republic of Pakistan		i
List of Abbreviations		iii
Executive Summary		iv-x
Chapter	Title	Page No.
1	The Commission at a Glance	01
2	Spectrum of Work	17
3	CSS Competitive Examination, Psychological Assessment, Final Passing Out Examination, General Recruitment & Allied Examination	29
4	Research & Analysis	49
5	Management and Financial Functions	91
6	Advice of the Commission	97
7	Miscellaneous Activities	101
8	Thinking of Future	109
Appendices		
1	Former Chairmen of FPSC	115
2	Present Structure of the Federal Public Service Commission	116
2A	Commission and its staff position	117
2B	Members Joined/Left the Commission	119
2C	Officers/Officials Joined/Left the Commission	119
2D	Officers/Officials Promoted during 2019	120
3	Cases in which the Commission considered Contract Appointees for retention in Service during the year, 2019	121
4	Extension in period of contract appointment, during the year, 2019	121
5	Cases wherein offer of appointment to the commission's nominees were not issued by the Ministry/Division/Department	122
6	Recruitment Rules Cases Processed During the Year 2019	126
7	Representations/Review Petitions decided by the Commission in cases finalized during 2019	131
8	Statistics on General Recruitment for posts in BS-16 and above finalized during 2019 including the posts carried forward from previous years	135
9	Quota wise vacancies in BS 16 and above filled during 2019	136
10	Ministry/Division wise filling of positions during 2019	137
11	Recruitment cases (BS-16 and above) advertised during 2019	138
12	Recruitment cases (BS-16 and above) of previous years processed in 2019	155
13	Cases in which Alternate Nominations were made	176
14	Statistics on interviews and Personal Hearings conducted by the Commission during 2019	178
15	Recruitment Cases Withdrawn during 2019	179
16	Recruitment Cases Re-advertised during 2019	180
17	Recruitment against Minorities Quota	183
18	Recruitment cases processed for Gilgit Baltistan Government during 2019	186
	Acknowledgment	191

Abbreviations:

APR	Applications to Post Ratio	PCS	Pakistan Customs Service
Bal	Balochistan	PEC	Pakistan Engineering Council
CDA	Capital Development Authority	PH	Personal Hearing
CE	Competitive Examination	PMDU	Prime Minister Delivery Unit (for Citizen Portal)
CSS	Central Superior Service	PMI	Pakistan Manpower Institute
CSR	Civil Service Reforms	PNAC	Pakistan National Accreditation Council
CNIC	Computerized National Identity Card	PPMI	Pakistan Planning & Management Institute
CTG	Commerce and Trade Group	POSTG	Postal Group
F	Post reported failure	PREE	Process Rationalization of Efficiency Enhancement
FSP	Foreign Service of Pakistan	PSDP	Public Sector Development Programme
GR	General Recruitment	PSP	Police Service of Pakistan
GB	Gilgit Baltistan	PSQCA	Pakistan Standards & Quality Control Authority
GBFATA	Gilgit Baltistan and Federally Administered Tribal Area	PTA	Pakistan Telecommunication Authority
HEC	Higher Education Commission	R	Recommended for appointment
HUD & PHED	Housing Urban Development & Public Health Engineering Department	RCTG	Railways(Commercial & Transport) Group
ICT	Information Communication Technology	RP	Review Petition
IG	Information Group	SAARC	South Asian Association for Regional Cooperation
IT	Information Technology	STI	Secretariat Training Institute
KOICA	Korean International Cooperation Agency	SMC	Senior Management Course
KPK	Khyber Pakhtunkhwa	U/P	Cases under process
MCQ	Multiple Choice Questions	W	Cases withdrawn
ML & CG	Military Lands and Cantonments Group		
MSW	Management & Services Wing		
NEPRA	National Electric Power Regulatory Authority		
NMC	National Management Course		
NR	Not Reported		
OMG	Office Management Group		
OGRA	Oil & Gas Regulatory Authority		
NITB	National Information Technology Board		
P	Cases pending due to litigation or deficient documents		
PAAS	Pakistan Audit & Accounts Service		
PAS	Pakistan Administrative Service		

Executive Summary

I. Statutory Functions

Statutory Function I: Conducting 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:

- a. **Induction through CSS Competitive Examination:** FPSC conducted and finalized the allocation of candidates to twelve Occupational Groups/Services on the basis of Central Superior Services Competitive Examination-2018 and conducted the Competitive Examination-2019. Details as below:

Table 1: CSS Competitive Examination

S.No.	Category	CSS CE 2018	%
i	Total Number of Applicants	24,010	--
ii	Total Candidates Appeared	11,887	49.50
iii	Qualified in written	569	4.79
iv	Finally Qualified after Viva Voce	567	4.76
v	Vacancies Available	466	--
vi	Candidates Allocated	278	59.65
	Male	168	60.43
	Female	110	39.57
vii	Vacancies Carried Forward	188	40.35

S.No.	Category	CSS CE 2019	%
i	Total Number of Applicants	23,403	--
ii	Total Candidates Appeared	14,521	62.04
iii	Qualified in written	372	2.56
iv	Finally Qualified after Viva Voce	365	2.51
v	Vacancies Available	410	--
vi	Candidates Allocated	214	52.20
	Male	132	61.68
	Female	82	38.32
vii	Vacancies Carried Forward	196	47.80

- b. **Recruitment for Technical and Professional Ex-Cadre Posts:** The Commission released 12 consolidated advertisements and in response received 877302 applications against 3603 advertised positions. Since the number of applications in some recruitment cases surpassed several hundred thousands, therefore, screening tests were conducted for short listing of the candidates. After short listing, total 3321 candidates were interviewed by various Committees of the Commission and 1008 candidates were finally recommended to the Government for appointment.

Table 2: General Recruitment 2019

S.No.	Category	General Recruitment 2019
i	Number of vacancies advertised during 2019	3,603
ii	Applications received	8,77,302
iii	Vacancies (fresh+ carried over) processed during 2019*	7,329
iv	Cumulative application processed	17,59860
v	Interview conducted in the cases finalized during the year	3,321
vi	Personal hearings of the candidates in finalized cases	219
vii	Candidates recommended for appointment	1,008
viii	Vacancies under process/carried over to the next year	5,989
ix	Vacancies withdrawn	04
x	Vacancies remained unfilled	328

*Including carried over cases from previous years processed in 2019

- c. **Allied Competitive Examinations/Tests:** The Commission also extended its services for holding of exams/tests/interviews for Government of Gilgit Baltistan and Ministerial staff recruitments of FPSC.

Statutory Function II: Tendering advice to the President of Pakistan on methods and principles to be followed in making initial appointments, appointments by promotion to posts in BS 18 and above and transfer from one service or occupational group to another:

- a. **Advice on Rules for Recruitment:** The Commission received requests for advice on Recruitment Rules against 112 cases of General Recruitment from Ministries/Divisions/Departments. In line with Section 7 (1) (b) of the FPSC Ordinance 1977, the Commission approved 36 cases, processed 73 cases to remove deficiencies in consultation with the concerned government entities whereas 03 cases were closed. (Appendix-6).
- b. **Cases where Advice of the Commission was delayed:** The Federal Government has laid down specific instructions directing the sponsoring organization to issue offers of appointment to the Commission's nominees within one month after receipt of recommendations from the Commission. However, some cases of non-compliance were reported wherein the sponsoring Ministry/ Division/ Department violated the instructions without sound justification. During the year 2019, three cases were reported where the sponsoring entity of the post failed to issue offer of appointment(s) to the nominees of the Commission (Appendix-5).
- c. **Cases where Advice of the Commission was not observed:** Under Section-7 of the FPSC Ordinance, extension in contract appointment beyond 2 years requires concurrence of the Commission. During the year 2019, the Commission allowed extension in 7 cases and issued advice to concerned Ministries/ Divisions/ Departments. However due to litigation, advice of the Commission could not be implemented by the referring entities (Appendix-4).

Statutory Function III: Holding examinations for promotion:

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

Table 3: Final Passing Out Examination 2019

S. No	Occupational Groups and Services	2019		
		Appeared	Pass	Fail/ Absent
i	Police Service of Pakistan	23	10	13
ii	Foreign Service of Pakistan	33	33	--
iii	Postal Group	12	10	02
iv	Office Management Group	26	18	08
v	Military Lands & Cantonments. Group	03	03	--
vi	Railways (C & T) Group	08	05	03
vii	Pakistan Administrative Service	84	68	16
viii	Pakistan Audit & Accounts Service	14	07	07
ix	Inland Revenue Service	56	35	19 (withheld=02)
x	Information Group	12	09	03
xi	Pakistan Customs Service	32	24	08
xii	Commerce & Trade Group	09	05	04
Total		312	227	85

b. **Final Passing Out Examination (FPOE) for Section Officers allocated through AJK Public Service Commission** was held by the Commission from 14.01.2019 to 24.01.2019. Out of 24 registered candidates, 23 qualified.

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

- a. **Appeals of Candidates Against their Rejection:** Section 7 (3) (a) of the FPSC Ordinance, 1977 provides opportunity of Representation, Personal Hearing and Review Petition to a candidate aggrieved by any decision of the Commission. In 2019, in the recruitment cases finalized during the year, Candidature of 1593 applicants was rejected being not fully compliant of the advertised conditions. Out of them 351 preferred representations against their rejections. The Commission afforded personal hearing to 219 candidates and decided their representations on a case to case basis. Under Section 7 (3) (b), 28 review petitions against dismissal of representations filed by aggrieved candidates were also examined. The candidature of 184 (11.5%) appellants was restored, while remaining representations were decided by the Commission in accordance with rules.
- b. **Cases in which the Commission Determined Suitability of Ad-hoc/Contract/Daily wages Appointees for Retention in Service:** Under Section 11-B of Civil Servants Act, 1973 and Federal Public Service Commission (Functions) Rules, 1978, the Commission shall, on a reference made by the appointing authority of sponsoring Ministries/ Divisions/ Departments, test civil servants who have been appointed to a civil post without observing the laid down prescribed procedure or without fulfilling the prescribed qualifications, experience, domicile and age limit, and advise whether they were fit to hold the particular post to which they were appointed, and, if not, whether they were fit to hold any other

civil post in the same or lower Basic Pay Scale compatible with their qualifications and experience. The Ministries/ Divisions/ Departments got regularized large number of contract/ daily wages employees without following the prescribed procedure. In 2019, the Commission received 13 cases for regularization of services of contract employees in pursuance of the order of the Islamabad High Court in ICA No. 340/ 2017 and upheld by the apex court. The same were under process till the end of the year.

II. Observations of the Commission

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:

- i. Quite often, posts cannot be filled due to non-availability of eligible candidates attaining the required threshold. The posts are carried over to the next year in the same quotas to have their representation in the federal services as envisaged in the Constitution though it may increase the work load and financial burden on the Commission to re-advertise vacancies.
- ii. Un-filled posts against 5% reserved quota for minorities (Non Muslims) as guaranteed under Article 36 of the Constitution.
- iii. Un-filled posts in provinces/regions (Balochistan, Sindh (U) & (R), Gilgit Baltistan).
- iv. The decline in quality and standard of education is a cause of concern. There is an increasing trend towards reliance on substandard material and guide books rather than referral to original material, research and creative thinking. It requires intense research, analysis and a comprehensive plan to focus on qualitative improvement in education at all levels.
- v. Delayed appointment of Chairman and Members.
- vi. Curtailment of tenure of appointment of Chairman and Members from 5 years to 3 years.

III. Reforms/Initiatives of the Commission

6. During the period under report, the Commission initiated/implemented numerous reforms to bring qualitative improvements in the recruitment process as well as to strengthen the system from within. It includes:

- i. **Automation in FPSC:** The project for automation of FPSC through development of Question Databank for generation of question papers for various tests/exams conducted by FPSC and Computer Based Testing to establish labs at the major stations for conduct of MCQ based tests using computers was initiated. The project aims to enhance work efficiency of the Commission and was earmarked for funding from the PSDP for financial year 2019-20.
- ii. **Monitoring Personal Hearing System:** A Software system was developed and put in place at FPSC, providing up-to-date account of decisions of the Commission taken with reference to representations filed by aggrieved candidates during Personal Hearings. The exercise intends to standardize the process of personal hearing and provide an archive to the Commission for any reference required on any subject matter.

- iii. **Civil Service Reforms:** The Commission remained engaged with the Prime Minister's Task Force on Civil Service Reforms headed by Dr. Ishrat Hussain. The Task Force shared a reform proposal in January 2019 recommending a shift towards specialized cluster based examination. The reform proposal was reviewed in line with the discussions with various stakeholders including the controlling Department/Training Institution of various occupational groups/services. International best practices were studied and various models were prepared for an incremental shift towards domain specific competency based competitive examination. *Pros* and *Cons* of each model were also carefully examined and the same were also presented to the Task Force. FPSC also remained actively engaged responding to various Parliamentary Committees on the subject.
- iv. **Building diversity and promoting inclusive Provincial/Regional representation:** Measures were taken to implement the constitutional requirement by providing jobs to people belonging to different provinces/ regions/ special under-represented segments like minorities and women.
- v. **Introduction of Professional Ethics, Gender and Human Rights in Training Academies during the Specialized Training Program:** In line with the directions of the Chairman FPSC, the teaching of Professional Ethics, Gender and Human Rights in Training Academies during the Specialized Training Program has been made mandatory. FPSC facilitated the Training Academies to develop the syllabus in line with international best practices. The purpose was to bring in more professionalism and compassion in the civil services.
- vi. **Resolution of Complaints reported on Pakistan Citizen Portal:** The Commission constituted a Steering Committee and appointed a designated team to address the grievances of the candidates reported on Prime Minister's Pakistan Citizen Portal. Fortnightly meetings of the Steering Committee were held regularly at the Commission to resolve the citizens' grievances on priority basis. A progress report was also regularly sent to the PMDU.
- vii. **Call Center Services:** Meetings with NTC, Ufone, AWT Technologies and private firms were in progress to establish state of the art Call Centre at FPSC. The objective was to provide a platform to the aspiring candidates across different customer service mediums, meeting the market requirements.
- viii. **Process Rationalization Efficiency Enhancement (PREE):** A Software system was developed in the Commission to monitor the progress or delay in cases against the projected timeline. PREE is working as an effective tool to track the progress of recruitment cases.
- ix. **Improving Psychological Assessment testing system:** The Commission has taken a number of initiatives to improve assessment tools and testing procedure. The Psychological Assessment Team of the Commission, under the leadership of Chairman FPSC had been interacting with the various experts/institutions in the field. In 2019, Psychological Assessment testing was conducted for general recruitment cases, CE-2018, CE-2019 and recruitment cases of Pakistan Navy, Intelligence Bureau, Section Officers Promotional Examinations and for other government departments.

- x. **New standards of Qualifications/Titles/Nomenclatures of academic degrees:** FPSC in consultation with the Higher Education Commission took the initiative to guide the Ministries/Divisions/Departments to align respective recruitment rules in line with the disciplines/fields of education at various academic levels offered under HEC recognized Universities/Institutions. The document prepared is also available on FPSC website as well as was shared with Miniserries/Divisions/Departments through Establishment Division with the request to update/revise/align respective recruitment rules as per new standards of Qualifications/Titles/Nomenclatures of academic degrees.
- xi. **Holding of Career counseling programs/Seminars at HEC recognized Universities by senior Members of the Commission** to motivate the young graduates to serve in the public sector.
- xii. **Decisions at the Commission Meetings:** The 156th & 157th Meetings of the Commission were held on 23.07.2019 & 11.11.2019 at the FPSC HQs under the headship of Mr. Haseeb Athar, Chairman-FPSC. Major decisions relating to improvement in working of the Commission and the way forward were taken. The Commission took serious note of the 328 positions that remained unfilled in 101 cases due to non-availability of eligible candidates. The distribution of unfilled vacancies was : open merit; 7: Punjab; 111: Sindh (R); 38: Sindh (U); 30: KPK; 26: Balochistan; 52: GBFATA;19: AJK;10:GB Govt;35. According to decision of the Commission, these cases are to be re-advertised in the next year. Likewise, based on the input received from the Examiners and Viva Voce Board, the Commission decided to re-visit the scheme and syllabus of CE, in particular of English compulsory. As a significant number of candidates failed in English Essay each year, the Commission decided to display guidelines on ‘How to attempt a Good English Essay,’ prepared by subject specialists, for facilitation of the candidates on its website

IV. Recommendations and Advice Tendered

7. The Commission has recommended/recommends the following policy measures to the Government to reform to bring quality human resource, professionalize the civil service and making the Commission more effective:
- i. Preliminary MCQ Based Test prior to the main written Competitive Examination is strongly reiterated to filter serious from non serious candidates and to fast track the entire CSS selection process.
 - ii. Concrete measures are needed to enhance the quality of education and language proficiency of the candidates appearing in CSS CE.
 - iii. The Commission invites attention of the policy makers to take appropriate policy measures so that the minorities and women take full benefit of the seats reserved for them.
 - iv. Requisitions for filling up of ex-cadre technical and professional posts in BS 16 and above needs re-alignment of recruitment rules with the latest development in education by including latest disciplines/qualifications by the concerned Ministry/ Division/ Department.

- v. The Commission also maintains that for any major structural change in the Commission under the Civil Service Reforms, a prior in-depth study be conducted through experts.
 - vi. Adequate resource allocation for research, study and analysis based on international best practices and standard observed by similar organizations
 - vii. Budgetary provisions for FPSC need to be increased so that migration from semi-automated work environment to a truly digital paradigm becomes possible for offering new services, enhanced efficiency, transparency, better resource utilization, and curtailment of time in finalization of cases.
-

CHAPTER I

THE COMMISSION AT A GLANCE

The Commission at a Glance



556
(Existing Strength)
Employees

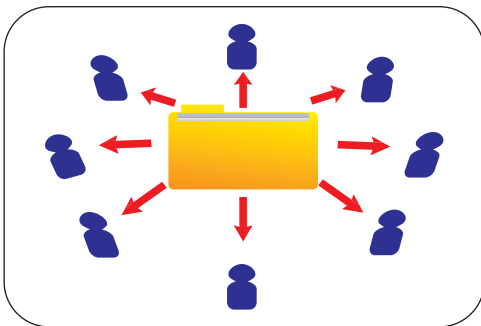
154
(BS 16 & above)

402
(BS 15 & below)

The Human Resource

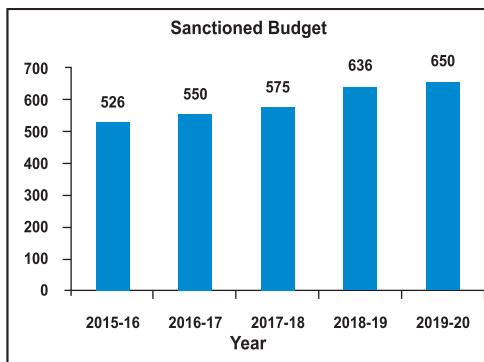
Sanctioned Strength	
Chairman	01
Members	11
Secretary	01
EDG	01
Officers BS-16-20	183
Staff BS-1 to BS-15	436
Total	633

Distribution of Work



- The Secretariat headed by a BS-22 officer, the Secretary
- Seven (7) Wings responsible for carrying out the functions of the Commission and each headed by an officer of BS-20:

1. Examination Wing
2. Recruitment Wing
3. Administration Wing
4. Curriculum & Research Wing
5. Psychological Assessment Wing
6. Information Technology Wing
7. Secrecy Wing



FPSC Budget

Year	Rupees in Million	
	Sanctioned Budget	Final Grant
2015-16	526	553
2016-17	550	577
2017-18	575	666
2018-19	636	686
2019-20	650	807



Volume of Work

Year	Competitive Examinations			General Recruitment		
	Applications received	No of Posts	Recommended	Applications received against Advertised posts	No. of Posts advertised	Recommended
2015	22412	333	238	436170	1559	575
2016	20717	351	191	295523	2207	1455
2017	23025	484	260	309990	2465	2413
2018	24010	466	278	741058	3127	2191
2019	23403	410	214	877302	3603	1008

FPSC at a Glance: Picture Gallery



Celebrating National Working Women Day on 22nd December, 2019



Meeting of the Commission at FPSC Headquarter's, Islamabad



Visit of Dr. Aly Shameem, President- Civil Service Commission, Maldives and his team to FPSC Headquarter's, Islamabad



Mr. Haseeb Athar, Chairman FPSC presenting FPSC Annual Report to Dr. Aly Shameem, President Civil Service Commission Maldives during his visit to FPSC Headquarters Islamabad-2019



Motivational Talks/CSS Seminar by Senior Members of the Commission, Mr. Ahmad Farooq and Mr. Habibullah Khan Khattak, in HEC recognized Universities/Colleges



FPSC Viva Voce Board conducting interviews for CSS written qualified candidates

1.1 History

The first Public Service Commission was set up in the South-Asian Sub-Continent, in light of the recommendations of the Lord Lee Commission, on October 1, 1926 under the Chairmanship of Sir Ross Barker with five members including the Chairman for a renewable tenure of five years. 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, the Government of Pakistan inherited the 'Government of India Act 1935' as an interim Constitution. The Act provided for establishment of Federal and Provincial Public Service Commission's with the mandate of recruitment to civil services and civil posts, to conduct examinations for appointment to the services of the Federation and the Provinces, in making promotions and transfers from one service to another, all disciplinary matters and to advise on any matter so referred to them. With the subsequent constitutions (1956, 1962 and 1973) the composition, mandate and functions of the Commission kept changing progressively. Both the Federal and Provincial Governments made Statutes for the establishment of Public Service Commissions. Over the years, the Federal Public Service Commission's nomenclature also underwent many changes: Pakistan Public Service Commission (1947-1956), Federal Public Service Commission (1956-1962), Central Public Service Commission (1962-1972) and Federal Public Service Commission since April 1972 (Interim Constitution) which continues to date under Article 242 of the Constitution of Pakistan, 1973. A list of former Chairmen of the Commission since 1947 is at **Appendix-1**.

1.2 Functions of the Commission

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

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.

1.3 Composition of Commission

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

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

1.4 Term of office of members

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

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

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

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

1.5 Oath of office

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

1.6 Ineligibility for further employment

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

1.7 Appointment of a serving member as a Chairman

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

1.8 Removal from office

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

1.9 Composition of the Commission

The FPSC Ordinance 1977 provides for the FPSC to have a Chairman and not more than 11 Members. As on 31st December 2019, FPSC comprised the Chairman and 07 Members of the Commission. The profiles follow:



**Mr. Haseeb Athar
Chairman FPSC**

Mr. Haseeb Athar is a retired BS-22 officer of the Secretariat Group. He earned a Master's Degree in Social Policy and Planning in Developing Countries from London School Economics and Political Science in 1991. He also holds M.A in Urdu Literature from the University of Punjab, Lahore, Pakistan. During his career, he has served as Assistant Commissioner, Deputy Commissioner and Deputy Secretary against various assignments in Districts and Departments in the Government of Punjab and KPK. He possesses a varied experience of working in the development sector as Deputy Team Leader, Institutional Reform Specialist for Gender Reforms Action Program (ADB- GOP Collaboration) and as Fund Manager for Devolution Support Program (Canada/CIDA-GOP Collaboration). From Jan 2006 to Oct 2008, he worked as Director General, Decentralization Support Program and Lahore Wall City Urban Development and Restoration Project. He remained posted as Commissioner, Rawalpindi Division, Government of Punjab from Nov 2008 to Mar 2009 and later as Director General, Lahore Walled City and Conservation & Rehabilitation Project. He also performed his duties as Secretary, Higher Education Department; Information, Culture & Youth Affairs Department; Literacy & Non-Formal Education Department; Social Welfare Department; Sports, Culture, Tourism & Archaeology Departments of the Government of the Punjab (March 2009 to December 2012). His assignments at the federal level include Additional Secretary, Finance Division; Economic Affairs Division; Planning and Development Division, Government of Pakistan (Jan 2012 to Sep 2014). He served as Secretary, Ministry of Education and Professional Training; Federal Public Service Commission and Federal Ombudsman's Secretariat Government of Pakistan (Sep 2014 to May 2017). He retired from the Secretariat Group in BS-22 in 2017. He joined the Federal Public Service Commission, as Member, on 13th Nov. 2017. Government notified Mr. Haseeb Athar as Chairman, FPSC with effect from 25th October, 2018. Mr. Haseeb Athar has the unique honour of having held all three leadership positions of Secretary, Member and Chairman of FPSC. During his term as Secretary and Member, FPSC, Mr. Haseeb Athar took keen interest in automation and computerization of FPSC's processes - spearheading an initiative titled as PREE (Process Rationalization for Efficiency Enhancement), which was designed to control processing times and to prevent case delays. Other initiatives to his credit include improving Civil Service Examination System, Questions Data Bank and Computer based Testing. Throughout his time at FPSC, he has placed great emphasis on learning from best practices and benefitting from the latest research in order to bring FPSC at par with the leading organizations of international repute.



Mr. Ahmad Farooq
Member

Mr. Ahmad Farooq is a retired BS-22 officer of Secretariat Group. He holds Master's degrees in European History and Administrative Sciences from the University of Punjab and an MS in Development Management from American University, Washington DC. Mr. Farooq served as Deputy Secretary and Joint Secretary in a number of Ministries/Divisions. He held important positions as Commercial Counselor in Pakistan's missions in South Korea and Singapore; Director, Pakistan Cricket Board; Chief Finance Officer, National Telecommunication Corporation; Senior Joint Secretary, Economic Affairs Division; Managing Director, Printing Corporation of Pakistan and Additional Secretary, Cabinet Division. Before his retirement, his last appointment in the Government was Secretary to the President of Pakistan. He has attended a number of training courses in Pakistan and abroad and has been regularly contributing articles/papers, in various journals on Development and Management themes. He has also authored a novel titled as "Demons" which has been catalogued by the Library of Congress USA, with Five Star ranking for relevance. Mr. Farooq held a position on Board of Directors/Governors of a number of academic institutions such as National Defence University, Shaheed Zulfiqar Ali Bhutto Medical University, International Islamic University, FAST and Pakistan Institute of Fashion and Design. After retirement from Government of Pakistan, he was appointed as Member, Federal Public Service Commission for a period of three years w.e.f. 18.2.2016. and relinquished the charge of office of the Member, FPSC on 17.02.2019 after completion of the tenure.



Maj Gen (Retd)
Muhammad Azeem Asif HI (M)
Member

Major General (R) Muhammad Azeem Asif, Hilal-e-Imtiaz (Military) was commissioned in Pakistan Army on 26 October 1979 with Sword of Honour and Prime Minister's Gold Medal. He is a graduate of Military College of Engineering, Command & Staff College, Quetta and Asia Pacific Centre of Security Studies, USA. He did his post graduation from National Defence University, Islamabad. He is also a recipient of the President's Gold Medal in Civil Engineering. He worked on a variety of Command, Staff and Instructional assignments and his command experience includes commanding the Corps of Engineers, an Infantry Brigade, an Engineering Division and an Infantry Division. He represented Pakistan Army in a number of International Conferences and Seminars. He also holds the honour of being a faculty member at Military College of Engineering, National Defence University, Air War College, Naval War College and Command & Staff College, Quetta. Before joining FPSC, his last appointment was Deputy Chairman, ERRRA where he was instrumental in completion of more than 1200 state of the art development, rehabilitation and reconstruction projects in earthquake affected areas of AJK and KPK. After retirement from active service, he was appointed as Member, Federal Public Service Commission where he joined w.e.f. 7th September 2016. Major General (R).Muhammad Azeem Asif, Member, FPSC, after completing his tenure relinquished the charge of office of the Member, FPSC on 06.09.2019.



Mr. Habibullah Khan Khattak
Member

Mr. Habibullah Khan Khattak an officer from the Pakistan Administrative Service (PAS) belongs to a remote village of District Nowshera (KPK). He graduated as Electrical Engineer from Peshawar University with honours and a Master's Degree in Economics from Peshawar University and another Masters in Public Management from Carnegie Melon University, USA. He attended professional courses in Fiscal Decentralization & Inter Government Relationship (World Bank Institute, Washington), Strategic Leadership (Oxford University, UK) and Refugee Law and Policy (University of London, UK). After joining the civil service in 1980, his first posting was as Assistant Political Agent, Malakand, followed by the assignments of leading seven Districts/Agencies including Peshawar and the most strategic tribal areas of South Waziristan and Khyber. He remained Additional Chief Secretary-FATA Secretariat, and headed Provincial Earthquake Reconstruction and Rehabilitation Agency (PERRA), Food Directorate-KPK, Municipal Corporation-Peshawar, and Directorate of the World Bank sponsored Social Action Program for Balochistan. On promotion to BS-22, he was appointed as Federal Secretary, SAFFRON Division and Secretary, Ministry of Ports and Shipping. He was seconded to UN Mission for six years in Kosovo (1999-2006) and established fully functional local government bodies and took sustainable economic development initiatives. Some of his distinctions include 'the most distinguished probationer' in the Civil Services Academy, Lahore, Super Supervisor in UNMIK (2003/4), Head of Government Negotiating Team with Taliban and Guest Speaker at NDU (Islamabad), Command & Staff College (Quetta), NSPP (Lahore), Wilton Park Workshops (UK), Middle East Institute (Washington), National Defence University, USA and John Hopkins University. He was appointed as Member, FPSC in September 2016. Mr. Habibullah Khan Khattak, Member, FPSC, after completing his tenure relinquished the charge of office of the Member, FPSC on 19.06.2019.



Mr. Abdul Malik Abdullah
Member

Ambassador (Retired) Abdul Malik Abdullah was born in April, 1954. He studied at the Sindh Muslim Commerce College, Institute of Business Administration and graduated from the University of Karachi. He appeared for the Central Superior Services Examination in 1978 and joined Foreign Service of Pakistan in April, 1980. He attended Foreign Service Training Institute of Japan, Tokyo for his Japanese language Diploma. During his carrier in Foreign Service of Pakistan, he served in various capacities at the Ministry of Foreign Affairs and also in the Prime Minister's Secretariat (as Additional Secretary, Foreign Affairs and Social Sector from 2008 to 2011). Besides, he held diplomatic assignments in Pakistan missions at Tokyo (1984-1989 and 1995-2000) and Washington DC (1992-1995). He was Counsel General of Pakistan in Frankfurt, Germany from 2002 to 2005. He has also served as Ambassador of Pakistan to Senegal, Gambia, Cape Verde, Ivory Coast, Guinea Conakary, Guinea Bissau and Sierra Leone (2005-2018) and Pakistan's High Commissioner to Australia and Fiji (2011-2014). He joined the Federal Public Service Commission as Member on 25th January, 2017. Mr. Abdul Malik Abdullah, Member, FPSC, after completing his tenure relinquished the charge of office of the Member, FPSC on 19.04.2019.



Mr. Nadeem Hassan Asif
Member

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



Mr. Abid Saeed
Member

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



Mr. Akbar Zeb
Member

Mr. Akbar Zeb is a retired BS-22 officer of the Foreign Service of Pakistan. He studied at the Aitchison College, Lahore, Edwards College, Peshawar, and the University of Cambridge (UK). On return from Cambridge University where he studied Economics, he started to work in the Planning & Development Department, Government of NWFP. He appeared for the Central Superior Services Examination in 1979 and joined Foreign Service of Pakistan in 1980. During his career in Foreign Service of Pakistan, he served in various capacities in the Ministry of Foreign Affairs. In 1981, he obtained a degree in French language from the National Institute of Modern Languages. During 1983-1987, he served as Second Secretary (Political) at the Pakistan Embassy in Washington D.C. where his primary responsibility was to cover the US Congress. During 1988-1994, he served as Director at the Ministry of Foreign Affairs, dealing with Afghanistan and as Director to two Foreign Secretaries. Besides, he held diplomatic assignments in India from 1994-2000, served as Political Counselor and Deputy High Commissioner at the Pakistan High Commission, New Delhi. During 2000-2003, he served as Director General dealing with the Americas and Europe in the Ministry of Foreign Affairs. From November 2003 to May 2005, he served as Pakistan's High Commissioner to South Africa with concurrent accreditation for Mozambique, Namibia, Botswana, Lesotho and Swaziland. He has served as Pakistan's Ambassador to Afghanistan from June 2005 to October 2005. From October 2005 to January 2006, he served as Director General for Disarmament issues in the Ministry of Foreign Affairs. During 2006, he completed the NMC course with distinction at the Pakistan Administrative Staff College, Lahore. From August 2006 to April 2009, as Additional Secretary in the Ministry of Foreign Affairs dealing with Europe, May 2009 to June 2014, as Pakistan's High Commissioner in Canada with concurrent accreditation for Trinidad and Tobago, Guyana and Venezuela. He retired from the Foreign Service in 2014. He joined the Federal Public Service Commission as Member, on 4th December, 2017. Mr. Akbar Zeb Member, FPSC, after completing his tenure relinquished the charge of office of the Member, FPSC on 14.02.2019.



Mir Zubair Mahmood
Member

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



Mr. Khizer Hayat
Member

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



Mr. Shoaib Mir
Member

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



Mr. Zahid Saeed
Member

Captain (R) Zahid Saeed is a retired officer of BS-22 from District Management Group, now Pakistan Administrative Service. He is a graduate of Peshawar University. He was commissioned in Pakistan Army which he served for seven years. He then joined civil service of Pakistan on 30th November 1985. He holds vast experience of field and secretariat work in Sindh. He remained posted as Deputy Commissioner Nawabshah and Hyderabad. In Punjab, he served as Deputy Commissioner Vehari & Rawalpindi, District Coordination Officer in Sialkot, Commissioner in Faisalabad & Rawalpindi. He also held positions of Secretary Education Department and Excise & Taxation Department for the Government of Punjab. He has also served as Project Director Metro Bus Project (Rawalpindi-Islamabad) in 2015. Government of Pakistan conferred the national award of Pride of Performance in recognition of his services. In last few years, he held the positions of Senior Member, Board of Revenue Punjab and Chief Secretary, Punjab. After serving 34 years spanning illustrious career, he retired as Federal Secretary, National Health Services on 2nd July 2019. He was appointed as Member, Federal Public Service Commission and he joined the office on 16.12.2019.



Mr. Arbab Muhammad Arif
Member

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

CHAPTER II

SPECTRUM OF WORK

2.1 Highlights

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

Table 4: Highlights of the Work at the Commission

S.No	Particulars of work	2018	2019
I Induction through CSS Competitive Examination			
i	Examination conducted	1	1
ii	Total vacancies	466	410
iii	Applications received	24010	23403
iv	Candidates appeared in written examination	11887	14521
v	Candidates qualified in written examination	569	372
vi	Candidates finally qualified after Viva Voce	567	365
vii	Nominations made for Services & Occupational Groups	278	214
viii	Posts un-filled	188	196
II General Recruitment for Ex-cadre positions in BS-16 and above			
i	Posts advertised including brought forward	6277	7329
ii	Applications received in 2019 including brought forward from previous year	1154448	1759860
iii	Written tests conducted in number of recruitment cases	227	259
iv	Candidates interviewed in finalized cases	7070	3321
v	Nominations issued for various jobs in BS-16 & above	2191	1008
vi	No. of Posts for which suitable candidates were not found	357	328
vii	Recruitment for posts under process by year-end	3726	5989
III Final Passing Out Examination(FPOE) for CSS Probationers			
i	Probationers from various groups/services appeared	308	312
ii	Qualified in the FPO examinations	215	227
iii	Pass Percentage	70%	73%
iv	FPOE for SOPE	27	24
IV Advice tendered to Ministries/Divisions/Departments on Recruitment Rules			
i	Fresh Recruitment Rules received for advice of the Commission	102	112
ii	Recruitment Rules finalized	39	36
iii	Recruitment Rules Cases processed to remove deficiencies	58	73
iv	Recruitment Rules closed	05	03
V Professional/Screening Tests			
A	Screening (MCQ) Tests conducted	101	142
i	Number of posts	2520	3362
ii	No. of registered Candidates	518592	1070060
iii	No. of appeared Candidates	303289	569394
B	Written (Descriptive)Tests conducted	82	97

S.No	Particulars of work	2018	2019
i	Number of posts	230	584
ii	No. of registered Candidates	8998	174777
iii	No. of appeared Candidates	3102	50132
C	Shorthand/Typing Tests conducted	44	20
i	Number of posts	239	167
ii	No. of registered Candidates	25206	17888
iii	No. of appeared Candidates	5868	2772
VI Syllabi design and vetting			
i	Syllabi designed for General Recruitment cases	260	238
ii	Vetting of Syllabi for FPOE for Groups/Services	12	12
iii	Proposals received for subjects under CSS syllabi	05	13
VII Publications			
i	FPSC Annual Report	02	01
ii	FPSC Bulletins	03	03
VIII Other Competitive Examinations			
A Section Officers Promotional Examination-2017			
i	Number of posts advertised	53	--
ii	Candidates applied	1531	--
iii	Candidates appeared	478	--
iv	Candidates passed	74	--
B Recruitment of Civil Judges/Judicial Magistrate in GB Judiciary			
i	No of Posts	04	--
ii	Candidates applied	208	--
iii	Candidates appeared	149	--
iv	Candidates finally qualified	21	--
C Recruitment of Additional District & Session Judges in GB Judiciary			
i	No of Posts	02	--
ii	Candidates applied	65	--
iii	Candidates appeared	58	--
iv	Candidates passed	24	--
D Competitive Examination for Assistant Directors Survey of Pakistan			
i	No of Posts	08	--
ii	Candidates applied	581	--
iii	Candidates appeared	207	--
iv	Candidates passed	33	--
VIII Psychological Assessment Testing			
i	Assessed for CSS Competitive Examination	569	228
ii	Assessed for induction of Defence Forces Officers	29	42
iii	Assessed for SOPE	--	73
iv	Assessed for Assistant Director(IB)	109	45
v	Assessed for Assistant Manager(IT)	40	--
vi	Assessed for Pakistan Naval Officers	72	55
IX I T Services provided during the year			
i	Online application processed and admission certificates issued for CSS Competitive Examination	24010	23403
ii	Online detailed marks sheets issued for CSS Competitive Examination finally qualified candidates	569	372

S.No	Particulars of work	2018	2019
iii	Online applications received and processed for CSS 2020	--	39630
iv	Applications processed for Defence Forces induction to Civil posts through CE 2017/18	30	42
v	Online admission certificates issued for conduct of Competitive Examination Gilgit Baltistan	273	--
vi	Applications processed and admission certificates issued for conduct of FPOE 45 th CTP	366	--
vii	Online applications received and processed for conduct of Competitive Examination in Survey of Pakistan	581	--
viii	CNIC verification of CSS Written qualified candidates	569	372
ix	Online applications received and processed for Ministerial Staff recruitment in FPSC	5694	14863
x	Online applications received and processed for General Recruitment	741064	877308
xi	Online admission certificates issued for General Recruitment	557691	1100492
xii	Online applications editing facility	88281	134513
xiii	SMS intimations to the candidates	1377967	1625842
xiv	E-mails sent to candidates	11888	13354
xv	Queries on Phone calls	51419	58200
xvi	Queries by E-mails	33377	40098
X Conduct of Personal Hearings/Review Petitions			
i	Rejected candidates	1,800	1,593
ii	Representations filed	451	351
iii	Restored on paper	170	131
iv	Candidates called for Personal Hearing	275	219
v	Restored after Personal Hearing	63	51
vi	Review Petitions	39	28
vii	Restored after Review Petition	02	02
viii	Representations dismissed	216	167
ix	Personal Hearing for CSS rejected candidates held	--	86
x	Restored after Personal Hearing in CSS	--	42

2.2 Litigation

Under Section 7(3) (d) of the FPSC Ordinance 1977, candidates who are not satisfied with the decision of the Commission, are provided an opportunity to seek redressal of their grievances. Apart from this mechanism, candidates also invoke writ jurisdiction of the High Court on matters relating to recruitment through Competitive Examinations, General Recruitment and Human Resource matters. Details of cases in litigation, by or against the Commission in various Courts of Law, in pendency or filed during 2019 is given in Table below:

Table 5: Litigation status as of December 2019

Forum/ Court	As on 01-01-19	Filed during 2019	Total	Decided during 2019	In hand on 31.12.2019
Supreme Court of Pakistan	49	12	61	08	53
Islamabad High Court	103	50	153	44	109
Lahore High Court	49	25	74	16	58
High Court of Sindh	36	05	41	03	38
Peshawar High Court	17	03	20	03	17
High Court of Balochistan	06	01	07	02	05
AJK Supreme Court	01	--	01	--	01
Federal Service Tribunal	50	19	69	13	56
Supreme Appellate Court Gilgit Baltistan	07	07	14	--	14
Chief Court, Gilgit Baltistan	28	17	45	18	27
Gilgit Baltistan Service Tribunal, Gilgit	02	--	02	--	02
Civil Courts/ Misc.	04	01	05	01	04
Total	352	140	492	108	384

2.3 Information Technology

The Commission took several initiatives to improve in-house working which included working against targets/goals. Some of the key targets, activities undertaken and results achieved are as follows:

Target-I Online services of FPSC

I. Activity: Promote paperless performance in internal/external operations for all General Recruitment cases as well as Competitive Examinations.

Key Performance Indicators:

- Maintained 100% for receiving GR and CE application online in the year.
- No (zero) hardcopy of online applications for CSS/GR to be dispatched by the candidate.
- Provision of 15 days for application submission prior to closing date.
- Cut-off time to be 12:00 midnight of the closing date.

Measure: Ensure all possible digital solutions for receiving actual number of online applications in the year for all Recruitment.

Results 2019:

- Applications for CSS Competitive Examination-2020 (**39,581 online applications + 49 manual applications**) during Oct-Nov, 2019, General Recruitment cases were invited online. During the period, **877,308 applications (877,287 online applications + 21 manual applications)** were received against various cases advertised by the Commission. Thus a threshold of 99.99% was achieved with respect to number of online application vs. manual

- No Hardcopy of online application was invited for CSS/General Recruitment Cases.
- Application submission facility was provided at least 15 days prior to the closing date for submission of online applications.
- Cut-off time for submission of online application was 12:00 midnight of the closing date.

All received applications were processed and reports generated for conduct of exam/tests. Summary Bio-data sheets of 569 candidates for CSS, 42 for Defense Services, 5,338 for candidates of General Recruitment were produced for conduct of interviews by the Commission.

- Attendance Lists/Sheets and other required reports pertaining to 1,275,498 candidates of CSS and GR for professional/screening, Descriptive and APS tests of various phases were generated.

II. Activity: Issued Online Admission Certificates for GR and Competitive Examinations

Key Performance Indicators:

- Maintained 100% availability of online admission certificate, for GR and CE, accessible to candidates without geographical constraints. (Exception - withheld certificates).
- No (zero) dispatch of admission certificates through postal/courier means.
- Availability - Minimum 7 days prior to start of test/examination.

Measure:

- Issued online admission certificates for actual number of candidates appearing in the tests/examinations.
- Date of placement of certificates and the date of commencement of the test/examination.

Result 2019:

- For the convenience of candidates, the facility to generate and print online admission certificate for the tests/examinations is provided through the web portal of the Commission. **1,100,492** admission certificates for GR exam, **23,403** for CE-2019, **14,863** for Ministerial posts.
- All Admission certificates were placed about ten (10) days before start of the examination.
- No single admission certificate was dispatched through postal/courier means during the period.
- All admission certificates for CSS and various GR examinations were placed online at-least 10 days prior to the start of examination.

III. Activity: Issued Online result/detailed marks sheet for Competitive Examinations.

Key Performance Indicators:

- 100% detailed marks sheet of Competitive Examinations be placed online.

Measure: Marks sheets made available online.

Result 2019:

Marks sheets of 567 finally qualified candidates of CE-2018 were placed online. The results of 372 written pass candidates of CE-2019 and the marks sheets of 14,521 written part pass/failed candidates were placed online.
100% marks sheets of Competitive Examination were placed online.

Target-II Communication Strategy

- I. Activity:** SMS based Information dissemination to the candidates about major events concerning their applications including start of test/examination, submission of required document, schedule of interviews etc.

Key Performance Indicators:

- SMSs dispatched to 100% candidates for appearing in the test/examination during the year on their given cell phone numbers.

Measure: Number of SMSs sent to candidates called for test/examination during the year.

Result 2019:

Over **1,625,842** SMS and **13,354** e-mails were sent to candidates regarding major events, including acknowledgement of their online applications, call for test/interviews, intimations regarding personal hearings etc.

Target-III: Curtailment of time of Recruitment process

- I. Activity-I:** Monitoring of the System based on Process Rationalization Exercise for Efficiency Enhancement.

Key Performance Indicators:

- Recording the cases for GR in the system within 7 days of consolidated advertisement.
- Timely update of the system
- Generation of fortnightly report(s)

Measure:

Status of the recruitment cases in the PREE system.

Result 2019:

- Software system developed in FPSC to monitor Process Rationalization Efficiency Enhancement, wherein cases delayed beyond their projected timeline reported to dealing assignee. The exercise provides better monitoring and control of activities performed in general recruitment.
- An exercise for rationalization of 83 activities relating to General Recruitment was conducted.

Target-IV: Technology/Software development

- I. Activity:** Project for development / revamping of infrastructure and systems for capacity enhancement of FPSC.

Result 2019:

- Number of meetings of the Steering Committee for PSDP funded project “Online Recruitment system for FPSC Phase-II” were held during the year 2019 at FPSC HQs under the chairmanship of Major Gen. (R) Muhammad Azeem Asif, Member FPSC. Major decisions relating to achievements, software module development and way forward were taken.
- In line with the System Requirement Specification (SRS) document, three out of eight modules were completed while remaining five modules were under completion.

II. Activity: Value addition in the existing software application systems.

Key Performance Indicators:

- New additions/features etc. provided for convenience of internal or external users.

Measure: Number of new additions/features etc.

Result 2019:

i Editing Facility of Online Applications

A newly developed online application editing facility for the applicants was made available since February 2018. A total of **134,513** applicants availed the editing facility and amended their applications online instead of referring the request to FPSC headquarters in the year 2019.

ii Improvement in Online Applications for GR

1040 recommended candidates of General Recruitment was incorporated in online application module their CNIC were verified through NADRA VeriSys.

iii Improved Summary Bio-data

Summary Bio-data report of candidates appearing in interview against General Recruitment posts was revamped with addition of information on qualifications and institutions attended.

Target-V:Public Facilitation/Information Platform

I. Activity: Improved access to information through web portal.

Key Performance Indicators:

- Availability of general information of interest.
- Placement of specific information based on events over the web portal within 24 hours of its publication.
- To become highly accessed web portal at par with other public sector organizations in Pakistan.

Measure:

- Number of appeared candidates vs number of marks sheets made available online.
- Number of hits on the web portal.

Result 2019:

1. FPSC New Web Portal

- FPSC Web Portal is the key gateway to online services. FPSC Web Portal was revamped with an improved layout, design and navigation facilities for convenience of aspirants.

Result 2019:

- Online services offered by FPSC save time and money on part of Commission as well as candidates on account of printing, filing, dispatch of applications, admission certificates. Following online and allied services are provided through FPSC Web portal: www.fpsc.gov.pk
- Placement of Consolidated Advertisements on FPSC web portal provides easy access to information for openings to jobs. In 2019, monthly Advertisement vide Nos. 01, 02, 03, 04, 05, 06, 07, 08, 09, 10, 11, 12/2019 were placed on FPSC Web portal:
 - Inviting online applications against various ex cadre posts
 - Placement of interview programs, syllabi, press release and other related information of interest to general public and candidates.
 - Online admission certificates for all test conducted during the period.
- Public notices, tenders, FPSC quarterly reports, annual reports, pre-selections, recommendations, final results, allocations and other information is placed for interest of aspirants and general public.
- Event related information was placed within 24 hours.
- Web portal has been a popular tool for providing information.

II. Activity: Call Center/helpline for the aspirants.**Key Performance Indicators:**

- Number of calls/e-mails received.

Measure: Number of calls/e-mails received.

Result 2019:

- **Facilitation Centre**
Facilitation Centre has been a single point of contact for assisting candidates/general public by responding to their queries and providing information concerning advertised cases etc. Over **58,200** phone calls and **40,098** e-mails were received and appropriately responded to by Facilitation Centre during the period.
- **Assistance to Facilitation Centre and Control Room**
In order to effectively respond to the queries of candidates, required information pertaining to professional/Screening, Descriptive and APS tests of Phase-I, Phase-II & III, IV, V and Special Phases-I & V/2019 was provided to Facilitation Centre and Control Room established at FPSC Headquarters and provincial offices.

Target-VI: New Development Projects**I. Activity:** New Initiatives**Key Performance Indicators:**

- Proposals/projects initiated.

Measure: Number of proposals/projects.

Result 2019:

i Computer Based Testing (CBT)

The project is conceived to establish labs at major stations for conduct of MCQ based tests using computers. The project is intended to improve work efficiency of FPSC making it a futuristic, vibrant and progressive organization. A comprehensive and consolidated PC-I was prepared and presented at approval forums with an objective to speed up the recruitment process while, maintaining transparency, fairness and credibility of the Commission's tests/exams.

ii Question Databank:

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

iii Provision of Call Centre Services

Meetings with NTC, Ufone, AWT Technologies and other vendors were held to establish state of the art call centre at FPSC. A comprehensive proposal was under preparation during the close of the year.

Target-VII: Workload management

I. Activity: Managing the Workload

Key Performance Indicators:

- Performance of the Commission.

Measure: Workload relating to Various Tests/Examinations.

Result 2019:

1. Competitive Examinations

CE-2019

- i** All pre-exam activities like time table, attendance lists/sheets for CE-2019 were provided for conduct of examination in the month of February, 2019. Admission Certificates were also placed online. Summary Bio data sheets of 569 written qualified candidates of CE-2018 were produced and applications of 42 nominees from Defense Services for induction into CSS were processed.
- ii** Processing of 23,403 applications for CE-2019 and generation of pre-scrutiny eligibility reports for conveying the deficiencies to the applicants well before start of the examination were generated. Other reports for the consumption of CE Wing were generated for smooth conduct of the examination including Admission Certificates, Attendance Sheets and Attendance Lists etc. Summary Bio data sheets of 372 written qualified candidates of CE-2019 were produced for Viva Voce Board.
- iii** Marks sheets of finally qualified candidates of CE-2019 were placed online. Attendance of CE-2019 was also marked in computer database. The results of written pass candidates of CE-2019 and the marks sheets of written failed candidates were placed online.

CE-2020

- iv** As per approval of the Commission, 100% applications for CE-2020 were invited online during October-November, 2019. After processing of all 39,630 applications (39,581 online applications + 49 manual applications), pre-scrutiny eligibility reports were generated for conveying the deficiencies to the applicants well before start of the examination. Multiple reports were generated for preparation of smooth conduct of the examination.

CSS 2018-Armed Forces Inductees

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

2. Final Passing Out Examination

Bio-data form entries of 366 fresh and failed probationers of various Groups for conduct of final passing out examinations for 45th CTP were completed. Admission certificates, attendance list, attendance sheets, blank result statement, marks sheets etc. were generated for smooth conduct of examinations.

3. Survey of Pakistan Competitive Examination-2018

The result of written pass candidates declared on out of 581 online applications for competitive examination for posts of Assistant Director in the Survey of Pakistan 33 qualified. Viva Voce scheduled from 13.06.2019 to 02.07.2019 at Islamabad, Karachi and Lahore respectively.

4. Ministerial Staff Recruitment for FPSC

In April 2019, various posts for recruitment of BS-1 to 15 were advertised and facility to receive the online application was made available on website. 14863 applications received were processed and required output including time table, admission certificates, attendance lists/sheets etc. were provided to Administration Wing for conduct of tests/interviews.

5. Provision of Treasury Receipt Data

Information pertaining to FPSC fee collection through Government Receipts/TRs for the year 2019, based on the online applications of the candidates was compiled on monthly basis. All information was shared with the concerned Wing within 15 days after the closing date of consolidated advertisement.

6. CNIC Verification through NADRA VeriSys

The CNIC verification of 372 written qualified candidates of CE-2019 and recommended candidates of General Recruitment were carried out by the IT Wing through NADRA VeriSys.

7. Forensic Examination of Electronic Gadgets

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

CHAPTER III

**CSS COMPETITIVE EXAMINATION,
PSYCHOLOGICAL ASSESSMENT, FINAL
PASSING OUT EXAMINATION, GENERAL
RECRUITMENT & ALLIED EXAMINATIONS**

I. Competitive Examination

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):

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

3.2 Currently, the Competitive Examination(CE) consists of four components: written examination, medical examination, psychological assessment and Viva Voce. This chapter provides information on the CE 2018 and CE 2019 with details on number of applicants and appearance in the Competitive Examination, candidates qualifying the examination, un-filled seats from various regions/quota, region-wise and gender-wise allocation, the popular and least popular optional subjects the candidates opt for.

3.3 The following activities were carried out during 2019 for CE-2018, CE-2019 & CE-2020:

- a. **Medical Examination:** The Central Medical Board (CMB) conducts regular Medical Examination of the candidates, who qualify the written part of CSS Competitive Examination. Medical examination for CE 2018 candidates was undertaken. Medical Re-examination of 132 deferred candidates of CSS Competitive Examination-2018 was held from 01.01.2019 to 22.01.2019 at Islamabad, Karachi, Lahore and Peshawar.
- b. **Psychological Assessment:** Psychological Assessment was held for 260 remaining candidates of CE 2018 from 05.01.2019 to 22.03.2019 at Multan, Karachi, Peshawar, Lahore and Islamabad.
- c. **Viva Voce:** The Viva Voce Board comprising of the Chairman of the Commission Mr. Haseeb Athar and Members, Major General (R) Muhammad Azeem Asif HI(M), Mr. Habibullah Khan Khattak, Mr. Abdul Malik Abdullah and Mr. Abid Saeed conducted the Viva Voce of the written qualified candidates of CSS CE 2018 at Islamabad (Phase-II&III), Lahore(Phase-I,II,III&IV), Karachi and Peshawar. On an average, each candidate was interviewed for 35 to 40 minutes. The personality traits, leadership qualities, level/depth of knowledge and potential was assessed at this stage. The psychological assessment reports, prepared by the FPSC Psychological Assessment Team were also considered while assessing the candidate's traits. Viva Voce of 466 candidates was held

from 01.01.2019 to 25.04.2019 as per schedule given in Table 6 at Islamabad, Lahore, Karachi and Peshawar:

Table 6: Schedule of Viva Voce Board engagement during the year-2019

S No.	Center	From	To	No. of candidates
1	Islamabad (Phase-II)	01.01.2019	10.01.2019	60
2	Lahore (Phase-I)	14.01.2019	25.01.2019	52
3	Lahore (Phase-II)	06.02.2019	15.02.2019	79
4	Karachi	25.02.2019	07.03.2019	80
5	Peshawar	11.03.2019	12.03.2019	13
6	Lahore (Phase-III)	18.03.2019	29.03.2019	81
7	Lahore (Phase-IV)	08.04.2019	19.04.2019	73
8	Islamabad (Phase-III)	22.04.2019	25.04.2019	28
Total				466

3.4 **Final Result:** The Commission announced final result of the Competitive Examination-2018 on 31.05.2019. Applications to post ratio was 52 and 5 percent of the candidates who appeared in the written portion finally qualified the exam. A summary of CSS CE-2018 is as below:

Table 7: Summary of Competitive Examination-2018

Candidates	Number	Percentage
Candidates Applied for the examination	24010	--
Candidates Appeared in the examination	11887	50.00
Candidates qualifying the written examination	569	4.78
Candidates finally qualified	567	--
Qualified Candidates failed/absent in the Viva Voce	02	--
• Male candidates finally qualified	355	62.00
• Female candidates finally qualified	212	38.00
Vacancies	466	--
Candidates recommended for appointment	278	--
• Male candidates	168	60.00
• Female candidates	110	40.00
Candidates qualified but not allocated	289	51.00
Posts remained unfilled	188	40.00

3.5 **Vacancies for Competitive Examination 2018:** In pursuance of Rule 15 of the Rules of CSS Competitive Examination-2018, Establishment Division communicated 466 (239 fresh and 227 carried over) vacancies to be filled through CSS Competitive Examination 2018, which as per Government policy were distributed amongst various Provincial/Regional quotas and sub quotas. Occupational Groups/Services-wise distribution of vacancies against each category of quota is given in Table 8.

Table 8: Distribution of Vacancies for CE-2018

Quota	Sub Quota	Groups/Services	Vacancies
Merit 7.5%	All Pakistan Merit	PAAS-2, CTG-2, PCS-1, PAS-3, FSP-1, IRS-2, MLCG-1, OMG-5, PSP-1	18
Punjab 50%	Open Merit	PAAS-9, CTG-8, PCS-9, PAS-15, FSP-6, IRS-14, IG-2, MLCG-2, OMG-28, PSP-7, POSTG-2.	102
	Women	PAAS-1, CTG-1, PCS-2, PAS-2, FSP-1, IRS-2, OMG-3.	12
	Minorities	CTG-2, PAS-2, IG-2, OMG-11, PSP-4, PAAS-3, PCS-3, FSP-1, IRS-9, MLCG-1, POSTG-2, RCTG-1	41
Sindh (R) 11.4%	Open Merit	PAAS-6, CTG-5, PCS-2, PAS-3, FSP-2, IRS-8, IG-1, OMG-18, MLCG-1, RCTG-2, PSP-2, POSTG-1	51
	Women	FSP-1, IG-1, IRS-2, OMG-5, PAAS-1, PCS-1, POSTG-4, RCTG-1	16
	Minorities	CTG-1, IG-1, IRS-1, PAAS-1, PAS-1, POSTG-1, PSP-1, OMG-2	09
Sindh (U) 7.6%	Open Merit	CTG-4, FSP-1, IG-3, IRS-4, OMG-16, PAAS-3, PAS-2, PCS-2, PSP-2, POSTG-2.	39
	Women	CTG-1, IG-2, OMG-2, PAS-1, POSTG-5, RCTG-1	12
	Minorities	FSP-1, IRS-2, OMG-1, PAAS-1, PCS-1, PSP-1	07
Khyber Pakhtunkhwa 11.5%	Open Merit	PAAS-2, CTG-2, PCS-2, PAS-3, FSP-2, IRS-4, OMG-15, PSP-2, POSTG2, IG-4, RCTG-2	40
	Women	PAAS-1, PCS-1, IG-1, OMG-2.	05
	Minorities	CTG-1, PAAS-1, PAS-2, PCS-1, FSP-1, IRS-3, OMG-2, PSP-1	12
Balochistan 6%	Open Merit	PAAS-4, CTG-5, PCS-3, PAS-1, FSP-2, IRS-9, IG-2, MLCG-1, OMG-12, PSP-1, POSTG-2, RCTG-1.	43
	Women	PAS-1, RCTG-1, PSP-1, IRS-2, IG-2, OMG-3, POSTG-2,	12
	Minorities	FSP-1, PAAS-2, PAS-1, IRS-1, IG-1, OMG-1	07
GB/FATA 4%	Open Merit	PAAS-1,CTG-2, PCS-1,PAS-1, PSP-1, FSP-1, IRS-2, IG-2, MLCG-1, OMG-8, POSTG-1, RCTG-1	22
	Women	PAS-1, CTG-1, POSTG-1, IG-1, IRS-1, OMG-1	06
	Minorities	PAAS-1, PAS-1, IRS-1, OMG-1	04
AJK 2%	Open Merit	PAS-1, IRS-1, OMG-2	04
	Women	IG-1, RCTG-1	02
	Minorities	IRS-1, OMG-1	02
Total			466

3.6 **Allocation:** The final allocation of CE-2018 candidates to various occupational groups/services on the basis of merit and applicable quota was conveyed to the Establishment Division on 20.06.2019. Establishment Division conveyed non acceptance/cancellation of offer of appointment. Accordingly, FPSC made re-allocation as per government policy vide O.M No.1/29/87-T-V, dated 19.03.1991. Out of 466 vacancies, allocations against 278 posts of 168 male & 110 female candidates were made by the Commission. The allocation against 188 vacancies could not be made due to non-availability of qualified candidates from the respective quotas.

Table 9: Vacancies left un-filled

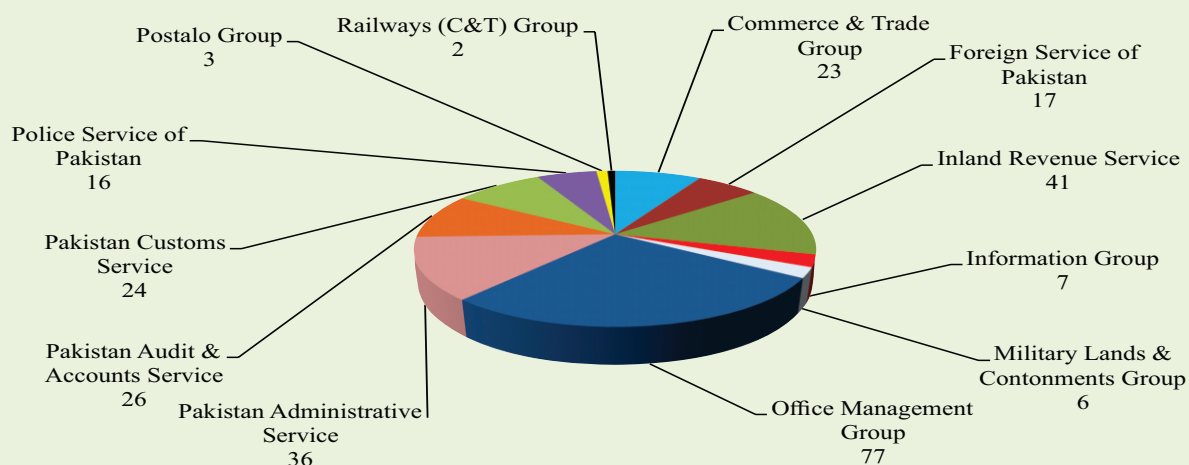
S.No.	Quota	CSS 2018		
		Vacancies	Total	
1	Punjab	Open	--	39
		Women	--	
		Minorities	39	
2	Sindh (Rural)	Open	20	41
		Women	13	
		Minorities	08	
3	Sindh (Urban)	Open	03	19
		Women	09	
		Minorities	07	
4	Khyber Pakhtun-Khawa	Open	07	22
		Women	03	
		Minorities	12	
5	Balochistan	Open	32	49
		Women	10	
		Minorities	07	
6	GBFATA	Open	08	16
		Women	04	
		Minorities	04	
7	AJK	Open	00	02
		Women	00	
		Minorities	02	
Total		188	188	

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

Table 10: 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	02	09	03	05	02	01	01	--	23
Foreign Service of Pakistan	01	08	03	01	02	02	--	--	17
Inland Revenue Service	02	16	09	04	04	01	04	01	41
Information Group	--	02	--	01	02	--	01	01	07
Military Lands & Cantonments Group	01	02	01	--	--	01	01	--	06
Office Management Group	05	31	05	17	13	--	04	02	77
Pakistan Administrative Service	03	18	04	03	03	02	02	01	36
Pakistan Audit & Accounts Service	02	10	06	03	03	01	01	--	26
Pakistan Customs Service	01	11	03	02	03	03	01	--	24
Police Service of Pakistan	01	07	01	02	02	02	01	--	16
Postal Group	--	02	--	01	--	--	--	--	03
Railways (C & T) Group	--	--	--	--	01	--	--	01	02
Total	18	116	35	39	35	13	16	06	278

Figure-1: Occupational Groups And Services Wise Break-up of 278 Allocated Candidates in CSS-2018



3.8 Regular Induction of Armed Forces Officers into Civil Services: Ministry of Defence nominated a panel of 42 officers of Armed Forces for induction into civil posts against 10% reserved quota of 04 vacancies for PAS, 02 vacancies for PSP and 02 vacancies for FSP in federal services in line with CSS-2018. The Commission arranged Psychological Assessment and Viva Voce from 19.09.2019 to 26.09.2019 and 30.09.2019 to 07.10.2019 respectively. The Commission recommended 08 officers in order of merit for appointment against Groups/Services as detailed below:

Table 11: Induction of Armed Forces Officers

S.No.	Roll No.	Department/Services	Domicile/Quota	Allocated Group/Service
1	00011	Pak Army	Merit/Sindh (R)	FSP
2	00025	Air Force	KPK	PAS
3	00021	Air Force	Punjab	FSP
4	00006	Pak Army	Punjab	PAS
5	00024	Air Force	Punjab	PAS
6	00001	Pak Army	Punjab	PAS
7	00029	Air Force	Sindh (R)	PSP
8	00010	Pak Army	Sindh (U)	PSP

3.9 **Competitive Examination (CSS) 2019:** The Law Division vetted Rules for CSS Competitive Examination -2019 which were approved by the Federal Government, and were notified in official Gazette of Pakistan under S.R.O.No.1452(I)/2018. In all 23,403 candidates applied for the Competitive Examination (CE) 2019. Written Examination was conducted by the Commission from 15.02.2019 to 25.2.2019 in 19 cities across Pakistan. 14521(41%) candidates appeared in the written examination. The result of written portion of CSS Competitive Examination 2019 was announced on 10.10.2019 and 2.56% of the appeared candidates qualified the written examination. Centre-wise break-up of the candidates of CE 2019 is at Table 12.

Table 12: Centre-Wise Break-up of Candidates

City	Registered Candidates	Appeared Candidates	Qualified in Written Examination	City	Registered Candidates	Appeared Candidates	Qualified in Written Examination
Abbottabad	568	337	05	Lahore	6146	4099	151
Bahawalpur	392	225	07	Larkana	238	128	00
D.G.Khan	171	109	06	Multan	875	521	23
D.I.Khan	270	162	05	Muzaffarabad	103	63	01
Faisalabad	845	521	14	Peshawar	2645	1434	11
Gilgit	79	42	00	Quetta	569	331	03
Gujranwala	675	415	11	Rawalpindi	1555	1008	13
Hyderabad	999	548	08	Sargodha	534	349	09
Islamabad	4106	2720	84	Sukkur	429	221	01
Karachi	2204	1288	20	Total	23,403	14,521	372

Table 13: Region-Wise Break-up of Written Qualified Candidates

S.No	Domicile	Male	Female	Minorities	Total
1.	Punjab	139	119	2F+1M	258
2.	Sindh(R)	10	07	--	17
3.	Sindh(U)	10	10	--	20
4.	Khyber Pakhtun khawa	34	13	--	47
5.	Balochistan	06	03	--	09
6.	GB/FATA	12	00	--	12
7.	AJK	07	02	--	09
Total		218	154	03	372

3.10 **Medical Examination:** The medical examination of 372 candidates qualifying the written examination (CSS 2019) was held at Islamabad, Peshawar, Lahore and Karachi centers. Accordingly, all the candidates were called for Medical Examination as per following schedule at Table 14:

Table 14: Medical Examination of CSS candidates

S.No.	Centre	Date(s)	No. of Candidates
1.	Islamabad	28.11.2019 & 29.11.2019	125
2.	Peshawar	02.12.2019	16
3.	Lahore	04.12.2019, 05.12.2019 & 06.12.2019	198
4.	Karachi	13.12.2019	33
Total			372

3.11 The Psychological Assessment and Viva Voce of written qualified candidates of CSS Competitive Examination-2019 also commenced as per following schedule.

Table 15: Schedule of Psychological Assessment & Viva Voce for CSS-2019

Schedule of Psychological Assessment					Schedule of Viva Voce			
Sr. No.	Center	Date		No. of Candidates	Center	Date		No. of Candidates
		From	To			From	To	
1	Islamabad (Phase-I)	13.11.2019	25.11.2019	66	Islamabad (Phase-I)	02.12.2019	06.12.2019	36
2	Lahore	04.12.2019	28.12.2019	162	Lahore (Phase-I)	09.12.2019	19.12.2019	69
3	--	--	--	--	Lahore (Phase-II)	30.12.2019	09.01.2020	69
Total				228	Total			174

3.12 **CSS Competitive Examination 2020:** A public notice inviting applications for CE-2020 was issued on 29.09.2019 instructing aspirants to apply online for CSS Competitive Examination 2020 between 01st October to 31st October 2019, to be followed by submission of hard copy along with all required documents and Treasury Receipt of Rs.2200/-, at FPSC Headquarters, Islamabad within 10 days of the closing date which was 11.11.2019. In all, 39,630 applications were received. For smooth conduct of CSS CE 2020, 210 examination halls in 19 cities of Pakistan were booked. A centre wise breakup for CE 2020 is given below:

Table 16: Number of Candidates appeared from various Centres in Competitive Examination-2020

S.No.	Centre	Applicants	S.No.	Centre	Applicants
1	Abbottabad	1041	11	Lahore	10385
2	Bahawalpur	649	12	Larkana	356
3	D.G.Khan	284	13	Multan	1622
4	D.I.Khan	440	14	Muzaffarabad	230
5	Faisalabad	1578	15	Peshawar	4109
6	Gilgit	182	16	Quetta	824
7	Gujranwala	1240	17	Rawalpindi	2560
8	Hyderabad	1907	18	Sargodha	978
9	Islamabad	6713	19	Sukkur	712
10	Karachi	3820	Total		39630

II. General Recruitment & other activities

3.13 The Recruitment strategy of the Commission was revised in 2019 to ensure a healthy mix of professionals, experience and subject knowledge. The Commission observed several deficiencies in the recruitment rules i.e. out-dated qualifications, mis-match between job description and eligibility criteria/qualifications required for the post, absence of newly introduced disciplines, so on and so forth. The Commission went an extra mile to engage with the Higher Education Commission and develop a framework identifying the levels and fields of education/academic degrees being offered at HEC recognized universities. A “Booklet on Titles/Nomenclatures of Academic Degrees offered under HEC recognized Universities” by the Commission and placed on FPSC website for public information. All Ministries/Divisions/Departments were also provided a copy of the same through the Establishment Division and were requested to revise/align respective recruitment rules in line with the level and titles/nomenclatures of degrees recognized by HEC.

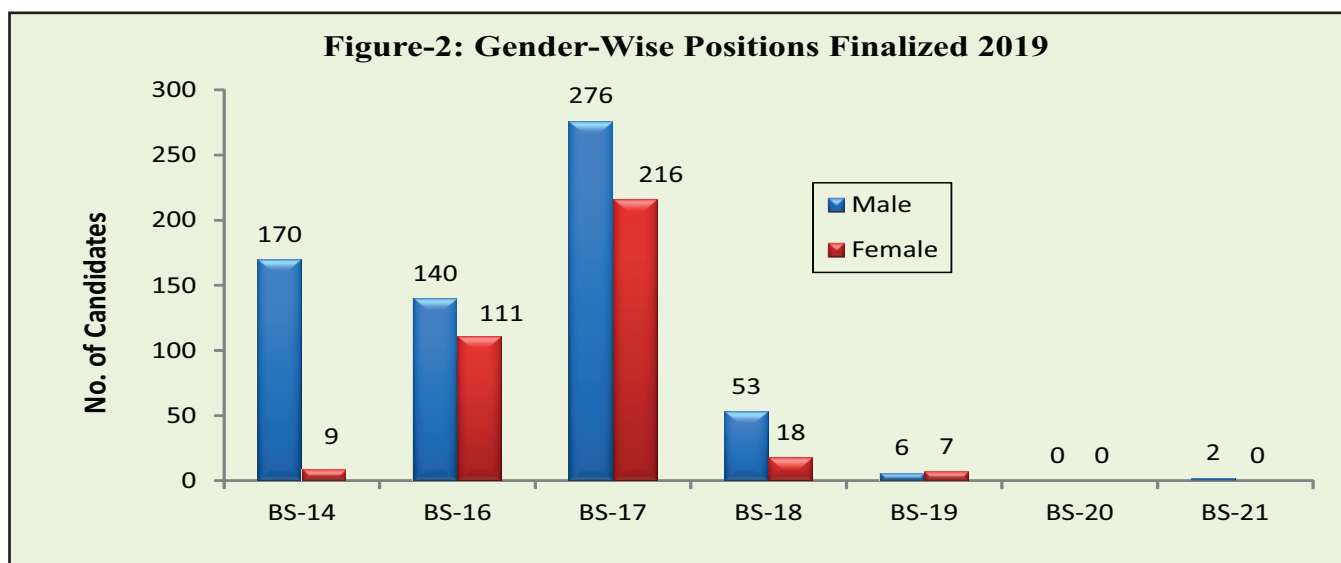
3.14 **Recruitment Strategy during the Year, 2019:** The Commission processed 546 cases of general recruitment involving 7329 positions and 1759860 applications. These cases included 310 carried forward cases involving 3726 positions and 882558 applicants of previous years and 236 fresh cases involving 3603 vacancies and 877302 applicants.

3.15 **Cases Finalized during the Year 2019:** Out of 546 cases, 212 cases having 1340 vacancies were finalized and 1008 nominations were issued. However, 328 positions in 101 cases were reported failure due to non-availability of eligible and qualified candidates from respective quotas. Some cases are pending due to litigation/ court case and could not be finalized during the previous years (2006-2018). The remaining 334 cases involving 5989 vacancies have been carried over to next calendar year vide details at Appendix-8, 11 & 12.

3.16 **Gender-Wise vacancies finalized during the Year 2019:** Out of 7329 vacancies, the Commission made recommendations against 1008 positions in the year 2019. Out of these 117 nominations were against the vacancies reserved for male, 158 reserved for female while 733 nominations were against the vacancies which were open for both male/female. 530 male and 203 female were nominated accordingly. The gender-wise statistics of posts is available at Table 17 and Figure 02.

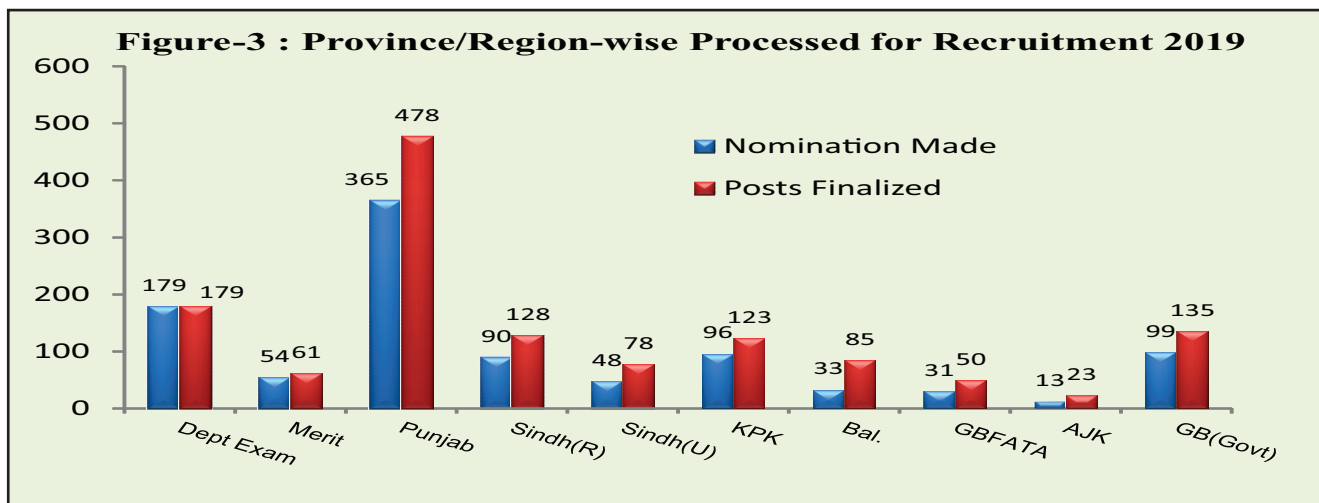
Table 17: Gender Wise Distribution of Vacancies for General Recruitment

Basic Scale	Reserved for Male			Reserved for Female			Reserved for Both Genders					Total Nominations Made	WD	Total Vacancies Reported Failure	Total Vacancies Finalized
	Vac	Nom	Failure	Vac	Nom	Failure	Vac	Nomination			Failure				
								Male	Female	Total					
	1	2	3	4	5	6	7	8	9	10	11				
		(1-2)			(4-5)				(8+9)	(7-10)	(2+5+10)		(3+6+11)	(12+13+14)	
14	0	0	0	0	0	0	179	170	9	179	0	179	0	0	179
16	14	5	9	154	96	58	306	135	15	150	156	251	2	223	476
17	91	83	8	44	41	3	382	193	175	368	14	492	2	25	519
18	34	29	5	25	14	11	56	24	4	28	28	71	0	44	115
19	1	0	1	14	7	7	21	6	0	6	15	13	0	23	36
20	0	0	0	0	0	0	4	0	0	0	4	0	0	4	4
21	0	0	0	0	0	0	11	2	0	2	9	2	0	9	11
Total	140	117	23	237	158	79	959	530	203	733	226	1008	4	328	1340



3.17 **Distribution of Vacancies Scale wise vs. Regional Quota:** Out of 1008 recommendations /nominations, 179 were against departmental requisition, 54 were against Open Merit quota, 365 against Punjab, 90 against Sindh (Rural), 48 against Sindh (Urban), 96 against Khyber Pakhtunkhwa, 33 against Balochistan, 31 against GBFATA and 13 were made against Azad Jammu & Kashmir quota. 99 nominations were issued against the cases of Gilgit Baltistan Government. According to

scale wise distribution of nominees, 179 recommendations/ nominations were made in BS-14, 251 were made in BS-16, 492 in BS-17, 71 in BS-18, 13 in BS-19 and 2 were made in BS-21. Region wise vs. Scale wise vacancies filled are available at Appendix-9 and the graph at Figure 03



3.18 Ministry/Division wise Positions finalized during 2019: During the year 2019, out of 1008 nominations/ recommendations, 321 were made in the National Health Services, Regulations and Coordination, which is the highest, followed by 213 in Ministry of Communications, 150 in Ministry of Defence, 98 nominations in Ministry of Kashmir Affairs and Gilgit Baltistan in recruitment cases of GB Government. Ministries/Divisions wise details are at Appendix-10

3.19 Fresh Cases initiated and processed for Recruitment during 2019: The Commission during the year under report advertised 236 fresh cases of recruitment involving 3603 positions against which and 877302 applications were received. Out of which, 14 cases involving 15 positions were finalized, however, the remaining 222 cases involving 3588 positions were under process as detailed at Appendix-11.

3.20 Cases initiated in previous years for Recruitment but finalized during 2019: A major portion of the cases initiated in one calendar year, if not completed during the same year, is carried over to the next year. During the year 2019 the Commission processed 310 cases of recruitment involving 3726 positions of previous years (2006-2018). Out of which, 198 cases involving 1325 positions were finalized, however, the remaining 112 cases involving 2401 positions were under process at various stages. The details are at Appendix-12.

3.21 Un-filled posts during 2019: The Commission reported 328 positions as unfilled in 101 cases due to non-availability of eligible candidates. Out of such unfilled vacancies 7 were pertaining to Open Merit, Punjab-111, Sindh (Rural)-38, Sindh (Urban)-30, KPK-26, Balochistan-52, GBFATA-19 and AJK-10. 35 vacancies were reported failure in the recruitment cases of GB Govt. The details are given under Appendix-11 and 12.

3.22 Conduct of Professional Screening (MCQ/Descriptive/Written/APS Typing) Tests for recruitment to Ex-Cadre Posts the year 2019: Written (Professional/ Screening) Tests in cases in BS-16 and above were conducted to keep the number of candidates for interview within a manageable limit. The Written (Professional & Screening) Tests in 142 cases against 3362 vacancies were conducted in which 1070060 candidates were called for tests and 569394 appeared. The Written (Descriptive) Tests were also

conducted in **93** cases against **280** vacancies, in which **17698** candidates were called for tests and **6901** appeared. Similarly, Shorthand/ Typing Tests were held in **24** cases against **471** vacancies, in which **174967** candidates were called for shorthand/ typing tests and **46003** appeared. Detailed statistics of the tests conducted during the year 2019 are at Table-18, 19 and 20.

Table 18: Screening (MCQ) Tests-2019

S. No.	Phase	No of cases	No of posts	Candidates applied	Candidates appeared
1	I	25	287	250099	149205
2	II	22	784	344142	188376
3	III	39	1210	168885	85526
4	IV	22	608	127339	65989
5	V	34	473	179595	80298
Total		142	3362	1070060	569394

Table 19: Written (Descriptive) Tests-2019

S. No.	Phase	No of cases	No of posts	Candidates applied	Candidates appeared
1	I	20	49	1325	536
2	II	06	08	242	83
3	III	06	06	171	92
4	IV	40	174	12096	4935
5	V	25	347	160943	44486
Total		97	584	174777	50132

Table 20: Conduct of Shorthand/ Typing Tests-2019

S. NO.	Phase	No of cases	No of posts	Candidates applied	Candidates appeared
1	I	03	11	2621	542
2	II	05	17	2124	441
3	IV	12	139	13143	1789
Total		20	167	17888	2772

3.23 Cases wherein Alternate Nominations were made due to Non-Joining of the Principal Nominees: Occasionally, the nominees recommended by the Commission for different position(s) do not join the position(s) for one reason or the other. The Commission, on receipt of request from concerned Ministry/ Division/ Department recommended **212** alternate nominees in **47** cases from reserve merit list. Details are given at **Appendix-13**.

3.24 Statistics of visits of Interview Committees in different Centres during the Year 2019: The Commission consumed **430** days for **94** visits/spells during the year 2019 for conduct of interviews of **4947**

candidates and personal hearings of 685 candidates. However, few cases in which interview/personal hearing were held were still remained under process till end of the year. A list of program is given at **Appendix-14**.

3.25 Recruitment Cases Withdrawn: As per policy decision, the requisition once placed with the Commission cannot be withdrawn as a routine matter but according to laid down procedure, during the year 2019, 03 cases involving 04 vacancies were withdrawn by Ministry/ Division/ Department. Details are given at **Appendix-15**.

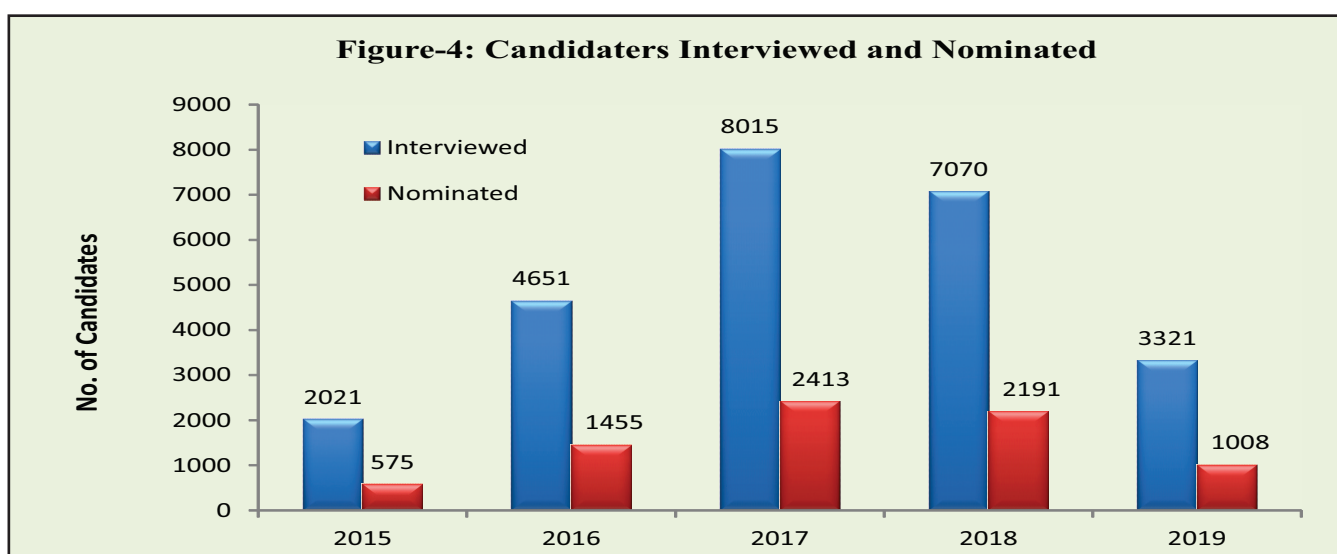
3.26 Re-Advertisement of Failure Cases/Posts During 2019: The Commission’s decision taken in 130th meeting relating to post was reported un-filled, which shall be re-advertised by the Commission in its consolidated advertisement. Accordingly, 53 recruitment cases involving 181 positions were re-advertised during the year 2019. Re-advertised cases included the posts reported as un-filled in 2016, 2017 and 2018 and have been processed after obtaining clarification from the concerned Ministry/ Division/ Department. Details are given at **Appendix-16**.

3.27 Scale wise nomination of Minorities against 5% reserved Quota: The Commission finalized 38 cases involving 87 posts reserved for minorities’ quota. Against these 30 nominations were made and 57 posts could not be filled due to non-availability of qualified candidates belonging to minorities. **Appendix-17 and Table 21**.

Table 21: Scale wise distribution of Vacancies for Minorities Quota

Basic Scale	Post Advertised	Nominations Made	Reported Failure
16	44	15	29
17	34	13	21
18	08	02	06
19	01	00	01
Total	87	30	57

3.28 Recruitment to Ex-Cadre Positions (BS-16 & above) for the last five Years (2015-2019): During the last 5 years (2015-2019), out of the cases finalized in a year, the number of candidates interviewed and nominated by the Commission for various positions in BS-16 and above are presented in Figure 16.



3.29 Processing of initial recruitment cases of Gilgit Baltistan Government: Ministry of Kashmir Affairs & Gilgit-Baltistan through order bearing SRO 257 (I)/ 2016 dated 22 March 2016 conveyed that till the establishment of Gilgit-Baltistan Public Service Commission, the Federal Public Service Commission shall continue its recruitment functions on behalf of Gilgit-Baltistan Government. In this regard, the Commission finalized **18** cases for the Gilgit-Baltistan Government and **99** nominations issued while various cases were under process/ withheld due to Court Cases filed by people of the Gilgit-Baltistan due to one reason or the other. **(Details at Appendix-18)**

III. Final Passing Out Examination

3.30 Conduct of Final Passing Out Examinations (FPOE): Federal Public Service Commission conducts Final Passing Out Examinations (FPOE) of probationers of twelve Occupational Groups/Services each year at the end of completion of Common Training Program and Specialized Training Program (STP). FPOE is one of the factors for determining inter-se seniority besides marks obtained in the Competitive Examination, Common Training and Specialized Training. Currently, rules provide four attempts to qualify the FPOE, failing which the probationer is liable to be discharged from service. The results of FPOE 45th CTP batch conducted by the Commission during 2019 have been communicated to the concerned Institutes/Academies as well as the probationers and have also been placed on FPSC’s website. Table 22 reflects the same:

Table 22: Summary of FPOEs conducted during 2019

S. No	Service & Occupational Group	Exam Dates	Appeared	Pass	Fail/ Absent
i	Police Service of Pakistan	07.01.2019 To 18.01.2019	23	10	13
ii	Foreign Service of Pakistan	07.01.2019 To 15.01.2019	33	33	--
iii	Postal Group	14.01.2019 To 17.01.2019	12	10	02
iv	Office Management Group	14.01.2019 To 24.01.2019	26	18	08/01 (Absent)
v	Military Lands & Cantonments. Group	14.01.2019 To 25.01.2019	03	03	--
vi	Railways (C & T) Group	11.03.2019 To 20.03.2019	08	05	03
vii	Pakistan Administrative Service	18.03.2019 To 30.03.2019	84	68	16
viii	Pakistan Audit & Accounts Service	08.04.2019 To 16.04.2019	14	07	07
ix	Inland Revenue Service	08.04.2019 To 16.04.2019	56	35	19 (withheld=02)
x	Information Group	08.04.2019 To 18.04.2019	12	09	03
xi	Pakistan Customs Service	06.05.2019 To 13.05.2019	32	24	08
xii	Commerce & Trade Group	06.05.2019 To 18.05.2019	09	05	04
Total			312	227	85

3.31 Final Passing out Examination for 46th CTP and earlier batches: The Commission approved schedule for Final Passing Out Examinations and registration of Probationary Officers from various Groups/ Services, who had completed Specialized Training Program (STP). The registration forms from Academy/Institute were received as follows:

Table 23: Registration of Probationary Officers from various Groups/ Services

S.No	Group/Service	No. of officer registered
1.	Foreign Service of Pakistan	23
2.	Postal Group	06
3.	Office Management Group	48
4.	Military Lands & Cantonment Group	05
5.	Pakistan Audit & Accounts Service	26
6.	Inland Revenue Service	61
7.	Railways (C & T) Group	09
8.	Pakistan Customs Service	40
9.	Pakistan Administrative Service	54
10.	Police Service of Pakistan	41
11.	Information Group	17
12.	Commerce & Trade Group	19
Total		349

3.32 Final Passing Out Examination (FPOE) for Section Officers allocated by AJK Public Service Commission: The Commission conducted Final Passing Out Examination vide letter No.4/12/2015-T-III, dated 14.10.2019 as per approved policy for Probationers of Section Officers allocated by AJK Public Service Commission. Examination conducted from 14.01.2019 to 24.01.2019 and 23 candidates qualified. The Commission consolidated FPOE merit position to settle their inter-se seniority.

IV. Allied Examinations

3.33 Allied Competitive Examination/Tests: The Commission conducts Competitive Examinations for various technical, professional and administrative posts as per requisition received from various Ministries/Divisions/Departments including the Government of Gilgit Baltistan, Section Officers Promotional Examination (SOPE), Survey of Pakistan and Ministerial staff recruitments. Recommendations were made accordingly.

V. Psychological Assessment

3.34 Psychological Assessment: Psychological Assessment Wing carries out Psychological Assessment of the candidates of written qualified C.E candidates, Armed Forces Inductees, Pakistan Navy, Intelligence Bureau, Section Officers Promotional Examinations and in various cases of ex-cadre positions to access the Commission in selections/appointments in various positions subject to the

availability of requisitions from Ministries/Divisions/Departments. Psychological Assessment is used to measure qualities of aspiring candidates, assess the personality traits, intellectual capability and future potential of candidates qualifying the written exam/test component.

3.35 The assessment dossier and comprehensive report is prepared on the basis of two days activities, which include written psychological assessment tests (General Ability Tests/Personality Tests), group discussion and interview with psychologist for preparing pen picture of written qualified candidates of exam/test.

3.36 Improvement of Psychological Assessment: In order to revamp the existing Psychological Assessment, the Commission under the directions of the Chairman FPSC studied best practices and engaged with various entities to bring about changes in Psychological Assessment process. A meeting headed by Mr. Itrat Abbas Anwar, Senior Psychologist was held on 22.07.2019 at the FPSC Headquarters, Islamabad with the representatives of National Institute of Psychology, Quaid-e-Azam University, Islamabad. Prof. Dr. Anila Kamal, Director (NIP) led the team. Notes were exchanged relating to assessment procedure and for capacity building of the Psychological Assessment Wing. Issues about assessment procedure, test development capacity and training were also discussed. Some changes were introduced for CE 2019 candidates and Command Task exercises were included. The deliberations continue with other entities on the subject.

3.37 Allied Preparatory activities for Psychological Assessment: Besides holding of Psychological Assessment for the written qualified candidates of CSS , Defence Forces Officers inductees into civil posts and different recruitment cases for the posts of Pakistan Navy Officers/Assistant Manager(IT)/Assistant Director(IB) and SOPE, some other activities include:

a. Statistical Analysis:

- Calculation of norms
- Two way Table to compare performance of candidates in marks of Psychology, Viva Voce, written and various test schemes.
- Correlation Tables to study performance of candidates in marks of Psychology, Viva Voce and written marks

b. Research and development work:

- Development of new Psychological tests.
- Development of new problem situations tests.

c. Preparatory work for Psychological Assessment:

- Preparation of scoring keys.
- Preparation of answer sheets and question booklets.

3.38 Conduct of Psychological Assessment of C.E.2018: In continuation of Psychological Assessment of 569 candidates, who qualified the written part of CSS-2018 commenced as per schedule below:

Table 24: Psychological Assessment of CSS CE-2018

S.No.	Centre	From	To	No. of candidates
1.	Multan	05.01.2019	10.01.2019	32
2.	Karachi	17.01.2019	27.01.2019	80
3.	Peshawar	07.02.2019	08.02.2019	13
4.	Lahore(Phase-II)	01.03.2019	12.03.2019	104
5.	Islamabad(Phase-II)	19.03.2019	22.03.2019	31
Total				260

3.39 Conduct of Psychological Assessment of Armed Forces Inductees CE 2018: For induction into civil services, the Psychological Assessment of 42 nominees from Ministry of Defence was conducted from 19.09.2019 to 30.09.2019. Details as below:

Table: 25: Psychological Assessment of Armed Forces Inductees CE-2018

S.No.	Services	No. of Candidates
1.	Pak Army	16
2.	Pakistan Air Force	13
3.	Pakistan Navy	13
Total		42

3.40 Conduct of Psychological Assessment of CE-2019: The Psychological Assessment continued at Islamabad(Phase-I) and, Lahore respectively, written Psychological Reports of 228 candidates were finalized and submitted to the Commission for conduct of Viva Voce as in Table below:

Table 26: Psychological Assessment of the candidates for CE-2019

Centre	From	To	No. of candidates
Islamabad(Phase-I)	12.11.2019	28.11.2019	66
Lahore	03.12.2019	30.12.2019	162
Total			228

3.41 Conduct of Psychological Assessment for different recruitment cases: Psychological Assessment for different recruitment cases commenced at FPSC Headquarter, Islamabad and scheduled for Lahore, Peshawar, Karachi and Lahore respectively as per following details at Table 27:

Table 27: Psychological Assessment of General Recruitment Cases

S.No	Cases	From	To	Number of Candidates
i	F.4-73/2017 Assistant Manager(IB)	20.05.2019	23.05.2019	2
ii	F.4-19/2018 Lecture Mathematics, Pakistan Navy	=	=	5
iii	F.4-298/2017 Junior Scientific Officer Pakistan Navy	=	=	2
iv	F.4-54/2018 APS Pakistan Navy	=	=	2
v	F.4-68/2018	=	=	4
vi	F.4-128/2018 Naval Headquarters	=	=	5
vii	F.4-53/2018 Assistant Armament Supply Officer Naval Headquarters	=	=	5
viii	F.4-168/2018 Senior Scientific Assistant Naval Headquarters	=	=	5
ix	Assistant Director(IB) 2017	13.09.2019	19.10.2019	45
x	Section Officer Promotional Examination(SOPE) 2017	=	=	73
xi	Assistant Manager 2017 Pakistan Navy	=	=	17
xii	APS 2017 Pakistan Navy	=	=	8
Total				173

3.42 Recommendations:

1. There is a need to re-align recruitment rules of civil posts by including latest disciplines/qualifications by the concerned Ministry/Division/Department.
2. The expert advice, examiners view and statistics on existing CSS Competitive Examination system has proposed holding of a Preliminary Test, prior to written CSS exam to sift non-serious candidates. It already stands endorsed by the Commission.
3. Transformation of FPSC into a modern automated organization where all recruitment activities have digital solutions i.e. Computer Based Testing, Question Databank , video based Viva Voce etc. to promote paperless work environment, enhance efficiency and curtailment of time in finalization of cases..
4. Resource mobilization and capacity enhancement for Data analysis, Test analysis and construction of new tests for psychological assessment.

CHAPTER IV

RESEARCH & ANALYSIS

Statistical Analysis

4.1 Between Jan-Dec 2019, research and analysis was carried out on the data available for CSS CE and General Recruitment to determine different trends over a decade. The ratio and trends of applied & appeared candidates, region and Domicile, last academic institution/college/University attended; acquired academic degree and many other variables were taken into consideration. Inputs of the Civil Service Academy/Institutes, HEC and Universities/Institutes were also taken into consideration. Research focused in areas where the improvements could be made in recruitment & selection, narrowing the gap between candidate’s performance vs. examiners observations, study material, required skills & experience, reduction of timelines and back log of un-filled vacancies due to non availability of suitable candidates. A summary of the data analysis follows.

Table 28: Recruitment by Examination/Tests

Year	CSS Competitive Examinations			General Recruitment Test		
	Applications received	No of Posts	Recommended	Applications received against Advertised posts	No. of Posts advertised	Recommended
2010	11888	271	205	28474	924	1383
2011	13071	285	239	97826	908	890
2012	14335	252	222	30756	650	929
2013	15998	266	195	95875	1004	449
2014	24640	315	233	256513	2205	794
2015	22412	333	238	436170	1559	575
2016	20717	351	191	295523	2207	1455
2017	23025	484	260	309990	2465	2413
2018	24010	466	278	741058	3127	2191
2019	23403	410	214	877302	3603	1008

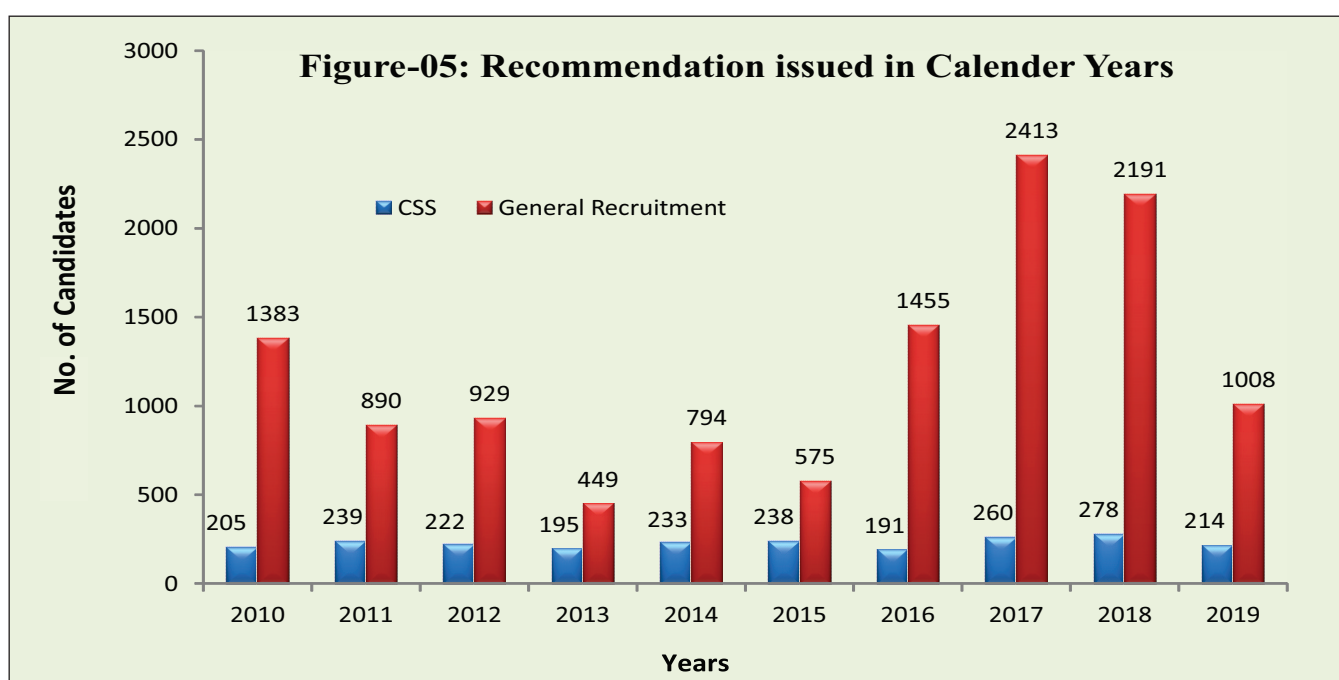


Table 29: Last five year performance in CSS Competitive Examination

S.No	Activity	CE-2015	CE-2016	CE-2017	CE-2018	CE-2019
1	No of Applicants	22412	20717	23025	24010	23,403
2	No of Candidates Appeared in all papers of CSS Competitive Examination	12176	9643	10254	11887	14521
3	% of applicants appeared in Exam	54	47	45	50	62
4	No. of Qualified Candidates in Written Examination	379	202	312	569	372
5	% of Qualified Candidates out of candidates appeared	3.11	2.09	3.04	4.79	2.56
6	No of Candidates finally Passed	368	199	310	567	365
7	% of candidates finally passed	3.02	2.06	3.02	4.76	2.51
8	No of Candidates allocated	238	191	260	278	214

Table 30: Most Popular opted Optional Subjects

Optional Subjects	Candidates Appeared					%age of Appeared Candidates				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
International Relations	1283	6006	6692	8526	8900	11	62	65	72	61
Gender Studies	-	3718	4690	6409	8571	-	39	46	54	59
History of USA	887	3142	4502	6801	7360	7	33	44	57	51
International Law	2685	3834	4949	6365	6366	22	40	48	54	44
Sociology	4593	2700	3187	3611	4436	38	28	31	30	31
Criminology	-	819	1132	2025	3698	-	8	11	17	25
Punjabi	3510	1511	1751	2497	2981	29	16	17	21	21
History of Pak & India	3247	2982	3012	2491	2854	27	31	29	21	20
Political Science	1028	1591	1563	1496	2790	8	16	15	13	19
Public Administration	2247	2482	2711	2065	2584	18	26	26	17	18
Environmental Science	-	1148	1341	2312	2240	-	12	13	19	15
Business Administration	886	1462	1573	1555	1678	7	15	15	13	12
Pashto	1264	831	660	709	1113	10	9	6	6	8
Psychology	5299	1304	1179	1150	1083	44	14	11	10	7
Islamic History & Culture	2607	1196	905	866	989	21	12	9	7	7
Accountancy & Auditing	636	689	710	689	844	5	7	7	6	6
Anthropology	-	70	114	370	771	-	1	1	3	5
Muslim Law & Jurisprudence	1102	1342	1143	736	769	9	14	11	6	5
Journalism and Mass Communication	5472	800	826	804	731	45	8	8	7	5
Sindhi	1055	422	467	665	682	9	5	5	6	5
Geography	3716	797	721	623	634	31	8	7	5	4
Physics	372	582	583	531	632	3	6	6	4	4
Constitutional Law	667	580	448	372	577	5	6	4	3	4
Governance & Public Policies	--	801	589	496	575	-	8	6	4	4

Table 31: Least Popular opted Optional Subjects

Optional Subjects	Candidates Appeared					%age of Appeared Candidates				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Persian	427	23	16	13	19	4	0.2	0.1	0.1	0.1
Arabic	771	53	34	29	23	6	1	0.3	0.2	0.2
Geology	63	62	56	44	51	1	1	1	0.4	0.3
Botany	133	117	97	75	86	1	1	1	1	1
Law	224	112	93	90	92	2	1	1	1	1
Pure Mathematics	85	118	123	94	109	1	1	1	1	1
Balochi	195	76	77	81	117	2	1	1	1	1
Statistics	351	145	156	120	129	3	2	2	1	1
British History	432	241	139	107	133	4	2	1	1	1
Applied Mathematics	150	125	137	118	133	1	1	1	1	1
English Literature	272	215	180	176	152	2	2	2	1	1
Zoology	461	292	281	221	228	4	3	3	2	2
Philosophy	311	268	240	218	244	3	3	2	2	2
Chemistry	178	290	261	262	288	1	3	3	2	2
European History	193	207	202	178	296	2	2	2	1	2
Urdu Literature	462	354	309	343	331	4	4	3	3	2
Agriculture & Forestry	2192	881	683	377	413	18	9	7	3	3
Computer Science	290	307	332	336	433	2	3	3	3	3
Mercantile Law	689	607	546	461	452	6	6	5	4	3
Town Planning & Urban Management	-	1469	511	411	482	-	15	5	3	3
Economic	432	565	533	464	497	4	6	5	4	3

Table 32: Candidates' Performance in Compulsory Subjects CSS CE-2018

Subject	Marks	Qualified Candidates	Marks obtained					
			Below 40%	%age	40-59%	%age	60% & Above	%age
English Essay	100	567	0	0	510	90	57	10
English (Précis & Composition)	100	567	0	0	500	88	67	12
General Science & Ability	100	567	07	1	245	43	315	56
Current Affairs	100	567	12	2	382	67	173	31
Pakistan Affairs	100	567	504	89	63	11	0	0
Islamiat	100	567	0	0	469	83	98	17

4.2 Table 32 indicates candidates' performance in compulsory subjects. The performance of the candidates in GK-1 (General science & ability) during CE-2018 has considerably improved as compared to the previous year by 56% of the qualified candidates got 60% and above marks. Performance in GK-I (General science & ability), GK-II (Current Affairs) and Islamiat was also satisfactory. It was observed in Essay and English (Precise & Composition) 10% and 12% of the qualified candidates could secure 60% or above. Overall, a vast majority of the qualified candidates remained in the bracket of 40% to 59% marks.

Table 33: Performance of Candidates w.r.t. pre-familiarity with subjects opted for CSS CE-2018

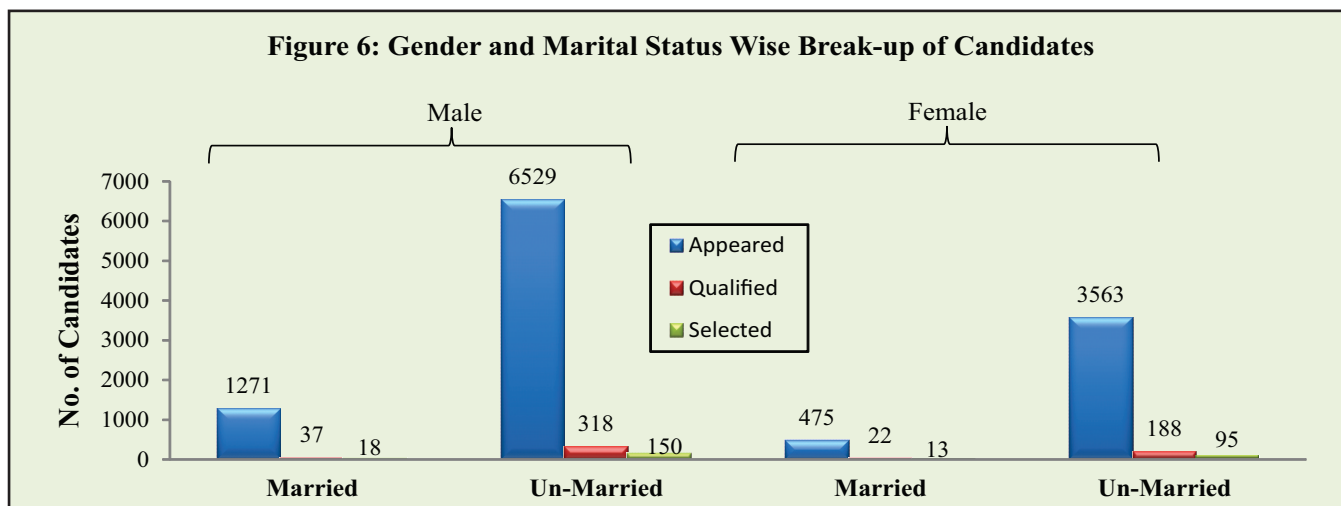
Optional Subject	Appeared	%age	Pre-Familiar	%age	Written Qualified		Non-familiar	%age	Written Qualified	
					33-59%	60% & above			33-59%	60% & above
Accountancy and Auditing	689	6	507	74	351	19	182	26	115	10
Agriculture & Forestry	377	3	39	10	31	1	338	90	220	9
Anthropology	370	3	12	3	4	4	358	97	215	36
Applied Mathematics	118	1	30	25	5	6	88	75	13	9
Arabic	29	0	6	21	2	1	23	79	10	1
Balochi	81	1	0	0	0	0	81	100	0	79
Botany	75	1	39	52	26	6	36	48	22	3
British History	107	1	2	2	1	1	105	98	52	42
Business Administration	1555	13	686	44	440	131	869	56	497	131
Chemistry	262	2	174	66	86	37	88	34	28	4
Computer Science	336	3	223	66	94	15	113	34	22	7
Constitutional Law	372	3	34	9	27	2	338	91	224	7
Criminology	2025	17	23	1	9	7	2002	99	1238	419
Economics	464	4	333	72	207	19	131	28	45	2
English Literature	176	1	54	31	33	1	122	69	38	1
Environmental Sciences	2312	19	39	2	32	4	2273	98	1705	77
European History	178	1	23	13	12	9	155	87	78	46
Gender Studies	6409	54	16	0	11	0	6393	100	3973	46
Geography	623	5	39	6	19	13	584	94	216	269
Geology	44	0	3	7	0	1	41	93	4	1
Governance & Public Policies	496	4	2	0	1	1	494	100	230	163
History of Pak and India	2491	21	59	2	40	11	2432	98	1452	187
History of USA	6801	57	98	1	26	0	6703	99	1158	1
International Law	6365	54	575	9	513	4	5790	91	4862	23
International Relations	8526	72	344	4	271	51	8182	96	6734	749
Islamic History and Culture	866	7	17	2	2	0	849	98	157	2
Journalism & Mass Communication	804	7	93	12	68	3	711	88	421	8
Law	90	1	35	39	15	16	55	61	18	5
Mercantile Law	461	4	45	10	13	0	416	90	109	0
Muslim Law and Jurisprudence	736	6	22	3	14	7	714	97	445	102
Pashto	709	6	6	1	4	2	703	99	281	370
Persian	13	0	1	8	0	0	12	92	4	2
Philosophy	218	2	20	9	8	11	198	91	31	32
Physics	531	4	349	66	151	35	182	34	42	7
Political Science	1496	13	305	20	171	85	1191	80	737	253
Psychology	1150	10	135	12	63	65	1015	88	510	415
Public Administration	2065	17	65	3	16	40	2000	97	525	1192
Punjabi	2497	21	66	3	29	24	2431	97	990	1268
Pure Mathematics	94	1	24	26	5	1	70	74	3	0
Sindhi	665	6	11	2	10	0	654	98	505	105
Sociology	3611	30	193	5	121	57	3418	95	1983	1206

Optional Subject	Appeared	%age	Pre-Familiar	%age	Written Qualified		Non-familiar	%age	Written Qualified	
					33-59%	60% & above			33-59%	60% & above
Statistics	120	1	7	6	2	0	113	94	23	12
Town Planning & Urban Management	411	3	3	1	1	2	408	99	247	14
Urdu Literature	343	3	27	8	18	1	316	92	181	0
Zoology	221	2	69	31	34	26	152	69	87	40

4.3 Table 33 informs that a vast ratio of candidates without any pre-familiarity with the optional subjects, have scored 60% or above marks in the subjects of Agriculture & Forestry, Anthropology, Arabic, Balochi, British History, Constitutional Law, Criminology, Environmental Science, European History, Gender Studies, Geography, Geology, Governance & Public Policies, History of Pak & India, History of the USA, International Law, Islamic History & Culture, Journalism & Mass Communication, Mercantile Law, Pushto, Persian, Philosophy, Physics, Political Science, Psychology, Public Administration, Punjabi, Sindhi, Sociology, Statistics, Town Planning and Urban, Management and Urdu Literature. It indicates that selection of optional subjects was highly random. During the viva voce/interviews, in many cases it was quite evident that those candidates who had not studied the subjects at academic level, therefore, lacked good comprehension of the discipline.

Table 34: Participation of Candidates as per Gender and Marital Status CSS CE-2018

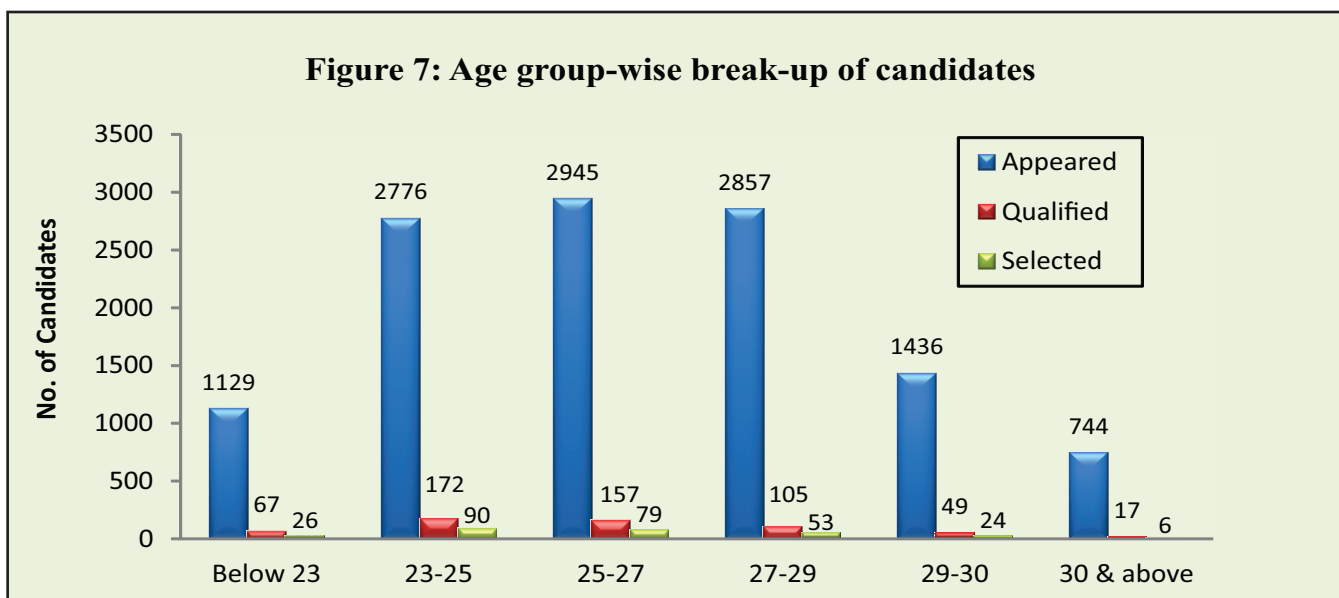
Marital Status	Total	Male					Female				
		Married	%	Un-Married	%	Divorced/Widower	Married	%	Un-Married	%	Divorced/Widower
Applied in Exam.	24010	2810	12	13695	57	15/2	1001	4	6417	27	63/7
Appeared in Exam.	11887	1271	11	6529	55	7/1	475	4	3563	30	38/3
Qualified in Written Exam	569	38	7	319	56	-	22	4	188	33	2/-
Finally Qualified	567	37	6	318	56	-	22	4	188	34	2/-
Allocated	278	18	6	150	54	-	13	5	95	35	2/-



4.4 As reflected in Table-34 & figure-6, out of 11,887 appeared candidates, 66 % were male and 34% were female. Of the total, 569 written qualified candidates, 63 % were male and 37 % were female. The ratio of female candidates in final selection was 6 % higher (i.e. 40%) compared to their appearance ratio of 34% while male candidates ratio in final selection was 6% decreased (i.e.60%) compared to their appearance ratio of 66%. It indicates that performance of the female candidates is gradually improving. The table also indicates that 84% of the applicants were unmarried (inclusive of 57% male and 27% female).

Table 35: Performance of Candidates -Age Group Wise CSS CE-2018

Age in years	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated Groups	%age
					1-100	101-200		
Below 23	1129	9	67	12	10	8	26	9
23-25	2776	24	172	30	35	30	90	33
25-27	2945	25	157	28	31	35	79	28
27-29	2857	24	105	18	17	17	53	19
29-30	1436	12	49	9	6	7	24	9
30 & above	744	6	17	3	1	3	6	2
Total	11887	100	567	100	100	100	278	100

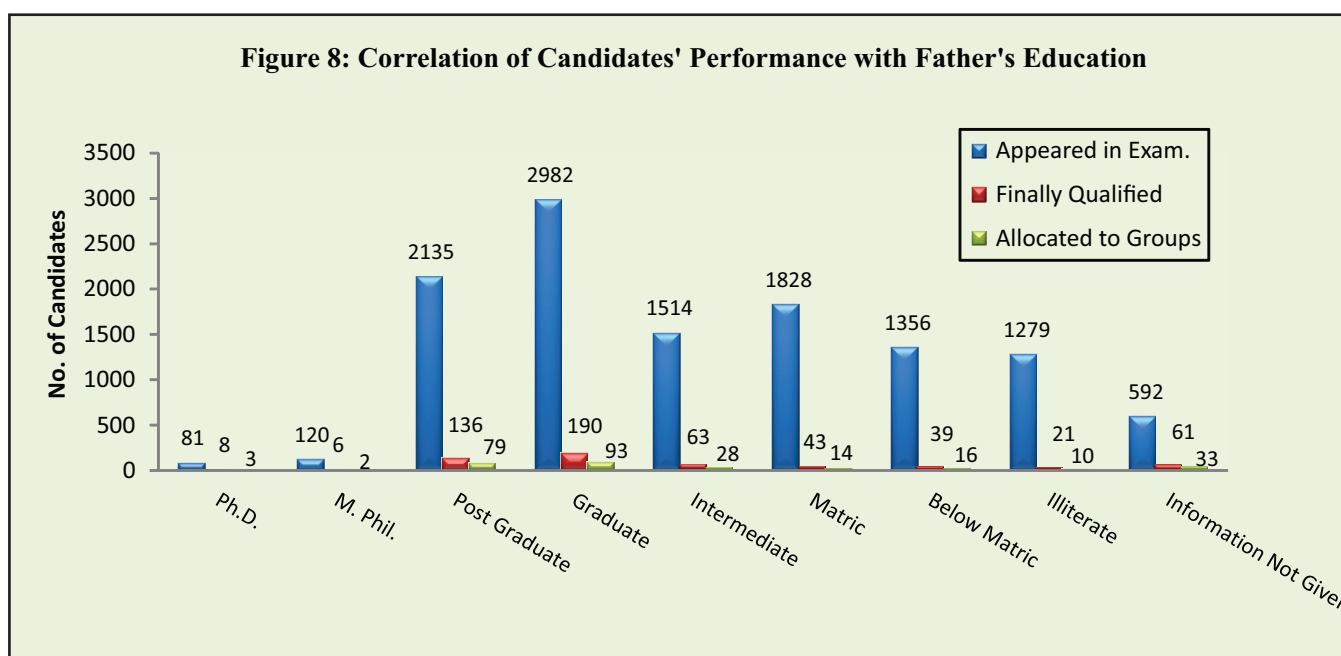


4.5 Table-35 indicates that maximum number of candidates (i.e.90) who were allocated in the age group of 23-25 years. It dispels the notion that present age limits discriminates against the educated professionals for participation in CSS Competitive Examination. (For details, see Table 35 and Figure 7).

Table 36: Performance of Candidates in relation to their Father’s Education CSS CE-2018

Father’s Education	Appeared in Exam.	%age of Total	Finally Qualified	%age of Qualified	Order of Merit		Allocated to Groups	%age of Allocated
					1-100	101-200		
Ph.D.	81	1	8	1	1	2	3	1
M. Phil.	120	1	6	1	0	2	2	1
Post Graduate	2135	18	136	24	31	28	79	28
Graduate	2982	25	190	33	35	35	93	34
Intermediate	1514	13	63	11	10	7	28	10
Matric	1828	15	43	8	5	8	14	5
Below Matric	1356	11	39	7	4	9	16	6
Illiterate	1279	11	21	4	5	2	10	3
Information Not Given	592	5	61	11	9	7	33	12
Total	11887	100	567	100	100	100	278	100

Figure 8: Correlation of Candidates' Performance with Father's Education

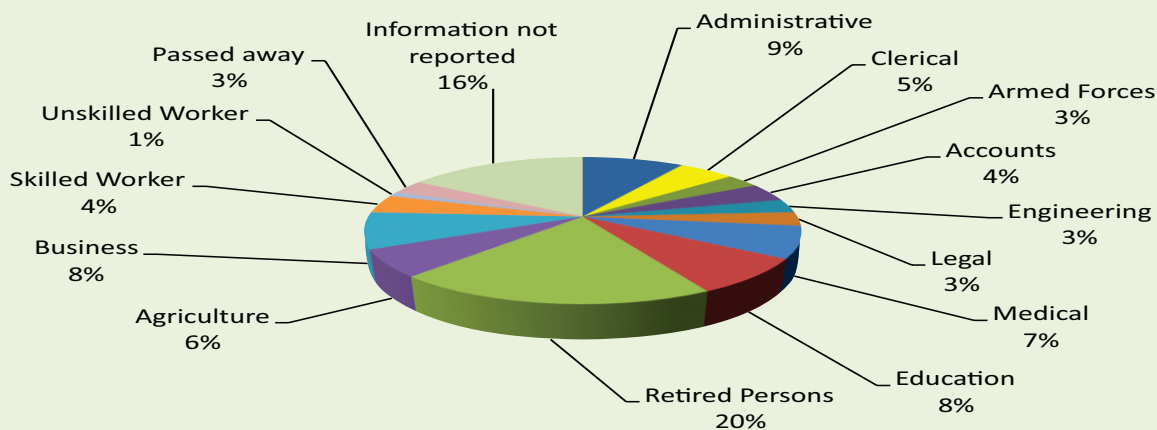


4.6 Table 36 (Figure 8) reflects that candidates' performance in the examination was positively correlated with their father’s educational background. 64 % of the candidates that were allocated under CSS CE 2018, their father held graduate or above higher qualification degrees while 33 percent were intermediate or below and 3 % uneducated.

Table 37: Correlation of Father’s Occupation with Candidates’ Performance CSS CE-2018

Father’s Occupation	Appeared in Exam.	%age of Candidates	Finally Qualified	%age of Qualified Candidates	Order of Merit		Allocated to Groups	%age of Allocated
					1-100	101-200		
Administrative	756	6	51	9	10	8	25	9
Clerical	621	5	26	5	7	4	14	5
Armed Forces/Police	351	3	16	3	2	3	8	3
Accounts	249	2	21	4	5	4	11	4
Engineering	221	2	14	2	3	3	8	3
Legal	238	2	17	3	4	2	8	3
Medical	340	3	27	5	6	5	19	7
Education	602	5	36	6	8	8	23	8
Retired Person	2013	17	112	20	18	18	56	20
Agriculture	1222	10	51	9	6	9	16	6
Business	1850	16	71	12	8	14	22	8
Skilled Worker	564	5	22	4	3	2	11	4
Unskilled Worker	161	1	5	1	0	2	3	1
Unspecified	57	0	2	0	1	0	1	0
Passed away	179	2	10	2	2	1	9	3
Information not Given	2463	21	86	15	17	17	44	16
Total	11887	100	567	100	100	100	278	100

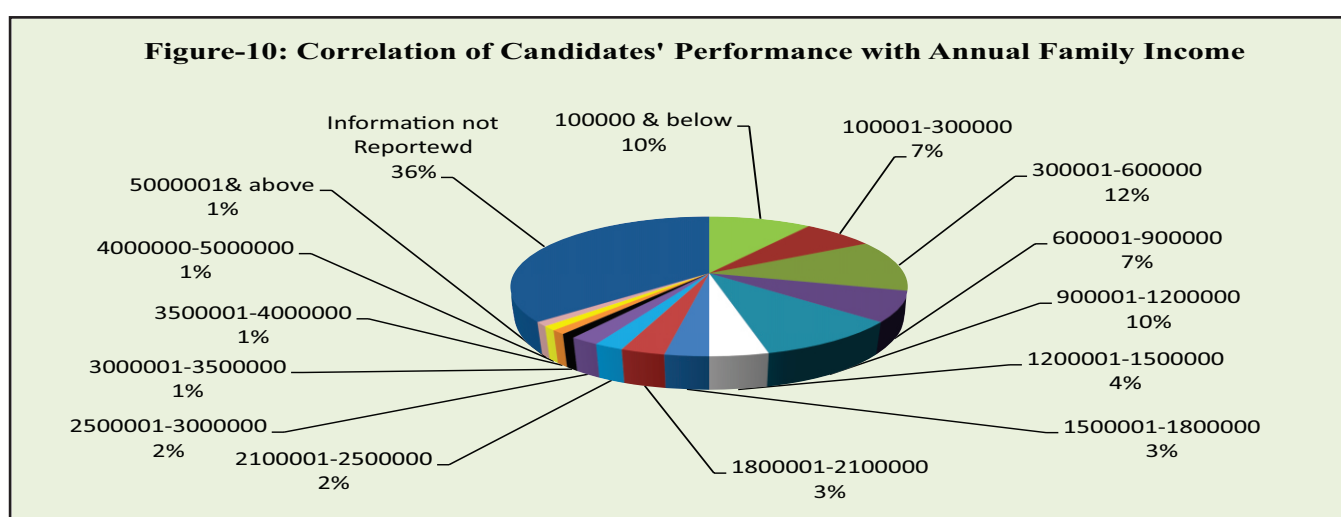
Figure-9: Correlation of Candidates' Performance with Father 's Occupation



4.7 Table-37 indicates that approximately 62% of allocated candidates were children of serving/retired government servants, and 14% belonged to businessmen/agriculturalists families. Table 37 and Figure 09 elaborate further.

Table 38: Correlation of Candidates' Performance with their Family Income CSS CE-2018

Family's Annual Income	Appeared in Exam.	%age of Candidates	Finally Qualified	%age of Qualified Candidates	Order of Merit		Allocated to Groups	%age of Allocated Candidates
					1-100	101-200		
100000 & below	1577	13	48	8	6	7	28	10
100001-300000	1661	14	43	8	5	9	18	7
300001-600000	2107	18	81	14	10	7	30	12
600001-900000	709	6	46	8	8	11	20	7
900001-1200000	834	7	68	12	13	11	28	10
1200001-1500000	285	3	22	4	4	2	12	4
1500001-1800000	124	1	11	2	3	4	8	3
1800001-2100000	171	1	16	3	5	3	9	3
2100001-2500000	148	1	13	2	4	2	7	2
2500001-3000000	98	1	6	1	2	2	5	2
3000001-3500000	32	0	3	1	2	0	3	1
3500001-4000000	39	0	7	1	1	1	3	1
4000001-5000000	69	1	5	1	2	2	4	1
5000001 & above	81	1	7	1	1	1	2	1
Income Not Reported	3952	33	191	34	34	38	101	36
Total	11887	100	567	100	100	100	278	100

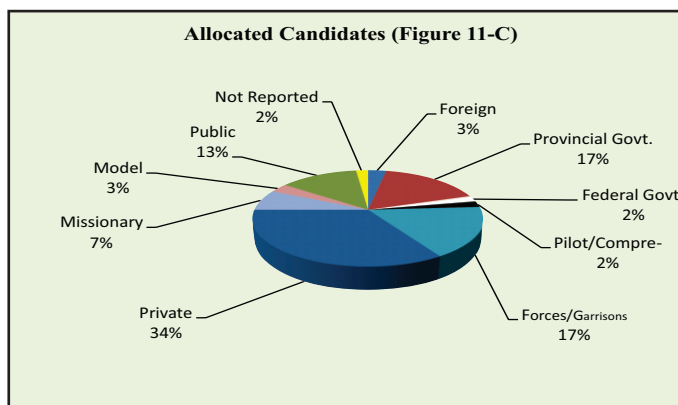
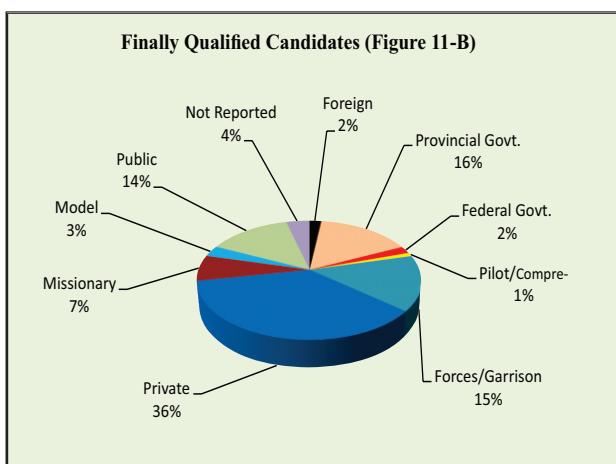
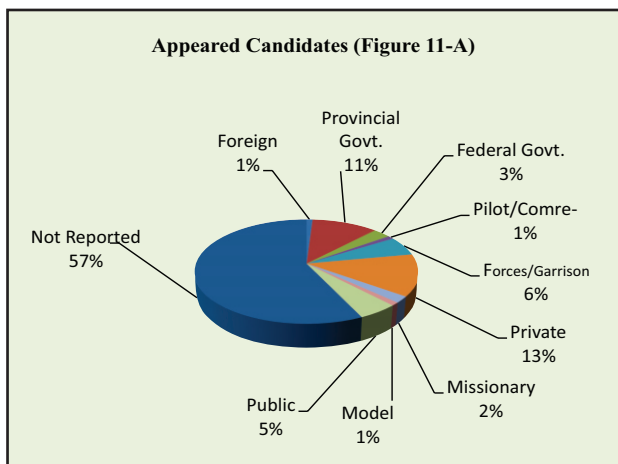


4.8 Details as per Table 38 and Figure 10. Overwhelming majority of the candidates (58%) who appeared in CE-2018 belonged to families whose annual income was below Rs 1200,000 to as low as below Rs 1,00,000 per month. 46 % of candidates allocated to the Occupational Groups and Services

were from the same income group. It indicates that predominately career in civil service remains first choice amongst the lower middle class and they have also secured a significant percentage in 2018 allocations.

Table 39: Candidates' Performance in Relation to Schooling CSS CE-2018

Type of school	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated to Groups	%age
					1-100	101-200		
Foreign	88	1	14	2	5	4	9	3
Provincial Government	1330	11	91	16	16	18	47	17
Federal Government	339	3	14	2	3	1	7	2
Pilot/Comprehensive	110	1	8	1	1	0	5	2
Forces/Garrisons	650	6	86	15	15	15	46	17
Private	1574	13	202	36	34	32	95	34
Missionary	290	2	37	7	10	9	20	7
Model	170	1	17	3	2	4	8	3
Public	605	5	78	14	12	13	35	13
Not Reported	6731	57	20	4	2	4	6	2
Total	11887	100	567	100	100	100	278	100

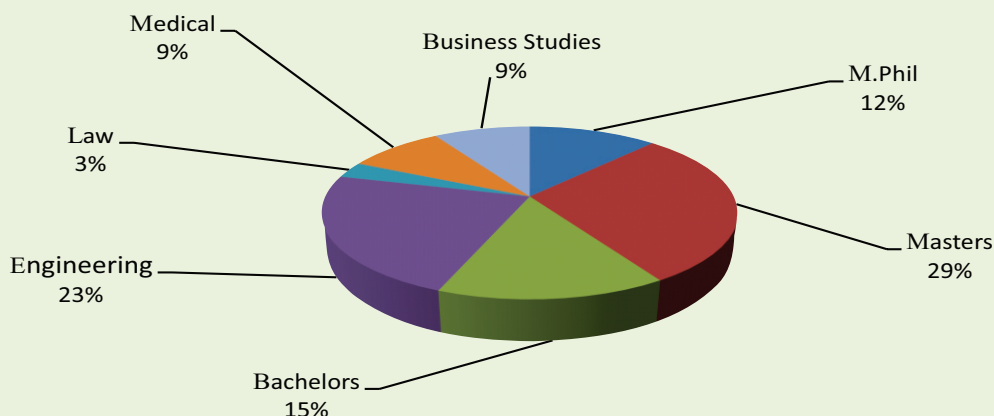


4.9 Table-39, Figure 11A and 11B and 11C inform that candidates who have studied at private schools have performed better and secured 34% share in allocation as compared to their appearance ratio of 13%. Similarly, candidates who studied at Provincial Government and Forces/Garrison schools have captured 17% share in allocation as compared to their appearance ratio of 11% & 6%. The candidates who studied at Public schools have captured 13% share in allocation as compared to their appearance ratio of 5%. The candidates who studied at Missionary schools have captured 7% share in allocation as compared to their appearance ratio of 2%. The candidates who studied at Foreign and Model schools have captured 3% respectively share in allocation as compared to their appearance ratio of 1%. It clearly reflects that the performance of candidates having education from Private, Forces/Garrison, Provincial, Public and Missionary institutions was better as compared to Foreign, Federal Government, Model or Pilot/Comprehensive Schools.

Table 40: Candidates' Performance in Relation to their Last Degree CSS CE-2018

Degree	Candidates Appeared					Candidates Qualified					Candidates Allocated				
	First Division	Second Div	Third Div	Sub total	%age	First Div	Second Div	Third Div	Sub total	%age	First Div	Second Div	Third Div	Sub total	%age
Ph.D	4	1	1	6	0	0	0	0	0	0	0	0	0	0	0
M. Phil.	522	4	0	526	4	47	0	0	47	8	31	0	0	31	12
Masters	3566	1041	33	4640	39	170	30	0	200	35	72	12	0	82	29
Bachelors	1291	1292	4	2587	22	65	17	1	83	15	30	11	1	42	15
Engineering	1060	205	1	1266	11	101	12	0	113	20	58	6	0	63	23
Law	205	298	1	504	4	10	18	0	28	5	5	4	0	9	3
Medical	378	48	0	426	4	49	3	0	52	9	24	1	0	24	9
Education	148	26	0	174	1	1	0	0	1	0	0	0	0	0	0
Business Studies	1260	74	0	1334	11	42	1	0	43	8	24	0	0	24	9
Not Reported	0	0	0	424	4	0	0	0	0	0	0	0	0	0	0
Grand Total	8434 (71%)	2989 (25%)	40 (-)	11887	100	485 (86%)	81 (14%)	1 (-)	567	100	244 (88%)	33 (12%)	1 (-)	278	100

Figure-12: Candidates' Performance in Relation to their Last Degree



4.10 71 % of the candidates who appeared in CSS- 2018 having first division, their ratio in final result was 86 % and share in allocation was 88 %. 25 % of the candidates who appeared were second division holders, while only14% of them finally qualified and their share in allocation was 12%. It indicates that the performance of first divisioners was far better than the candidates with second division. Table-40 and Figure-12 indicates that out of the allocated candidates under CSS CE-2018, 12% were M.Phil, 29% held Master’s degrees, 23% were Engineers, 15% Bachelor’s degrees, , 9% had studied Business, 9% were Medical graduates and3% were Law Graduates . The reports reflects better performance of M.Phil, Masters, Engineering, Medical degree holders and Law Graduates as compared to other degree holders and endorse competencies in higher qualifications and professional degrees rather than non-serious attitude of simple graduates for open competition towards CSS.

Table 41: Overview of candidates performance in the last 10 years in CSS CE 2009-2018

Discipline	Appeared %age	Passed %age	Allocated %age
Ph.D	17(0.02)	1(0.02)	1(0.04)
M. Phil.	1983(1.94)	290(5.02)	176(6.56)
Master’s Degree	32614(31.83)	2340(40.48)	985(36.73)
Bachelor’s Degree	38683(37.75)	1236(21.38)	572(21.33)
Engineering	7402(7.22)	572(9.90)	336(12.53)
Medical	3501(3.42)	436(7.54)	247(9.21)
Law	4525(4.42)	569(9.84)	192(7.16)
Business Studies	6657(6.50)	214(3.70)	133(4.96)
Education	1371(1.34)	69(1.19)	24(0.89)
Others	3880(3.79)	45(0.78)	11(0.41)
Not Reported	1836(1.79)	8(0.14)	5(0.19)
Grand Total	102469	5780	2682

Figure 13: Appeared Candidates w/r to Academic Qualification 2009-2018

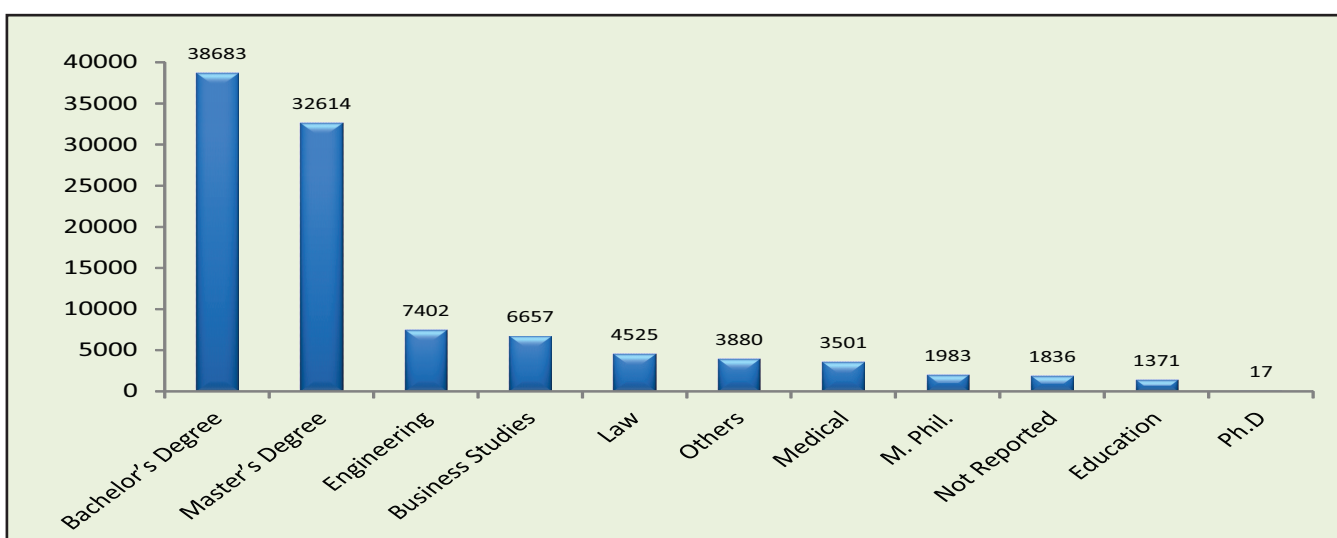


Figure 14: Passed Candidates w/r to Academic Qualification 2009-2018

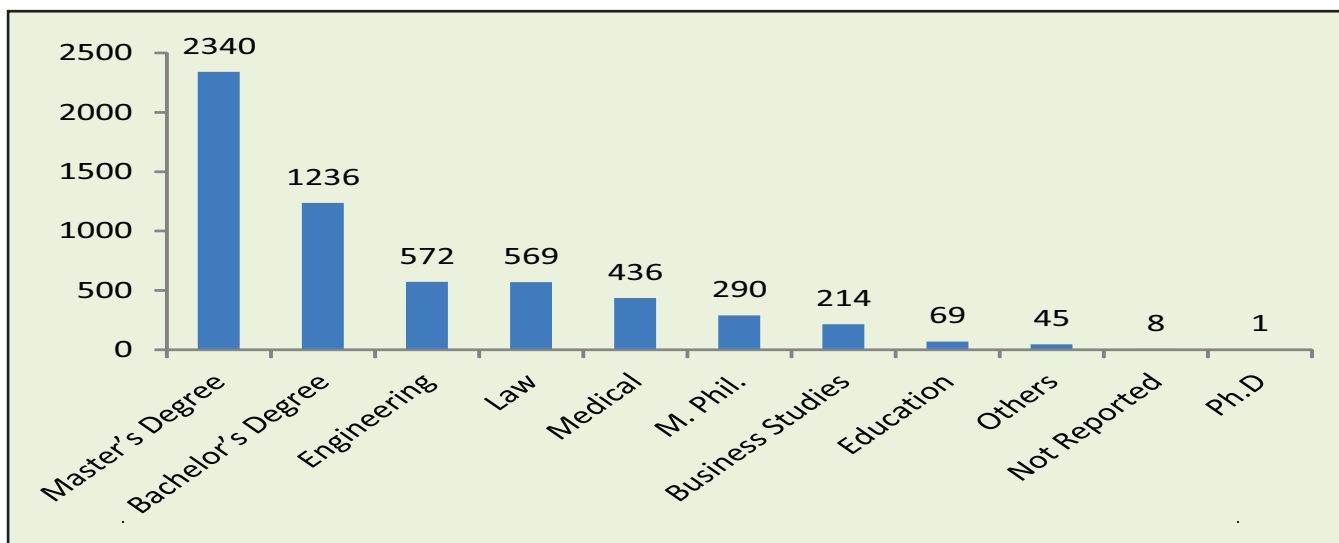
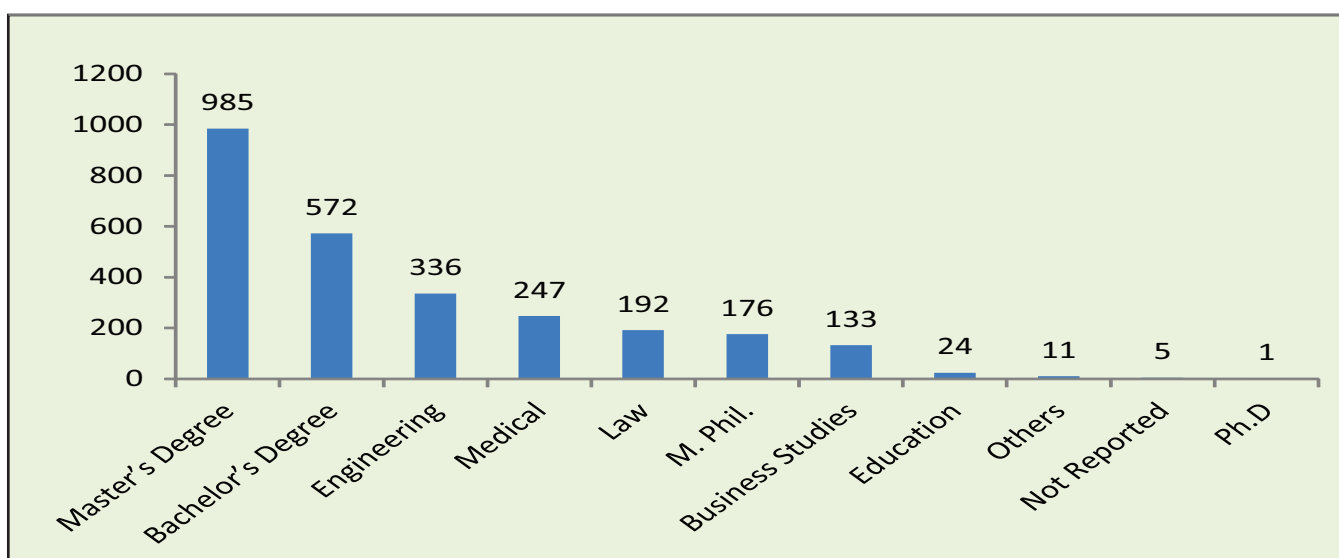


Figure 15: Allocated Candidates w/r to Academic Qualification 2009-2018



4.11 Analysis of ten year study reports:

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

Table 42: Overview of Candidate’s Performance in CSS CE 2009-2018

Year	Appeared	Fail	Pass	Allocated
2009	5707	4799	908	346
2010	7759	7117	642	206
2011	9063	8180	883	240
2012	10066	9267	799	222
2013	11447	11209	238	195
2014	13170	12731	439	233
2015	12176	11797	379	238
2016	9643	9441	202	193
2017	10254	9942	312	260
2018	11887	11318	569	278

Figure 16: Overview of Candidates Performance w/r Universities/Institutes in Last 10 Years

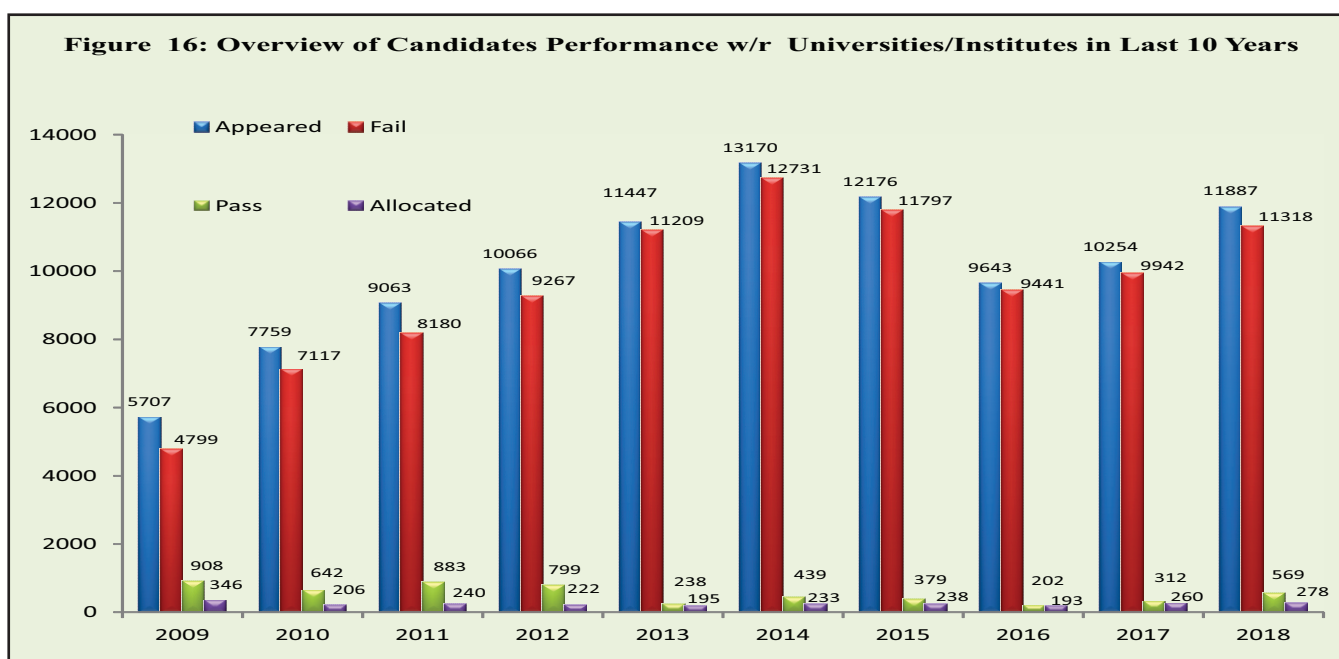


Table 43: University/College category wise Performance in last 10 years

University Category wise	Public	Private	Foreign	Others
Appeared Candidates	85554	8903	1660	3467
Failed Candidates	80972	8344	1452	3447
Written Pass	4582	559	208	20
Allocated	1983	299	114	18
Total	173091	18105	3434	6952

Figure 17: Candidates Performance in Universities Categories wise in Last 10 Years

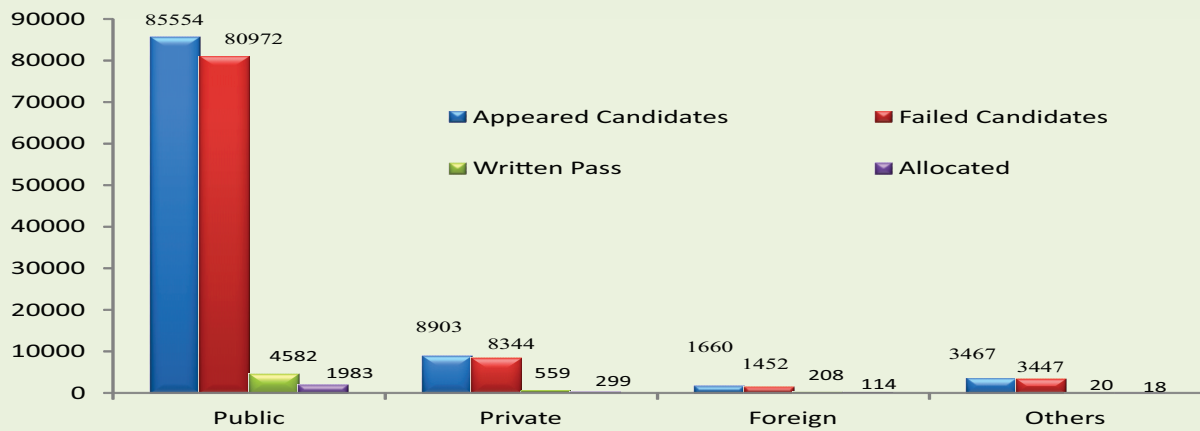
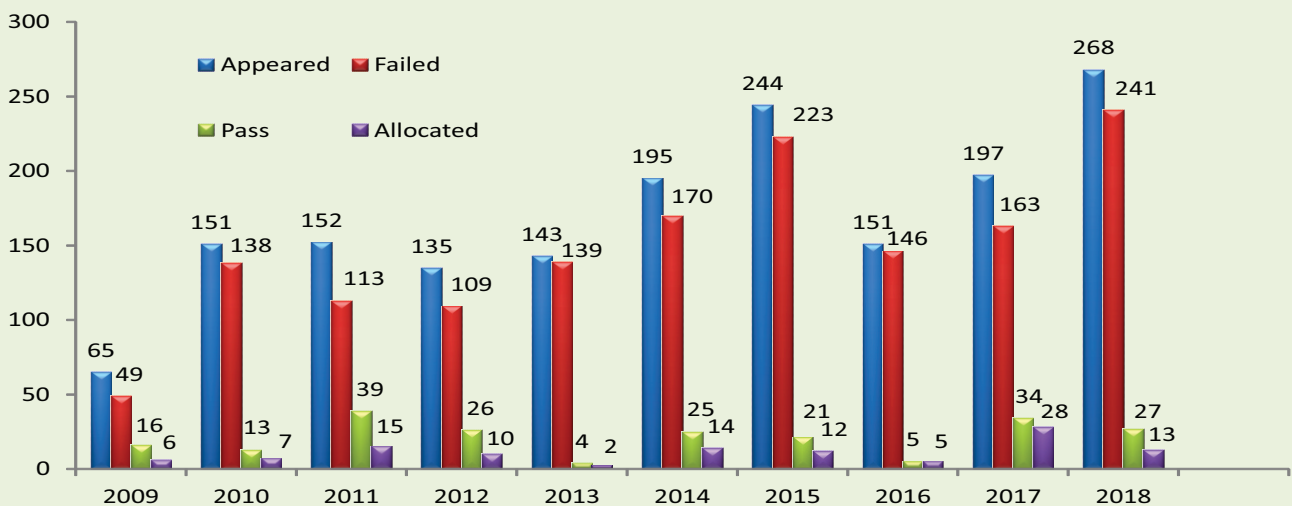


Table 44: Overview of Candidates Performance graduating from Foreign Universities in CSS CE 2009-2018

Year	Appeared	Failed	Pass	Allocated
2009	65	49	16	6
2010	151	138	13	7
2011	152	113	39	15
2012	135	109	26	10
2013	143	139	4	2
2014	195	170	25	14
2015	244	223	21	12
2016	151	146	5	5
2017	197	163	34	28
2018	268	241	27	13
Total	1701	1491	210	112

Figure 18: Candidates Performance w/r Foreign Universities Wise in Last 10 years



4.12 Detail of performance of candidates, appearing from various universities in Public and Private Sector as well as in Foreign Universities is in CSS CE is at Table.45as below.

Table 45: Universities/Educational Institute wise performance

Name of University	No of Appeared Candidates	No. of Failed Candidates	No. of Pass Candidates	No. of Allocated Candidates
Punjab University, Lahore.	1751	1699	52	27
Sargodha University, Sargodha.	559	545	14	7
University of Peshawar, Peshawar.	550	543	7	3
Quaid-i-Azam University, Islamabad.	474	458	16	9
National University of Sciences & Technology (NUST), Rawalpindi	435	403	32	16
Bahauddin Zakariya University, Multan	428	414	14	3
COMSATS Institute of Information Technology, Islamabad.	422	415	7	1
Karachi University, Karachi.	397	392	5	2
Sindh University, Jamshoro.	361	359	2	2
International Islamic University, Islamabad.	297	290	7	2
Shah Abdul Latif University, Khairpur.	293	293	--	--
University of Engineering and Technology (U.E.T.) Lahore.	292	266	26	18
Government College University, Lahore	238	220	18	13
Islamia University, Bahawalpur.	225	225	--	--
National University of Modern Languages(NUML), Islamabad.	209	206	3	1
Government College University, Faisalabad.	203	200	3	1
University of Gujrat,	196	190	6	2
Mehran University of Engineering & Technology (UET), Jamshoro.	194	190	4	4
Allama Iqbal Open University (AIOU), Islamabad.	193	193	--	--
University of Engineering and Technology (U.E.T.), Peshawar.	190	188	2	2
Balochistan University, Quetta	189	187	2	2
Lahore University of Management Science (LUMS), Lahore.	182	149	33	24
Agriculture University, Faisalabad.	166	166	--	--
University of Engineering and Technology (U.E.T.), Taxila.	164	157	7	3
Hazara University, Mansehra .	163	163	--	--
Bahria University, Islamabad	157	156	1	1
FAST National University of Computer and Emerging Sciences (NUCES), Islamabad.	139	136	3	1
University of Health Sciences, Lahore.	137	128	9	3
NED University of Engineering and Technology, Karachi.	134	131	3	3
Pir Mehr Ali Shah-Arid Agriculture University Rawalpindi.	129	126	3	1
University of Lahore, Lahore.	126	125	1	--
University of Central Punjab, Lahore.	112	112	--	--
Forman Christian College/University, Lahore	111	109	2	2
Iqra University, Islamabad.	103	101	2	2
Shaheed Zulfikar Ali Bhutto Institute of Sc. And Technology (SZABIST), Karachi.	97	93	4	4
National Defence University, Islamabad.	96	93	3	2
Federal Urdu University, Karachi.	96	94	2	2
Fatima Jinnah Women University, Rawalpindi.	94	94	--	--
Virtual university, Lahore.	93	93	--	--
Abdul Wali Khan University, Mardan.	92	92	--	--
A.J.K. University, Muzaffarabad.	86	85	1	1
Lahore College For Women University, Lahore.	85	82	3	2
Gomal University, D.I.Khan.	83	82	1	--
Education University, Lahore	82	81	1	--
Ghulam Ishaq Khan Institute of Engg. Sciences and Technology, Topi (Swabi) KPK.	79	72	7	4
Lahore School of Economics, Lahore.	76	68	8	4
Islamia College University, Peshawar.	67	66	1	1

FEDERAL PUBLIC SERVICE COMMISSION

Name of University	No of Appeared Candidates	No. of Failed Candidates	No. of Pass Candidates	No. of Allocated Candidates
Preston University Islamabad	66	66	--	--
University of London, UK.	66	64	2	1
Kinnaird College for Women, Lahore.	60	58	2	--
Air University, Islamabad.	58	58	--	--
RIPHAH International University, Islamabad.	57	55	2	2
Agriculture University, Peshawar.	56	56	--	--
Balochistan University of Information Technology and Management Sciences (BUIITMS), Quetta.	52	52	--	--
University of Management and Technology, Lahore.	52	52	--	--
Quaid-e-Awam University of Engineering, Sciences & Technology (QUEST), Nawabshah.	52	51	1	1
Institute of Management Science Peshawar	50	50	--	--
Mirpur University of Science and Technology, AJK.	49	49	--	--
Kohat University Of Science and Technology, Kohat.	46	46	--	--
Khyber Medical University, Peshawar.	45	40	5	3
Institute of Business Administration, Sukkur.	40	40	--	--
Association For Chartered Certified Accountant , UK.	40	39	1	1
CECOS University of Information Technology and Emerging Sciences, Peshawar	40	39	1	----
Sir Syed University of Engineering and Technology, Karachi.	39	39	--	--
Sarhad University Of Science and Information Technology, Peshawar.	38	37	1	--
Malakand University.	37	37	--	--
Hamdard University, Karachi.	37	37	--	--
Karakorum International University, Gilgit-Baltistan.	36	36	--	--
Bannu University of Science and Technology, Bannu.	36	36	--	--
King Edward Medical University, Lahore.	34	28	6	6
HITEC University, Taxila.	33	33	--	--
Foundation University, Islamabad.	33	33	--	--
University of Wah.	33	32	1	1
University of Veterinary and Animal Sciences, Lahore.	33	31	2	--
Pakistan Institute of Development Economics, Islamabad.	31	28	3	2
Liaquat University of Medical and Health Sciences , Jamshoro.	31	29	2	1
Pakistan Institute of Engineering and Applied Sciences, Islamabad.	30	27	3	3
Institute Of Space Technology, Islamabad.	30	29	1	1
Dawood College Of Engineering and Technology, Karachi.	28	27	1	1
University of South Asia, Lahore.	28	28	----	----
National College of Business Administration and Economics, Lahore.	26	26	----	----
Superior University, Lahore.	25	25	----	----
Institute of Business Administration, Karachi.	22	19	3	2
Cambridge University, UK.	22	22	----	----
NFC-Institute of Engineering and Fertilizer, Faisalabad.	22	22	----	----
Institute of Chartered Accountant of Pakistan,, Karachi.	21	20	1	1
Institute of Cost and Management Accountants of Pakistan, Karachi.	19	19	----	----
National Textile University, Faisalabad.	18	17	1	----
Jinnah University For Women, Karachi.	18	18	----	----
Sardar Bahadur Khan Women's University, Quetta.	18	18	----	----
University of Swat, Swat.	17	17	----	----
Institute of Business and Technology, Karachi	17	17	----	----
PAF Karachi Institute Of Economics and Technology, Karachi.	15	15	----	----
Muhammad Ali Jinnah University , Islamabad.	15	14	1	1
Beacon House National University, Lahore.	15	15	----	----
Capital University of Science and Technology, Islamabad.	15	15	----	----
Abbottabad University of Science and Technology, Abbottabad.	15	14	1	1
Isra University, Hyderabad.	14	14	----	----

FEDERAL PUBLIC SERVICE COMMISSION

Name of University	No of Appeared Candidates	No. of Failed Candidates	No. of Pass Candidates	No. of Allocated Candidates
Qurtaba University of Science and Information Technology, D.I.Khan.	14	14	----	----
Oxford Brookes University, UK.	13	12	1	1
Minhaj University, Lahore.	13	13	----	----
Dow University of Health Sciences, Karachi.	13	13	----	----
The University of Manchester, UK	13	12	1	----
Centre for Advanced Studies in Engineering, Islamabad.	13	13	----	----
Bacha Khan university Charsadda	13	13	----	----
Balochistan University of Engineering and Technology , Khuzdar, Quetta.	12	12	----	----
GIFT University, Gujranwala.	11	11	----	----
BPP University Of Professional Studies, UK.	11	11	----	----
University of Poonch, Rawlakot, AJK	11	11	----	----
Northern University, Nowshera	11	11	----	----
Shaheed Mohtarma Benazir Bhutto Medical Universtiy, Larkana	10	10	----	----
Indus University, Karachi	10	10	----	----
Dadabhoy Institute of Higher Education, Karachi.	10	10	----	----
Shaheed Benazir Bhutto Women University, Peshawar	9	9	----	----
University of Bradford, UK	9	9	----	----
Lahore Leads University, Lahore	9	9	----	----
Lahore Garrison University, Lahore	8	8	----	----
Greenwich University, Karachi.	8	8	----	----
Baqai Medical University, Karachi	8	8	----	----
City University of Science and Information Technology, Peshawar.	7	7	----	----
Cardiff University, UK.	7	7	----	----
DHA Suffa, Karachi	7	7	----	----
Abasyn University, Peshawar	7	7	----	----
Mohi-U-Din Islamic University Narian Sharif, AJK.	6	6	----	----
Institute of Business Management, Karachi.	6	4	2	2
University of Faisalabad, Faisalabad.	6	6	----	----
Shaheed Benazir Bhutto Universtiy, Sheringal, Dir	6	6	----	----
Hajvery University, Lahore.	5	5	----	----
Lasbella University of Agriculture, Water and Marine Sciences, Uthal, Lasbella, Balochistan.	5	5	----	----
National College of Arts, Lahore	5	4	1	----
Georgetown University, Washington, USA.	5	4	1	1
University of Warwick, London	5	4	1	1
Benazir Bhutto Shaheed University Lyari, Karachi	5	5	----	----
Agriculture University, Tandojam.	4	4	----	----
Swansea University, Wales, UK	4	4	----	----
Shaheed Benazir Bhutto Universtiy, Nawabsha, (Shaheed Benazirabad)	4	3	1	1
Al-Hamd Islamic University, Quetta	4	4	----	----
Pakistan Military Academy, Kakul.	3	3	----	----
Al-Khair University, AJK	3	3	----	----
London School of Economics and Political Science	3	3	----	----
Khadim Ali Shah Bukhari Institute of Technology, Karachi.	3	3	----	----
Gandhara University, Peshawar.	3	3	----	----
York University, Toronto Ontario, Canada	3	3	----	----
University of Sydney	3	3	----	----
University College London	3	3	----	----
The City University London	3	3	----	----
Shifa Tameer e Millat university, Islamabad	3	3	----	----
Queen Mary, University of London.	3	3	----	----
Karachi School of Business and Leadership, Karachi.	3	3	----	----
University of Toronto, Ontario, Canada.	3	2	1	----

Name of University	No of Appeared Candidates	No. of Failed Candidates	No. of Pass Candidates	No. of Allocated Candidates
Institute of Southern Punjab, Multan	3	2	1	----
American university of Sharjah	3	3	----	----
Aga khan university, Karachi	3	3	----	----
Kings College, London	2	2	----	----
Imperial College of Business Studies, Lahore	2	2	----	----
Chartered Financial Analyst (CFA) Institute, USA	2	1	1	1
University of Birmingham, UK	2	1	1	----
ROCHESTER Institute of Technology	2	2	----	----
Anglia Ruskin University, UK.	2	2	----	----
Bar Standards Board, UK	2	2	----	----
Applied Economic Research Center University of Karachi	2	2	----	----
Ithaca College, New York	1	1	--	--
Imperial College, London	1	1	--	--
Glasgow Caledonian University, Scotland, UK	1	1	--	--
Georgia Institute of Technology, USA	1	1	--	--
Denison University, USA	1	1	--	--
Cornell University U.S.A.	1	1	--	--
University of Huddersfield, England	1	1	--	--
University of Duisburg-Essen, Germany	1	1	--	--
University of Chicago, USA	1	--	1	1
Philipps University Marburg Germany	1	--	1	1
New York University, USA	1	--	1	1
National University of Medical Science, Islamabad	1	--	1	1
Anadolu University Turkey	1	1	--	--
Altamash Institute of Dental Medicine, Karachi	1	1	--	--
Alghurair university, UAE	1	1	--	--
Adnan Menderes University, Turkey	1	1	--	--
Aalto University, Finland	1	1	-	--
Other	298	298	--	--
Not Reported	1040	1040	--	--
Total	14521	14149	372	214

4.13 **Category-Wise performance of Universities/Institutes in CSS-2019:** The detail of performance of the candidates graduating from universities in Public and Private Sector as well as Foreign Universities is provided in Table 46 and vide figure (19A) and figure (19B).

Table 46: Category-Wise performance of Universities/Institutes in CSS CE-2019

Universities/ Institutes	No. of Universities	Appeared	Fail	%age	Pass	%age	Allocated	%age
Public	77	10969	10683	97	286	3	156	73
Private	61	1968	1895	96	73	4	49	23
Foreign	40	246	233	95	13	5	9	4
Others	-	298	298	100	-	--	-	-
Not Reported	-	1040	1040	100	-	-	-	-
Total	178	14521	14149	97	372	3	214	-

Figure 19A: Category-Wise Presentation of Universities/Institutes in CSS-2019

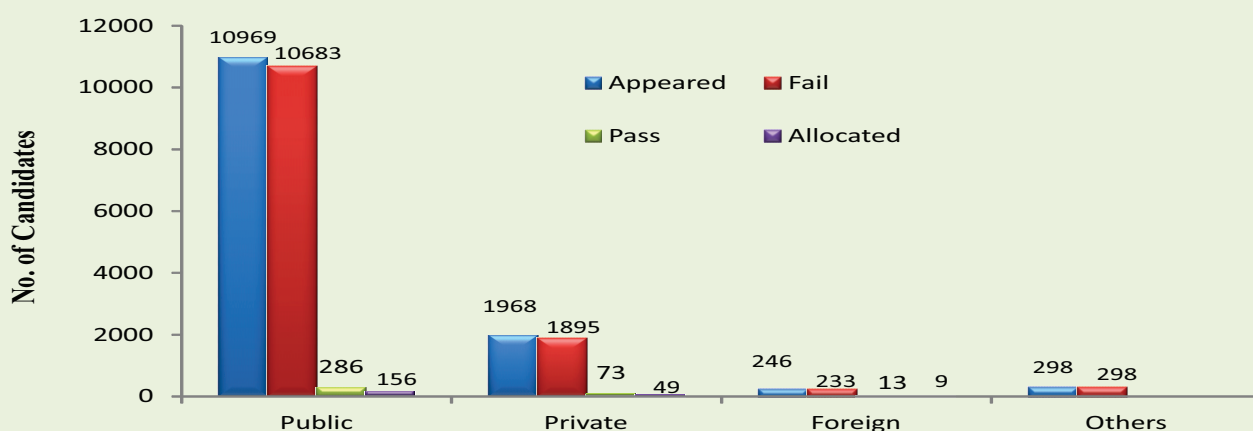


Figure 19B: Category-Wise Allocated Candidates % of Universities in CE-2019

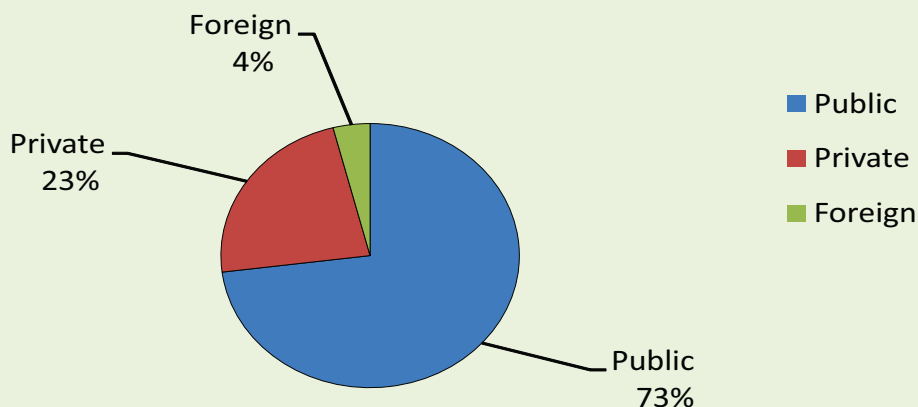
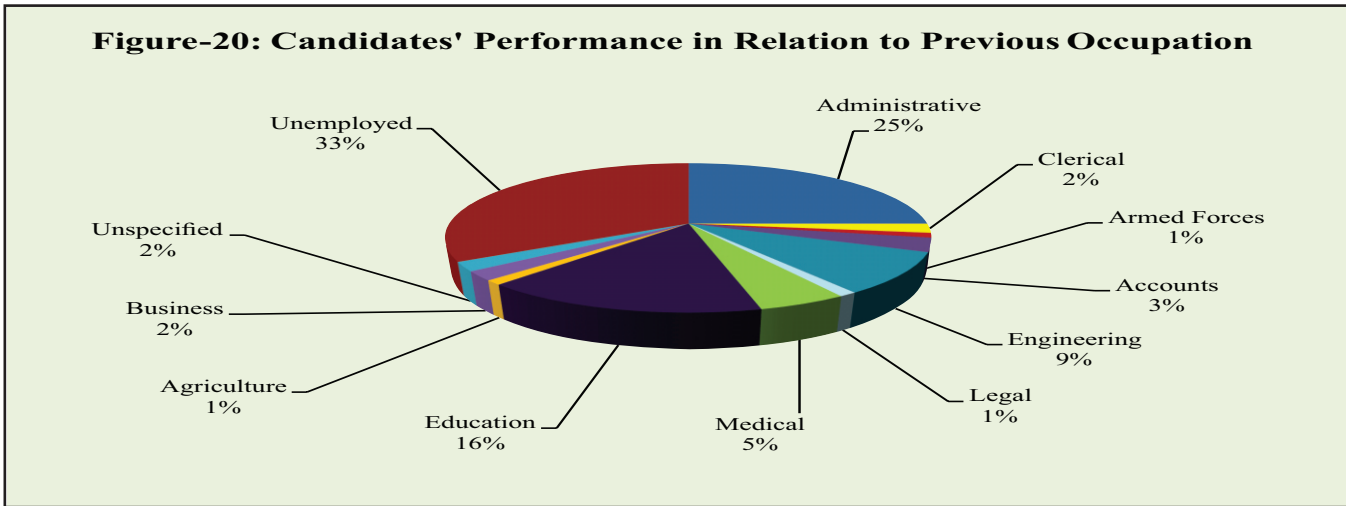


Table 47: Candidates' Performance in Relation to Previous Occupation CSS CE-2018

Candidate's Occupation	Appeared in Exam	%age	Finally Qualified	%age	Order of Merit		Allocated to Group	%age
					1-100	101-200		
Administrative	1764	15	142	25	31	28	70	25
Clerical	402	4	9	2	2	2	5	2
Armed Forces/Police	261	2	17	3	1	1	2	1
Accounts	533	4	17	3	2	5	8	3
Engineering	580	5	49	8	10	9	25	9
Legal	140	1	7	1	0	0	2	1
Medical	291	3	42	7	8	9	14	5
Education	1526	13	86	15	20	12	45	16
Agriculture	34	0	9	2	3	2	4	1
Business	281	2	8	1	2	3	6	2
Skilled Worker	144	1	4	1	1	0	1	
Unspecified	108	1	9	2	6	0	6	2
Unemployed	5823	49	168	30	14	29	90	33
Total	11887	100	567	100	100	100	278	100

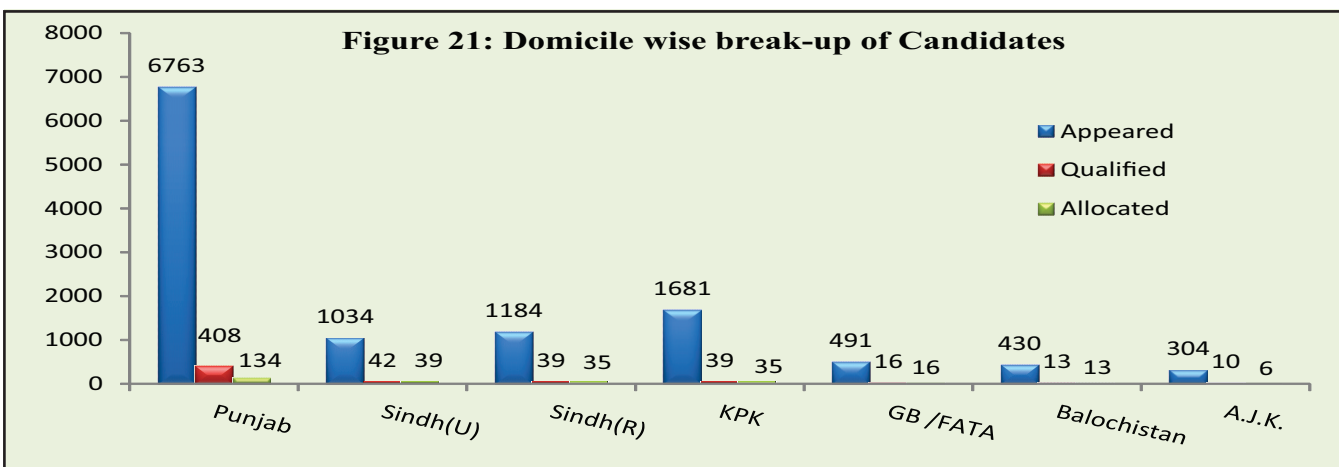
4.14 Table 47 (Figure 20) indicates that 49% of the candidates who appeared in CE-2018 were previously unemployed, Details of candidates with previous work experience and performance in allocation of CSS CE is as at (Figure 20) below:



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

Table 48: Candidates' Performance by Domicile CSS CE -2018

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		
A.J.K.	304	3	10	2	1	2	6	2
Balochistan	430	3	13	2	1	1	13	5
GB /FATA	491	4	16	3	2	4	16	6
Khyber Pakhtunkhwa	1681	14	39	7	8	6	35	13
Punjab	6763	57	408	72	80	76	134	48
Sindh(Rural)	1184	10	39	7	4	5	35	12
Sindh(Urban)	1034	9	42	7	4	6	39	14
Total	11887	100	567	100	100	100	278	100

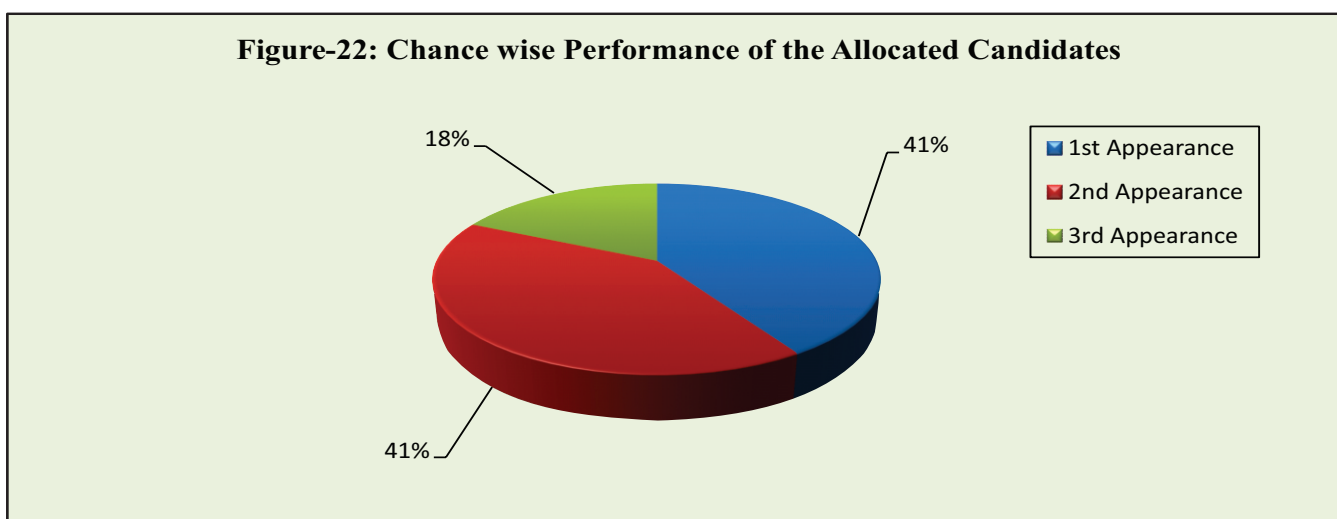


4.16 The region-wise performance of the candidates in CSS Competitive Examination-2018 is at Table 48 (Figure 21). Out of 11887 applicants, 57% were from Punjab, and 43% from the remaining provinces/regions. Out of 367 finally qualified candidates, 72% were from Punjab, 7% from Khyber Pakhtunkhwa, 7% from Sindh Rural, 7% from Sindh Urban, 3% from GBFATA, 2% from AJK and 2% from Baluchistan. The province/region-wise allocations shows that Punjab secured 48% seats inclusive of seats reserved for general merit quota, Sindh Urban 14%, Khyber Pakhtunkhwa 13%, Sindh Rural 12%, GBFATA 6%, Balochistan 5% and AJK 2%. The unfilled seats of respective provinces shall be carried over to next CSS Examination-2019.

Table 49: Chance Wise Performance of the Candidates

S.No.	Chances	Appeared	%age	Finally Qualified	%age	Allocated	%age
1	1 st Appearance	8184	69	247	44	115	41
2	2 nd Appearance	2670	22	216	38	114	41
3	3 rd Appearance	1033	9	104	18	49	18
Total		11887	100	567	100	278	100

Figure-22: Chance wise Performance of the Allocated Candidates



4.17 Out of 11887 candidates, who appeared in CSS Competitive Examination 2018, 69% appeared for the 1st time, 22% participated for 2nd time and only 9% appeared for the 3rd time or availed last chance. In final allocation, 41% seats went to candidates who appeared for 1st time, 41% to those who appeared 2nd time and 18% to the candidates who appeared for 3rd time. Table-49 and Figure 22 reflect better performance of the candidates who attempted CSS CE 2nd and 3rd times as compared to their appearance ratios that indicate gradual increase in maturity level of the candidates if chances are provided to them.

4.18 As the Commission oversees all aspects of CSS Competitive Examination, a serious effort is made each year to share the analysis and findings of the Competitive Examination with all concerned underscoring to take appropriate measures where ever necessary to address the deficiencies related to standard and quality of education to ensure netting good talent for the civil service. A summary of statistical analysis of CSS CE over the last three years 2017-2019, year-wise result of high achievers with universities/educational institutions and category wise performance of candidates from Public, Private and Foreign universities is as below:

Table 50: Merit-Wise Top 20 List of Allocated Candidates CSS CE-2017

Roll No.	Merit No.	Last Academic Degree	University/Institute	Group/Service
13081	1	M.Phil.	University of Cambridge UK	PAS
00922	2	B.A. (Hons)	Government College University, Lahore	PSP
12713	3	B.Sc. (Hons.)	Lahore University of Management Sciences, Lahore	PAS
17023	4	B.Sc. (Hons.)	Lahore University of Management Sciences, Lahore	PAS
08414	5	M.A.	University of Karachi	PAS
00274	6	M.B.B.S	Khyber Medical University, Peshawar	PAS
03552	7	B.A.	University of Sindh, Jamshoro	PAS
15627	8	M.Sc.	University of Oxford	PAS
07612	9	M.B.A.	National University of Sciences & Tech, Islamabad	PAS
12361	10	B.Sc. (Hons.)	Kinnaird College for Women, Lahore	PAS
02157	11	M.B.B.S	University of the Punjab, Lahore	PAS
09899	12	B.B.A.	SZABIST Karachi	PAS
16775	13	B.Sc. (Hons.)	Lahore University of Management Sciences, Lahore	PAS
09407	14	M.B.B.S	Dow University of Health Sciences	PAS
07528	15	B.B.A.(HONS)	National University of Sciences & Tech, Islamabad	PAS
04422	16	M.B.A.	Bahauddin Zakariya University, Multan	PAS
14411	17	B.Sc. (HONS.)	Lahore University of Management Sciences, Lahore	PAS
14961	18	B.E.	NED University of Engineering & Tech, Karachi	PSP
12762	19	M.COM.	University of the Punjab, Lahore	PAS
06801	20	M.B.B.S	Khyber Medical University, Peshawar	PAS

Total Top Positions	Pakistani Universities	Foreign Universities
20	18	02

Table 51: Merit-Wise Top 20 List of Allocated Candidates CSS CE-2018

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

Total Top Positions	Pakistani Universities	Foreign Universities
20	18	02

Table 52: Merit-Wise Top 20 List of Allocated Candidates CSS CE-2019

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

Total Top Positions	Pakistani Universities	Foreign University
20	19	01

Statistics on performance of candidates w/r to Top-20 leading Universities/Institutions

Table 53: Performance of Universities/Educational Institutions CSS CE 2017-2019

University/Institute	2017	2018	2019	Total
LUMS	04	02	06	12
NUST, Islamabad	02	04	01	07
Government College University Lahore	01	02	02	05
Foreign Universities	02	02	01	05
U.E.T Lahore	-	02	03	05
University of the Punjab	02	01	01	04
Khyber Medical University, Peshawar	02	01	-	03
Kinnaird College for Women, Lahore	01	01	-	02
SZABIST Karachi	01	-	01	02
NED University of Engineering & Tech, Karachi	01	01	-	02
King Edward Medical University, Lahore	-	01	01	02
Quaid-i-Azam University, Islamabad	-	-	02	02
University of Karachi	01	-	-	01
University of Sindh, Jamshoro	01	-	-	01
Dow University of Health Sciences	01	-	-	01
Bahauddin Zakariya University, Multan	01	-	-	01
University of Health Sciences, Lahore	-	01	-	01
Air University, Islamabad	-	01	-	01
Islamia University, Bahawalpur	-	01	-	01
Lahore School of Economics, Lahore	-	-	01	01
Pak Institute of Engineering & Applied Sciences, Islamabad	-	-	01	01
Total	20	20	20	60

Table 54: Statistics of Candidates w/r to Universities/Institute in CSS CE 2017-2019

Year	Appeared	Fail	Pass	Allocated
2017	10254	9942	312	260
2018	11887	11318	569	278
2019	14521	14149	372	214

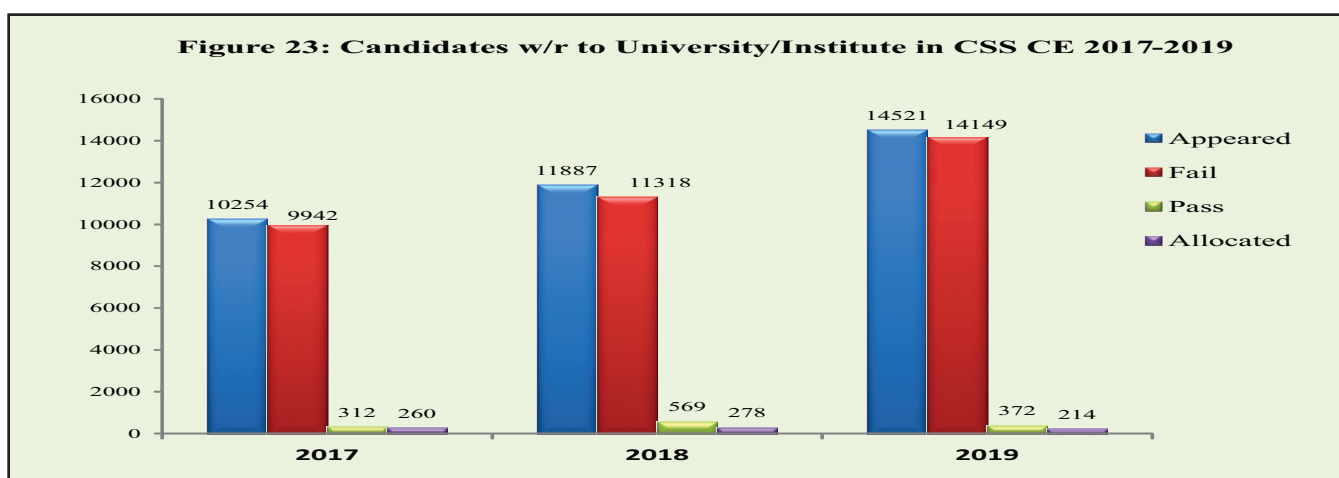


Table 55: Overview of Candidates' Performance w/r Public/Private/ Foreign University/ College in Last 03 Years

Public				
Year	Appeared	Failed	Pass	Allocated
2017	8036	7816	220	181
2018	9234	8782	452	224
2019	10969	10683	286	156
Total	28239	27281	958	561
Private				
Year	Appeared	Failed	Pass	Allocated
2017	1164	1106	58	52
2018	1435	1345	90	43
2019	1968	1895	73	49
Total	4567	4346	221	144
Foreign				
Year	Appeared	Failed	Pass	Allocated
2017	197	163	34	28
2018	268	241	27	13
2019	246	233	13	9
Total	711	637	74	50
Others				
Year	Appeared	Failed	Pass	Allocated
2017	207	207	-	-
2018	947	945	2	1
2019	298	298	-	-
Total	1452	1450	2	1

4.19 **Analysis of Examiners observations on Performance of Candidates in CSS CE-2019:** The Examiners have made the following observations on the candidates' performance in compulsory and optional papers opted by candidates in written part of the CSS Competitive Examination 2019.

A: Compulsory Subject

English Essay:

A significant majority of candidates presented a crammed up write up, without realizing delicacy, twist and emphasis in the given topic. A large number of candidates failed to reach 1200-1300 words, reflecting shallow limited & scanty range of knowledge and understanding. Candidates reproduced their early patterns of mechanical learning filled with readymade material. Stock of similar material, quotes and examples reflect consulting easily available sources, lacking original thinking, critical evaluation and discursive strength of discussion. There were grammatical errors/mistakes relating to Subject-Verb agreement, Verb tense and Conjugation of Verb. An Essay is a great debate, an open discussion or elaboration of statement where a candidate, with the help of deep and diverse knowledge tries to justify or to negate or explain the point of

discussion in a logical manner. Features and caliber of good Essay include: Good language-originality of thoughts-In-depth knowledge-critical thinking-expressed in well versed manner-correct & flawless language-literary expression-choice of appropriate vocabulary-accuracy of language-well versed in English language-Interpersonal skills-organization of ideas-coherence-cohesion-clarity-candidness-comprehensiveness etc. Education system is preparing and testing high marks achievers by a single line answer-choice of correct word (MCQs), underlining of appropriate option etc. to push the easy way of getting marks without hitting visionary approach and hampering the students from hard work & labour. Reading A-rate recognized Newspapers Work of well known authors and magazines must be encouraged.

English (Précis & Composition):

The candidate's ability and performance in language skills in the scripts presented a dismal picture. On the whole, mistakes were found in sequence of tense-subject verb agreement-use of pronominal-voice-higher tendency of using idioms with literal meanings-overgeneralization of grammatical rules-understanding of modifiers and qualifiers-punctuation-spellings etc. Many of the students deviated from the contents of the passage given for Précis. They expressed personal views and coined their own stories, which make it evident having no idea of the rules of Précis writing. In comprehension questions, candidates followed trodden path and copied sentences from the reading passage instead of using their own language and added irrelevant details. Précis writing is an art of creativity, logical, analytical thinking, understanding of given passage, rules for academic/Précis writing. Candidates must focus on clarity of concepts and creativity which is expected for appearing in competitive examination.

GK-I (General Science & Ability):

General standard of the candidates was just average and unsatisfactory. More than 50 % (less than 39% marks) of the scripts were in the category of bad answers. About 10% candidates were completely ignorant of the concept of Every day Science and produced vague details. The candidates were strong while attempting Q.2(a,d),Q.3(a,d)Q.5(a,b,d) and weak in Q.2(b,c),Q.3(b,c),Q.4(b,c,d)Q.5(c). In ability section performance was satisfactory (50-59%marks). Candidates showed strong performance in Q.7(a,b ,d), Q.8(b,c,d) and weak in Q.6(a,b,c,d),Q.7(c),Q8(a). Simple, latest, useful books should be consulted and analytical reasoning needs to be included.

GK-II (Current Affairs):

The candidates appeared in the subject were judged in their performance on the base of application of knowledge in different situations. Many of them were good in knowledge but lacked to apply in given situations. They were marked as follows: 75% Bad answers, 18% Satisfactory answers, 05% Good answers, 02% Exceptional merit. Mostly were non-serious and lacked the sense of outline/format to attempt the tasks assigned in the questions. Water issue between Afghanistan & Pakistan was dealt generally only few had the specific wisdom. Similarly CPEC was discussed and could not highlight China's vision known as OBOR. Stereo style of thoughts picked from guide books, application of knowledge was rare. Very rare candidates were able to present sagacity in challenging situations. Educational Institutions must promote personality building and ethical capacity in teaching techniques and practices to construct wisdom in the best interest of nation and society.

Islamic Studies:

Overall standard of the performance cannot be regarded as satisfactory. Most of the candidates did not comprehend the proper dimension of the question, which was actually asked. They normally attempted in

their own dimension of knowledge. Handling the question in a wisely manner as per requirement of the question is seen very rare throughout the scripts. Q.2 was a straight and simple but so many candidates start writing “Impact of tauheed” without giving its proper definition. Q.3 was responded with only details of wars fought (PBUH) and his character as a commander. In Q.4 most of the candidates mentioned simply right of women in Islam without any connection with wave of modern feminism movement or its impact. Q.5 widely misunderstood where in moral value system of Islamic civilization was asked but most of the candidates explained only salient futures of Islamic civilization. In Q.6 most of the candidates mentioned impact of Hajj without writing “comprehensive note” on Hajj which was demanded. Q.7 was about extremism in the light of contemporary challenges, majority elaborated only contemporary challenges faced by Ummah. Q.8 majority mentioned only main feature of Islamic political system and missed point of view towards suggestion/reforms for Pakistani system. The candidates appearing for CSS examination must attention on a critical look, a broader vision and ability to analyze the things that was lacking in their effort.

B: Optional Subjects

Accountancy & Auditing Paper-A:

The overall result was good and some of them secured full marks. Overall result was satisfactory.

Agriculture and Forestry:

Candidates appearing in the subject had no clear concepts of agriculture practices/operations/terminology i.e. pest-controlling medicines control pests in crops, Agricultural Biotechnology is science but was not handled smartly. In some cases English expression was very poor. About 10% candidates scored 25% marks or less 30%, 60% were in the range of 25-50% marks.

Arabic:

The overall performance of the candidates was satisfactory.

Balochi:

A significant majority of the candidates showed hard work but displayed un-satisfactory performance in questions relating to Balochi Literature & culture,

British History:

Majority of the candidates showed a poor performance. The answers demonstrated that critical thinking skills were not up to the mark. Specific deficiencies were lack of substance, mistakes in spellings, punctuations and collocations. A number of them had written unnecessary and irrelevant information, so they could not focus on what was demanded through the questions. In some answers too much background of the topics were written that lay down unequal emphasis on different parts of the questions. Candidates must develop their analytical and critical thinking skills by reading good academic material rather than relying on guide books.

Business Administration:

Overall, the students performed well with a range from zero to 72 marks. Few students crossed 70 marks out of 80, which is excellent. Some struggled to answer the question with focus and tried “filling in” with general comments, so they were marked low. Some students provided amazing examples of current business scenario.

Chemistry:

Assessed papers from technical point of view, most answers given by the candidates were trivial and irrelevant. Even the basic of the subject was totally ignored while answering the questions. The standard of the English was deplorable. Most of the candidates were unable to describe the subject properly, poor grammar and lack of expression were the major issues. It is suggested to arrange criteria for candidates before selecting

the specific subject being offered in competitive examination. Public and Private sector institutes should be taken onboard to improve the standard of graduate level studies.

Computer Science (Paper-B):

The assessment of candidates for possible improvement and in conjunction with the question paper/marking summarize that the standard of language was generally very good. Few candidates demonstrated good preparation however, majority were unable to answer questions due to lack of foundation courses based knowledge. It is of grave concern that most of the candidates were not able to demonstrate problem solving skills, part of essential requirements for technical subject. The basic objective is to ensure access to quality Computer Science education and career across industries as well as benefited from defined objectives.

Constitutional Law:

The overall performance of the candidates was not satisfactory. The language skills were poor, answers lacked analytical approach and were stereotype. Candidates were not familiar with Problem Based Examination System. Majority of the candidates provided un-necessary details in their answers. A vast majority of the candidates who chose Law as a subject were non-law graduates. It was presumed that hardly 20% to 30% of the candidates who appeared had studied Law at L.L.B level. Candidates coming from other disciplines have misconception about Law as easiest optional subject, while it is very clear that Law is a specialized field that needs specialized knowledge. The candidates were not able to write even a single paragraph in correct English, 50% seemed not meeting the standards of an Intermediate. They filled pages with material having no sense and no relevance with the question. About 50% of candidates produced careless/unreadable handwritings.. More than 70% wrote their answers in 15-20 pages full of junk material having no relevance with the question. This is awful effect on readability of the text. The best answer to question can easily be accommodated within 600-800 words i.e.4-5 pages. It is recommended that Entry Test may be arranged and who secure above 60% marks may be allowed for appearing in CSS examination. Non-law graduates should be discouraged to take Law as optional subject and persuaded to choose optional subject from their own field of studies. Zero marks awarded to candidates if their handwriting is not clear. Grant of extra answer book should be forbidden at least in Mercantile Law. The candidates should be instructed for answering in 500-800 words not need more than 15-20 pages, 8+10 words in a line, 25-30 lines in one page and beyond this limit answer to be taken into consideration.

Criminology:

The overall examination of the appeared candidates in the subject show satisfactory result. However, vast number of candidates appearing and selecting a particular subject were lacking professional approach, knowledge and required analytical skills. Majority of the candidates seemed superficial in knowledge terms. The deterioration in learning may be due to under-preparation, superficial inquiry into subject-matter and lack of quality books and related literature available in the market. Very few candidates were found to be excellent in knowledge as well as presentation and analytical skills. Many of candidates examined show that they lacked basic English and presentation abilities besides deficiencies of correct information and relevant data. In order to enhance the standards, there should be ban/penalty on books having plagiarized literature. The original, new authorship and quality book writing may be encouraged. Basic mistakes by candidates may be avoided by arranging awareness/training programs.

Economics (Paper-A):

There were two categories of candidates, one whose concepts are clear and those who memorize. Most of the students who got below 40 marks (i.e. 50%) and failed. Similarly, 66% students have got less than 50% marks and have failed but some students have done exceptionally well, i.e. 2.3% students have obtained more than 75% of marks.

Economics (Paper-B):

Evaluating 523 candidates concluded that Economics, due to its theory and models is considered a complex subject, over-all performance has been satisfactory. However, CSS being a competitive examination, candidates are expected to perform better than their degree qualifying exams. That was not reflected while evaluating the performance of the candidates. Unfortunately, the candidates depended overwhelmingly on the print media and talk shows. In future we need to emphasize that their everyday ideas need to have landed on the solid ground of economic theory. In future attempt the candidates should understand that any fake sub-standard and unverifiable data information, ideas and quotes may be treated as “plagiarism” that may lead to their negative image. Few of the candidates came-up with their own, bold and positive ideas. More than 90% of the candidates answered by attempted the question propagating adopted, negative, hopeless and alarming economic situation of the country.

English Literature:

Following are some of the observations that really need to work on these areas. The expression of candidates was very good and had strong arguments, but the required number of questions were not attempted. If they had attempted, they would have scored very high, majority of the candidates had weak expression, weak arguments, and weak spellings. There were a few candidates who reproduced whatever they had learnt/prepared. There is a greater tendency in these students not to answer what is asked.

Environmental Sciences:

A total of 2241 papers were checked and marked. Majority candidates could secure 40% marks. The curriculum is good enough and encompasses most aspects of environmental science subject. However, the result was not very satisfactory .i.e. a greater majority could only score 5-10% or less marks. This is mainly because of lack of understanding of question. The students do not pay attention to what has been asked, rather they pick some words from question and (without fully conceiving the concept being asked) start writing their responses, which ultimately lead to poor performance. Students need to be better trained in how to conceptualize a question and how to interpret major parts of question.

Gender Studies:

Feedback on the answers attempted by the candidates generally speaking the majority of the answers had reproduced the material learnt from introductory books on Gender Studies and the material provided by academies. Almost all the candidates had given emphasis on headings and subheadings and on introductions and conclusions, following similar patterns. Though this format engages the examiner and helps to look for particular information within the answer. Nevertheless, the text discussed with the headings and sub headings was often irrelevant to what the question demanded. The majority of the answers lacked understanding of the concepts and facts and the application and utilization of the knowledge in the given situations as demanded in the questions. For example, the question on inequalities promoted by globalization was attempted by many candidates. The majority of answers focused on general discussion on globalization. The demand of this question was actually gender inequalities. Similarly the differentiation between gender studies and women’s studies was done by comparing the two disciplines superficially, the scope and significance especially in

reference to Pakistan lacked substance. Likewise, the majority of the candidates had not followed the general instructions for attempting the paper. Majority lacked clarity, substance and critical thinking expected from a candidate appearing in a CSS examination. To improve the performance of potential candidates in forthcoming examinations, particularly in this course it is suggested that while preparing for CSS may solely rely on books and academies but develop the habit of critical thinking, application of concepts to real life situations. In order to update the curriculum of gender studies in par with international standards, educational institutions may revise course contents and teaching method. Subject may be introduced at school level to sensitize young minds about gender issues which are deeply rooted in our society.

Geography:

The report and findings relates to candidates' performance in Geography and their attitude in recent competitive examination. Candidates' mindsets and calibration did vary understanding geography and its applications. The result of answer books has been uneven as most candidates were non geographers judged by the evaluator. Based on answers to the questions, contrasting patterns emerged indicating candidates' unfamiliarity with the subject although given opportunities to explain their ideas. Simply moving towards greater use of effective learning in the world as a global village, candidates' choice of geography has a discrete effect in them becoming a part of the Government in a rapidly developing Pakistan. Candidates with potential knowledge of different regions of the world pertinent to its natural resource based and geopolitical could be of immense help in improving the country's image. Constant updates on the effects of climate change were noticed in response to the question. Regardless to type of questions opted by the candidates, their answers have a much bigger influence in the global context.

Geology:

Out of 47 candidates only 03 got about 50% marks while only 03 candidates got close to 30-20% marks. The rest got 10 to zero percent marks. Majority of candidates showed poor performance. No concept of subject geology or any geological phenomena, deliberate poor or non-understandable writing, rubbish content/irrelevant to subject, poor spelling and grammar etc. It seems that many candidates have never got formal studies/training in geology at any level. Answer book look like junk yard of discarded English words and sentences with no meanings of any kind.

Governance and Public Policy:

Generally speaking the performance of the candidates was not satisfactory. Candidates did not even had a fair idea of the terms 'governance' and 'public policy' the title of the subject. Candidates, except very few, had very superficial knowledge about the key areas of the subject. There was serious lack of theoretical and conceptual understanding of the key concepts. This resulted in poor application of theory to practice. In many cases candidates were not successful in understanding the application of theory in practical scenarios. This resulted in inappropriate examples and inadequate linking of concepts to actual practice. Strongly advised for revision of the existing syllabus for this course and suggest the following reference books for better and update understanding of the key concepts. Bovaird, T & Löffler, E. (2016), Public Management and Governance. London, Routledge. Turnar, M., TTULME, D, & Mc Court, W. (2015), Governance, management and development: Making the state work, Palgrave Macmillan and Hussain, I. (2018), Governing the Ungovernable Institutional Reforms for democratic governance. Oxford University Press: Karachi.

History of Pakistan & India:

The general standard of the answer scripts was not up to the mark. It was felt that students were not appearing for the competitive exam. Only few candidates showed the standard of honors degree. Most of the candidates do not

try to understand the nature of questions. As a whole language used was good but grasp of the subject and originality of thought and ideas not reflected.

History of USA:

The overall standard of the scripts attempted by the candidates is below average, both in terms of content and presentation. Most of the candidates used the material that is not authentic and written especially for CSS exams. The trend of using helping books may be discouraged.

International Law:

Elaborating the performance of the candidates in general category wise and in particular (Question wise) and Moral/Ethics wise. Overall performance of the candidates was not up to the standards of competitive exam. Most of them had no understanding of the theoretical/conceptual basis and opinionated answers mostly were baseless arguments and misquoted examples. Students did not prepare from the whole syllabi, hence very important areas of the subject were neglected. Problems of writing, language and expressions have been widely noticed. Some of the responses were so senseless that they didn't seem to be the answers of a candidates appearing for CSS. There was also a vast gap of English proficiency and misunderstood questions. Points which were not even required and asked for were widely highlighted. Some descriptions reflected student's mentality who only like to give presentations where full details are hidden in outlines, crammed common content and similarity of notes as most of the papers presented same mistake, length, headings and examples. It was a clear depiction of coaching at special academies for exam preparation. Question No. 2 was poorly attempted as almost failed to provide a satisfactory analytic answer. They came up with a readymade response straight forward questions including 50 and 7 could not replied in accurate manner. Q.3 however there was a single area where most of the answers came up with some good ideas and true concepts. The moral/ethical criterion of performance was a little bit shocking at such a prestigious level. A large number of responses from some non serious candidates questioned the eligibility criteria of the CSS exam and put into limelight the credibility of the educational institutions. Many of the answer books either showed some useless, senseless irregular writing piece or even some abusive language and notes to examiner. Poetry and religions verses were also highlighted in some papers. It is to recommend that candidates should consult proper textbooks instead of relying on their own observations or information based on some social media blogs. Eligibility criteria must be revised. A general screening/aptitude test would be effective in enhancing the quality of competition. Coaching centres and helping notes must be discouraged at all levels. Good handwriting and English expression must be rewarded. out dated material must be discarded and updated books texts and reviews must be opted.

International Relations (Paper-I):

Candidates' performance draw attention in the following lines for consideration: The overall presentation showed by the candidates in the written paper of IR was critically poor, unsuitable and irreconcilable. Responses to questions were highly inappropriate, illogical and candidates lacked proper knowledge, information and reading. Majority of answers were not according to the nature of question and written expression was equally not satisfactory. It seems that the concerned candidates neither read carefully nor consulted relevant material and produced answer from the filthy and grimy dustbins. It also proved that they did not prepare accordingly for the said paper. A few of the candidates' performance was better than others and produced better material as compare to others. There were absence of proper study, lacking a grasp of subject and originality of thought. Majority expressed their views in an ordinary way and away from analytical perception. It is advised to the candidates that they should avoid selective study and read recommended books rather guess books or low standard material.

International Relations (Paper-II):

The standard of candidates' capability to grasp, present and answer the questions asked has gone down. It is also noted that the level of preparation of the candidates in IR remained very low. They opted this subject, considering it to be easy to handle, based upon casual knowledge. This fallacious behavior led them to perform poorly. IR cannot be prepared merely by skimming through the pages of newspapers that seems to be the case with most of the candidates. Strong and rich theoretical foundation, developing co naissance is necessary in order to understand the nuances of what makes IR a subject. Around 90% of copies inform that the candidates have not understood the questions properly. For example they just saw the term 'failure of SAARC' in the question, and started filling the pages of the answer sheet. The question was not about the failure of SAARC rather it was about functionalist's perspective about the failure of SAARC. Similarly the candidates just saw the sentence 'Pakistan's foreign policy decision in response to Saudi request of sending troops in the Yemen. The question, on the other hand, was about 'rationalist explanation of Pakistan's decision'. Social media and movies have played an important role in constructing several myths. Around 80% of the candidates attempted the question related to Nazism, described mostly the events shown in popular movies, instead of giving academic answer or any academic reference. Social media also impacted the language of the candidates. The copies are littered with such un-academic anecdotes. Around 40-50% of the candidates went to academies, resulting into answers having exactly similar headings, sub-heading, and even the same authors that they misquoted. Besides, poor knowledge of IR was evident through most of the copies. FPSC may introduce a step-based testing system, where candidates would first appear in English papers, and only those clearing the first step can move on

the next steps. It should allow only the candidates graduating in a particular discipline to select the subjects relevant to him/her otherwise causing the superficial knowledge.

Islamic History & Culture:

Assessment of candidates may be considered in the following three main categories. The candidates, who followed the philosophy and nature on which the question paper is drafted but obviously these types of the candidates did the thorough study of syllabus. Others comprising who were no doubt the average and just fulfilled the formality normal candidate as they have already been appearing like the other examinations. While third were those students who have not been successfully attempted all required questions. A reasonable number of candidates have attempted and appeared in the examination without any properly planning and preparation. Such kinds of candidates are seen very confusing in replying their answers. They do not have skill to express their views, weak in English and even very poor in phrasing the sentences. They do not possess the quality to explain and illustrate the matter free and independently and failed to understand and furnish the answers. Particularly in Q.No. 07, which was of self-experience in the light of information, knowledge with references to current affairs with logical aspects and arguments. Most of the students were not sound in the religious information/knowledge and expertise of the language. It may be suggested to get a good and comprehensive result, the IELTS/NTS test may be conducted for those students with intend to apply/appear in CSS, otherwise the capable candidates may not be adopted/selected. Instead of standard and authentic books sources/materials they quoted and stated the causal and traditional stories having no academic value standard. Some of the candidates very strongly insisted and persuaded these types of stories/information's which are listened in public places/jurgas/Otaqs/Kachehries/gatherings and even some times from "Mehrab-o-Member". The traditional student does not distinguish this religious information, knowledge with his academic skills.

Journalism & Mass Communication:

Attempts of the candidates were not extra ordinary in general, however, it was more than satisfactory.

Law:

The performance of the candidates was very bad and having poor understanding about the subject. Most of the candidates opted this subject without proper understanding and referred the irrelevant material without citation of the relevant provisions of the law. It also observed that the relevant case law and relevant provisions are the backbone of this subject but they failed to show their seriousness. Some lenient view sensed no space and these candidates are not up to mark to serve the nation and to promote good governance and rule of law in Pakistan. The candidates having low eye qua level and the paper was simple and straight forward but they badly failed to solve the paper as a good professional.

Mercantile Law:

The overall performance of the candidates is below average/ unsatisfactory. A considerable number of students have scored less than 50% marks in subjective paper, which shows lack of understanding the demand of the question. The questions frequently or repeated in past exam paper have been answered comparatively well by most of the students, but questions relate to new laws or current development in laws have not been attempted well. This depicts a typical trend of cramming certain questions from past papers and neglecting recent development in the relevant fields. To overcome such problems our institutions need to focus on the current/recent developments while imparting education and students also need to keep updated with recent laws, which is an essential requirement of this whole exercise. It is also incumbent that students must read and consult standard law books rather than substandard guides that lack proper citation of law cases. Overall assessment of this competitive exam paper is no different from any ordinary law student's exam paper. The quality needs to be enhanced in terms of candidates as well as question papers.

Muslim Law & Jurisprudence:

General trend has been observed while marking the papers that the candidates tend to include irrelevant information in their answers. Candidates are not trained to understand the question and give required information in the answers. Almost all students gave details of primary/revealed sources of Islamic Law in answer to the question in which details of rational sources was required. Answers to the question on Islamic law of International relations (Q.5) majority of the answers were unsatisfactory. Majority of the candidates are not clear on what is hukm e wadai and hukm e taklifi.

Persian:

Standard of CSS students is very low. Most of the students did not know Persian Grammar.

Some of them have given answer in Urdu. The students did not know the history of Iran and Persian literature for this reason a big political change, which brings great changes in Persian history and effects Persian literature (poetry & prose both) so much but they could not succeed to write a single word about it and wrote wrong answer. The overall result is unsatisfactory. Persian is not a subject that students can write about it without prior study or preparation. So, allow the CSS candidates to select Persian as a subject who have studied this in Graduation level too.

Philosophy:

Important points communicated to the concerned are course is very lengthy and generally the students/candidates have not studied Philosophy as a subject. Some have used only guesswork. Those who have studies books are not text books. Even good books take certain things for granted and do not provide basic knowledge. Those who have studied philosophy as a subject can be clearly identified. Problem of language is very serious. Though we do not mark it as a language paper but the overall effect is very intense. Islamic

Studies, Pakistan Studies and General Science have been frequently mixed with philosophy. About 10% of the candidates have a decision making capability.

Physics (Paper-A):

Candidates for CSS in coming years may like to bear in mind that they should prepare for their examinations properly according to the latest version of the syllabus rather than old versions. The candidates have lost their marks in the examination in any of the following ways.

Preparation Deficiency: A number of candidates wrote several answers that gained pass marks. But as they had not covered the whole syllabus thoroughly enough, the rest of their answers did not reach the same standard and consequently their final mark fell short of a pass. Many candidates relied upon their own experience in writing their answers rather than revise from the recommended texts in the reading list.

Relevancy: Many candidates wrote a good deal of information on a particular topic without applying this information to the working of the question. Candidates should ensure the information they write down is relevant as well as accurate, and that their knowledge is applied in the way that the phrasing of the question demands.

Time management: Candidates should divide the time available for the examination evenly among the questions they attempts so that each one can be answered carefully and thoroughly. Many candidates complete two or three good answers at length and gain high marks for them. Unfortunately this leaves insufficient time for the remaining answers which can be spoiled by careless errors, or they are written very briefly without the detailed information necessary to secure a pass.

Physics (Paper-B):

The overall rating about the candidates is “Average”. However a very few of them have performed very well.

Political Science (Paper-I):

The standard of responses in political Science Paper-I was generally poor. The overall performance of the candidates was below average. Due to lack of English language proficiency, candidates failed to understand the questions. The majority of responses had spelling and grammatical errors and illegible writing. As for as the conceptual knowledge of the subject is concerned, it was observed that majority of students had very less knowledge of key political concepts and their application. Students were unable to analyze the political concepts in response of questions regarding separation of powers, origin of state and federal system. The candidates lacked critical thinking which is essential in the subject of Political Science. The candidates are advised to enhance their English language proficiency, writing skill, knowledge of basic political concepts, and critical thinking.

Political Science (Paper-II):

Out of the total 2827 candidates were assessed who appeared in paper-II. Only 226(8%) awarded 50% or above marks, 850(30%) qualified the paper by securing 33% or more marks. The remaining 1755(62%) failed. Only a few candidates’ performance was outstanding. Major challenge for majority of the candidates was to articulate logical and original argument, poor writing skills appeared as a barrier and content of answers relied on guides. It is recommended that syllabus require revision owing to lesser focus on Political Systems and Update the syllabus by incorporating recent theories, concepts, developments in the discipline.

Psychology:

On average answers were attempted very superficially and non seriously. Most of the scripts contained irrelevant, meaningless and absurd answers to the question. In general major problem was found to be English language most the students were not even able to understand the questions. In nut shell it could be suggested

that a “pre-test” for English language comprehension should be mandatory for potential candidates, that might help in short listing the potential candidates for CSS examination.

Public Administration:

Candidates made full efforts to attempt question paper in an excellent way to get maximum marks and qualify but failed due to following reasons: Each question was consisting of different parts, majority of the candidates failed to equally emphasize different parts of the questions. They either focused one or two parts left remaining parts untouched which is the main reasons for their lowest marks in this subject, majority of the candidates had limited subject knowledge which is alarming and an indication of poor preparation of the candidates and showing trends of selective study which should be discouraged. Majority of the candidates were unable to attempt properly the conceptual portion of different questions which is showing their limited conceptual thing capacity and creativeness. Candidates for competitive examination should be creative. The creativity demands (1) preparation (accumulation of sufficient knowledge from all available sources) (2) incubation (thinking and rethinking, conceptualization and cooking process) (3) illumination (idea generation).

It is recommended for enhancing abilities of the candidates to perform well at competitive examinations: It is imperative for the students to adopt habit of comprehensive study instead of selective study of the subject. They should know the art of converting huge, unorganized and scattered data into organized one and present it in a cooked manner. Haphazard presentations are not acceptable at this level. Candidates should focus to develop reading, conceptualizing and writing skills of students. It should be possible only through activity based learning instead of lecture oriented learning. Candidates should try to develop higher-order thinking skills using taxonomies (such as Bloom’s taxonomy). Students should be trained properly to differentiate terminologies and present such difference in a tabular form instead in paragraphs and haphazard manner. They should also be trained how to write critical analysis.

Punjabi:

Responses of the candidates in CSS Competitive Examination-2019 were examined. Punjabi language is the mother tongue of the candidates from Punjab in which they facilitate communication. The common man also knows a little about Punjabi language and literature. Everybody is familiar with the language of folk literature, Sufi poetry. That is why the basic information about Punjabi language and literature is culturally inherited to every candidate. The need for a competitive exam is more than that one has to examine the candidate's study, familiarity with literary topics and movements and on the other hand study the mental trends. 30% candidates have appeared on the basis of previous information. Don't fully understand the story of “Dullay the kahani” and the question of Punjabi linguistics. It seems that the books related to these questions are far from their reach. Folk song 'Dhola' is a popular folk song in Punjab and Rajasthan. Books are available in Punjabi Adabi Board and market which have not been accessed. 40% candidate’s study/stockiest information was enhanced publicly, but its nature was common. Competitive exams are consciously attended by 30% of candidates who have good access to the books. Answers were in harmony with the requirements of modern literature, thoughts, awareness looks conscious and enlightened.

Pure Mathematics:

Most of the candidates have very poor attempt. There must be criteria for choosing optional courses for competitive examination only those candidates who have already studies Pure Mathematics in their Graduation may be allowed to chose Pure Mathematics as optional course.

Sindhi:

Generally performance of the candidates was good. Few of them are below average and satisfied.

Sociology:

Each script evaluated, critically analyzed and found the following issues that need to be improved in future. Most of the candidates have English language issues and could not express their view points properly. Majority of the candidates have no general information and confined only to their local jurisdiction. Theoretical background need to be improves by inducting more qualified teachers who have thorough knowledge of the subject. Research culture is required to be inculcated among the students to have in-depth insight of the subject. The candidates have no broad concepts related to the application of theoretical knowledge in present day's society. Some questions were put like culture ethnocentrism, cultural lag, cultural ethos have been misinterpreted and have no knowledge about sociological words. Only 3% students have excellent understanding of the theoretical knowledge of the subject and their application.

Statistics:

All papers are checked very carefully. Overall performance was satisfactory, but it need very hard working from the students who are taking this subject.

Town Planning & Urban Management:

Students tend to write long answers and often go irrelevant to the question in making the answers long. They should be encouraged to provide to the point answers, encamping the aspects enquired in question rather than generally discussing the topic. Some scripts were written in so poor English that they made no sense at all. It is suggested that written English test may be conducted before the CSS exam to scream out such cases. It was observed that on certain occasion students tend to fill pages and pages with long and non-sense sentences it seems like a deceiving attempt. In order to discourage such attempts, negative marking may be introduced in checking. Overall, result is not quite satisfactory with many students failing to achieve the minimum marks required to clear/pass the exam.

Urdu Literature:

Looking at scripts of Urdu literature, most candidates did not study the writers and poets involved in the syllabus. Most candidates have written ordinary things can be said about any poet and author in the world. Candidates have to take into account the differences in language and literature so that they can prepare well. It's not just a process of writing in your own national language rather, it should show the candidate's extensive study, analytical style and understanding of the literature. Many candidates considered Précis writing as summarizing question. Précis writings are taught in both Urdu and English from Matriculation and Intermediate. It involves writing the text in the least words should be in one-third, but many candidates spread the text over several pages. This shows how serious the candidates are for this exam. Candidates who had studied the course of Urdu literature and the books of writers and poets included in it were visible and their quality was good too. Such candidates also scored very good marks. All candidates are advised in the coming days before attending the exam maintain the study of books on writers and poets included the syllabus properly.

4.20 Measures for improving the CSS Competitive Examination System:**1. Pass percentage**

- a) Analysis of results of last five years indicates that pass percentage has remained from 2.09% to 4.79%with five years average at 3%.
- b) There is no drastic or abnormal decrease in pass percentage.
- c) Trend over the years reveals that the Commission strictly observes merit without any fear, favor, affection or ill will.

Table 56: CSS Pass Percentages: Five Year Perspective

Year	Appeared	Written Qualified	
		No.	%
2015	12176	379	3.11
2016	9643	202	2.09
2017	9391	312	3.32
2018	11887	569	4.79
2019	14521	372	2.56
5 Years Average	11523.6	366.8	3.17

2. Examiners, Evaluation and Marking

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

3. Ensuring Equitable Opportunities to all Education Systems/Backgrounds

- Examination ensures equitable opportunities to students of all backgrounds and education systems.
- Total 312 candidates passed CSS 2017 Examination.
- 139 out of 202 such candidates i.e. 69%, pertained to the indigenous/ matriculation educational system.
- 63 out of 202 candidates i.e. 31 % pertained to the Cambridge educational system.
- It is thus statistically proven that perception as regards discrimination towards indigenous educational system is divorced from reality.

4. Quality of Intake

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

5. Factors Identified by the Commission

- Large numbers of high performing students do not apply for CSS due to more attractive opportunities for progression now available in other sectors at home and abroad.
- Increasing difference between the number of candidates that apply and that actually take the exam reflects that a major number of applicants is non serious.
- Shift from book reading towards internet for exam preparation, results in erosion of creativity and written expression.

- d) CSS academies, reliance on guess papers, guide books and notes, neither support the candidates in attempting question papers nor enhance their critical and analytical abilities.
- e) CSS CE 2017 result underscored the deteriorating standard of education in universities/colleges
- f) The Commission has been highlighting this fact in annual reports for the last many years.

6. Examiners' Viewpoint

The Examiners' Reports for the years CE 2019 reveals that:

1. The candidates consulted easily available sources, lacking original thinking, critical evaluation and discursive strength of discussion.
2. An Essay is a great debate, an open discussion or elaboration of statement where a candidate, with the help of deep and diverse knowledge tries to justify or to negate or explain the point of discussion in a logical manner.
3. Features, caliber of good Essay include: Good language-originality of thoughts-In-depth knowledge-critical thinking-expressed in well versed manner-correct & flawless language-literary expression-choice of appropriate vocabulary-accuracy of language-well versed in English language-Interpersonal skills-organization of ideas-coherence-cohesion-clarity-candidness-comprehensiveness etc.
4. The candidates must consult newspapers/magazines/research articles/international media/debates/talk shows/ expert teachers and basic knowledge of International Relations, Political Science before appearing for any examination/test.
5. Candidates must be argumentative and evaluative while dealing with facts in their write up.
6. Accessibility to computers and internet is the key area of expertise/learning reflected lacked.
7. The candidates' unfamiliarity with the subject although given opportunities to explain their ideas.
8. FPSC may introduce a step-based testing system, where candidates would first appear in English papers and clearing the first step can move on the next steps for allow only the candidates graduating in a particular discipline to select the subjects relevant to him/her.

4.21 Recommendations:

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

CHAPTER V

MANAGEMENT & FINANCIAL FUNCTIONS

Management and Financial Functions

5.1 The Commission supports two statutory office holders the Chairman, who heads FPSC and the Secretary, the head of the Secretariat that provides secretariat support & makes the staff available to assist the Commission in performing the prescribed functions. The Organogram of the Commission is at **Appendix-2**. The Commission's and staff's strength is at **Appendix-2A**. The detail of Chairman/Members who joined/left the Commission during 2018 is at **Appendix-2B**. **Appendix-2C** reflects the detail of officers and officials who joined/left the Commission during 2018. **Appendix-2D** contains a list of officers/officials promoted during the year 2018.

5.2 **Annual Budget:** The Commission's activities are funded through budgetary resources provided by the Government. Ministry of Finance allocated Rs 650.000 million in PKR budget for FPSC for financial year 2019-20. 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 summarizing the Commission's financial allocation is as at Table 57.

Table 57: Budget of FPSC

Major-Heads of Accounts	Item	Amounts in Millions in Rs.
A01	Employees Related Expenses	447.000
A03	Operating Expenses	195.070
A04	Employees Retirement Benefits	0.417
A05	Grant Subsidies & Write off Loan	0.029
A09	Physical Assets	3.776
A13	Repair and Maintenance	3.699
Total		650.000

5.3 The Commission's operational budget is meant to hold the CSS Examination/Professional Screening tests throughout the year. However, budget is generally subject to austerity cut of 20 to 30% by the Finance Division which at times impedes in the discharge of statutory functions. Due to this, the Commission was restrained from advertising the posts, inviting applications and holding tests and examinations of potential candidates. The Commission has strongly proposed in the Draft Bill for amendment in the FPSC Ordinance that the expenditure of the Commission be declared as "Charged Expenditure" rather than "Voted Expenditure".

5.4 **Receipts of the Commission:** The revenue is generated on account of fee deposited by candidates for Competitive Examinations and General Recruitment for posts in BS-16 and above during FY2018-19. The Commission received **Rs.370.998 million** against the budgetary estimate of Rs.225.000 million.

5.5 **Expenditures:** Total expenditures incurred during FY2018-19 were Rs. 708.917 million as detailed at Table 58.

Table 58: Expenditures during 2018-19

Head of Account	Actual Expenditure Million in Rs.	Budgetary Provision Millions in Rs.
A01- Employees Related Expenses	418.561	417.000
A03- Operating Expenses	252.051	205.474
A04- Employees Retirement Benefit	14.460	1.616
A05- Grant Subsidies & Write off Loan	18.372	0.508
A063- Transfer Payments	0.214	0.599
A09- Physical Assets	1.923	6.559
A13- Repair of Durable Goods	3.336	0.424
Total:-	708.917	636.000

5.6 Development Projects: The PSDP 2019-20 includes the following infrastructure development schemes of FPSC as per following details at Table 59:-

Table- 59: Development Projects

S.No.	Name of construction work/project	Total cost in Rs.	Allocation of funds in the PSDP 2019-20	Status
i	Construction of Additional Examination Hall (1 st Floor at FPSC Provincial office, Lahore	49.162 (M)	2,588,000 (M)	Physical work 80 to 90 % completed
ii	Construction of Additional Examination Hall (1 st floor) at FPSC Provincial office, Peshawar.	27.274 (M)	2,366,000 (M)	Physical work 80 to 90% completed
iii	Construction of Additional Examination Hall (1 st floor) at FPSC Provincial office, Quetta	21.424 (M)	Nil (M)	Physical work 80 to 90% completed
iv	Construction of Child Day Care Centre at FPSC Headquarters office, Islamabad	5.682 (M)	5.682 (M)	Complete in all respects and will be functionalized very soon
New Schemes				
1.	Replacement of existing two lifts and installation of one new lift	PC-1 under process in Pak. PWD, Islamabad.		
2.	Replacement of existing old telephone exchange and internal wiring and installation of a new line.	PC-1 under process in Pak. PWD, Islamabad.		

5.7 FPSC subject project titled “Replacement of two existing lifts, installation of one new lift and replacement of telephone exchange and internal wiring of telephone/intercom system at FPSC Hqs. Islamabad” approved by DDWP in its meeting held on 20-11-2019. The cost summary of the project is as at Table 60:-

Table- 60: Replacement of Lifts

S.No	Items	Approved Cost (M)	Implementation Period
1.	Replacement to two existing lifts	24.128	8 months
2.	Provision and installation of one new lift	10.259	
3.	Replacement of telephone exchange and internal wiring of telephone/intercom system	4.689	
4.	Contingencies (3%)	1.172	
5.	Departmental Charges (6.5%)	2.616	
Total		42.864	

5.8 Training and Development of FPSC Officers: Training Programs to improve capabilities and skills of Human resource plays a pivotal role in achieving the organizational objectives. Keeping in view the paramount importance of human capital, the FPSC is committed to enhance knowledge, upgrade skills and reform the attitudes of its employees. Administrative measures were taken by the Commission to enhance the capacity of human resource and improve its service delivery. However, some of its functions got affected due to budgetary constraints. During 2019, following officers participated in job related training courses:

Table 61: Training of FPSC Officers

S. No.	Name of Officers	Course Name	Date	Institute
1.	Mr.Ramiz Ahmad, DG (R) (BS-20)	National Management Course	19.08.2019 to 20.12.2019	NMC, Lahore
2.	Mr.Unsar Hayat Gondal, Director (BS-19)	Senior Management Course	02.09.2019 to 20.12.2019	NIM, Peshawar
3.	Syed Muhammad Ayub Shah, Director (BS-19)	Project Preparation in Public Sector	16.12.2019 to 20.12.2019	PPMI, Islamabad
		Stress Management	04.11.2019 to 06.11.2019	
4.	Abdul Razzaq, Deputy Director, (BS-18)	Time Management	09.10.2019 to 11.10.2019	PPMI, Islamabad
5.	Ms. Shehla Farouk, Psychologist (BS-18)	Mid Career Management Course	19.08.2019 to 22.11.2019	NIM, Islamabad
6.	Mr. Naseer Akhtar Khokhar, Deputy Director (BS-18)	Five-Day (Part-Time) Official Urdu Training Course	25.03.2019 To 29.03.2019	Secretariat Training Institute, Islamabad
7.	Shabbir Hussain, System, Analyst (BS-18)	PPRA Rules	25.06-2019 to 28.06.2019	PMI, Islamabad
		Project Preparation in Public Sector	16.12.2019 to 20.12.2019	PPMI, Islamabad
8.	Abid Farooq, Q.A.O. (BS-18)	Effective Communication & negotiation skills	09-07-2019 to 13.07.2019	STI, Islamabad
9.	Muhammad Rustam Khan, Deputy Director (BS-18)	One day Workshop Capacity Building of Human Resource Development with Pakistan-Korean Experience	27-08-2019	PPMI, Islamabad
		Time Management	09.10.2019 to 11.10.2019	PPMI, Islamabad
10.	Shaista Parveen , Assistant Director, (BS-17)	Public Procurement Policies and Rules (PPRA)	04.12.2019 to 06.12.2019	PPMI, Islamabad
11.	Farooq Ahmad Hassan, Web Manager, (BS-17)	Project Discipline	15.10.2019 to 18.10.2019	PPMI, Islamabad
12.	Farooq Ahmad, Junior Programmer,(BS-17)	Effective Communication & negotiation skills	09-07-2019 to 13-07-2019	STI, Islamabad
		Project on Result Based Management	06.11.2019 to 08.11.2019	PPMI, Islamabad
13.	Kanwal Nawaz Janjua, Assistant Director (BS-17)	PPRA Rules	25.06-2019 to 28.06.2019	PMI, Islamabad

S. No.	Name of Officers	Course Name	Date	Institute
14.	Ms. Naseem , Assistant Director, (BS-17)	Stress Management Conflict Management at Workplace	04.11.2019 to 06.11.2019 25.11.2019 to 27.11.2019	PPMI, Islamabad PPMI, Islamabad
15.	Muhammad Shakil Chaughtai, Assistant Director, (BS-17)	Training Course on “Public Procurement Rules & Procedures”	25.11.2019 to 29.11.2019	STI, Islamabad
16.	Altaf Ahmad Khan, Dy. Asstt Director (BS-16)	One Week (part-time) Training Course on “General Financial Rules & Procedures”	25.11.2019 to 29.11.2019	STI, Islamabad

5.9 Ministerial appointments in FPSC: During the period under report following appointments in BS 15 and below were made. Detail is at Table 62.

Table 62: Appointments in FPSC

S.No	Name of the Post	No of Posts Advertised	No. of Application received & Processed	No of Candidates appeared For Test	No of Candidates Appointed
1.	Assistant(BS-15)	04	6878	2203	Recruitment under process
2.	Stat. Assistant(BS-14)	02	1086	394	Recruitment under process
3.	Stenotypist(BS-14)	11	2285	712	Recruitment under process
4.	UDC(BS-11)	02	2833	918	Recruitment under process
5.	Driver(BS-04)	03	594	U/P	Recruitment under process(After determination of eligibility of 594 Drivers, 87 Drivers found eligible for skill test)
7.	Naib Qasid(BS-01)	03	474	218	Recruitment has been finalized
8.	Chowkider	02	40	13	Recruitment has been finalized
Total		27	14190		

5.10 Recommendations:

- To maintain high standard of efficiency for prompt processing and finalization of recruitment cases, human resource and budgetary provisions for FPSC need to be increased appropriately. As proposed in the Draft Bill for amendment in FPSC Ordinance, the expenditure of the Commission should be declared as “charged Expenditure” rather than “voted Expenditure”.
- Budgetary provisions for FPSC need to be increased appropriately. Sufficient resources for FPSC to enable remuneration for supervisory staff, implementing development projects, research study and analysis based on international best practices and standard observed by similar organizations.

CHAPTER VI

ADVICE OF THE COMMISSION

Advice of the Commission

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

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

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

The Federal Government has laid down specific instructions that after receipt of recommendations from the Commission, offers of appointment (s) to the Commission's nominees should be issued within one month. However, these instructions were some time not complied with and the sponsoring Ministries/ Divisions/ Departments violated these orders without specific sound justification. During the year 2019, **03** cases were reported wherein the Ministries/ Divisions/ Departments could not issue offers of appointment (s) to the Commission nominees within stipulated period. (Details are at **Appendix-5**)

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

Under section-7 of FPSC Ordinance extension in contract appointment beyond 2 years require concurrence of the Commission. During the year 2019, Commission allowed extension in contract appointment to the employees in **7** cases and issued advice to various Ministries/ Divisions/ Departments to forward requisitions of the vacancies to the Commission for regular recruitment. However, due to litigation the advice of the Commission could not be implemented by the referring entities. (Details are at **Appendix-4**)

6.4 Commission's mandate in determining suitability of contract appointees for retention in service:

Under Section 11-B of Civil Servants Act, 1973 and Federal Public Service Commission (Functions) Rules, 1978, the Commission shall, on a reference made by the appointing authority of sponsoring Ministries/ Divisions/ Departments, test civil servants who have been appointed to a civil post without observing the laid down prescribed procedure or without fulfilling the prescribed qualifications, experience, domicile and age limit, and advise whether they are fit to hold the particular post to which they were appointed, and, if not, whether they are fit to hold any other civil post in the same or lower Basic Pay Scale compatible with their qualifications and experience. The Ministries/ Divisions/ Departments have regularized the services of large number of contract/ daily wages employees without following the prescribed procedure. In **2019** the Commission received **13** cases from various Ministries/ Divisions/ Departments for regularization of services of contract employees in pursuance of the order of the Islamabad High Court in ICA No. 340/ 2017, the same are under process. (Details are at **Appendix-3**).

6.5 Recruitment Rules Cases Processed/Approved/ Finalized during 2019:

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 **112** cases for advice to Ministries/ Divisions/ Departments on Recruitment Rules in during the year 2019. The position of cases is given at **Appendix-6**.

CHAPTER VII

MISCELLANEOUS ACTIVITIES

Curriculum Development and Designing of Syllabi

7.1 Preparation of Syllabi for Examinations/Tests: Aiming to modernize and to keep in line with professional requirements, the Curriculum & Research Wing remained engaged in developing, updating and revising scheme and syllabi of technical and professional ex-cadre posts, falling under the ambit of General Recruitment. The Commission has also constituted Ministry/Division/Department wise Committees of the honorable Members of the Commission who review and approve the recommendations on syllabi and test scheme. As per requirements of the post, the Curriculum & Research Wing holds consultation with Higher Education Commission, Pakistan Engineering Council or Pakistan Medical and Dental Council. During 2019, following scheme and syllabi for various examinations and tests schemes were prepared:

a) Syllabi designed for screening/professional tests for Ex-cadre positions: Curriculum and Research Wing designed test schemes and syllabi for all posts advertised by the Commission in Basic Scale 16 and above for 236 cases of recruitment comprising 3603 posts during 2019.

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

c) Vetting of Syllabi for Final Passing Out Examinations: Syllabus for FPOE for 12 occupational Groups/Services (45th CTP) was processed for vetting. The Commission approved syllabus of all occupational Groups/Services.

d) Vetting of Syllabi for Final Passing Out Examinations, 2019: Syllabus for FPOE for 12 occupational Groups/Services (46th CTP) was processed for vetting and The Commission approved syllabus of Postal Group, Information Group, Pakistan Custom Service, Military Lands & Cantonments Group and Commerce & Trade Group.

7.2 Recognition and Equivalence of Qualifications and Degrees: In case of any discrepancy occurring in a degree possessed by a candidate required for a specified post, its equivalence is determined. Advice on recognition of the Degree Awarding Institution is also obtained and tendered to the Commission by the Curriculum and Research Wing. During 2019, 109 cases were finalized in consultation with the Higher Education Commission and Pakistan Engineering Council.

7.3 Cancellation of Degrees/Certificates of different Universities/Institutes: 66 Number of bogus/cancelled cases relating to degrees/certificates of different Universities/ Institutes were received and processed for information of all dealing wings of FPSC.

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

Participation in Multiple Forums, Research and Publications

7.5 Civil Service Commission Maldives Delegates visits FPSC: A delegation led by Dr. Aly Shameem, President, Civil Service Commission of Maldives visited FPSC Headquarter, Islamabad on 21.06.2019. Chairman, FPSC, Mr. Haseeb Athar welcomed the distinguished guests. A presentation on FPSC working

and future direction was given to the Maldivian delegates followed by a comprehensive presentation from the Civil Service Commission of Maldives on its system and structure of the civil service. The desire to build a substantive partnership at the bilateral level to focus on further strengthening professional interaction, sharing of technical expertise and learning lessons from each other's best practices was expressed. The Chairman FPSC re-iterated its support to Civil Service Commission, Maldives proposal for establishing inter- regional links at the platform of SAARC Civil/Public Service Commissions and ASEAN on civil service matters. The delegation also visited various wings/sections of FPSC and learnt about the functioning of the CSS CE process, meeting of Interview Committees and the services being offered by the Library of FPSC. Exchange of publications, shields and souvenirs also took place.

7.6 Meeting with Advisor Prime Minister's Task Force on Civil Service Reforms: The Civil Service Reforms has been focal point under the Government's reforms agenda. The Prime Minister constituted a Task Force on Civil Service Reforms under the leadership of Dr. Ishrat Hussain. The Commission held a meeting with the Task Force on 04.02.2019 at FPSC Headquarter for exchange of views on Civil Service Reforms examination and selection system. It was of the view that the present CSS system of examination needs a change in a manner that instead of one general examination for all cadres and services, specialized cluster based domain specific exam be held. The Commission thoroughly examined the proposal and accordingly made recommendations to the concerned quarters.

7.7 Meeting of Chief Supervisors, Supervisors and Deputy Supervisors: A general meeting was held on 08.02.2019 at FPSC Headquarter, Islamabad. The meeting was presided over by DG (Rectt), Mr. Ramiz Ahmed, Dir (Sec), Mr. Amin-ur-Rehman, Dir (HR), Mr. Unsar Hayat Gondal, Dir (CE), Syed Muhammad Ayoub Shah and all Chief Supervisors/ Supervisors/Deputy Supervisors attend the meeting as a part of preparation for forthcoming **CSS-2019** scheduled from 15 to 26 February 2019 to ensure smooth conduct of CSS Competitive Examination. A quick review of all rules, regulations, policy guide lines and arrangements was carried out. Valid SOP (Standard Operating Procedure) reiterated and brought into the knowledge of all Chief Supervisors, Supervisors and Deputy Supervisors for effective implementation in connection with conduct of forthcoming CSS Competitive Examination-2019. Another pre-examination general meeting was held on 18.04.2019 at FPSC Headquarters, Islamabad as a part of preparation for conduct of forthcoming Screening Tests (MCQ / Written Descriptive / Typing / Shorthand (Phase-II/V/2019) scheduled from 21.04.2019 to 07.05.2019 & 28.12.2019 to 14.01.2020 to ensure smooth conduct and quick review of all rules, regulations, policy guide lines and arrangements for the purpose. The meeting was presided over by Executive Director General, Mr. Tahir Iqbal. Mr Ramiz Ahmad, DG (Rectt), Mr. Salman Qayum Khan, DG (Administration) and all Chief Supervisors/ Supervisors/Deputy Supervisors attended the meeting. The revised SOP (Standard Operating Procedure) approved by the Commission, having necessary changes/ additions were highlighted for effective implementation in connection with conduct of Exam/Test.

7.8 Meetings for Online Recruitment System of FPSC (Phase-II) Project: Ministry of Information Technology constituted National Information & Technology Board, NITB, which has been executing the PSDP funded project titled Online Recruitment System for FPSC Project (Phase-II). Maj Gen (R) Muhammad Azeem Asif, Member FPSC, being head of the Steering Committee, chaired meetings of the Steering Committee for Online Recruitment System Project phase-II, on 05.04.2019, 15.05.2019 and 24.07.2019 to discuss the progress on the project. NITB, being executor of the project for FPSC, made presentation about the state of affairs of the project and the issues being confronted in this regard. All heads of the wings of FPSC, senior officers from NITB and Ministry of Science & Technology attended the meetings. Important decisions were taken in the meetings to finalize and improve the online recruitment system of FPSC. Approved System Requirement Specification (SRS) document, eight modules are being developed for FPSC. Among them, three modules have been completed.

7.9 Meeting of the Commission on Question Data Bank and Computer Based Testing (CBT) projects: Draft PC-1s/ proposals of the IT Wing for development of Question Databank and Computer Based Testing were presented before the Commission on 08.05.2019. It was apprised that the proposals, aimed at development of in-house digitized Question Databank for generation of question papers for various tests conducted by FPSC. Similarly the Computer Based Testing project had been conceived to establish labs at the major stations for conduct of MCQ based tests using computers. The projects upon rollout will improve working efficiency of the Commission while making FPSC a futuristic, vibrant and progressive organization. During the presentation, the Commission provided valuable inputs/guidance for further improving the PC-1s. After making necessary amendments, the PC-1s were forwarded to Ministry of Planning, Development and Reforms for inclusion in the PSDP for the financial year 2019-20. In compliance to the decisions of CDWP meeting held on 27.08.2019. FPSC arranged a consultative meeting on 20.09.2019 with the representatives of NUST, NITB, IBA Pakistan, NTC and MPDR Islamabad. Secretary, FPSC, Mr. Tahir Iqbal, chaired the meeting to finalize the implementation of model for Computer Based Testing (CBT) project of FPSC. A comprehensive and consolidated PC-1 was prepared and presented at approval forums with in objective to speed up the recruitment process while, maintaining transparency, fairness and credibility of the Commission's tests/exams.

7.10 Chairman FPSC chaired Central Selection Board (CSB) Meeting: Mr. Haseeb Athar, Chairman FPSC/Chairman Central Selection Board (CSB), presided over the meeting of the Board from 27-29 May, 2019 held at Establishment Division to examine and recommend promotion cases of officers from BS-19 to BS-20 and BS-20 to BS-21. About 300 cases of officers for promotion, belonging to various Occupational Groups/Services/ Ex-cadre positions, were discussed during the meeting.

7.11 Commission Meetings: The 156th & 157th Meetings of the Commission were held on 23.07.2019 & 11.11.2019 at the FPSC HQs. Mr. Haseeb Athar, Chairman FPSC presided over the meetings. Members of the Commission and senior management of the Secretariat were also invited to discuss various agenda items of strategic importance being tabled before the Commission. The Chairman highlighted the milestones achieved. Key decisions relating to improvement in working of the Commission and the way forward were taken.

7.12 Working women day organized at FPSC Headquarters: The National Day for Working Women was observed by Federal Public Service Commission on 23rd December, 2019 at its Islamabad Headquarters. It was celebrated to acknowledge the role of inspirational Pakistani women working in different fields and contributing towards Pakistan's national development. The ceremony was attended by the Chairman FPSC, Mr. Haseeb Athar, Mr. Tahir Iqbal, Executive Director General, Ms. Sabina Qureshi, Director General (Research), Mr. Salman Qayyum Khan, Director General (Admin), Mr. Amin-ur-Rehman, Director General (Secrecy), Mr. Liaquat Ali Khan, Director(T & S) and the lady officers and officials of the Commission. The ceremony commenced with the recitation of verses from Surah-e-Nisa. In opening remarks, the Chairman FPSC, Mr. Haseeb Athar appreciated the strengths, abilities and contribution of the lady officers/officials towards efficient working of the Commission. The Chairman underscored that defending and expanding women's rights requires comprehensive action at different levels: information and capacity-building; organisation and empowerment measures, sensitization and advocacy. The Chairman urged that empowerment initiatives as elevating women's access to employment, appropriate working conditions and sharing domestic/family responsibilities must include awareness raising and engagement of male. Ms. Kanwal Nawaz Janjua, Assistant Director, Ms. Shaista Jabeen, Assistant Director, Ms. Naseem, Assistant Director, Ms. Nadia Nazish, Data Processing Assistant, Ms. Mamoonah Shaheen, Ms. Nadra Jamshed, Ms. Sanam Pirzada, Ms. Kalsum Aish also spoke on the occasion. Light was shed on the role played by the most distinguished women in Islam and Pakistan movement, laws and policies protecting women at workplace and the challenges faced by the lady workers. The demand for early completion of Day Care Centre was also underscored. A brilliant documentary on "Working Women of FPSC", prepared by Ms. Sanam Pirzada was also shown. It highlighted contribution of the lady officers/ officials at the Commission. Their role in senior management, providing interface for FPSC as focal points, supervising tests/examinations across Pakistan and conducting psychological assessment was portrayed effectively in the documentary thus shattering stereotypes. In concluding remarks, Mr. Tahir Iqbal, Executive Director General, Mr. Salman Qayyum Khan, Director General (Admin) and Mr. Amin-ur-Rehman, Director General (Secrecy), Mr. Liaquat Ali Khan also paid tributes to the role of women as a Mother, wife, daughter and colleague. At the conclusion of the event, the Chairman FPSC presented shields to lady officers/officials saying "We salute and appreciate the contribution of working women of Pakistan."

7.13 Meeting with representatives from Civil Service Academies/Institutes: In response to the Prime Minister's Task Force proposal on Civil Service Reforms, FPSC invited views/inputs from key stakeholders including Civil Service Academies/Specialized Training Institutes of all occupational groups/services. Subsequent to receipt of responses, a meeting was held on 30.09.2019 at FPSC Headquarter, Islamabad. Secretary FPSC chaired the meeting. Officers of FPSC secretariat and representatives from Civil Service Academies/Training Institutes of all occupational groups/services attended the meeting. Meaningful input was provided on scheme of CSS CE relating to cluster based exams or otherwise, pros & cons of each and the need for including subjects related to each Group/Service. The proposal is under consideration and valuable input of the key stakeholders has also been shared with the Task Force.

7.14 Meetings for priority resolution of complaints received through Pakistan Citizen Portal: In compliance with directions through Prime Minister's Pakistan Citizen Portal consecutive meetings were held during Jan-December 2019. Secretary, FPSC, Mr. Tahir Iqbal, chaired the meetings to resolve the citizen grievances on priority and discussed progress report. Senior management of FPSC Secretariat attended the meetings. Important decisions were made in the interest of general public and aspiring candidates.

7.15 Representation of Commission on Selection Boards of Federal Universities: As per statutory requirement under the law of different Federal Universities, FPSC nominated for the Selection Boards of the following universities:

Table 63: Representation of Commission on Selection Boards of Federal Universities

S.No	Name of University	Nominated from FPSC on Selection Boards of Federal Universities
1	Quaid-i-Azam University, Islamabad	Mr. Abdul Malik Abdullah
2	Allama Iqbal Open University, Islamabad	Mr. Shoaib Mir
3	National Defence University, Islamabad	Mr. Khizer Hayat

7.16 FPSC Library: Established in 1947, the Library of the Commission houses approximately 10,000 books and reference material related to disciplines offered under the Competitive Examinations, along with newspapers and journals. FPSC Annual Reports dating back to 1949 are also available. Every employee of the Commission can be a member and make use of library's extensive collection. Lists are automated and the books are classified according to the Dewey decimal classification scheme.

7.17 FPSC Publications: As required under Section 9 of the FPSC Ordinance 1977, Annual Report of the Commission for the year 2018 and 2019 were processed during the period respectively. Similarly, three FPSC's quarterly FPSC News Bulletin, 46th to 48th editions were also published and were distributed to Ministries/Divisions/Departments and Public Sector Universities.

7.18 Recommendations:

Implementation of Expert advice for a methodological change – through collective wisdom, adequate research, study and analysis for a sustained change, based on international best practices, sharing at the forum of Provincial Public Service Commissions and standards observed by similar organizations. Designing of Syllabi and Test Scheme for CSS, FPOE and General Recruitment requires special initiatives in line with modern developments and extensive consultation with all quarters, to achieve the objective of Government's civil service reforms agenda.

CHAPTER VIII

THINKING OF FUTURE

Thinking of Future

8.1 The Commission is engaged in active deliberations and has taken major work to evaluate each of the following initiative and taking all appropriate measures for smooth implementation of the following:

8.2 The intention is to bring further improvement in Test and Examination system of the Commission and to smoothen the process for recruiting the best available human resource for the federal services to deal with the more complex challenges of the 21st century:

1. Computer Based Testing
2. Question Data Bank

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

APPENDICES

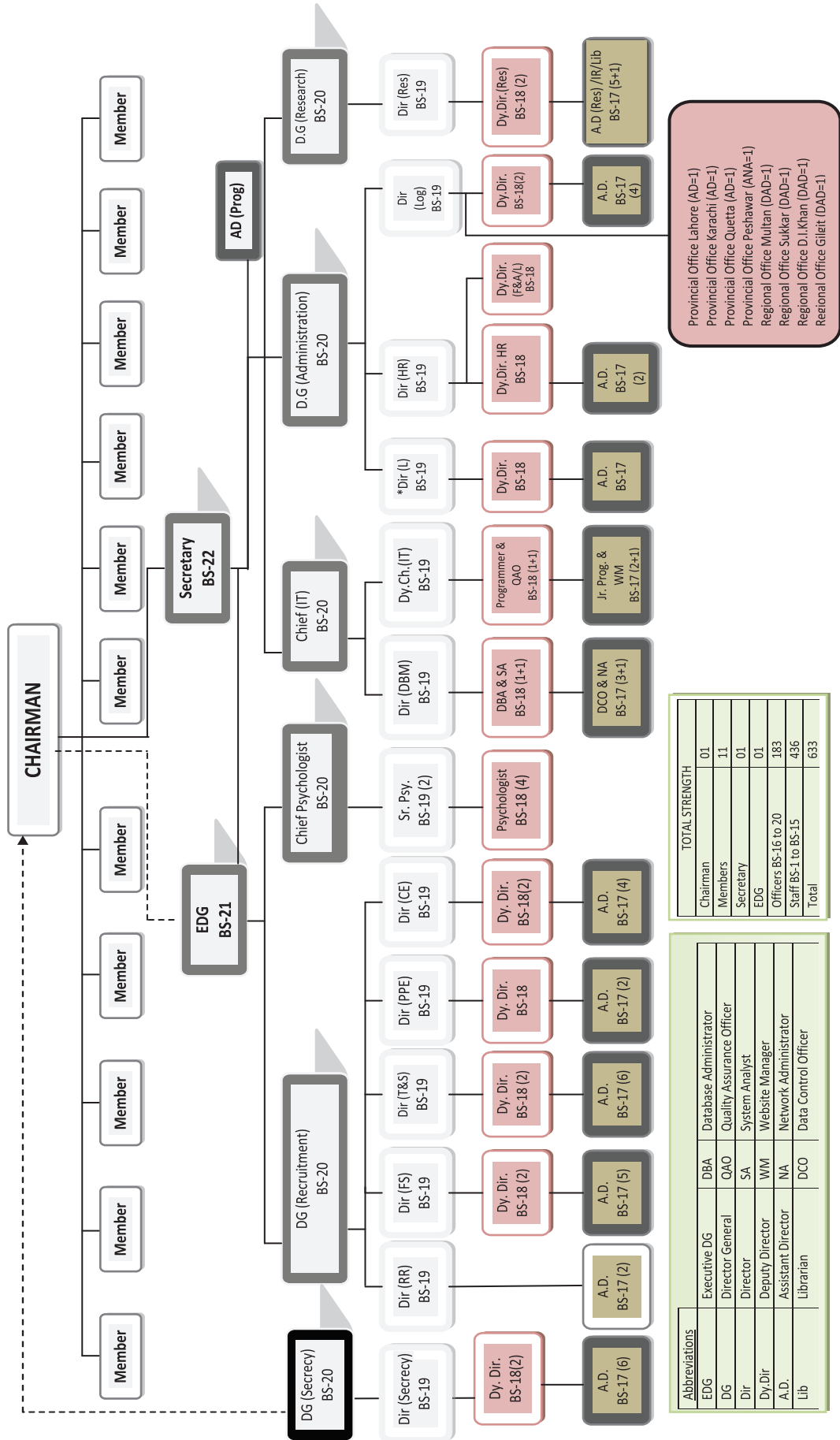
Appendix-1

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
Mr. Justice (Retd) Zaffar Hussain Mirza	28-01-1994	28-01-1997
Lt Gen (Retd) Mumtaz Gul, HI(M), TBT	18-02-1997	17-02-2002
Air Marshal (Retd) Shafique Haider, HI(M)	25-02-2002	10-02-2003
Lt Gen (Retd) Jamshaid Gulzar, HI(M)	31-03-2003	30-03-2006
Lt Gen (Retd) Shahid Hamid, HI(M)	31-03-2006	30-03-2009
Mr. Justice (Retd) Rana Bhagwandas	17-12-2009	16-12-2012
Mr. Malik Asif Hayat	09-01-2013	14-08-2014
Major General (R) Niaz Muhammad Khan Khattak HI(M)	06-11-2014	29-07-2015
Mr. Naveed Akram Cheema	29-09-2015	28-09-2018
Mr. Haseeb Athar	25-10-2018	To date

Appendix-2

Present Structure of the Federal Public Service Commission



Provincial Office Lahore (AD=1)
 Provincial Office Karachi (AD=1)
 Provincial Office Quetta (AD=1)
 Provincial Office Peshawar (ANA=1)
 Regional Office Multan (DAD=1)
 Regional Office Sukkar (DAD=1)
 Regional Office D.I.Khan (DAD=1)
 Regional Office Gilgit (DAD=1)

TOTAL STRENGTH	
Chairman	01
Members	11
Secretary	01
EDG	01
Officers BS-16 to 20	183
Staff BS-1 to BS-15	436
Total	633

Abbreviations	Executive DG	DBA	Database Administrator
EDG	Director General	QAO	Quality Assurance Officer
Dir	Director	SA	System Analyst
Dy. Dir.	Deputy Director	WM	Website Manager
A.D.	Assistant Director	NA	Network Administrator
Lib	Librarian	DCO	Data Control Officer

Appendix-2A

Commission & Secretariat Position on 31-12-2019

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts
1.	Chairman	Tenure	1	1	0
2.	Members	Tenure	11	8	3
3.	Secretary	22	1	0	1
4.	Executive DG	21	1	0	1
5.	Director General	20	5	4	1
6.	Chief Psychologist	20	1	0	1
7.	Chief IT	20	1	0	1
8.	Director	19	10	4	6
9.	Senior Psychologist	19	2	2	0
10.	Director (DBM)	19	1	0	1
11.	Deputy Chief IT	19	1	0	1
12.	Senior Private Secretary/PS	19/18/17	14	14	0
13.	Deputy Director	18	16	15	1
14.	Psychologist	18	4	3	1
15.	System Analyst	18	1	1	0
16.	Programmer	18	1	1	0
17.	Data Base Administrator	18	1	1	0
18.	Quality Assurance Officer	18	1	1	0
19.	Junior Programmer	17	2	2	0
20.	Website Manager	17	1	1	0
21.	Network Administrator	17	1	1	0
22.	Data Control Officer	17	3	3	0
23.	Assistant Director	17	40	34	6
24.	Librarian	17	1	1	0
25.	Transport Officer	17	1	1	0
26.	Superintendent (Record)	16	1	1	0
27.	Deputy Assistant Director	16	11	11	0
28.	System Operator	16	3	2	1
29.	Computer Operator	16	1	0	1

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts
30.	Assistant Database Admin.	16	1	0	1
31.	Hardware Engineer	16	1	1	0
32.	Assistant Network Admin.	16	5	4	1
33.	Data Processing Assistant	16	18	13	5
34.	Assistant Private Secretary	16	33	24	9
35.	Draftsman-cum-Artist	16	1	0	1
36.	Assistant	15/16	66	61	05
37.	Statistical Assistant	14	6	4	2
38.	Steno typist	14	49	34	15
39.	Security Supervisor	14	1	1	0
40.	Library Assistant	14	1	1	0
41.	Telephone Operator	14	2	2	0
42.	Data Entry Operator	12	17	17	0
43.	Upper Division Clerk	11	35	29	6
44.	Lower Division Clerk/Security Clerk	09	65	65	0
45.	Book Sorter	05	1	1	0
46.	Driver	04	37	33	4
47.	Dispatch Rider	04	2	2	0
48.	Duplicating Machine Operator	04	3	3	0
49.	Electrician	04	1	1	0
50.	Lift Operator	03	3	3	0
51.	Daftry	02	16	16	0
52.	Qasid	02	16	16	0
53.	Naib Qasid	01	77	75	2
54.	Farash	01	2	2	0
55.	Chowkidar	01	10	10	0
56.	Security Guard	01	9	9	0
57.	Bus Cleaner	01	1	1	0
58.	Khakroob	01	16	16	0
Total			633	556	77

Appendix-2B

Members Joined/Left the Commission during 2019

S. No.	Name of officer	Designation	Date of joining/Leaving	Remarks
1.	Mr. Khizar Hayat	Member	08.02.2019	Joined the Commission
2.	Mr. Shoaib Mir	Member	08.02.2019	Joined the Commission
3.	Capt. Retired Zahid Saeed	Member	16.12.2019	Joined the Commission
4.	Mr. Arbab Muhammad Arif	Member	18.12.2019	Joined the Commission
5.	Mr. Akbar Zeb	Member	14.02.2019	Tenure completed
6.	Mr. Ahmad Farooq	Member	17.02.2019	Tenure completed
7.	Ambassador (R) Abdul Malik Abdullah	Member	19.04.2019	Tenure completed
8.	Mr. Habibullah Khan Khattak	Member	19.06.2019	Tenure completed
9.	Major Gen. (R) Muhammad Azeem Asif	Member	06.09.2019	Tenure completed

Appendix-2C

Officers/Officials who Joined/Left the Commission during 2019

S. No.	Name	Designation	Date of joining/Leaving	Remarks
1.	Dr. Muhammad Iqbal	Secretary (BS-21)	06.02.2019	An officer of IRS posted in FPSC and retired from Gov. Service on 24.04.2019.
2.	Mr. Tahir Iqbal	Secretary/EDG	29.12.2019	Retired
3.	Mr. Muhammad Ali	Director (BS-19)	13.07.2019	Retired
4.	Mr. Muhammad Riaz	Senior Private Secretary (BS-19)	15.01.2019	Passed away
5.	Mr. Ansar Raza	SPS (BS-19)	21.03.2019	Retired
6.	Mr. Mahmood Anwar	Dy. Director (BS-18)	28.05.2019	Joined the Commission
7.	Mr. Muhammad Rustam Khan	Dy. Director (BS-18)	28.05.2019	
8.	Mr. Javed Akhtar Javed	Dy. Director (BS-18)	29.05.2019	
9.	Mr. Muhammad Zameer-Ud-Din	AD (BS-17)	14.04.2019	Retired
10.	Mr. Muneeb Bin Hafeez	Assistant Director (BS-17)	31.08.2019	Relieved to join as Assistant Director (BS-17) in NH&MP, Islamabad
11.	Mr. Muhammad Yousaf Chandio	Assistant Director (BS-17)	11.09.2019	Relieved to join back FIA as Assistant (BS-16).
12.	Mr. Mian Muhammad	Assistant Director	15.10.2019	Retired
13.	Mr. Khair ul Anam	DCO (BS-17)	31.01.2019	Retired
14.	Mr. Muhammad Riaz	DCO (BS-17)	17.12.2019	Retired
15.	Mr. Muhammad Asim	Assistant Network Administrator (BS-16)	24.07.2019	Relieved to join as Data Processing Officer (BS-17), Economic Affairs Division.
16.	Mr. Jai Kumar	Assistant Database Administrator (BS-16)	30.09.2019	Relieved to join as Computer Programmer (BS-17), in NH&MP, Islamabad

Appendix-2D

Officers/Officials Promoted during 2019

S. No.	Name	Existing BPS	Promoted BPS	Remarks
1.	Mr. Tahir Iqbal	Chief IT (BS-20)	EDG (BS-21)	Promoted w.e.f. 01.02.2019
2.	Mr. Amin-ur-Rehman	Director (BS-19)	Director General (BS-20)	Promoted w.e.f. 28.6.2019
3.	Mr. Sher Muhammad	PS (BS-18)	SPS (BS-19)	Upgraded w.e.f. 6.2.2016 vide Notification dated 29.04.2019
4.	Mr. Anwar-UI-Haq	PS (BS-18)	SPS (BS-19)	Upgraded w.e.f. 11.6.2015 vide Notification dated 29.4.2019
5.	Mr. Muhammad Riaz, (Late)	PS (BS-18)	SPS (BS-19)	Upgraded w.e.f. 16.1.2017vide Notification dated 29.4.2019
6.	Mr. M. Shamraiz Awan	APS (BS-16)	PS (BS-17)	Promoted w.e.f. 19.04.2019
7.	Mr. Rasool Khan	APS (BS-16)	PS (BS-17)	
8.	Mr. Muhammad Naseem Khan	DAD (BS-16)	AD (BS-17)	
9.	Mr. Shujaat Ali Khan	DAD (BS-16)	AD (BS-17)	
10.	Mr. Shabbir Ahmed	DPA (BS-16)	DCO (BS-17)	Promoted w.e.f. 15.7.2017
11.	Mr. Irshad Hussain	DPA (BS-16)	DCO (BS-17)	Promoted w.e.f. 12.12.2019
12.	Mr. Ghulam Muhammad	DPA (BS-16)	DCO (BS-17)	Promoted w.e.f. 17.12.2019
13.	Mr. Shamraiz Akhtar	APS (BS-16)	Private Secretary (BS-17)	Promoted w.e.f. 12.12.2019
14.	Mr. Muhammad Ramzan Saleemi	Stenotypist (BS-14)	APS (BS-16)	Promoted w.e.f. 31.5.2019
15.	Mr. Muslim Khan	Stenotypist (BS-14)	APS (BS-16)	
16.	Mr. Muhammad Saghir	Stenotypist (BS-14)	APS (BS-16)	
17.	Mr. Gul Nisar	Assistant (BS-16)	Supdt. Record (BS-16)	
18.	Mr. Jameel Ahmad Siddique	Assistant (BS-16)	DAD (BS-16)	
19.	Mr. Muhammad Ashraf	Assistant (BS-16)	DAD (BS-16)	Promoted w.e.f. 31.5.2019

Appendix-3

Cases in which the Commission considered Contract appointees for retention in service during the year, 2019

S.No.	Case No.	No. of contract employees	Ministry/Division	Remarks
1.	F.8-1/ 2018-R	20+12	National Health Services, Regulations and Coordination	Syllabus ready
2.	F.8-2/ 2018-R	25	Ministry of Interior (MRP)	Under process for preparation of paper
3.	F.8-3/ 2018-R	21	FIA (IBMS), Ministry of Interior	Case returned for seeking clarifications
4.	F.8-4/ 2018-R	214	Federal Education and Professional Training	Under process for syllabus preparation
5.	F.8-5/ 2018-R	8	Human Rights	Under process for preparation of paper
6.	F.8-6/ 2018-R	2	Federal Education and Professional Training	Under process for preparation of paper
7.	F.8-7/ 2018-R	24	Railways	Under process for preparation of paper
8.	F.8-8/ 2018-R	2	Cabinet Division	Under process for preparation of paper
9.	F.8-9/ 2018-R	8	Model Addiction Treatment Centre ANF	Under process for preparation of paper
10.	F.8-10/ 2019-R	44	Ministry of Interior MRP	Under process for preparation of paper
11.	F.8-11/ 2019-R	5	National Food Security and Research	Under process for preparation of paper
12.	F.8-12/ 2019-R	3	National Food Security and Research	Under process for preparation of paper
13.	F.8-13/ 2019-R	133+873	Ministry of Defence	Letter sent for want of required information/ documents

Appendix-4

Extension in the period of contract appointment during the year, 2019

S.No.	Case No.	Subject	Remarks
1.	F.9-1/ 2013-R (FS-IV)	Extension of contract services of employees in federal general hospital and federal medical and dental college, Islamabad	Sixth time extension granted to 13 employees of FM & DC and 21 employees of FGH for a period of one year subject to submission of requisition for filling the posts on regular basis. (letter dated 25 th March 2019)
2.	F.9-5/ 2017-R (FS-IV)	Extension in contract period of 21 officers in (BS-16) to (BS-17) of (IBMS), FIA beyond two years	Fifth time extension granted to 21 employees for a period of six months up to 31.12.2019 subject to submission of requisition for filling the posts on regular basis. (letter dated 18 th April 2019)

S.No.	Case No.	Subject	Remarks
3.	F.9-11/ 2017-R (FS-IV)	Extension of contract services of employees (Charge Nurses) in Federal General Hospital	Second time extension granted to 5 employees for a period of one year subject to submission of requisition for filling the posts on regular basis. (Letter dated 17th December 2019)
4.	F.9-16/ 2017-R (FS-IV)	Extension in contract period of 02 (two) officers in BS-16 and BS-17 of Public Sector Development Programme (PSDP), Ministry of Federal Education and Professional Training	Fifth time extension granted to 2 employees for a period of six months up to June 2019 subject to submission of requisition for filling the posts on regular basis. (letter dated 24 th December 2019)
5.	F.9-1/ 2018-R (FS-IV)	Extension of contract period of employees - Frontier Corps Hospital Quetta	Fifth time extension granted to 7 employees for a period of one year subject to submission of requisition for filling the posts on regular basis. (Letter dated 6 th March 2019)
6.	F.9-4/ 2018-R (FS-IV)	Contract extension of officers working in Civil Services Academy, Establishment Division	Second time extension granted to 3 employees for a period of six months for various dates up to Mary 2020 subject to submission of requisition for filling the posts on regular basis. (letter dated 2 nd July 2019)
7.	F.9-6/ 2018-R (FS-IV)	Extension In The Service Contracts of Employees of NIRC	Fourth time extension granted to 29 employees for a period of six months up to June 2020 subject to submission of requisition for filling the posts on regular basis. (letter dated 24 th May 2019)

Appendix-5

Cases wherein offer of appointment to the Commission's nominees were not issued by the Ministry/Division/Department

S.No.	Case No.	Subject	Date of recommendation issued	Last reminder issued on
1	279/2017	Research Officer (BS-17), Academy of Educational Planning and Management, Ministry of Federal Education and Professional Training.	21 st January 2019	6 th September 2019
2.	46/2018	Assistant Chief Administrative Officer (BS-17), GHQ, Ministry of Defence, (Defence Division)	7 th February 2019	27 th September 2019
3	66/2017	Chief Publication Officer (BS-17), PBS, Statistics Division, Finance, Revenue and Economic Affairs, Privatization and Statistics	20 th December 2017	17 th June 2019

Appendix-6

Recruitment Rules Cases Processed/Approved/ Finalized during 2019

S. No.	Case No.	Subject/Department	Activity involved	Remarks/ work carried out
1.	F.12-9/2012-RR	Recruitment Rules for the Posts of Assistant Secretary (BS-18), Budget, Accounts & Assistant Record Officers (BS-17) in Frontier Corps (KPK), Peshawar, Ministry of Interior.	Finalized	The Notified Recruitment Rules bearing SRO 922 (I)/2018 dated 15 th May, 2018 has been finalized on 21-01-2019.
2.	F.12-9/2013-RR	Amendment in the Recruitment Rules for the post of Senior Auditor (BS-16) and Accounts Officer (BS-18) in the Office of Controller General of Accounts (CGA).	Finalized	The Notified Recruitment Rules bearing SRO No. 277(I)/2017, dated 14-04-2017 has been finalized 04-03-2019.
3.	F.12-9/2014/RR	Amendments in Approved Recruitment Rules of Cooperative Department G.B.	Finalized	The Notified Recruitment Rules bearing SRO 916 (I)/2018, dated 30-05-2018 has been finalized on 11-04-2019.
4.	F.12-17/2014-RR	Recruitment Rules for the posts of (BS-16 and above) of Clinical Cadre Posts, existing in Health and Population Welfare Department, Gilgit-Baltistan.	Revised draft Recruitment Rules required.	Letter issued on 04-12-2018. Reminders issued on 4 th October, 2019.
5.	F.12-22/2014-RR	Amendment in the Recruitment Rules of Water and Power Department, Gilgit-Baltistan against the Post of Executive Engineer (E & M) (BS-18), Ministry of Kashmir Affairs and Gilgit-Baltistan.	Finalized	The Notified Recruitment Rules bearing SRO No. 345(I)/2019, dated 25-02-2019 has been finalized on 27-6-2019.
6.	F.12-46/2014-RR	Recruitment Rules of Federal Medical and Dental College (FM&DC), Islamabad.	Corrected printed required.	Advice issued on 30-03-2017. Reminders issued 28 th June, 2019.
7.	F.15-4/2014-RR	Draft amendment in the Approved Recruitment Rules of PIMS, Islamabad.	Finalized	The Notified Recruitment Rules bearing SRO No. 1046(I)/2019, dated 12-09-2019 has been finalized on 29-11-2019.
8.	F.15-15/2014-RR	Amendment in the Recruitment Rules for the Post having vague terms i.e. preferable / desirable unspecified training period etc. and decision of the Commission not to advertise such post, M/o Defence.	Finalized	The Notified Recruitment Rules bearing SRO No. 339(I)/2019, dated 04-03-2019 has been finalized on 24-6-2019.
9.	F.12-18/2015-RR	Amendment in the Recruitment Rules for the post of office Superintendents (BS-16), FBR.	Finalized	The Notified Recruitment Rules bearing SRO No. 442(I)/2018 dated 26-03-2018 has been finalized on 17-01-2019.
10.	F.15-17/2015-RR	Up-gradation of the Post of Assistant Registrar (BS-16) to (BS-17) and Re-designation as Registrar, Customs Appellate Tribunal, Ministry of Law, Justice and Human Rights.	Printed copies required.	Advice issued on 24-10-2018 2 nd reminder issued on 16-05-2019.
11.	F.15-8/2015-RR	Amendment in the Recruitment Rules for the Transportation (Power) and Mechanical Engineering Department, Ministry of Railways.	Due to non provision of Documents.	Closed on 05 th March, 2019.
12.	F.12-9/2016-RR	Recruitment Rules for the Posts of Geologist (BS-17) and Assistant Geologist (BS-16), in the Works Department, GB	Printed Copies required.	Advice issued on 24-04-2018 Letter issued on 28-06-2019.
13.	F.12-18/2016-RR	Recruitment Rules – Civilian Gazetted Staff of AFIT, Rawalpindi, Ministry of Defence.	Finalized	The Notified Recruitment Rules bearing SRO No. 1381(I)/2018,

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Subject/Department	Activity involved	Remarks/ work carried out
				dated 05-11-2018 has been finalized on 23-12-2019.
14.	F.12-20/2016-RR	Recruitment Rules for the Post of Protocol Officer (BS-17), Ministry of Housing and Works.	Finalized	The Notified Recruitment Rules bearing SRO No. 968(I)/2017, dated 28-08-2017 has been finalized on January, 2018)
15.	F.12-25/2016-RR	Recruitment Rules for the Post of Welfare Officer (Pension) (BS-17), Establishment Division.	Finalized	The Notified Recruitment Rules bearing SRO No. 1188(I)/2018, dated 12-12-2018 has been finalized on 06-02-2019.
16.	F.12-26/2016-RR	Up-dation of Recruitment Rules 1985 and its related Amendments for the Architectural Posts of (BS-17) and above, in Pak PWD, Ministry of Housing and Works.	Clarification required	Letter issued on 09-04-2018 3 rd reminder issued 18-06-2019.
17.	F.15-4/2016-RR	Revision / Amendment of Recruitment Rules for the Post of Assistant Director (Admn and F & A), in the department of Libraries, Capital Administration and Development Division.	---	File closed due to non provision of requisite documents.07-02-2019.
18.	F.15-5/2016-RR	Amendment in the Recruitment Rules for the post of Deputy Director (BS-18), Management Services Wing, Establishment Division.	---	File closed due to request of the department concerned vide their letter dated 28-03-2019.
19.	F.15-23/2016-RR	Draft Recruitment Rules for the newly created Post in the National Institute of Rehabilitation Medicine (NIRM), Capital Administration and Development Division.	Printed Copies required.	Advice issued on 21-10-2016 & Letter issued on 25-9-2017 5 th reminder issued on 27-06-2019.
20.	F.15-28/2016-RR	Amalgamation of Recruitment Rules for the Post of Research Officer (BS-18) of Ministry of Law and Justice and Office of Attorney General for Pakistan.	Printed Copies required.	Advice letter issued on 03-09-2018 2 nd Reminder issued on 27-05-2019.
21.	F.12-5/2017-RR	Draft Recruitment Rules NIPS M/o National Health services Regulation & Coordination.	Finalized	The Notified Recruitment Rules bearing SRO 1036(I)/2017 dated 09-10-2017. has been finalized on 01-03-2019.
22.	F.12-2/2018-RR	Draft recruitment rules for various posts in office of the Chief Commissioner, ICT.	Finalized	The Notified Recruitment Rules bearing SRO No. 1358(I)/2018, dated 07-11-2018 has been finalized on 01-03-2019.
23.	F.12-10/2018-RR	Draft Recruitment Rules for various Posts of the Civil Defence Department ICT Ministry of Defence.	Documents required.	Letter issued on 09-04-2018 4 th Reminder issued on 28-06-2019.
24.	F.12-11/2018-RR	Recruitment Rules of Gazetted Employees of National Defence University.	Printed Copies required.	Advice issued on 16-04-2019 1 st reminder issued on 15-05-2019.
25.	F.12-12/2018-RR	Recruitment Rules of Civilian Gazetted Staff of AFIC/NIHD, Rawalpindi, Ministry of Defence.	Finalized	The Notified Recruitment Rules bearing SRO No. 433(I)/2019, dated 02-04-2019 has been finalized on 26-06-2019.
26.	F.12-13/2018-RR	Recruitment Rules – Civilian Gazetted Staff (Pharmacist) of CMHS/MH.	Finalized	The Notified Recruitment Rules bearing SRO No. 433(I)/2019 dated 02-04-2019. has been finalized on 26-06-2019.
27.	F.12-14/2018-RR	Recruitment Rules to the Post of Registrar (BS-17), Anti-Dumping Appellate Tribunal, Law and Justice Division.	Printed Copies required.	Advice issued on 23-10-2018 1 st reminder issued on 15-05-2019.

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Subject/Department	Activity involved	Remarks/ work carried out
28.	F.12-15/2018-RR	Recruitment Rules to the Post of Registrar (BS-17 and BS-18), Accountability Courts, Ministry of Law and Justice.	Finalized	The Notified Recruitment Rules bearing SRO No. 1303(I)/2018, dated 24-10-2018 has been finalized on 06-02-2019.
29.	F.12-16/2018-RR	Revision in the recruitment rules of various posts in the Law and prosecution department, Gilgit-Baltistan.	Printed copies required	Advice issued on 12-06-2018 1 st reminder issued on 24-06-2019.
30.	F.12-17/2018-RR	Amendment in the Recruitment Rules for the various posts of Local Govt. and Development, ICT Ministry of Interior	Finalized	The Notified Recruitment Rules bearing SRO No. 1129(I)/2018 dated 30-08-2018. has been finalized on 01-03-2019.
31.	F.12-18/2018-RR	Draft Recruitment Rules for the post of Deputy Director (BS-18) in the Ministry of Inter Provincial Coordination.	Clarification/ Comments.	Letter issued on 05-12-2018 1 st reminder issued on 27-06-2019.
32.	F.12-19/2018-RR	Framing of recruitment rules for the post of Office Superintendent / Superintendent (ADMN) (BS-16) in the Customs Department under FBR.	Documents required	Letter issued on 16-05-2019.
33.	F.12-20/2018-RR	Amendment in the Recruitment Rules of NEMIS of AEPAM. Ministry of Federal Education and Professional Training.	Finalized	The Notified Recruitment Rules bearing SRO No. 893(I)/2019 dated 30-07-2019 has been finalized on 19-12-2019.
34.	F.12-21/2018-RR	Framing of Recruitment Rules for the posts of Accountants (BS-16) in Staff Welfare Org., Establishment Division	Finalized	The Notified Recruitment Rules bearing SRO No. 702(I)/2019 dated 25-03-2019 has been finalized on 11-09-2019.
35.	F.12-22/2018-RR	Recruitment rules for the posts of Statistical Department of PIMS	Finalized	The Notified Recruitment Rules bearing SRO No. 1592(I)/2018, dated 26-12-2018 has been finalized on 01-07-2019.
36.	F.12-24/2018-RR	Draft Recruitment Rules for the post of Nuclear Physician (BPS-18) and Perfusionist (BPS-17) CAAD	Printed Copies required	Advice issued on 31-01-2019 1 st reminder issued on 15-05-2019.
37.	F.12-25/2018-RR	Amendment in Recruitment Rules of Librarians (BS-17) in FGEI Setup	Finalized	The Notified Recruitment Rules bearing SRO 239(I)/2019 dated 12-02-2019 has been finalized on 11-09-2019.
38.	F.12-26/2018-RR	Recruitment Rules for the Post of Boiler Engineering Department, PIMS, Islamabad.	Documents required	Letter issued on 05-09-2018 and 13-03-2019. Reminder issued on 30-09-2019.
39.	F.12-27/2018-RR	Revision of Recruitment Rules of Police Department, Gilgit-Baltistan.	Documents and View/Comments on Judgment passed by Chief Court of GB	Letter issued on 09-10-2018. Reminders issued 28-06-2019.
40.	F.12-28/2018-RR	Recruitment rules for the posts in National Transport Research Centre (NTRC), Ministry of Communications.	Finalized	The Notified Recruitment Rules bearing SRO No. 1583(I)/2018, dated 24-12-2018 has been finalized on 06-02-2019.
41.	F.12-29/2018-RR	Draft SRO Case BPS-16 and above Command and Staff College Quetta, Ministry of Defence.	Documents required	Letter issued 26-10-2018. Reminder issued 18-09-2019.
42.	F.12-30/2018-RR	Recruitment Rules for Civilian Gazetted Posts of BS-16 and Above in Army School of Technician (AST), Ministry of Defence.	Documents required.	Letter issued 26-10-2018 3 rd reminder issued 21-05-2019.

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Subject/Department	Activity involved	Remarks/ work carried out
43.	F.12-31/2018-RR	Recruitment Rules of Technical Posts in Ministry National Food Security and Research.	Documents required	Letter issued 03-12-2018, 2 nd reminders issued 22 nd March, 2019.
44.	F.12-32/2018-RR	Recruitment Rules for the Posts of Translation Section, Ministry of Law and Justice.	Finalized	The Notified Recruitment Rules bearing SRO No. 342(I)/2019, dated 08-03-2019 has been finalized on 26-06-2019.
45.	F.15-1/2018-RR	Amendment in the Recruitment Rules for appointment to the Post of Director General Civil Defence.	Printed copies required	Advice issued on 15-03-2018 3 rd reminder issued on 17-01-2019.
46.	F.15-2/2018-RR	Amendment in the Recruitment rules for the Post of Senior Wildlife Preservation Officer (BS- 17), Zoological survey of Pakistan, M/O Climate Change.	Finalized	The Notified Recruitment Rules bearing SRO No. 1522(I)/2018, dated 12-12-2018 has been finalized on 18-01-2019.
47.	F.15-4/2018-RR	Recruitment Rules for National Institute of Rehabilitation Medicine (NIRM), Islamabad.	Corrected printed copies required	Letter issued on 05-03-2019 1 st Reminder issued on 21-06-2019.
48.	F.15-5/2018-RR	Amendment in the Recruitment Rules for the post of Associate Anesthetist BS (BS-18), in Federal Hospital (FGH), Islamabad.	Clarification required	Letter issued on 27-11-2018 2 nd reminder issued on 21-05-2019.
49.	F.15-6/2018-RR	Recruitment rules of gazetted Employees of BS-16 and above (Pharmacist), Federal Government Polyclinic, and Islamabad.	Finalized	The Notified Recruitment Rules bearing SRO No. 388(I)/2019, dated 12-03-2019 has been finalized on 29-11-2019.
50.	F.15-7/2018-RR	Amendment in the Recruitment Rules for the post of Assistant Director (BS-17) & Director (BS-19) in the textile commissioner's organization office Karachi, an attached department of textile Division/o Commerce Textile.	Justification required	Letter issued on 11-10-2018 2 nd reminder issued on 21-05-2019.
51.	F.15-9/2018-RR	Amendment in Rules for Recruitment to the posts of Junior Accountant (BS-16), A.A.O. (BS-17) and Accounts Officers (BS-18) under P.P.O.D, Ministry of Postal Services.	Finalized	The Notified Recruitment Rules bearing SRO No. 513(I)/2019, dated 30-04-2019 has been finalized on 26-6-2019.
52.	F.15-12/2018-RR	Additional amendment in the Recruitment Rules of NAPA Lahore for the post of Line Officer (BS-16) for up-graded / re-designated post of Assistant Directing Staff (BS-17), Ministry of Interior.	Finalized	The Notified Recruitment Rules bearing SRO No. 1522(I)/2018, dated 12-12-2018 has been finalized on 17-01-2019.
53.	F.15-13/2018-RR	Amendment in the recruitment rules to the post of Deputy Assistant Chemical Examiner (BS-16), Customs Department under the Federal Board of Revenue.	Finalized	The Notified Recruitment Rules bearing SRO No. 73(I)/2019, dated 21-01-2019 has been finalized on March 2019.
54.	F.12-1/2019-RR	Recruitment Rules in the office of Administrator J & K State Property, Ministry of Kashmir Affairs and Gilgit-Baltistan	Documents required	Letter issued on 24-06-2019 1 st reminder issued 26-11-2019.
55.	F.12-2/2019-RR	Recruitment Rules for the Technical Posts of Livestock Wing, Ministry of National Food Security and Research.	Finalized	The Notified Recruitment Rules bearing SRO No. 858(I)/2019, dated 25-07-2019 has been Finalized on 12-12-2019.
56.	F.12-3/2019-RR	Recruitment Rules for the Posts of Prosecution Department, ICT, Ministry of Interior.	Finalized	The Notified Recruitment Rules bearing SRO No. 641(I)/2019, dated 03-06-2019 has been finalized on 16-10-2019.

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Subject/Department	Activity involved	Remarks/ work carried out
57.	F.12-4/2019-RR	Recruitment Rules for the Post of Librarian (BS-17), Management Services Wing, Establishment Division.	Finalized	The Notified Recruitment Rules bearing SRO No. 641(I)/2019, dated 03-06-2019 has been Finalized on 16-10-2019.
58.	F.12-5/2019-RR	Recruitment Rules for the Post in Islamabad Model Schools / Colleges under Federal Directorate of Education, Islamabad, Ministry of Federal Education & Professional Training.	Finalized	The Notified Recruitment Rules bearing SRO No. 373(I)/2019, dated 15-03-2019 has been finalized on 26-6-2019.
59.	F.12-6/2019-RR	Recruitment Rules of Civilian Gazetted Posts of AFIRI, Rawalpindi	Finalized	The Notified Recruitment Rules bearing SRO No. 966(I)/2019, dated 23-08-2019 has been finalized on 25-9-2019.
60.	F.12-7/2019-RR	Draft Recruitments Rules of IT Cadre Pots in Respect of Chief Minister Secretariat, Governor Secretariat, and Civil Secretariat Gilgit-Baltistan.	Printed copies required.	Advice Letter issued on 09-08-2019 1 st reminder issued 26-11-2019.
61.	F.12-8/2019-RR	Formulation of Recruitment rules of Civilian posts (gazetted/non gazetted) authorized in revised TO&E of Units/Installation of Military College of Engineers (MCS), Risalpur.	Documents required	Letter issued on 12-03-2019 2 nd Reminder issued on 26-11-2019.
62.	F.12-9/2019-RR	Recruitment Rules for the Posts of Interpreters (Russian) (BS-18), Ministry of Foreign Affairs.	Documents required	Letter issued on 13-03-2019 2 nd Reminder issued on 05-12-2019.
63.	F.12-10/2019-RR	Recruitment Rules for the Posts Existing in the Ministry of Human Rights.	Printed copies required.	Advice Letter issued on 05-11-2019
64.	F.12-12/2019-RR	Recruitment Rules for the Post of BS-16 and above of the Akhtar Hameed Khan National Centre for Rural Development, Islamabad, Establishment Division.	Change the qualifications and experience of the posts as per their job description and submit revise draft Notification of the Recruitment Rules	Letter issued on 08-10-2019.
65.	F.12-13/2019-RR	Recruitment Rules for the Post of Registrar (BS-17) at Banking Courts, Special Courts (OIB) and Drug Courts, Ministry of Law and Justice.	Documents required	Letter issued on 09-04-2019.
66.	F.12-14/2019-RR	Recruitment Rules for the Post of Database Administrative (BS-17), Office of the Attorney General for Pakistan, Islamabad, Ministry of Law and Justice.	Printed Copies required	Advice Letter issued on 07-05-2019 2 nd reminder issued on 05-12-2019.
67.	F.12-15/2019-RR	Recruitment Rules for the Post of IT Expert BS-17- Joint Staff Headquarters.	Printed Copies required.	Advice Letter issued on 26-09-2019 1 st reminder issued on 05-12-2019.
68.	F.12-16/2019-RR	Recruitment Rules for the Posts of BS-16 and above in the Directorate of Central Health Establishment (CHE), Ministry of National Health Services, Regulations & Coordination.	Documents required	Letter issued on 27-06-2019.
69.	F.12-18/2019-RR	Recruitment Rules for the Post of Plant Breeder's Rights Registry, Ministry of National Food Security and Research.	Documents required	Letter issued on 19-07-2019.

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Subject/Department	Activity involved	Remarks/ work carried out
70.	F.12-21/2019-RR	Framing of Recruitment Rules Central Army Press (CAP), CAO office (A&M DTE), GHQ under Ministry of Defence.	Documents required	Letter issued on 31-05-2019.
71.	F.12-22/2019-RR	Recruitment rules of the posts of Statistical Department Of PIMS Islamabad.	Finalized	The Notified Recruitment Rules bearing SRO No. 1592 (I)/2018 dated 26-12-2018 has been finalized on 28-06-2019.
72.	F.12-23/2019-RR	Recruitment Rules for the Posts existing in the Office Management Service (OMS) and District Management Service (DMS) in the Civil Secretariat, Gilgit-Baltistan, Ministry of Kashmir Affairs and Gilgit-Baltistan.	Printed Copies required	Advice Letter issued on 09-08-2019 2 nd reminder issued on 05-12-2019.
73.	F.12-24/2019-RR	Recruitment Rules for the Posts of Education Department (Colleges), Gilgit-Baltistan, Ministry of Kashmir Affairs and Gilgit-Baltistan.	Documents required	Letter issued on 19-06-2019 2 nd Reminder issued on 05-12-2019.
74.	F.12-25/2019-RR	Recruitment Rules for the Professional / Technical Posts of Librarians and Administrative Posts in the National Library of Pakistan, National History & Literary Heritage Division.	Corrected Printed Copies required	Advice Letter issued on 23-09-2019 Letter issue on 14-11-2019.
75.	F.12-26/2019-RR	Draft revised recruitment Rules of Civil Secretariat GB and amendment in approved recruitment rules of Education Department (College) Gilgit-Baltistan.	Documents required	Letter issued on 18-10-2019.
76.	F.12-27/2019-RR	Revision of approved Recruitment Rules of LG & RD Departments for the Posts (BS-01 to BS-15) and (BS-16 and above), Gilgit-Baltistan.	Clarification required	Letter issued on 01-10-2019.
77.	F.12-28/2019-RR	Recruitment Rules for the Posts of BS-16 and above in the Frontier Corps Baluchistan Hospital, Quetta, Ministry of Interior.	Change of Nomenclature of two posts but different BS and submission of revised Recruitment Rules	Letter issued on 03-10-2019.
78.	F.12-29/2019-RR	Revision in the Recruitment Rules of Mineral Wing, Ministry of Energy (Petroleum Division).	Documents required	Letter issued on 19-07-2019.
79.	F.12-30/2019-RR	Draft Recruitment Rules of Allied Health Professionals (Paramedics) Health Department Gilgit-Baltistan and Amendment in Approved SRO Bearing No. 1130(I)/2003, dated 13-10-2003.	Documents required	Letter issued on 24-07-2019 1 st reminder issued on 15-10-2019.
80.	F.12-31/2019-RR	Recruitment Rules for the Technical Posts in the Directorate General, Immigration & Passports, Ministry of Interior.	Documents required	Letter issued on 16-10-2019.
81.	F.12-32/2019-RR	Recruitment Rules for the Posts of IT Centre, Cabinet Division.	Printed Copies required	Advice issued on 04-12-2019.
82.	F.12-33/2019-RR	Recruitment Rules for the Post of Protocol Officer (BS-16), Cabinet Division.	Documents required	Letter issued on 09-08-2019.
83.	F.12-34/2019-RR	Recruitment Rules for the Posts of	Documents	Letter issued on 27-08-2019.

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Subject/Department	Activity involved	Remarks/ work carried out
		IT Section in the Capital Territory Police, Islamabad, Ministry of Interior.	required	
84.	F.12-35/2019-RR	Recruitment Rules for the Posts existing in the Printing and Publication Branch, Ministry of Law and Justice.	Documents required	Letter issued on 17-10-2019.
85.	F.12-36/2019-RR	Recruitment Rules for the Post of Director (Patient Safety Initiatives) (BS-20) in Pakistan Institute of Medical Science (PIMS), Islamabad under Ministry of National Health Services, Regulations and Coordination..	Documents required	Letter issued on 08-10-2019.
86.	F.12-37/2019-RR	Recruitment Rules for the Post of Research Officer (BS-17), Ministry of Maritime Affairs.	Documents required	Letter issued on 08-10-2019.
87.	F.12-38/2019-RR	Recruitment Rules for the Various Posts of Civil Defence Department, ICT, Islamabad, Ministry of Interior.	Printed Copies required	Advice issued on 20-11-2019.
88.	F.12-39/2019-RR	Recruitment Rules for the various Posts in Civil Services Academy, Lahore under the Establishment Division.	Documents required	Letter issued on 12-12-2019.
89.	F.12-40/2019-RR	Recruitment Rules of Gazette Employees of Pakistan Planning and Management Institute.	Documents required	Letter issued on 26-11-2019.
90.	F.12-41/2019-RR	Recruitment Rules for the post of Store Superintendent (General Stores) (BS-16) in the Medical Institutions/ Hospitals under the Ministry of National health Services Regulations and Coordination.	Documents required	Letter issued on 10-12-2019.
91.	F.12-42/2019-RR	Framing of Recruitment Rules Security Staff-GHQ Security Office(M Directorate), under Ministry of Defence.	Documents required	Letter issued on 23-12-2019.
92.	F.12-43/2019-RR	Amendments in Recruitment Rules For The Posts in the Office of Pakistan Commissioner For Indus Waters.	Documents required	Letter issued on 23-12-2019.
93.	F.15-1/2019-RR	Amendments in the Recruitment Rules for the Up-graded and Re-designated Post of Director General (BS-20) in the Department of Explosives, Ministry of Industries & Production.	Finalized	The Notified Recruitment Rules bearing SRO No. 611(I)/2019, dated 21-05-2019 has been finalized on 01-07-2019.
94.	F.15-2/2019-RR	Amendment in the Recruitment Rules for the Post of Charge Nurse (BS-16), Federal General Hospital, Islamabad.	Printed copies required	Advice issued on 19-04-2019 2 nd reminder issued on 15-10-2019.
95.	F.15-3/2019-RR	Amendment in the Recruitment Rules for the Post of Librarian (BS-17), Academy of Educational Planning and Management (AEPAM), Ministry of Federal Education and Professional Training.	Documents required	Letter issued on 11-07-2019 1 st Reminder issued on 15-10-2019.
96.	F.15-4/2019-RR	Amendment in the Recruitment Rules of Two (02) (DP Centre) Posts i.e. Data Processing Officer (DPO) (BS-17) and System Analyst / Programmer (BS-17)	Clarification	Letter issued on 06-11-2019.
97.	F.15-5/2019-RR	Withdrawal of change in rule 3 (Condition for Promotion), under column 4, against sl. No.6.	Finalized	The Notified Recruitment Rules bearing SRO No. 815(I)/2019 dated 11-07-2019 has been finalized on 20-12-2019.

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Subject/Department	Activity involved	Remarks/ work carried out
98.	F.15-6/2019-RR	Amendment in the Recruitment Rules for the post of Senior Auditor (Bs-16) in the office of the Controller General of Accounts.	Finalized	The Notified Recruitment Rules bearing SRO 754(I)/2019 dated 29-05-2019 has been finalized on 11-09-2019.
99.	F.15-7/2019-RR	Amendment in the Recruitment Rules for the Post of System / Network Administrator (BS-18), PIMS.	Printed Copies required.	Advice issued on 03-06-2019 Reminder issued on 11-12-2019.
100.	F.15-8/2019-RR	Consolidation of all Amendments made so far, Insertion, Deletion and Revision of Entries in IB Recruitment Rules, 2004 (Gazetted).	Documents and Clarification	Letter issued on 30-05-2019.
101.	F.15-9/2019-RR	Amendment in the Recruitment Rules for the Post of Principal Research Officer (PRO) (BS-19), AFMSL, Ministry of Defence.	Amendment / Revision of Recruitment Rules	Letter issued on 24-09-2019 Reminder issued on 11-12-2019.
102.	F.15-10/2019-RR	Change of Nomenclature of Ex-Cadre Posts of Environment Wing, Ministry of Climate Change.	Documents	Letter issued on 11-11-2019.
103.	F.15-12/2019-RR	Amendment in Recruitment Rules for the Posts of Chief Patrol Officer (CPO) (BS-17) and Senior Patrol Officer (SPO) (BS-16) Existing in the National Highways and Motorway Police, Ministry of Communications.	Printed Copies required.	Advice issued on 24-07-2019.
104.	F.15-14/2019-RR	Amendment in the Recruitment Rules of the Newly Created Posts in the District Health Department ICT, Islamabad under Ministry of National Health Services, Regulations and Coordination.	Printed Copies required.	Advice Letter issued on 20-11-2019.
105.	F.15-15/2019-RR	Amendment in the Recruitment Rules for the Posts of ASF, Aviation Division, Cabinet Secretariat.	Printed Copies required.	Advice Letter issued on 13-11-2019.
106.	F.15-16/2019-RR	Recruitment Rules for the Post of Data Processing Officer (BS-17) in the Office of Controller General of Accounts (CGA).	Printed Copies required.	Advice letter issued on 25-09-2019 1 st Reminder issued 05-12-2019.
107.	F.15-17/2019-RR	Recruitment Rules for the Post of Director (BS-19) in the Board of Investment.	Printed Copies required.	Advice issued on 14-11-2019.
108.	F.15-18/2019-RR	Recruitment Rules for the Post of Director (BS-19) in the Prime Minister's Inspection Commission (PMIC).	Printed Copies required.	Advice Letter issued on 05-11-2019.
109.	F.15-20/2019-RR	Amendment in the Recruitment Rules for the Posts existing in the Data Processing Management Unit (DPMU) under IT Section, Establishment Division.	Documents required.	Letter issued on 17-10-2019.
110.	F.15-21/2019-RR	Amendment in the Recruitment Rules for the IT Cadre Posts of FPSC.	Printed Copies required	Advice issued on 04-11-2019.
111.	F.15-22/2019-RR	Amendment in the Recruitment Rules for the post up gradation BS-13 to BS-16 in the Ministry of National Food Security and Research	Documents required	Letter issued on 12-11-2019.
112.	F.15-23/2019-RR	Amendment in the Recruitment Rules of the Assistant Director (BS-18) PIMS, Ministry of National Health Services Regulations and Coordination.	Documents required	Letter issued on 21-11-2019.

Appendix-7

Representations/Review Petitions decided by the Commission in cases finalized during 2019

S.No	Case No.	Rejected	Representations Received	Rejected on Paper	Restored on Paper	Called for Personal Hearing	Restored after Personal Hearing	Review petitions received	Restored in review petitions	Total restored
1.	75/2014	122	74	0	55	19	13	0	0	68
2.	100/2016	15	7	0	0	7	1	0	0	1
3.	53/2017	100	24	0	3	21	2	8	0	5
4.	98/2017	3	0	0	0	0	0	0	0	0
5.	120/2017	10	2	0	1	1	1	0	0	2
6.	134/2017	121	7	0	3	4	1	0	0	4
7.	157/2017	5	3	0	1	2	0	0	0	1
8.	161/2017	25	2	0	1	1	0	0	0	1
9.	169/2017	19	4	0	0	4	0	1	0	0
10.	170/2017	1	0	0	0	0	0	0	0	0
11.	173/2017	14	7	0	1	6	1	1	0	2
12.	174/2017	3	1	0	0	1	1	0	0	1
13.	210/2017	1	1	0	1	0	0	0	0	1
14.	226/2017	27	13	0	3	10	3	2	0	6
15.	233/2017	25	1	0	0	1	0	0	0	0
16.	243/2017	3	3	0	0	3	1	0	0	1
17.	273/2017	13	2	0	0	2	1	0	0	1
18.	275/2017	15	1	0	1	0	0	0	0	1
19.	279/2017	2	1	0	0	1	0	0	0	0
20.	289/2017	6	1	0	0	1	0	0	0	0
21.	296/2017	17	1	0	0	1	0	1	0	0
22.	298/2017	18	1	0	0	1	0	0	0	0
23.	306/2017	9	3	0	2	1	0	0	0	2
24.	310/2017	9	2	0	0	2	1	1	0	1
25.	315/2017	16	7	0	4	3	0	1	0	4
26.	3/2018	2	0	0	0	0	0	0	0	0
27.	4/2018	22	2	0	0	2	0	0	0	0
28.	7/2018	1	0	0	0	0	0	0	0	0
29.	15/2018	3	1	0	1	0	0	0	0	1
30.	18/2018	22	2	0	1	1	0	0	0	1
31.	20/2018	11	0	0	0	0	0	0	0	0
32.	22/2018	5	2	0	1	1	0	0	0	1
33.	25/2018	16	0	0	0	0	0	0	0	0
34.	2/2018	90	19	0	9	10	3	2	1	13
35.	17/2018	1	0	0	0	0	0	0	0	0

FEDERAL PUBLIC SERVICE COMMISSION

S.No	Case No.	Rejected	Representations Received	Rejected on Paper	Restored on Paper	Called for Personal Hearing	Restored after Personal Hearing	Review petitions received	Restored in review petitions	Total restored
36.	23/2018	6	0	0	0	0	0	0	0	0
37.	27/2018	1	1	0	1	0	0	0	0	1
38.	28/2018	41	4	0	2	2	1	0	0	3
39.	29/2018	12	1	0	0	1	0	0	0	0
40.	40/2018	4	2	0	0	2	1	1	1	2
41.	41/2018	2	1	0	0	1	0	1	0	0
42.	43/2018	3	2	0	0	2	0	0	0	0
43.	44/2018	3	0	0	0	0	0	0	0	0
44.	46/2018	5	0	0	0	0	0	0	0	0
45.	47/2018	11	5	0	0	5	2	0	0	2
46.	49/2018	2	0	0	0	0	0	0	0	0
47.	52/2018	4	0	0	0	0	0	0	0	0
48.	53/2018	3	0	0	0	0	0	0	0	0
49.	54/2018	1	0	0	0	0	0	0	0	0
50.	57/2018	3	0	0	0	0	0	0	0	0
51.	16/2018	2	2	0	1	1	0	0	0	1
52.	38/2018	1	1	0	0	1	0	1	0	0
53.	45/2018	31	4	1	0	3	0	0	0	0
54.	56/2018	2	0	0	0	0	0	0	0	0
55.	58/2018	1	0	0	0	0	0	0	0	0
56.	59/2018	1	0	0	0	0	0	0	0	0
57.	70/2018	31	9	0	0	9	0	0	0	0
58.	73/2018	1	0	0	0	0	0	0	0	0
59.	76/2018	2	0	0	0	0	0	0	0	0
60.	79/2018	3	0	0	0	0	0	0	0	0
61.	74/2018	16	0	0	0	0	0	0	0	0
62.	75/2018	27	10	0	0	10	1	3	0	1
63.	80/2018	1	0	0	0	0	0	0	0	0
64.	81/2018	11	1	0	0	1	0	0	0	0
65.	83/2018	2	2	0	0	2	0	0	0	0
66.	84/2018	3	2	0	0	2	0	0	0	0
67.	85/2018	5	2	0	0	2	0	0	0	0
68.	88/2018	7	0	0	0	0	0	0	0	0
69.	90/2018	1	0	0	0	0	0	0	0	0
70.	67/2018	1	1	0	0	1	1	0	0	1
71.	77/2018	2	2	0	0	2	0	0	0	0
72.	78/2018	5	3	0	1	2	0	0	0	1
73.	87/2018	9	5	0	1	4	0	0	0	1
74.	92/2018	4	0	0	0	0	0	0	0	0
75.	93/2018	15	0	0	0	0	0	0	0	0

FEDERAL PUBLIC SERVICE COMMISSION

S.No	Case No.	Rejected	Representations Received	Rejected on Paper	Restored on Paper	Called for Personal Hearing	Restored after Personal Hearing	Review petitions received	Restored in review petitions	Total restored
76.	96/2018	5	0	0	0	0	0	0	0	0
77.	100/2018	6	0	0	0	0	0	0	0	0
78.	101/2018	15	0	0	0	0	0	0	0	0
79.	102/2018	1	0	0	0	0	0	0	0	0
80.	105/2018	2	0	0	0	0	0	0	0	0
81.	111/2018	2	1	0	0	1	0	0	0	0
82.	112/2018	1	1	0	0	1	0	0	0	0
83.	117/2018	2	0	0	0	0	0	0	0	0
84.	118/2018	9	4	0	0	4	2	0	0	2
85.	119/2018	2	1	0	0	1	0	0	0	0
86.	121/2018	1	0	0	0	0	0	0	0	0
87.	124/2018	17	5	0	0	5	0	1	0	0
88.	126/2018	2	0	0	0	0	0	0	0	0
89.	128/2018	3	0	0	0	0	0	0	0	0
90.	138/2018	8	1	0	0	1	0	0	0	0
91.	139/2018	1	0	0	0	0	0	0	0	0
92.	114/2018	1	1	0	0	1	1	0	0	1
93.	120/2018	3	2	0	1	1	0	0	0	1
94.	122/2018	5	4	0	4	0	0	0	0	4
95.	125/2018	2	0	0	0	0	0	0	0	0
96.	127/2018	3	0	0	0	0	0	0	0	0
97.	133/2018	2	0	0	0	0	0	0	0	0
98.	135/2018	3	2	0	0	2	1	0	0	1
99.	136/2018	1	1	0	1	0	0	0	0	1
100.	141/2018	3	0	0	0	0	0	0	0	0
101.	153/2018	5	1	0	0	1	0	0	0	0
102.	166/2018	190	38	0	24	14	10	0	0	34
103.	168/2018	5	1	0	0	1	0	0	0	0
104.	176/2018	1	0	0	0	0	0	0	0	0
105.	162/2018	3	1	0	0	1	0	0	0	0
106.	186/2018	3	2	0	1	1	0	1	0	1
107.	107/2018	1	0	0	0	0	0	0	0	0
108.	140/2018	1	0	0	0	0	0	0	0	0
109.	152/2018	1	0	0	0	0	0	0	0	0
110.	156/2018	34	0	0	0	0	0	0	0	0
111.	157/2018	20	0	0	0	0	0	0	0	0
112.	158/2018	9	2	0	0	2	0	0	0	0
113.	195/2018	1	1	0	0	1	0	1	0	0
114.	199/2018	3	2	0	1	1	0	0	0	1
115.	169/2018	1	1	0	1	0	0	0	0	1

FEDERAL PUBLIC SERVICE COMMISSION

S.No	Case No.	Rejected	Representations Received	Rejected on Paper	Restored on Paper	Called for Personal Hearing	Restored after Personal Hearing	Review petitions received	Restored in review petitions	Total restored
116.	172/2018	4	2	0	0	2	1	1	0	1
117.	183/2018	4	0	0	0	0	0	0	0	0
118.	184/2018	2	0	0	0	0	0	0	0	0
119.	185/2018	4	2	0	0	2	1	0	0	1
120.	188/2018	12	6	0	1	5	0	0	0	1
121.	189/2018	11	3	0	0	3	0	1	0	0
122.	206/2018	2	0	0	0	0	0	0	0	0
123.	211/2018	2	0	0	0	0	0	0	0	0
124.	213/2018	1	0	0	0	0	0	0	0	0
125.	201/2018	2	1	0	0	1	0	0	0	0
126.	217/2018	1	0	0	0	0	0	0	0	0
127.	230/2018	1	0	0	0	0	0	0	0	0
128.	165/2018	3	0	0	0	0	0	0	0	0
129.	190/2018	1	1	0	0	1	0	0	0	0
130.	218/2018	1	0	0	0	0	0	0	0	0
131.	225/2018	20	0	0	0	0	0	0	0	0
132.	228/2018	10	1	0	0	1	0	0	0	0
133.	229/2018	24	1	0	0	1	0	0	0	0
134.	232/2018	2	1	0	0	1	0	0	0	0
135.	233/2018	3	0	0	0	0	0	0	0	0
136.	237/2018	4	2	0	0	2	0	0	0	0
137.	238/2018	1	0	0	0	0	0	0	0	0
138.	245/2018	2	0	0	0	0	0	0	0	0
139.	247/2018	3	0	0	0	0	0	0	0	0
140.	251/2018	1	1	0	1	0	0	0	0	1
141.	253/2018	11	2	0	0	2	0	0	0	0
142.	231/2018	1	0	0	0	0	0	0	0	0
143.	235/2018	2	1	0	1	0	0	0	0	1
144.	250/2018	1	0	0	0	0	0	0	0	0
145.	256/2018	2	0	0	0	0	0	0	0	0
146.	266/2018	1	1	0	1	0	0	0	0	1
147.	21/2019	10	0	0	0	0	0	0	0	0
148.	28/2019	1	0	0	0	0	0	0	0	0
149.	34/2019	1	0	0	0	0	0	0	0	0
150.	38/2019	1	0	0	0	0	0	0	0	0
151.	125/2019	1	0	0	0	0	0	0	0	0
152.	58/2019	3	0	0	0	0	0	0	0	0
153.	5./2019	2	0	0	0	0	0	0	0	0
Total		1593	351	1	131	219	51	28	2	184

Appendix-8

Statistics on General Recruitment for posts in BS-16 and above finalized during 2019 including the posts carried forward from previous years

Year	Cases	Posts	Applications processed	Candidates Pre-selected	Candidates Interviewed	Cases finalized				Cases/posts carried over to 2019	
						Cases	Nomination made	Posts reported failure	Posts withdrawn	Cases	Posts
2019	236	3603	877302	288	178	14	8	6	1	222	3588
2018	238	3072	743296	4591	2550	167	786	308	1	71	1977
2017	51	454	117733	1134	482	29	151	11	2	22	290
2016	10	103	12857	32	7	1	2	0	0	9	101
2014	10	95	8656	261	245	1	61	3	0	9	31
2006	1	2	16	5	0	0	0	0	0	1	2
Total	546	7329	1759860	6311	3462	212	1008	328	4	334	5989

*Old Court Cases.

** Some of the Cases in which interviews were held have been finalized and remaining are under process.

Appendix-9

Quota Wise Vacancies (BS 16 and above) filled during 2019

BPS	Particular	Dept Exam	Merit	Punjab	Sindh(R)	Sindh(U)	KPK	Bal.	GBFATA	AJ&K	Total(FED. Govt.Rectt)	GB (GB.Govt)	Grand Total
14	Posts Finalized	179	0	0	0	0	0	0	0	0	179	0	179
	Nominations Made	179	0	0	0	0	0	0	0	0	179	0	179
16	Posts finalized	0	23	204	51	36	53	51	27	13	458	18	476
	Nominations made	0	18	130	30	13	35	7	12	4	249	2	251
17	Posts finalized	0	30	210	56	35	54	27	19	9	440	79	519
	Nominations made	0	30	201	55	34	52	26	17	9	424	68	492
18	Posts finalized	0	2	43	12	3	10	5	3	0	78	37	115
	Nominations made	0	2	24	5	1	8	0	2	0	42	29	71
19	Posts finalized	0	4	18	7	1	3	1	0	1	35	1	36
	Nominations made	0	3	9	0	0	1	0	0	0	13	0	13
20	Posts finalized	0	0	0	1	1	2	0	0	0	4	0	4
	Nominations made	0	0	0	0	0	0	0	0	0	0	0	0
21	Posts finalized	0	2	3	1	2	1	1	1	0	11	0	11
	Nominations made	0	1	1	0	0	0	0	0	0	2	0	2
Total nominations made		179	54	365	90	48	96	33	31	13	909	99	1008
Failure reported		0	7	111	38	30	26	52	19	10	293	35	328
Withdrawn		0	0	2	0	0	1	0	0	0	3	1	4
Pending		0	0	0	0	0	0	0	0	0	0	0	0
Total finalized		179	61	478	128	78	123	85	50	23	1026	135	1340

Appendix-10

Ministry/Division wise positions filled during 2019

S.No.	Ministry/Division/Department	14	16	17	18	19	20	21	Total
1	National Health Services, Regulations and Coordination	0	0	320	1	0	0	0	321
2	Communications	179	24	7	2	1	0	0	213
3	Defence	0	101	26	15	8	0	0	150
4	Kashmir Affairs and Gilgit Baltistan	0	2	67	29	0	0	0	98
5	Aviation Division	0	63	9	1	0	0	0	73
6	Intelligence Bureau/ Federal Govt Organization	0	1	21	0	0	0	0	22
7	Law Justice and Human Rights	0	16	1	0	0	0	2	19
8	Finance, Revenue, Economic Affairs, Privatization and Statistics	0	1	13	0	0	0	0	14
9	Industries and production	0	1	12	0	0	0	0	13
10	Foreign affairs	0	11	0	0	0	0	0	11
11	Federal education and professional training	0	0	3	6	0	0	0	9
12	Railways	0	8	0	1	0	0	0	9
13	FBR	0	6	0	0	0	0	0	6
14	Science and Technology	0	1	0	4	0	0	0	5
15	Planning Development and Reform	0	0	4	1	0	0	0	5
16	Petroleum and Natural Resources	0	1	1	2	0	0	0	4
17	Energy	0	1	1	1	1	0	0	4
18	Finance Division	0	2	1	0	0	0	0	3
19	Defence Production	0	1	1	1	0	0	0	3
20	FPSC	0	0	0	3	0	0	0	3
21	Establishment Division	0	1	1	1	0	0	0	3
22	Narcotics Control	0	3	0	0	0	0	0	3
23	Prime Minister's Office	0	0	1	0	2	0	0	3
24	Overseas Pakistanis and HRD	0	2	0	0	0	0	0	2
25	National Food Security and Research	0	0	0	2	0	0	0	2
26	NAB	0	1	0	0	0	0	0	1
27	Climate Change	0	0	0	1	0	0	0	1
28	Housing and Works	0	1	0	0	0	0	0	1
29	Information Broadcasting and National Heritage	0	0	1	0	0	0	0	1
30	National Assembly	0	0	1	0	0	0	0	1
31	Ports and Shipping	0	1	0	0	0	0	0	1
32	Maritime Affairs	0	0	0	0	1	0	0	1
33	Commerce	0	1	0	0	0	0	0	1
34	Auditor General of Pakistan	0	1	0	0	0	0	0	1
35	Cabinet Division	0	0	1	0	0	0	0	1
TOTAL		179	251	492	71	13	0	2	1008

Appendix-11

Recruitment Cases (BS-16 and above) Advertised during 2019

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
A:Finalized Cases							
1.	19/2019	Lecturer/Instructor (Computer Science) (BS-17), Military College Jhelum, Ministry of Defence	1 Sindh(R)-1	284	5	5	R-1
2.	21/2019	Agriculture Officer (BS-17), Agriculture Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	10	0	0	F-1
3.	28/2019	Programmer (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	1 Punjab-1	468	5	5	R1
4.	34/2019	Medical Officer (Female) (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	1	0	0	F-1
5.	38/2019	Research Officer (BS-17), Industries and Commerce Section, Ministry of Planning, Development and Reform	1 Punjab-1	1222	5	5	R-1
6.	125/2019	Medical Officer (BS-17), Ministry of Defence	1 Punjab-1	62	5	5	R-1
7.	22/2019	Assistant Private Secretary (BS-16), Ministry of National Health Services Regulations and Coordination	2 Punjab(W)- 1 Sindh (U)-1	315	0	0	F-2
8.	10./2019	Assistant Private Secretary (BS-16), National Highways and Motorways Police, Ministry of Communication	1 KPK-1	310	0	0	F-1
9.	24/2019	Assistant Private Secretary (BS-16), Military Finance Wing, Finance Division	1 Balochistan-1	169	0	0	F-1
10.	1/2019	Assistant Computer Officer (BS-16), AFIP, (GHQ Medical Directorate), Ministry of Defence	1 Punjab-1	1045	5	5	R-1
11.	13/2019	Computer Programmer (BS-17), National Highways and Motorways Police, Ministry of Communication	1 KPK-1	469	5	5	R-1
12.	58/2019	Medical Officer (Male) (BS-17), Health Department Gilgit Baltistan, Ministry of Kashmir affairs and Gilgit Baltistan	1 GB (NM) -1	3	0	0	W-1
13.	31/2019	Research Officer (BS-17), Policy Wing, Ministry of Petroleum and Natural Resources	1 GBFATA-1	656	5	5	R-1
14.	5/2019	Electrical Engineer, (BS-16), AFIP (GHQ Medical Directorate), Ministry of Defence	1 Punjab-1	638	5	5	R-1
TOTAL			15	5652	40	40	
B:Under Process							
S. No.	Case NO.	Title of Posts With Ministry/Division/Department & Scale	No. of Posts with quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
15.	3/2019	Senior Scientific Assistant (BS-16), Naval Headquarters, Ministry of Defence.	1 Punjab-1	210	5	-	U/P
16.	4/2019	Assistant Scientific Officer (BS-17), Armed Forces Institute of Pathology, (GHQ Medical Directorate) Ministry of Defence	2 Punjab-2	797	-	-	U/P
17.	6/2019	Joint Estate Officer (Accounts) (BS-17), Estate Office Management, Ministry of Housing & Works	2 Punjab-1 KPK-1	1115	10	-	U/P
18.	7/2019	Joint Estate Officer (General) (BS-17), Estate Office Management, Ministry of Housing & Works	3 Merit-1 Punjab-2	710	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
19.	9/2019	Preventive Officer (BS-16), Revenue Division, Federal Board of Revenue.	60 Merit-5 Punjab-30 Sindh(R)-7 Sindh(U)-5 KPK-7 Balochistan-3 GBFATA-2 AJK-1	56236	-	-	U/P
20.	11/2019	Computer Operator (BS-16), National Highways & Motorway Police, Ministry of Communications	55 Merit-5 Punjab-27 Sindh(R)-5 Sindh(U)-5 KPK-7 Balochistan-3 GBFATA-2	17593	-	-	U/P
21.	12/2019	Accountant (BS-16), National Highways & Motorway Police, Ministry of Communications.	9 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 AJK-1	5973	27	-	U/P
22.	14/2019	Accounts Officer (BS-17), National Highways & Motorway Police, Ministry of Communications	1 KPK	889	5	-	U/P
23.	15/2019	Inspector Customs/ Intelligence Officer (BS-16), Revenue Division, Federal Board of Revenue	158 Merit-12 Punjab-79 Sindh(R)-18 Sindh(U)-12 KPK-19 Balochistan-9 GBFATA-6 AJK-3	131317	-	-	U/P
24.	16/2019	Appraising/Valuation Officer (BS-16), Revenue Division, Federal Board of Revenue	51 Merit-4 Punjab-26 Sindh(R)-6 Sindh(U)-4 KPK-6 Balochistan-3 GBFATA-2	59881	-	-	U/P
25.	17/2019	Deputy Armament Supply Officer (BS-18), Pakistan Navy, Ministry of Defence	3 Punjab-2 Sindh(U)-1	89	2	-	U/P
26.	18/2019	Staff Welfare Officer (Lady) (BS-17), Naval Headquarters, Ministry of Defence	1 Sindh(R)-1	97	5	-	U/P
27.	23/2019	Inspector General of Forests (Bs-21), Ministry of Climate Change.	1 Sindh(R)-1	26	2	-	U/P
28.	25/2019	Patrol Officer (BS-14), National Highways & Motorway Police, Ministry of Communications	234 Merit-8 Punjab-58 Sindh(R)-13 Sindh(U)-9 KPK-14 Balochistan-126 GBFATA-4 AJK-2	63095	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
29.	26/2019	Patrol Officer (Departmental Employees), (BS-14), National Highways & Motorway Police, Ministry of Communications	196	1402	-	-	U/P
30.	2/2019	Junior Scientific Officer (BS-16), Armed Forces Institute of Pathology, GHQ Medical Directorate, Ministry of Defence	3 Merit-1 Punjab-2	1307	11	-	U/P
31.	8/2019	Junior Scientific Officer (BS-17), Pakistan Navy, Ministry of Defence	3 Punjab-1 S(Rural)-1 KPK-1	1760	9	-	U/P
32.	20/2019	Scientific Officer (BS-17), National Veterinary Laboratory, Ministry of National Food Security & Research	1 KPK-1	352	5	-	U/P
33.	27/2019	Chief/ Joint Economic Adviser/ Economic Consultant (BS-20), Economists Group, Ministry of Planning, Development and Reform	1 Punjab-1	49	-	-	U/P
34.	29/2019	Deputy Chief (BS-19), Water Resources Section, Ministry of Planning, Development and Reform.	1 Sindh(R)-1	37	5	-	U/P
35.	32/2019	Assistant Professor (Mathematics) (BS-18), Military College Jhelum, Ministry of Defence	1 Sindh(R)-1	16	-	-	U/P
36.	33/2019	Assistant Professor (Female) (BS-18), Directorate of Federal Government Educational Institutions (Cantt/Garrison) Colleges, Ministry of Defence.	5 Punjab-1 Sindh(R)-2 Balochistan-1 GBFATA-1	107	-	-	U/P
37.	36/2019	Assistant Electronics Adviser (BS-18), Ministry of Science & Technology.	2 Punjab-1 Balochistan-1	63	-	-	U/P
38.	37/2019	Director General (BS-20), National Archives of Pakistan, Cabinet Division.	1 Meirt-1	22	1	-	U/P
39.	39/2019	Assistant Chief (BS-18), Health Section, Ministry of Planning, Development and Reform	1 Balochistan-1	26	-	-	U/P
40.	41/2019	Assistant Private Secretary (BS-16), Federal Investigation Agency, Ministry of Interior.	17 Merit-2 Punjab-5 Sindh(R)-4 Sindh(U)-1 KPK-1 Balochistan-2 GBFATA-1 AJK-1	3536	-	-	U/P
41.	42/2019	Medical Officer (BS-17), Pakistan Post Office Department, Ministry of Postal Services	1 KPK	60	5	-	U/P
42.	43/2019	Senior Librarian (BS-18), Intelligence Bureau.	1 Punjab-1	79	-	-	U/P
43.	44/2019	Inspector (TECH) (BS-16), Intelligence Bureau	1 Balochistan-1	39	-	-	U/P
44.	46/2019	Director (BS-19), Intelligence Bureau	2 Balochistan-1 GBFATA-1	80	-	-	U/P
45.	47/2019	Assistant Private Secretary (BS-16), Intelligence Bureau.	3 Balochistan-2 GBFATA-1	402	-	-	U/P
46.	48/2019	Assistant Director (BS-17), Intelligence Bureau.	26 Balochistan-18 GBFATA-6 AJK-2	11711	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
47.	49/2019	Deputy Director (BS-18), Intelligence Bureau	14 Balochistan-9 GBFATA-4 AJK-1	367	-	-	U/P
48.	51/2019	Assistant Chief (BS-18), Education Section, Ministry of Planning, Development and Reform.	1 Merit-1	342	-	-	U/P
49.	52/2019	Research Officer (Power) (BS-17), Energy Appraisal and Plan Formulation Section, Energy Wing, Ministry of Planning, Development and Reform.	1 Sindh(U)-1	133	5	-	U/P
50.	53/2019	Demonstrator (Male) (BS-16), Federal Government Educational Institution (FGEI) (Cantts/ Garrisons), Ministry of Defence	3 Punjab-1 Sindh(U)-1 Balochistan-1	311	9	-	U/P
51.	54/2019	Demonstrator (Female) (BS-16), Federal Government Educational Institution (FGEI) (Cantts/ Garrisons), Ministry of Defence	1 Punjab-1	254	5	-	U/P
52.	55/2019	Librarian (Male) (BS-16), Federal Government Educational Institution (Cantts/Garrisons) Directorate, Ministry of Defence.	3 Punjab-2 GBFATA-1	298	9	-	U/P
53.	59/2019	Senior Auditor (BS-16), Pakistan Military Accounts Department Ministry of Defence.	1007 Merit-72 Punjab-504 Sindh(R)-111 KPK-113 Balochistan-64 GBFATA-40 AJK-22	106310	-	-	U/P
54.	61/2019	Data Control Officer (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	9 Merit-1 Punjab-4, Sindh (R)-1 Sindh(U)-1 KPK-1 Balochistan-1	1996	-	-	U/P
55.	30/2019	Chief (BS-20), Water Resources Section, Ministry of Planning, Development and Reform.	1 Sindh(R)-1	29	5	-	U/P
56.	45/2019	Inspector (Photo) (BS-16), Intelligence Bureau	1 Punjab-1	64	4	-	U/P
57.	60/2019	Assistant Private Secretary (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	4 Punjab-1 Sindh(U)- 1 KPK-1 Balochistan-1	449	-	-	U/P
58.	62/2019	Radiologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1	1	-	-	U/P
59.	63/2019	Computer Operator (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	13 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-2 KPK-2 Balochistan-1	2044	-	-	U/P
60.	64/2019	Assistant Chief (BS-18), Devolution & Area Development (Rural Development & Local Planning) Section, Ministry of Planning, Development and Reform.	1 Punjab-1	115	-	-	U/P
61.	65/2019	Director General (BS-20), Pakistan Planning & Management Institute, Ministry of Planning, Development and Reform.	1 Merit-1	57	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
62.	68/2019	Research Associate/ Officer (BS-17), Ministry of Federal Education And Professional Training	2 Punjab-1 Sindh(R)-1	199	-	-	U/P
63.	69/2019	Monitoring Officer (BS-16), Ministry of Federal Education and Professional Training.	1 Punjab-1	345	5		U/P
64.	89/2019	Assistant Private Secretary(BS-16), Intelligence Bureau	7 Punjab-4 Sindh(R)-1 KPK-1 GBFATA-1	761	-	-	U/P
65.	57/2019	Assistant Professor (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence	20 Merit-2 Punjab-9 Sindh(R)-3 Sindh(U)-1 KPK-3 Balochistan-1 AJK-1	907	-	-	U/P
66.	67/2019	Deputy Chief/ Project Management Specialist (BS-19), M/O Federal Education and Professional Training	1 Punjab-1	81	-	-	U/P
67.	77/2019	Joint Director Legal Affairs (BS-19), Directorate of Legal Affairs of Pakistan Railways, (Railway Board), Ministry of Railways.	1 Punjab-1	17	-	-	U/P
68.	78/2019	Officer IT Expert-III (BS-17), Ministry of Defence	18 Merit-1 Punjab-9 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1 AJK-1	5285	-	-	U/P
69.	79/2019	Assistant Director Legal (BS-17), Directorate of Legal Affairs of Pakistan Railways, (Railway Board), Ministry of Railways.	1 Punjab-1	210	5	-	U/P
70.	80/2019	Deputy Chief Administrative Officer (BS-18), GHQ, Ministry of Defence	8 Punjab-4 Sindh(R)-1 KPK-1 Balochistan-1 GBFATA-1	662	-	-	U/P
71.	81/2019	Chief (IT) (BS-20), Federal Public Service Commission	1 Sindh(R)-1	26	3	-	U/P
72.	82/2019	Officer IT Expert-I (BS-19), Ministry of Defence	4 Punjab-2 Sindh(R)-1 KPK-1	228	-	-	U/P
73.	83/2019	Deputy Chief (IT) (BS-19), Federal Public Service Commission	1 Punjab-1	103	-	-	U/P
74.	85/2019	Data Processing Assistant (BS-16), Federal Public Service Commission	2 Punjab-1 Sindh(R)-1	598	10	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
75.	86/2019	Assistant Executive Engineer (CIVIL) (BS-17), Pak. PWD, Ministry of Housing and Works	30 Merit-2 Punjab-15 Sindh(R)-4 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA-1 AJK-1	5866	-	-	U/P
76.	87/2019	Assistant Executive Engineer (E/M) (BS-17), Pak. PWD, Ministry of Housing and Works	9 Punjab-5 Sindh(R)-2 KPK-1 Balochistan-1	4038	-	-	U/P
77.	88/2019	Research Officer (BS-17), Manpower Section, Ministry of Planning, Development and Reform	1 Punjab-1	558	5	-	U/P
78.	91/2019	Superintending Engineer (B&R/E&M), (BS-19), M.E.S, Ministry of Defence (Defence Division)	1 Balochistan-1	14	-	-	U/P
79.	94/2019	Officer IT Expert-II (BS-18), Ministry of Defence	9 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	811	-	-	U/P
80.	95/2019	Director (LAB/ NEQS) (BS-19), Pakistan Environmental Protection Agency (Pak-EPA) Ministry of Climate Change.	1 Sindh(R)-1	43	-	-	U/P
81.	96/2019	Deputy Director (BS-18), Federal Seed Certification & Registration Department, Ministry of National Food Security & Research	4 Punjab-2 Sindh(R)-1 KPK-1	69	-	-	U/P
82.	97/2019	Assistant Private Secretary (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development	1 Sindh(U)-1	162	-	-	U/P
83.	98/2019	Hospital Dietitian (BS-17), Health Department, Gilgit Baltistan, M/O Kashmir Affairs and Gilgit Baltistan	1 GB-1	38	-	-	U/P
84.	100/2019	Database Manager/ IT Professional (BS-18), S.E.C. Division, Ministry of Foreign Affairs	1 Punjab-1	249	-	-	U/P
85.	101/2019	Assistant Director (BS-17), Prime Minister's Inspection Commission, Prime Minister Office	1 Punjab-1	648	-	-	U/P
86.	102/2019	Database Manager/ IT Professional (BS-17), S.E.C. Division, Ministry of Foreign Affairs	1 Punjab-1	757	5	-	U/P
87.	103/2019	Law Officer (BS-16), (Railway Board), Ministry of Railways	4 Punjab-2 Sindh(R)-1 KPK-1	745	12	-	U/P
88.	104/2019	General Staff Officer-III (IT Expert) (BS-17), Ministry of Defence	1 Punjab-1	702	5	-	U/P
89.	105/2019	Librarian (Female) (BS-16), Federal Government Educational Institution (Cantts/ Garrisons) Directorate, Ministry of Defence	3 Punjab-2 Balochistan-1	157	8	-	U/P
90.	106/2019	Assistant Anesthetist (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Ministry of National Health Services, Regulations & Coordination	1 Punjab-1	22	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
91.	107/2019	Assistant Private Secretary (BS-16), Naval Headquarters, Ministry of Defence	8 Punjab-3 Sindh(R)-3 GBFATA-1 AJK-1	606	-	-	U/P
92.	108/2019	General Staff Officer-III (Tech Expert) (BS-17), Ministry of Defence	6 Merit-1 Punjab-3 Sindh(R)-1 KPK-1	1979	20	-	U/P
93.	116/2019	Assistant Architect (BS-17), PAK. PWD, Ministry of Housing and Works	5 Punjab-3 Sindh(R)-1 KPK-1	460	15	-	U/P
94.	119/2019	Assistant Private Secretary (BS-16), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	2 Punjab-1 Sindh(R)-1	160	-	-	U/P
95.	121/2019	Technical Expert (BS-17), Ministry of Defence.	4 Punjab-2 Sindh(R)-1 KPK-1	3128	14	-	U/P
96.	122/2019	Preventive Officer (BS-16), Revenue Division, Federal Board of Revenue.	40 Punjab-27 Sindh(R)-3 Sindh(U)-3 KPK-5 GBFATA-2	14301	-	-	U/P
	123/2019	Assistant Private Secretary (BS-16), Ministry of States & Frontier Regions.	2 Sindh(R)-1 GBFATA-1	122	-	-	U/P
98.	124/2019	Deputy Engineering Adviser (Power)/ Government Inspector of Electricity (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water Resources.	1 Punjab-1	10	-	-	U/P
99.	50/2019	Research Officer (BS-17), Nutrition Section, Ministry of Planning Development and Reform.	1 Punjab-1	256	-	-	U/P
100.	66/2019	Assistant Private Secretary (BS-16), Secretariat Training Institute, Establishment Division.	1 Punjab-1	253	-	-	U/P
101.	92/2019	Draftsman-Cum-Artist (BS-16), Federal Public Service Commission.	1 Punjab-1	52	5	-	U/P
102.	93/2019	Psychologist (BS-18), Federal Public Service Commission.	1 Punjab-1	70	-	-	U/P
103.	99/2019	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform	26 Merit-1 Punjab-11 Sindh(R)-3 Sindh(U)-4 KPK-2 Balochistan-2 GBFATA-2 AJK-1	1402	-	-	U/P
104.	114/2019	Deputy Director (NGOS & Private Sector) (BS-18), Ministry of Climate Change	1 Sindh(R)-1	106	-	-	U/P
105.	126/2019	Director Legal Affairs (BS-20), Directorate of Legal Affairs of Pakistan Railways, (Railway Board), Ministry of Railways	1 Punjab-1	7	1	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
106.	127/2019	Associate Professor (Male) (BS-19) Federal Government Educational Institutions (Cantt/Garrison), Ministry of Defence	5 Punjab-2 Sindh (U)-1 Balochistan-1 AJK-1	106	-	-	U/P
107.	129/2019	Land Acquiring Officer (BS-16), National Highways & Motorway Police, Ministry of Communications	1 Sindh(R)-1	115	5	-	U/P
108.	130/2019	Deputy Director (Urdu Stenography) (BS-18), Secretariat Training Institute, Islamabad, Establishment Division.	1 Punjab-1	14	-	-	U/P
109.	35/2019	Executive Veterinary Officer (BS-19), Remount Veterinary and Farms Directorate, GHQ, Ministry of Defence	2 Punjab-1 Sindh(R)-1	10	-	-	U/P
110.	56/2019	Rehabilitation Specialist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	3 Punjab-2 Sindh(R)-1	1	-	-	U/P
111.	90/2019	System Analyst (BS-17), National History and Literary Heritage Division	1 Punjab-1	386	-	-	U/P
112.	111/2019	Medical Officer (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination	6 Punjab-5 GBFATA-1	33	-	-	U/P
113.	115/2019	Data Processing Assistant (BS-16), Economic Affairs Division, Ministry of Finance, Revenue & Economic Affairs	2 Punjab-1 Sindh(R)-1	626	-	-	U/P
114.	117/2019	2 nd Engineer (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence	1 Punjab-1	22	-	-	U/P
115.	128/2019	Registrar Trade Union (BS-20), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development	1 Punjab-1	7	-	-	U/P
116.	131/2019	Deputy Director (BS-18), Survey of Pakistan, Ministry of Defence	2 Punjab-1 Sindh(U)-1	340	-	-	U/P
117.	133/2019	Assistant Director (Investigation) (BS-17), Federal Investigation Agency, Ministry of Interior	33 Merit-3 Punjab-17 Sindh(R)-4 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA-2	72499	-	-	U/P
118.	137/2019	Seed Analyst (Bs-17), Federal Seed Certification and Registration Department, Ministry of National Food Security & Research	25 Meit-1 Punjab-13 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-1 GBFATA-1 AJK-1	4544	-	-	U/P
119.	143/2019	Veterinary Officer (BS-17), Agriculture, Livestock and Fisheries Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	8 GB-8	95	-	-	U/P
120.	109/2019	APS (BS-16) 109/2019 (i) Economic Affairs Division, Ministry of Finance, Revenue & Economic Affairs.	6 Punjab-3 Sindh(R)-1 Sindh(U)-1 GBFATA-1	5278	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
		APS (BS-16)109/2019 (ii) Ministry of Industries & Production	4 Punjab-3 AJK-1		-	-	U/P
		APS (BS-16)109/2019 (iii) Finance Division	2 Punjab-2		-	-	U/P
		APS (BS-16) 109/2019 (iv)Director General's Office, Pak. PWD, Ministry of Housing and Works.	5 Sindh(R)-2 Sindh(U)-1 GBFATA-1 AJK-1		-	-	U/P
		APS (BS-16) 109/2019 (v) Ministry of Water Resources	4 Punjab-2 Sindh(R)-1 KPK-1		-	-	U/P
		APS (BS-16) 109/2019 (vi) Board of Investment, Prime Minister's Office	2 Punjab-1 GBFATA-1		-	-	U/P
		APS (BS-16)109/2019 (vii) Textile Commissioner's Organization, Karachi Ministry of Textile Industry	1 Punjab-1		-	-	U/P
		APS (BS-16)109/2019 (viii) Naval Headquarters, Ministry of Defence.	2 Punjab-2		-	-	U/P
		APS (BS-16) 109/2019 (ix) Pakistan Navy, Ministry of Defence	3 Merit-1 KPK-1 Balochistan-1		-	-	U/P
		APS (BS-16) 109/2019 (x) Ministry of Foreign Affairs	9 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1		-	-	U/P
		APS (BS-16) 109/2019 (xi) Directorate of Central Health Establishments, Ministry of National Health Services, Regulations and Coordination	1 Punjab-1		-	-	U/P
		APS (BS-16) 109/2019 (xii) Directorate General, Pakistan Post Office, Ministry of Communications.	1 Merit-1		-	-	U/P
		APS (BS-16) 109/2019 (xiii) Ministry of Science & Technology	5 Punjab-1 Sindh(R)-1 KPK-1 Balochistan-1 GBFATA-1		-	-	U/P
		APS (BS-16) 109/2019 (xiv) National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab-1		-	-	U/P
		APS (BS-16) 109/2019 (xv) Intelligence Bureau	10 Merit-1 Punjab-5 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1		-	-	U/P
		APS (BS-16) 109/2019 (xvi) Petroleum Division, Ministry of Energy	1 Punjab-1		-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
		APS (BS-16)109/2019 (xvii) Ministry of Law and Justice	6 Merit-1 Punjab-5		-	-	U/P
		APS (BS-16)109/2019 (xviii) Policy Wing, Petroleum Division, Ministry of Energy.	2 Punjab-1 Balochistan-1		-	-	U/P
		APS (BS-16) 109/2019 (xix) Cabinet Secretariat (Aviation Division)	2 Punjab-1 Sindh(R)-1		-	-	U/P
121.	110/2019	Statistical Officer (BS-17), Pakistan Public Administration Research Centre, Establishment Division	3 Merit-1 Sindh(R)-1 Sindh(U)-1	877	-	-	U/P
122.	112/2019	Joint Director (MIS) (BS-19), Revenue Division, Federal Board of Revenue	3 Punjab-2 Sindh(R)-1	188	-	-	U/P
123.	113/2019	General Manager (BS-19), Corps of E &ME, GHQ, Ministry of Defence	1 Punjab-1	36	-	-	U/P
124.	140/2019	Deputy Assistant Chemical Examiner (BS-16), Revenue Division, Federal Board of Revenue	15 Punjab-10 Sindh(R)-1 KPK-2 Balochistan-1 GBFATA-1	1196	-	-	U/P
125.	142/2019	Deputy Chief (BS-19), Population and Social Planning Section, Ministry of Planning, Development and Reform	1 Sindh(R)-1	77	-	-	U/P
126.	144/2019	Principal (Male) (BS-19), Federal Directorate of Education, Ministry of Federal Education & Professional Training	2 Punjab-1 Sindh(R)-1	257			U/P
127.	145/2019	Deputy Registrar (BS-17), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development	1 Punjab-1	56	-	-	U/P
128.	146/2019	Principal (Female) (BS-19), Federal Directorate of Education, Ministry of Federal Education & Professional Training	17 Merit-1 Punjab-9 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	1162	-	-	U/P
129.	147/2019	Vice Principal (Male) (BS-18), Federal Directorate of Education, Ministry of Federal Education & Professional Training	10 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 GBFATA-1	1855	-	-	U/P
130.	148/2019	Vice Principal (Female) (BS-18), Federal Directorate of Education, Ministry of Federal Education & Professional Training	10 Merit-1 Punjab-5 Sindh(R)-2 KPK-1 AJK-1	3108	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
131.	149/2019	Secondary School Teacher (Male) (BS-17), Federal Directorate of Education, Ministry of Federal Education & Professional Training	212 Merit-16 Punjab-106 Sindh(R)-24 Sindh(U)-16 KPK-24 Balochistan-13 GBFATA-9 AJK-4	21517	-	-	U/P
132.	150/2019	Secondary School Teacher (Female) (BS-17), Federal Directorate of Education, Ministry of Federal Education & Professional Training	204 Merit-15 Punjab-102 Sindh(R)-23 Sindh(U)-16 KPK-24 Balochistan-12 GBFATA-8 AJK-4	20429	-	-	U/P
133.	151/2019	Senior Elementary Teacher (Drawing) (Male) (BS-16), Federal Directorate of Education, Ministry of Federal Education & Professional Training	11 Merit-4 Punjab-1 Sindh(R)-1 Sindh(U)-3 KPK-1 Balochistan-1	129	-	-	U/P
134.	152/2019	Senior Elementary Teacher (Drawing) (Female) (BS-16), Federal Directorate of Education, Ministry of Federal Education & Professional Training	10 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	519	-	-	U/P
135.	154/2019	Lecturer (Islamiat) (BS-17), Federal Medical and Dental College, Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1	952	-	-	U/P
136.	155/2019	Lecturer (Pak Studies) (BS-17), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination	1 Punjab-1	598	-	-	U/P
137.	156/2019	Statistical Officer (BS-17), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1	64	-	-	U/P
138.	157/2019	Pharmacist (BS-17), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1	189	-	-	U/P
139.	158/2019	Assistant Warden Girls Hostel (Female) (BS-16), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1	101	-	-	U/P
140.	159/2019	Assistant library (BS-16), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination.	2 Punjab-1 Sindh(R)-1	298	-	-	U/P
141.	160/2019	Physical Instructor (BS-17), Federal Medical & Dental College, Ministry of National Health Services, Regulations & Coordination	1 Punjab-1	255	-	-	U/P
142.	163/2019	Junior Civilian Security Officer (JCSO) (BS-16), OS Directorate, GHQ, Ministry of Defence	1 Punjab-1	20	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
143.	164/2019	Assistant Professor (Chemistry) (BS-18), Military College Jhelum, Ministry of Defence	1 KPK-1	79	-	-	U/P
144.	167/2019	Medical Officer (BS-17), Directorate of Central Health Establishment, Ministry of National Health Services, Regulations & Coordination	29 Merit-2 Punjab-15 Sindh(R)-4 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA-1	1936	-	-	U/P
145.	118/2019	Assistant Electrical Engineer (BS-17), Electrical Engineering Department, (Railway Board) Ministry of Railways	8 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1	4402	-	-	U/P
146.	139/2019	Deputy Director (BS-18), Board of Investment, Prime Minister's Office	2 Punjab-1 Sindh(U)-1	565	-	-	U/P
147.	141/2019	Assistant Director (BS-17), Board of Investment, Prime Minister's Office	2 Merit-1 Punjab-1	1526	-	-	U/P
148.	161/2019	Foreman of Inspection (Mechanical) (BS-16), Pakistan Navy, Ministry of Defence.	2 Punjab-1 Sindh(R)-1	223	-	-	U/P
149.	162/2019	Civilian Curator(BS-17), Pakistan Navy, Ministry of Defence	1 Punjab-1	47	-	-	U/P
150.	166/2019	Assistant Controller of Stores/ Purchase (BS-17), Stores & Purchase Department Pakistan Railways (Railway Board), Ministry of Railways	6 Punjab-4 Sindh(R)-2	2077	-	-	U/P
151.	168/2019	Deputy Commissioner for Indus Waters (BS-18), Office of the Pakistan Commissioner for Indus Waters, Ministry of Water Resources	2 Punjab-1 KPK-1	144	-	-	U/P
152.	173/2019	Lecturer (Female) (BS-17), Islamabad Model Colleges, Federal Directorate of Education, Ministry of Federal Education & Professional Training.	62 Merit-5 Punjab-31 Sindh(R)-7 Sindh(U)-5 KPK-7 Balochistan-3 GBFATA-3 AJK-1	25590	-	-	U/P
153.	174/2019	Lecturer (MALE) (BS-17), Islamabad Model Colleges, Federal Directorate of Education, Ministry of Federal Education & Professional Training.	66 Merit-5 Punjab-33 Sindh(R)-8 Sindh(U)-4 KPK-8 Balochist-4 GBFATA-3 AJK-1	24915	-	-	U/P
154.	175/2019	Assistant Headmistress (BS-18), Islamabad Model Colleges, Federal Directorate of Education, Ministry of Federal Education & Professional Training.	11 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	1640	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
155.	179/2019	Assistant Executive Engineer (CIVIL) (BS-17), Pak. PWD Ministry of Housing and Works	1 Punjab-1	569	-	-	U/P
156.	182/2019	Inspector (Investigation) (BS-16), Federal Investigation Agency, Ministry of Interior.	27 Merit-1 Punjab-14 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA-1 AJK-1	39402	-	-	U/P
157.	183/2019	Assistant Chief Administrative Officer (BS-17), Ministry of Defence.	5 Merit-1 Punjab-3 Sindh(U)-1	2096	-	-	U/
158.	186/2019	Seed Certification Assistant/Seed Testing Assistant (BS-17), Federal Seed Certification & Registration Department, Ministry of National Food Security & Research.	8 Merit-1 Punjab-3 Sindh(R)-1 Sindh(U)-1 KPK-1 BAL=1	1884	-	-	U/P
159.	187/2019	Registrar (BS-17), Accountability Courts, Ministry of Law & Justice.	6 Merit-1 Punjab-3 Sindh(R)-1 KPK-1	1016	-	-	U/P
160.	188/2019	Sub Divisional Forest Officer (BS-17), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GB-1	9	0	-	U/P
161.	189/2019	Deputy Registrar (BS-18), Federal Services Tribunal, Ministry of Law & Justice	1 Punjab-1	90	-	-	U/P
162.	190/2019	Admin Officer (BS-17), Federal Services Tribunal, Ministry of Law & Justice.	1 Punjab-1	906	-	-	U/P
163.	192/2019	Assistant Professor (Chemistry) (Female) (BS-18), Directorate of Federal Government Educational Institutions (Cants/ Garrison) Colleges, Ministry of Defence.	1 KPK-1	45	-	-	U/P
164.	193/2019	Lecturer/ Instructor (Islamiat) (BS-17), Military College Jhelum, Ministry of Defence	1 Punjab-1	426	-	-	U/P
165.	184/2019	Assistant Director (BS-17), Airports Security Force, Cabinet Secretariat (Aviation Division).	50 Merit-4 Punjab-25 Sindh(R)-6 Sindh(U)-4 KPK-6 Balochistan-2 GBFATA-2 AJK-1	4843	-	-	U/P
166.	194/2019	Deputy Chief (BS-19), Manpower Section, Ministry of Planning, Development and Reform.	1 Punjab-1	66	-	-	U/P
167.	196/2019	Director (BS-19), Laws of Pakistan Cell, Ministry of Law and Justice.	1 Punjab-1	16	-	-	U/P
168.	197/2019	Deputy Director (IT) (BS-18), Laws of Pakistan Cell, Ministry of Law and Justice.	1 Punjab-1	145	-	-	U/P
169.	198/2019	Deputy Director (Reviewers) (BS-18), Laws of Pakistan Cell, Ministry of Law and Justice.	1 Punjab-1	22	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
170.	199/2019	Assistant Director (Reviewers) (BS-17), Laws of Pakistan Cell, Ministry of Law and Justice.	2 Punjab-1 Sindh(R)-1	279	-	-	U/P
171.	200/2019	Assistant Director (Enforcement) (BS-17), Laws of Pakistan Cell, Ministry of Law and Justice.	1 Punjab-1	201	-	-	U/P
172.	205/2019	Computer Operator (BS-16), Laws of Pakistan Cell, Ministry of Law and Justice.	2 Punjab-1 Sindh(R)-1	531	-	-	U/P
173.	206/2019	Junior Executive/ Proof Reader (BS-16), Laws of Pakistan Cell, Ministry of Law and Justice.	6 Merit-1 Punjab-3 Sindh(R)-1 KPK-1	419	-	-	U/P
174.	207/2019	Inspector Enforcement (BS-16), Laws of Pakistan Cell, Ministry of Law and Justice.	1 Punjab-1	260	-	-	U/P
175.	208/2019	Lecturer (Female) (Geography) (BS-17), Federal Government Colleges For Women, Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training.	1 Punjab-1	8	1	-	U/P
176.	211/2019	Chief Documentation Officer (BS-19), Academy of Educational Planning and Management, Ministry of Federal Education and Professional Training.	1 Sindh(R)-1	8	-	-	U/P
177.	40/2019	Medical Officer (BS-17), Federal Government Polyclinic, Ministry of National Health Services, Regulations and Coordination.	74 Merit-5 Punjab-37 Sindh(R)-8 Sindh(U)-7 KPK-8 Balochistan-5 GBFATA-2 AJK-2	3628	-	-	U/P
178.	153/2019	Assistant Director (BS-17), Department of Libraries National History & Literary Heritage Division.	2 Punjab-2	145	-	-	U/P
179.	195/2019	Assistant Executive Engineer (Civil) (BS-17), Water & Power Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	7 GBFATA-7	351	-	-	U/P
180.	201/2019	Director (BS-19), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division)	1 Punjab-1	1	-	-	U/P
181.	209/2019	Associate Professor (Mathematics) (BS-19), Federal College of Education, Ministry of Federal Education and Professional Training.	1 Sindh(R)-1	7	-	-	U/P
182.	210/2019	Senior Auditor (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan.	1 GBFATA-1	64	-	-	U/P
183.	213/2019	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board), Ministry of Railways.	15 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	2845	-	-	U/P
184.	214/2019	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways, (Railway Board), Ministry of Railways.	15 Merit-1 Punjab-8 Sindh(R)-1 Sindh(U)-1 KPK-2 AJK-2	2858	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
185.	216/2019	Labor Welfare and Safety Officer (BS-16), Naval Headquarters, Ministry of Defence.	2 Merit-1 Punjab-1	136	-	-	U/P
186.	217/2019	Experimental Officer (BS-16), Naval Headquarters, Ministry of Defence.	1 Balochistan-1	26	-	-	U/P
187.	218/2019	Junior Civilian Security Officer (BS-16), OS Directorate, GHQ, Ministry of Defence.	2 Punjab-1 Sindh(U)-1	189	-	-	U/P
188.	219/2019	Associate Professor (Physics) (Male) (BS-19), F.G. Colleges, Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 KPK-1	16	-	-	U/P
189.	220/2019	Director (Technical Services) (BS-19), Department of Libraries, National History & Literary Heritage Division.	1 Punjab-1	21	-	-	U/P
190.	221/2019	Deputy Chief (BS-19), Water Resources Section, Ministry of Planning, Development and Reform.	1 KPK-1	39	-	-	U/P
191.	222/2019	Protocol Officer (BS-17), Ministry of Housing and Works.	1 Punjab-1	182	-	-	U/P
192.	226/2019	Inspector (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division).	79 Merit-6 Punjab-39 Sindh(R)-9 Sindh(U)-7 KPK-8 Balochistan-5 GBFATA-3 AJK-2	53791	-	-	U/P
193.	227/2019	Assistant Executive Engineer (E&M) (BS-17) Water and Power Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	665	-	-	U/P
194.	228/2019	Scientific Officer (BS-17), National Veterinary Laboratory, M/O National Food Security & Research	1 Punjab-1	343	-	-	U/P
195.	229/2019	Associate Professor (Female) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence.	6 Punjab-2 Sindh(R)-2 Sindh(U)-1 AJK-1	56	-	-	U/P
196.	230/2019	Pathologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 PB-1	4	-	-	U/P
197.	231/2019	Assistant Professor (Mathematics) (Male) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	2 Punjab-1 Sindh (U)-1	13	-	-	U/P
198.	134/2019	Medical Officer (BS-17), Military College Jhelum Ministry of Defence.	1 Punjab-1	64	-	-	U/P
199.	135/2019	Joint Commissioner For Indus Waters (BS-19), Office of the Pakistan Commissioner for Indus Waters, Ministry of Water Resources.	2 Merit-1 Punjab-1	37	-	-	U/P
200.	136/2019	Lecturer (BS-17), Naval Headquarters, Ministry of Defence.	17 Merit-2 Punjab-8 Sindh(R)-1 Sindh(U)-2 KPK-2 Balochistan-1 GBFATA-1	7458	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
201.	170/2019	Assistant Professor (BS-18), Naval Headquarters, Ministry of Defence.	5 Merit-1 Punjab-3 KPK-1	461	-	-	U/P
202.	171/2019	Librarian (BS-16), Naval Headquarters, Ministry of Defence.	1 Punjab-1	151	-	-	U/P
203.	172/2019	Principal Foreman (Electronics) (BS-16), Naval Headquarters, Ministry of Defence.	2 Punjab-1 Sindh(R)-1	138	-	-	U/P
204.	176/2019	3 rd Engineer (Textile) (BS-17), Naval Headquarters, Ministry of Defence.	1 Sindh(R)-1	98	-	-	U/P
205.	178/2019	Medical Officer (BS-17), (District Health Office, Health Department, Islamabad), Ministry of National Health Services, Regulations and Coordination.	9 Punjab-6 Sindh(R)-2 KPK-1	455	-	-	U/P
206.	180/2019	Assistant Director (BS-17), Staff Welfare Organization, Establishment Division.	1 Punjab-1	90	-	-	U/P
207.	204/2019	Cost Accountant (BS-18), Ministry Of Industries & Production.	1 Punjab-1	106	-	-	U/P
208.	215/2019	Accountant (BS-16), Naval Headquarters, Ministry of Defence.	1 Punjab-1	464	-	-	U/P
209.	225/2019	Information Technology Specialist (BS-17), National Education Assessment System (NEAS), Ministry of Federal Education And Professional Training.	1 Sindh(R)-1	174	-	-	U/P
210.	232/2019	District Prosecutor (BS-19), Prosecution Department, ICT, Ministry of Interior.	1 Punjab-1	127	-	-	U/P
211.	233/2019	Deputy District Prosecutor (BS-18), Prosecution Department, ICT, Ministry of Interior.	5 Punjab-2 ICT-1 Sindh(R)-1 KPK-1	807	-	-	U/P
212.	234/2019	Assistant Deputy District Prosecutor (BS-17), Prosecution Department, ICT, Ministry of Interior.	10 Merit-1 Punjab-4 ICT-2 Sindh(R)-1 KPK-1 Balochistan-1	2760	-	-	U/P
213.	236/2019	Research Officer (BS-17), National Transport Research Centre (NTRC), Ministry of Communications.	5 Merit-1 Punjab-2 Sindh(R)-1 AJK-1	252	-	-	U/P
214.	238/2019	Accounts Officer (BS-17), National Highways & Motorway Police, Ministry of Communications.	1 Punjab-1	123	-	-	U/P
215.	253/2019	Charge/ Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad, Ministry of National Health Services, Regulations & Coordination.	25 Merit-2 Punjab-12 Sindh(R)-4 Sindh(U)-1 KPK-3 Balochistan-2 GBFATA-1	598	-	-	U/P
216.	165/2019	Deputy Director General (BS-20), Pakistan Bureau of Statistics, M/O Planning, Development & Reform.	1 Punjab-1	42	-	-	U/P
217.	181/2019	Assistant Chief (BS-18), Energy Finance & Economic Section, Energy Wing, M/O Planning, Development & Reform.	1 Punjab-1	142	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
218.	202/2019	Junior Civilian Labor Officer (BS-16), Ordnance Corps, GHQ, Ministry of Defence.	2 Punjab-1 Sindh(R)-1	231	-	-	U/P
219.	223/2019	Assistant Professor (Botany) (BS-18), Ministry of Federal Education & Professional Training.	1 Punjab-1	42	-	-	U/P
220.	224/2019	Lady Physiotherapist (BS-16), Naval Headquarters, Ministry of Defence.	1 KPK-1	102	-	-	U/P
221.	235/2019	Sub Treasury Officer (BS-16), Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	829	-	-	U/P
222.	237/2019	Assistant Director (BS-17), National Highways & Motorway Police, Ministry of Communications.	1 KPK-1	566	-	-	U/P
223.	239/2019	Accountant (BS-16), National Highways & Motorway Police, Ministry of Communications.	10 Merit-1 Punjab-6 Sindh(U)-1 KPK-1 GBFATA-1	2404	-	-	U/P
224.	240/2019	Computer Operator (BS-16), National Highways & Motorway Police, Ministry of Communications.	109 Merit-8 Punjab-55 Sindh(R)-12 Sindh(U)-9 KPK-12 Balochistan-7 GBFATA-4 AJK- 2	12258	-	-	U/P
225.	241/2019	Assistant Professor (Computer Science) (Male) (BS-18), Ministry of Federal Education and Professional Training.	1 KPK-1	31	-	-	U/P
226.	242/2019	Librarian (BS-17), National Transport Research Centre (NTRC), Ministry of Communications.	1 Punjab-1	115	-	-	U/P
227.	248/2019	Scientific Officer (BS-17), Ministry of Science & Technology.	1 Punjab-1	395	-	-	U/P
228.	249/2019	Junior Establishment And Finance Officer (BS-16), OS Directorate, GHQ, Ministry of Defence.	1 Sindh(R)-1	135	-	-	U/P
229.	250/2019	Doctor (Female) (BS-17), Ministry of Human Rights.	1 Punjab-1	56	-	-	U/P
230.	252/2019	Assistant Dental Surgeon (BS-17), Ministry of National Health Services, Regulations & Coordination.	1 KPK-1	124	-	-	U/P
231.	256/2019	Assistant Director (Programmer) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	1 Punjab-1	162	-	-	U/P
232.	257/2019	Range Forest Officer (BS-16), Ministry of Kashmir Affairs and Gilgit Baltistan.	7 GBFATA-7	146	-	-	U/P
233.	258/2019	Assistant Manager IT (BS-17), Intelligence Bureau,	1 Sindh(U)-1	201	-	-	U/P
234.	259/2019	Deputy Director (BS-18), Federal Board of Revenue, Revenue Division.	2 Sindh(R)-1 KPK-1	340	-	-	U/P
235.	260/2019	Medical Officer (BS-17), Airports Security Force, Cabinet Secretariat (Aviation Division).	3 Punjab-2 KPK -1	171	-	-	U/P
236.	264/2019	Professor (BS-20), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination.	4 Sindh(R)-1 Sindh(U)-1 KPK-2	12	-	-	U/P
Total			3588	871650	248		
Grand Total			3603	877302	288		

Appendix-12

Recruitment cases (BS-16 and above) of previous years processed in 2019

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
A: Finalized Cases							
1.	75/2014	Lecturers (Male) (BS-17) Government Colleges, Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	64 GBFATA-64	3361	245	245	R-61 F-3
2.	100/2016	Directors (BS-19), Board of Investment, Prime Minister's Office.	2 Merit-1 Punjab-1	117	7	7	R-2
3.	19/2017	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	1 Punjab-1	52	0	0	F-1
4.	53/2017	Principal/Headmaster/Senior Teacher/Instructor (Male) (BS-18), Education Department, Gilgit Baltistan, M/O Kashmir Affairs and Gilgit Baltistan.	29 GB-29	1454	51	51	R-28 F-1
5.	96/2017	Charge/Staff Nurse (Female) (Civilian) (BS-16), Permanent, Military Hospitals, Ministry of Defence.	1 Balochistan-1	3	0	0	F-1
6.	98/2017	Quarantine Officers (BS-18), Animal Quarantine Department, Ministry Of National Food Security and Research.	2 Punjab-1 GBFATA-1	67	3	3	R-2
7.	110/2017	Radiologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1	0	0	0	F-1
8.	120/2017	Statistician (BS-16), Naval Headquarters, Ministry of Defence.	1 Sindh(R)-1	46	2	2	R-1
9.	134/2017	Inspectors (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division).	59 Merit-4 Punjab-29 Sindh(R)-7 Sindh(U)-4 KPK-6 Balochistan-4 GBFATA-5	36561	189	189	R-59
10.	157/2017	Senior System Analyst (BS-18), Institute of Optronics, Ministry Of Defence Production.	1 Punjab-1	126	6	6	R-1
11.	161/2017	Lady Welfare Officers (BS-16), Naval Headquarters, Ministry of Defence	3 Punjab-2 KPK-1	82	8	8	R-3
12.	165/2017	Assistant Professor (Mathematics) (Female) (BS-18), Federal Directorate of Education, CADD.	1 Sindh(R)-1	3	0	0	F-1
13.	169/2017	Fifteen Assistant Professors (Female) (BS-18), Directorate of Federal Government Educational Institutions (Cantt/ Garrison) Colleges, Ministry of Defence.	15 Merit-1 Punjab-8 Sindh(R)-2 KPK-2 Balochistan-1 GBFATA-1	716	32	32	R-10 F-5
14.	170/2017	Software Engineer (BS-17), Board of Investment, Prime Minister's Office	1 Punjab-1	403	6	6	R-1
15.	173/2017	Assistant Manager IT (BS-17), Intelligence Bureau.	11 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	2458	43	43	R-11

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
16.	174/2017	Assistant Professor (Education) (BS-18), Federal College of Education, Islamabad, Capital Administration and Development Division.	1 Sindh(R)-1	41	1	1	R-1
17.	210/2017	Assistant Private Secretary (BS-16), Ministry of Petroleum and Natural Resources.	1 Punjab-1	71	2	2	R-1
18.	226/2017	Deputy Directors (BS-18), Federal Public Service Commission.	3 Merit-1 Punjab-1 KPK-1	381	19	19	R-3
19.	232/2017	Fire Officers (BS-16), Pakistan Navy, Ministry of Defence.	2 Punjab-2	62	0		W-2
20.	233/2017	Dietitians (Female) (BS-16), Pakistan Navy, Ministry of Defence.	3 Merit-1 Punjab-1 KPK-1	83	8	8	R-3
21.	243/2017	Deputy Directors (Non-Technical) (BS-18), Policy Wing, Ministry of Petroleum and Natural Resources.	2 Punjab-1 KPK-1	151	11	11	R-2
22.	273/2017	Artist (BS-17), Urdu Science Board, National History and Literary Heritage Division, Ministry of Information, Broadcasting & National Heritage.	1 Punjab-1	63	6	6	R-1
23.	275/2017	Assistant Directors (Male) (BS-17), Department of Explosives, Ministry of Industries and Production.	12 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 AJK-1	1187	39	39	R-12
24.	279/2017	Research Officer (BS-17), Academy of Educational Planning And Management, Ministry of Federal Education and Professional Training.	1 KPK-1	172	5	5	R-1
25.	289/2017	Bio Medical Engineers (BS-17) Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	81	9	9	R-3
26.	294/2017	Hospital Dietitian (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	28	0	0	F-1
27.	296/2017	Health Education and Nutrition Officer (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	87	5	5	R-1
28.	298/2017	Junior Scientific Officer (Fumigation and Pest Control) (BS-17), Pakistan Navy, Ministry of Defence.	1 Sindh(R)-1	104	4	4	R-1
29.	306/2017	Civil Supply Officers (BS-16), Food Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-1	503	12	12	R-2
30.	310/2017	Assistant Mechanical Engineer (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 Punjab-1	72	6	6	R-1
31.	315/2017	Ordnance Management Officers (Grade-III) (BS-17), OS Directorate, GHQ, Ministry of Defence.	3 Merit-1 Punjab-1 Sindh(U)-1	657	15	15	R-3
32.	3/2018	Radiologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1	4	0	0	F-1

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
33.	4/2018	Charge/ Staff Nurses (Female) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	38 Sindh(R-1 Sindh(U)-1 KPK-7 Balochistan-24 GBFATA-4 AJK-1	115	28	28	R-13 F-25
34.	5/2018	Official Reporter (English) (BS-17), National Assembly Secretariat	1 Sindh(R)-1	181	3	3	R-1
35.	7/2018	Engineer (Textile) (BS-17), Pakistan Navy, Ministry of Defence	1 Punjab-1	161	5	5	R-1
36.	13/2018	Assistant Meteorologist (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	1 GBFATA-1	255	5	5	R-1
37.	15/2018	Assistant Directors (BS-17), Intelligence Bureau.	12 Punjab-4 Sindh(R)-3 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	17869	36	36	R-10 F-2
38.	18/2018	Senior Auditors (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan	2 Sindh(U)-1 GBFATA-1	95	6	6	R-1 F-1
39.	19/2018	Lecturer (Mathematics) (BS-17), Pakistan Navy, Ministry of Defence.	1 Punjab-1	282	5	5	R-1
40.	20/2018	Assistant Managers Personnel Administration Department (BS-16), Pakistan Navy, Ministry of Defence	6 Punjab-3 Sindh(R)-1 KPK-1 Balochistan-1	513	15	15	R-6
41.	22/2018	Lecturers (Female) (BS-17), Federal Government Colleges for Women, Federal Directorate of Education, Islamabad, Capital Administration Development Division	2 Sindh(U)-1 Balochistan-1	27	8	8	R-1
42.	25/2018	Assistant Private Secretary (BS-16), Military Finance Wing, Finance Division	1 Balochistan-1	61	0	0	F-1
43.	2/2018	Patrol Officers (For Departmental Employees of NH & MP), (BS-14), National Highways & Motorway Police, Ministry of Communications.	179	4421	550	550	R-179
44.	17/2018	Assistant Private Secretaries (BS-16), Policy Wing, Petroleum Division, Ministry of Energy	3 Punjab-2 Balochistan-1	419	2	2	R-1 F-2
45.	23/2018	Translator (BS-16), Ministry of Commerce	1 Punjab-1	34	2	2	R-1
46.	26/2018	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry	1 Punjab-1	90	0	0	F-1
47.	27/2018	Eye Specialist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways	1 Punjab-1	3	1	1	R-1
48.	28/2018	Computer Operator (BS-16), Federal Government Educational Institutions Directorate (Cantts/ Garrisons), Ministry of Defence	1 Punjab-1	774	8	8	R-1
49.	29/2018	Junior Ordnance Management Officers (BS-16), OS Directorate, GHQ, Ministry of Defence	3 Punjab-2 GBFATA-1	568	12	12	R-3

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
50.	32/2018	Assistant Private Secretary (BS-16), Ministry of Ports and Shipping	1 Merit-1	358	1	1	R-1
51.	33/2018	Assistant Private Secretaries (BS-16), Permanent, Director General's Office, Pak PWD, Ministry of Housing & Works	5 Sindh(R)-3 GBFATA-1 AJK-1	506	1	1	R-1 F-4
52.	34/2018	Assistant Private Secretary (BS-16), Military Finance Wing, Finance Division	1 KPK-1	163	1	1	R-1
53.	40/2018	Assistant Technological Advisers (BS-18), Ministry of Science & Technology	2 Punjab-1 KPK-1	181	12	12	R-2
54.	41/2018	Assistant Scientific Adviser (BS-18), Ministry of Science & Technology	1 Punjab-1	121	5	5	R-1
55.	43/2018	Assistant Electronics Adviser (Bs-18), Ministry of Science & Technology	1 Sindh(U)-1	55	3	3	R-1
56.	44/2018	Superintending Engineer (Floods) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water And Power	1 Punjab-1	6	0	0	F-1
57.	46/2018	Assistant Chief Administrative Officer (BS-17), GHQ, Ministry of Defence, (Defence Division)	1 Punjab-1	288	5	5	R-1
58.	47/2018	Joint Commissioners For Indus Waters (BS-19), Office of the Pakistan Commissioner for Indus Waters, Ministry of Water and Power	2 Merit-1 Punjab-1	30	8	8	F-2
59.	49/2018	2nd Engineers (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence	2 Punjab-2	52	2	2	R-1 F-1
60.	52/2018	Assistant Private Secretary (BS-16), Secretariat Training Institute, Establishment Division.	1 Punjab-1	191	2	2	R-1
61.	53/2018	Assistant Armament Supply Officer (BS-16), Naval Headquarters, Ministry Of Defence.	1 Punjab-1	99	5	5	R-1
62.	54/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	3 Merit-2 KP-1	394	1	1	R-1 F-2
63.	57/2018	Data Processing Officer (BS-17), Economic Affairs Division, Ministry of Finance, Revenue and Economic Affairs.	1 Punjab-1	352	5	5	R-1
64.	16/2018	Social Welfare Officer (BS-17), National Commission for Child Welfare and Development, Ministry of Human Rights.	1 Punjab-1	432	6	6	R-1
65.	38/2018	Deputy Director (BS-18), Directorate of Dock Workers Safety, (Regional Office) Gawadar, Ministry of Maritime Affairs.	1 Punjab-1	17	0	0	F-1
66.	45/2018	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	52 Punjab- 29 Sindh(R)-6 Sindh(U)-1 KPK-10 Balochistan-1 GBFATA-2 AJK-3	267	102	102	R-48 F-4
67.	56/2018	Assistant Private Secretaries (BS-16), Ministry of Law, Justice and Human Rights.	7 Punjab- 7	570	4	4	R-3 F-4

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
68.	58/2018	Assistant Private Secretaries (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	2 Punjab-2	186	1	1	R-1 F-1
69.	59/2018	Assistant Private Secretaries (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	2 Punjab-1 Sindh(R)-1	160	0	0	F-2
70.	49/2018	2 nd Engineers (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, M/O Defence.	2 Punjab-2	52	2	2	R-1 F-1
71.	73/2018	Assistant Private Secretary (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development	1 Merit-1	177	0	0	F-1
72.	76/2018	Assistant Engineering Adviser (Civil) / Senior Engineer (Floods) / Deputy Director (Supervision and Monitoring) (BS-18), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water Resources	2 Punjab-1 Balochistan-1	44	0	0	F-2
73.	79/2018	Chief Cost Accounts Officer (BS-21), Finance Division.	1 Merit-1	31	0	0	F-1
74.	71/2018	Assistant Private Secretary (BS-16), Pakistan Mint, Lahore, Finance Division.	1 Punjab-1	153	2	2	R-1
75.	74/2018	Surveyor/ Drawing Officer (BS-16), Minerals & Industries Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	26	0	0	F-1
76.	75/2018	Assistant Directors Industries (BS-17), Minerals & Industries Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	2 GBFATA-2	298	11	11	R-2
77.	80/2018	Assistant Private Secretary (BS-16), Federal Public Service Commission.	1 Sindh(R)-1	75	1	1	F-1
78.	81/2018	Inspectors (BS-16), Pakistan Railways Police, Ministry of Railways.	4 Punjab-3 KPK-1	1695	12	12	R-4
79.	82/2018	Pharmacist (BS-17), Pakistan Navy, Ministry of Defence (Defence Division).	1 KPK-1	304	5	5	R-1
80.	83/2018	Superintending Engineers (B&R/E&M), (BS-19), M.E.S, Ministry of Defence (Defence Division)	2 Punjab-1 Balochistan-1	50	5	5	R-1 F-1
81.	84/2018	Computer Programmer/ GSO-III (Civilian) (BS-17), Ministry of Defence (Defence Division)	1 Punjab-1	488	5	5	R-1
82.	85/2018	Deputy Director (Legal) (BS-18), Policy Wing, Ministry of Energy (Petroleum Division).	1 Punjab-1	27	1	1	R-1
83.	88/2018	Senior Physiotherapist (Female) (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1	11	0	0	F-1
84.	90/2018	Assistant Private Secretaries (BS-16), Ministry of Law & Justice.	2 Merit-2	305	2	2	R-1 F-1
85.	67/2018	Assistant Private Secretaries (BS-16), Ministry of Science & Technology.	6 Merit-1 Punjab-1 Sindh(R)-1 KPK-1 Balochistan-1 GBFATA-1	666	2	2	R-1 F-5
86.	77/2018	Procurement Officer (BS-17), Pakistan Mint, Lahore, Finance Division.	1 Punjab-1	722	5	5	R-1
87.	78/2018	Assistant Director (BS-17), National Documentation Wing, Cabinet Division.	1 KPK-1	271	6	6	R-1

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
88.	87/2018	Associate Professors (Female) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence.	13 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-1 AJK-1	165	15	15	R-7 F-6
89.	89/2018	Inspector Inland Revenue (BS-16), Revenue Division, Federal Board of Revenue	1 AJK-1	48	0	0	F-1
90.	92/2018	Assistant Private Secretaries (BS-16), Special Courts/ Tribunals, Ministry of Law & Justice	41 Merit-3 Punjab-20 Sindh(R)-5 Sindh(U)-3 KPK-5 Balochistan-2 GBFATA-2 AJK- 1	3779	12	12	R-6 F-35
91.	93/2018	Medical Officers (BS-17), Federal Government Polyclinic, Capital Administration and Development Division.	3 Punjab-2 KPK-1	18	3	3	R-1 F-2
92.	95/2018	Assistant Programmer (BS-17), Military Engineer Services, Ministry of Defence (Defence Division)	1 Sindh(R)-1	203	5	5	R-1
93.	96/2018	Senior Speech Therapist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1	21	1	1	R-1
94.	98/2018	Pathologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1	2	0	0	F-1
95.	99/2018	Civilian Medical Practitioner Grade-III (CMP) (BS-17), OS Directorate, GHQ, Ministry of Defence.	1 Merit-1	262	5	5	R-1
96.	100/2018	Junior Civilian Security Officer (JCSO) (BS-16), OS Directorate, GHQ, Ministry of Defence.	1 Punjab-1	27	0	0	F-1
97.	101/2018	Junior Scientific Officer (JSO) (BS-16), OS Directorate, GHQ, Ministry of Defence	1 Punjab-1	40	0	0	F-1
98.	102/2018	Directors (BS-19), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division)	2 Merit-1 Punjab-1	16	1	1	R-1 F-1
99.	103/2018	Assistant Private Secretary (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	1 Sindh(U)-1	141	0	0	F-1
100.	105/2018	Senior Drilling Engineer (BS-18), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division)	1 Sindh(R)-1	30	0	0	F-1
101.	109/2018	Assistant Draftsman (BS-18), Ministry of Law and Justice	1 Sindh(R)-1	34	0	0	F-1
102.	111/2018	Associate Professor/Vice Principal (Geography) (Female) (BS-19), Federal Directorate of Education, CAD Division.	1 Punjab-1	4	0		F-1
103.	112/2018	Deputy Director/ Senior Meteorologist (BS-18), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	1 KPK-1	24	3	3	R-1
104.	113/2018	Assistant Private Secretaries (BS-16), Finance Division.	2 Punjab-2	63	0	0	F-2
105.	117/2018	Associate Radiologist (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration and Development Division.	1 Punjab-1	10	0	0	F-1

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
106.	118/2018	Deputy Directors (BS-18), National Highways & Motorways Police, Ministry of Communications.	2 Punjab-1 Sindh(R)-1	743	12	12	R-2
107.	119/2018	Assistant Director (BS-17), National Highways & Motorway Police, Ministry of Communications.	1 Punjab-1	2552	5	5	R-1
108.	121/2018	Accounts Officers (BS-17), National Highways & Motorway Police, Ministry of Communications.	3 Punjab-2 Sindh(R)-1	2913	9	9	R-3
109.	124/2018	Accountants (BS-16), National Highways & Motorways Police, Ministry of Communications	20 Merit-2 Punjab-10 Sindh(R)-3 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	8454	64	64	R-20
110.	126/2018	Assistant Private Secretaries (BS-16) National Highways & Motorways Police, Ministry of Communications.	3 Punjab-2 Sindh(R)-1	428	6	6	R-3
111.	128/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence	15 Punjab-3 Sindh(R)-3 Sindh(U)-3 KPK-1 Balochistan-2 GBFATA-2 AJK-1	1361	2	2	R-2 F-13
112.	138/2018	Assistant Chief (BS-18), Health Section, Ministry of Planning, Development and Reform	1 Punjab-1	38	1	1	R-1
113.	139/2018	Medical Officer (BS-17), Airports Security Force, Cabinet Secretariat, (Aviation Division)	1 Sindh(R)-1	254	5	5	R-1
114.	114/2018	Assistant Professors (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence.	2 KPK-1 GBFATA=1	32	4	4	R-2
115.	120/2018	Director (Planning) (BS-19), National Highways & Motorway Police, Ministry of Communications	1 Punjab-1	75	6	6	R-1
116.	122/2018	Computer Programmers (BS-17), National Highways & Motorway Police, Ministry of Communications.	2 Punjab-1 Sindh(R)-1	726	14	14	R-2
117.	125/2018	Land Acquiring Officers (BS-16), National Highways & Motorway Police, Ministry of Communications.	2 Punjab-1 Sindh(R)-1	230	10	10	R-1 F-1
118.	127/2018	Assistant Private Secretary (BS-16), Office Of The Chief Engineering Adviser/ Chairman Federal Flood Commission, M/O Energy (Power Division)	1 Sindh(R)-1	133	3	3	F-1
119.	131/2018	Medical Officers (Male) (BS-17), Health Department , Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	7	0	0	F-5
120.	132/2018	Assistant Private Secretaries (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development	2 Sindh(U)-1 Balochistan-1	118	1	1	R-1 F-1
121.	133/2018	Assistant Private Secretary (BS-16), Ministry of Energy (Petroleum Division)	1 Punjab-1	226	0	0	F-1
122.	134/2018	Deputy Headmistress (BS-17), F.G. Schools, Federal Directorate of Education, Capital Administration and Development Division.	1 KPK-1	14	0	0	W

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
123.	135/2018	Deputy Director (BS-18), Management Services Wing, Establishment Division.	1 Punjab-1	98	6	6	R-1
124.	136/2018	Assistant Private Secretaries (BS-16), Ministry of Foreign Affairs.	15 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	2526	35	35	R-11 F-4
125.	141/2018	Assistant Private Secretaries (BS-16), Ministry of Law and Justice.	31 Punjab-14 Sindh(R)-1 Sindh(U)-7 KPK-1 Balochistan-3 GBFATA-3 AJK-2	1663	8	8	R-6 F-25
126.	142/2018	Inspector Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue.	2 Sindh(R)-2	809	10	10	R-2
127.	143/2018	Associate Professor (Physics) (Male) (BS-19), F.G. Colleges Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	1 KPK-1	12	1	1	F-1
128.	146/2018	Staff Nurse (BS-16), Medical Department of Pakistan Railways, (Railway Board) Ministry of Railways.	1 AJK-1	21	5	5	R-1
129.	151/2018	Assistant Director/ Research Officer, (BS-17), Akhtar Hameed Khan National Centre for Rural Development, Cabinet Secretariat, Establishment Division	1 Sindh(R)-1	1060	5	5	R-1
130.	153/2018	Medical Officers (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration And Development Division.	12 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-2 Balochistan-1 AJK-1	1931	37	37	R-12
131.	166/2018	Medical Officers (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration And Development Division.	294 Merit-22 Punjab-146 Sindh(R)-33 Sindh(U)-23 KPK-34 Balochistan-19 GBFATA-12 AJK-5	6633	1018	1018	R-288 F-6
132.	168/2018	Senior Scientific Assistant (BS-16), Naval Headquarters, Ministry of Defence.	1 KPK-1	79	3	3	R-1
133.	176/2018	Assistant Dental Surgeons/ Medical Officers (Dentistry) (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division.	14 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	1174	44	44	R-14

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
134.	162/2018	Professors (BS-20), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division.	4 Sindh(R)-1 Sindh(U)-1 KPK-2	8	2	2	F-4
135.	186/2018	Head Nurses (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration And Development Division.	5 Merit-1 Sindh(R)-2 KPK-2	632	18	18	R-5
136.	107/2018	Assistant Draftsman (BS-18), Ministry of Law and Justice.	1 Balochistan-1	13	0	0	F-1
137.	140/2018	Vice Principals/ Headmistress (Female) (BS-18), F.G Schools, Federal Directorate of Education, Islamabad, Capital Administration & Development Division	2 Punjab-1 Balochistan-1	66	2	2	R-1 F-1
138.	152/2018	Assistant Private Secretaries (BS-16), Ministry of Postal Services.	2 Punjab-1 Sindh(R)-1	391	0	0	F-2
139.	155/2018	Assistant Private Secretary (BS-16), Director General's Office, Pak PWD, Ministry of Housing & Works	1 Sindh(U)-1	161	0	0	F-1
140.	156/2018	Trained Graduate Teachers (MALE) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs And Gilgit Baltistan.	6 GBFATA-6	88	0	0	F-6
141.	157/2018	Trained Graduate Science Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs And Gilgit Baltistan.	2 GBFATA-2	38	0	0	F-2
142.	158/2018	Lecturers (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	10 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 GBFATA-1 AJK-1	4898	46	46	R-10
143.	167/2018	Assistant Private Secretary (BS-16), Ministry of Industries & Production, Islamabad.	1 Merit-1	428	2	2	R-1
144.	180/2018	Appraising/ Valuation Officers (BS-16), Revenue Division, Federal Board of Revenue.	4 Punjab-4	6362	12	12	R-4
145.	195/2018	Judicial Members (BS-21), Appellate Tribunal Inland Revenue, Ministry of Law and Justice	10 Merit-1 Punjab-3 Sindh(R)-1 Sindh(U)-2 KPK-1 Balochistan-1 GBFATA-1	76	8	8	R-2 F-8
146.	196/2018	Pathologist-Cum-Bacteriologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways	1 Punjab-1	4	0	0	F-1
147.	199/2018	Assistant Professor (Islamic Studies) (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence.	1 Punjab-1	42	1	1	R-1
148.	169/2018	Assistant Professor (Mathematics) (Female) (BS-18), Islamabad Model Colleges For Girls, Federal Directorate of Education, Capital Administration & Development Division.	1 Sindh(R)-1	19	1	1	R-1
149.	170/2018	Senior Librarian (BS-18), PIMS Islamabad, Capital Administration and Development Division.	1 Punjab-1	102	3	3	R-1

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
150.	172/2018	Data Processing Officer (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	11 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 AJK-1	2750	34	34	R-11
151.	181/2018	Assistant Professor (Statistics) (Male) (BS-18), Federal Government Colleges for Men, Federal Directorate of Education, Islamabad, Capital Administration And Development Division.	1 Sindh(U)-1	7	0	0	F-1
152.	183/2018	Assistant Private Secretaries (BS-16), Intelligence Bureau	6 Punjab-2 Sindh(R)-1 Sindh(U)-1 Balochistan-2	1255	1	1	R-1 F-5
153.	184/2018	Assistant Executive Engineer (BS-17), Local Government And Rural Development Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	39	5	5	R-1
154.	185/2018	Test Development Specialist (BS-18), National Education Assessment System (NEAS), Ministry of Federal Education and Professional Training.	1 Sindh(R)-1	129	6	6	R-1
155.	188/2018	Drawing Masters (Male) (BS-16), F.G. Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	5 Punjab-3 Sindh(R)-1 Sindh(U)-1	225	16	16	R-5
156.	189/2018	Drawing Mistress (BS-16), F.G. Schools, Directorate Of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	8 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1	790	24	24	R-8
157.	198/2018	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	1 KPK-1	160	5	5	R-1
158.	206/2018	Senior Instructor (BS-19), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	1 Sindh(R)-1	11	0	0	F-1
159.	210/2018	Assistant Private Secretary (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division).	1 Punjab-1	895	2	2	R-1
160.	211/2018	Foreman (BS-16), ARDE, Ministry of Defence Production.	1 KPK-1	90	5	5	R-1
161.	213/2018	Assistant Private Secretaries (BS-16), Railway Board, Ministry of Railways.	36 Merit-3 Punjab-18 Sindh(R)-4 Sindh(U)-3 KPK-4 Balochistan-2 GBFATA-1 AJK-1	3201	2	2	R-2 F-34
162.	201/2018	Inspectors (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	3 Punjab-2 Sindh(U)-1	793	9	9	R-3
163.	207/2018	Deputy Captain Superintendent (BS-19), Pakistan Marine Academy, Karachi, M/O Maritime Affairs	1 Punjab-1	12	1	1	R-1
164.	209/2018	Trained Graduate Science Teachers (Male) (BS-16), Education Department, Gilgit Baltistan, M/O Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	4	0	0	F-3

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
165.	217/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	9 Merit-1 Punjab-4 Sindh(R)-1 KPK-3	1481	4	4	R-3 F-6
166.	230/2018	Research Officer (BS-17), ARDE, Ministry of Defence Production	1 Sindh(U)-1	296	5	5	R-1
167.	165/2018	District Health Officers (BS-18), Health Department, Gilgit Baltistan, M/O Kashmir affairs and Gilgit Baltistan.	8 GBFATA-8	27	1	1	R-1 F-7
168.	190/2018	Senior Veterinary Officers (BS-18), Remount Veterinary and Farms Corps, GHQ, Ministry of Defence.	4 Punjab-2 Sindh(R)-1 KPK-1	130	0	0	F-4
169.	191/2018	Executive Veterinary Officers (BS-19), Remount Veterinary and Farms Directorate, GHQ, Ministry of Defence.	2 Punjab-1 Sindh(R)-1	11	0	0	F-2
170.	212/2018	Rehabilitation Specialists (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	3 Punjab-2 Sindh(R)-1	3	0	0	F-3
171.	216/2018	Deputy Director (Urdu Stenography) (BS-18), Secretariat Training Institute, Islamabad, Establishment Division.	1 Punjab-1	18	0	0	F-1
172.	218/2018	Deputy Chiefs (FUEL) (BS-19), Energy Appraisal & Plan Formulation Section, Energy Wing, Ministry of Planning, Development and Reform.	2 Punjab-1 KPK-1	56	1	1	F-2
173.	220/2018	Assistant Professor (Mathematics) (Male) (BS-18), Islamabad Model Colleges for Boys, Federal Directorate of Education, Ministry of Federal Education And Professional Training.	1 Punjab-1	6	0	0	F-1
174.	225/2018	Sub Divisional Forest Officer (BS-17), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	20	0	0	F-1
175.	227/2018	Assistant Professor (Chemistry) (BS-18), Military College Jhelum, Ministry of Defence.	1 KPK-1	58	0	0	F-1
176.	228/2018	Prosthetics & Orthotist (BS-17), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Sindh(R)-1	11	1	1	F-1
177.	229/2018	Trained Graduate Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs And Gilgit Baltistan.	4 GBFATA-4	77	0	0	F-4
178.	232/2018	Assistant Professors (Female) (BS-18), Federal Government Colleges For Girls, Federal Directorate of Education, Islamabad, Ministry of Federal Education And Professional Training.	3 Punjab-1 KPK-1 Balochistan-1	33	1	1	R-1 F-2
179.	233/2018	Electronic Engineers (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	6 Punjab-3 Sindh(U)-1 KPK-1 GBFATA-1	3927	18	18	R-6
180.	234/2018	Administrative Officer (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	1 Punjab-1	447	5	5	R-1
181.	237/2018	Vice Principal/ Headmaster (Male) (BS-18), Federal Govt. Schools, Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training	1 Punjab-1	50	1	1	R-1

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
182.	238/2018	Assistant Inspector General of Forests (BS-18), Ministry of Climate Change.	1 Sindh(R)-1	24	1	1	R-1
183.	239/2018	Assistant Professor (Mathematics) (Male) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	2 Punjab-1 Sindh(U)-1	13	0	0	F-2
184.	245/2018	Physician (General Medicine) (BS-19), Federal General Hospital, Chak Shahzad, Islamabad, Ministry of National Health Services, Regulations and Coordination.	1 Punjab-1	8	0	0	F-1
185.	246/2018	Chief Documentation Officer (BS-19), Academy of Educational Planning and Management, Ministry of Federal Education and Professional Training.	1 Sindh(R)-1	7	0	0	F-1
186.	247/2018	Research Officer (BS-17), Devolution & Area Development (Rural Development & Local Planning Section), M/O Planning, Development & Reform	1 Sindh(R)-1	1171	5	5	R-1
187.	248/2018	Research Officer (BS-17), Mass Media & Culture Sports Tourism and Youth Section M/O Planning, Development and Reform.	1 KPK-1	1086	5	5	R-1
188.	251/2018	Assistant Private Secretary (BS-16), Ministry of Statistics, Statistics Division.	1 Punjab-1	673	2	2	R-1
189.	253/2018	Assistant Director (BS-17), Geological Survey of Pakistan, Petroleum Division, Ministry of Energy.	1 Balochistan-1	25	1	1	R-1
190.	257/2018	Associate Professor (Mathematics) (BS-19), Federal College of Education, Ministry of Federal Education and Professional Training.	1 Sindh(R)-1	10	0	0	F-1
191.	263/2018	Associate Anesthetist (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Ministry of National Health Services Regulations and Coordination.	1 Punjab-1	1	0	0	F-1
192.	231/2018	Civilian Medical Practitioners (CMP) (Grade-III) (BS-17), OS Directorate, GHQ, M/O Defence	2 Sindh(U)-1 KPK-1	85	10	10	R-2
193.	235/2018	Assistant Electronic Engineer (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 Punjab-1	210	6	6	R-1
194.	249/2018	Joint Census Commissioner (Geography) (BS-19), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economic Affairs, Privatization & Statistics.	1 Sindh(R)-1	2	0	0	F-1
195.	250/2018	Assistant Private Secretaries (BS-16), (Railway Board), Ministry of Railways.	6 Punjab-3 Sindh(U)-1 KPK-1 Balochistan-1	661	1	1	R-1 F-5
196.	256/2018	Research Officer (BS-17), Water Resources Section, M/O Planning, Development and Reform.	1 Merit-1	1096	5	5	R-1
197.	266/2018	Draftsman (BS-19), Law & Prosecution Department, Gilgit Baltistan, M/O Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	7	0	0	F-1
198.	276/2018	Assistant Private Secretaries (BS-16), National Accountability Bureau.	7 Punjab-1 Sindh(R)-1 Sindh(U)-2 Balochistan-1 GBFATA-1 AJK-1	669	1	1	R-1 F-6
TOTAL			1325	160172	3281	3281	

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
B: Under Process							
199.	47/2006	Senior Programmers (BS-18), Directorate of, Information Technology and MIS, Pakistan Railways, Lahore, Ministry of Railways.	2 Punjab-1 Sindh(R)-1	16	5		P
200.	48/2014	Chief Nautical Surveyor (BS-20), Directorate General Ports & Shipping Karachi, Ministry of Ports & Shipping.	01 Punjab-1	2	1		W
201.	54/2014	Assistant Director (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	1191	5		P
202.	56/2014	Administrative Officer (BS-16) Health & Population Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan Division.	1 GBFATA-1	1217	5		P
203.	57/2014	Demographer (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	537	5		P
204.	58/2014	District Population Welfare Officers (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	1901			P
205.	60/2014	Deputy Director (BS-18), Health & Population Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	249	1		P
206.	61/2014	Range Forest Officers (BS-16) Forests, Wildlife and Environment Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	19 GBFATA-19	140			P
207.	80/2014	District Attorney (BS-18) Law and Prosecution Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	55			P
208.	98/2014	Chief Engineer & Ship Surveyor (BS-20), Directorate General Ports & Shipping, Karachi, Ministry of Ports & Shipping.	1 Sindh(R)-1	3	0	-	P
209.	144/2016	Psychologist (BS-17), (Railway Board), Ministry of Railways.	01 Punjab-1	148	-	-	U/P
210.	150/2016	Assistant Signal & Telecommunication Engineers (BS-17), Signal and Telecom Engineering Department of Pakistan Railways, (Railway Board) Ministry of Railways.	10 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	2871	-	-	U/P
211.	151/2016	Assistant Electrical Engineers (BS-17), Electrical Engineering Department of Pakistan Railways (Railway Board) Ministry of Railways.	7 Merit-1 Punjab-3 Sindh(R)-1 Sindh(U)-1 KPK-1	2662	-	-	U/P
212.	152/2016	Assistant Controllers of Store/ Purchase (BS-17), Store & Purchase Department of Pakistan Railways (Railway Board), Ministry of Railways.	8 Punjab-5 Sindh(R)-2 KPK-1	1315	-	-	U/P
213.	156/2016	Director (BS-20), Academy of Educational Planning and Management, Ministry of Federal Education and Professional Training.	01 Punjab-1	16	1	-	U/P
214.	234/2016	Subject Specialists (Female) (BS-17), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	45 GBFATA-45	2314	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
215.	235/2016	Subject Specialists (Male) (BS-17) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	20 GBFATA-20	2145	-	-	U/P
216.	263/2016	Deputy Superintendent Jail (BS-16), Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	1035	15	-	U/P
217.	264/2016	Superintendent Jail (BS-18), Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	234	4	-	U/P
218.	67/2017	Chief Technical Officer (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	1 Punjab-1	12	2	-	U/P
219.	68/2017	Assistant Census Commissioner (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	56 Merit-4 Punjab-28 Sindh(R)-7 Sindh(U)-4 KPK-7 Balochistan-3 GBFATA-2 AJK-1	2190	-	-	U/P
220.	69/2017	Geographer (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	10 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	290	32	-	U/P
221.	70/2017	Assistant Director (Admn) (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	5 Punjab-3 Sindh(R)-1 KKP-1	667	15	-	U/P
222.	71/2017	Deputy Assistant Director (Admn) (BS-16), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	4 Punjab-2 Sindh(R)-1 KPK-1	385	12	-	U/P
223.	72/2017	Deputy Census Commissioner (BS-18), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	2 Punjab-1 Sindh(R)-1	104	2	-	U/P
224.	83/2017	Joint Census Commissioner (BS-19), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economic Affairs, Privatization And Statistics	2 Punjab-1 KPK-1	33	2	-	U/P
225.	123/2017	Social Welfare Officers (Female) (BS-17), Social Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	6 GBFATA-6	139	18	-	U/P
226.	132/2017	Assistant Directors (BS-17), Airports Security Force, Cabinet Secretariat (Aviation Division).	65 Merit-4 Punjab-33 Sindh(R)-7 Sindh(U)-3 KPK-8 Balochistan-4 GBFATA-2 AJK-2	7162	198	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
227.	197/2017	Consultant (Oral Surgeon) (BS-18) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	4	-	-	U/P
228.	199/2017	Principals Midwifery Training School (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	37	6	-	U/P
229.	227/2017	Data Processing Assistants (BS-16), Intelligence Bureau.	9 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	849	53	-	U/P
230.	231/2017	Directors (Non-Technical) (BS-19), Policy Wing, Ministry of Petroleum and Natural Resources.	2 Punjab-1 KPK-1	55	-	-	U/P
231.	266/2017	Assistant Directors (BS-18), Central Directorate of National Savings, Finance Division, Islamabad.	31 Punjab-17 Sindh(R)-2 Sindh(U)-3 KPK-4 Balochistan-3 GBFATA-1 AJK-1	1045	-	-	U/P
232.	269/2017	Executive Engineer (BS-18), Gilgit Baltistan Council Secretariat, Islamabad.	1 Punjab-1	31	3	-	U/P
233.	274/2017	Assistant Directors (BS-17), Intelligence Bureau.	31 Merit-2 Punjab-16 Sindh(R)-3 Sindh(U)-3 KPK-4 Balochistan-2 GBFATA-1	41589	-	-	U/P
234.	281/2017	Assistant Executive Engineers (B&R/ E&M) (BS-17), MES, Ministry of Defence.	49 Merit-4 Punjab-26 Sindh(R)-5 Sindh(U)-4 KPK-5 Balochistan-3 GBFATA-1 AJK-1	13202	169	-	U/P
235.	300/2017	Assistant Directors Tourism (BS-17) Tourism, Youth Affairs, Sports, Culture and Archaeology and Museum Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	7 GBFATA-7	2335	22	-	U/P
236.	301/2017	Assistant Director Culture (BS-17), Tourism, Youth Affairs, Sports, Culture And Archaeology and Museum Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	1201	-	-	U/P
237.	302/2017	Director General (BS-20), National Health Emergency Preparedness & Response Network, Ministry of National Health Services, Regulations & Coordination.	1 Merit-1	19	1	-	U/P
238.	304/2017	Assistant Chief/Planning Officers (BS-18), Planning & Development Department, Gilgit Baltistan, M/O Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	157	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
239.	305/2017	Assistant Directors (BS-17), Food Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	513	-	-	U/P
240.	1/2018	Patrol Officers (BS-14), National Highways & Motorway Police, Ministry of Communications	321 Merit-23 Punjab-160 Sindh(R)-38 Sindh(U)-25 KPK-38 Balochistan-17 GBFAT-13 AJK-7	83969	-	-	U/P
241.	14/2018	Assistant Directors (LAW) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	4 Punjab-2 Balochistan-1 GBFATA-1	815	-	-	U/P
242.	21/2018	Assistant Directors (BS-18), Central Directorate of National Savings, Finance Division	5 Punjab-4 KPK-1	308	5	-	U/P
243.	8/2018	Assistant Accounts Officers (BS-16), Anti Narcotics Force, Ministry of Narcotics Control	2 Punjab-1 Sindh(R)-1	1651	-	-	U/P
244.	64/2018	Psychiatrists (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	2 Punjab-1 Sindh(R)-1	7	-	-	U/P
245.	65/2018	Medical Officers (BS-17), Anti Narcotics Force, Ministry of Narcotics Control	2 Punjab-1 Sindh(R)-1	119	-	-	U/P
246.	35/2018	District Attorneys (BS-18), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	3 GBFATA-3	85	-	-	U/P
247.	62/2018	Professional Social Workers (BS-17), Anti Narcotics Force, Ministry of Narcotics Control	4 Punjab-2 Sindh(R)-1 KPK-1	378	-	-	U/P
248.	63/2018	Psychologists (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	4 Punjab-2 Sindh(R)-1 KPK-1	359	-	-	U/P
249.	66/2018	Programme Managers (BS-18), Anti Narcotics Force, Ministry of Narcotics Control	2 Punjab-1 Sindh(R)-1	35	-	-	U/P
250.	68/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	5 Punjab-5	425	-	-	U/P
251.	36/2018	Physical Education Teachers (Female) (BS-16) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	41 GBFATA-41	108	4	-	U/P
252.	69/2018	Trained Graduate Teachers (Male) (BS-16), F.G. English Medium Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	19 Punjab-11 Sindh(U)-5 Balochistan-3	1263	31	-	U/P
253.	91/2018	Physical Education Teachers (Male), (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	40 GBFATA-40	128	7	-	U/P
254.	97/2018	Senior Prosthetics & Orthotist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1	12	1	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
255.	108/2018	Deputy Director (BS-18), Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	78	-	-	U/P
256.	110/2018	Assistant Private Secretaries (BS-16), Federal Public Service Commission.	3 Sindh(U)-1 GBFATA-1 AJK-1	167	-	-	U/P
257.	123/2018	Computer Operators (BS-16), National Highways & Motorways Police, Ministry of Communications.	25 Merit-1 Punjab-12 Sindh(R)-4 Sindh(U)-1 KPK-3 Balochista-2 GBFATA-1 AJK-1	7033	77	-	U/P
258.	129/2018	Assistant Private Secretaries (BS-16), Board of Investment, Prime Minister's Office.	2 Punjab-1 GBFATA-1	152	-	-	U/P
259.	147/2018	Dietitian (BS-17), Pakistan Air Force, (Defence Division), Ministry of Defence.	3 Punjab-2 Sindh(R)-1	318	9	-	U/P
260.	150/2018	Inspector Customs/ Intelligence Officer (BS-16), Permanent, Revenue Division, Federal Board of Revenue	212 Merit-16 Punjab-106 Sindh(R)-25 Sindh(U)-15 KPK-24 Balochistan-13 GBFATA-9 AJK-4	129865	-	-	U/P
261.	116/2018	Assistant Secretary (Wildlife) (BS-17), Ministry of Climate Change	1 Punjab-1	522			
262.	130/2018	Assistant Directors (BS-17), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division)	25 Merit-2 Punjab-12 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA-1	2604	-	-	U/P
263.	137/2018	Chemist (BS-17), Department of Plant Protection, Ministry of National Food Security & Research.	1 Sindh(R)-1	304	-	-	U/P
264.	148/2018	Deputy Draftsman (BS-19), Ministry of Law and Justice	1 Punjab-1	18	-	-	U/P
265.	149/2018	Chemists (BS-17), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division)	2 Punjab-1 KPK-1	183	-	-	U/P
266.	160/2018	Assistant Professors (BS-18), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division	29 Punjab-13 Sindh(R)-7 Sindh(U)-3 Balochistan-3 GBFATA-3	328	73	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
267.	164/2018	Senior Registrars (BS-18), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division.	24 Merit-1 Punjab-11 Sindh(R)-4 Sindh(U)-2 KPK-3 Balochistan-1 GBFATA-1 AJK-1	443	-	-	U/P
268.	161/2018	Associate Professors (BS-19), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division	7 Merit-2 Punjab-1 Sindh(R)-2 Sindh(U)-1 Balochistan-1	23	7	-	U/P
269.	187/2018	Charge Nurses (BS-16), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division.	241 Merit-43 Sindh(R)-50 Sindh(U)-40 KPK-50 Balochistan-30 GBFATA-22 AJK-6	3774	-	-	U/P
270.	31/2018	Research Officers (BS-17), P&D Department, Gilgit Baltistan, M/O Kashmir Affairs and Gilgit Baltistan.	4 GBFATA-4	1120		-	U/P
271.	115/2018	Deputy Inspector General (Forests) (BS-19), M/O Climate Change	1 Punjab-1	21	-	-	U/P
272.	154/2018	Trained Graduate Teachers (TGT) (MALE) (BS-16), F.G. Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	100 Merit-7 Punjab-49 Sindh(R)-11 Sindh(U)-8 KPK-12 Balochistan-6 GBFATA-4 AJK-3	8111	-	-	U/P
273.	159/2018	Lecturers (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	10 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	5988	60	-	U/P
274.	171/2018	Assistant Chief (BS-18), Governance/Public Administration Section, Ministry of Planning, Development and Reform.	1 Punjab-1	310	5	-	U/P
275.	173/2018	Principal Technician (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division	15 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	536	-	-	U/P
276.	178/2018	Inspector Customs/ Intelligence Officers (BS-16), Revenue Division, Federal Board of Revenue.	19 Punjab-12 Sindh(R)-4 Sindh(U)-3	26125	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
277.	197/2018	Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	1 Punjab-1	34	3	-	U/P
278.	94/2018	Deputy Solicitor (BS-19), Ministry of Law and Justice.	1 Sindh(R)-1	32		-	U/P
279.	163/2018	Admin Officer (BS-17), Pakistan Bureau of Statistics, Ministry of Statistics.	1 Punjab-1	1427	-	-	U/P
280.	179/2018	Consulting Physician (Cardiology) (BS-20), Federal Government Polyclinic, Islamabad, CAD Division.	1 KPK-1	4	-	-	U/P
281.	182/2018	System Analyst (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	15 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1 AJK-1	1699	47	-	U/P
282.	193/2018	Secondary School Teachers (SST) (Female) (BS-17), F.G. Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	206 Merit-15 Punjab-102 Sindh(R)-23 Sindh(U)-16 KPK-23 Balochistan-14 GBFATA-8 AJK-5	60597	67	-	U/P
283.	194/2018	Secondary School Teachers (SST) (Male) (BS-17), F.G. Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence	270 Merit-21 Punjab-140 Sindh(R)-31 Sindh(U)-22 KPK-20 Balochistan-19 GBFATA-11 AJK-6	46735	-	-	U/P
284.	203/2018	Instructor (BS-18), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	1 Punjab-1	96	-	-	U/P
285.	204/2018	Directors (BS-19), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	4 Punjab-2 Sindh(R)-1 Balochistan-1	210	16	-	U/P
286.	205/2018	Deputy Director Generals (BS-20), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	2 Punjab-2	34	-	-	U/P
287.	214/2018	Data Processing Assistants (BS-16), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	11 Punjab-6 Sindh(R)-2 KPK-2 Balochistan-1	2019	-	-	U/P
288.	174/2018	Statistical Officers (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics	111 Merit-8 Punjab-56 Sindh(R)-13 Sindh(U)-8 KPK-13 Balochistan-7 GBFATA-4 AJK-2	17554	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
289.	200/2018	Inspectors (Tech) (BS-16), Intelligence Bureau.	8 Merit-1 Punjab-3 Sindh(R)-1 Sindh(U)-1 Balochistan-1 GBFATA-1	886	-	-	U/P
290.	202/2018	Chief Statistical Officers (BS-18), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics.	13 Merit-1 Punjab-6 Sindh (R)-1 Sindh(U)-2 KPK-1 Balochistan-1 GBFATA-1	829	-	-	U/P
291.	208/2018	Legislative Translation Officer (BS-18), Ministry of Law and Justice.	1 Punjab-1	13	1	-	U/P
292.	215/2018	Deputy Director (Medical) (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1	15	-	-	U/P
293.	192/2018	Assistant Directors (MIS) (BS-17), Federal Board of Revenue, Revenue Division.	20 Merit-2 Punjab-10 Sindh(R)-2 Sindh(U)-2 KPK-2 Balochistan-1 GBFATA-1	13660	64	-	U/P
294.	219/2018	Assistant Private Secretary (BS-16), Directorate General, Pakistan Post Office, Ministry of Communications.	1 Sindh(U)-1	467	-	-	U/P
295.	221/2018	Senior Auditor (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan.	1 KPK-1	139	-	-	U/P
296.	222/2018	Drug Inspectors (BS-17), Drug Control Administration, Health Department, Gilgit Baltistan, M/O Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	91	12	-	U/P
297.	223/2018	Deputy Assistant Solicitor (BS-17), Ministry of Law and Justice.	1 Punjab-1	773	5	-	U/P
298.	224/2018	Inspector (BS-16), Bureau of Emigration & Overseas Employment, M/O Overseas Pakistanis & Human Resource Development.	1 Punjab-1	241	-	-	U/P
299.	236/2018	Assistant Meteorologists (BS-16), Meteorological Department, Cabinet Secretariat (Aviation Division).	11 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	3061	-	-	U/P
300.	240/2018	Assistant Naval Store Officers (BS-16), Naval Headquarters, Ministry of Defence.	10 Merit-1 Punjab-5 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	1128	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S.No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
301.	241/2018	Administrative Officer (BS-16), Naval Headquarters, Ministry of Defence.	1 Punjab-1	729	-	-	U/P
302.	242/2018	Experimental Officer (BS-16), Naval Headquarters, Ministry of Defence	1 Punjab-1	210	5	-	U/P
303.	252/2018	Assistant Manager IT (BS-17), Intelligence Bureau	1 AJK-1	386	8	-	U/P
304.	254/2018	Inspector (BS-16), Anti Narcotics Force, (Narcotics Control Division) Ministry of Narcotics Control	1 KPK-1	106	-	-	U/P
305.	259/2018	Inspectors (Investigation) (BS-16), Federal Investigation Agency, Ministry of Interior	62 Merit-4 Punjab-31 Sindh(R)-7 Sindh(U)-5 KPK-7 Balochistan-4 GBFATA-3 AJK-1	146362	-	-	U/P
306.	260/2018	Assistant Directors (Legal) (BS-17), Federal Investigation Agency, Ministry of Interior	17 Merit-1 Punjab-9 Sindh (R)-2 Sindh (U)-1 KPK-2 Balochistan-1 AJK-1	5436	53	-	U/P
307.	261/2018	Assistant Directors (Investigation) (BS-17), Federal Investigation Agency, Ministry of Interior	11 Merit-1 Punjab-5 Sindh(R)-1 Sindh (U)-1 KPK-2 AJK-1	49192	-	-	U/P
308.	243/2018	Deputy Chief (BS-19), Environment Section, Ministry of Planning, Development And Reform	1 Punjab-1	30	-	-	U/P
309.	244/2018	Assistant Chief (BS-18), Environment Section, Ministry of Planning, Development and Reform	1 Punjab-1	88	-	-	U/P
310.	262/2018	Inspector of Police (Male) (BS-16), Pakistan Navy, Ministry of Defence (Defence Division)	2 Punjab-1 Sindh(R)-1	348	10	-	U/P
Total			2401	722386	1147	0	0
Grand Total			3726	882558	4428	3281	0

P* = Pending due to Litigation
W = Requisition Withdrawn
R = Recommended
F = Failure
U/P= Under Process

Appendix-13

Cases in which Alternate Nominations were made due to non joining of Principal Nominees during 2019

S. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Alternate Nominations
1.	277/2016	Inspectors Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue.	64
2.	304/2016	Assistant Directors/Protector of Emigrants (BS-17), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	5
3.	132/2016	Assistant Private Secretaries (BS-16), Director General's Office, Pak PWD, Ministry of Housing & Works.	1
4.	37/2016	Demonstrators (BS-17), Federal Medical & Dental College, Cabinet Division.	7
5.	187/2016	Deputy Chief Cost Accounts Officer (BS-20), Finance Division.	1
6.	261/2016	Registrar, Gilgit Baltistan Service Tribunal, Gilgit Baltistan, Ministry of Kashmir Affairs And Gilgit Baltistan	1
7.	194/2016	Junior Librarians (BS-16), Department of Libraries, Capital Administration And Development Division.	3
8.	218/2016	Charge/ Staff Nurses (Female) (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	15
9.	145/2016	Trained Graduate Teachers (MALE) (BS-16), F.G. English Medium Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	19
10.	37/2016	Demonstrators (BS-17), Federal Medical & Dental College, Cabinet Division.	3
11.	268/2017	Demonstrator (Male) (BS-16), Directorate of Federal Govt. Educational Institution (Cantts/Garrisons), Ministry of Defence.	1
12.	178/2017	Assistant Private Secretaries (BS-16), Intelligence Bureau.	5
13.	140/2017	Assistant Directors (BS-17), Federal Government Organization.	2
14.	287/2017	Assistant Chief (BS-18), Ministry of Industries and Production.	1
15.	267/2017	Staff Nurse (BS-16), Medical Department of Pakistan Railways, (Railway Board), Ministry of Railways.	1
16.	262/2017	Assistant Private Secretaries (BS-16), National Accountability Bureau, Islamabad.	1
17.	57/2017	Oriental Teacher (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1
18.	297/2017	Junior Scientific Officers (BS-17), Pakistan Navy, Ministry of Defence	1
19.	240/2017	Doctor (Female) (BS-17), National Commission for Child Welfare and Development, Ministry of Human Rights.	1
20.	103/2017	Trained Graduate Science Teachers (Female), (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3
21.	80/2017	Deputy Director (ADMN), (BS-18), Office of the Pakistan Commissioner for Indus Waters, Ministry of Water and Power.	1
22.	104/2017	Trained Graduate Science Teachers (Male), (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	15
23.	122/2017	Physiotherapist (Female) (BS-17), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1
24.	101/2017	Trained Graduate Teachers (Male), (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	6
25.	109/2017	Psychologist (BS-17), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Alternate Nominations
26.	131/2017	Medical Officers (BS-17), Airports Security Force, Cabinet Secretariat, (Aviation Division).	1
27.	149/2017	Medical Officer (Bs-17), Military College Jhelum, Ministry of Defence	1
28.	310/2017	Assistant Mechanical Engineer (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1
29.	169/2017	Assistant Professors (Female) (BS-18), Directorate of Federal Government Educational Institutions (Cantt/ Garrison) Colleges, Ministry of Defence.	1
30.	151/2017	Lecturers/ Instructors (BS-17), Military College Jhelum, Ministry of Defence.	1
31.	204/2017	Medical Officers (Male) (BS-17) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	7
32.	284/2017	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	1
33.	102/2017	Posts of Trained Graduate Teacher (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	18
34.	178/2017	Assistant Private Secretaries (BS-16), Intelligence Bureau.	3
35.	173/2017	Assistant Manager IT (BS-17), Intelligence Bureau.	1
36.	315/2017	Ordnance Management Officers (GRADE-III) (BS-17), OS Directorate, GHQ, Ministry of Defence.	1
37.	167/2018	Assistant Private Secretary (BS-16), Ministry of Industries & Production, Islamabad.	1
38.	52/2018	Assistant Private Secretary (BS-16), Secretariat Training Institute, Establishment Division.	1
39.	153/2018	Medical Officers (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration and Development Division.	6
40.	210/2018	Assistant Private Secretary (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division)	1
41.	49/2018	2 nd Engineers (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence	1
42.	71/2018	Assistant Private Secretary (BS-16), Pakistan Mint, Lahore, Finance Division.	1
43.	168/2018	Senior Scientific Assistant (BS-16), Naval Headquarters, Ministry of Defence.	1
44.	180/2018	Appraising/ Valuation Officers (BS-16), Revenue Division, Federal Board of Revenue.	1
45.	198/2018	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	1
46.	19/2018	Lecturer (Mathematics) (BS-17), Pakistan Navy, Ministry OF Defence	1
47.	76/2014	Lecturers (Female) (BS-17), Govt. Colleges Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1
Total			212

Appendix-14

Statistics on Interviews and Personal Hearings conducted by the Commission during 2019

Interview Program No.	Interview						Personal Hearing						Grand Total
	Islamabad	Lahore	Peshawar	Karachi	Quetta	Total	Islamabad	Lahore	Peshawar	Karachi	Quetta	Total	
01/2019	100	02	15	38	42	197	05	--	02	03	04	14	211
02/2019	77	28	9	28	4	146	18	3	-	-	-	21	167
03/2019	70	18	2	62	-	152	15	4	-	8	-	27	179
04/2019	161	131	70	104	02	468	2	2	2	-	-	6	474
05/2019	-	-	-	-	-	-	-	-	-	-	-	-	-
06/2019	50	135	51	41	55	332	21	16	10	10	4	61	393
07/2019	204	100	1	18	-	323	29	4	-	5	-	38	361
08/2019	81	52	25	41	12	211	19	6	4	10	4	43	254
09/2019	110	212	28	14	3	367	9	4	2	2	-	17	384
10/2019	123	234	6	32	-	395	7	2	-	2	-	11	406
11/2019	66	40	10	15	1	132	47	24	4	6	-	81	213
12/2019	55	1	-	73	-	129	4	-	-	1	-	5	134
13/2019	78	44	67	65	47	301	23	12	6	10	4	55	356
14/2019	-	-	-	11	-	11	-	-	-	4	-	4	15
15/2019	84	32	24	82	3	225	34	4	7	15	-	60	285
16/2019	74	46	12	19	4	155	15	11	3	7	-	36	191
17/2019	57	22	14	23	6	122	6	3	2	1	-	12	134
18/2019	54	27	16	24	1	122	-	-	-	-	-	-	122
19/2019	51	25	16	15	1	108	10	6	4	6	1	27	135
20/2019	86	34	58	52	3	233	20	28	15	17	1	81	314
21/2019	11	1	-	-	-	12	-	-	-	-	-	-	12
22/2019	98	58	23	49	4	232	4	4	1	2	1	12	244
23/2019	43	1	-	71	-	115	12	1	-	7	-	20	135
24/2019	50	1	69	-	-	120	5	-	6	-	-	11	131
25/2019	3	7	-	-	-	10	-	-	-	-	-	-	10
26/2019	97	17	40	140	20	314	9	6	3	2	2	22	336
27/2019	9	6	-	-	-	15	20	1	-	-	-	21	36
Total	1892	1274	556	1017	208	4947	334	141	71	118	21	685	5632

Appendix-15

Recruitment Cases withdrawn by the Requisitioning Ministry/ Division/ Department during 2019

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Preselect	Interviewed	Remarks
1	232/2017	Fire Officers (BS-16), Pakistan Navy, Ministry of Defence.	2 PB-2	62	0	0	W-2
2	134/2018	Deputy Headmistress (BS-17), Federal. Government. Schools, Federal Directorate of Education, Capital Administration and Development Division	1 KPK (M)-1	14	0	0	W-1
3	58/2019	Medical Officer (Male) (BS-17), Health Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GB (NM) -1	3	0	0	W-1
Total			04	79	0	0	Withdrawn-4

Appendix-16

Recruitment Cases re-Advertised during 2019

S. No.	Advt. No.	Case No.	Name of Posts with Ministry/ Division/ Department & BPS.	Posts with Quota
1.	1/19	17/2019	Deputy Armament Supply Officer (BS-18), Pakistan Navy, Ministry of Defence.	3 Punjab-2 Sindh(U)-1
2.	1/19	18/2019	Staff Welfare Officer (Lady) (BS-17), Naval Headquarters, Ministry of Defence.	1 Sindh(R)-1
3.	1/19	19/2019	Lecturer/ Instructor (Computer Science) (BS-17), Military College Jhelum, Ministry of Defence.	1 Sindh(R)-1
4.	1/19	21/2019	Agriculture Officer (BS-17), Agriculture Department, Gilgit Baltistan, Ministry of Kashmir Affairs And Gilgit Baltistan.	1 GBFATA-1
5.	1/19	22/2019	Assistant Private Secretary (BS-16), Ministry of National Health Services, Regulations & Coordination.	2 Punjab-1 Sindh(U)- 1
6.	1/19	24/2019	Assistant Private Secretary (BS-16), Military Finance Wing, Finance Division.	1 Balochistan-1
7.	1/19	31/2019	Research Officer (BS-17), Policy Wing, Ministry of Petroleum and Natural Resources.	1 GBFATA-1
8.	2/19	32/2019	Assistant Professor (Mathematics) (BS-18), Military College Jhelum, Ministry of Defence.	1 Sindh(R)-1
9.	2/19	33/2019	Assistant Professor (Female) (BS-18), Directorate of Federal Government Educational Institutions (Cantt/ Garrison) Colleges, Ministry of Defence.	5 Punjab-1 Sindh(R)-2 Balochistan-1 GBFATA=1
10.	2/19	34/2019	Medical Officer (Female) (BS-17) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1
11.	2/19	37/2019	Director General (BS-20), National Archives of Pakistan, Cabinet Division.	1 Merit-1
12.	2/19	42/2019	Medical Officer (BS-17), Pakistan Post Office Department, Ministry of Postal Services.	1 KPK-1
13.	2/19	58/2019	Medical Officer (Male) (BS-17,) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-1
14.	3/19	62/2019	Radiologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1
15.	3/19	89/2019	Assistant Private Secretary (BS-16), Intelligence Bureau.	7 Punjab-4 Sindh(R)-1 KPK-1 GBFATA- 1
16.	4/19	91/2019	Superintending Engineer (B&R/E&M), (BS-19), M.E.S, Ministry of Defence (Defence Division).	1 Balochistan-1
17.	4/19	97/2019	Assistant Private Secretary (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	1 Sindh(U)-1
18.	4/19	98/2019	Hospital Dietitian (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1
19.	4/19	107/2019	Assistant Private Secretary (BS-16), Naval Headquarters, Ministry of Defence.	8 Punjab-3 Sindh(R)-3 GBFATA-1 AJK-1

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Advt. No.	Case No.	Name of Posts with Ministry/ Division/ Department & BPS.	Posts with Quota
20.	4/19	122/2019	Preventive Officer (BS-16), Revenue Division, Federal Board of Revenue.	40 Punjab-27 Sindh(R)-3 Sindh(U)-3 KPK-5 GBFATA-2
21.	4/19	123/2019	Assistant Private Secretary (BS-16), Ministry of States & Frontier Regions.	2 Sindh(R)-1 GBFATA-1
22.	4/19	124/2019	Deputy Engineering Adviser (Power)/ Government Inspector of Electricity (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water Resources	1 Punjab-1
23.	5/19	99/2019	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform.	26 Punjab-11 Sindh(R)-3 Sindh(U)-4 KPK-2 Balochistan-2 GBFATA-2 AJK-1
24.	5/19	129/2019	Land Acquiring Officer (BS-16), National Highways & Motorway Police, Ministry of Communications.	1 Sindh(R)-1
25.	5/19	130/2019	Deputy Director (Urdu Stenography) (BS-18), Secretariat Training Institute, Islamabad, Establishment Division.	1 Punjab-1
26.	6/19	35/2019	Executive Veterinary Officer (BS-19), Remount Veterinary and Farms Directorate, GHQ, Ministry Of Defence.	2 Punjab-1 Sindh(R)-1
27.	6/19	56/2019	Rehabilitation Specialist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	3 Punjab-2 Sindh(R)-1
28.	6/19	111/2019	Medical Officer (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination.	6 Punjab-5 GBFATA-1
29.	6/19	117/2019	2 nd Engineer (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	1 Punjab-1
30.	7/19	163/2019	Junior Civilian Security Officer (JCSO) (BS-16), OS Directorate, GHQ, Ministry of Defence.	1 Punjab-1
31.	7/19	164/2019	Assistant Professor (Chemistry) (BS-18), Military College Jhelum, Ministry of Defence.	1 KPK-1
32.	8/19	139/2019	Deputy Director (BS-18), Board of Investment, Prime Minister's Office.	2 Punjab-1 Sindh(U)-1
33.	8/19	168/2019	Deputy Commissioner for Indus Waters (BS-18), Office of the Pakistan Commissioner for Indus Waters, Ministry of Water Resources.	2 Punjab-1 KPK-1
34.	8/19	179/2019	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD Ministry of Housing and Works.	1 Punjab-1
35.	8/19	192/2019	Assistant Professor (Chemistry) (Female) (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrison) Colleges, Ministry of Defence.	1 KPK-1
36.	8/19	193/2019	Lecturer/ Instructor (Islamiat) (BS-17), Military College Jhelum, Ministry of Defence.	1 Punjab-1
37.	9/19	208/2019	Lecturer (Female) (Geography) (BS-17), Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training.	1 Punjab-1

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Advt. No.	Case No.	Name of Posts with Ministry/ Division/ Department & BPS.	Posts with Quota
38.	9/19	211/2019	Chief Documentation Officer (BS-19), Academy of Educational Planning And Management, Ministry of Federal Education and Professional Training.	1 Sindh(R)-1
39.	10/19	201/2019	Director (BS-19), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division).	1 Punjab-1
40.	10/19	209/2019	Associate Professor (Mathematics) (BS-19), F.G. College of Education, M/O Federal Education and Professional Training.	1 Sindh(R)-1
41.	10/19	210/2019	Senior Auditor (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan.	1 GBFATA-1
42.	10/19	218/2019	Junior Civilian Security Officer (BS-16), OS Directorate, GHQ, Ministry of Defence.	2 Punjab-1 Sindh(U)-1
43.	10/19	219/2019	Associate Professor (Physics) (Male) (BS-19), F. Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	1 KPK-1
44.	10/19	229/2019	Associate Professor (Female) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence.	6 Punjab-2 Sindh(R)-2 Sindh(U)-1 AJK-1
45.	10/19	230/2019	Pathologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1
46.	10/19	231/2019	Assistant Professor (Mathematics) (Male) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	2 Punjab-1 Sindh(U)-1
47.	11/19	134/2019	Medical Officer (BS-17), Military College Jhelum, Ministry of Defence.	1 Punjab-1
48.	11/19	135/2019	Joint Commissioner for Indus Waters (BS-19), Office of the Pakistan Commissioner for Indus Waters, Ministry of Water Resources.	2 Merit-1 Punjab-1
49.	11/19	136/2019	Lecturer (BS-17), Naval Headquarters, Ministry of Defence.	17 Merit-2 Punjab-8 Sindh(R)-1 Sindh(U)- 2 KPK-2 Balochistan-1 GBFATA-1
50.	12/19	241/2019	Assistant Professor (Computer Science) (Male) (BS-18), F.G. Colleges for Men, Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training.	1 KPK-1
51.	12/19	250/2019	Doctor (Female) (BS-17), National Commission for Child Welfare and Development, Ministry of Human Rights.	1 Punjab-1
52.	12/19	260/2019	Medical Officer (BS-17), Airports Security Force, Cabinet Secretariat (Aviation Division).	3 Punjab-2 KPK-1
53.	12/19	264/2019	Professor (BS-20), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination.	4 Sindh(R)-1 Sindh(U)-1 KPK-2
Merit				5
Punjab				81
Sindh(Rural)				30
Sindh(Urban)				17
Khyber Pakhtunkhwa				19
Balochistan				6
GB/FATA				20
AJK				3
Total				181

Appendix-17

Recruitment against Minorities Quota

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Ministry Quota/Posts	Finalized	
				Nomination	Failure
1.	75/2014	Lecturers (Male) (BS-17) Government Colleges, Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	3 GBFATA-3	-	3 GBFATA-3
2.	53/2017	Principal/ Headmaster/Senior Teacher/ Instructor (Male) (BS-18), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	-	1 GBFATA-1
3.	134/2017	Inspectors (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division).	5 Punjab-2 Sindh(R)-1 KPK-1 Balochistan-1	5 Punjab-2 Sindh(R)-1 KPK-1 Balochistan-1	-
4.	169/2017	Assistant Professors (Female) (BS-18), Directorate of Federal Government Educational Institutions (Cantt/ Garrison) Colleges, Ministry of Defence.	1 Punjab-1	-	1 Punjab-1
5.	4/2018	Charge/ Staff Nurses (Female) (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	6 Sindh(R)-1 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	5 Sindh(R)-1 Sindh(U)-1 KPK- 2 GBFATA-1	1 Balochistan-1
6.	15/2018	Assistant Directors (BS-17), Intelligence Bureau.	3 Punjab-1 KPK-1 Balochistan-1	1 Punjab-1	2 KPK-1 Balochistan-1
7.	18/2018	Senior Auditors (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan.	2 Sindh(U)-1 GBFATA-1	1 Sindh(U)-1	1 GBFATA- 1
8.	22/2018	Lecturers (Female) (BS-17), Federal Government Colleges for Women, Federal Directorate of Education, Islamabad, Capital Administration Development Division.	1 Sindh (U)-1	--	1 Sindh(U)- 1
9.	45/2018	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	2 Punjab-1 Sindh(R)-1	1 Punjab-1	1 Sindh(R)-1
10.	70/2018	Lecturers (Female) (BS-17), Federal Government Colleges for Women, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	1 Punjab-1	--	1 Punjab-1
11.	81/2018	Inspectors (BS-16), Pakistan Railways Police, Ministry of Railways.	1 Punjab-1	1 Punjab-1	-
12.	87/2018	Associate Professors (Female) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence	1 Punjab-1	-	1 Punjab-1
13.	89/2018	Inspector Inland Revenue (BS-16), Revenue Division, Federal Board of Revenue.	1 AJK-1	-	1 AJK-1
14.	92/2018	Assistant Private Secretaries (BS-16), Special Courts/ Tribunals, Ministry of Law & Justice.	1 Punjab-1	-	1 Punjab-1
15.	93/2018	Medical Officers (BS-17), Federal Government Polyclinic, Capital Administration and Development Division.	3 Punjab-2 KPK-1	1 Punjab-1	2 Punjab-1 KPK-1
16.	100/2018	Junior Civilian Security Officer (JCSO) (BS-16), OS Directorate, GHQ, Ministry of Defence.	1 Punjab-1	-	1 Punjab-1

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Ministry Quota/Posts	Finalized	
				Nomination	Failure
17.	124/2018	Accountants (BS-16), National Highways & Motorways Police, Ministry of Communications	1 Punjab-1	1 Punjab-1	-
18.	128/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	1 Punjab-1	-	1 Punjab-1
19.	131/2018	Medical Officers (Male) (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	-	5 GBFATA-5
20.	141/2018	Assistant Private Secretaries (BS-16), Ministry of Law and Justice.	3 Punjab-2 Sindh(R)-1	-	3 Punjab-2 Sindh(R)-1
21.	142/2018	Inspector Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue.	1 Sindh(R)-1	1 Sindh(R)-1	-
22.	153/2018	Medical Officers (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration and Development Division	1 Punjab-1	1 Punjab-1	-
23.	166/2018	Medical Officers (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division	15 Punjab-8 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	9 Punjab-3 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1	6 Punjab-5 GBFATA-1
24.	140/2018	Vice Principals/ Headmistress (Female) (BS-18), F.G Schools, Federal Directorate Of Education, Islamabad, Capital Administration & Development Division	2 Punjab-1 Balochistan-1	1 Punjab-1	1 Balochistan-1
25.	156/2018	Trained Graduate Teachers (Male) (Bs-16) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	6 GBFATA-6	-	6 GBFATA-6
26.	157/2018	Trained Graduate Science Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	-	2 GBFATA-2
27.	183/2018	Assistant Private Secretaries (BS-16), Intelligence Bureau.	2 Punjab-1 Sindh(R)-1	-	2 Punjab-1 Sindh(R)-1
28.	213/2018	Assistant Private Secretaries (BS-16), Railway Board, Ministry Of Railways	1 Punjab-1	-	1 Punjab-1
29.	201/2018	Inspectors (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	1 Punjab-1	1 Punjab-1	-
30.	209/2018	Trained Graduate Science Teachers (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	3 GBFATA-3	-	3 GBFATA-3
31.	220/2018	Assistant Professor (Mathematics) (Male) (BS-18), Islamabad Model Colleges For Boys, Federal Directorate of Education, Ministry of Federal Education and Professional Training	1 Punjab-1	-	1 Punjab-1
32.	229/2018	Trained Graduate Teachers (Female) (Bs-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	4 GBFATA-4	-	4 GBFATA-4
33.	232/2018	Assistant Professors (Female) (BS-18), Federal Government Colleges For Girls, Federal Directorate Of Education, Islamabad, Ministry of Federal Education and Professional Training.	1 Punjab-1	-	1 Punjab-1
34.	237/2018	Vice Principal/ Headmaster (Male) (Bs-18), Federal Govt. Schools, Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training.	1 Punjab-1	1 Punjab-1	-

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Ministry Quota/Posts	Finalized	
				Nomination	Failure
35.	239/2018	Assistant Professor (Mathematics) (Male) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 Punjab-1	-	1 Punjab-1
36.	21/2019	Agriculture Officer (BS-17), Agriculture Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	-	1 GBFATA-1
37.	34/2019	Medical Officer (Female) (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1		1 GBFATA-1
38.	58/2019	Medical Officer (Male) (BS-17), Health Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	-	W-1
Total			87	30	57

Appendix-18

Recruitment Cases processed for Gilgit-Baltistan Government by the Commission during 2019

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts for GB Government	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
A. Finalized Cases							
1.	75/2014	Lecturers (Male) (BS-17) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs And Gilgit Baltistan.	64	3361	245	245	R-61 F-3
2.	53/2017	Principal/ Headmaster/Senior Teacher/ Instructor (Male) (BS-18), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	29	1454	51	51	R-28 F-1
3.	289/2017	Bio Medical Engineers (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3	81	9	9	R-3
4.	294/2017	Hospital Dietitian (BS-17) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1	28	0	0	F-1
5.	296/2017	Health Education and Nutrition Officer (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1	87	5	5	R-1
6.	306/2017	Civil Supply Officers (BS-16), Food Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2	503	12	12	R-2
7.	74/2018	Surveyor/ Drawing Officer (BS-16)), Minerals & Industries Department, Gilgit Baltistan, Ministry Of Kashmir Affairs and Gilgit Baltistan.	1	26	0	0	F-1
8.	75/2018	Assistant Directors Industries (BS-17), Minerals & Industries Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2	298	11	11	R-2
9.	131/2018	Medical Officers (Male) (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5	7	0	0	F-5
10.	156/2018	Trained Graduate Teachers (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	6	88	0	0	F-6
11.	157/2018	Trained Graduate Science Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2	38	0	0	F-2
12.	184/2018	Assistant Executive Engineer (BS-17), Local Government And Rural Development Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1	39	5	5	R-1
13.	209/2018	Trained Graduate Science Teachers (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3	4	0	0	F-3
14.	165/2018	District Health Officers (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	8	27	1	1	R-1 F-7

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts for GB Government	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
15.	225/2018	Sub Divisional Forest Officer (BS-17), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1	20	0	0	F-1
16.	229/2018	Trained Graduate Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	4	77	0	0	F-4
17.	266/2018	Draftsman (BS-19), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1	7	0	0	F-1
18.	34/2019	Medical Officer (Female) (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1	1	0	0	F-1
Total			135	6146	99	36	
B. Under Process							
19.	54/2014	Assistant Director (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and G.B Division.	1	1191	-	-	P
20.	56/2014	Administrative Officer (BS-16) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and G.B.	1	1217	-	-	P
21.	57/2014	Demographer (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	1	537	-	-	P
22.	58/2014	District Population Welfare Officers (BS-17), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	5	1901	-	-	P
23.	60/2014	Deputy Director (BS-18), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	1	249	-	-	P
24.	61/2014	Range Forest Officers (BS-16) Forests, Wildlife And Environment Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	19	140	-	-	P
25.	80/2014	District Attorney (BS-18) Law and Prosecution Department Gilgit Baltistan, Ministry of Kashmir Affairs and G.B.	1	55	-	-	P
26.	234/2016	Subject Specialists (Female) (BS-17), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	45	2314	-	-	U/P
27.	235/2016	Subject Specialists (Male) (BS-17), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	20	2145	-	-	U/P
28.	263/2016	Deputy Superintendent Jail (BS-16), Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5	1035	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts for GB Government	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
29.	264/2016	Superintendent Jail (BS-18), Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2	234	-	-	U/P
30.	123/2017	Social Welfare Officers (Female) (BS-17), Social Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	6	139	-	-	U/P
31.	197/2017	Consultant (Oral Surgeon) (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1	4	-	-	U/P
32.	199/2017	Principals Midwifery Training School (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2	37	-	-	U/P
33.	300/2017	Assistant Directors Tourism (BS-17), Tourism, Youth Affairs, Sports, Culture and Archaeology and Museum Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	7	2335	-	-	U/P
34.	301/2017	Assistant Director Culture (BS-17), Tourism, Youth Affairs, Sports, Culture and Archaeology and Museum Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1	1201	-	-	U/P
35.	304/2017	Assistant Chief/ Planning Officers (BS-18) Planning & Development Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2	157	-	-	U/P
36.	305/2017	Assistant Directors (BS-17) Food Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2	513	-	-	U/P
37.	35/2018	District Attorneys (BS-18), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3	85	-	-	U/P
38.	36/2018	Physical Education Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	41	108	-	-	U/P
39.	91/2018	Physical Education Teachers (Male), (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	40	128	-	-	U/P
40.	108/2018	Deputy Director (BS-18), Women Development Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1	78	-	-	U/P
41.	31/2018	Research Officers (BS-17), Planning & Development Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	4	1120	-	-	U/P
42.	222/2018	Drug Inspectors (BS-17), Drug Control Administration, Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5	91	-	-	U/P
43.	98/2019	Hospital Dietitian (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1	38	-	-	U/P

FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts for GB Government	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
44.	143/2019	Veterinary Officer (BS-17), Agriculture, Livestock and Fisheries Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	8	95	-	-	U/P
45.	188/2019	Sub Divisional Forest Officer (BS-17), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1	9	-	-	U/P
46.	195/2019	Assistant Executive Engineer (Civil) (BS-17), Water & Power Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	7	351	-	-	U/P
47.	227/2019	Assistant Executive Engineer (E&M) (BS-17), Water and Power Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5	665	-	-	U/P
48.	235/2019	Sub Treasury Officer (BS-16), Finance Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3	829	-	-	U/P
49.	257/2019	Range Forest Officer (BS-16), Forest, Parks & Wildlife, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	7	146	-	-	U/P
Total			248	19147	--	--	--
Grand Total			383	25293	99	36	--

Acknowledgement

The Commission would like to place on record its 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 its deep appreciation of the dedication and hard work by the senior management and secretariat staff of the Commission.



FEDERAL PUBLIC SERVICE COMMISSION

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

Tel: +92-51-9205075, 9219848

Email: fpsc@fpsc.gov.pk

Website: www.fpsc.gov.pk