

# **FEDERAL PUBLIC SERVICE COMMISSION**



**ISLAMABAD, PAKISTAN**

**ANNUAL REPORT, 2007**

Further information concerning this  
Annual Report may be obtained from:

Curriculum & Research Wing,  
Federal Public Service Commission,  
Aga Khan Road, Sector F-5/1,  
Islamabad  
Phone: 9212297, 9213613

# FEDERAL PUBLIC SERVICE COMMISSION

## ANNUAL REPORT 2007

**Mr. President,**

1. The Federal Public Service Commission (FPSC) has the honour to present its Annual Report for the year 2007, as required under Section 9 of the FPSC Ordinance, 1977. The report highlights the functioning of the Commission and summarizes the activities performed by it, during the period from 1<sup>st</sup> January to 31<sup>st</sup> December, 2007. Observations of the Commission alongwith recommendations are also highlighted.

### **STATUTORY FUNCTIONS**

2. The Commission is chartered to select competent and qualified public service human resource on merit through open advertisement and fair competition for All Pakistan Services, the civil services of the Federation and civil posts in connection with the affairs of the Federation and to advise the President on matters relating to qualifications for and methods of recruitment to services and posts in BS-16 and above, under its purview.

### **CONDUCT OF EXAMINATIONS AND TESTS**

3. The FPSC, in order to discharge its statutory responsibilities, conducted following examinations/tests for selection of suitable candidates for the posts referred to it by various Ministries/Divisions/Departments, during the year 2007.

#### **i) Competitive Examination 2006**

Though the examination was conducted in 2006, interview of 273 successful candidates was conducted from 20<sup>th</sup> Dec 2006 to 9<sup>th</sup> March 2007. All candidates were declared successful. The Government decided to reserve 10% seats in provincial and regional quotas for women, which was implemented. There are mixed views about this, with women generally appreciating it and men generally resenting the decision.

#### **ii) Competitive Examination 2007**

For the Competitive Examination 2007, a total of 4811 candidates applied, whereas 3505 candidates appeared in the written examination which was conducted from 27<sup>th</sup> March to 11<sup>th</sup> April 2007. The result of written examination was declared on 24<sup>th</sup> Sept 2007 and 194 candidates were declared qualified. Their viva voce was under process till end of December, 2007.

### iii) General Recruitment for Technical and Professional Positions

General recruitment to posts in BS-16 and above in various Ministries/ Divisions/Departments continued throughout the year. The Commission processed 90922 applications against 3225 posts including those carried forward from the previous years. Due to large number of applicants, professional/screening tests in 181 recruitment cases were conducted on monthly basis. Various committees of the Commission interviewed 4476 candidates. On the basis of merit positions in interviews within the provincial/regional quota, 1184 candidates were finally recommended to the Government for appointments against posts advertised by the Commission.

### iv) Other Examinations

Following other examinations were conducted by the Commission

- a) Final Passing Out Examination for probationers of services/groups
- b) Promotional Examination for Section Officer
- c) Competitive Examination for Assistant Directors in Survey of Pakistan
- d) Competitive Examinations for Northern Areas, including for Deputy Superintendent of Police, Assistant Commissioners, Section Officers, Tehsildars, Civil Judges and Assistant Director/Project Manager.

### **NON-AVAILABILITY OF QUALIFIED AND SUITABLE CANDIDATES FOR SOME PROFESSIONAL AND TECHNICAL POSTS**

4. The Commission some times does not find qualified and suitable candidates for technical/professional posts. There were 243 such posts in BS-16 and above against which recruitment could not be made due to non-availability of qualified professionals.

### **EXTENSION IN CONTRACT APPOINTMENTS**

5. The FPSC Ordinance 1977 allows for contract appointments up to a maximum period of two years by the administrative Ministries/Divisions. Extension beyond two years in these appointments was being done after concurrence of the Commission. FPSC Ordinance 1977 was amended on 15<sup>th</sup> Sept 2007 and concurrence of the FPSC on contract appointments is now not required. During the year, the Commission after due consideration allowed extension to 229 contract appointees. Extension for 31 contract appointees was refused. Cases of 93 contract appointees were referred back to fulfil the required conditions.

## **RECRUITMENT RULES**

6. It is mandatory for all Ministries/Divisions/Departments to get approval of the Commission on recruitment rules for all civil posts. The Commission received 72 cases from Government entities for approval of rules. After scrutiny the Commission approved recruitment rules in 48 cases and returned 3 cases back with its observations, while 21 cases were under process till end of December 2007.

## **NON-ACCEPTANCE OF COMMISSION'S ADVICE**

7. It is mandatory for all Ministries/Divisions/Departments to get advice of the Commission on recruitment rules and to follow recommendations/ nominations made by the Commission for recruitment of persons to vacant posts. However, in some cases, the prescribed procedure was not followed. Details of these cases are given in Section-X and Appendix-X of this report.

## **LITIGATION CASES**

8. Litigation cases by candidates against the FPSC are amongst the main hindrances in speedy processing and timely recommendations for appointment. During the year 2007, 45 fresh cases were filed in various courts. 110 cases were brought forward from the previous years and 19 cases were decided. Thus, 136 cases were subjudice in different Courts of Law till end of the year.

## **ANALYSIS OF CSS COMPETITIVE EXAMINATION 2006**

9. i) Details of statistics are given at Appendix-XVI. An important aspect which needs highlighting is that only 6.62 percent candidates passed in the written examination.
- ii) Approximately 82% and 68% of the candidates appearing in the written examination failed in Essay and English Precis paper respectively. This is a high figure which necessitates a close review of the standard of English in our schools and colleges.

## **ON GOING EFFORTS OF THE COMMISSION FOR IMPROVING AND STREAMLINING THE RECRUITMENT SYSTEM.**

10. To streamline the recruitment system, following activities are in hand.

### **i) Online Submission of Applications by candidates**

Facility for online submission of applications is available through FPSC website. The number of online submission of applications is gradually increasing, and is around 10% of total applications at present. The Commission plans to provide internet facility to candidates at Headquarters

and Provincial/Regional Offices of the Commission, with a view to encourage on-line submission of applications by candidates.

### **ii) Online Examination System**

Electronic Government Department (EGD) has already assessed computer based examination laboratory requirements to be established at Quetta under the online examination system of FPSC project (phase-II) for incorporating the equipment etc in revised PC-I of the project. Further progress on the project is under process.

### **iii) Improvement in Recruitment System**

As reported in the last year's report, the Commission is in the process of reviewing the existing examination and recruitment systems through private consultants under the Public Sector Capacity Building Project.

### **iv) Career Counselling to Intending Candidates**

A programme to create awareness among students of universities and colleges about the civil services recruitment mechanism has been launched by the Commission. Such efforts would not only help students in making appropriate selection of preferred groups in civil services, but also provide better candidates for the federal civil services. With these objectives in view, lectures in 195 universities/degree awarding institutions were delivered by FPSC Officers, which were highly appreciated by the faculty and students.

## **OBSERVATIONS AND RECOMMENDATIONS OF THE COMMISSION**

11. Following observations and recommendations are suggested for consideration of the Government and concerned authorities:

### **i) Education Standards**

This year only 6.62 percent candidates passed in the CSS Competitive Examination. It indicates that the standard of education particularly in English is deteriorating. Consistently falling standards of education are primarily due to sub-standard education upto Secondary School level, particularly in rural areas, and needs to be addressed appropriately.

### **ii) Standard of Applicants**

During the year 2007, 243 posts in BS 16-20 could not be filled due to non availability of qualified professionals like engineers, doctors, computer experts, teachers etc. Even the standard of candidates in the CSS also appears to be on the decline. The reason may be that the pool of potential

candidates from which selection is to be made is limited. Better qualified persons are engaged by the corporate and private sectors, as they offer much higher salaries and relatively better working environment. This aspect needs immediate attention of the Government, in case better qualified persons are to be attracted towards the civil service.

### **iii) High Rate of Failure in Final Passing Out Examination**

The CSS Probationer Officers, who were selected on merit should perform well in final passing out examinations conducted after completing Common and Specialized Training. But the high rate of failure in FPO Examinations is a matter of concern. System of training and education in Training Institutes/Academies for various occupational groups/services needs to be reviewed and improved. Standard of instructional staff may also require improvement.

### **iv) Lack of Knowledge/Experience of Basic Health Units for Young Doctors**

Most of the candidates interviewed for the posts of Medical Officers (BS-17) in Federal Hospitals had not served in Basic Health Units (BHU)/Rural Health Centres (RHC) and therefore lacked insight into the system. Apparently, similar situation exists in Provinces as well. To improve the system, it is proposed that in the eligibility conditions of the posts in questions, an additional requirement of having served in the BHU/RHC for a minimum period of six months may be included in recruitment rules. This change would not only create awareness/exposure in Medical Officers about the Primary Health Care delivery but also address significantly the problems of non availability of Medical Officers nation wide in the Basic Health Units (BHU)/Rural Health Centres (RHC).

### **v) Contract Appointments**

Consideration needs to be given to reviving the authority of the FPSC for screening and approval of contract appointments beyond the two years period. The Commission's role in this regard provided an important check against the mushrooming contract appointments which, as a general rule, are not considered conducive to good management, fairness and openness.

### **vi) Out Dated Recruitment Rules**

All Divisions and Ministries were asked through a letter in July, 2006 to have their Recruitment Rules revised and updated at the earliest. Response from Ministries/Divisions/Departments is not encouraging. Some of the rules date as far back as 1975. Qualified persons are now available with better qualifications, but cannot be entertained because these qualifications are not

listed in the Recruitment Rules. Establishment Division need to issue instructions to all Ministries/ Divisions for compliance of FPSC advice.

**vii) Strength of Members at the FPSC**

During the year 2007, due to shortage of one Member, recruitment cases had to be pended for want of conduct of interviews, causing delay and backlog. The strength of Members should always be maintained at full authorization. A suggestion is being forwarded separately where a retiring member be allowed to continue till appointment of new member in his place.

12. The Commission is thankful for the support extended to it by the Honourable President and the Government, and looks forward for continued support in the years to come.

**Lt Gen Shahid Hamid (Retd)  
Chairman**

**General Pervez Musharraf (Retd),  
President,  
Islamic Republic of Pakistan,  
Islamabad.**



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THE REPORT

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# **SECTION-I**

## **GENERAL INFORMATION**

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## GENERAL INFORMATION

### Commission and the Staff

- 1.1. Lt Gen Shahid Hamid (Retd) HI (M) continued as Chairman FPSC during the year under report.
- 1.2. Dr Mutawakkil Kazi, Saiyed Mohib Asad, Lt General Syed Abdul Ahad Najmi (Retd), Mr Muhammad Aziz Khan and Rear Admiral Muhammad Nashat Raffi (Retd) HI (M), Mrs Fazila Aliani and Mr Shaukat Umer continued as Members, FPSC.
- 1.3. Mr Asif Zaman Ansari assumed the charge of the office of the Member on 10<sup>th</sup> February 2007.
- 1.4. Mr Bashir Ahmad Chauhan, joined as Secretary FPSC on 11<sup>th</sup> January 2007.
- 1.5. The Organogram of the Commission and its staff strength, as on 31st December 2007, is shown in Appendix -I.

### Functions of the Commission

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

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

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

**Explanation:-**

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

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

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

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

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

#### **Receipts**

1.7. Total receipts on account of fee for Competitive Examination and General recruitment of posts in BS-16 and above were Rs. 25,353,740/- against the Budget estimates of non tax receipts of Rs. 18,060,000/- for financial year 2006-07. The main reason for increase of Rs. 7,293,740/- is due to increase in the number of candidates and enhancement of application fee. These receipts were deposited in Federal Treasury – Account No. C-02101.

#### **Annual Budget**

1.8. The FPSC Headquarters Office Islamabad and its Provincial/Regional Offices located at Lahore, Karachi, Peshawar, Quetta Multan, Sukkur, D.I.Khan, and Gilgit have an annual budget of Rs.165,191,000/- for the financial year, 2007-2008. The sub-head wise budget provision for the year 2007-2008 is as under:-

<u>Sub-heads</u>	<u>Budget Provision</u>
A011-1-Pay of Officers	19,937,000
A011-2-Pay of Staff	24,812,000
A012-1-Regular Allowances	37,610,000
A012-2-Other Allowances	4,573,000
A03-Operating Expenses	67,331,000
A04-Employees Retirement benefit	123,000
A063-Transfer Payments	177,000
A09-Physical Assets	7,670,000
A13-Repair of Durable Goods	2,458,000
Supplementary Grant A052- Grants.	<u>500,000</u>
<b>Total:-</b>	<b><u>165,191,000</u></b>

## Expenditure

1.9. Total expenditures incurred during the financial year, 2006-07 were Rs.150,221,511/- against approved budget of Rs.150,119,000/-as detailed below:

<u>Sub-heads</u>	<u>Actual Expenditure(Rs.)</u>
A011-1-Pay of Officers	25,970,998
A011-2-Pay of Establishment	23,751,429
A012-1-Regular Allowances	32,882,560
A012-2-Other Allowances	4,755,889
A03-Operating Expenses	57,200,491
A04-Employees Retirement Benefit	86,157
A05-Grants Subsidies and Write off Loans	400,000
A06-Transfer Payments	137,085
A09-Physical Assets	3,504,889
A13-Repair of Durable Goods	<u>1,532,013</u>
<b>Total:-</b>	<b><u>150,221,511</u></b>

### FPSC's Building (Old Hindu Gymkhana), Karachi

1.10. As reported in the previous year's reports, the Government of Sindh has been emphasised to allot a piece of land so that the Commission could construct its own building to cater for the requirements of at least two examination halls, offices and interview rooms to accommodate at least 600 candidates appearing in various examinations/tests.

### Shifting of FPSC Provincial Office Lahore in its Own Building

1.11. After completion of the construction of FPSC provincial office building, the FPSC provincial office Lahore has been shifted from New Muslim Town, Bank Stop, Wahdat Road to its own newly constructed building at 31-Civic Centre, Mustafa Town, Wahdat Road, Lahore on 26th August 2007. The new office building has two examination halls to accommodate 400 candidates. One hall will be used as Computer Lab, where the PCs/Laptops will be provided by the E.Govt for holding on-line tests and submitting on-line applications by the candidates.

### Construction of FPSC Building at Quetta

1.12. As reported in the previous year, the payment of Rs.24.179 million as cost of land had been made to the Cantonment Board, Quetta for construction of FPSC building at Samungli Road. The PC-I for the subject project was approved at a cost of Rs. 36.23 million. An amount of Rs. 15 million has been allocated by the Planning & Development Division to start the construction work of the project. The construction work of project is planned to be completed within 18 months.

### Establishment of Four FPSC Regional Offices

1.13. On approval of the Government of Pakistan, four FPSC Regional Offices have been established, one each at Multan, Sukkur, D. I. Khan and Gilgit. These offices have started functioning w.e.f 15<sup>th</sup> February 2007. These Regional Offices are extending facilities to the candidates of under developed areas for their career counselling, conduct of examinations/tests, provision of application forms and other miscellaneous information on Civil Services and other posts advertised by the FPSC.

### Quantification of Work Completed by the Federal Public Service Commission During the Years 2006 and 2007

1.14. Statistics showing the quantum of work done by the Commission, during the year under report in comparison to the preceding year 2006, are provided in the following table:

S.No.	Particulars of the Work	2006	2007
I	<b>Recruitment Through CSS Competitive Examination</b>		
	Tests/examinations	1	1
	Positions advertised	227	299
	Applications received	7066	4811
	Candidates appeared in written examination	4125	3505
	Candidate qualified in written examination	275	194
	Candidates finally qualified after interview	273	**
II	<b>General Recruitment for positions in BS-16 and above</b>		
	Positions advertised/processed	2381	3225
	Applications received/processed	74832	90922
	Written tests conducted	165	181
	Candidates interviewed	3066	4476
	Nominations issued	922	1184
III	<b>Recruitment Rules (For BS-16 &amp; above)</b>		
	Cases received for advice of the Commission	64	72
	Cases finalized	42	48
	Recruitment Rules cases under process	13	21
	Rules cases not processed due to different reasons	9	3

S.No.	Particulars of the Work	2006	2007
IV	<b>Final Passing Out Examination (FPOE) for CSS Probationers</b>		
	Probationers appeared from various groups/services	364	222
	Qualified in the examination	173	147
	Failed in the examination	96	69
	Deferred/Absentees	16	6
	Result Awaited.	79	-
V	<b>Section Officers Promotional Examination</b>		
	Positions advertised	93	
	Applications received	1163	
	Candidates appeared in written examination	806	
	Candidates qualified in written examination	*105	
	Candidates finally qualified	*87	
	Candidates recommended	*87	
VI	<b>Competitive Examination for Assistant Director, Survey of Pakistan</b>		
	Applications received	158	
	Candidates appeared in written examination	67	
	Candidates qualified in written examination	29	
	Candidates called for interview	*27	
	Candidates recommended	*7	
VII	<b>Competitive Examination for Civil Judges in Northern Areas</b>		
	Applications received	94	102
	Candidates appeared in written examination	74	90
	Candidates qualified in written examination	61	**
	Candidates called for interview	59	**
	Candidates finally qualified	45	**
	Candidates recommended	3	**

VIII	<b>Competitive Examination for Deputy Superintendent of Police for Northern Areas</b>		
	Applications received	668	
	Candidates appeared in written examination	519	
	Candidates qualified in written examination	*13	
	Candidates called for interview	*13	
	Candidates finally qualified	*13	
	Candidates recommended	*7	
IX	<b>Combined Competitive Examination, for the posts of Assistant Commissioner/Tehsildar/Section Officer in Northern Areas</b>		
	Applications received	1455	
	Candidates appeared in written examination	936	
	Candidates qualified in written examination	*109	
	Candidates finally qualified	*108	
	Candidates recommended	*15	
X	<b>Competitive Examination 2007 for Assistant Director/Project Manager for Northern Areas</b>		
	Applications received		81
	Candidates appeared in written examination		46
	Candidates qualified in written examination		**
	Candidates finally qualified		**
	Candidates recommended		**

\* Work completed in 2007

\*\* Work to be completed in 2008.





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**SECTION-II**  
**GENERAL RECRUITMENT**

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(11-12)



## GENERAL RECRUITMENT

### Recruitment in 2007

2.1. The Commission processed 501 cases of recruitment involving 3225 positions during the year, (including 215 cases involving 1310 positions carried over from previous years). Out of these, 323 cases were finalized and 1184 recommendations were made whereas for 243 positions, suitable candidates were not available, 3 positions were withdrawn by the sponsoring department and remaining 178 cases involving 1795 positions were carried over to the year, 2008. A brief summary of processing the applications according to Basic Scale including the carried over positions from the previous years is as under:

Basic Scale	No. of Positions/ vacancies	Applications processed	Candidates interviewed	Nominations made
BS-14	145	5324	-	-
BS-16	1299	30565	1177	370
BS-17	1432	51083	2743	684
BS-18	240	3235	403	93
BS-19	90	627	112	31
BS-20	14	68	41	6
BS-21	5	20	-	-
<b>Total</b>	<b>3225</b>	<b>90922</b>	<b>4476</b>	<b>1184</b>

2.2. Statistics of advertised positions, applications received, candidates interviewed, nominations made and positions reported failure are available in appendix-II. The details of positions according to basic scale are mentioned in appendix-III. Gender wise distribution of positions is given in appendix-IV. Ministries/Division's selection wise detail is available in appendix-V.

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

Centre	Days Spent	Visits Undertaken	Candidates called for Interview
Islamabad	35	36	2550
Karachi	22	24	879
Lahore	88	23	883
Peshawar	42	20	432
Quetta	16	14	122
<b>Total</b>	<b>203</b>	<b>117</b>	<b>4866</b>

2.4. Following table indicates candidates interviewed including personal hearing by each Member of the Commission during the year:

<b>S_NO.</b>	<b>Name of the Member</b>	<b>Candidates Interviewed</b>
1.	Dr Mutawakkil Kazi	1385
2.	Saiyed Mohib Asad	1223
3.	Lt Gen Syed Abdul Ahad Najmi (Retd) HI (M)	1323
4.	Mr Muhammad Aziz Khan	1389
5.	Rear Admiral Muhammad Nashat Raffi (Retd) HI (M)	1339
6.	Mrs Fazila Aliani	1391
7.	Mr Shaukat Umer	1465
8.	Mr Muhammad Asif Zaman Ansari	1156

2.5. Commission during the year initiated action on 286 new cases of recruitment involving 1915 positions. Detail of these cases is given at appendix-VI.

### **Recruitment Cases of Previous Years Brought Forward in 2007**

2.6. A major portion of the cases initiated in one calendar year is invariably carried over to next year. During the year, 215 recruitment cases relating to pre-2007 period, involving 1310 positions, were processed. Detail of these cases is given at appendix-VII.

### **Recruitment Cases Reported Failure**

2.7. During the year, the Commission reported 243 positions, which could not be filled due to non-availability of suitable candidates. A list of such cases is given at appendix -VI & VII

### **Written Professional /Screening Test**

2.8. The Commission conducts written tests in cases where the number of applications per position exceeds ratio 1:5 for merit and 1:3 for regional/provincial quota in BS-16 to BS-19 posts to keep the number of candidates within a manageable limit. Such written tests in 181 cases were conducted wherein 40725 candidates appeared in the tests. A detailed list of the tests conducted during the year under report is given at appendix -VIII.

### **Alternate Nominations Made Due to Non-Joining of Principal Nominees**

2.9. Occasionally, principal nominees recommended by the Commission for different position(s) do not join for one reason or the other. During the year, the Commission on receipt of request from concerned Ministries/Divisions/Departments recommended 157 alternate nominees for different cases. Detail of these cases is given at appendix -IX.

### **Delay in Making Offer of Appointment**

2.10. The Federal Government has laid down specific instructions that the offer of appointment to the Commission's nominees should be issued within two months after receipt of nomination from the Commission. These instructions are some times not complied with by the sponsoring Ministries/Divisions/Departments, without any sound justification. During the year, various Ministries/Divisions/Departments made such delay in offer of appointment to the selected candidates in 19 recruitment cases. A list of such cases is given at appendix -X

### **Contract Appointment**

2.11. According to the FPSC (Functions Rules 1978), contract appointments up to a maximum period of two years are made by the administrative Ministries /Divisions, but the extension beyond two years in these appointments falls within purview of the Commission. Concurrence of the FPSC is not required for extension in contract appointments w.e. f 15<sup>th</sup> Sept 2007 due to amendment in FPSC Ordinance, 1977. During the year, the Commission after due consideration allowed extension to 229 contract appointees whereas, extension for 31 contract appointees was refused. While cases for 93 contract appointees were referred back to fulfil the required conditions. A list of such cases is given at appendix -XI.

### **Extension in Adhoc Appointment.**

2.12. The Commission processed a case of 14 posts in BS-17 and recommend extension in adhoc appointments of 7 posts of Medical Officers in Ministry of Railways, till the joining of regular Medical Officers selected by the Commission. Detail of such cases is given at appendix -XII.

### Withdrawal or Cancellation of Requisition

2.13. As per policy decision, a requisition once placed with the Commission cannot be withdrawn as a routine matter. This is a cause of frustration and disappointment amongst applicants, not to mention financial cost/burden to them and the national exchequer. However, during the year, the Commission considering the compelling circumstances agreed to withdrawal of 3 cases of recruitment on a request forwarded by Ministry of Defence. Detail of these cases is given at appendix –XIII.

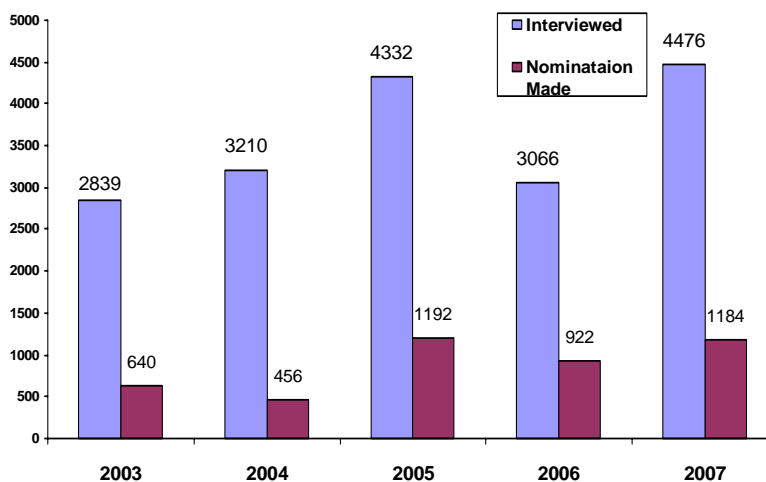
### Representation Received/Relief Granted to Candidates

2.14. During the year, 512 appeals were filed before the Commission by aggrieved candidates against their rejection, in 89 recruitment cases. 272 candidates were granted relief on case-to-case basis. Details are given at appendix -XIV.

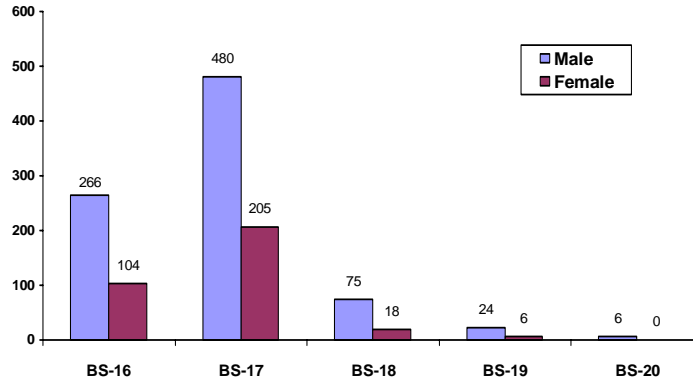
### Advice of the Commission not Obtained/Accepted

2.15. During the year, advice of the Commission was not accepted by some Ministries/Divisions/Departments. Detail of such cases is given at Section X.

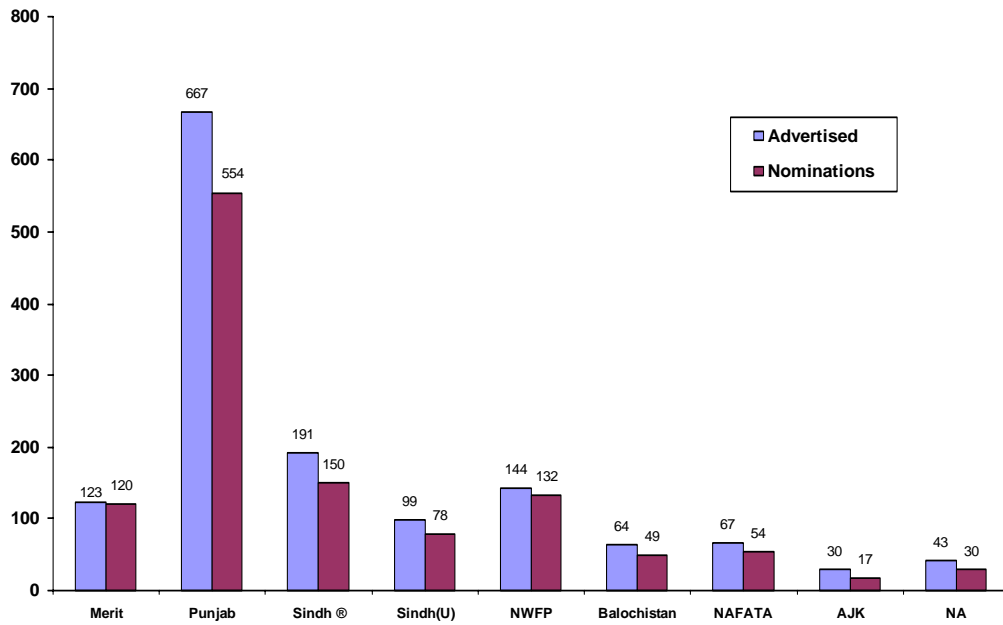
### An Overview of General Recruitment (BS-16 and Above) During Last Five Years.



### Gender-wise Nomination for Technical and Professional Posts in BS 16 to 20



### Provincial/Regional Quota Wise Vacancies Advertised and Filled During the Year 2007







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**SECTION-III**  
**COMPETITIVE EXAMINATION**

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(19-20)



## COMPETITIVE EXAMINATION

### COMPETITIVE EXAMINATION 2006

3.1 One of the main functions of the Commission and a regular feature is to conduct competitive examination (CSS) annually. The result of written part of competitive examination, 2006 was announced on 6<sup>th</sup> Oct 2006. Out of 4125 candidates who appeared, only 275 qualified written part of the examination. Candidature of two candidates was rejected, due to overage.

#### Medical Fitness Examination

3.2 Central Medical Board conducted Medical Examination of 273 written qualified candidates from 18<sup>th</sup> Nov to 2<sup>nd</sup> Dec 06 at Karachi, Quetta, Peshawar, Islamabad, and Lahore. Medical Examination of deferred/absent candidates was held from 20<sup>th</sup> Jan to 26<sup>th</sup> Feb 07 at Karachi, Islamabad and Lahore.

#### Psychological Test

3.3 36 Probationers/allocated candidates of previous Competitive Examinations were not called for psychological tests as their earlier reports were considered relevant for the purpose. Psychological tests of remaining 237 written qualified candidates were conducted from 2<sup>nd</sup> Dec 2006 to 8<sup>th</sup> Feb 2007.

#### Viva Voce

3.4 Viva Voce of 273 candidates who qualified the written part of the Examination was conducted from 20<sup>th</sup> Dec 2006 to 9<sup>th</sup> March 2007 at Quetta, Peshawar, Karachi, Islamabad and Lahore. Final result was announced on 20<sup>th</sup> March 2007. 273 candidates finally qualified CSS examination 2006, giving 6.62 pass percentage viz-a-viz 6.09 for the year 2005.

#### Vacancies

3.5 As per decision of the Government, 10% quota for fresh recruitment through Central Superior Services (CSS), has been reserved for women. This is in addition to their existing eligibility to compete against laid down provincial/regional quotas, for recruitment to civil posts w.e.f Competitive Examination 2006. The Establishment Division reported 227 vacancies (including 18 vacancies reserved for women and 25 carried over vacancies) to be filled on the basis of Competitive Examination, 2006, in various Occupational Groups/Services. Province/Region-wise vacancies were as under:

Province/Region	Quota	Fresh vacancies	Carried over vacancies	Total
Merit		15	--	15
Punjab	Merit	90	--	100
	Women	10	--	

Sind(R)	Merit	20	7	30
	Women	3	-	
Sind(U)	Merit	16	13	30
	Women	1	--	
NWFP	Merit	21	--	23
	Women	2	--	
Balochistan	Merit	12	--	13
	Women	1	--	
NAFATA	Merit	7	--	8
	Women	1	--	
AJK	Merit	3	5	8
	Women	--	--	
TOTAL	Merit	184	25	227
	Women	18	--	

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

Name of Service/Group	Merit	Women	Carried over vacancies	Total
Pakistan Audit & Account Service	28	2	8	38
Commerce & Trade Group	12	1	3	16
Custom & Excise Group	19	1	--	20
District Management Group.	32	4	--	36
Foreign Service of Pakistan	9	1	2	12
Income Tax Group	44	6	4	54
Information Group	19	2	5	26
Police Service of Pakistan	14	1	--	15
Postal Group	--	--	3	3
Railways (C &T) Group	7	--	--	7
TOTAL	184	18	25	227

3.7 Statistics about the successful candidates is as under:

(a)	Candidates applied	=	7066
(b)	Candidates appeared	=	4125
(c)	Candidates qualified in written part of the Exam	=	275
(d)	Candidates whose applications were rejected	=	2
(e)	Candidates called for Viva Voce	=	273
(f)	Candidates finally qualified	=	273
(g)	Candidates allocated	=	180
(h)	Pass percentage in written Examination	=	6.67
(i)	Pass percentage in final result	=	6.67
(j)	Number of repeaters re-allocated for better groups	=	23

3.8 Allocation could not be made against the remaining 47 vacancies because qualified candidates were not available, as per details given below:

Quota	Number of vacancies		Group/Service
Sindh (R)	Merit	14	PAAS-4, CTG-3, IG-4, Post-G-2 & RCTG-1
	Women	3	PAAS-1, FSP-1 & ITG-1.
Sindh(U)	Merit	21	PAAS-7, CTG-2, FSP-1, ITG-7, IG-3 & Post-G-1
	Women	1	DMG-1
Balochistan	Merit	1	CTG-1
	Women	1	IG-1
AJK	Merit	6	PAAS-2, CTG-1, IG-2 & RCTG-1
	Women	Nil	Nil
Total:		47	

3.9 Establishment Division requested the Commission to make re-allocation against two vacancies caused due to non acceptance of groups by two candidates as per following detail:

S No	Roll No	Merit No	Name	Domicile	Group allocated
1.	4165	174	Mr Kamran Mughal	Sindh(R)	ITG
2.	5735	202	Mrs Kiran Ghafoor	NWFP	IG

3.10 The Commission accordingly, on the request of Establishment Division, made re-allocation against the above 2 vacancies caused due to non acceptance of groups. As a result, following changes/re-allocations were made.

Roll No.	Merit No.	Name of candidate	Domicile	Previous allocation	Revised allocation
4165	174	Mr Kamran Mughal	Sindh(R)	ITG- S(R)-2	Did not accept ITG.
2174	175	Mr Tarique Aziz	Sindh(R)	ITG-S(R)-3	ITG-S(R)-2
2614	201	Mr Jamil Ahmed	Sindh(R)	ITG-S(R)-4	ITG-S(R)-3
5735	202	Mrs Kiran Ghafoor	NWFP	IG-NWFP-1	Did not accept IG.
6353	208	Mr Muhammad Saleh	NWFP	IG-NWFP-2	IG-NWFP-1
5092	226	Mr Sohail Aftab	NWFP	Nil	IG-NWFP-2
2911	233	Mr Sikandar Ali	Sindh(R)	ITG-S(R)-5	ITG-S(R)-4
6876	236	Mr Naseer Ahmed	Sindh(R)	PAAS-S(R)-1	ITG-S(R)-5

## INDUCTION OF ARMED FORCES OFFICERS INTO CIVIL SERVICE

3.11 Establishment Division reported 8 vacancies for Armed Forces Officers in the Competitive Examination 2006. Service/group-wise, distribution was as under:

a) **Service-wise distribution**

Pakistan Army	=	6
Pakistan Navy	=	1
Pakistan Air Force	=	<u>1</u>
Total:		8

b) **Occupational Group/Service-wise distribution**

DMG	=	4
PSP	=	2
FSP	=	<u>2</u>
Total	=	8

3.12 The Armed Forces forwarded names of 39 officers. Their distribution was as under:-

Pakistan Army	=	21
Pakistan Navy	=	10
Pakistan Air Force	=	8

3.13 Later on, 2 nominations were withdrawn and remaining 37 officers were called for Psychological Tests and Viva Voce which were conducted from 26<sup>th</sup> May–12<sup>th</sup> June 2007. Armed Forces/domicile-wise detail was as under:-

Name of Forces	Punjab	Sindh (U)	Sindh (R)	NWFP	NA	Total
Army	9	3	2	2	3	19
Air Force	3	--	2	2	1	8
Navy	4	--	3	3	--	10
Total	16	3	7	7	4	37

3.14 One officer remained absent during Psychological Tests and Viva Voce. Out of remaining 36 officers, 8 were recommended as detailed below:

Merit No	Roll No	Name	Deptt./ Services	Domicile	Group/ Service allocated
1	36	Lt. Kashif Aftab Ahmed Abbasi	Navy	NWFP	PSP
2	3	Capt. Mustansar Feroze	Army	Punjab	PSP
4	6	Capt. Tahir Zafar Abbasi	Army	Punjab	DMG

Merit No	Roll No	Name	Deptt./ Services	Domicile	Group/ Service allocated
5	18	Capt. Yasir Hussain	Army	NA	FSP
6	14	Capt. Abdul Sattar	Army	Sindh(Rural)	DMG
7	39	Capt. Naveed Anjum	Army	Sindh(Urban)	FSP
11	8	Capt. Zahid Mumtaz	Army	Punjab	DMG
13	20	Flt. Lt. Imran Qureshi	Air Force	Punjab	DMG

### COMPETITIVE EXAMINATION 2007

3.15 Written portion of Competitive Exam, 2007 was conducted from 24<sup>th</sup> March to 11<sup>th</sup> April 2007. Centre-wise break up of candidates was as under:

CENTRE	Registered	Present
Islamabad	785	550
Lahore	1747	1267
Peshawar	648	465
Karachi	421	323
Multan	234	164
Quetta	171	120
Hyderabad	231	181
Faisalabad	172	121
Gujranwala	120	88
Abbottabad	103	85
Sukkur	88	76
D.I.Khan	57	46
Muzafarabad	24	12
Gilgit	12	7
<b>Total:</b>	<b>4811</b>	<b>3505</b>
<b>Percentage</b>		<b>72.82%</b>



3.16 Result of written part of Competitive Examination, 2007 was announced on 24<sup>th</sup> September 2007. Out of 3505 candidates who appeared, only 194 candidates could qualify. Province/ region wise break up of these candidates was as under:-

Punjab	134
Sindh ( R )	10
Sindh (U)	9
NWFP	25
Balochistan	9
AJK	2
NAFATA	5
<b>Total=</b>	<b>194</b>

3.17 Psychological Assessment and Viva Voce programmes of written qualified candidates were started w.e.f 26<sup>th</sup> Oct 2007 and 15<sup>th</sup> Nov 2007, which were scheduled to be completed on 11<sup>th</sup> Jan 2008 and 6<sup>th</sup> Feb 2008 respectively.

### **Conduct of Personal Hearing in Terms of Section 7 of FPSC Ordinance 1977**

3.18 Candidates rejected by the Commission are given opportunity of personal hearing to redress their grievances. During the year, 15 candidates were given personal hearing but no candidate got relief.

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**SECTION-IV**  
PROFESSIONAL AND  
PROMOTIONAL EXAMINATIONS

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(27-28)



## PROFESSIONAL AND PROMOTIONAL EXAMINATIONS

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

4.2 Statistical data regarding probationers who appeared in the FPO Examinations conducted during the year 2007 is given below:

S.No	Name of Group/Service	CTP	Appeared	Pass	Fail	Absent
1	Commerce & Trade Group	33 <sup>rd</sup>	26	21	3	2
2	District Management Group	33 <sup>rd</sup>	42	29	13	-
3	District Management Group	34 <sup>th</sup>	26	15	10	1
4	Foreign Service of Pakistan	33 <sup>rd</sup>	25	9	16	-
5	Information Group	33 <sup>rd</sup>	16	16	-	-
6	Postal Group	33 <sup>rd</sup>	15	7	7	1
7	Police Service of Pakistan	33 <sup>rd</sup>	23	22	1	-
8	Pakistan Audit and Accounts Group	33 <sup>rd</sup>	39	20	18	1
9	Railways (C & T) Group	32 <sup>nd</sup>	10	8	1	1
<b>Total</b>			222	147	69	6

### Other Competitive/Promotional Examinations conducted by the Commission

4.3 Statistical data regarding other competitive/promotional examinations conducted during the year 2007 is as under:

S. No.	Name of Examination	Candidates					Remarks
		Applied	Appeared	Passed in written Exam.	Finally qualified	Nominated	
1.	Promotional Examination-2006 for recruitment to the posts of Section Officers	1163	806	105	87	87	87 nominations issued on 25-7-07. 6 posts remained vacant
2.	Competitive Examination,2007 for recruitment to the posts of Civil Judges in Northern Areas	102	90	-	-	-	Result awaited
3.	Competitive Examination-2006 for recruitment to the posts of DSP, in Northern Areas	668	519	13	13	7	Recommendations issued on 9-5-07
4.	Competitive Examination-2006 for recruitment to the posts of Asstt Director, Survey of Pakistan	158	67	29	27	7	Recommendations issued on 9-5-07
5.	Combined C.E-2006 for recruitment to the posts of ACs/SOs/Teh, in Northern Areas	1455	936	109	108	15	Recommendations issued on 8-11-07
6.	Competitive Examination-2007 for recruitment to the posts of Assistant Director/Project Manager in Northern Areas	81	46	-	-	-	Result awaited
	<b>Total:</b>	<b>3627</b>	<b>2464</b>	<b>256</b>	<b>235</b>	<b>116</b>	

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**SECTION-V**  
**PSYCHOLOGICAL ASSESSMENT**

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(31-32)



## PSYCHOLOGICAL ASSESSMENT

### Psychological Assessment of candidates Qualified in Competitive Examination 2006

5.1 Psychological Assessment of candidates qualified in written part of Competitive Examination 2006, which started in December 2006, was held at Lahore and Islamabad Centres and was completed on 12<sup>th</sup> Feb 2007. Centre wise detail is as under :

Centre	From	To	No. of candidates
Lahore Phase-I	4 <sup>th</sup> Jan 2007	11 <sup>th</sup> Jan 2007	30
Islamabad	11 <sup>th</sup> Jan 2007	31 <sup>st</sup> Jan 2007	91
Lahore Phase-II	1 <sup>st</sup> Feb 2007	12 <sup>th</sup> Feb 2007	31

Note: Psychological Assessment of 84 candidates of Competitive Examination 2006 was conducted in Dec 2006 at Quetta, Peshawar and Karachi.

### Psychological Assessment of Armed Forces Officers for CE 2006

5.2 Psychological Assessment of 39 Officers of Armed Forces was conducted at Islamabad from 25<sup>th</sup> May 2007 to 5<sup>th</sup> June 2007. Nomination of 2 candidates was withdrawn, 1 remained absent.

### Psychological Assessment of Candidates Qualified in Competitive Examination 2007

5.3 194 candidates passed written part of Competitive Examination 2007. Psychological Assessment of these candidates was scheduled as under:

Centre	From	To	No. of candidates
Quetta	25 <sup>th</sup> Oct 2007	30 <sup>th</sup> Oct 2007	8
Peshawar	12 <sup>th</sup> Nov 2007	17 <sup>th</sup> Nov 2007	13
Karachi	20 <sup>th</sup> Nov 2007	22 <sup>nd</sup> Nov 2007	20
Lahore Phase-I	27 <sup>th</sup> Nov 2007	8 <sup>th</sup> Dec 2007	45
Islamabad	7 <sup>th</sup> Dec 2007	26 <sup>th</sup> Dec 2007	60
Lahore Phase-II	29 <sup>th</sup> Dec 2007	31 <sup>st</sup> Dec 2007	14
		TOTAL:-	160

Note: Psychological Assessment of remaining 34 candidates was scheduled in 2008 at Lahore Centre.



## **Psychological Assessment of Disabled Candidates**

5.4 Psychological assessment of two disabled (one physically handicapped and the other visually impaired) candidates was done by the Psychologists of the Commission, for the first time ever. For testing visually impaired candidate, special arrangements were made to prepare tests in JAWS software.

### **Analysis of Data**

5.5 Statistical analysis of data on various tests and modes of assessments was carried out during the year 2007. The details are as follows :

- i) Nation wise and domicile wise norms on all the 236 candidates were updated for three ability tests used in Competitive Examination 2006. This provided basis for comparison between performance of candidates with domicile from various regions/provinces on the one hand and previous norms on the other.
- ii) Norms for psychological marks, written marks and viva voce marks were also developed to see the performance of candidates.
- iii) To see the relationship of psychological assessment with written exams and viva voce, correlation coefficient(r) between three modes of assessment was computed. All co-efficient of correlation were positive.
- iv) Inter correlations were computed between ability tests and other modes of assessment to determine empirical basis for their selection as components of a battery in future.
- v) Expectancy tables of three ability tests, used in Competitive Examination 2006 with relation to merit order were prepared to see its usefulness in future predictability. These tables give expectations of the performance of an individual on the criteria, i.e. merit order, on the basis of score obtained on a test.
- vi) Item analysis of a non verbal test at abstract reasoning was undertaken and several figures in test items were revised to improve the test.
- vii) Divergence between psychological assessment and viva voce marks of Competitive Examination 2006 was observed. The result reveals that in most of the cases, Commission and Psychologist agree in their respective assessments.

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# **SECTION-VI**

## **I.T SERVICES**

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(35-36)



## **IT SERVICES**

6.1 IT Wing of the Commission processed 52095 applications during the period under report. A summary of main activities is as under.

### **CSS Examination System**

6.2 In addition to processing of 4826 applications of CE 2007, IT Wing dealt with 194 additional bio-data forms of written qualified candidates of CSS 2007. Various reports were also generated which facilitated conduct of the CSS Examination-2007.

### **Recruitment System**

6.3 The Recruitment System has been providing various reports, which were utilized in accomplishment of the desired objectives. During the year, 1969 posts in BPS 16 & above were advertised in 307 cases and all applications were processed for short listing candidates. Admission certificate of 42376 candidates for Examination/Test were issued. 3919 summary bio-data sheets were produced for the Commission's Selection Committees to conduct interviews of the candidates.

### **Miscellaneous Examinations**

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

### **Ministerial Staff for FPSC**

6.5 3932 applications were processed for various posts in BS-1 - 15 for office of the FPSC. Various reports on these candidates were provided for conduct of their tests and interviews.

### **Online Recruitment System**

6.6 Applications software modules developed under Phase-I project are not executable due to bugs. The Project Staff has been directed to make the developed software bug free and executable on top priority. Four out of eight software modules are being tested and bugs are being removed.



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**SECTION-VII**  
**CURRICULUM AND RESEARCH**

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(39-40)



## **CURRICULUM AND RESEARCH**

### **Liaison with various Institutions and Organizations**

7.1. Curriculum and Research Wing of the Commission maintained liaison with various institutions/organizations. During 2007, Higher Education Commission, Pakistan Engineering Council and Pakistan Medical & Dental Council were contacted in connection with equivalence of qualifications.

### **Memorandum of Understanding between GRAP and FPSC**

7.2. A delegation from Gender Reforms Action Plan (GRAP) Punjab visited the FPSC on 23<sup>rd</sup> Nov 2007. After their meeting with the Chairman FPSC, it was decided that Career Development Centres established by GRAP at different universities of Punjab be utilized as Information and Facilitation Centres of the FPSC. The Commission would provide all relevant material regarding its functions to GRAP. A draft Memorandum of Understanding between the two organizations to this effect has been prepared.

### **Inter-Provincial Public Service Commission's Meeting**

7.3. A meeting of Inter-Provincial Public Service Commissions was held at Quetta on 25<sup>th</sup> June 2007. Meeting was attended by the Chairmen/Members of Federal/Provincial Public Service Commissions. It was decided during the meeting that each Public Service Commission may nominate a focal person for effective co-ordination among all the Commissions. Curriculum & Research Wing of the FPSC has been entrusted the task to co-ordinate with all Public Service Commission for that purpose.

### **Preparation of Schemes of Tests and Syllabi**

7.4. Schemes of Tests and Syllabi for 93 cases of recruitment, comprising 945 posts advertised by the Commission during the year, were prepared.

### **Equivalence/Recognition of Qualifications**

7.5. Whenever there exist any discrepancy in the contents of the degree, possessed by any candidate, with the specified educational requirements, its equivalence is to be determined. Similarly, advice on recognition of the degree awarding institutes is also tendered to the Commission and its Secretariat. During the year, 31 such cases relating to General Recruitment and Competitive Examination (CSS) were finalized through consultation with the Higher Education Commission, Pakistan Engineering Council and Pakistan Medical & Dental Council.



## Representation of the Commission on Selection Boards of Universities

7.6. Following Members of the FPSC were nominated for Selection Boards of Universities in the light of provisions available in their Statutes:

Name of Member(s)	Name of University
Saiyed Mohib Asad	i) Karakorum International University, Gilgit.
	ii) Allama Iqbal Open University, Islamabad.
Lt Gen Syed Abdul Ahad Najmi (Retd)	i) International Islamic University, Islamabad.
	ii) Quaid-i-Azam University, Islamabad.

## Guidance and Counselling Services

7.7. The Commission tries its best to provide maximum information to the intending candidates on jobs advertised by it. For this purpose, the Commission has established a network of Information Centres in remote areas, besides its Provincial/Regional Offices, at following places:

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

7.8. Following Information Centres were closed after FPSC's provincial/regional offices establishment at respective stations:

- i) Bahauddin Zakariya University, Multan.
- ii) University of Balochistan, Quetta.
- iii) Gomal University, D.I. Khan.
- iv) Karakorum International University, Gilgit.

7.9. Officers incharge of Information Centres have the duties to provide informative material about recruitment system of FPSC, and application forms and syllabi to the intending candidates. All advertisements released by the Commission are displayed by the Information Centres for information of the public.

## Publications

7.10. Annual Reports of the Commission are widely circulated to the Government, Public Sector Universities, Public Libraries, Provincial Public Service Commissions and other allied Organizations for information. These reports have extensive data analysis on CSS Competitive Examination and other recruitments for Technical/Professional positions processed by the Commission.

7.11. For the first time, the FPSC initiated a quarterly pictorial Newsletter on its functioning. The 1<sup>st</sup> and 2<sup>nd</sup> issue of quarterly Newsletter 2007 of FPSC were issued to all Ministries, Divisions and Departments. While work on 3rd issue (Oct – Dec 2007) of the said Newsletter was under process till end of the year.

### **Analysis of Post Selection Data Concerning CSS Competitive Examination 2006**

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

#### **Allocation of Groups/Services to Selected Candidates**

7.13. There were 7066 applicants for the Competitive Examination 2006. Out of them 4125(58%) appeared and 273(7%) passed in the written examination. All candidates qualified in the interview. Establishment Division reported 227 vacancies, whereas 180(4%) candidates were inducted into various Occupational Groups/Services. Allocation could not be made against 47 vacancies reserved for Sindh(R), Sindh(U), Balochistan and AJK, as required number of candidates were not available from these Provinces/Regions. Detail is given in Appendix-XVI (Table-1). Group/service wise allocation of candidates is displayed in the graph as under:

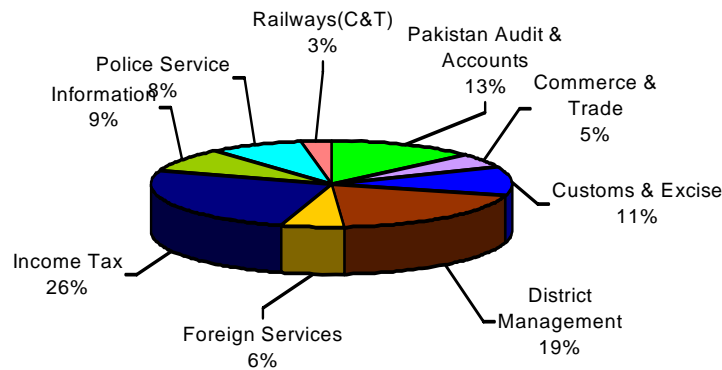


Figure 1: Occupational group/service wise break-up of allocated candidates

### Domicile-wise Performance of Candidates

7.14. Figure below shows performance of candidates according to their domicile.

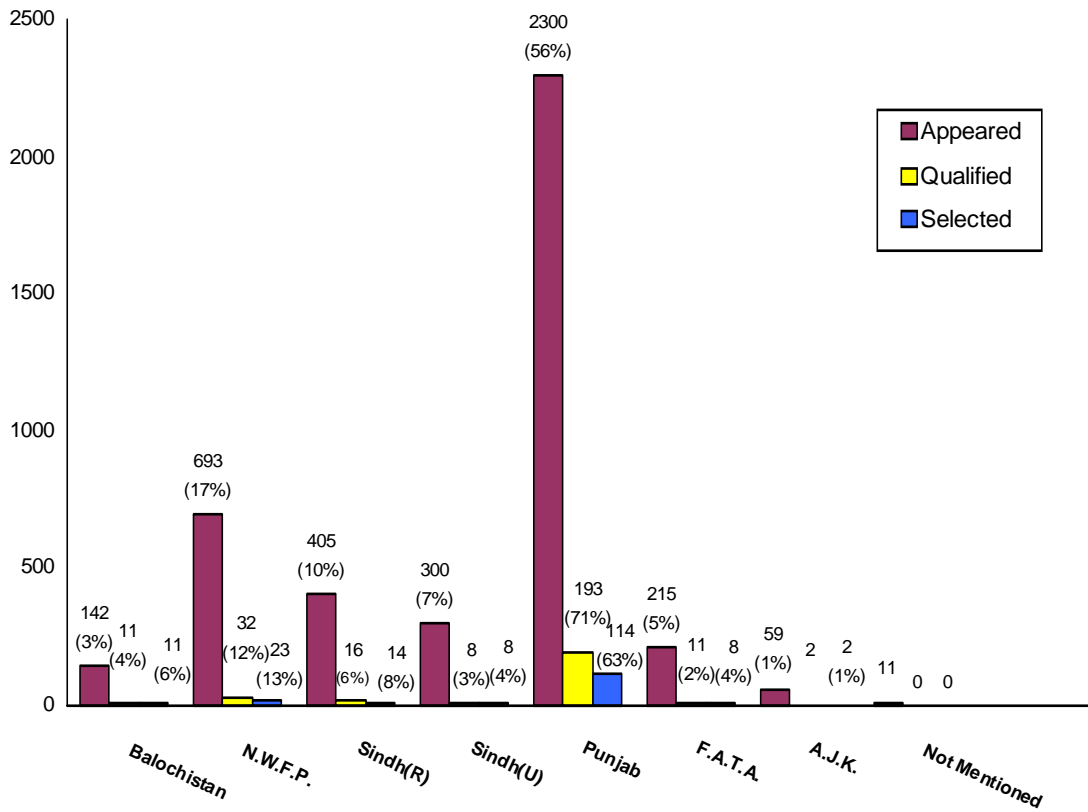


Figure 2: Domicile wise break-up of candidates

### Father's Education

7.15. Statistics regarding educational status of fathers of candidates shows that 44% of them are graduates and above or Professional Degree holders like (MBBS, BSc Engr. etc.), while 32% are matriculate or below. In final selection their share remained as 61% and 20% respectively. It was observed that performance of candidates whose father had a professional degree was better than others as they obtained 18% share in final selection while their appearance was 10% (Appendix-XVI Table-3). Figure-3 shows education level of candidate's father.

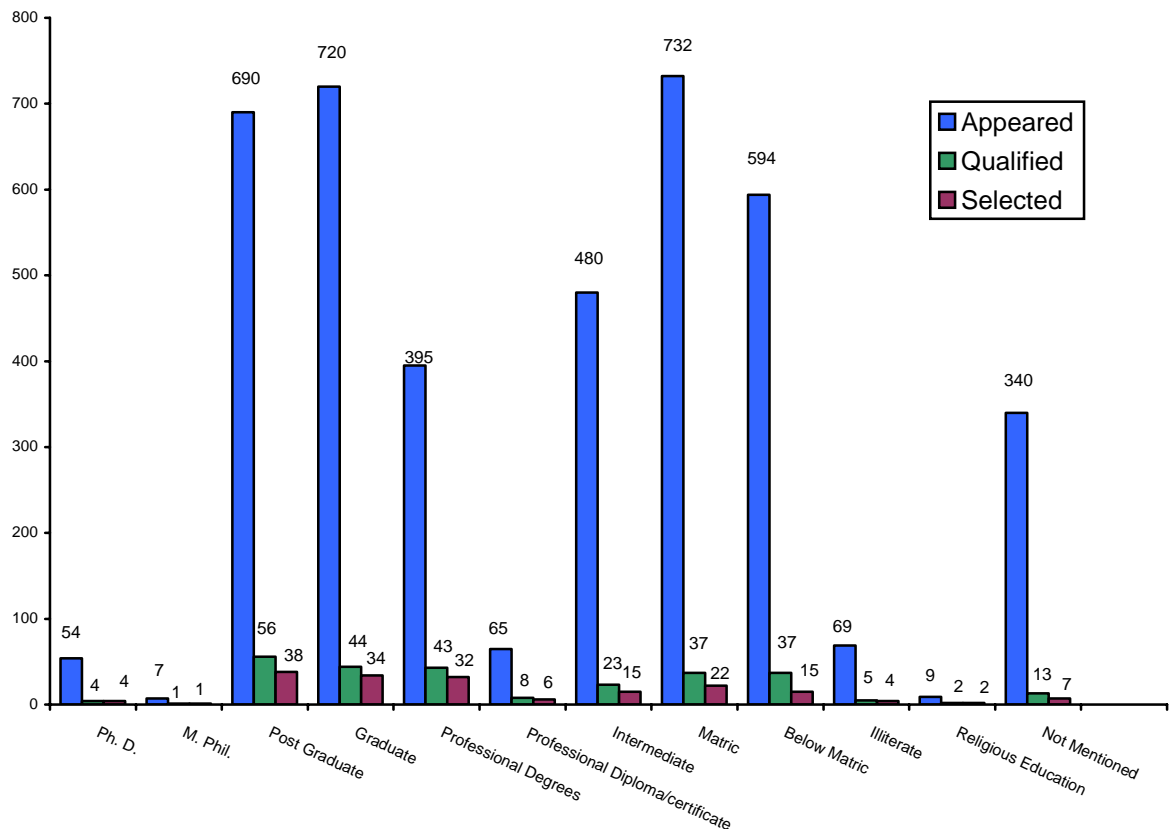


Figure 3: Fathers' education-wise break-up of candidates

### Father's Occupation

7.16. Impact of Father's occupation on performance of their offspring's was studied and relative share of candidates in final selection w.r.t. their father's occupation is given below. The percentage of selected candidates whose parents were retired was 19% followed by agriculture 17%, business 14% and administrative jobs 12%. It reveals that performance of candidates whose parents were in agriculture was higher than other occupations. (Appendix-XVI Table-4).

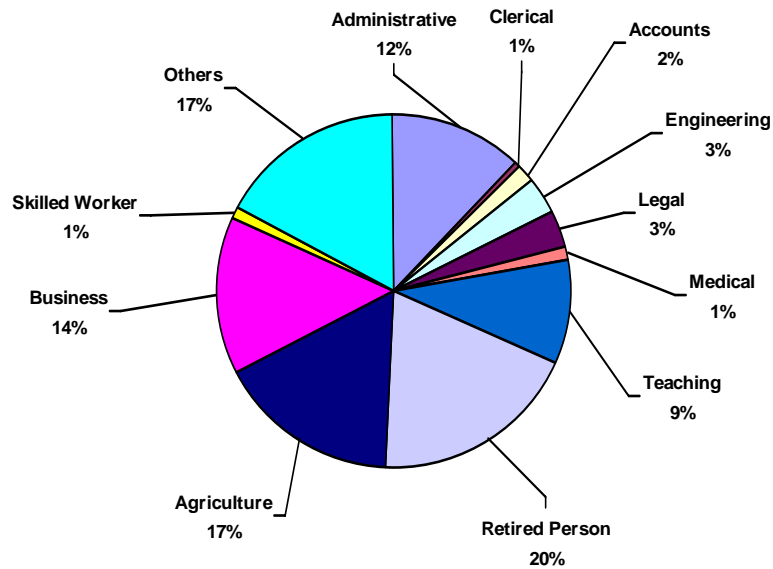


Figure 4: Share of the candidates in selection w.r.t. their father's occupation

### Family's Income

7.17. Data indicates that 71% candidates who appeared in the Competitive Examination belong to families having income in the range of Rs. 1 - 4 Lac per annum, while in final selection they got 50% share. 23% candidates appeared in the written exam belonged to families with income in the range of Rs. 4-7 Lacs per annum and their share in final selection was 27%, (Appendix-XVI Table-5). Figure-5 below depicts share of various income groups in final selection.

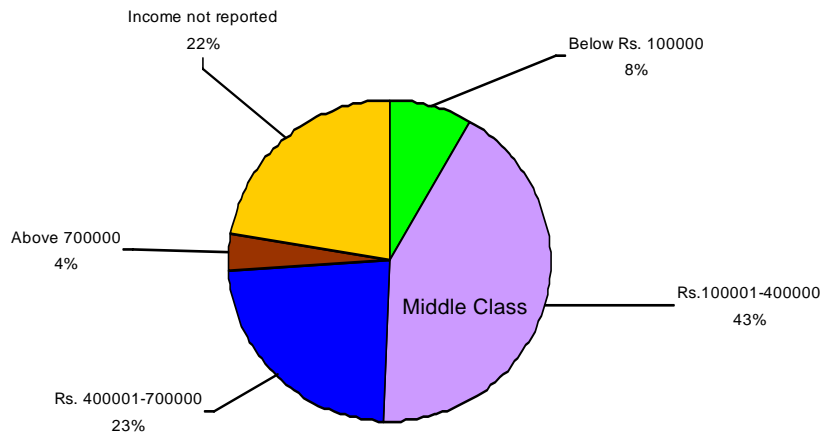


Figure 5: Selected candidates according to their family income.

### Gender-wise Participation in CSS Exam over the Years

7.18. The participation of female candidates in CSS Examination has increased @ 23% per annum over the last 5 years. However, their share in selection on average remained around 19%. Participation of male candidates has also increased @ 8% per annum over the last 5 years. Figure-6 below shows year wise participation of male and female candidate's alongwith their share in the final selection. (Appendix-XVI Table-6).

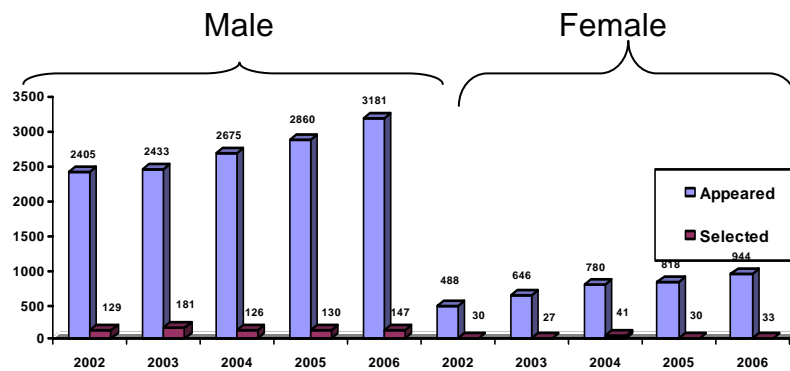


Figure 6: Gender wise participation in CSS Exam in the past 5 years

### Age Group of Candidates

7.19. Analysis reveals that 65% candidates who appeared in the examination fall within age group 25-29 years. In final selection they got 61% share. Performance of candidates in age group 23-25 years was better than other age groups as they got 23% share in final selection against their appearance of 20%. (Appendix-XVI Table-7).

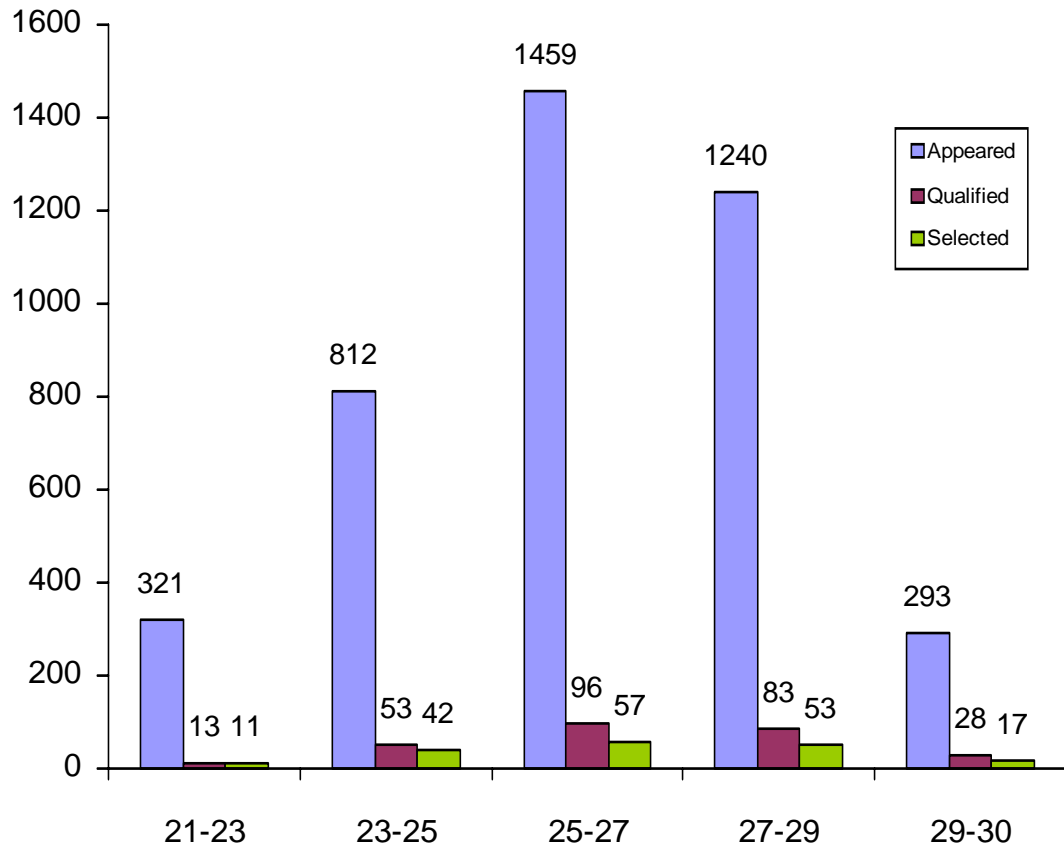


Figure 7: Age-wise break-up of candidates



## Schooling

7.20. Out of 180 selected candidates, 59(33%) got their early education from Provincial Government schools, followed by those 40(22%) who got education from Private Schools and 24(13%) from Garrison/Armed Forces Schools. (Appendix-XVI Table-8). Figure below shows share in selection of candidates w.r.t their schooling.

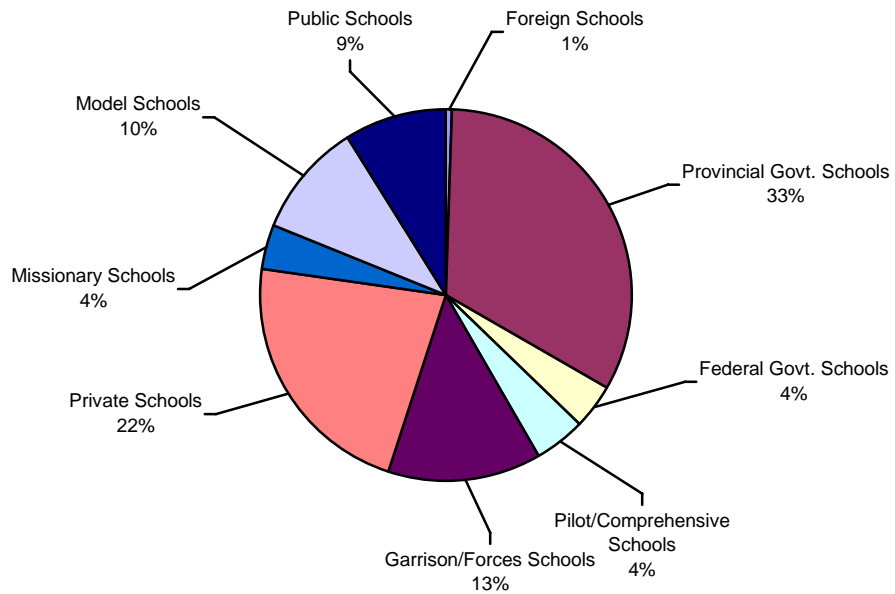


Figure 8: Selected candidates according to types of schools.

## University Education

7.21. Study depicts following two types of information:

**a) Performance of candidates in relation to their Division/Grade in University Degree**

7.22. 53% of candidates who appeared in the CSS written exam were Second Division holder in their last academic degree, followed by candidates with First Division holder 47%. In the final selection 61% went to First Division holders.

**b) Performance of candidates in relation to their last academic degree**

7.23. Data shows that out of the appeared candidates, 46% were Masters Degree holders, 35% hold Bachelor Degree, 8% Law Graduates, 4% Engineering and 2% Medical degree holders. In final selection, share of Masters Degree holders was 49%, followed by simple Graduation 28%, Engineering 8% Medical 3% and Law Graduate 8% (Appendix-XVI, Table-9). In view of these statistics, candidates with Engineering or Masters Degree performed much better than others and got a higher share in selection as compared to appearance percentages. Relative share according to last degree of candidates has been shown in figure-9 below.

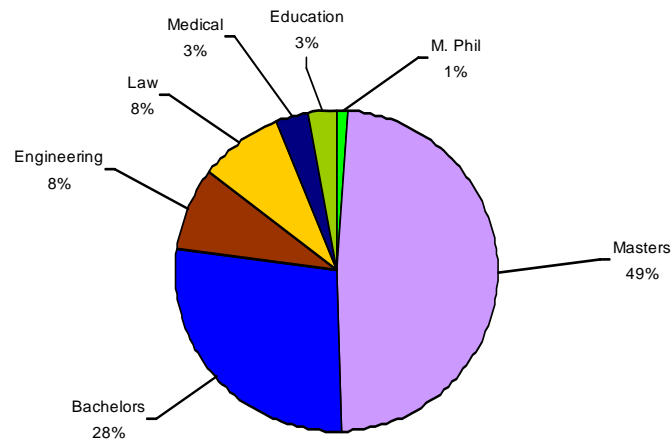


Figure 9: Share in Final Selection according to last academic degree of candidates

### University Wise Performance of Candidates

7.24. Figure-10 below gives the comparative share of candidates who graduated from various universities.(Appendix-XVI,Table-10).

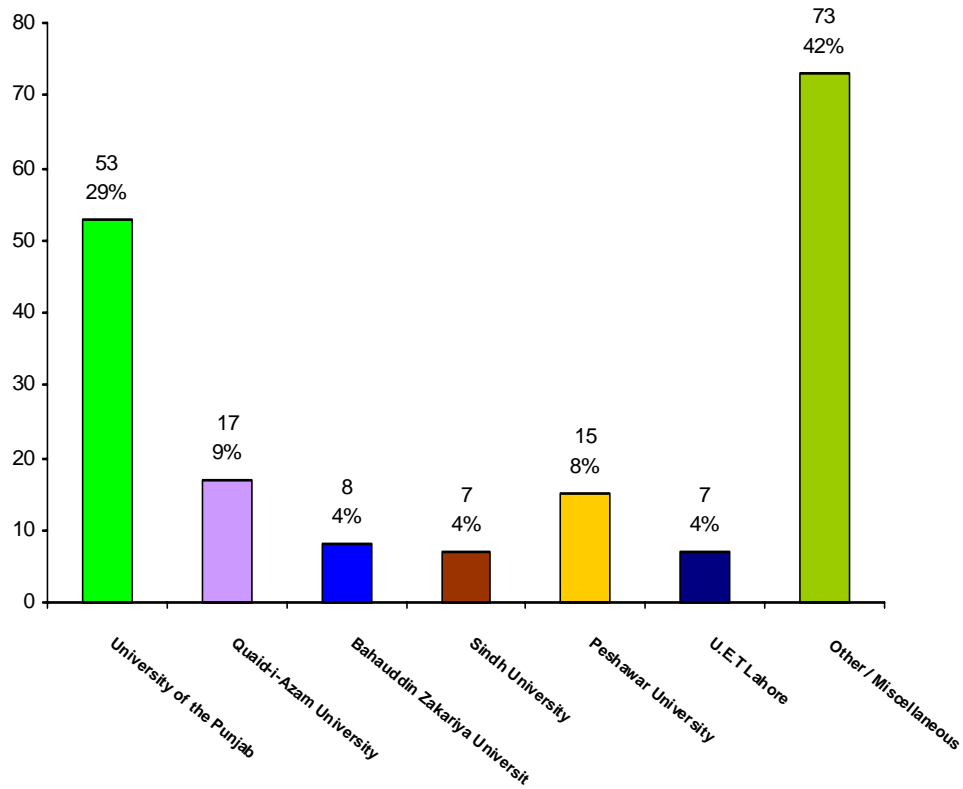


Figure10: Share of the universities in final selection

### Candidates Previous Occupation

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

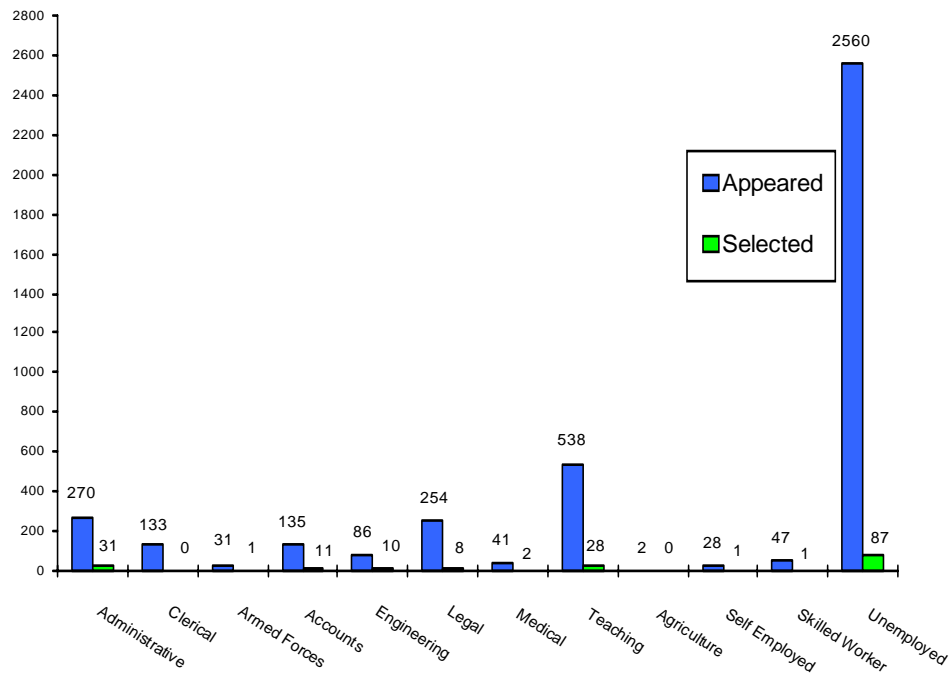


Fig. 11: Occupation wise break-up of candidates

### Performance in Compulsory Subjects

7.26. Study of CSS written examination showed that in Every-Day Science 10% candidates got 60% and above marks. In Pakistan Affairs, English(Precis & Composition), Islamiat and Current Affairs 5% , 3%, 5% and 2% candidates secured 60% and above marks respectively. Analysis showed that on average 5.5% candidates got above 60% marks in all compulsory subjects. (Appendix- XVI, Table-12).

***Observations of Examiners on Performance of  
Candidates in Written Part of CSS Examination 2006***

7.27. Following are observations of the examiners on performance of candidates in compulsory as well as optional subjects offered in written part of the Competitive Examination, 2006.

**Compulsory Subjects**

7.28. **Essay:** Majority of candidates suffered due to poor expression in English. They produced sub-standard stuff, irrelevant material and obscurantist approach in the Essay. Religiosity, bigotry and anti-American outbursts appeared as identical synonymous spread over page after page with impunity. More and more answer books were found radiating with opinions rather than mentioning facts, figures or relevant data.

7.29. **English Precis and Composition:** General quality of papers was poor. Majority of candidates did not make any concrete effort whereas some even lacked basic proficiency and skill. Standard of English is deteriorating with the passage of time. The new craze for functional English which rejects all recourse to literature has further intensified the tragedy.

7.30. **G.K-I (Every Day Science):** Overall performance of candidates was poor. Only 10 percent secured above 50% marks, 29 percent were in the range of 40-49% marks, while 61 percent got below 39% marks.

7.31. **GK-II (Current Affairs):** A reasonable number of candidates appeared to have a grasp of the subject as well as originality of thoughts and ideas but they suffered due to poor expression in English. Many candidates had very poor knowledge regarding geography of Pakistan. Nevertheless, many candidates have expressed their views quite orderly, effectively and to the point.

7.32. **GK-III- (Pakistan Affairs):** Performance of candidates was satisfactory. Their answers showed single book study and lacked in-depth ideas. Knowledge of Pakistan's geographic locations, its importance and current global scenario presenting through simple cartographic techniques was also limited. However, expertise of candidates regarding culture & heritage of country was sound.

7.33. **Islamiat:** General performance of candidates was not satisfactory. Some candidates were good in English, but were not able to write correct Quranic verses and other Arabic quotations. While some candidates were efficient in Arabic writing but were weak in English/Urdu expression. Most

candidates were able to perceive the idea of the question but very few were successful in presenting required material relating to the question.

### **Optional Subjects**

7.34. **Accountancy and Auditing**: On the whole, performance of candidates was average. There is a need to comprehend concepts of subject and to understand application through quantitative approach. Comprehension relating to accounting principles and its practical aspects was also weak.

7.35. **Agriculture**: Performance of candidates was good. Out of 197 candidates who appeared in this paper, 37 percent got marks in the range of 44-59, 41 percent candidates showed excellent performance in the range of 60-84 marks. 22 percent failed in the subject.

7.36. **Applied Mathematics**: Performance of candidates was poor. Candidates used formulas and made calculations, without logic and reasons which were required in the paper. System of examination at college level needs to be designed in such a way which should compel students for comprehensive study of the syllabus instead of selective study.

7.37. **Balochi**: Performance of candidates was satisfactory.

7.38. **Botany I & II**: Performance of candidates was below satisfactory level and needs serious attention. Most deficient areas were plant physiology, biochemistry and genetics. Performance was better in paper-II as compared to paper-I.

7.39. **British History**: Overall pass percentage was just satisfactory. Out of 279 candidates, only 91 passed. Majority of candidates had poor expression in English. They could not elaborate their view points critically and logically.

7.40. **Business Administration**: Theoretical part of the question paper was attempted by almost all candidates in generalities and un-professionally. Most did well in the applied part of the subject.

7.41. **Chemistry-I**: 70 percent candidates passed, but only 5 percent got 60 or above marks. It was observed that majority of candidates preferred to attempt subjective questions on Industrial and Environmental Chemistry, while a few attempted questions based on Physical Chemistry which involve some Mathematics.

7.42. **Chemistry-II**: Pass percentage in the paper was nearly 75%. Generally, candidates relied on rote learning which lacks reasoning and critical analysis. Questions should have logical and critical analysis rather than descriptive at this level.

7.43. **Computer Science**: Performance of majority of candidates was very poor.

7.44. **Constitutional Law**: A large number of candidates were unable to understand the requirement of questions. They merely reproduced unwanted information. A substantial number of candidates lacked comprehensive knowledge of the Constitution of Pakistan.

7.45. **Economics-I**: Performance in the theory part was better. Candidates who consulted quality references have performed far better than those who prepared from sub- standard notes/guide books available in the market.

7.46. **Economics-II**: Performance of candidates was satisfactory. Evaluation follows standard normal distribution curve i.e. some good scripts co-exist with a larger number of medium and poor attempts. It was also observed that candidates normally put less effort in this paper.

7.47. **English Literature-I**: Majority of candidates secured in the range of 44-50% marks in the subject It appeared that they had taken help from locally prepared notes/guide books and lacked exposure to original text of the syllabus. A few top scorers showed their keen interest in study of English Literature as their analysis were well organized and had mature expression.

7.48. **English Literature-II**: Standard of answers did not reveal in-depth study in English Literature. Structure, syntax and vocabulary, in most cases, were above average as they have better proficiency in English Language due to study of English Literature in their graduation/post graduation studies. Teachers should motivate students to read original criticism and to discourage them to depend solely on guides and helping material.

7.49. **Forestry**: Candidates generally produced answers without focus on points asked in various questions. They tend to write a lot of irrelevant material. They were careless and indulged in numerous errors which could be very easily avoided otherwise. Their answers should properly be sequenced/organized.

7.50. **Geography-I**: Performance of candidates showed that in-depth study of various hypotheses regarding cycle of erosions in different climates in many instances was avoided. Maps and diagrams though produced selectively, created viability of the discipline. Keeping the background of limited reading list/material, performance of candidates showed truly achieving goals of an active learning package offered by the FPSC.

7.51. **Geography-II**: Candidates displayed manipulated and interpreted geographic information satisfactorily. Their answers indicated understanding with basic concepts in Human Geography. However, some difficulties were observed in diffusion, spatial interaction, local and environmental change scenarios.

7.52. **Geology-I**: Candidates lacked in the basic concept of geology. Their response to questions based on applied nature and basic concept of Geology was a matter of disappointment.

7.53. **Geology-II**: Performance of candidates was not satisfactory as two out of six candidates failed, 3 candidates secured between 33-59% marks and one candidate got above 80% marks.

7.54. **History of Pak & India-I**: Performance of majority of candidates was not good. Their concepts regarding questions and subjects were not clear. Only 11 percent candidates got above 60% marks in the paper, while 23 percent candidates obtained below 33% marks and 66 percent candidates secured marks in the range of 33-69%.

7.55. **History of Pak & India-II**: Candidates were not well versed with factual knowledge of the subject. However, their performance was largely vulnerable due to poor expression in English. Overall performance of candidates was poor as compared to paper-I.

7.56. **International Law**: Performance of candidates was comparatively good as 85 percent of them had passed and majority of them got above 60% marks. Few candidates had written long irrelevant answers by using 20-25 pages for one question but got only 3 or 4 marks. Candidates should thoroughly understand the concepts asked in the questions and provide answers accordingly.

7.57. **International Relation**: Performance of candidates was good.

7.58. **Islamic History & Culture-I**: Performance of candidates showed that their quality of communication ability is declining. Their answers were stereotyped and objectivity was lacking. They generally lacked aptitude for Islamic History. General awareness regarding importance of the subject is needed.

7.59. **Islamic History and Culture-II**: Standard of candidate's performance was not satisfactory. 33 percent got marks in the range of 44-59, 30 percent secured in the range of 33-43 marks. 22 percent candidates obtained below 33 marks and only 15 percent got above 60 marks.

7.60. **Journalism**: Candidates are not getting proper guidance or counselling for preparation of this subject. Seminars/Workshops should be arranged in which Media Experts may deliver useful talks to provide better understanding of the subject. Majority candidates had no proper knowledge/information of the subject.

7.61. **Law**: Performance was fairly average. Out of 133, 80 secured below 50% marks, while 42 got in the range of 50-70% marks. Only one candidate



obtained above 70% marks in the subject. 80 percent candidates had superficial knowledge of the subject.

7.62. **Mercantile law**: Overall performance was poor as only 45 percent candidates could pass in this paper out of which a huge majority secured below 50 marks. Only a few candidates got in the range of 60-79 marks. About 70 percent candidates apparently had no legal educational background. Since the exam was problem based than essay type, therefore, only those candidates could pass who had studied Law as a core subject during their graduate studies. Majority of the candidates relied on unnecessary/irrelevant details.

7.63. **Muslim Law and Jurisprudence**: Candidates were not well prepared for the examination. They selected the subject with the hope to get good marks, without much study/hard work. They simply filled the answer book by repeating the same sentences again and again or writing illegible words.

7.64. **Persian-I**: Performance was not so good as in paper-II. 56 percent obtained marks in the range of 60-84. While 26 percent candidates go in the range of 44-59 marks. 11 percent secured in the range of 33-43 marks and 7 percent candidates failed in the subject. They should give proper attention, particularly to Persian grammar.

7.65. **Persian-II**: Performance was better than paper-I as 78 percent candidates got marks in the range of 65-79. Question paper was prepared from the prescribed text which is the same since last many years.

7.66. **Philosophy**: General performance has been deteriorating year by year. They showed poor knowledge, expression and mostly depended on low standard short books/crammed and superficial material.

7.67. **Physics**: Performance was poor as 35 percent candidates failed in the paper. While 45 percent candidates failed in paper-II. Only 7-9 percent candidates got marks in the range of 60-79%. Majority of the candidates have following weak areas in the subject:

- i) Application of concepts.
- ii) Problem solving

7.68. **Political Science-I**: Overall performance was satisfactory. 49 percent got marks in the range of 44-59, 24 percent secured above 60 marks, 14 percent between 33-43 marks and 12 percent got below 33 marks. It was observed, that the majority had no understanding of the subject. However, some candidates who had a good grasp of the subject secured good marks.

7.69. **Political Science-II**: Performance was good. However, it was observed that candidates having very good marks in the objective questions generally could not perform very well in the subjective/explanatory part of the

paper. It indicated that they mainly depend on rote learning and had poor analytical capability.

7.70. **Psychology I & II:** Performance in general had been quite disappointing, both in terms of acceptable degree of knowledge and expression. About 25 percent candidates did not demonstrate the knowledge of the level of F.A.

7.71. **Public Administration:** Ability level of some promising candidates was good. However, majority lacked either in substantive content or the ability to express their views. They prepared for this exam, not from original sources but from guides/notes freely available in the market.

7.72. **Punjabi:** Standard of the subject is deteriorating gradually. Answers scripts were unsatisfactory and below standard. Candidates give references of guide books, rather than the prescribed books. In optional part of paper, a few students could get 70-79.

7.73. **Pure Mathematics:** Performance was not satisfactory. Candidates had no clarity in their concepts/ideas. The situation is alarming and demands serious considerations/review of curriculum and teaching methods.

7.74. **Pushto:** General standard was satisfactory. However, majority had not read the whole suggested course and only depended upon selective study. More interest and thorough study of the subject will enable them to have good result in the competitive examination.

7.75. **Sindhi:** General standard was not satisfactory. Majority know very little about the classical form of Sindhi poetry. Only four candidates had written the alphabet of Sindhi language, even they were unable to write the history of development of Sindhi writing system. They only depended on notes/guide books as they did not refer to books published recently.

7.76. **Sociology:** Overall performance was good. 64 percent candidates got marks in the range of 44-59, 10 percent secured above 60 marks, while 21 percent obtained in the range of 33-43 marks. Only 4 percent got below 33 marks.

7.77. **Statistics:** Overall performance was poor. Candidates had not properly prepared themselves for the subject. A lot of irrelevant material was written in poor English. Candidates should read standard books on Statistical Method, Probability Theory, Inference and Sampling to prepare for this paper.

7.78. **Urdu-I:** Performance was good as out of 800, just 14 candidates failed. 53 percent got marks in the range of 44-59, while 36 percent obtained above 60 marks. Their interest in Urdu language/literature was appreciated. Majority of candidates showed power of descriptive expression and comprehension.

7.79. **Urdu-II**: Performance showed that 70 percent candidates had studied the suggested syllabus well and got good marks. 20 percent candidates who relied on bazari notes, obtained less marks or failed as their answer were not according to requirements of questions. 10 percent candidates failed badly as their answers were full of error of syntax, wrong spellings and incorrect statement.

7.80. **USA History**: On the whole, 89 percent candidates passed in USA History which clearly showed their interest in the subject. 36 percent got above 60 marks, while 34 percent secured 44-53 marks and 19 percent obtained 33-43 marks. Candidates got average marks due to their shallow knowledge.

7.81. **Zoology-I** Performance was just satisfactory as 67 percent candidates got in the range of 33-59 marks, 32 percent failed in the subject while only 1 percent got above 60 marks. Performance of candidates was not satisfactory on questions where candidate's talent and synthetic abilities were required. Many candidates lacked basic concepts of the subject which can be partly attributed to declining educational standards under general socio- political environment.

7.82. **Zoology-II**: Performance was better as compared to paper-I. Overall 70 percent candidates got marks in the range of 33-59, 7 percent secured above 60, while 23 percent failed in the subject. However, some candidates showed a trend of unnecessary long and irrelevant introduction. Their answer scripts largely lacked comprehension and understanding of the question.

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**SECTION-VIII**  
**LITIGATION CASES**

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(61-62)



## LITIGATION CASES

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

8.2. To minimize increasing litigation cases, provision of appeal by aggrieved candidates has been made in the Federal Public Service Commission's Ordinance 1977 (XLV of 1977), in Section 7, sub section 3(a,b&c). With this provision, candidates have been provided enough opportunity to redress their grievances within the Commission. During the year, 512 candidates filed such appeals before the Commission. Out of these, 272 candidates got relief.

8.3. Petitions/appeals filed upto 31<sup>st</sup> December 2007 in various Courts of Law is given below:

S. No	Court/Forum	Pending upto 31-12-06	Filed during 2007	Total	Decided during 2007	Pending On 31.12. 07
		A	B	C=A+B	D	E=C-D
1.	Supreme Court of Pakistan	16	04	20	9	11
2.	Lahore High Court	43	18	61	6	55
3.	Sindh High Court	12	8	20	-	20
4.	Peshawar High Court	8	3	11	2	9
5.	Balochistan High Court	1	2	03	1	2
6.	Federal Service Tribunal	28	5	33	1	32
7.	Civil Courts	-	1	01	-	1
8.	Chief Court Gilgit	2	4	06	-	6
	Total	110	45	155	19	136



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**SECTION-IX**  
**SERVICES MATTERS**

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(65-66)





## SERVICES MATTERS

### Position/Progress of Framing/ Amendment in Recruitment Rules Processed in the Commission in Terms of Section 7(1)(b)(i) of FPSC Ordinance, 1977 During the Calendar Year, 2007

9.1. Under Section 7(b) of the FPSC Ordinance 1977, the Commission processed 72 Cases of Recruitment Rules during the year. Detail is given below:-

Particulars	Cases	<i>*Cases approved</i>	<i>**Cases closed</i>	<i>Cases under process</i>
Cases of framing / amendment in Recruitment Rules brought forward from preceding years.	13	11	-	2
Cases of framing / amendment in Recruitment Rules received during 2007.	59	37	3	19
Total:	72	48	3	21

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

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



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## **SECTION-X**

### **ADVICE OF THE COMMISSION**

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

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



## **ADVICE OF THE COMMISSION**

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

### **Cases in which Advice of the Commission was not Accepted and the Reasons Thereof;**

#### **Director (Shipping), Ports and Shipping Wing Ministry of Ports and Shipping (BS-19) (F.24/2006-R)**

10.2 The Commission recommended Mr. Asif Haroon against the above mentioned post. The Ministry, instead of issuing offer of appointment to the nominee of the Commission, intimated the Commission that its nominee did not fulfil the prescribed eligibility conditions for the post. The Commission after re-examining the case of its nominee advised the Ministry that its nominee fulfilled the advertised conditions and is eligible to be appointed to the post. The Ministry, therefore, should issue offer of appointment to its nominee and if advice of the Commission is not acceptable to the Ministry, it should be got over ruled as per law. But nothing was heard from the concerned Ministry till the end of the period under report.

#### **Framing of Recruitment Rules Without Concurrence of the Commission in the various Departments of Islamabad Capital Territory Under the Ministry of Interior.**

10.3 In terms of section 7(1) (b) of the FPSC Ordinance, 1977 concurrence of the Commission to Recruitment Rules of all posts in BS-16 and above is mandatory. Recruitment Rules vide SRO, 407(I)/98, SRO 408(I)/98 and dated 21<sup>st</sup> April 1998 and SRO 606(I)/99, dated 24<sup>th</sup> May 1999 pertaining to the Departments of Agriculture, Soil Conservation and Livestock & Dairy Development respectively in the Islamabad Capital Territory under Ministry of Interior had been notified without prior concurrence of the Commission. Hence, these Recruitment Rules have no sanctity under the law. In order to make these Recruitment Rules forceful under the law, the position was clarified to the Ministry of Interior vide FPSC's letter of even number dated 21<sup>st</sup> Oct 2002. No proposals to seek the advice of the Commission has so far been received. The matter was also taken up with the Secretary, Interior Division by a D.O. letter of even number dated 13<sup>th</sup> March 2006 under the signature of a member of the Commission, without any result.



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**SECTION-XI**  
**PUBLIC SECTOR CAPACITY BUILDING**  
**PROJECT ACTIVITIES**

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(73-74)





## PUBLIC SECTOR CAPACITY BUILDING PROJECT

### Key Action Programme

11.1 Government of Pakistan under the auspices of the World Bank started Public Sector Capacity Building Project (PSCBP) in 2004. Under this programme Rs. 58 million were allocated to FPSC for its capacity building.

11.2 During the implementation process, activities related with computer networking were first deferred and then dropped because the Electronic Government Directorate started computerization of FPSC offices under their project funded from PSDP funds. Consequently, PC-1 of FPSC under PSCBP was revised and funds amounting Rs. 22 million reserved for I.T related activities, were diverted for capacity building of staff through training. Final financial layout of 58 million rupees allocated to FPSC under PSCBP remained as under:

Consultancy services	36.55%
Training	47.07%
General operating expenses	7.24%
Goods	6.04%
Establishment	3.10%

### 11.3 Progress on various activities of PSCB Project

#### i) Revamping CSS Examination System

The Consultants (M/S.W.Wien & Associates) have proposed some radical changes in CSS examination system and revised syllabi of various subjects along with changes in the allocation policy. Reports submitted by Consultants are under evaluation in the Commission, prior to their approval for implementation.

#### ii) Revamping General Recruitment System

M/S. W. Wien & Associates Consultants were given the revamping task of General Recruitment System, after bidding process. Consultants are engaged in preparatory work, such as, inception report, diagnostic report, and formulation of methodology in carrying out the assignment. At first step, survey for all ex-cadre posts is to be carried out, for which database template has been designed and approved by FPSC, which would help in revamping recruitment rules for post(s) under purview of the Commission. Revision of recruitment rules of all ex-cadre post(s) in the light of job description is also one of the TORs assigned to the Consultants. The entire exercise would lead to prepare Standard Recruitment Code for Government of Pakistan, in respect of ex-cadre post(s) in BS-16 to 22. The study is likely to be completed by end 2008.

**iii) Revamping Psychological Assessment Process**

It requires re-defining role of Psychological Assessment in selection for which a Consultant was selected and contract formalities are being processed.

**iv) Re-inventing Establishment of FPSC**

As reorganization of FPSC depends on changes in recruitment systems being proposed by consultants, therefore, restructuring/reorganization of FPSC has been deferred till completion of these studies.

**v) Scanning Application Forms and Automated Processing of Scanned Data**

Work on this activity has been deferred till completion of online recruitment system being developed by the EGD under PSDP.

**vi) Study Tours for Assessment of Recruitment System of Other Countries and Rationalising Recruitment System of Pakistan**

Mrs Fazila Aliani, Member, Mr Bashir Ahmed Chauhan, Secretary, and Miss Fatima Zehra Chief Psychologist, visited Egypt and Turkey from 2<sup>nd</sup> to 11<sup>th</sup> November 2007. The report on recruitment systems of these countries submitted by the panel is under consideration of the Commission.

**vii) Out-Reach Career Counselling to Intending Candidates at Grass-Root Level**

During the year, lectures in 195 Degree Colleges were delivered by officers of FPSC which were appreciated by the students and faculties.

**viii) Security Vigilance in FPSC**

To beef up security matters, cameras have been installed in the FPSC examination halls at Headquarters and Provincial Offices. Security walk through Electronic Gate has also been installed at the main entrance of the FPSC building. 50 metal detectors have been provided for physical search of candidates at examination centres of the Commission. For better access control of the organization, electronic time attendance system through finger prints of FPSC employees is also being installed.

**ix) Training for Capacity Building and Skill Development of FPSC Members and Other Officers**

Mr Muhammad Aziz Khan and Rear Admiral Muhammad Nashat Raffi (Retd), Members of the Commission attended training course "Public Service Commission: Professionalism, Performance-Excellence" organized by Public Administration International (PAI) at UK. Besides this, 6 officers of the FPSC Secretariat have been nominated for various Training courses organized by Pakistan Institute of Management (PIM).

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# **SECTION-XI**

# **APPENDICES**

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(77-78)

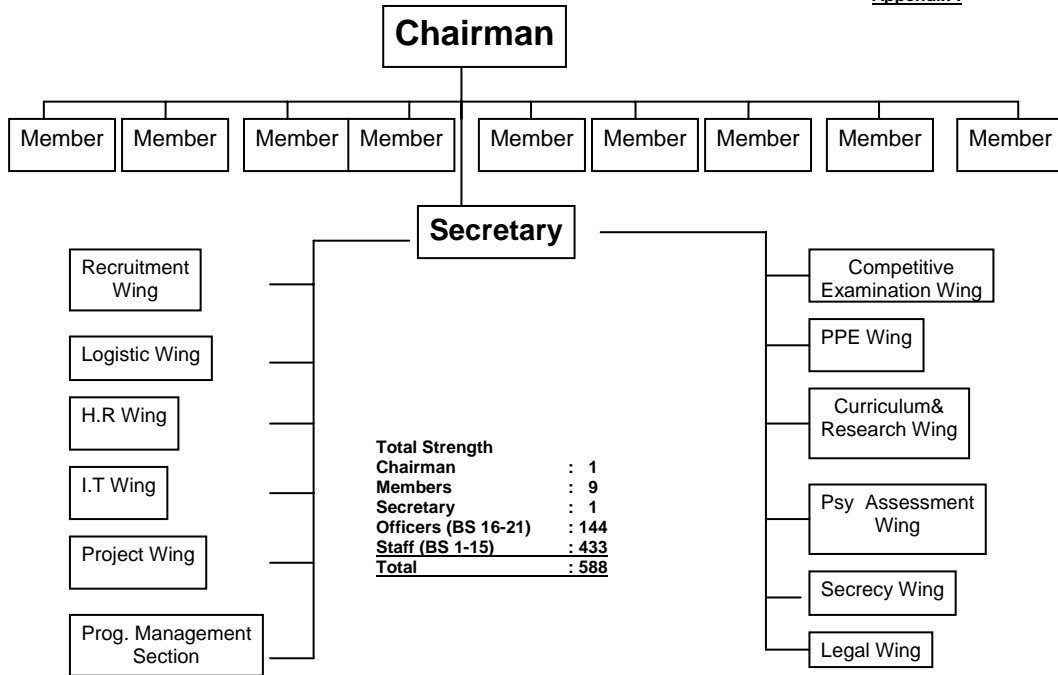


## INDEX TO ABBREVIATIONS USED IN THE APPENDICES

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

# Organogram of the FPSC

Appendix-I



## Commission and its staff position as on 31<sup>st</sup> December, 2007

S. NO.	NOMENCLATURE OF POST	BS	SANCTIONED STRENGTH	EXISTING STRENGTH	VACANT POSTS
1	2	3	4	5	6
1.	Chairman	Tenure post	1	1	-
2.	Member	Tenure post	9	8	1
3.	Secretary	21	1	1	-
4.	Executive DG	21	1	1	-
5.	Director General	20	3	1	2
6.	Chief Psychologist	20	1	1	-
7.	Chief IT	20	1	-	1
8.	Director	19	10	9	1
9.	Senior Psychologist	19	2	2	-
10.	Educational Consultant	19	1	1	-
11.	Deputy Chief IT	19	1	-	1
12.	Deputy Director	18	13	12	1
13.	Psychologist	18	2	2	-
14.	Senior Research Officer	18	1	1	-
15.	System Analyst	18	1	1	-
16.	Programmer	18	1	1	-
17.	Data Base Administration	18	1	-	1
18.	Quality Assurance Officer	18	1	-	1
19.	Junior Programmer	17	2	-	2
20.	Website Manager	17	1	-	1
21.	Network Administrator	17	1	-	1
22.	Assistant Psychologist	17	4	1	3
23.	Data Control Officer	17	3	2	1
24.	Research Officer	17	3	2	1
25.	Assistant Director	17	35	34	1
26.	Private Secretary	17	12	12	-
27.	Deputy Assistant Director	16	11	11	-
28.	Assistant Librarian	16	1	1	-
29.	Superintendent (Record)	16	1	1	-
30.	System Operator	16	3	3	-
31.	Computer Operator	16	1	1	-
32.	Transport Officer	16	1	1	-
33.	Assistant Data Base Administor	16	1	-	1
34.	Hardware Engineer	16	1	-	1
35.	Assistant Network Administrator	16	5	-	5
36.	Data Processing Assistant	16	18	18	-
37.	Stenographer	15	30	29	1



1	2	3	4	5	6
38.	Assistant Incharge	15	2	2	-
39.	Assistant	14	64	61	3
40.	Stenotypist	12	47	39	8
41.	Statt. Assistant	11	6	5	1
42.	Security Supervisor	11	1	1	-
43.	Library Assistant	11	1	1	-
44.	Draftsman	11	1	1	-
45.	KPO	10	15	11	4
46.	Terminal Operator	10	2	1	1
47.	UDC	9	35	33	2
48.	Telephone Operator	7	2	2	-
49.	L.D.C.	7	62	57	5
50.	L.D.C. (Security Clerk)	7	2	-	2
51.	Driver	4	32	29	3
52.	D.R.	4	2	1	1
53.	D.M.O.	4	3	3	-
54.	Electrician	4	1	1	
55.	Lift Operator	3	3	3	-
56.	Book Sorter	2	1	1	-
57.	Daftry	2	16	14	2
58.	Qasid	2	14	14	-
59.	Naib Qasid	1	58	56	2
60.	Frash	1	2	1	1
61.	Chowkidar	1	10	10	-
62.	Security Guard	1	9	-	9
63.	Bus Cleaner	1	1	1	-
64.	Khakroob	1	11	10	1
<b>65.</b>	<b>Total</b>		<b>588</b>	<b>516</b>	<b>72</b>

**Appendix-I****Officers Who Joined the Commission During the Year, 2007**

S. No.	NAME OF OFFICER/	DESIGNATION	DATE OF JOINING
1.	Mr. Asif Zaman Ansari	Member	10.2.2007
2.	Mr. Bashir Ahmad Chauhan	Secretary	11.1.2007

**Officers/Officials Promoted During the Year, 2007**

S. No.	Name	Promoted as	Date of promotion
1.	Mr. Muhammad Hanif	EDG (BS-21)	17.11.2007
2.	Mr. Bashir Ahmad	Director(BS-19)	15.10.2007
3.	Mr. Itrat Abbas Anwar	Senior Psychologist(BS-19)	15.10.2007
4.	Mr. Muhammad Azam Qureshi	Deputy Director (BS-18)	5.11.2007
5.	Ch. Saleem Khan	Deputy Director(BS-18)	5.11.2007
6.	Mr. Sain Faqir	Deputy Director(BS-18)	5.11.2007
7.	Mr. Saiyed Nabi Bangesh	Psychologist (BS-18)	5.11.2007
8.	Mr. Mushtaq Ahmad	DD (BS-18)	5.11.2007
9.	Mr. Muhammad Yousaf	A.D. (BS-17)	5.11.2007
10.	Mr. Tahir Mehmood Shaikh	A.D. (BS-17)	5.11.2007
11.	Mr. Mumtaz Hussain Shoukat	AD (BS-17)	5.11.2007
12.	Mr. Iftikhar Hussain	AD (BS-17)	5.11.2007
13.	Mr. Nasir Pervez	RO(BS-17) (Deputation Vacancy)	1-12-2007
14.	Miss Shaista Perveen	DAD (BS-16)	13-1-2007
15.	Mr. Khalid Hussain Mugheri	DAD (BS-16)	13-1-2007
16.	Mr. Mushtaq Hussain Bukhari	DAD (BS-16)	13-1-2007
17.	Mr. Khalid Hussain Mugheri	DAD (BS-16)	1-11-2007
18.	Mr. Abdul Hameed	DAD (BS-16)	7-11-2007
19.	Mr. Islam Muhammad	DAD (BS-16)	7-11-2007

**Officers Who Left the Commission During the Year, 2007**

S. No.	Name	Designation	Date of Leaving	Remarks
1.	Mr. Abdullah Khan Mirza	Acting DG	14.10.2007	Retired
2.	Mr. Sarwar Hassan Khan	DG	16.11.2007	Retired
3.	Mr. Shamraiz Kiyani	Deputy Director	16.8.2007	Retired
4.	Mr. Rafiq Shaikh	Jr. Programmer	4.10.2007	Relieved to join new assignment
5.	Mr. Mahmood Ahmad	R.O.	13.11.2007	Relieved to join new assignment
6.	Mr. Ahmer Iqbal	Assistant Psychologist	14.12.2007	Relieved to join new assignment

**Appendix-II****Statistics on General Recruitment (BS-16 & above) Processed During 2007,  
Including the Posts Carried Forward From Preceding Years**

Year	Cases	Posts advertised	Applications received	Candidates pre-selected	Candidates interviewed	Cases finalized				Cases/posts carried over to 2007	
						Cases	Nomination made	Posts reported failure	Posts withdrawn	Cases	Posts
2007	286	1915	50077	271	639	124	150	75	1	162	1689
2006	21	145	22113	2899	2938	187	777	163	-	14	105
2005	13	264	18667	862	899	13	257	5	2	-	-
203	1	1	65	6	-	-	-	-	-	1	1
Total=	51	3225	90922	6468	4476	324	1184	243	3	177	1795

**Appendix -III**

**Number of Vacancies Advertised and Filled During the Year, 2007**  
**(Basic Scale and Merit/Province Wise representation in General Recruitment in BS-16 & above)**

<b>BPS</b>	<b>Particulars</b>	<b>Merit</b>	<b>Punjab</b>	<b>Sindh(R)</b>	<b>Sindh(U)</b>	<b>NWFP</b>	<b>Bal.</b>	<b>NAFATA</b>	<b>AJK</b>	<b>N.A</b>	<b>Total</b>
16	Posts Advertised	34	205	58	31	41	24	26	10	5	434
	Nominations Made	34	169	47	25	38	20	24	8	5	370
17	Posts Advertised	76	354	91	57	78	37	27	15	32	767
	Nominations Made	75	318	84	49	77	28	22	9	23	685
18	Posts Advertised	9	74	32	7	15	2	10	5	6	160
	Nominations Made	9	47	16	2	9	1	7	-	2	93
19	Posts Advertised	4	26	8	3	9	1	4	-	-	55
	Nominations Made	2	15	3	1	8	-	1	-	-	30
20	Posts Advertised	-	7	2	1	1	-	-	-	-	11
	Nominations Made	-	5	-	1	-	-	-	-	-	6
21	Posts Advertised	-	1	-	-	-	-	-	-	-	1
	Nominations Made	-	-	-	-	-	-	-	-	-	-
<b>Total Advertised</b>		<b>123</b>	<b>667</b>	<b>191</b>	<b>99</b>	<b>144</b>	<b>64</b>	<b>67</b>	<b>30</b>	<b>43</b>	<b>1428</b>
<b>Total Nominations Made</b>		<b>120</b>	<b>554</b>	<b>150</b>	<b>78</b>	<b>132</b>	<b>49</b>	<b>54</b>	<b>17</b>	<b>30</b>	<b>1184</b>

**Appendix -IV****Gender-Wise Vacancies Advertised and Filled During the Year, 2007**

Basic Scale	Particular	Male	Female	Reserved for Both Gender			Total
				Male	Female	Total	
16	Posts Advertised	81	93	-	-	260	434
	Nomination Made	78	89	188	15	23	370
17	Posts Advertised	88	128	-	-	551	767
	Nomination Made	84	14	396	11	497	685
18	Posts Advertised	16	29	-	-	115	160
	Nomination Made	12	18	63	-	63	93
19	Posts Advertised	6	7	-	-	42	55
	Nomination Made	1	2	23	4	27	30
20	Posts Advertised	-	-	-	-	11	11
	Nomination Made	-	-	6	-	6	6
21	Posts Advertised	-	-	-	-	1	1
	Nomination Made	-	-	-	--	-	-
Total Advertised		191	<b>257</b>	-	-	<b>980</b>	<b>1428</b>
Total Nomination Made		175	213	676	120	796	1184

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

Name of Requisitioning Ministry/Division/Department	Basic Pay Scale					Total
	16	17	18	19	20	
-						
Azad Jamu & Kashmir Council	1	-	1	-	-	2
Cabinet Division	2	1	1	-	-	4
Culture, Sports & Youth Affairs Division	12	-	-	-	-	12
Communications Division	61	1	-	-	-	62
Defence Division	206	161	22	3	-	392
Defence Production Division	-	-	-	-	-	-
Education Division	57	95	25	3	-	180
Environment Division	7	21	7	-	-	35
Establishment Division	-	9	-	2	1	12
Finance Division	1	-	-	-	-	1
Federal Government Organization ,IB	-	27	-	-	-	27
Foreign Affairs Division	-	1	3	-	-	4
Food, Agriculture & Livestock Division	2	13	5	-	-	20
Health Division	12	132	2	2	-	148
Housing & Works Division	-	48	-	-	-	48
Interior Division	-	1	-	-	-	1
Industries, Production and Special Initiatives	1	-	1	-	-	2
Information Technology	-	1	-	-	-	1
Kashmir Affairs & Northern Areas Division	-	21	4	-	-	25
Labour & Man Power Division	4	6	-	-	-	10
Local Government & Rural Development Division	-	6	-	-	-	6
Law, Justice and Human Rights Division	-	-	2	-	-	2
Petroleum & Natural Resources Division	-	-	1	1	-	2
Planning & Development Division	-	17	5	6	5	33
Population Welfare Division	1	5	4	1	-	11
Ports & Shopping Division	-	-	1	-	-	1
Privatization & Investment Division	-	-	-	3	-	3
Railways Division	-	71	1	-	-	72
Religious Affairs, Zakat & Ushr Division	-	1	-	-	-	1
Science & Technological Research Division	-	-	2	2	-	4
Social Welfare & Special Education Division	-	44	2	5	-	51
Statistics Division	-	-	1	-	-	1
Tourism Division	-	-	-	1	-	1
Water & Power Division	3	2	3	2	-	10
<b>Total</b>	<b>370</b>	<b>684</b>	<b>93</b>	<b>31</b>	<b>6</b>	<b>1184</b>

**Appendix-VI****Recruitment cases (BS-16 & above) which were Advertised and Processed by the Commission during the year 2007**

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BPS	No. of posts with Quota	Applicat- ions received	Candidates		Remarks
					Pre- selected	Inter- viewed	
1	2	3	4	5	6	7	8
1.	1/2007	Research Assistant, Pakistan Forest Institute Peshawar, M/O Environment. BS-16.	1 Sindh(R)-1	34	3	3	1 R-1
2.	2/2007	Assistant Technological Adviser, M/O Science & Technology (BS-18)	1 NWFP-1	-	-	-	Failure reported.
3.	3/2007	Director General, Pakistan Planning & Management Institute, Planning & Development Division. BS-20.	1 Punjab-1	8	3	3	Failure reported
4.	4/2007	Deputy Chief (Buildings), National Energy Conservation Centre (Enercon), M/O Environment. BS-19.	1 Punjab-1	1	-	-	Failure reported
5.	05/2007	Port Health Officer, Port Health Department, Directorate of Central Health Establishment, Karachi, M/O Health. BS-18	1 Punjab-1	1	-	-	Failure reported
6.	06/2007	Port Health Officer, Port Health Department, Directorate of Central Health Establishment, Karachi, M/O Health. BS-18.	1 Punjab-1	3	-	-	Failure reported
7.	07/2007	Assistant Draftsmen, Law, Justice and Human Rights Division. BS-18.	2 Punjab-1 NWFP-1	42	6	6	R-1 R-1
8.	08/2007	Registrar/ Senior Medical Officer (Pediatrics Surgery), National Institute for Handicapped, Islamabad, M/O Health. BS-17	1 NAFATA-1	6	-	3	R-1
9.	10/2007	Assistant Speech Therapist, National Institute for Handicapped, Islamabad, M/O Health. BS-16.	1 Punjab-1	1	-	1	R-1
10.	11/2007	Deputy Chief, Social Welfare Section, Planning and Development Division. BS-19	1 Punjab-1	7	3	3	R-1

1	2	3	4	5	6	7	8
11.	12/2007	Assistant Chief, Food & Agriculture Section, Planning and Development Division. BS-18	1 NWFP-1	34	3	3	R-1
12.	13/2007	Chief (Financial Analyst), Planning and Development Division. BS-20	1 Sindh(R)-1	3	-	-	Failure reported
13.	14/2007	Research Officer, Science & Technology Section, Planning & Development Division, BS-17.	1 Punjab-1	68	3	3	R-1
14.	15/2007	Assistant Programmer, M/O Defence. BS-17	1 Punjab-1	31	3	3	R-1
15.	16/2007	Programmer, M/O Defence BS-18.	1 Punjab-1	9	2	2	R-1
16.	17/2007	Data Processing Officer, M/O Defence BS-17.	1 Punjab-1	61	3	3	R-1
17.	19/2007	Film Editor, ISPR Directorate, GHQ, M/O Defence. BS-16.	1 Punjab-1	3	1	1	R-1
18.	20/2007	Deputy Chief (Transport), National Energy Conservation Centre (Enercon) M/O Environment. BS-19.	1 Sindh(R)-1	1	-	-	Failure reported.
19.	21/2007	Forest Mensuration Officer, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Sindh(R)-1	1	-	-	Failure reported
20.	22/2007	Forest Geneticist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18	1 Punjab-1	2	1	1	Failure reported
21.	23/2007	Forest Entomologist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	4	1	-	Court Case
22.	24/2007	Senior Research Officer (Silkworm Breeding), Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	2	-	-	Failure reported
23.	25/2007	Senior Pulp & Paper Officer, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Sindh(R)-1	2	-	-	Failure reported
24.	26/2007	Soil Chemist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	5	1	1	Failure reported
25.	27/2007	Extension Specialist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	8	3	-	Court Case



1	2	3	4	5	6	7	8
26.	28/2007	Assistant Professors of Forestry, Pakistan Forest Institute Peshawar, M/O Environment. BS-18.	2 Punjab-1 Sindh(R)-1	10	3	3	R-1 F-1
27.	29/2007	Deputy Director (Technical), Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	11	3	3	R-1
28.	30/2007	Logging Officer, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	1	-	-	Failure reported.
29.	31/2007	Wildlife Management Specialist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18	1 Punjab-1	4	2	2	R-1
30.	32/2007	Range Management Officer, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	11	3	3	R-1
31.	33/2007	Watershed Management Specialist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	12	3	3	R-1
32.	34/2007	Assistant Forest Geneticist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Punjab-1	2	2	2	R-1
33.	35/2007	Assistant Forest Entomologists, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	3 Merit-1 Punjab-1 NWFP-1.	33	10	10	R-1 R-1 R-1
34.	36/2007	Assistant Wood Seasoning Officer, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17	1 Sindh (R)-1	12	3	3	R-1
35.	37/2007	Assistant Forest Chemist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Punjab-1	7	3	3	Failure reported
36.	38/2007	Research Officer (Cocoon & Silk Technology), Pakistan Forest Institute, Peshawar, M/O Environment BS-17.	1 Punjab-1	4	3	3	Failure reported
37.	39/2007	Research Officer (Watershed Sociology), Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Sindh(R)-1	14	3	3	R-1

1	2	3	4	5	6	7	8
38.	40/2007	Lecturer in Forestry, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Sindh(R)-1	2	1	1	R-1
39.	41/2007	Assistant Wood Technologist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Punjab-1	7	3	3	R-1
40.	42/2007	Assistant Composite Wood Officer, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Sindh(R)-1	16	3	3	R-1
41.	43/2007	Plant Physiologist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Sindh(R)-1	20	3	3	R-1
42.	44/2007	Research Officer (Silkworm Rearing), Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Punjab-1	2	2	2	R-1
43.	45/2007	Pulp and Paper Officer (Chemistry), Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Sindh (R)-1	8	3	3	R-1
44.	46/2007	Seed Analyst, Federal Seed Certification and Registration Department, M/O Food, Agriculture & Livestock. BS-17.	1 Balochistan-1	10	3	3	R-1
45.	47/2007	Chief Inspector of Health, Pakistan Navy, M/O Defence. BS-16.	1 Punjab-1	4	-	-	Failure reported
46.	50/2007	Programmers, GHQ, M/O Defence. BS-17.	2 Sindh(R)-1 Balochistan-1	10	1	1	R-1 F-1
47.	53/2007	Computer Programmer, Pakistan Post Office Directorate General, M/O Communications. BS-17.	1 Punjab-1	24	3	3	R-1
48.	54/2007	Research Officers/ Planning Officers/ Survey Officers, Economists Group, Planning and Development Division. BS-17.	12 Merit-1 Punjab-5 Sindh(R)-3 NWFP-1 Balochistan-1 NAFATA-1	376	38	38	R-1 R-5 R-3 R-1 R-1 R-1
49.	55/2007	Data Base Administrator, Finance Division, BS-18.	1 Punjab-1	10	3	3	R-1
50.	56/2007	Platoon Commanders, Directorate General Civil Defence, M/O Interior. BS-16.	2 Sindh(R)-1 Punjab-1	6	-	-	Failure reported

1	2	3	4	5	6	7	8
51.	57/2007	Junior Scientific Officers, Pakistan Navy, M/O Defence. BS-17.	6 Punjab-3 Sindh(R)-1 NWFP-1 Balochistan -1	120	17	17	R-3 R-1 R-1 R-1
52.	59/2007	Bio-Chemist, Marine Fisheries Department, Karachi, (Livestock & Fisheries Wing), M/O Food, Agriculture and Livestock. BS-16.	1 Punjab-1	8	3	3	Failure reported
53.	60/2007	Assistant Director, National Documentation Centre, Cabinet Division. BS-17.	1 NWFP-1	20	3	3	R-1
54.	62/2007	Director General, Institute of Optronics, M/O Defence Production. BS-20.	1 Punjab-1	2	-	-	Failure reported
55.	64/2007	Instructor (Marine Engineering), Marine Fisheries Department, Karachi, (Livestock & Fisheries Wing), M/O Food, Agriculture and Livestock. BS-18	1 Punjab-1	1	1	1	R-1
56.	66/2007	Assistant Curators/ Field Officers/ Custodians, Department of Archaeology and Museums, M/O Culture. BS-16.	12 Punjab-5 Sindh(R)-2 Sindh(U)-1 Balochistan-2 NAFATA-2	100	33	33	R-5 R-2 F-1 R-2 R-2
57.	67/2007	Computer Operator, Pakistan Post Office Directorate General, M/O Communications. BS-16.	1 NAFATA-1	25	1	1	R-1
58.	68/2007	Harbour Master, Gwadar Fish Harbour-Cum-Mini Port, M/O Ports and Shipping. BS18.	1 Punjab-1	-	-	-	Failure reported
59.	74/2007	Deputy Chief, Ministry of Defence. BS-19.	1 Punjab-1	Nil	-	-	Failure reported.
60.	76/2007	Instructor (Fishing Gear), Fisheries Training Centre, Marine Fisheries Department, Karachi, (Livestock & Fisheries Wing), M/O Food, Agriculture and Livestock, BS-18	1 Punjab-1	1	-	-	Failure reported.
61.	77/2007	Medical Officers, Pakistan Post Office Directorate General, M/O Communications. BS-17.	2 Sindh (U)-1 NWFP-1	29	6	6	R-1 R-1
62.	78/2007	Female Instructors (RTI), M/O Population Welfare. BS-17.	3 Punjab-2 Sindh(R)-1.	40	9	9	R-2 R-1

1	2	3	4	5	6	7	8
63.	79/2007	Foreman (Mechanical), MVRDE, M/O Defence Production. BS-16.	1 NWFP-1	3	-	-	Failure reported.
64.	81/2007	Two Associate Professors (Female), Federal Government Colleges for Women, Federal Directorate of Education, M/O Education. BS-19.	2 Sindh (U)-1 Sindh (R)-1	2	2	2	Failure reported
65.	82/2007	Foreman of Inspection (Mechanical), Pakistan Navy, M/O Defence. BS-16.	1 Punjab-1	Nil	-	-	Failure reported.
66.	83/2007	Tailor-Cum-Cutter (Female), Staff Welfare Organization, Establishment Division. BS-16.	1 Punjab-1	3	-	-	Failure reported.
67.	85/2007	Computer Instructors, Staff Welfare Organization, Establishment Division. BS-17	7 Merit-1 Punjab-4 Sindh(R)-1 NWFP-1	113	23	23	R-1 R-4 R-1 R-1
68.	87/2007	Gynecologists Health Department, Northern Areas Kashmir Affairs & Northern Areas. Division. BS-18.	2 NA	Nil	-	-	Failure reported
69.	88/2007	Principal (Midwifery Training School), Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17.	1 NAFATA-1	5	-	-	Failure reported
70.	89/2007	Health Education & Nutrition Officer, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17.	2 NA-2	16	1	1	R-1, F-1
71.	91/2007	Computer Programmer, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17.	1 NA-1	34	3	3	R-1
72.	92/2007	Inspectress Health Services, Health Department. Northern Area Kashmir Affairs & Northern Areas Division BS-17.	1 Northern Areas.	Nil	-	-	Failure reported.
73.	94/2007	Associate Professor (Male), Federal Government Colleges for Men, Federal Directorate of Education, M/O Education, Islamabad. BS-19.	1 NWFP-1	4	3	3	R-1
74.	95/2007	Senior Store Officers, MES, M/O Defence. BS-18.	2 Punjab-1 NWFP-1.	11	-	-	Failure reported

1	2	3	4	5	6	7	8
75.	96/2007	Director (System ), Policy Wing M/O Petroleum and Natural Resources. (BS-19)	1 Punjab-1	1	-	-	Failure reported.
76.	11/2007	Assistant Professors (Male), Islamabad Model Colleges For Boys, Federal Directorate Of Education, M/O Education. BS-18.	7 Merit-1 Punjab-4 Sindh(R)-1 AJK -1	136	33	33	R-1 R-4 R-1 F-1
77.	12/2007	Assistant Professors (Female), Islamabad Model Colleges For Girls, Federal Directorate of Education, M/O Education. BS-18.	9 Punjab-4 Sindh(R)-3 NWFP-1 NAFATA-1	92	22	22	R-4 R-2, F-1 R-1 R-1
78.	13/2007	Associate Professor (Male) Computer Science, Islamabad Model Colleges For Boys, Federal Directorate of Education M/O Education.. BS-19	1 Punjab-1	Nil	-	-	Failure reported
79.	106/2007	Trained Graduate Teachers (Science) (Female), Education Department, Northern Areas, Kashmir Affairs and Northern Areas Division. BS-16.	5 NA-5	47	15	15	R-5
80.	109/2007	Research officer, Akhtar Hameed Khan National Centre for Rural Development & Municipal Administration, Islamabad, M/O Local Government and Rural Development. BS-17	1 Punjab-1	95	3	3	R-1
81.	110/2007	Pulp & Paper Officer (Technology), Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Sindh(R)-1	8	3	3	R-1
82.	111/2007	Assistant Silviculturist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	4 Punjab-2 Sindh (U)-1 Sindh (R)-1	2	2	2	2 R-1, F-1 F-1 R-1
83.	112/2007	Forest Manager, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Punjab-1	Nil	-	-	Failure reported
84.	117/2007	Junior Programmers in a Federal Government Organization. BS-17.	2 Punjab-1 Sindh(U)-1.	45	6	6	2 R-1 R-1
85.	118/2007	Research Officer, M/O Social Welfare and Special Education. BS-17.	1 Sindh(R)-1	54	3	3	R-1

1	2	3	4	5	6	7	8
86.	120/2007	Associate Professors, National Institute of Science Technical Education, M/O Education. BS-19	2 Merit-1 Punjab-1	1	1	1	Failure reported
87.	124/2007	Lady Doctor, Model Child Welfare Centre Humak, M/O Social Welfare and Special Education. BS-17.	Punjab-1	17	3	3	R-1
88.	126/2007	Cartographer, Soil Survey of Pakistan, Lahore, M/O Food, Agriculture & Livestock, .BS-16.	1 Punjab-1	3	3	3	R-1
89.	127/2007	Librarian, Directorate General of Special Education, M/O Social Welfare and Special Education. BS-17.	1 Punjab-1	22	3	3	R-1
90.	129/2007	Executive Officer, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17	1 Punjab-1	4	3	3	R-1
91.	130/2007	Assistant Chief, Food & Agriculture Section, Planning and Development Division. BS-18.	1 Merit-1	27	5	5	R-1
92.	131/2007	Line Officer, Central Jail Staff Training Institute, Lahore, M/O Interior. BS-16.	1 Punjab-1	8	-	-	Failure reported
93.	132/2007	Assistant Professor (Female) (Statistics), F.G. Colleges for women, Federal Directorate of Education, M/O Education. BS-18.	1 Sindh(U)-1	NIL	-	-	Failure reported.
94.	133/2007	Assistant Mechanical Engineers, M/O Railways (Railways Board). BS-17.	12 Merit-1 Punjab-6 Sindh(U)-1 Sindh(R)-1 NWFP-1 Balochistan-1 NAFATA-1	47	20	20	R-1 R-2, F-4 R-1 R-1 R-1 R-1 F-1
95.	135/2007	Director (Admn & Accounts), Office Of the Chief Engineering Adviser/ Chairman Federal Flood Commission, M/O Water & Power. BS-19.	1 Punjab-1	8	3	3	R-1
96.	138/2007	Research Officers, Animal Quarantine Department, Karachi, M/O Food, Agriculture and Live Stock. BS-17.	2 Punjab-1 NWFP-1.	10	5	5	R-1 R-1

1	2	3	4	5	6	7	8
97.	139/2007	Prosthetic Specialist M/O Defence. BS-18.	1 Punjab-1	1	-	-	Failure reported
98.	140/2007	Assistant Forest Engineers, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	3 Merit-1 Punjab-2	6	5	5	R-1 F-2
99.	141/2007	Director General, Management Services Wing, Establishment Division. BS-20.	1 Sindh(U)-1	4	2	4	R-1
100.	142/2007	Director, Management Services Wing, Establishment Division. BS-19.	1 NWFP-1	16	3	3	R-1
101.	145/2007	Director, National Control Laboratory (Biological), M/O Health. BS-19.	1 Punjab-1	2	-	-	Withdrawn
102.	146/2007	Assistant Engineer, Office of Pakistan Commissioner for Indus Waters, Lahore, M/O Water and Power. BS-16.	1 Punjab-1	9	3	3	R-1
103.	147/2007	Experimental Officer, Pakistan Navy, M/O Defence. BS-16	1 NWFP-1	4	2	2	R-1
104.	149/2007	Electronic Engineers, Pakistan Meteorological Department, M/O Defence. BS-17.	4 Punjab-3 Sindh(U)-1.	10	3	3	F-3 R-1
105.	152/2007	Computer Operator, Pakistan Computer Bureau, M/O Information Technology. BS-16	1 Sindh(U)-1.	16	2	2	Failure reported
106.	154/2007	Lecturer (Law), Central Jail Staff Training Institute, Lahore, M/O Interior. BS-17.	1 Sindh(R)-1	3	2	2	R-1
107.	155/2007	Posts of (A) Consulting Surgeon (Thoracic Cardiovascular)= one and (B) Consulting Physician (Paed Medicine)= one, Federal Government Services Hospital, Islamabad, M/O Health. BS-20	2 Sindh(R)-1 NWFP-1.	2	-	-	Failure reported
108.	157/2007	Physiotherapists, Directorate General of Special Education, M/O Social Welfare And Special Education. BS-17.	9 Punjab-5 Sindh(R)-1 Sindh(U)-1 NWFP-1 Balochistan-1	138	27	27	R-5 R-1 R-1 R-1 R-1
109.	159/2007	Junior Scientific Officer, National Research Institute of Fertility Care, M/O Population Welfare. BS-16.	1 Punjab-1	15	3	3	R-1

1	2	3	4	5	6	7	8
110.	160/2007	Deputy Chief/ Deputy Economic Adviser, Economists Group, Planning and Development Division. BS-19.	1 NWFP-1	16	5	5	R-1
111.	163/2007	Director (MIS), Mineral Wing, M/O Petroleum and Natural Resources, BS-19	1 Punjab-1	2	1	1	R-1
112.	165/2007	Deputy Director (Mining), Mineral Wing, M/O Petroleum and Natural Resources. BS-18	1 Punjab-1	8	3	3	R-1
113.	175/2007	Assistant Manager, CAP, M/O Defence. BS-16.	1 Sindh (R)-1	2	-	-	Failure reported
114.	177/2007	Assistant Legal Adviser, M/O Foreign Affairs. BS-18.	1 Punjab-1	9	-	-	Failure reported
115.	178/2007	Junior Instructor (Auto & Diesel), National Institute of Science & Technical Education, M/O Education BS-16	1 Sindh (R)-1	NIL	-	-	Failure reported
116.	179/2007	Instructors, National Institute of Science & Technical Education, M/O Education. BS-17	2 Punjab-1 Sindh(R)-1.	10	6	6	F-1 R-1
117.	180/2007	Assistant Inspector Of Explosives, M/O Industries, Production and Special Initiatives BS-16.	1 Punjab-1	6	3	3	R-1
118.	181/2007	Assistant Meteorologists, Pakistan Meteorological Department, M/O Defence. BS-16.	5 Merit-1 Punjab-2 Sindh(R)-1 AJK -1	11	17	17	R-1 R-1, F-1 R-1 R-1
119.	183/2007	Librarian, M/O Culture. BS-16.	1 Punjab-1	17	3	3	R-1
120.	187/2007	Associate Professors (Male,) Federal Government colleges for Men, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence. BS-19.	2  Sindh(U)-1 NAFATA-1	3	2	2	Failure reported
121.	210/2007	Research Officer (Power), Energy Appraisal and Plan Formulation Section, Energy Wing, Planning and Development Division. BS-17.	1 Punjab-1	5	4	4	R-1
122.	213/2007	Assistant Electronic Engineer Jinnah Postgraduate Medical Centre Karachi M/O Health BS-17.	1 Punjab-1	3	-	-	Failure reported



1	2	3	4	5	6	7	8
123.	214/2007	Director (Manuals & Publications), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division. BS-19.	1 Punjab-1	5	-	-	Failure reported
124.	221/2007	Assistant Professors (Female), Federal Government Colleges for Women, Federal Directorate of Education, M/O Education, BS-18.	2 Sindh(R)-1 Sindh(U)-1	2	2	2	R-1 F-1
125.	224/2007	Assistant Engineer (B&R/E&M), Naval Headquarters, M/O Defence. BS-16	1 Punjab-1	3	-	-	Failure reported
126.	229/2007	Associate Professor (Female) Home Economics (Textile & Clothing), Federal Government Colleges For Women, Federal Directorate Of Education, M/O Education. BS-19.	1 NWFP-1	1	-	-	Failure reported

Remaining 73 recruitment cases involving 2461 applications were under pre-selection stage and 87 cases involving 27257 applications were not finalized upto 31<sup>st</sup> December 2007.

**Appendix-VII****Recruitment Cases (BS-16 & above) of Pre-2007,  
which were processed during, 2007**

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BPS.	No Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
1	2	3	4	5	6	7	8
1.	44/3	Director, Federal Public Service Commission, BS-19	1 Punjab-1	65	6	-	Court Case
2.	28/05	Dy. Director, Civil Defence, Directorate General Civil Defence, M/O Interior BS-18	1 Punjab-1	7	3	3	Failure Reported
3.	149/05	Deputy Director Education ( Male/ Female), Directorate of Education, Education Department of Northern Areas, KANA Division BS-18	1 N.A.-1	143	4	-	Withdrawn
4.	174/05	Provision Officer, Institute of Optronics, Chaklala, Rawalpindi, Defence Production Division ,BS-17	1 Punjab-1	10	-	-	Withdrawn
5.	183/05	Inspectors, Airports Security Force, M/O Defence, BS-16	66 Merit-7 Punjab-23 Sindh(R)-13 NWFP-5 Baln.-6 NAFATA-10 AJ&K-2	5413	212	217	R-7 R-23 R-13 R-5 R-6 R-10 R-1, F-1
6.	213/05	Director, Board of Investment, M/O Privatization & Investment BS-19	3 Punjab-2 NWFP-1	61	8	12	R-2 R-1
7.	222/05	TGT (FEMALE), Directorate of Federal Government Educational Institutions (Cantts/Garrisons), M/O Defence BS-16	47 Merit-5 Punjab-24 Sindh(U)-4 Sindh(R)-4 NWFP-6 Baln.-1 NAFATA-2 AJ&K-1	2336	145	178	R-5 R-24 R-4 R-4 R-6 R-1 R-2 R-1

8.	223/05	TGT (MALE), Directorate of Federal Government Educational Institutions (Cants/Garrisons), M/O Defence BS-16	47 Merit-5 Punjab-24 Sindh(U)-3 Sindh(R)-5 NWFP-5 Baln.-2 NAFATA-2 AJ&K-1	2769	142	147	R-5 R-24 R-3 R-5 R-5 R-1, F-1 R-2 R-1
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1	2	3	4	5	6	7	8
9.	233/05	Assistant Director (Research), M/O Foreign Affairs, BS-17	1 Punjab-1	62	3	7	R-1
10.	240/05	Medical Officers, JPMC, Karachi, M/O Health, BS-17	40 Merit-4 Punjab-19 Sindh(R)-6 Sindh(U)-3 NWFP-6 Baln.-1 NAFATA-1	2405	128	131	R-4 R-19 R-6 R-3 R-6 R-1 R-1
11.	241/05	Assistant Directors, Bureau of Emigration and Overseas Employment, M/O Labour, Manpower & Overseas Pakistanis, BS-17	6 Punjab-4 Sindh(R)-1 AJ&K-1	77	56	16	R-4 R-1 F-1
12.	248/05	Assistant Directors in a Federal Government Organization, BS-17	25 Merit-2 Punjab-13 Sindh(R)-2 Sindh(U)-2 NWFP-3 Baln.-1 NAFATA-1 AJ&K-1	4397	79	12	R-2 R-13 R-2 R-2 R-3 R-1 R-1 R-1
13.	252/05	Administrative Officers, Pakistan Meteorological Department, M/O Defence, BS-17	2 Punjab-1 Sindh(R)-1	64	6	9	R-1 R-1
14.	257/05	Senior Teacher/Lecturer/Subject Specialists, Directorate General of Special Education, M/O Social Welfare & Special Education, BS-17	24 Merit-2 Punjab-12 Sindh(R)-3 Sindh(U)-1 NWFP-3 Baln.-1 NAFATA-1 AJ&K-1	849	76	77	R-2 R-12 R-3 R-1 R-3 R-1 R-1 F-1
15.	1/06	Deputy Director (Economics & Law), M/O Petroleum & Natural Resources. BS-18.	Punjab.1	12	1	1	Failure Reported

1	2	3	4	5	6	7	8
16.	4/06	Two Seed Certification Officers, Federal Seed Certification and Registration Department, M/O Food, Agriculture and Livestock. BS-17	2 Merit-2	99	10	10	R-2
17.	5/06	Deputy Director, Federal Seed Certification and Registration Department, M/O Food, Agriculture and Livestock, BS-18.	2 Punjab-1 NWFP-1	42	4	6	R-1 R-1
18.	15/06	Deputy Director, Soil, Survey of Pakistan, M/O Food, Agriculture & Livestock, BS-18.	1 Punjab-1	7	1	1	R-1
19.	17/06	Assistant Professors (Male), Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education, BS-18.	6 Punjab-2 Sindh(R)-3 NAFATA-1	87	18	24	R-2 R-1, F-2 R-1
20.	19/06	Cameraman, Pakistan Navy, M/O Defence. BS-17	1 Punjab-1	9	1	1	R-1
21.	21/06	Assistant Director (DATA Base Manager), M/O Environment, BS-17.	1 Punjab-1	41	3	-	Court Case
22.	23/06	Female Principals/Female Deputy Principals/ Female Senior Instructors (RTI)/ Female Medical Officers, M/O Population Welfare, BS-18	3 Punjab-1 Sindh(R)-1 NWFP-1	24	7	10	R-1 R-1 R-1
23.	26/06	Deputy Director (Media Communication), M/O Environment, BS-18	1 Punjab-1	11	1	05	R-1
24.	28/06	Assistant Executive Engineers (E/M), Pak, PWD, M/O Housing & Works, BS-17.	11 Merit-3 Punjab-8	131	39	39	R-3 R-8
25.	30/06	Assistant Animal Husbandry Commissioner, M/O Food, Agriculture & Livestock, BS-18.	1 Sindh(R)-1	20	3	4	R-1
26.	40/06	Fire Officers, Pakistan Navy, M/O Defence. BS-16	3 Punjab-2 NWFP-1	5	-	1	F-2 R-1
27.	42/06	Research Officers (GRADE-I), Inspection and Technical Development Directorate, GHQ, M/O Defence, BS-18.	4 Merit-1 Punjab-2 NWFP-1	55	11	11	R-1 R-1, F-1 F-1
28.	43/06	Assistant Inspectors, Grade-I, (A) Armaments= Two (B) Vehicles= One and (C) Stores and Clothing= One, Inspection and Technical Development Directorate, GHQ, M/O Defence, BS-18.	4 Merit-1 Punjab-2 Sindh(R)-1	49	7	15	R-1 R-1, F-1 F-1

1	2	3	4	5	6	7	8
29.	44/06	Research Officers (GRADE-II), Inspection and Technical Development Directorate, GHQ, M/O Defence, BS-17.	3 Merit-1 Punjab-1 NWFP-1	116	11	14	R-1 R-1 R-1
30.	45/06	Assistant Inspectors (GRADE-II), Inspection and Technical Development Directorate, GHQ, M/O Defence, BS-17	2 Punjab-1 Sindh(R)-1	45	8	9	R-1 R-1
31.	46/06	Soil Survey Research Officers, Soil Survey of Pakistan, M/O Food, Agriculture and Livestock, BS-17.	4 Punjab-2 NWFP-1 NAFATA-1	33	4	4	F-2 R-1 R-1
32.	47/06	Senior Programmers, Directorate of Information Technology and MIS, Pakistan Railways, Lahore, M/O Railways, BS-18.	2 Punjab-1 Sindh(R)-1	15	5	5	Court Case
33.	48/06	System Analysts, Directorate of Information Technology and MIS, Pakistan Railways, Lahore, M/O Railways, BS-18.	2 Punjab-1 Sindh(R)-1	21	-	2	R-1 F-1
34.	49/06	Assistant Executive Engineers (Civil), Pak PWD, M/O Housing & Works, BS-17	37 Merit-8 Punjab-20 Sindh(U)-4 NWFP-3 Balochistan- 1 AJK-1	553	127	130	R-8 R-20 R-4 R-3 R-1 F-1
35.	51/06	Assistant Chief, National Fertilizer Development Centre, Planning and Development Division, BS-18	1 Punjab-1	32	3	3	R-1
36.	55/06	Social Welfare Officers (Female-Six and Male-Two), Projects, M/O Social Welfare & Special Education, BS-17.	8 Merit-2 Punjab-4 NWFP-2	127	36	36	R-2 R-4 R-2
37.	57/06	Lecturers (Female), F.G. Colleges for Women, Federal Directorate of Education, M/O Education, BS-17	23 Merit-1 Punjab-10 Sindh(R)-6 Sindh(U)-1 NWFP-2 Balochistan-1 NAFATA-1 AJK-1	914	99	100	R-1 R-10 R-2, F-4 R-1 R-2 R-1 R-1 R-1
38.	58/06	Assistant Managers, Personnel & Administration Department, Pakistan Navy, M/O Defense, BS-16	5 Merit-1 Punjab-3 Sindh(U)-1	32	7	8	R-1 R-1, F-2 F-1

1	2	3	4	5	6	7	8
39.	59/06	Foremen of Inspection (Ammunition), Pakistan Navy, M/O Defence, BS-16	2 Punjab-1 Sindh(R)-1	5	1	1	R-1 F-1
40.	60/06	Deputy Director, M/O Social Welfare & Special Education, BS-18	1 Punjab-1	39	3	3	R-1
41.	62/06	Director, M/O Social Welfare & Special Education, BS-19	1 Punjab-1	26	3	5	R-1
42.	63/06	Chief/Joint Economic Adviser/Economic Consultant, Economists Group, Planning & Development Division, BS-20	4 Punjab-4	28	17	24	R-4
43.	64/06	Assistant Meteorologists, Pakistan Meteorological Department, M/O Defence, BS-16	6 Punjab-3 Sindh(U)-1 NWFP-1 Balochistan-1	154	18	21	R-3 F-1 R-1 R-1
44.	65/06	Deputy Chief Administrative Officer, Pakistan Meteorological Department, M/O Defence, BS-18	1 Punjab-1	19	3	3	R-1
45.	66/06	Computer Programmer, Planning & Development Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17	1 NA-1	50	3	3	R-1
46.	67/06	Research Officers, Planning & Development Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17	3 NA-3	164	9	11	R-3
47.	68/06	Assistant Director (Horticulture), Pak PWD, M/O Housing & Works, BS-17	1 Punjab-1	20	3	4	R-1
48.	71/06	Publication Officer, M/O Women Development, BS-18.	1 Punjab-1	14	3	3	F-1
49.	72/06	Assistant Publication Officer, M/O Women Development, BS-16.	1 Punjab-1	20	-	1	F-1
50.	73/06	Junior Microfilming & Photostatting Officer, National Archives of Pakistan, Cabinet Division, BS-16	1 Sindh(R)-1	5	3	3	R-1
51.	74/06	Research Officer, Federal Seed Certification and Registration Department, M/O Food, Agriculture & Livestock, BS-17.	1 Sindh(U)-1	7	-	1	Failure reported.
52.	75/06	Pharmacist, JPMC, Karachi, M/O Health, BS-17.	1 Balochistan-1	15	3	3	R-1
53.	76/06	Pharmacists, Pakistan Navy, M/O Defence, BS-17.	2 Punjab-1 Sindh(R)-1	66	6	8	R-1 R-1
54.	77/06	Lady Doctor (CMP), Pakistan Navy, M/O Defence, BS-17.	1 Punjab-1	24	3	3	R-1

1	2	3	4	5	6	7	8
55.	79/06	Programmer, M/O Local Govt. and Rural Development, BS-17.	1 Sindh(R)-1	21	3	3	R-1
56.	81/06	Trained Graduate Teachers (Male), Directorate of Federal Govt. Educational Institutions, Urdu Medium (Cantts/Garrisons), M/O Defence, BS-16.	26 Merit-2 Sindh(U)-8 Sindh(R)-8 Balochistan-5 NAFATA-1 AJK-2	289	51	58	R-2 R-8 R-8 R-3, F-2 R-1 R-2
57.	82/06	Assistant Secretary (Wildlife), National Council for Conservation of Wildlife, M/O Environment, BS-17.	1 Punjab-1	98	3	3	R-1
58.	83/06	Orientation and Briefing Officers, Bureau of Emigration & Overseas Employment, M/O Labour Manpower and Overseas Pakistanis, BS-16.	4 Punjab-2 Sindh(U)-1 Balochistan-1	37	12	12	R-2 R-1 R-1
59.	84/06	Director Physical Education (Male), F.G. Colleges for Men, Federal Directorate of Education, M/O Education, BS-17.	2 Merit-1 Sindh(R)-1	46	5	10	R-1 R-1
60.	85/06	Deputy Electronics Advisers, M/O Science & Technology, BS-19.	2 Merit-1 NWFP-1	11	3	5	R-1 R-1
61.	86/06	Assistant Director (Archives), National Archives of Pakistan, Cabinet Division, (BS-16).	1 Sindh(R)-1	13	3	4	R-1
62.	87/06	Associate Professors, JPMC, Karachi, M/O Health. Bs-19	4 Punjab-3 NAFATA-1	5	-	2	R-2, F-1 F-1
63.	88/06	Social Welfare Officer, National Commission for Child Welfare & Development, M/O Social Welfare and Special Education, BS-17	1 Punjab-1	34	3	3	R-1
64.	89/06	Deputy Director, National Commission for Child Welfare & Development, M/O Social Welfare and Special Education, BS-18.	1 Punjab-1	12	3	3	R-1
65.	90/06	Assistant Librarians (Female), Islamabad Model Colleges for Girls, Federal Directorate of Education, M/O Education, BS-16	4 Punjab-1 Sindh(U)-1 Sindh(R)-1 NWFP-1	48	6	6	R-1 F-1 F-1 R-1
66.	91/06	Assistant Professor (Female), Mathematics, Islamabad Model Colleges for Girls, Federal Directorate of Education, M/O Education, BS-18	1 Punjab-1	2	2	2	Failure reported.

1	2	3	4	5	6	7	8
67.	93/06	Associate Professor (Male), English, Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education, BS-19.	1 NAFATA-1	4	1	2	Failure reported.
68.	94/06	Assistant Director Physical Education (Female), Islamabad Model Colleges for Girls, Federal Directorate of Education, M/O Education, BS-16	2 Merit-1 Punjab-1	28	8	8	R-1 R-1
69.	95/06	Lecturers (Female), F.G. Colleges for Women, Federal Directorate of Education, M/O Education, BS-17	12 Merit-2 Punjab-6 Sindh(R)-1 Sindh(U)-2 NWFP-1	668	52	53	R-2 R-6 F-1 R-2 R-1
70.	98/06	Deputy Directors, Federal Directorate of Education, M/O Education, BS-18.	2 Punjab-1 Sindh(R)-1	179	6	6	R-1 R-1
71.	99/06	Assistant Executive Engineers (B&R/E&M), MES, M/O Defence, BS-17	18 Merit-2 Punjab-9 Sindh(R)-2 Sindh(U)-2 NWFP-2 AJK-1	263	50	54	R-2 R-6, F-3 R-2 R-2 R-2 F-1
72.	100/06	Assistant Directors Physical Education (Male), Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education, BS-16	5 Merit-1 Punjab-2 Sindh(U)-1 NWFP-1	60	14	15	R-1 R-2 R-1 R-1
73.	101/06	Assistant Librarians (Male), Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education, BS-16	3 Merit-1 Punjab-2	36	7	8	R-1 R-2
74.	102/06	Associate Professors (Male), F.G. Colleges for Men, Federal Directorate of Education, M/O Education, BS-19	3 Sindh(R)-1 Balochistan-1 NAFATA-1	5	3	4	F-1 F-1 R-1
75.	103/06	Assistant Professors (Female), F.G. Colleges for Women, Federal Directorate of Education, M/O Education, BS-18	3 Punjab-1 Sindh(R)-1 NWFP-1	22	5	07	R-1 F-1 R-1
76.	104/06	Lecturers (Male), F.G. Colleges/Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education, BS-17.	21 Merit-2 Punjab-10 Sindh(R)-3 Sindh(U)-1 NWFP-2 Balochistan-2 NAFATA-1	1135	73	77	R-2 R-10 R-2, F-1 R-1 R-2 R-2 R-1



1	2	3	4	5	6	7	8
77.	105/06	Lecturers (Male), Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education, BS-17.	15 Merit-2 Punjab-3 Sindh(U)-4 Sindh(R)-2 Balochistan-2 NAFATA-1 AJK-1	677	59	61	R-2 R-3 R-4 R-2 R-1, F-1 R-1 R-1
78.	106/06	Junior Teachers (Female), Islamabad Model Colleges for Boys & Girls, Federal Directorate of Education, M/O Education, BS-16.	32 Merit-3 Punjab-17 Sindh(U)-2 Sindh(R)-4 NWFP-4 Balochistan-1 NAFATA-1	1569	107	107	R-3 R-17 R-2 R-3, F-1 R-4 R-1 R-1
79.	107/06	Soil Survey Research Officers, Soil Survey of Pakistan, M/O Food, Agriculture & Livestock, BS-17	3 Merit-1 Punjab-1 Sindh(U)-1	18	5	5	U/P
80.	108/06	Urban Planner, M/O Environment, BS-18	1 Punjab-1	4	1	3	R-1
81.	109/06	Assistant Manager CAP, M/O Defence, BS-16.	1 Sindh(R)-1	3	-	-	Failure reported.
82.	110/06	Library Officer, M/O Defence, BS-16.	1 Punjab-1	20	3	3	R-1
83.	111/06	Junior Research Officer, ISPR, Directorate, GHQ, M/O Defence, BS-16	1 Punjab-1	24	3	3	R-1
84.	112/06	District Attorney, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18	1 NA-1	20	3	3	R-1
85.	114/06	Social Welfare Officer, JPMC, Karachi, M/O Health, BS-17	1 Punjab-1	23	3	3	R-1
86.	115/06	Store Officer (Publication), (Civil), ISPR, Directorate, GHQ, M/O Defence, BS-16	1 Punjab-1	7	1	1	R-1
87.	116/06	Research Officer, Federal Seed Certification and Registration Department, M/O Food, Agriculture & Livestock, BS-17.	1 NAFATA-1	19	3	3	R-1
88.	117/06	Associate Clinical Psychologist, PIMS, M/O Health, BS-18	1 Punjab-1	13	2	-	Court Case
89.	118/06	Assistant Professor (Mathematics), Federal College of Education, M/O Education, BS-18.	1 Sindh(R)-1	4	1	1	Failure reported.
90.	119/06	Editor, M/O Population Welfare, BS-17.	1 Punjab-1	5	1	1	R-1

1	2	3	4	5	6	7	8
91.	120/06	Reference Documentation Librarian, M/O Population Welfare, BS-17.	1 Sindh(R)-1	21	3	-	R-1
92.	121/06	Veterinary Assistant Surgeon, Animal Husbandry Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17	1 NA-1	24	3	3	R-1
93.	122/06	Deputy Director, National Documentation Centre, Cabinet Division, BS-18.	1 Punjab-1	48	3	3	R-1
94.	123/06	Programmer, Office of the Chief Engineering Adviser /Chairman, Federal Flood Commission, M/O Water and Power, BS-17.	1 Punjab-1	47	3	3	Failure reported.
95.	125/06	Social Mobilizer, Office of the Chief Engineering Adviser/Chairman, Federal Flood Commission, M/O Water and Power, BS-18	1 Punjab-1	12	3	3	U/P
96.	126/06	Assistant Engineering Adviser (POWER), Office of the Chief Engineering Adviser/Chairman, Federal Flood Commission, M/O Water and Power, BS-18.	1 Sindh(R)-1	10	3	3	R-1
97.	127/06	Senior Engineers (Floods)/Deputy Directors (S&M), Office of the Chief Engineering Adviser/Chairman, Federal Flood Commission, M/O Water and Power, BS-18	4 Merit-1 Punjab-2 Sindh(U)-1	11	4	4	R-1 F-2 R-1
98.	128/06	Director/Principal Scientific Officer/Female Principal (RTIS), M/O Population Welfare, BS-19	1 Sindh(U)-1	7	4	5	R-1
99.	129/06	Medical Officer, Airports Security Force, M/O Defence, BS-17	1 Sindh(U)-1	40	3	3	R-1
100.	130/06	Meteorologists, Pakistan Meteorological Department, M/O Defence, BS-17	8 Merit-1 Punjab-4 Sindh(U)-1 Sindh(R)-1 NWFP-1	242	26	30	R-1 R-4 F-1 R-1 R-1
101.	131/06	Directors/Principal Meteorologists, Pakistan Meteorological Department, M/O Defence, BS-19	3 Merit-1 Sindh(R)-1 NWFP-1	18	7	8	R-1 F-1 R-1
102.	132/06	Electronic Engineers, Pakistan Meteorological Department, M/O Defence, BS-17	9 Punjab-5 Sindh(R)-1 NWFP-2 AJK-1	32	16	16	R-1, F-4 R-1 R-1, F-1 R-1

1	2	3	4	5	6	7	8
103.	133/06	Deputy Directors/Senior Meteorologists, Pakistan Meteorological Department, M/O Defence, BS-18	6 Merit-1 Punjab-3 Sindh(U)-1 NWFP-1	44	18	22	R-1 R-3 F-1 R-1
104.	134/06	Sub Engineers (Civil), Office of the Chief Engineering Adviser/Chairman, Federal Flood Commission, M/O Water and Power, BS-16	2 Punjab-1 Sindh(R)-1	13	1	3	R-1 R-1
105.	135/06	Medical Officers, Health Department, Northern Areas, Kashmir Affairs and Northern Areas Division, BS-17	12 NA-12	66	36	36	R-12
106.	136/06	Surgical Specialists, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	3 NA-0	2	1	1	R-1, F-2
107.	137/06	Medical Specialists, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	2 NA-2	3	1	3	R-2
108.	139/06	Ten Lady Medical Officers, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	10 NA-10	6	5	5	R-4, F-6
109.	141/06	Junior Librarians, Department of Libraries, M/O Education, BS-16.	9 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 NWFP-1	115	28	29	R-1 R-5 R-1 R-1 R-1
110.	142/06	Joint Commissioner for Indus Waters, Office of Pakistan Commissioner for Indus Waters, Lahore, M/O Water and Power, BS-19.	1 NWFP-1	2	-	2	R-1
111.	144/06	Nautical Surveyors, Mercantile Marine Department, Karachi, M/O Ports & Shipping, BS-18.	2 Punjab-2	3	1	1	R-1, F-1
112.	145/06	Film Inspector, Central Board of Film Censors, M/O Culture, BS-16.	1 Punjab-1	50	3	3	R-1
113.	146/06	Assistant Technological Adviser, M/O Science & Technology, BS-18.	1 Sindh(R)-1	5	1	2	R-1
114.	147/06	Director (Research), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division, BS-19	1 Sindh(R)-1	8	-	-	Failure reported.

1	2	3	4	5	6	7	8
115.	148/06	Director (Statistics), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division, BS-19	1 Sindh(R)-1	11	3	3	R-1
116.	149/06	Director (Manuals & Publications), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division, BS-19	1 Punjab-1	3	-	-	Failure reported.
117.	151/06	Librarian, Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division, BS-17	1 Punjab-1	21	3	3	R-1
118.	152/06	Assistant Armament Supply Officers, Pakistan Navy, M/O Defence, BS-16.	5 Merit-1 Punjab-2 Sindh(R)-1 NAFATA-1	47	17	17	R-1 R-2 R-1 R-1
119.	153/06	Research Officer, M/O Religious Affairs, Zakat & Ushr, BS-17.	1 Sindh(R)-1	30	3	3	R-1
120.	154/06	Computer Programmer & System Analyst, Office of Pakistan Commissioner for Indus Waters, Lahore, M/O Water and Power, BS-17	1 Punjab-1	49	3	3	R-1
121.	155/06	Labour Welfare & Safety Officers, Pakistan Navy, M/O Defence, BS-16	2 Punjab-1 Sindh(R)-1	26	2	2	F-1 R-1
122.	156/06	Draftsman, Azad Jammu and Kashmir Council Secretariat, BS-18	1 Merit-1	2	-	2	R-1
123.	157/06	Assistant Draftsman, Azad Jammu and Kashmir Council Secretariat, BS-17	1 Merit-1	4	Nil	1	Failure reported.
124.	158/06	Solicitor, Azad Jammu and Kashmir Council Secretariat, BS-16.	1 Merit-1	2	1	1	R-1
125.	159/06	Computer Operators, National Highways and Motorways Police, M/O Communications, BS-16.	60 Merit-4 Punjab-33 Sindh(U)-5 Sindh(R)-1 NWFP-9 Balochistan-3 NAFATA-3 AJK-2	624	182	182	R-4 R-32, F-1 R-5 R-1 R-8, F-1 R-3 R-3 R-2
126.	161/06	Assistant Soil Survey Research Officers, Soil Survey of Pakistan, M/O Food, Agriculture & Livestock, BS-17	4 Merit-2 Sindh(R)-1 Balochistan-1	55	13	13	R-2 R-1 F-1

1	2	3	4	5	6	7	8
127.	162/06	Psychologist, M/O Defence, BS-18.	1 Punjab-1	33	3	3	R-1
128.	163/06	Occupational Therapist, M/O Defence, BS-17.	1 Punjab-1	6	2	2	R-1
129.	164/06	Speech Therapist, M/O Defence, BS-18.	1 Punjab-1	7	-	-	Failure reported.
130.	166/06	Statistician, M/O Defence, BS-18.	1 Punjab-1	8	3	5	R-1
131.	168/06	Junior Scientific Officer (F&PC), Pakistan Navy, M/O Defence, BS-17.	1 Punjab-1	37	3	3	R-1
132.	170/06	Deputy Data Base Administrator, Finance Division, BS-17.	1 Punjab-1	10	1	-	Failure reported.
133.	171/06	Chief/Joint Economic Advisor/Economic Consultant, Economists Group, Planning and Development Division, BS-20.	1 Punjab-1	13	10	10	R-1
134.	173/06	Director (Research & Development), Institute of Optronics, M/O Defence Production, BS-19.	1 Punjab-1	1	-	-	Failure reported.
135.	174/06	Assistant Director (Islamic Jurisprudence), M/O Religious Affairs, Zakat & Ushr, BS-17.	1 Sindh(U)-1	9	3	3	Failure reported.
136.	175/06	Assistant Director, Directorate of Dock Workers Safety, M/O Labour Manpower and Overseas Pakistanis, BS-17.	2 Punjab-1 Sindh(R)-1	5	1	1	F-1 R-1
137.	176/06	Assistant Professor (Male), Directorate of F.G. Educational Institutions, (Cantts/Garrisons), M/O Defence, BS-18.	5 Punjab-1 Sindh(U)-1 Sindh(R)-1 NAFATA-1 AJK-1	48	13	13	R-1 R-1 R-1 R-1 F-1
138.	177/06	Data Base Administrator, Finance Division, BS-18.	1 Sindh(R)-1	6	-	1	R-1
139.	178/06	Programmer, Finance Division, BS-18.	1 Sindh(R)-1	6	2	3	R-1
140.	179/06	Computer Operator, Finance Division, BS-16.	1 Sindh(R)-1	20	1	1	R-1

1	2	3	4	5	6	7	8
141.	180/06	Lecturer (Male), F.G. Colleges for Man, Directorate of F.G. Educational Institutions (Cantts/Garrisons), M/O Defence, BS-17.	48 Merit-4 Punjab-24 Sindh(U)-3 Sindh(R)-6 NWFP-6 Balochistan-2 NAFATA-2 AJK-1	2378	164	164	R-3 R-24 R-3 R-6 R-6 F-2 R-2 R-1
142.	181/06	Lecturer (Female), F.G. Colleges for Women, Directorate of F.G. Educational Institutions (Cantts/Garrisons), M/O Defence, BS-17.	26 Merit-2 Punjab-11 Sindh(U)-3 Sindh(R)-2 NWFP-3 Balochistan-1 NAFATA-4	1147	85	87	R-2 R-11 R-2, F-1 R-2 R-3 F-1 R-1, F-3
143.	182/06	Assistant Professors (Female), Federal Government Colleges for Women, Directorate of Federal Government Educational Institutions (Cantts/Garrisons), M/O Defence, BS-18.	9 Merit-1 Punjab-1 Sindh(U)-1 Sindh(R)-3 Balochistan-1 NAFATA-1 AJK-1	37	13	14	R-1 R-1 F-1 F-3 R-1 F-1 F-1
144.	183/06	Associate Professor (Female), Federal Government Colleges for Women, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons),M/O Defence, BS-19	2 Punjab-1 NAFATA-1	7	7	7	R-1 F-1
145.	185/06	Chief Statistical Officer, Statistics Division, BS-18.	1 Merit-1	31	5	5	R-1
146.	186/06	Research Officer, Water Resources Section, Planning & Development Division, BS-17.	2 Punjab-2	5	2	2	R-1, F-1
147.	187/06	Research Officer, Transport and Communication Section, Planning & Development Division, BS-17.	1 NAFATA-1	13	3	3	R-1
148.	188/06	Deputy Chief, M/O Tourism (BS-19)	1 Punjab-1	4	3	3	R-1
149.	189/06	Lecturer (Bio-Chemistry), Jinnah Postgraduate Medical Centre, Karachi, M/O Health, BS-17.	1 Sindh(R)-1	12	3	3	R-1

1	2	3	4	5	6	7	8
150.	190/06	Lecturers (Female), Islamabad Model Colleges for Girls, Federal Directorate of Education, M/O Education, BS-17.	34 Merit-3 Punjab-10 Sindh(U)-4 Sindh(R)-6 NWFP-3 Balochistan-4 NAFATA-3 AJK-1	954	92	93	R-3 R-10 R-1, F-3 R-5, F-1 R-3 R-2, F-2 R-2, F-1 R-1
151.	191/06	System Analysts, Pakistan Military Accounts Department, M/O Defence, BS-18.	4 Punjab-2 Sindh(R)-1 NWFP-1	46	9	15	F-2 F-1 R-1
152.	192/06	Programmers, Pakistan Military Accounts Department, M/O Defence, BS-17.	11 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 NWFP-1 NAFATA-1	222	34	34	R-1 R-6 R-1 R-1 R-1 R-1
153.	193/06	Computer Operators, Pakistan Military Accounts Department, M/O Defence, BS-16.	27 Merit-3 Punjab-13 Sindh(R)-3 Sindh(U)-2 NWFP-3 Balochistan-1 NAFATA-1 AJK-1	385	86	91	U/P
154.	196/06	Medical Officers, Medical Department of Pakistan Railways, M/O Railways (Railway Board), BS-17.	56 Merit-4 Punjab-31 Sindh(U)-4 Sindh(R)-6 NWFP-7 Balochistan-3 AJK-1	639	153	153	R-4 R-31 R-4 R-6 R-7 R-2, F-1 R-1
155.	197/06	Chief Cost Accounts Officer, Finance Division, BS-21.	1 Punjab-1	3	-	-	Failure reported.
156.	198/06	Assistant Financial Analyst, Finance Division, BS-18	1 Sindh(R)-1	5	-	-	Failure reported.
157.	199/06	Research Associate, M/O Information and Broadcasting, BS-17	1 NWFP-1	37	3	3	R-1

1	2	3	4	5	6	7	8
158.	200/06	Assistant Signal & Telecommunication Engineers, Signal & Telecommunication Engineering Department of Pakistan Railways, M/O Railways, BS-17	15 Merit-3 Punjab-7 Sindh(U)-2 NWFP-1 NAFATA-1 AJK-1	59	26	26	R-3 R-2, F-5 R-2 R-1 R-1 F-1
159.	21/06	Assistant Scientific Adviser, M/O Science & Technology. BS-18	1 Sindh(R)-1	10	3	4	R-1
160.	22/06	Deputy Chief, Physical Planning and Housing Section, Planning and Development Division. BS-19	1 Punjab-1	3	2	2	Failure reported.
161.	23/06	Deputy Chief, Transport and Communication Section, Planning and Development Division. BS-19	1 Sindh(R)-1	10	3	4	R-1
162.	24/06	Medical Officer, JPMC, Karachi, M/O Health. BS-17	30 Merit-4 Punjab-16 Sindh(U)-2 NWFP-4 Balochistan-2 NAFATA-1 AJK-1	806	98	98	R-4 R-16 R-2 R-4 R-2 R-1 R-1
163.	205/06	Inspectors, Anti-Narcotics Force, M/O Narcotics Control. BS-16	17 Merit-1 Punjab-7 Sindh(U)-1 Sindh(R)-4 NWFP-2 NAFATA-1 AJK-1	242	14	25	U/P
164.	207/06	Assistant Director, Federal Public Service Commission. BS-17	1 Punjab-1	16	-	-	U/P
165.	209/06	Accounts-Cum-Finance Officer, National Veterinary Laboratory, M/O Food, Agriculture & Livestock. BS-16	1 Punjab-1	8	3	3	R-1
166.	210/06	Scientific Officer, National Veterinary Laboratory, M/O Food, Agriculture & Livestock. BS-17	1 Sindh(U)-1	4	1	1	R-1
167.	211/06	Directors/Principals, Directorate General of Special Education, M/O Social Welfare and Special Education. BS-19	5 Punjab-2 Sindh(U)-1 NWFP-1 NAFATA-1	57	12	12	R-2 R-1 R-1 R-1



1	2	3	4	5	6	7	8
168.	212/06	Medical Officers, Directorate of Central Health Establishments, M/O Health. BS-17	22 Merit-2 Punjab-10 Sindh(U)-1 Sindh(R)-3 NWFP-4 Balochistan-1 NAFATA-1	577	70	71	R-2 R-10 R-1 R-3 R-4 R-1 R-1
169.	213/06	Medical Technologist, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-16	6 Punjab-4 NWFP-1 NAFATA-1	15	12	12	R-3, F-1 R-1 R-1
170.	215/06	Finance and Establishment Officer, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-17.	1 Punjab-1	2	1	1	R-1
171.	216/06	Scientific Office, AFIP, Rawalpindi M/O Defence, BS-17	1 Merit-1	74	5	5	R-1
172.	217/06	Junior Scientific Office, AFIP, Rawalpindi M/O Defence, BS-16	2 Punjab-1 Sindh(R)-1	23	6	6	R-1 R-1
173.	218/06	Research Officer Grade-II, AFMSL, Lahore and AFIN, Lahore, M/O Defence, BS-17	2 Sindh(R)-1 NWFP-1	39	6	6	R-1 R-1
174.	219/06	Dietitians, Military Hospital, M/O Defence, BS-16.	32 Punjab-19 Sindh(U)-1 Sindh(R)-4 NWFP-4 Balochistan-1 NAFATA-2 AJK-1	42	10	10	R-2, F-17 F-1 F-4 F-1 F-1 F-2 F-1
175.	220/06	Assistant Inspector Grad-II, AFMSL, Lahore and AFIN, Lahore, M/O Defence, BS-17	1 Punjab-1	25	3	4	R-1
176.	221/06	Associate Professor (Female), F.G. College for Women, Federal Directorate of Education, M/O Education, BS-19	2 Punjab-1 NWFP-1	13	3	3	R-1 F-1
177.	222/06	Assistant Professor (Male), F.G. Colleges/Higher Secondary Schools (Male), Federal Directorate of Education, M/O Education, BS-18	3 Punjab-1 Sindh(R)-1 AJK-1	34	9	10	R-1 R-1 F-1

1	2	3	4	5	6	7	8
178.	223/06	Assistant Professors Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-18	12 Punjab-5 NWFP-3 Balochistan-1 NAFATA-2 AJK-1	7	1	3	R-1, F-4 R-1, F-2 F-1 F-2 F-1
179.	224/06	Medical Officers, PIMS, M/O Health, BS-17.	30 Merit-7 Punjab-15 Sindh(R)-2 Sindh(U)-3 NWFP-2 AJK-1	130	14	14	R-7 R-15 R-2 R-3 R-2 R-1
180.	225/06	Assistant Anaesthetists, PIMS, M/O Health, BS-17.	2 NWFP-1 Balochistan-1	17	6	6	R-1 R-1
181.	226/06	Assistant Dental Surgeons, PIMS, M/O Health, BS-17.	3 Punjab-1 NWFP-1 NAFATA-1	109	9	9	R-1 R-1 R-1
182.	227/06	Computer Engineer, MES, M/O Defence, BS-17.	1 Punjab-1	32	3	3	R-1
183.	228/06	Deputy Chief, Agriculture & Food Section, Planning and Development Division, BS-19.	1 Punjab-1	16	3	3	R-1
184.	229/06	Assistant Chief, Physical Planning & Housing Section, Planning and Development Division, BS-18.	1 Sindh(R)-1	6	3	3	R-1
185.	230/06	Assistant Chief, Health Section, Planning and Development Division, BS-18.	1 NAFATA-1	13	3	3	R-1
186.	231/06	Chief Statistical Officer, M/O Industries, Production & Special Initiatives, BS-18.	1 Sindh(R)-1	3	3	3	R-1
187.	232/06	Lady Medical Officer, Pakistan Forest Institute Peshawar, M/O Environment, BS-17.	1 Punjab-1	1	1	1	R-1
188.	233/06	Female Principal/ Female Deputy Principal/ Female Senior Instructor (RTIs)/ Female Medical Officer, M/O Population Welfare, BS-18.	1 NAFATA-1	5	3	3	R-1
189.	234/06	Senior Librarian, M/O Foreign Affairs. BS-18.	1 Punjab-1	12	3	3	R-1
190.	235/06	Assistant Headmasters, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-17.	8 Merit-1 Punjab-3 Sindh(U)-2 Sindh(R)-1 NWFP-1	324	26	26	R-1 R-3 R-2 R-1 R-1

1	2	3	4	5	6	7	8
191.	236/06	Assistant Headmistresses, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-17.	9 Merit-1 Punjab-4 Sindh(R)-1 NWFP-1 Balochistan-1 NAFATA-1	270	29	29	R-1 R-4 R-1 R-1 R-1 R-1
192.	237/06	Headmasters, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-18.	5 Merit-1 Punjab-2 Sindh(R)-1 NWFP-1	186	17	19	U/P
193.	238/06	Headmistresses, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-18.	3 Punjab-2 NWFP-1	66	9	9	R-2 R-1
194.	239/06	Vice Principals, Federal Government Public Secondary School/ Junior Public School, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-17.	8 Merit-2 Punjab-2 Sindh(R)-3 Balochistan-1	407	28	28	R-2 R-2 R-3 R-1
195.	240/06	Director (Production Group), Institute of Optronics, M/O Defence Production, BS-19	1 Punjab-1	-	-	-	Failure reported.
196.	241/06	Research Officer, Physical Planning & Housing Section, Planning and Development Division, BS-17.	1 NWFP-1	22	3	3	R-1
197.	242/06	Deputy Chief, Industries & Commerce Section, Planning and Development Division, BS-19.	1 Sindh(R)-1	9	1	1	Failure reported.
198.	243/06	Director (Operations/ Marine), M/O Ports and Shipping, BS-19.	1 Merit-1	3	-	-	Failure reported.
199.	244/06	Two Inspectors (Tech), Federal Government Organization, BS-16	2 Punjab-1 Sindh(R)-1	2	1	1	Failure reported
200.	245/06	Assistant Directors, M/O Local Government and Rural Development. BS-17.	2 Merit-1 Sindh(U)-1	53	8	8	R-1 R-1
201.	246/06	Forest Rangers, Pakistan Forest Institute Peshawar, M/O Environment. BS-16.	4 Punjab-2 Sindh(R)-1 NWFP-1	94	12	12	U/P
202.	247/06	Technical Assistants, Pakistan Forest Institute Peshawar, M/O Environment. BS-16.	2 Punjab-2	16	6	6	R-2
203.	249/06	Assistant Librarian, Pakistan Forest Institute Peshawar, M/O Environment. BS-16.	1 Punjab-1	9	3	3	R-1

1	2	3	4	5	6	7	8
204.	250/06	Assistant Wood Working Officer, Pakistan Forest Institute Peshawar, M/O Environment BS-16.	1 Punjab-1	2	-	1	R-1
205.	251/06	Computers, Pakistan Forest Institute Peshawar, M/O Environment. BS-16.	2 Punjab-1 Sindh(R)-1	31	5	5	R-1 R-1
206.	252/06	Deputy Director (Manuals & Publications), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division. BS-18.	1 Sindh(R)-1	6	-	1	U/P
207.	253/06	Quarantine Officer, Quarantine Department Sialkot, M/O Food, Agriculture and Livestock. BS-18.	1 Punjab-1	4	-	-	Failure reported
208.	254/06	Assistant Electronic Engineer, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-17.	1 Punjab-1	2	-		Failure reported.
209.	255/06	Eighteen Deputy Headmistresses, F.G. Model/ Higher Secondary Schools for Women, Federal Directorate of Education, M/O Education. BS-17.	18 Merit-2 Punjab-8 Sindh(U)-1 Sindh(R)-2 NWFP-3 Baln-1 NAFATA-1	395	60	60	U/P
210.	256/06	Twenty-three Senior Teachers (Female), F.G. Model/ Higher Secondary Schools for Women, Federal Directorate of Education, M/O Education. BS-17.	23 Merit-2 Punjab-11 Sindh(U)-3 Sindh(R)-3 NWFP-2 Baln-1 AJK-1	271	62	65	U/P
211.	257/06	Assistant Programmer, Finance Division. BS-17.	Sindh(R)-1	12	3	3	U/P
212.	258/06	Deputy Chief, National Fertilizer Development Centre, Planning and Development Division. BS-19.	Punjab-1	18	3	3	R-1
213.	259/06	Two Assistant Electronics Advisers, M/O Science & Technology. BS-18.	2 Sindh (R)-1 Sindh (U)-1	Nil	-	-	Failure reported.
214.	260/06	Two Assistant Directors/ Research Officers, Akhtar Hameed Khan National Centre for Rural Development & Municipal Administration Islamabad, M/O Local Government and Rural Development. BS-17	2 Merit-1 Punjab-1	133	8	8	R-1 R-1

1	2	3	4	5	6	7	8
215.	261/06	Deputy Chief, Nutrition Section, Planning and Development Division. BS-19.		5	3	3	R-1
<b>Total</b>			<b>1310</b>	<b>40845</b>	<b>3767</b>	<b>3837</b>	

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

<b>S. No.</b>	<b>Case No.</b>	<b>Name of Post with Ministry/ Division/ Department &amp; BPS.</b>	<b>No. of Posts with Quota</b>	<b>Candidates Applied</b>	<b>Candidates Appeared</b>
1	2	3	4	5	6
1.	211/2006	Directors/Principals, Directorate General of Special Education, M/O Social Welfare and Special Education. BS-19	5 Punjab-2 Sindh(R)-1 NWFP-1 NAFATA-1	57	49
2.	216/2006	Scientific Office, AFIP, Rawalpindi M/O Defence, BS-17	1 Merit-1	74	60
3.	217/2006	Junior Scientific Office, AFIP, Rawalpindi M/O Defence, BS-16	2 Punjab-1 Sindh(R)-1	23	18
4.	218/2006	Research Officer Grade-II, AFMSL, Lahore and AFIN, Lahore, M/O Defence, BS-17	2 Sindh(R)-1 NWFP-1	39	33
5.	220/2006	Assistant Inspector Grad-II, AFMSL, Lahore and AFIN, Lahore, M/O Defence, BS-17	1 Punjab-1	25	19
6.	221/2006	Associate Professor (Female), F.G. College for Women, Federal Directorate of Education, M/O Education, BS-19	2 Punjab-1 NWFP-1	13	11
7.	222/2006	Assistant Professor (Male), F.G. Colleges/Higher Secondary Schools (Male), Federal Directorate of Education, M/O Education, BS-18	3 Punjab-1 Sindh(R)-1 AJK-1	34	31
8.	224/2006	Medical Officers, PIMS, M/O Health, BS-17.	30 Merit-7 Punjab-15 Sindh(R)-2 Sindh(U)-3 NWFP-2 AJK-1	130	878
9.	225/2006	Assistant Anaesthetists, PIMS, M/O Health, BS-17.	2 NWFP-1 Balochistan-1	17	16
10.	226/2006	Assistant Dental Surgeons, PIMS, M/O Health, BS-17.	5 Punjab-3 NWFP-1 NAFATA-1	109	99

1	2	3	4	5	6
11.	227/2006	Computer Engineer, MES, M/O Defence, BS-17.	1 Punjab-1	32	26
12.	228/2006	Deputy Chief, Agriculture & Food Section, Planning and Development Division, BS-19.	1 Punjab-1	16	15
13.	229/2006	Assistant Chief, Physical Planning & Housing Section, Planning and Development Division, BS-18.	1 Sindh(R)-1	06	5
14.	230/2006	Assistant Chief, Health Section, Planning and Development Division, BS-18.	1 NAFATA-1	13	12
15.	233/2006	Female Principal/ Female Deputy Principal/ Female Senior Instructor (RTIs)/ Female Medical Officer, M/O Population Welfare, BS-18.	1 NAFATA-1	5	4
16.	234/2006	Senior Librarian, M/O Foreign Affairs. BS-18.	1 Punjab-1	12	11
17.	235/2006	Eight Assistant Headmasters, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-17.	8 Merit-1 Punjab-3 Sindh(U)-2 Sindh(R)-1 NWFP-1.	324	276
18.	236/2006	Nine Assistant Headmistresses, Directorate of Federal Government Educational Institutions(Cantts/ Garrisons) GHQ, M/O Defence, BS-17.	9 Merit-1 Punjab-4 Sindh(R)-1 NWFP-1 Balochistan-1 NAFATA-1	270	238
19.	237/2006	Five Headmasters, Directorate of Federal Government Educational Institutions(Cantts/ Garrisons) GHQ, M/O Defence, BS-18.	5 Merit-1 Punjab-2 Sindh(R)-1 NWFP-1	186	155
20.	238/2006	Three Headmistresses, Directorate of Federal Government Educational Institutions(Cantts/ Garrisons) GHQ, M/O Defence, BS-18.	3 Punjab-2 NWFP-1	66	34
21.	239/2006	Eight Vice Principals, Federal Government Public Secondary School/ Junior Public School, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-17	8 Merit-2 Punjab-2 Sindh(R)-3 Balochistan-1	407	346
22.	241/2006	Research Officer, Physical Planning & Housing Section, Planning and Development Division, BS-17.	1 NWFP-1	22	12

1	2	3	4	5	6
23.	245/2006	Two Assistant Directors, M/O Local Government and Rural Development. BS-17.	2 Merit-1 Sindh(U)-1	53	40
24.	246/2006	Four Forest Rangers, Pakistan Forest Institute Peshawar, M/O Environment. BS-16.	4 Punjab-2 Sindh(R)-1 NWFP-1	94	72
25.	247/2006	Two Technical Assistants, Pakistan Forest Institute Peshawar, M/O Environment. BS-16.	2 Punjab-2	16	13
26.	249/2006	Assistant Librarian, Pakistan Forest Institute Peshawar, M/O Environment. BS-16.	1 Punjab	9	07
27.	251/2006	Two Computers, Pakistan Forest Institute Peshawar, M/O Environment. BS-16.	2 Punjab-1 Sindh(R)-1	31	15
28.	252/2006	Deputy Director (Manuals & Publications) Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division. BS-18.	1 Sindh(R)-1	6	4
29.	255/2006	Eighteen Deputy Headmistresses, F.G. Model/ Higher Secondary Schools for Women, Federal Directorate of Education, M/O Education. BS-17.	18 Merit-3 Punjab-8 Sindh(U)-1 Sindh(R)-2 NWFP-3 NAFATA-1	395	352
30.	256/2006	Twenty-three Senior Teachers (Female), F.G. Model/ Higher Secondary Schools for Women, Federal Directorate of Education, M/O Education. BS-17.	23 Merit-2 Punjab-11 Sindh(U)-3 Sindh(R)-3 NWFP-2 Baln-1 AJK-1	271	218
31.	257/2006	Assistant Programmer, Finance Division. BS-17.	1 Sindh(R)-1	12	3
32.	258/2006	Deputy Chief, National Fertilizer Development Centre, Planning and Development Division. BS-19.	1 Punjab-1	18	14
33.	260/2006	Two Assistant Directors/ Research Officers, Akhtar Hameed Khan National Centre for Rural Development & Municipal Administration Islamabad, M/O Local Government and Rural Development. BS-17	2 Merit-1 Punjab-1	133	13
34.	1/2007	Research Assistant, Pakistan Forest Institute Peshawar, M/O Environment. BS-16.	1 Sindh(R)-1	34	25



1	2	3	4	5	6
35.	07/2007	Two Assistant Draftsmen, Law, Justice and Human Rights Division. BS-18.	2 Punjab-1 NWFP-1	42	36
36.	08/2007	Registrar/ Senior Medical Officer (Pediatrics Surgery), National Institute for Handicapped, Islamabad, M/O Heath, BS-17	1 NAFATA-1	6	6
37.	09/2007	Four Medical Officers, National Institute for Handicapped, Islamabad, M/O Heath, BS-17.	4 Sindh(R)-1 Sindh(U)-2 Balochistan-1	29	25
38.	11/2007	Deputy Chief, Social Welfare Section, Planning and Development Division. BS-19	1 Punjab-1	7	6
39.	12/2007	Assistant Chief, Food & Agriculture Section, Planning and Development Division. BS-18	1 NAWFP-1	34	26
40.	14/2007	Research Officer, Science & Technology Section, Planning & Development Division, BS-17.	1 Punjab-1	68	10
41.	15/2007	Assistant Programmer, M/O Defence. BS-17	1 Punjab-1	31	8
42.	16/2007	Programmer, M/O Defence, BS-18.	Punjab-1	9	4
43.	17/2007	Data Processing Officer, M/O Defence BS-17.	Punjab-1	61	46
44.	18/2007	Eleven Executive Engineers (B&R/E&M), (A) Civil Engineer = Eight and (B) Electrical/ Mechanical Engineer= three, MES, M/O Defence, BS-18.	11 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 NWFP-1 Balochistan-1 NAFATA-1	14	79
45.	23/2007	Forest Entomologist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	4	2
46.	27/2007	Extension Specialist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	8	6
47.	28/2007	Two Assistant Professors of Forestry, Pakistan Forest Institute Peshawar, M/O Environment. BS-18	2 Punjab-1 Sindh(R)-1.	10	9
48.	29/2007	Deputy Director (Technical), Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	11	9

1	2	3	4	5	6
49.	32/2007	Range Management Officer, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	11	10
50.	33/2007	Watershed Management Specialist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	12	11
51.	35/2007	Assistant Forest Entomologists, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	3 Merit-1 Punjab-1 NWFP-1.	33	29
52.	36/2007	Assistant Wood Seasoning Officer, Pakistan Forest Institute, Peshawar, M/O Environment, BS-17.	1 Sindh(R)-1	12	8
53.	37/2007	Assistant Forest Chemist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Punjab-1	7	3
54.	38/2007	Research Officer (Cocoon & Silk Technology), Pakistan Forest Institute, Peshawar, M/O Environment, BS-17.	1 Punjab-1	4	3
55.	39/2007	Research Officer (Watershed Sociology), Pakistan Forest Institute, Peshawar, M/O Environment, BS-17.	1 Sindh(R)-1	14	9
56.	41/2007	Assistant Wood Technologist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Punjab-1	7	6
57.	42/2007	Assistant Composite Wood Officer, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Sindh(R)-1	16	13
58.	43/2007	Plant Physiologist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Sindh(R)-1	20	17
59.	45/2007	Pulp and Paper Officer (Chemistry), Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Sindh (R)-1	8	5
60.	46/2007	Seed Analyst, Federal Seed Certification and Registration Department, M/O Food, Agriculture & Livestock. BS-17.	1 Balochistan-1	10	8
61.	47/2007	Chief Inspector of Health, Pakistan Navy, M/O Defence. BS-16.	1 Punjab-1	4	1
62.	49/2007	Staff Officer-III (Statistics), GHQ, M/O Defence. BS-17.	1 NWFP-1	28	18
63.	50/2007	Programmers, GHQ, M/O Defence. BS-17.	2 Sindh(R)-1 Balochistan-1	10	5
64.	51/2007	Assistant Chief (Fuel), Energy Appraisal Section and Plan Formulation Section, Energy Wing, Planning and Development Division. BS-18.	1 Sindh(R)-1	10	6

1	2	3	4	5	6
65.	53/2007	Computer Programmer, Pakistan Post Office Directorate General, M/O Communications. BS-17.	1 Punjab-1	24	17
66.	54/2007	Twelve Research Officers/ Planning Officers/ Survey Officers, Economists Group, Planning and Development Division. BS-17.	12 Merit-1 Punjab-5 Sindh(R)-3 NWFP-1 Balochistan-1 NAFATA-1	376	306
67.	55/2007	Data Base Administrator, Finance Division. BS-18.	1 Punjab-1	10	7
68.	57/2007	Six Junior Scientific Officers, Pakistan Navy, M/O Defence. BS-17.	6 Punjab-3 Sindh(R)-1 NWFP-1 Balochistan -1	120	11
69.	59/2007	Bio-Chemist, Marine Fisheries Department, Karachi, (Livestock & Fisheries Wing), M/O Food, Agriculture and Livestock. BS-16.	1 Punjab-1	8	6
70.	60/2007	Assistant Director, National Documentation Centre, Cabinet Division. BS-17.	1 NAWFP-1	20	19
71.	63/2007	Three Assistant Education Officers, Federal Directorate Of Education, M/O Education. BS-16.	2 Punjab-1 Sindh(R)-1	118	93
72.	67/2007	Computer operator, Pakistan post office directorate general, M/O communications. BS-16.	1 NAFATA-1	25	16
73.	72/2007	Accounts Officer, Gwadar Fish Harbour-Cum-Mini Port, M/O Ports and Shipping. BS-17.	1 Punjab-1	5	5
74.	75/2007	Three Assistant Educational Advisers, M/O Education. BS-18.	3 Merit-1 Sindh(R)-1 Balochistan-2	157	134
75.	77/2007	Two Medical Officers, Pakistan Post Office Directorate General, M/O Communications. BS-17.	2 Sindh (U)-1 NWFP-1	29	24
76.	78/2007	Two Assistant Professors of Forestry, Pakistan Forest Institute Peshawar, M/O Environment. BS-18	2 Punjab-1 Sindh(R)-1.	40	32
77.	80/2007	Senior Programme Officer, M/O Women Development. BS-18.	1 Punjab-1	8	7

1	2	3	4	5	6
78.	84/2007	Administrative Officer-Cum-Education Cess Officer, Income Tax-Cum-Excise & Sales Tax/ Excise & Taxation Department, Azad Jammu And Kashmir Council Secretariat. BS-17.	1 AJK-1	19	13
79.	85/2007	Seven Computer Instructors, Staff Welfare Organization, Establishment Division. BS-17.	7 Merit-1 Punjab-4 Sindh(R)-1 NWFP-1	113	13
80.	86/2007	Four Assistant Executive Engineers (Civil), Northern Areas, Pwd, Kashmir Affairs & Northern Areas Division. BS-17	4 NA-4	45	41
81.	88/2007	Principal (Midwifery Training School), Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17.	1 NA-1	5	3
82.	89/2007	Two Health Education & Nutrition Officer, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17.	2 NA-2	16	15
83.	90/2007	Statistical Officer, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17.	1 NA-1	31	24
84.	91/2007	Computer Programmer, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17.	1 NA-1	34	25
85.	93/2007	Computer Operator, Mes, M/O Defence. BS-16.	1 Sindh(R)-1	16	11
86.	95/2007	Two Senior Store Officers, Mes, M/O Defence. BS-18.	1 Sindh(R)-1	11	8
87.	97/2007	Admn Officers/ Accountants, Regional Training Institute, M/O Population Welfare. BS-16.	5 Merit-1 Punjab-3 Balochistan-1	120	11

1	2	3	4	5	6
88.	99/2007	Eighty-Three Lecturers (Male), (A) Urdu= Nine, (B) English= Nine, (C) Physics= Nine, (D) Mathematics= Eight, (E) Chemistry= Eight, (F) Biology= Eight, (G) Islamic Studies= Six, (H) Pak Studies= Three, (I) Computer Science= Five, (J) Fine Arts= Seven, (K) History= Seven And (L) Geography= Four, Islamabad Model Colleges For Boys, Federal Directorate Of Education, M/O Education. BS-17.	83 Merit-7 Punjab-42 Sindh(R)-10 Sindh(U)-6 NWFP-9 Balochistan-5 NAFATA-3 AJK-1	4550	3855
89.	100/2007	Fifty-three Lecturers (Female), (a) English= five, (b) Physics= four, (c) Mathematics= five, (d) \Chemistry= five, (e) Biology= four, (f) Islamic studies= four, (g) Urdu= five, (h) Pak studies= three, (i) Home economics= four, (j) Computer Science= four, (k) Fine Arts= four, (l) Geography= three and (m) History= three, Islamabad Model Colleges For Girls, Federal Directorate Of Education, M/O Education. BS-17.	53 Merit-4 Punjab-27 Sindh(R)-6 Sindh(U)-4 NWFP-6 Balochistan-3 NAFATA-2 AJK-1	2746	2385
90.	11/2007	Seven Assistant Professors (Male), (A) English= One, (B) Physics= One, (C) Mathematics= One, (D) Chemistry= One, (E) Biology= One, (F) Computer Science= One And (G) Urdu= One, Islamabad Model Colleges For Boys, Federal Directorate Of Education, M/O Education. BS-18.	7 Merit-1 Punjab-4 Sindh (R)-1 AJK-1	136	114
91.	12/2007	Nine Assistant Professors (Female), (A) English= One, (B) Physics= One, (C) Mathematics= Two, (D) Psychology= One, (E) Urdu= One, (F) Political Science= One And (G) Biology= Two, Islamabad Model Colleges For Girls, Federal Directorate Of Education, M/O Education. BS-18.	9 Punjab-4 Sindh(R)-3 NWFP-1 NAFATA-1	92	74

1	2	3	4	5	6
92.	14/2007	One-Hundred And Twenty-Eight Junior Teachers (Female), Islamabad Model Colleges For Boys & Girls, Federal Directorate Of Education, M/O Education, BS-16.	128 Merit-9 Punjab-62 Sindh(R)-12 Sindh(U)-14 NWFP-14 Balochistan-8 NAFATA-6 AJK-3	3516	349
93.	105/2007	Thirty-Seven Trained Graduate Teachers (Science) (Male), Education Department, Northern Areas, Kashmir Affairs And Northern Areas Division. BS-16.	37 NA-37	244	230
94.	106/2007	Five Trained Graduate Teachers (Science) (Female), Education Department, Northern Areas, Kashmir Affairs And Northern Areas Division, BS-16.	5 NA-5	47	37
95.	107/2007	Additional District & Sessions Judge, Northern Areas Judiciary, Kashmir Affairs And Northern Areas Division. BS-19.	1 NA-1	10	9
96.	109/2007	Research Officer, Akhtar Hameed Khan National Centre For Rural Development & Municipal Administration, Islamabad, M/O Local Government And Rural Development. BS-17	1 Punjab-1	95	81
97.	110/2007	Pulp & Paper Officer (Technology), Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Sindh(R)-1	08	06
98.	113/2007	Assistant Fisheries Development Commissioner, M/O Food Agriculture and Livestock. BS-18.	1 Sindh(R)-1	9	8
99.	114/2007	Two Assistant Professors (Male), Federal Government Colleges/Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education. BS-18.	2 Punjab-1 NWFP-1	26	27
100.	115/2007	Deputy Director (Economics & Law), M/O Petroleum and Natural Resources. BS-18.	1 Punjab-1	12	12
101.	116/2007	Thirty Assistant Directors in a Federal Government Organization. BS-17.	30 Merit-2 Punjab-15 Sindh(R)-4 Sindh(U)-2 NWFP-3 Balochistan-2 NAFATA-2	6099	5068

1	2	3	4	5	6
102.	117/2007	Two Junior Programmers in a Federal Government Organization. BS-17.	2 Punjab-1 Sindh(U)-1.	45	36
103.	118/2007	Research Officer, M/O Social Welfare And Special Education. BS-17.	1 Sindh(R)-1	54	46
104.	119/2007	Scientific Officer, National Veterinary Laboratory, M/O Food, Agriculture and Livestock. BS-17.	1 Punjab-1	14	10
105.	121/2007	Seven Assistant Professors, National Institute of Science and Technical Education, M/O Education. BS-18.	7 Merit-1 Punjab-4 Sindh(R)-1 NWFP-1	10	8
106.	122/2007	Five Senior Research Officers/Senior Training Officers/Senior Curriculum Officers, National Institute of Science and Technical Education, M/O Education, .BS-18	5 Merit-1 Punjab-2 Sindh(R)-1 NWFP-1	58	53
107.	123/2007	Eight Research Officers/Training Officers/Curriculum Officers, National Institute of Science and Technical Education, M/O Education. BS-17	8 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 NWFP-1	211	184
108.	124/2007	Lady Doctor, Model Child Welfare Centre Humak, M/O Social Welfare And Special Education. BS-17.	1 Punjab-1	17	14
109.	125/2007	Deputy Director, M/O Local Government And Rural Development. BS-18.	1 Punjab-1	24	23
110.	127/2007	Librarian, Directorate General of Special Education, M/O Social Welfare And Special Education. Bs-17.	1 Punjab-1	22	22
111.	130/2007	Assistant Chief, Food & Agriculture Section, Planning and Development Division. BS-18.	1 Merit-1	27	23
112.	131/2007	Line Officer, Central Jail Staff_Training Institute, Lahore, M/O Interior. BS-16.	1 Punjab-1	8	7
113.	133/2007	Assistant Mechanical Engineers, M/O Railways (Railways Board). BS-17.	12 Merit-1 Punjab-6 Sindh(U)-1 Sindh(R)-1 NWFP-1 Balochistan-1 NAFATA-1	47	38

1	2	3	4	5	6
114.	134/2007	Ten Medical Officers, Office Of The Chief Commissioner, Ict, Islamabad, M/O Interior_ BS-17.	10 Merit-2 Punjab-3 Sindh(R)-1 NWFP-2 Balochistan-1 NAFATA-1	218	193
115.	135/2007	Director (Admn & Accounts), Office Of The Chief Engineering Adviser/ Chairman Federal Flood Commission, M/O Water & Power_ BS-19	1 Punjab-1	8	7
116.	136/2007	Assistant Controller, Department Of Tourist Services, M/O Tourism_ BS-17	1 NWFP-1	28	23
117.	137/2007	Two Inspectors, Department Of Tourist Services, M/O Tourism_ BS-16	1 Punjab-1	34	26
118.	138/2007	Two Research Officers, Animal Quarantine Department, Karachi, M/O Food, Agriculture And Live Stock_ BS-17.	2 Punjab-1 NWFP-1	10	8
119.	142/2007	Director, Management Services Wing, Establishment Division_ BS-19.	1 NWFP-1	16	14
120.	143/2007	Six Deputy Directors, Management Services Wing, Establishment Division, Islamabad_ BS-18	6 Punjab-4 Sindh(R)-1 NWFP-1	121	106
121.	144/2007	Senior Technician, Animal Quarantine Department, M/O Food, Agriculture And Live Stock (Live Stock Wing)_ BS-16.	1 Sindh(R)-1	8	7
122.	146/2007	Assistant Engineer, Office Of Pakistan Commissioner For Indus Waters, Lahore, M/O Water And Power_ BS-16	1 Punjab-1	9	6
123.	148/2007	Fifteen Meteorologists, Pakistan Meteorological Department, M/O Defence_ BS-17.	15 Merit-2 Punjab-8 Sindh(R)-1 Sindh(U)-1 NWFP-1 NAFATA-1 AJK-1	316	231
124.	150/2007	Five System Analysts, Pakistan Computer Bureau, M/O Information Technology_ BS-18	5 Punjab-1 Sindh(R)-1 NWFP-1 NAFATA-1 AJK-1	68	49



1	2	3	4	5	6
125.	151/2007	Two Programmers, Pakistan Computer Bureau, M/O Information Technology. BS-17	2 Punjab-1 Sindh(R)-1	64	51
126.	152/2007	Computer Operator, Pakistan Computer Bureau, M/O Information Technology. BS-16	1 Sindh(U)-1	16	15
127.	153/2007	One Hundred and Thirty-Five Assistant Accounts Officers, Controller General of Accounts. BS-16	135 Merit-10 Punjab-68 Sindh(R)-16 Sindh(U)-10 NWFP-16 Balochistan-8 NAFATA-5 AJK-2	2152	1777
128.	156/2007	Fifteen Assistant Executive Engineers, Civil Engineering Department Of Pakistan Railways, M/O Railways (Railway Board). BS-17.	15 Merit-4 Punjab-6 Sindh(U)-1 NWFP-2 Balochistan-1 NAFATA-1	170	129
129.	157/2006	Nine Physiotherapists, Directorate General Of Special Education, M/O Social Welfare And Special Education. BS-17.	9 Punjab-5 Sindh(R)-1 Sindh(U)-1 NWFP-1 Balochistan-1	138	120
130.	158/2007	Four Hundred and Two Assistant Audit Officers, Pakistan Audit Department. BS-16	42 Merit-30 Punjab-21 Sindh(R)-46 Sindh(U)-31 NWFP-46 Balochistan-24 NAFATA-16 AJK-8	4483	3848
131.	159/2007	Junior Scientific Officer, National Research Institute Of Fertility Care, M/O Population Welfare. BS-16.	1 Punjab-1	15	12
132.	160/2007	Deputy Chief/ Deputy Economic Adviser, Economists Group, Planning And Development Division. BS-19.	1 NWFP-1	16	15
133.	161/2007	Superintending Engineer (B&R/ E&M), Mes, M/O Defence. BS-19.	1 NWFP-1	18	16
134.	162/2007	Director (Mining), Mineral Wing, M/O Petroleum And Natural Resources. BS-19.	1 Punjab-1	6	4

1	2	3	4	5	6
135.	164/2007	Deputy Director (Mis), Mineral Wing, M/O Petroleum And Natural Resources, BS-18.	1 Punjab-1	9	7
136.	165/2007	Deputy Director (Mining), Mineral Wing, M/O Petroleum And Natural Resources, BS-18	1 Punjab-1	8	4
137.	166/2007	Two Assistant Directors (Mining), Mineral Wing, M/O Petroleum And Natural Resources, BS-17.	2 Punjab-1 Sindh(R)-1	16	15
138.	167/2007	Four Deputy Directors In A Federal Government Organization. BS-18.	4 Punjab-2 Sindh(U)-1 NWFP-1	36	34
139.	168/2007	Two Directors In A Federal Government Organization. BS-19.	2 Punjab-1 NWFP-1	21	20
140.	169/2007	Programmer, Pakistan Military Academy, Kakul, GHQ, M/O Defence, BS-17.	1 Sindh(R)-1	28	22
141.	170/2007	System Analyst, M/O Religious Affairs, Zakat And Ushr. BS-18.	1 Punjab-1	20	18
142.	172/2007	Deputy Legal Adviser, M/O Foreign Affairs. BS-19	1 Sindh(R)-1	7	5
143.	173/2007	Two System Analysts/ Designers, C4 I Directorate, Ghq, M/O Defence, BS-18	2 Punjab-1 Sindh(R)-1	28	25
144.	174/2007	Thirteen Assistant Directors, Central Directorate of National Savings, M/O Finance. BS-17.	13 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 NWFP-1 Balochistan-1 NAFATA-1 AJK-1	455	42
145.	176/2007	Assistant Chief, Rural Development & Local Planning Section, Planning And Development Division. BS-18	1 Punjab-1	18	14
146.	179/2007	Two Instructors, (A) Civil= One And (B) Auto & Diesel= One, National Institute Of Science & Technical Education, M/O Education. BS-17	2 Punjab-1 Sindh(R)-1	10	6
147.	180/2007	Assistant Inspector Of Explosives, Department Of Explosives, Karachi, M/O Industries, Production And Special Initiatives. BS-16.	1 Punjab-1	6	4

1	2	3	4	5	6
148.	181/2007	Five Assistant Meteorologists, Pakistan Meteorological Department, M/O Defence. BS-16.	5 Merit-1 Punjab-2 Sindh(R)-1 AJK -1	11	83
149.	182/2007	Nineteen Social Case Workers, Directorate General of Special Education, M/O Social Welfare and Special Education. BS-17	19 Merit-3 Punjab-11 Sindh(R)-3 Sindh(U)-1 Balochistan-1	417	336
150.	183/2007	Librarian, M/O Culture. BS-16.	1 Punjab-1	17	16
151.	185/2007	Ninety-Five Lecturers (Male), Federal Government Colleges For Men, Directorate Of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence. BS-17	95 Merit-7 Punjab-48 Sindh(R)-10 Sindh(U)-8 NWFP-11 Balochistan-5 NAFATA-4 AJK-2	4191	3425
152.	186/2007	Six Assistant Professors (Male), Federal Government Colleges For Men, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence. BS-18	6 Punjab-4 Sindh(U)-1 NWFP-1	54	54
153.	188/2007	Fifty-Two Lecturers (Female), Federal Government Colleges For Women, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence. BS-17	52 Merit-4 Punjab-26 Sindh(R)-6 Sindh(U)-4 NWFP-6 Balochistan-3 NAFATA-2 AJK-1	1263	136
154.	190/2007	Deputy Chief/ Deputy Economic Adviser, Economists Group, Planning and Development Division. BS-19	1 Sindh(R)-1	14	11
155.	191/2007	Thirty-Five National Savings Officers, Central Directorate of National Savings, M/O Finance. BS-16	35 Merit-2 Punjab-13 Sindh(R)-4 Sindh(U)-3 NWFP-3 Balochistan-2 NAFATA-1 AJK-1	750	619

1	2	3	4	5	6
156.	192/2007	Seven Research Officers/ Planning Officers/ Survey Officers, Economists Group, Planning and Development Division. BS-17.	1 Punjab-1	181	129
157.	193/2007	Three Deputy Directors, Board of Investment, M/O Privatization And Investment. BS-18.	3 Punjab-2 NWFP-1	39	36
158.	194/2007	Public Relation Officer, Board of Investment, M/O Privatization and Investment. BS-16	1 Punjab-1	44	36
159.	197/2007	Computer Operator, Central Directorate of National Savings, M/O Finance. BS-16	1 Punjab-1	46	23
160.	198/2007	System Analyst, Central Directorate of National Savings, M/O Finance. BS-18	1 Punjab-1	17	9
161.	199/2007	Five Assistant Directors/ Curators, Department of Archaeology and Museums, M/O Culture. BS-17	5 Merit-1 Punjab-1 Sindh(U)-1 NWFP-1 Balochistan-1	169	142
162.	21/2007	Twenty-One Lecturers (Female), F.G. Colleges for Women, Federal Directorate of Education, M/O Education BS-17.	21 Merit-1 Punjab-8 Sindh(R)-5 Sindh(U)-2 NWFP-2 Balochistan-1 NAFATA-1 AJK-1	73	555
163.	22/2007	Eighty-Four Patrol Officers, National Highways & Motorways Police, M/O Communications, BS-14.	84 Merit-5 Punjab-33 Sindh(R)-8 Sindh(U)-5 NWFP-8 Balochistan-21 NAFATA-3 AJK-1	4997	4215
164.	23/2007	Sixty-One Patrol Officers (For Departmental Employees of National Highways & Motorways Police), M/O Communications, BS-14.	61	327	308
165.	205/2007	Two Programmers, Central Directorate of National Savings, M/O Finance. BS-17	2 Merit-1 NWFP-1	73	52

1	2	3	4	5	6
166.	206/2007	Two Female Principals/ Female Deputy Principals/ Female Senior Instructors (RTIS)/ Female Medical Officers, M/O Population Welfare. BS-18.	2 Punjab-1 Sindh(R)-1	18	17
167.	207/2007	Thirty Medical Officers, Federal Government Services Hospital, Islamabad, M/O Health. BS-17	30 Merit-2 Punjab-15 Sindh(R)-4 Sindh(U)-2 NWFP-4 Balochistan-1 NAFATA-2	133	808
168.	211/2007	Research Officer (Fuel), Energy Appraisal and Plan Formulation Section, Energy Wing, Planning and Development Division. BS-17	1 Punjab-1	16	10
169.	212/2007	Three Assistant Executive Engineers (Civil), Northern Areas, PWD, Kashmir Affairs & Northern Areas Division. BS-17	3 NA-3	41	39
170.	215/2007	Research Officer, Industries & Commerce Section, Planning and Development Division. BS-17.	1 NWFP-1	96	71
171.	217/2007	Twenty-One Lecturers (Male), F.G. Colleges/ Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education. BS-17.	21 Merit-1 Punjab-10 Sindh(R)-3 Sindh(U)-3 NWFP-2 Balochistan-1 NAFATA-1	780	645
172.	218/2007	Deputy Mint Master, Pakistan Mint, Lahore, M/O Finance. BS-19.	1 Punjab-1	11	6
173.	219/2007	Two Assistant Directors (Technical), Policy Wing, M/O Petroleum and Natural Resources. BS-17	2 Punjab-1 NWFP-1	45	29
174.	220/2007	Assistant Agricultural Census Commissioner, Agricultural Census Organization, Lahore, Statistics Division. BS-17	1 Punjab-1	9	7
175.	222/2007	Deputy Director, M/O Women Development. BS-18	1 Sindh(R)-1	31	25
176.	223/2007	Medical Statistician, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-17.	1 Punjab-1	17	11

1	2	3	4	5	6
177.	225/2007	Nine Female Medical Instructors, M/O Population Welfare. BS-17	9 Punjab-5 Sindh(R)-1 Sindh(U)-1 NWFP-1 Balochistan-1	50	44
178.	226/2007	Four Store Officers, M/O Defence. BS-16	4 Merit-1 Punjab-1 Sindh(U)-1 Balochistan-1	46	38
179.	227/2007	Research Officer, M/O Food, Agriculture & Livestock_ BS-17	1 NWFP-1	77	58
180.	230/2007	Seven Education Officers, M/O Education. BS-17.	7 Merit-1 Punjab-3 Sindh(U)-1 NWFP-1 Balochistan-1	587	480
181.	252/2007	Assistant Director, Federal Public Service Commission. BS-17.	1 Punjab-1	25	21
<b>Total</b>				48820	40725

**Appendix-IX**

**Cases (BS-16 & above) where Alternate Nominations  
were made due to non-joining of Principal Nominees of  
the Commission during the Year, 2007**

S No.	Case No.	Name of post with BPS and Ministry/Division/ Department	Principal Nominations	Alternate Nominations
1	2	3	4	5
1.	96/05	Assistant Executive Engineer, B&R/E&M, M/O Defence BS-17	Merit-15 Punjab-19 Sindh(R)-8 Sindh (U)-2 NWFP-7 Baln.-1 NAFATA-4	27 R-10 R-3 R-1 R-9 R.-1 R-2 R-1
2.	118/05	Fourteen Deputy Headmasters (Male), F.G. Schools, Federal Directorate of Education, M/O Education.	Merit-2 Punjab-5	2 R-1 R-1
3.	120/05	Civilian Labour Officer, EME, Corps, GHQ, M/O Defence BS-16	Merit-2	1 R-1
4.	137/05	Statistical Officer, Federal Bureau of Statistics, Statistics Division BS-17	Merit-2	1 R-1
5.	155/05	Assistant Architect, Pak PWD, M/O Housing & Works BS-17	Merit-1 Punjab-3	2 R-1 R-1
6.	169/05	Programmer, GHQ, M/O Defence BS-17	Punjab-2	1 R-1
7.	173/05	Dy. Director , Geological Survey of Pakistan, Quetta, M/O Petroleum And Natural Resources,BS-18	Merit-1	1 R-1
8.	182/05	Assistant Security Officers, Airports Security Force, M/O Defence, BS-16	Punjab-16 Sindh(U)-2 Sindh(R)--3 NWFP-3 Baln.-1	10 R-1 R-3 R-2 R-3 R-1

1	2	3	4	5
9.	183/05	Inspectors, Airports Security Force, M/O Defence, BS-16	Punjab-23 Sindh(R)-13 NWFP-5 Baln.-6 NAFATA-10	35 R-18 R-7 R-4 R-1 R-5
10.	187/05	Assistant Director, Geological Survey of Pakistan, M/O Petroleum and Natural Resources BS-17	Punjab-9	1 R-1
11.	210/05	Assistant Commissioner for Indus Waters, Office of Pakistan Commissioner for Indus Waters, Lahore, M/O Water and Power BS-17.	NWFP-1	1 R-1
12.	213/05	Director, Board of Investment, M/O Privatization & Investment BS-19	Punjab-2	1 R-1
13.	219/05	Vice Principal/ Headmaster(Male), F.G. Schools, Federal Directorate of Education, M/O Education BS-18	Merit-1 Punjab-15	1 R-1
14.	224/05	Bursars, Directorate of Federal Government Educational Institutions (Cantts/Garrisons), M/O Defence BS-16	Punjab-4	1 R-1
15.	231/05	Veterinary officer (Civilian), Remount Veterinary and Farms Corps, M/O Defence BS-17	Punjab-7	5 R-5
16.	233/05	Assistant Director (Research), M/O Foreign Affairs, BS-17	Punjab-1	1 R-1
17.	236/05	Lectures (Female) Islamabad Model Collages for Girls Federal Directorate of Education M/O Education	Punjab-15	2 R-2
18.	239/05	Civil Surgeon/ Associate Physician, Federal Medical Centre, Lahore, Directorate of Central Health Establishment, M/O Health, BS-18	Punjab-1	1 R-1
19.	244/05	Dy. Directors, in a Federal Government Organization, BS-18	Punjab-4 Sindh(U)-1	3 R-2 R-1
20.	248/05	Assistant Directors in a Federal Government Organization, BS-17	Punjab-13 Sindh(U)-2 NWFP-3	9 R-7 R-1 R-1



1	2	3	4	5
21.	251/05	Statistical Officers Federal Bureau Of Statistics, Statistics Division BS-17	Merit-1	1 R-1
22.	255/05	Carcinologist, Zoological Survey Department, M/O Environment, BS-16	Punjab-1	1 R-1
23.	11/2006	Research Officer (BS-17) M/O Defence	Punjab-1	1 R-1
24.	36/2006	Statistical Officer Pakistan Navy ,M/O Defence (BS-17)	Sindh(R)-1	1 R-1
25.	39/2006	Ordnance Officers Civilian (Stores), Ordnance Directorate, GHQ, M/O Defence. BS-16	NWFP-1	1 R-1
26.	42/2006	Research Officers (GRADE-I), Inspection and Technical Development Directorate, GHQ, M/O Defence, BS-18.	Merit-1 Punjab-2	2 R-1 R-1
27.	44/2006	Research Officers (GRADE-II), Inspection and Technical Development Directorate, GHQ, M/O Defence, BS-17.	Punjab-1	1 R-1
28.	55/2006	Social Welfare Officers (Female-Six and Male-Two), Projects, M/O Social Welfare & Special Education, BS-17.	Punjab-4	2 R-2
29.	64/2006	Assistant Meteorologists, Pakistan Meteorological Department, M/O Defence, BS-16.	Balochistan-1	1 R-1
30.	86/2006	Assistant Director (Archives), National Archives of Pakistan, Cabinet Division, (BS-16).	Sindh(R)-1	1 R-1
31.	88/2006	Social Welfare Officer, National Commission for Child Welfare & Development, M/O Social Welfare and Special Education, BS-17	Punjab-1	1 R-1
32.	95/2006	Lecturers (Female), F.G. Colleges for Women, Federal Directorate of Education, M/O Education, BS-17	Sindh(R)-1	1 R-1
33.	99/2006	Assistant Executive Engineers (B&R/E&M), MES, M/O Defence, BS-17	Punjab-9 Sindh(R)-2 Sindh(U)-2 NWFP-2	8 R-4 R-2 R-1 R-1
34.	13/2006	Assistant Professors (Female), F.G. Colleges for Women, Federal Directorate of Education, M/O Education, BS-18	NWFP-1	1 R-1

1	2	3	4	5
35.	14/2006	Lecturers (Male), F.G. Colleges/Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education, BS-17.	Punjab-10 Sindh(R)-3 Balochistan-2	6 R-4 R-1 R-1
36.	105/2006	Lecturers (Male), Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education, BS- 17.	Punjab-3 Sindh(R)-2	2 R-1 R-1
37.	111/2006	Junior Research Officer, ISPR, Directorate, GHQ, M/O Defence, BS-16	Punjab-1	1 R-1
38.	152/2006	Assistant Armament Supply Officers, Pakistan Navy, M/O Defence BS-16	Punjab-2	1 R-1
39.	154/2006	Computer Programmer & System Analyst, Office of Pakistan Commissioner for Indus Waters, Lahore, M/O Water and Power, BS-17.	Punjab-1	1 R-1
40.	166/2006	Statistician, M/O Defence, BS-18.	Punjab-1	1 R-1
41.	24/2006	Medical Officer, JPMC, Karachi, M/O Health. BS-17	Punjab-16 Sindh(U)-2 NWFP-4 Balochistan-2	11 R-5 R-1 R-4 R-
42.	209/2006	Accounts-Cum-Finance Officer, National Veterinary Laboratory, M/O Food, Agriculture & Livestock. BS-16	Punjab-1	1 R-1
43.	224/2006	Medical Officers, PIMS, M/O Health, BS-17.	NWFP-2	1 R-1
44.	227/2006	Computer Engineer, MES, M/O Defence, BS-17.	Punjab-1	1 R-1
45.	260/2006	Assistant Directors/ Research Officers, Akhtar Hameed Khan National Centre for Rural Development & Municipal Administration Islamabad, M/O Local Government and Rural Development. BS-17	Punjab-1	1 R-1
46.	261/2006	Deputy Chief, Nutrition Section, Planning and Development Division. BS-19.	Punjab-1	1 R-1

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

S. No	Case No.	Name of Post with Ministry Division/Department & BPS.	Date of Recommendation	Date of appointment	Delay		
					YY	MM	DD
1.	15/06	Deputy Director, Soil, Survey of Pakistan, M/O Food, Agriculture & Livestock, BS-18.	1-3-2007	24-10-2007	-	5	24
2.	26/06	Deputy Director (Media Communication) M/O Environment, BS-18.	10-4-2007	29-6-2007	-	-	19
3.	40/06	Fire Officers, Pakistan Navy, M/O Defence. BS-16	6-2-2007	Offer of appointment not yet issued.	--	-	-
4.	42/06	Research Officers (GRADE-I), Inspection and Technical Development Directorate, GHQ, M/O Defence, BS-18.	20-7-2007	9-10-2007	--	--	20
5.	58/06	Assistant Managers, Personnel & Administration Department, Pakistan Navy, M/O Defence, BS-16.	18-7-2007	6-12-2007	-	2	19
6.	76/06	Pharmacists, Pakistan Navy, M/O Defence, BS-17.	13-6-2007	7-9-2007	-	-	24
7.	100/06	Assistant Directors Physical Education (Male), Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education, BS-16	9-8-2007	12-11-2007	-	1	4
8.	11/06	Assistant Librarians (Male), Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education, BS-16	8-8-2007	Offer of appointment not yet issued.	-	-	-
9.	144/06	Nautical Surveyors, Mercantile Marine Department, Karachi, M/O Ports & Shipping, BS-18.	21-5-2007	3-8-2007	-	-	12
10.	181/06	Lecturer (Female), F.G. Colleges for Women, Directorate of F.G. Educational Institutions (Cantts/Garrisons), M/O Defence, BS-17.	22-9-2007	1-12-2007	-	-	9
11.	191/06	System Analysts, Pakistan Military Accounts Department, M/O Defence, BS-18.	20-9-2007	2-1-2008	-	1	12
12.	192/06	Programmers, Pakistan Military Accounts Department, M/O Defence, BS-17.	25-8-2007	6-11-2007	-	-	11

S. No	Case No.	Name of Post with Ministry Division/Department & BPS.	Date of Recommendation	Date of appointment	Delay		
					YY	MM	DD
13.	24/06	Medical Officer, JPMC, Karachi, M/O Health. BS-17	1-8--2007	10-11-2007	-	1	9
14.	217/06	Junior Scientific Office, AFIP, Rawalpindi M/O Defence, BS-16	31-5-2007	17-8-2007	-	-	17
15.	31/07	Wildlife Management Specialist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18	28-7-2007	Offer of appointment not yet issued	-	-	-
16.	60/07	Assistant Director, National Documentation Centre, Cabinet Division. BS-17.	25-9-2007	14-12-2007	-	-	19
17.	89/07	Two Health Education & Nutrition Officer, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17.	15-9-2007	29-11-2007	-	-	14
18.	126/07	Cartographer, Soil Survey of Pakistan, Lahore, M/O Food, Agriculture & Livestock. BS-16.	22-8-2007	11-9-2007	-	-	19
19.	141/07	Director General, Management Services Wing, Establishment Division. BS-20.	29-10-2007	5-1-2008	-	-	6

**Appendix-XI**

**Cases in Which the Commission Allowed/Refused  
Extension in the Contract Appointments  
during the Year, 2007**

S. No	Case No.	Name of the Officer and post with BPS and Ministry/Division/ Department	Remarks
1	2	3	4
1.	2/00	Deputy Chief (Maritime) BS-19 M/O Defence.	Granted.
2.	2/00	Chief Protocol Officer, (BS-20), M/O Defence.	Granted.
3.	08/3	Associate Clinical Psychologist (BS-18), PIMS, M/O Health,	Granted.
4.	10/4	05 Computer Operators (BS-16) M/O Communications	Granted.
5.	10/4	5Computer Operators, M/O Communications.(BS-16)	Granted.
6.	10/4	13 Computer Operator (BS-16) National Highway & Motorway Police M/O Communications	Granted.
7.	17/4	4 Medical Officers (BS-17), PIMS, M/O Health.	Granted.
8.	18/4	Dy. Principal (BS-18), M/O Population welfare.	Granted.
9.	18/4	Deputy Principal (BS-18) and Senior Instructor (BS-18), M/O Population and Welfare (B S-17).	Granted.
10.	12/05	3 Officers ( Technical ) BS-18,M/O Ports & Shipping	Granted.
11.	13/05	Medical Officer(B S-17), M/O Railways	Granted.
12.	16/05	4 Social Mobilizer(BS-18),M/O Water & Power.	Granted.
13.	16/05	Social Mobilizer (BS-18) and Programmer (BS-17) M/O Water and Power, Islamabad.	Granted.
14.	3/06	Director General, Marine Fisheries Department, Karachi (BS-20).	Granted.
15.	06/06	Medical officer (BS-17),M/O Health.	Granted.
16.	9/06	11 Medical Officers (BS-17), FGSH, M/O Health	Granted.
17.	14/06	Dy .Secretary (BS-18), M/O Minorities.	Granted.
18.	1/07	Director General (BS-20).Immigration and passports, M/O Interior	Granted.
19.	2/07	Medical Officer, ( BS-17),ICT, M/O Interior	Granted.
20.	2/07	2 Medical Officers (BS-17), ICT, M/O Interior.	Granted
21.	4/07	Senior Registrar (Plastic Surgery), PIMS, M/O Health (BS-18).	Granted.
22.	08/07	Medical Officer (BS-17), PIMS, M/O Health.	Granted.
23.	09/06	7 Medical Officer, Federal Government Services Hospital, M/O Health (B S-17).	Granted.
24.	09/07	4 Social Welfare Officer, M/O Social Welfare & Special Education. (BS-17)	Granted.
25.	10/07	Director/J.S, Debt Office, M/O Finance.	Granted.
26.	11 /07	Consultant Physician (Paedatric) (BS-20) FGSH, M/O Health.	Granted.
27.	12/07	143 /Audit Officers (BS-17), Auditor General of Pakistan	Granted.
28.	13/07	Medical Officer (BS-17), M/O Railways.	Granted.
29.	15/07.	Deputy Drugs Controller (BS-18), Drugs Wing, M/O Health.	Granted
30.	21/07	Joint Director (BS-19),M/O Education	Granted

1	2	3	4
31.	21/07	4 Officers of Monitoring and evaluation Cell, M/O Education.	Granted
32.	23/07	Director (coord) National Services, M/O Interior	Granted
33.	26/07	Chief Editor, Urdu Dictionary Board, Karachi (B S-17).	Granted
34.	28/07	Director (Vigilance), Statistic Division (BS-19).	Granted
35.	29/07	Private Secretary, M/O Economic Affairs & Statistics (BS-17).	Granted
36.	32/07	Chairman in National Council of Social Welfare (BS-22).	Granted
37.	10/4	27 Medical Officers JPMC, M/O Health (BS-17).	Referred back for certain information
38.	17/4	27 Medical Officers (BS-17) PIMS, M/O Health.	Referred Back for certain Information
39.	13/05	Medical Officer (BS-17) M/O Railways.	Referred back for certain information
40.	3/06	Director General (BS-20). Marine Fisheries Department.	Referred back for certain information
41.	6/06	Medical Officer (BS-17) Directorate of Central Health Establishment, M/O Health.	Referred Back for certain Information
42.	9/06	Medical Officer (BS-17), FGSH, Ministry Health.	Referred Back for certain Information
43.	19-07	05 Medical Officers (BS-17) NICH M/O Health	Referred back for certain information
44.	19/07	27 Medical Officers NICH, M/O Health. (BS-17)	Referred back for certain information
45.	24/07	Assistant Economic Advisor (BS-18), Finance Division.	Referred back for certain information
46.	28/07	Director (Vigilance) (BS-19), Statistics Division	Referred back for certain information
47.	31/07	Assistant Professor (BS-18), National Institute of Child Health, Karachi, M/O Health.	Referred Back
48.	8/05	One Social Welfare (BS-18) M/O Social Welfare & Special Education.	Refused
49.	10/06	26 Medical Officer, JPMC, Karachi, M/O Health (B S-17).	Refused
50.	15/07	Deputy Drug Controller (BS-18), M/O Health.	Refused
51.	16/07	Account Officer (BS-17), M/O Water & Power	Refused
52.	16/07	Account Officer (BS-17), M/O Water & Power.	Refused
53.	24/07	Assistant Economic Advisor, Finance Division (BS-18).	Refused

**Appendix-XII**

**Cases in which the Commission considered for  
Regularization or otherwise the Services of Ad-hoc  
Appointees during the Year, 2007**

<b>Case No.</b>	<b>Name of Officer, Designation/Department</b>	<b>Remarks Extension Granted/Refused</b>
F.7-21/2006	Extension in the Adhoc appointment of 14 Medical Officers, Ministry of Railways (BS-17).	i). Granted to Seven Adhoc Appointees ii). 7 Referred back asking for certain information

**Appendix-XIII**

**Cases (BS-16 & above) Withdrawn/Cancelled  
during the Year, 2007.**

<b>Sr. No</b>	<b>Case No.</b>	<b>Name of post with BS and Ministry/Division/Department</b>	<b>No. of post with quota</b>	<b>No. of Candidates applied.</b>
1	149/2005	Deputy Director Education ( Male/ Female), Directorate of Education, Education Department of Northern Areas, Kana Division BS-18	1 N.A. -1	143
2	174/2005	Provision Officer, Institute of Optronics, Chaklala, Rawalpindi, Defence Production Division BS-17	1 Punjab-1	10
3	145/2007	Director, National Control Laboratory (Biological), Ministry of Health. BS-19.	1 Punjab-1	2
<b>TOTAL=</b>			<b>3</b>	<b>155</b>

**Appendix-XIV**

**Cases (Bs-16 & Above) Where Representations against  
Decision of the Commission were received and processed  
during the Year, 2007**

S. No.	Case No.	Representations Received	Total Restored
1	2	3	4
1.	183/2005	7	5
2.	205/2005	1	1
3.	213/2005	9	4
4.	222/2005	121	33
5.	223/2005	25	5
6.	233/2005	5	4
7.	241/2005	25	15
8.	240/2005	3	3
9.	248/2005	17	14
10.	252/2005	6	3
11.	257/2005	6	1
12.	1/2006	3	1
13.	05/2006	4	2
14.	15/2006	1	1
15.	17/2006	6	6
16.	19/2006	3	1
17.	23/2006	6	3
18.	26/2006	5	4
19.	30/2006	3	1
20.	40/2006	2	1
21.	42/2006	4	3
22.	43/2006	8	8
23.	44/2006	3	3
24.	45/2006	1	1
25.	49/2006	5	3
26.	55/2006	6	6
27.	57/2006	5	1
28.	58/2006	4	1
29.	63/2006	11	7
30.	64/2006	3	3
31.	67/2006	2	2
32.	68/2006	3	1
33.	71/2006	4	3
34.	72/2006	1	1
35.	74/2007	2	2
36.	76/2006.	2	2
37.	81/2006	14	7



1	2	3	4
38.	84/2006	5	5
39.	85/2006	3	2
40.	86/2006	1	1
41.	87/2006	2	2
42.	93/2007	2	1
43.	95/2006	1	1
44.	99/2006	5	4
45.	100/2006	1	1
46.	11/2006	4	1
47.	12/2006	1	1
48.	13/2006	3	2
49.	14/2006	5	4
50.	105/2006	3	2
51.	106/2006	9	5
52.	108/2006	3	2
53.	118/2006	1	1
54.	127/2006	5	4
55.	128/2006	1	1
56.	130/2006	4	4
57.	131/2006	2	1
58.	133/2006	7	4
59.	134/2006	2	2
60.	137/2006	-	2
61.	141/2006	8	1
62.	142/2006	2	2
63.	146/2006	1	1
64.	147/2006	1	-
65.	156/2006	2	2
66.	166/2006	2	2
67.	174/2006	2	1
68.	177/2006	1	1
69.	178/2006	1	1
70.	181/2006	4	2
71.	182/2006	3	1
72.	190/2006	2	1
73.	191/2006	11	6
74.	193/2006	12	5
75.	21/2006	2	1
76.	23/2006	3	1
77.	205/2006	16	11
78.	212/2006	1	1
79.	220/2006	3	1
80.	222/2006	1	1
81.	223/2006	2	2
82.	237/2006	3	2

1	2	3	4
83.	250/2006	1	1
84.	252/2006	1	1
85.	256/2006	8	3
86.	08/2007	3	3
87.	10/2007	1	1
88.	79/2007	1	-
89.	141/2007	2	2
<b>Total</b>		<b>512</b>	<b>272</b>

**Appendix-XV****Officers/Officials of FPSC Nominated for Training During the Year 2007 in Different Courses**

S. No.	Name and Designation	Course Name/Duration	Institute
1.	Ch. Amir Ahmad, Director	Development Course for Managers	PIM, Karachi
2.	Mr. Muhammad Ismail, Assistant Director	Advanced M.S. Office	PIM, Lahore
3.	Mr. Arshad Shafi, PS/Assistant Director	Event Management Skills	PIM, Lahore
4.	Mr. Amin-ur-Rehman, Assistant Director	Effective Communication Skills	PIM, Lahore
5.	Mr. Zia-ud-Din, Assistant Director	Effective Communication Skills	PIM, Lahore
6.	Mr. Aqeel Muhammad Khan, Assistant Director	Effective Communication Skills	PIM, Lahore
7.	Mr Mashood Ahmed, Security Supervisor	Bomb Reconsilance Course No. 2	National Institute of Fire Technology
8.	Mr Muhammad Sagheer, Stenotypist	Computer Training Course on MS Excel	Pakistan Manpower Institute
9.	Mr Raja Waheed Nawaz, DPA	SQL Server - 2000	PCB
10.	Mr Muhammad Asghar DPA	SQL Server - 2000	PCB
11.	Mr Faisal Bashir, KPO	SQL Server - 2000	PCB
12.	Mr Azad Khan, DCO	Networking+ Window 200 Server	PCB
13.	Mr Khair-ul-Anam, DCA	A+ Computer Hardware	PCB
14.	Mr Muhammad Aslam, KPO	A+ Computer Hardware	PCB
15.	Mr Noor Muhammad, KPO	A+ Computer Hardware	PCB
16.	Mr Riaz Khattak, System Operator	Basic IT (MS Office)	PCB
17.	Mr Manzoor Ahmad Rana, AD	Human Resource Development	PMI
18.	Mr Syed Abdul Haq, T. O	Fire Prevention & Safety Course	National Institute of Fire Technology
19.	Mr Ghulam Muhammad, DPA	Inpage	PCB
20.	Mr Nasir Hussain, DPA	Visual Basic	PCB
21.	Mr Sajid ullahg, KPO	Corel Draw	PCB
22.	Mr M. Ashraf, KPO	MS Access	PCB
23.	Mr Muhammad Munir, DPA	SQL Server - 2000	PCB
24.	Mr Muhammad Gulistar, DPA	MS Access A+ Computer Hardware	PCB

**TABLE NO. 1**

**Details of Filled in Vacancies for the Year, 2006  
in Order of the Occupational  
Groups/Services and Provinces/Regions**

Occupational Group/Service	Merit	Punjab	Sindh (R)	Sindh (U)	NWFP	Baloch-istan	NA-FATA	AJK	Total
Pakistan Audit & Accounts	2	15	-	-	4	2	1	-	24
Commerce & Trade	1	6	-	-	2	-	-	-	9
Customs & Excise	2	10	2	2	2	1	1	-	20
District Management	2	18	4	2	4	2	2	1	35
Foreign	-	5	1	2	1	1	-	-	10
Income Tax	4	25	5	-	6	3	2	1	46
Information	2	10	-	-	2	1	1	-	16
Police	-	-	1	2	1	1	1	-	15
Postal	1	8	-	-	-	-	-	-	-
Railways(C & T)	1	3	-	-	1	-	-	-	5
<b>Total</b>	<b>15</b>	<b>100</b>	<b>13</b>	<b>8</b>	<b>23</b>	<b>11</b>	<b>8</b>	<b>2</b>	<b>180</b>

There were 7066 applicants for the Competitive Examination 2006. Out of them 4125( 58%) appeared and 273(6.1%) passed in the written examination. After the interviews 273(6.1%) candidates were declared finally qualified. The Establishment Division reported 227 vacancies to be filled on the basis of Competitive Exam, 2006. Whereas 180(4.36%) candidates were inducted into various Occupational Groups/Services as shown above in the table and 47 vacancies remained vacant due to non-availability of qualified candidates.

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

Candidate's Domicile	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	11-200	
Balochistan	142(3)	11(4)	5	5	11(6)
N.W.F.P.	693(17)	32(12)	10	12	23(13)
Sindh(Rural)	405(10)	16(6)	7	6	14(8)
Sindh(Urban)	300(7)	8(3)	4	2	8(4)
Punjab	2300(56)	193(71)	71	68	114(63)
A.J.K.	59(1)	2(-)	-	-	2(1)
Federal T.A.	215(5)	11(4)	3	7	8(4)
Not Mention	11(-)	-	-	-	-
Total	4125	273	100	100	180

- Figures in bracket are the total percentage.
- Out of 4125 candidates who appeared in the written exam, 2300(56%) were from Punjab, followed by NWFP 693(17%), Sindh Rural 405(10%), Sindh Urban 300(7%), FATA 215(5%), Balochistan 142(3%) and AJK 59(1%). In the final selection the share of candidate from Punjab was 114(63%), Balochistan 11(6%), Sindh Rural 14(8%), and FATA 8(4%).

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

Father's Education	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	11-200	
Ph.D.	54(1)	4(1)	1	3	4(2)
M. Phil.	7(-)	1(--)	1	--	1(1)
Post Graduate	690(17)	56(20)	26	16	38(21)
Graduate	720(17)	44(16)	20	16	34(19)
Professional Degrees	395(10)	43(16)	19	18	32(18)
Professional diploma/certificate	65(2)	08(3)	2	4	06(3)
Intermediate	480(12)	23(8)	9	8	15(8)
Matric	732(18)	37(14)	10	16	22(12)
Below Matric	594(14)	37(14)	9	8	15(8)
Illiterate	69(2)	5(2)	--	3	4(2)
Religious Education	9(--)	2(1)	1	1	2(1)
Information not reported	340(8)	13(5)	2	7	7(4)
Total	4125	273	100	100	180

Statistics regarding educational status of the father of the candidates, showed that 44% of them were Graduate and above or Professional Degree holders like (MBBS, B.Sc., Eng. etc.), while 32% were Matriculate or below. In final selection their share remained as 61% and 20% respectively. It was observed that the performance of the candidates whose father had professional degree was far better than others as they obtained 18% share in final selection while their appearance was 10%.

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

Father's Occupation	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	11-200	
Administrative	239(6)	28(10)	14	7	22(12)
Clerical	164(4)	2(1)	--	--	1(1)
Armed Forces	45(1)	--	--	--	-
Accounts	135(3)	5(2)	1	3	3(2)
Engineering	94(2)	11(4)	3	3	6(3)
Legal	228(5)	11(4)	2	7	6(3)
Medical	75(2)	2(1)	2	--	2(1)
Teaching	286(07)	21(8)	10	9	17(9)
Retired Person	760(18)	53(19)	23	17	34(19)
Agriculture	653(16)	55(20)	17	21	30(17)
Business	741(18)	41(15)	12	15	26(14)
Skilled Worker	86(2)	4(1)	2	1	2(1)
Unskilled Worker	31(1)	1(--)	1	--	1(1)
Unspecified	151(4)	17(6)	8	7	16(9)
Information not reported	437(11)	22(8)	5	10	14(8)
Total	4125	273	100	100	180

Impact of Father's occupation on performance of their offspring was studied and the relative share of the candidates in final selection w.r.t. their father's occupation is given above in table. The percentage of selected candidates whose parents were retired was 19% followed by Agriculture 17%, Business 14% and Administrative job 12%. It reveals that performance of the candidates whose parents were on Agriculture was higher than other occupations.

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

Family's Annual Income	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	11-200	
Below to 50,000	472(11)	13(5)	2	7	7(4)
50,01 - 100,000	492(12)	16(6)	7	4	8(4)
100,01 - 200,000	951(23)	35(13)	14	10	24(13)
200,01 - 300,000	675(16)	48(17)	14	20	30(17)
300,01 - 400,000	382(9)	35(13)	11	15	22(12)
400,01 - 700,000	61(15)	61(22)	25	22	42(23)
70001 & Above	335(8)	11(4)	6	3	7(4)
Information not reported	218(5)	54(20)	21	19	40(22)
Total	4125	273	100	100	180

The data indicates that 71% candidates who appeared in the Competitive Examination belonged to families having income in the range of Rs. 1 - 4 Lac per annum, while in final selection they got 50% share. However, 23% candidates appeared in the written exam belonged to families with income in the range of Rs. 4-7 Lacs per annum and their share in final selection was 27% which showed their better performance as compared to other income groups.



**TABLE NO. 6****Genderwise Participation In CSS Exam During Last 5 Years**

Year	Male		Female	
	Appeared	Selected	Appeared	Selected
CSS-2002	2405(83)	129(81)	488(17)	30(19)
CSS-2003	2433(79)	181(87)	646(21)	27(13)
CSS-2004	2675(77)	126(75)	780(23)	41(25)
CSS-2005	2860(78)	130(81)	818(22)	30(19)
CSS-2006	3181(77)	147(82)	944(23)	33(18)

Participation of female candidates in CSS Examination has increased @ 23% per annum over the last 5 years. However, their share in selection on average remained around 19%. Participation of male candidates has also increased @ 8% per annum over the last 5 years.

**TABLE NO. 7**

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

Age in years	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	11-200	
21-23	321(8)	13(5)	5	7	11(6)
23-25	812(20)	53(19)	23	19	42(23)
25-27	1459(35)	96(35)	33	31	57(32)
27-29	1240(30)	83(30)	32	26	53(29)
29-30	293(7)	28(10)	7	17	17(10)
<b>Total</b>	<b>4125</b>	<b>273</b>	<b>100</b>	<b>100</b>	<b>180</b>

The study revealed that 65% candidates who appeared in the examination fall within age group 25-29, while in final selection they got 61% share. The performance of the candidates in age groups 21-25 was better than other age groups as they got share of 29% in final selection against their appearance of 28%.

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

Type of school	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	11-200	
Foreign	22(1)	2(1)	1	-	1(1)
Provincial Govt.	1929(47)	13(38)	27	41	59(33)
Federal Govt.	157(4)	11(4)	4	3	7(4)
Pilot/Comprehensive	174(4)	11(4)	4	3	8(4)
Forces/Garrison	223(5)	30(11)	16	9	24(13)
Private	824(20)	56(20)	20	24	40(22)
Missionary	130(3)	10(4)	6	3	7(4)
Model	293(7)	24(9)	11	9	18(10)
Public	373(9)	26(9)	11	8	16(9)
Information not reported					
<b>Total</b>	<b>4125</b>	<b>273</b>	<b>100</b>	<b>100</b>	<b>180</b>

Out of 180 selected candidates, 59(33%) got their early education from Provincial Government Schools, followed by those 40(22%) who got education from Private Schools and 24(13%) from Garrison/Armed Forces Schools.

TABLE NO. 9

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

Degree	First Divisioner	Second Divisioner	Third Divisioner	Sub total
<b>Appeared Candidates</b>				
M. Phil.	17(100)	--(--)	---	17(--)
Master	980(51)	923(49)	---	194(46)
Bachelor	549(38)	915(62)	---	1464(35)
Engineering	147(90)	17(10)	---	164(4)
Law	67(19)	282(81)	---	349(8)
Medical/BDS/B.Pharm./DVM Etc.	38(53)	35(47)	---	72(2)
Education	126(81)	28(19)	---	154(4)
Information not reported	--(--)	--(--)	---	---
Grand Total	1924(47)	221(53)	---	4125
<b>Finally Qualified</b>				
M. Phil.	4(100)	--(--)	---	4(1)
Master	77(59)	53(41)	---	130(48)
Bachelor	38(57)	29(43)	---	67(24)
Engineering	22(81)	05(19)	---	27(10)
Law	9(30)	21(70)	---	30(11)
Medical/BDS/B.Pharm./DVM Etc.	5(63)	3(27)	---	8(3)
Education	7(100)	---	---	7(3)
Information not reported	---	---	---	---
Grand Total	162(59)	111(41)	---	273
<b>Selected for Training</b>				
M. Phil.	2(100)	--(--)	---	2(1)
Master	53(61)	34(39)	---	87(49)
Bachelor	27(54)	23(46)	---	50(28)
Engineering	12(80)	3(20)	---	15(8)
Law	6(40)	09(60)	---	15(8)
Medical/BDS/B.Pharm./DVM Etc.	4(67)	2(33)	---	6(3)
Education	5(100)	---	---	5(3)
Information not reported	--(--)	--(--)	---	---
Grand Total	109(61)	71(39)	---	180

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

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

Name of University	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	11-200	
<b>GENERAL</b>					
Punjab University	1220(30)	95(35)	30	38	53(29)
Quaid-I-Azam University	23(5)	26(10)	8	13	17(9)
Bahauddin Zakariya University	246(6)	12(4)	7	1	08(4)
Islamia University	110(3)	6(2)	2	3	4(2)
International Islamic University	67(2)	7(3)	1	2	4(2)
A.I.O.U, Islamabad	111(3)	5(2)	1	3	4(2)
Sindh University	195(5)	7(3)	3	3	7(4)
Karachi University	186(4)	5(2)	4	--	5(3)
S.A.L. University	181(4)	4(1)	1	1	3(2)
Balochistan University	97(2)	5(2)	3	2	5(3)
Gomal University	87(2)	1(0)	1	--	1(1)
Peshawar University	582(14)	23(8)	6	10	15(08)
A.J.K. University	29(1)	---	--	--	--(--)
<b>PROFESSIONAL</b>					
U.E.T. Peshawar	10(--)	2(1)	--	1	1(1)
U.E.T. Lahore	68(2)	12(4)	3	4	7(4)
Agriculture University Faisalabad	49(1)	5(2)	3	1	4(2)
Agriculture University Peshawar	23(1)	--(--)	--	--	---
Agriculture University Tandojam	4(--)	--(--)	--	--	---
NED University Karachi	17(--)	1(-)	--	1	1(1)
Mehran University Jamshoro	32(1)	1(-)	--	1	---
Foreign Universities	31(1)	4(1)	3	--	4(2)
U.E.T. Taxila	8(--)	3(1)	1	1	1(1)
Other Institutions	552(13)	48(18)	22	15	35(19)
Information not reported	17(--)	1(--)	1	--	1(1)
<b>Total</b>	<b>4125</b>	<b>273</b>	<b>100</b>	<b>100</b>	<b>180</b>

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

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

Candidate's Occupation	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	11-200	
Administrative	270(7)	43(23)	23	16	31(17)
Clerical	133(3)	2(1)	-	1	-
Armed Forces/Police	31(1)	2(1)	1	-	1(1)
Accounts	135(3)	18(7)	12	3	11(6)
Engineering	86(2)	15(5)	6	6	10(6)
Legal	254(6)	15(5)	3	8	8(4)
Medical	41(1)	2(1)	1	1	2(1)
Teaching	538(13)	43(16)	12	16	28(16)
Agriculture	2(-)	1(-)	-	-	-
Self Employed	28(1)	3(1)	1	-	1(1)
Skilled Worker	47(1)	1(-)	1	-	1(1)
Unemployed	2560(62)	128(47)	40	49	87(48)
Total	4125	273	100	100	180

The data showed that 62% candidates appeared in the examination were unemployed, whereas 13% candidates belonged to teaching jobs, 7% held administrative Jobs and 3% related to accounts and 6% from engineering jobs. In final selection, unemployed candidates got 48%, teaching jobs 16%, accounts jobs 6% and candidates held administrative jobs got the share of 17%. Therefore, study clearly showed better performance of the candidates who held administrative jobs, followed by engineering and accounts related jobs.

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

Subject	Marks in Written test	Qualified Written test	Failed in Viva-Voce	Marks obtained		
				Below 40%	40%-60%	61% & Above
Essay	100	273	-	-	252(92)	21(8)
English (Precis & Composition)	100	373	-	-	265(97)	8(3)
Islamiat	100	273	-	-	134(49)	139(5)
General Knowledge						
Every Day Science	100	273	-	24(8)	223(82)	26(10)
Current Affairs	100	273	-	9(3)	259(95)	5(2)
Pakistan Affairs	100	273	-	5(2)	254(93)	14(5)

The study showed that in the subject of Every-Day Science 10% of the candidates got 60 percent and above marks in the written exam. While in Pakistan Affairs, English(Precis & Composition), Islamiat and Current Affairs 5% , 3%, 5% and 2% of the candidates secured 60 percent and above marks respectively. The analysis showed that on the average 5.5% candidates got above 60 percent marks in all compulsory subjects.

**Appendix-XVI****Table No. 13****Performance of candidates in accordance to pre-familiarity in their optional subjects**

Optional Subject	Candidates Appeared	Candidates Pre-familiar	Written Qualified		Allocated	Order of Merit		Candidates non-familiar	Written Qualified		Allocated	Order of Merit	
			33-59%	60% & above		1-100	11-200		33-59%	60% & above		1-100	11-200
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Accounting & Auditing	150(4)	74(49)	39	35	3	3	1	76(51)	28	34	4	2	2
Agriculture	216(5)	34(16)	9	25	2	1	1	182(84)	83	55	8	4	5
Applied Mathematics	49(1)	20(41)	9	2	--	--	--	29(59)	7	6	--	--	--
Arabic	79(2)	33(42)	13	18	3	3	--	46(58)	20	21	4	1	2
Balochi	25(1)	4(16)	--	4	--	--	--	21(84)	5	12	1	--	1
Botany	99(2)	54(55)	32	17	1	1	--	45(45)	32	3	2	1	2
British History	298(7)	11(4)	9	1	--	--	--	287(96)	187	43	17	10	7
Business Administration	162(4)	57(35)	42	11	5	4	1	105(65)	85	17	4	3	2
Chemistry	82(2)	44(54)	25	10	5	1	4	38(46)	14	2	--	--	--
Computer Science	190(5)	63(33)	44	6	5	3	2	127(67)	49	2	--	--	--
Constitutional Law	1524 (37)	127(8)	94	19	7	3	4	1397(92)	952	169	84	48	43
Economics	274(7)	146(53)	110	11	7	3	2	128(47)	65	3	1	--	2
English Literature	350(8)	209(60)	190	1	10	6	5	141(40)	90	1	5	2	4
European History	208(5)	51(25)	31	11	2	1	2	157(75)	114	14	10	6	6
Forestry	351(9)	7(2)	3	4	1	--	1	344(98)	250	56	19	11	13
Geography	396(10)	56(14)	48	2	4	1	3	340(86)	277	5	20	15	10
Geology	8 (-)	3(38)	2	1	--	--	--	5(63)	1	--	--	--	--
History of Pak. & India	1894(46)	184(10)	138	18	10	5	9	1710(90)	1079	78	56	27	32
History of USA	347(8)	13(4)	2	11	6	1	5	334(96)	177	110	25	14	15
International Law	211(5)	47(22)	25	12	2	1	1	164(78)	66	26	5	3	2
International Relations	1370(33)	71(5)	52	17	6	4	3	1299(95)	924	258	72	48	32



1	2	3	4	5	6	7	8	9	10	11	12	13	14
Islamic History & Culture	447(11)	60(13)	39	18	1	1	--	387(87)	249	52	14	11	5
Journalism	1059(26)	110(10)	32	78	5	4	1	949(90)	336	537	41	22	24
Law	145(4)	16(11)	13	--	--	--	--	129(89)	97	8	3	1	5
Mercantile Law	289(7)	74(26)	37	--	5	2	2	215(74)	84	3	4	3	2
Muslim Civil Law	732(18)	107(15)	69	7	5	3	2	625(85)	278	19	22	11	13
Persian	28(1)	12(43)	2	10	2	--	2	16(57)	2	11	--	--	--
Philosophy	34(1)	7(21)	7	--	1	1	--	27(79)	18	--	1	1	1
Physics	159(4)	93(58)	50	9	6	3	3	66(42)	22	--	--	--	--
Political Science	1213(29)	513(42)	406	67	19	14	11	700(58)	411	62	35	14	19
Psychology	109(3)	49(45)	31	6	--	--	--	60(55)	26	4	2	--	2
Public Administration	840(20)	17(2)	12	--	1	1	1	823(98)	413	10	40	23	24
Punjabi	339(8)	65(19)	41	10	2	1	1	274(81)	165	24	6	5	3
Pure Mathematics	41(1)	22(54)	1	--	1	--	1	19(46)	--	--	--	--	--
Pushto	575(14)	22(4)	15	7	--	--	--	553(96)	233	288	24	9	16
Sindhi	354(9)	6(2)	5	1	--	--	--	348(98)	223	42	10	3	5
Sociology	1669(40)	81(5)	63	12	6	3	3	1588(95)	1294	144	76	48	43
Statistics	171(4)	63(37)	28	5	4	3	1	108(63)	20	4	1	1	--
Urdu	816(20)	21(3)	14	5	2	1	1	795(97)	515	130	33	18	21
Zoology	113(3)	56(50)	43	2	3	2	3	57(50)	29	--	1	--	--

