

**FEDERAL PUBLIC SERVICE COMMISSION**



**ISLAMABAD, PAKISTAN**

**ANNUAL REPORT, 2009**

Further information concerning this  
Annual Report may be obtained from:

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# ***The Annual Report, 2009***

# FEDERAL PUBLIC SERVICE COMMISSION

## Annual Report 2009

**Mr. President,**

Annual Report of the Federal Public Service Commission for the year 2009 is presented to the President as per section 9 of the FPSC Ordinance, 1977 which, inter-alia, requires causing of a copy of the report to be laid down before the National Assembly and the Senate. It reflects the functions, activities, observations and recommendations of the Commission during the period 1<sup>st</sup> January to 31<sup>st</sup> December 2009.

### **2. Statutory Functions**

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

### **3. Conduct of Examinations and Tests**

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

#### **i) Competitive Examination 2008 (38<sup>th</sup> Common Batch)**

Written examination for Central Superior Services (CSS) 38<sup>th</sup> Common batch was conducted from 15<sup>th</sup> March to 1<sup>st</sup> April, 2008. The details are shown below:

• Candidates registered	=	6571
• Candidates appeared	=	4247 <sub>(65%)</sub>
• Candidates who passed the written exam	=	689
• Candidates finally qualified after viva voce	=	685
• Candidates recommended for appointment	=	359

**ii) Status of Vacancies:**

- Fresh as reported by Establishment Division = 330
  - Carried over from previous years = 117
  - Total vacancies for Competitive Examination 2008 = 447
  - Vacancies filled as per quota policy of the Government = 359
- Following vacancies remained unfilled due to non-availability of qualified candidates from relevant province/region as shown below:

Quota	Number of vacancies	Group/Service +
Sindh( R )	Open Merit	40 PAAS-6, CTG-7, ITG-3, IG-11, MLCG-1, OMG-5, POST.G-4, RCTG-3
	Women	6 PAAS-1, CTG-1, FSP-1, ITG-1, IG-1, RCTG-1
Sindh(U)	Open Merit	38 PAAS-11, CTG-5, ITG-3, IG-7, OMG-5, POST.G-3, RCTG-4,
	Women	3 PAAS-1, ITG-1, IG-1
Balochistan	Women	2 PAAS-1, IG-1
AJK	Open Merit	1 RCTG-1
Total=	88+2*	=90

\*Note: Two candidates nominated for Police Service of Pakistan and Railways (Commercial & Transport) Group did not join Civil Services Academy for Training having domicile of Sindh (U). Detail may be seen in para 3.10

+PAAS	=	Pakistan Audit & Accounts Service
CTG	=	Commerce and Trade Group
ITG	=	Income Tax Group
IG	=	Information Group
MLCG	=	Military Lands and Cantonments Group
OMG	=	Office Management Group
POSTG	=	Postal Group
RCTG	=	Railways(Commercial & Transport) Group
FSP	=	Foreign Service of Pakistan

**iii) Competitive Examination 2009 (39<sup>th</sup> Common Batch)**

Written examination for Central Superior Services (CSS) 39<sup>th</sup> Common batch was conducted from 25<sup>th</sup> April to 12<sup>th</sup> May, 2009.

- Candidates registered = 9056
- Candidates appeared = 5707<sup>(63%)</sup>
- Candidates who Passed the written Exam on 26<sup>th</sup> October 2009 = 905

The viva voce of qualified candidates could not be scheduled due to non-availability of the Chairman FPSC. However, as soon as the undersigned took oath of this office on 17<sup>th</sup> December 2009, a viva voce schedule was planned with full speed and the panel of four members headed by me has commenced country wide interviews from 4<sup>th</sup> January 2010 which will continue till mid June 2010.

**iv) General Recruitment for Technical and Professional Ex-Cadre Positions**

The Commission processed recruitment for Ex-Cadre posts in various basic scales by conducting mandatory written tests, followed by interviews.

- Number of posts advertised: = 3306
- Applications received: = 102760
- Candidates interviewed: = 3357
- Candidates recommended for appointment = 920

**v) Final Passing Out Examination**

Final Passing Out Examinations for Probationers of 09 occupational groups/services were conducted as detailed below:

- Probationers appeared = 245
- Probationers qualified = 136
- Probationers failed = 49
- Probationers absent = 9
- Result awaited by end of the year of DMG probationers = 48

#### **vi) Other Examinations**

Competitive Examination for recruitment to four posts of Tehsildars (BS-16) in Northern Areas, wherein 355 candidates appeared, 101 qualified in written examination, 85 finally qualified in interviews and 4 top on merit were recommended for appointment

#### **4. Non-Availability of Qualified and Suitable Candidates for Some Professional and Technical Posts**

133 posts reserved for various Provinces/Regions remained unfilled, despite efforts, due to non-availability of qualified and suitable candidates.

#### **5. Recruitment Rules**

Seventy six (76) entities of Government approached the Commission with their proposals for amendments in recruitment rules. The Commission scrutinised these proposals and approved recruitment rules for various posts in 41 cases of government institutions. Remaining proposals are being discussed with sponsors for improvement.

#### **6. Appeals of Candidates against their rejections:**

● Representations/Review petitions received:	260
● Relief provided by the Commission	71
● Candidates who approached courts of law for appeals:	38
● Cases decided in 2009	44
● Cumulative cases in courts of law (including previous years)	145

#### **7. Analysis of CSS Competitive Examination 2008**

8.45 percent of the candidates who appeared in the written examination succeeded in getting jobs in CSS 2008. A timely and close review of the prevalent standards of education and quality of teaching is advised to produce students who are able to use English as a medium of communication.

#### **8. Analysis of Final Passing Out (FPO) Examinations.**

Almost 33 to 40 percent probationers in Pakistan Audit and Accounts and Income tax group could not qualify FPO Examinations conducted during 2009, which is an alarming situation. The system of Specialised Training and instructional techniques in Training Institutes/ Academies for various occupational groups/ services needs to be reviewed and improved. Standard of instructional staff would also require improvement.

## **9. Improvements in the Recruitment System**

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

### **a) Online Submission of Applications by Candidates**

Facility for online submission of applications is available via FPSC website. The number of online submission of applications is gradually increasing and is around 16% of total applications at present. The Commission plans to provide internet facility to candidates at its Headquarters and Provincial/ Regional Offices to encourage on-line submission of applications.

### **b) Revamping Activities under PSCB Project of the Commission**

A study on Revamping of CSS Competitive Examination System, General Recruitment System and Psychological Assessment System of FPSC have been completed. An in-house Committee was constituted to examine these study reports thoroughly and submit a summary of the main features highlighted by the Consultants and propose recommendations for consideration by the Commission for onward submission to the Government for approval. The committee has submitted its analytical report and recommendations which are now under active consideration of the Commission.

### **c) Out Reach Career Counselling to Intending Candidates**

During the year 2009, special efforts were made for career counselling services on CSS examination system by Members and Senior Officers of the Commission; and to provide information on Civil Services and recruitment mechanism of the FPSC, to students and faculty of Universities and Colleges who showed keen interest to join the civil services of the Government of Pakistan. The Commission is pleased to report that as a result of this exercise, the number of applications in CSS examination 2010 has increased by about 31% as compared to CSS 2009 from 9056 to 11887. The Commission plans to continue this useful activity on a continuing basis as guidance of the talented youth.

## **10. Training and Development of FPSC Staff**

The Commission is continuously focussing on its human resource in order to achieve its objective of enabling the Government of Pakistan to achieve sustained good governance.

### **i) Short Training Courses**

21 officers/officials have undertaken short training courses/ workshop organized by Pakistan Institute of Management (PIM) Karachi, Lahore,



National University of Modern Languages (NUML) and Management Services Wing Islamabad.

## ii) IT Training Courses

46 officers/officials attended IT short training courses successfully from NICON College of Computer & Management Sciences and CORVIT System (Pvt.), Islamabad.

## 11. Recommendations

- a) On the basis of the diverse and large variety of applicants' performance during written examinations, psychological assessments tests and interviews, the Commission has generally observed a pattern of deteriorating standards of education. This was particularly noticeable in both urban and rural areas of Sindh province.
- b) The Commission recommends that:
  - i) Education standards at all levels, particularly in the Province of Sindh and Balochistan need the attention of the concerned Provincial Governments and the Higher Education Commission.
  - ii) The final stage of selection at the FPSC is interviews by a panel of Members. Interviews cannot be performed by any other officer of the FPSC. For the past three years the FPSC has been without its full authorisation of eleven Members as requires by para 3 of FPSC (Composition and Condition of Service) Regulations, 1978. At times FPSC was functioning with only about 50% strength. The office of the Chairman remained vacant for more than nine months. This resulted in delayed finalization of recruitment cases, some of which took more than one year to complete. Inordinate delay also impacted the efficiency of the Ministries/ Divisions and its attached Government Departments. It is recommended that the Government should endeavour to have full strength of FPSC Members in order to ensure that recruitments are finalised in the shortest possible time.
  - iii) During the year, 133 posts in BS 16-20 could not be filled as suitable candidates with required qualifications were not available or the persons having such qualifications did not apply. A reason could be that better qualified candidates are engaged by the private/corporate sectors on high salaries. In case the Government desires to attract better qualified candidates to the civil service, then their pay package and facilities need to be enhanced and kept under constant revision.

- iv) Weak standard of instructions at various specialised training institutes was reported last year. Unfortunately the trend persisted in 2009 as well. This is reflected in the Final Passing Out examinations results. In these examinations the overall failures percentage was 36.47%, which is poor considering that investments on training are on the increase. It is therefore advised that heads of the respective academies of occupational groups and services must pay their utmost and personal attention to this malaise. The Commission would be pleased to provide assistance in helping them to improve the training, examination and other requisite standards.






The Commission expresses its gratitude to the Honourable President and the Government of Pakistan for their continued support and patronage to this apex recruitment and selection agency of the Federation.

**(Justice (R) Rana Bhagwandas)**  
**Chairman**

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

## Composition of the Commission during the Year 2009

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

S. No	NAME	Designation	Remarks	
1	Mr. Justice (R) Rana Bhagwandas	Chairman	Joined on 17-12-2009	
2	Lt Gen(R) Shahid Hamid HI (M)	Chairman	Tenure Completed on 30-03-2009	
3	Mrs Fazila Aliani	Member	Tenure Completed on 26-10- 2009	
4	Mr Shaukat Umer	Member	Tenure Completed on 12-11- 2009	
5	Mr Muhammad Asif Zaman Ansari	Member	Joined on 10-2-2007	
6	Syed Tariq Ali Bokhari	Member	Joined on 6-3-2008	

S. No	NAME	Designation	Remarks	
7	Syed Masood Alam Rizvi	Member	Joined on 4-4-2008	
8	Syed Asif Shah	Member	Joined on 13-1- 2009	
9	Mr. Suhail Safdar	Member	Joined on 26-01- 2009	
10	Maj.Gen (R) Ovais Mushtaq Qureshi	Member	Joined on 06-05 2009	
11	Mr. Saud Gohar	Member	Joined on 10-12- 2009	
12	Mr. Muhammad Kashif Murtaza	Member	Joined on 11-12- 2009	

## Views of Oath taking ceremonies of Chairman and Members of FPSC



Oath taking ceremony of Syed Asif Shah as Member, FPSC on 9<sup>th</sup> Jan 2009.



Oath taking ceremony of Mr. Suhail Safdar as Member, FPSC on 26<sup>th</sup> Jan 2009



President Asif Ali Zardari administers the oath to Justice (R) Rana Bhagwandas as the Chairman of Federal Public Service Commission on 17<sup>th</sup> Dec 09.



Oath taking Ceremony of Maj Gen (Retd) Ovais Mushtaq Qureshi, Mr. Saud Gohar & Mr. Muhammad Kashif Murtaza as Member on 18<sup>th</sup> Dec 2009 at FPSC Headquarter, Ibd.

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THE REPORT

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# **SECTION-I**

## **GENERAL INFORMATION**

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(1-2)



## General Information

### Commission and the Staff

- 1.1. Lt. Gen. (R) Shahid Hamid HI (M) relinquished charge of the office of the Chairman after completing his tenure on 30-03-2009.
- 1.2. Mr. Justice (R) Rana Bhagwandas Joined the office of Chairman FPSC on 17-12-2009.
- 1.3. Mrs. Fazila Aliani and Mr. Shaukat Umer, relinquished the charge of the office of Member during year 2009 after completing their three year tenure.
- 1.4. Mr Asif Zaman Ansari, Syed Tariq Ali Bokhari and Syed Masood Alam Rizvi continued as Members, FPSC.
- 1.5. Mr. Suhail Safdar, Maj. Gen. (R) Ovais Mushtaq Qureshi, Mr. Saud Gohar and Mr. Muhammad Kashif Murtaza assumed charge of office as Members.
- 1.6. Mr. Shaukat Hayat Durrani, a BS-21 officer of District Management Group, assumed the charge of the office of Secretary, FPSC on 8th May 2009, on the transfer of Mr. Bashir Ahmed Chauhan to Establishment Division.
- 1.7. The organogram of the Commission and its staff strength, as on 31<sup>st</sup> December 2009, is shown in Appendix-I, I-A and I-B. (Pages-77 to 81)

### Functions of the Commission

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

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

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

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

**Explanation:-**

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

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

shall be granted by any court in respect of any decision made or taken in pursuance of any power conferred by, or under, this Ordinance.

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

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

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

#### **Training and Development of FPSC Staff.**

1.9. Human resource is a main source of any organization which plays a key role in achieving the organizational objectives. Keeping in view the paramount importance of this human capital, the FPSC is committed to enhance the knowledge, upgrade the skills and reform the attitudes of the employees. During the year, 28 officers/officials have undertaken short training courses organized by Pakistan Manpower Institute (PMI), Pakistan Computer Bureau (PCB), Budget Wing–MTBF Secretariat and Secretariat Training Institute (STI), Islamabad.

#### **Annual Budget**

1.10. 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.230, 458,000/- for the financial year, 2009-2010.

1.11. The sub-head wise budget provision for the year 2009-10 is as under:-

<u>Sub-heads</u>	<u>Budget Provision</u>
A011-1-Pay of Officers	49,646,000
A011-2-Pay of Staff	39,733,000
A012-1-Regular Allowances	46,937,000
A012-2-Other Allowances	12,012,000
A03-Operating Expenses	73,558,000
A04-Employees Retirement benefit	308,000
A05-Grants subsidies & Writ off Loan	400,000
A06-Transfer Payments	214,000
A09-Physical Assets	5,421,000
A13-Repair of Durable Goods	<u>2,229,000</u>
<b>Total:-</b>	<b><u>230,458,000</u></b>



## Receipts

1.12. Total receipts on account of fee for Competitive Examination and General recruitment of posts in BS-16 and above were Rs31,612,060/- against the Budget estimates of non tax receipts of Rs. 36,387,000/- for financial year 2008-09. The main reason for decrease of Rs. 4,774,940/- is due to less number of candidates applied during the financial year 2008-09. These receipts were deposited in Federal Treasury Account No. C-02101.

## Expenditure

1.13. Total expenditure incurred during the financial year, 2008-09 was Rs.194,899,915/- against net budget of Rs.194,890,000/- as detailed below:-

<u>Sub-heads</u>	<u>Actual Expenditure</u>
A011-1-Pay of Officers	34,789,219
A011-2-Pay of Establishment	33,014,208
A012-1-Regular Allowances	35,273,443
A012-2-Other Allowances	7,794,473
A03-Operating Expenses	77,600,446
A04-Employees Retirement Benefit	270,338
A05-Grants Subsidies and Write off Loans	400,000
A06-Transfer Payments	138,811
A09-Physical Assets	3,759,968
A13-Repair of Durable Goods	<u>1,859,009</u>
<b>Total:-</b>	<b><u>194,899,915</u></b>

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

1.14. To settle the long outstanding issue of compensation for FPSC old office building known as Hindu Gymkhana, Karachi (Transferred by former Prime Minister to Government of Sindh), a number of meetings were held by Mr. Masood Alam Rizvi, Member FPSC with Chief Secretary Government of Sindh, Members and Secretary, Land Utilization Department, Karachi for allotment of suitable plot. Finally the Sindh Government agreed to provide a 2 Acres land in NC.162 of Deh Safooran as compensation and the case is under process for approval of Sindh Government.

## Provincial Office Lahore

1.15. For additional work (construction of two examination halls, servant rooms, car sheds and raising of boundary walls etc.) in FPSC Provincial Office Building Lahore, Rs.3.706 million has been released for construction work during the financial year 2009-10.

### Provincial Office Karachi:

1.16. The estimated cost of the project for construction of two examination halls at FPSC Provincial Office Karachi is Rs. 25.335 million and out of which Rs. 10.535 million has been allocated during the year 2009-10. The construction work is likely to start in January 2010.

### Provincial Office Quetta

1.17. Construction work of office of the FPSC Provincial Office Quetta was completed in July 2009. The contractor has not handed over the building due to outstanding bills for Rs 10 Million to be paid by the Pak PWD.

### Comparison of Work Completed by the Federal Public Service Commission During the Years 2008 and 2009

1.18. Statistics showing the quantum of work done by the Commission, during the year under report in comparison to the preceding year 2008, are provided in following table:

S.No.	Particulars of the Work	2008	2009
I	<b>Recruitment through CSS Competitive Examination</b>		
	Tests/examinations	1	1
	Positions advertised	447	292**
	Applications received	6588	9056
	Candidates appeared in written examination	4247	5707
	Candidate qualified in written examination	689	905
	Candidates finally qualified after interview	*685	**
II	<b>General Recruitment for Positions in BS-16 and Above</b>		
	Positions advertised/processed	3525	3306
	Applications received/processed	77760	102760
	Written tests conducted	161	272
	Candidates interviewed	3699	3357
	Nominations issued	1065	920
III	<b>Recruitment Rules (For BS-16 &amp; Above)</b>		
	Recruitment Rules received for advice of the Commission	64	76
	Recruitment Rules finalized	39	41
	Recruitment Rules cases under process	24	30

<b>S.No.</b>	<b>Particulars of the Work</b>	<b>2008</b>	<b>2009</b>
	Rules cases pending due to different reasons	1	5
<b>IV</b>	<b>Final Passing Out Examination for CSS Probationers</b>		
	Probationers from various groups/services appeared	238	245***
	Qualified in the FPO examination	159	136
	Failed in the FPO examination	79	49
	Deferred/Absentees	6	9
	Results awaited	-	+
<b>V</b>	<b>Competitive Examination for Four Posts of Tehsildar (BS-16) in Northern Areas</b>		
	Applications received	567	-
	Candidates appeared in written examination	355	-
	Candidates qualified in written examination	101	-
	Candidates finally qualified	*85	-
	Candidates recommended	*04	-

+Result of DMG is under process

\* Recruitment process in 2008, completed in 2009

\*\*Recruitment to be completed in 2010

\*\*\* From PAAS one probationer allocated to FSP and two were removed from service on account of misconduct.

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

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(9-10)



## General Recruitment

### Recruitment in 2009

2.1. The Commission processed 466 cases of recruitment involving 3306 positions during the year, 2009 (including 295 cases involving 2322 positions carried over from previous years). Out of these, 197 cases were finalized and 920 recommendations were made, whereas for 133 positions suitable candidates could not be found, One case involving 1 position was withdrawn by the Labour and Manpower Division and remaining 269 cases involving 2252 positions were carried over to be completed during the year, 2010. A brief summary of processing applications for various levels of positions is as under.

Basic Scale	No. of Positions/ Vacancies	Applications Processed	Candidates Interviewed	Nominations Made
BS-16	1678	44413	1577	496
BS-17	1234	54113	1457	359
BS-18	280	3229	172	42
BS-19	85	716	118	17
BS-20	21	234	16	3
BS-21	6	45	17	3
Fixed pay	2	10	-	-
Total	3306	102760	3357*	920

\* Included the candidates interviewed in 2008 but result and nomination finalized in 2009.

2.2. The statistics on positions advertised, applications received, candidates interviewed, nominations made, positions reported failure and withdrawn are given in appendix-II (page-82). The details of province-wise positions in various basic scales are given in appendix-III (page-83) and gender wise distribution of positions is available in appendix-IV (page-84). Ministries/ Division's wise detail on selection is available in appendix-V (page-85).

2.3. Following table depicts the number of days consumed and number of visits undertaken by different Committees of the Commission for interviewing candidates during the year 2009.

Centre	Days Spent	Visits Undertaken	Candidates Scheduled for Interviewed	Candidates personal Hearing
Islamabad	105	17	1035	155
Karachi	57	14	614	85
Lahore	47	13	473	112
Peshawar	20	10	187	40
Quetta	7	5	68	10
Total	236	59	2377	402

2.4. The Commission during the year under report processed 171 new cases of recruitment involving 984 positions. Detail of these cases is given at appendix -VI (page-86).

#### **Recruitment Cases Initiated during Previous Years and Completed in 2009.**

2.5. A major portion of the recruitment cases initiated in one calendar year is invariably carried over to next year. During the year 2009, 295 recruitment cases relating to previous years involving 2322 positions were finalized. Detail of these cases is given at appendix -VII (page-87).

#### **Positions Reported Failure for Recruitment**

2.6. Sometimes no candidate applies or the candidates, who apply in response to the Commission's advertisement for a certain position either, do not fulfil the advertised conditions or they fail to qualify the interview for such positions. In such cases the Commission reported failure to the sponsoring Ministry. During the year 2009, the Commission reported **133 positions**, which could not be filled in due to non-availability of suitable candidates. A list of such cases is given at appendix -VI and VII (pages-86 & 87).

#### **Written Tests for Professional /Technical Positions**

2.7. Written Tests for Professional/Technical Posts in BS-16 to BS-21 were conducted for recruitment of most suitable officers at all levels. It was also decided by the Commission that in final merit 1/3<sup>rd</sup> weightage will be given to written test marks and 2/3<sup>rd</sup> to marks in interviews. The Commission conducted written tests in 272 recruitment cases wherein 52930 candidates for various positions appeared in the tests. Detail of tests conducted during the year 2009 is given at appendix -VIII (page- 113).

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

2.8. Occasionally, the principal nominees recommended by the Commission for different positions do not join for one reason or the other. In such situation the Commission, on receipt of request from concerned Ministries/Divisions/ Departments recommended 63 alternate nominees for different cases. Detail is given at appendix -IX (page-137).

#### **Delay in Making Offers of Appointment**

2.9. The Federal Government has laid down specific instructions that the offers of appointment to the Commission's nominees should be issued by concerned Divisions/Departments within two months, after the receipt of recommendation from the Commission. However, these instructions are some time not complied with and the sponsoring Ministries/Divisions/Departments

violate these orders without sound justification. During the year, 2009, delay made in offer of appointment to the selected candidates was reported in 22 cases. A list of such cases is given at appendix-X (page-139).

#### **Regularization of Adhoc Appointments.**

2.10. The Commission dealt one case of adhoc extension involving two incumbents. The Commission after perusing their service record and performance declared one adhoc appointee "Fit" while the case of other adhoc appointee was deferred due to incomplete performance evaluation report (PER) Dossier. Detail is at appendix -XI (page-141).

#### **Extension in the Service of Adhoc Appointees.**

2.11. The Commission has dealt one case of ad-hoc appointee involving 14 Assistant Engineers (Civil) (BS-17), for extension in services and granted the extension from September, 2008 to March, 2009 or till the availability of FPSC's nominees whichever is earlier and again from March, 2009 to 31<sup>st</sup> January, 2010 or till the availability of FPSC's nominees whichever is earlier. The detail is given at appendix -XII (Page-141).

#### **Withdrawal or Cancellation of Requisition**

2.12. As per policy decision, requisition once placed with the Commission cannot be withdrawn as a routine matter. However, during year under report, the Commission considering the compelling circumstances agreed to withdrawal of one case of recruitment on the request submitted by the Labour and Manpower Division, detail of which is given at, appendix -XIII (Page-141).

#### **Representation/Review Petitions Received and Relief Granted to the Candidates**

2.13. During year, 2009, a total of 260 Representations/ Review Petitions were filed before the Commission by aggrieved candidates against their rejection due to one reason or the other. Among those, 71 candidates were granted relief on case-to-case basis. Details are given at appendix-XIV (page-142).

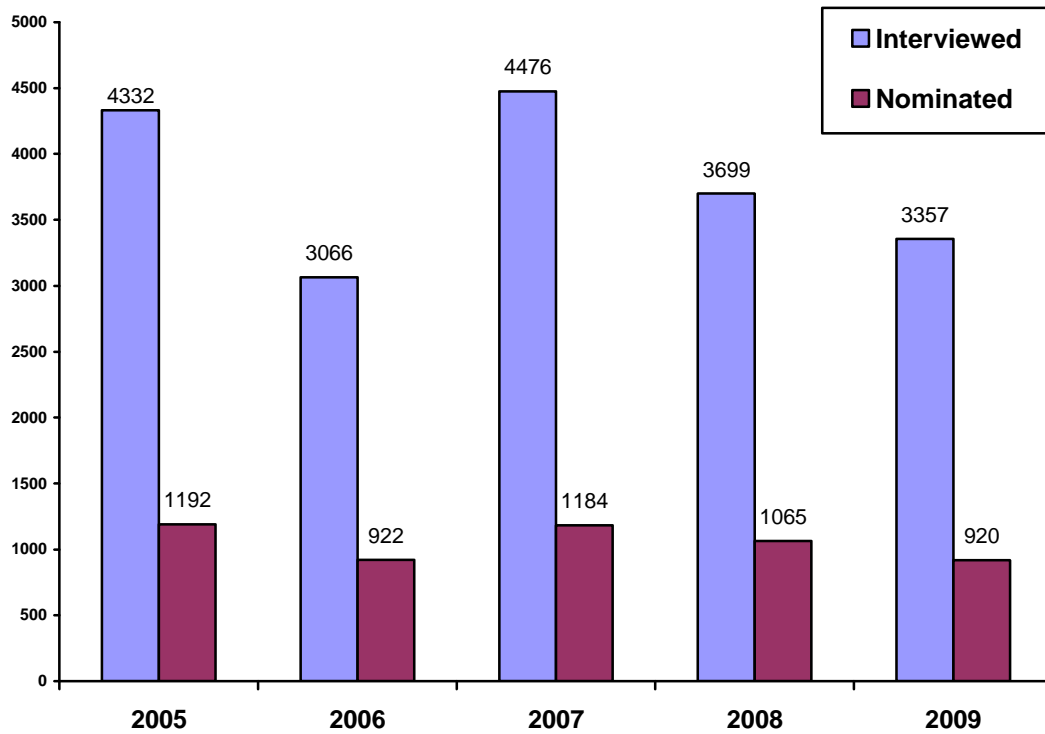
#### **Re-Advertisement of the Failure Posts/Cases**

2.14. The Commission in its 130<sup>th</sup> meeting decided that FPSC shall re-advertise the failure posts/cases by their own as the concerned Divisions/Departments have already sent requisition to the Commission for making nomination. Thus the Commission re-advertised 48 cases where failure of recruitment was reported. The detail of such cases is given at appendix-XV (page-145).

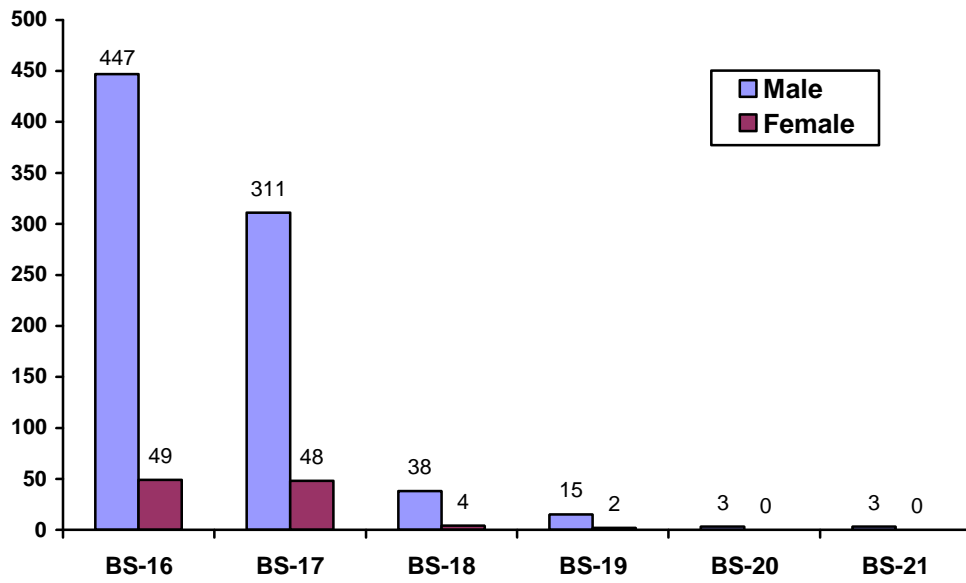


### An Overview of General Recruitment (BS-16 and Above) for the Years 2005-2009.

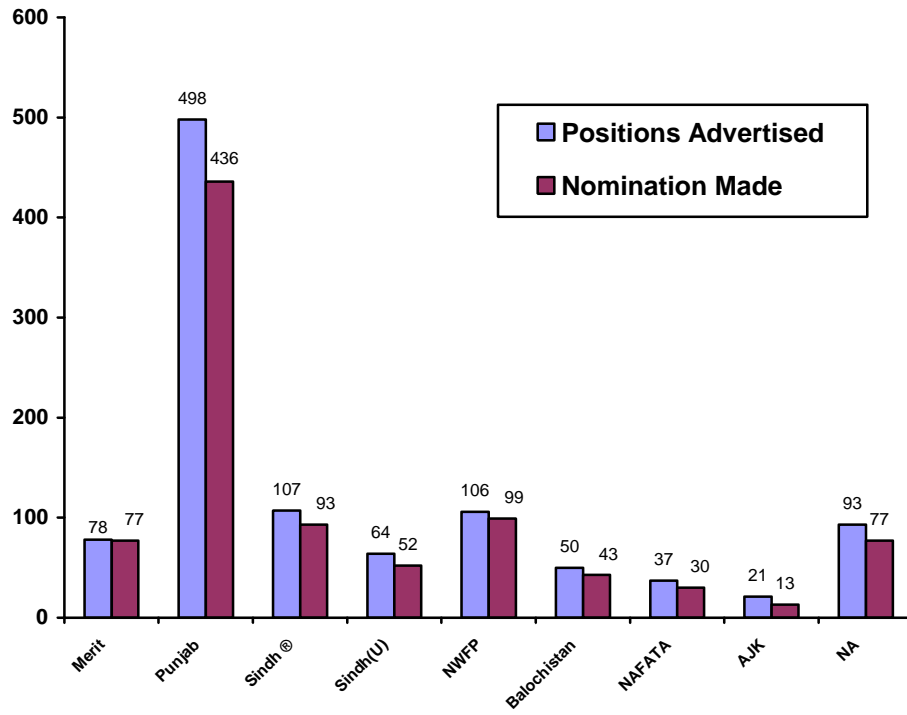
2.15. Candidates interviewed and nominations made by the Commission for various positions in BS-16 and above during the years 2005 to 2009 are presented below.



**Gender-Wise Nomination of Technical and Professional Posts in BS 16 to 21 made During Year 2009.**



**Province/Region-Wise Vacancies Processed During Year 2009.**



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

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(17-18)



## Competitive Examination

### Competitive Examination, 2008

3.1 One of the main functions of the Commission is to conduct Competitive Examination (CSS) annually for recruitment to posts in BS-17 in twelve occupational groups/services. Result of written part of Competitive Examination, 2008 was announced on 2<sup>nd</sup> Sept 2008. Out of 4247 candidates who appeared, 689 candidates qualified in written part of the examination.

### Medical Fitness Examination

3.2 Central Medical Board conducted Medical Examination of 689 written qualified candidates from 25<sup>th</sup> Oct. 2008 to 20<sup>th</sup> Dec 2008 at Quetta, Karachi, Peshawar, Islamabad, and Lahore. Medical examination of deferred/absent candidates was re-scheduled on 15<sup>th</sup> June 2009 at Lahore.

### Psychological Test

3.3 Psychological test of 689 written qualified candidates was conducted from 19<sup>th</sup> Sept 2008 to 26<sup>th</sup> Feb 2009.

### Viva Voce

3.4 Viva voce of 689 candidates was conducted from 7<sup>th</sup> Oct 2008 to 7<sup>th</sup> March 2009 at Islamabad, Lahore, Karachi, Peshawar and Quetta.

### Vacancies

3.5 The Establishment Division reported 447 vacancies to be filled on the basis of Competitive Examination, 2008 in various Occupational Groups/ Services. Province/Region-wise detail of vacancies was as under:-

Province/Region	Fresh Vacancies	Carried Over Vacancies	Total
Merit	24	--	24
Punjab	165	14	179
Sindh(R)	38	37	75
Sindh(U)	25	37	62
NWFP	39	4	43
Balochistan	20	10	30
NAFATA	13	5	18
AJK	6	10	16
Total	330	117	447

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

Name of Group/Service	Open Merit	Women Quota (10%)	Carried over Vacancies	Total
Pakistan Audit and Accounts Service	41	4	23	68
Commerce and Trade Group	34	3	12	49
Customs and Excise Group	27	3	2	32
District Management Group	31	5	2	38
Foreign Service of Pakistan	21	2	3	26
Income Tax Group	24	1	22	47
Information Group	29	4	29	62
Military lands and Cantonments	4	--	--	4
Office Management Group	37	3	4	44
Police Service of Pakistan	31	1	4	36
Postal Group	10	--	10	20
Railways (Com. &Transport) Group	13	2	6	21
Total:-	302	28	117	447

3.7 In addition to the above mentioned vacancies, 5 vacancies of Assistant Commissioner-cum-Assistant Collector in the Income Tax-cum-Central Excise and Sales Tax/Excise and Taxation Department under Azad Jammu and Kashmir Council Secretariat belong to AJK Government, were also to be filled from candidates having domicile of AJK on the basis of Competitive Examination, 2008. However, allocation against above vacancies could not be made due to non availability of qualified candidates of AJK domicile. These vacancies will now be carried over to next Competitive Examination and will be filled amongst the candidates of AJK domiciles of Competitive Examination, 2009

3.8 Statistics about CSS-2008 candidates are as under:

(a) Registered for Examination	= 6571
(b) Appeared in written Examination	= 4247
(c) Qualified in written Exam	= 689
(d) Called for Viva Voce	= 689
(e) Candidature Cancelled	= 01
(f) Absent in Viva Voce	= 03
(g) Finally Qualified after Viva Voce	= 685
(h) Candidates Allocated to Various Groups/Services	= 359
(k) Candidates Re-appeared for better Service/Group than previous allocation	= 17
(i) Pass percentage in written Examination	= 16.22%
(j) Pass percentage in final results	= 16.12%

3.9 Allocation could not be made against 88 vacancies because qualified candidates were not available, Region-wise, Gender-wise and Group/Service-wise detail of vacancies which remained unfilled is given below:-

Quota	Number of vacancies		Groups/Services
Sindh(R)	Open Merit	40	PAAS-6, CTG-7, ITG-3, IG-11, MLCG-1, OMG-5, POST.G-4, RCTG-3
	Women Quota	6	PAAS-1, CTG-1, FSP-1, ITG-1, IG-1, RCTG-1
Sindh(U)	Open Merit	38	PAAS-11, CTG-5, ITG-3, IG-7, OMG-5, POST.G-3, RCTG-4,
	Women Quota	3	PAAS-1, ITG-1, IG-1
Balochistan	Women Quota	2	PAAS-1, IG-1
AJK	Open Merit	1	RCTG-1
Total=		88+2*=90	

\* Note: Two candidates nominated for PSP and RCTG Group did not join Civil Services Academy for Training having domicile of Sindh (U).

3.10 The Establishment Division requested the FPSC to make reallocation against the vacancies caused due to non-acceptance of offer of appointment/ non-joining the Civil Service Academy for CTP by the following nominees:-

S. No.	Year of Exam	Roll No.	Merit No.	Name of candidate	Domicile	Group allocated
1.	2001	766	353	Khurram Khalil	Sindh (U)	RCTG
2	2006	5087	151	Shukaib Iftikhar	Punjab	RCTG
3	2007	1610	97	Arij Jamil	Sindh (U)	PSP
4	2008	1102	194	Hina Malik	Punjab	OMG
5	2008	3877	272	Rana Azhar Hussain	Punjab	Post G
6	2008	5038	228	Dil Nawaz Khan	NAFATA	IG

3.11 The FPSC made re-allocation against the above vacancies and as a result following adjustments in the allocation were made-

Sr. No.	Roll No.	Merit No.	Name of candidate	Domicile	Previous allocation	Revised allocation
1	2450	235	Afshan Sabir	Punjab	Post G.	OMG
2	1113	251	Hussain Ahmed Wazir	NAFATA	--	IG
3	3153	287	Malik Muhammad Ahmad	Punjab	--	Post G



4	4508	288	Zargham Abbas Jabboana Sial	Punjab	---	Post G
5	6224	304	Narita Farhan	Punjab	Post G	IG
6	3837	327	Quarat-ul-Ain Fatima	Punjab	---	Post G
7	1937	395	Imran Qureshi	Sindh(U)	CEG	PSP
8	2301	399	Syed Talha Salman	Sindh (U)	FSP	CEG
9	2511	432	Ali Mehmood	Sindh (U)	ITG	FSP

3.12 As there was no qualified candidate against Sinh (U) quota therefore the vacancies of RCTG & ITG which had been fallen vacant due to non-joining of Mr. Khurram Khalil & Mr. Arij Jamil were carried over to next CSS competitive examination.

### Induction of Armed Forces Officers into Civil Service.

3.13 The Establishment Division reported 11 vacancies for Armed Forces Officers in the Competitive Examination 2008. Armed Services-wise and group/service-wise distribution of vacancies was as under:-

#### Service-wise Distribution

Pakistan Army	Pakistan Navy	Pakistan Air Force	Total
7	2	2	11

#### Occupational Group/Service-wise Distribution

DMG	PSP	FSP	Total
5	4	2	11

3.14 The GHQ forwarded names of 39 officers for Viva Voce for induction into Civil Services. Domicile/Service-wise detail was as under:-

Name of Forces	Punjab	Sindh(U)	Sindh (R)	NWFP	NA-FATA	Balochistan	AJK	Total
Pak. Army	8	4	2	2	2	2	2	22
Pak. Air Force	3	1	1	2	1	--	1	9
Pak. Navy	2	1	2	2	1	--	--	8
Total	13	6	5	6	4	2	3	39

3.15 38 officers appeared in Viva Voce. The Commission recommended following 10 officers according to their merit position.

Merit No	Roll No	Name	Deptt./ Services	Domicile	Group allocated
1	26	Flt. Lt. Qura-Tul-Ain Fatima	Pak Air Force	Sindh (R)	DMG
2	39	Lt.Crd Yasir Afridi	Pak Navy	FATA	PSP
3	16	Capt Muhammad Adeel	Pak Army	Sindh (R)	FSP

4	34	Lt. Abid Ali	Pak Navy	Sindh (R)	DMG
5	22	Capt Ammar Amin	Pak Army	AJK	FSP
7	18	Capt. Farrukh Atique Khan	Pak Army	Balochistan	DMG
12	6	Capt Ikram UI Haq	Pak Army	Punjab	DMG
14	5	Capt. Rizwan Qadeer	Pak Army	Punjab	DMG
15	3	Capt Wahid Mahmood	Pak Army	Punjab	PSP
22	15	Capt Bilal Iftikhar	Pak Army	Sindh (R)	PSP

3.16 One vacancy of PSP reserved for Air Force of Sindh (R) domicile was remained unfilled for want of qualified officer from relevant Province.

### Competitive Examination 2009

3.17 Written part of Competitive Examination 2009 was conducted from 25<sup>th</sup> April 2009 to 12<sup>th</sup> May 2009. Centre-wise detail of candidates was as under:-

Name of Centres	Registered Candidates.	Present Candidates	Name of Centres	Registered Candidate	Present Candidate
Abbottabad	284	159	Muzaffarabad	47	19
D.I.Khan	161	89	Okara	43	29
Faisalabad	282	184	Peshawar	1581	905
Gigit	38	23	Quetta	335	222
Gujranwala	183	125	Rawalpindi	357	233
Hyderabad	334	245	Sargodha	160	107
Islamabad	1198	709	Sialkot	84	54
Karachi	738	473	Sukkur	136	92
Lahore	2622	1742	<b>Total:</b>	<b>9056</b>	<b>5707</b>
Larkana	63	49			
Multan	410	248	<b>Percentage</b>		<b>63%</b>

3.18 Out of 5707 present candidates, there were 4355 male and 1352 female candidates.

3.19 The result of written part of Competitive Examination, 2009 was announced on 26-10-2009 and 905 candidates qualified in the examination. The province/ region wise break up of qualified candidates was as under:-

S.No	Domicile	Male	Female	Total
01	Punjab	444	167	611
02	NWFP	84	21	105
03	Sindh(U)	18	12	30
04	Sindh (R)	67	3	70
05	Balochistan	31	4	35
06	NAFATA	35	4	39
07	AJK	9	6	15
	Total	688	217	905

3.20 The Psychological Assessment and Viva Voce of the written qualified candidates were scheduled w.e.f 14-12-2009 and 4-1-2010 respectively. The Psychological Assessment of all candidates will be completed on 1-5-2010 while Viva Voce will be concluded on 14.6.2010 tentatively.

#### **Medical Examination**

3.21 The Medical Examination of 905 written qualified candidates will be held by Central Medical Board from 18th Dec 2009 to 23rd Jan 2010 at Quetta, Karachi, Peshawar, Islamabad and Lahore.

#### **Competitive Examination 2010**

3.22 The Competitive Examination for the year 2010 will be held from 6<sup>th</sup> to 22<sup>nd</sup> March 2010 at FPSC Head office, its Provincial, Regional offices and various sub-centers through out the country. Dead line for submission of applications for CE-2010 was 2-1-2010.

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**SECTION-IV**  
FINAL PASSING OUT AND  
OTHER EXAMINATIONS

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(25-26)



## Final Passing Out and Other 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 qualify the examination in three attempts, he/she is liable to be removed from the service.

4.2 Statistics regarding Probationers of 35<sup>th</sup> CTP who appeared in the FPO Examinations conducted during year 2009 are given below:-

S. No	Name of Group/Service	Appeared	Pass	Fail	Absent
1.	Commerce & Trade Group	09	09	Nil	Nil
2.	Foreign Service of Pakistan	31	26	04	01
3.	Income Tax Group	54	33	18	03
4.	Information Group	14	10	04	Nil
5.	Pakistan Audit & Accounts Service	48	22	19	04
6.	Postal Group	08	07	Nil	01
7.	Police Service of Pakistan	28	25	03	Nil
8.	Railways (C & T) Group	05	04	01	Nil
9.	District Management Group	48	Result Awaited		
<b>Total:</b>		<b>245</b>	<b>136</b>	<b>49</b>	<b>9</b>

### Examination for Recruitment to 4 Posts of Tehsildars (BS-16) for Northern Areas.

4.3 Competitive Examination to fill 4 posts of Tehsildars (BS-16) for Northern Areas was conducted in February 2008 at Islamabad, Karachi, Skardu and Gilgit. Total 355 candidates were appeared while 85 candidates were finally qualified after Viva Voce. Four nominations were issued on 6<sup>th</sup> April 2009.



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

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(29-30)





## **Psychological Assessment**

### **Psychological Assessment of Candidates Qualified in Competitive Examination 2008**

5.1 Psychological Assessment of left over 264 candidates qualified in CE-2008 was completed on 2.3.09. Viva Voce of these candidates was completed by the Commission on 7.3..09

### **Conduct of Psychological Assessment of Armed Forces Officers for their Induction through CE-2008.**

5.2 For induction into civil services, nominations of 39 officers of Armed Forces were received. Psychological Assessment of nominated officers was conducted at Islamabad from 26<sup>th</sup> Sep. 2009 to 8<sup>th</sup> Oct 2009.

### **Analysis of Data**

5.3 Statistical analysis of data on various tests and modes of assessments was carried out during the year 2009. The details are as follows:

- To provide basis for comparison between performances of candidates from various regions/provinces, three ability tests and one personality test administered to 689 candidates of Competitive Examination 2008, were analyzed.
- Marks in written examination, Psychological Tests and Viva Voce were compared to see performance of candidates on each assessment mode. Coefficient of Correlation was computed to see relationship of three modes of Assessment. All coefficient of correlation were positive.
- Inter correlations were computed between ability tests and different modes of assessment i.e. Written, Psychological and Viva Voce to determine empirical basis for their utility as components of a battery in future.
- Norms calculations of the three ability tests, and one personality test were calculated.



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# **SECTION-VI**

## **I.T SERVICES**

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(33-34)



## **IT Services**

6.1 IT Wing of the Commission processed 79383 applications during the period under report. A summary of main IT services is as under.

### **CSS Examination System**

6.2 Besides processing of 9054 applications for CE 2009, IT Wing processed 939 additional bio-data forms of written qualified candidates in CE 2008. Various reports were also generated which facilitated the Commission for conduct of Competitive Examination 2009.

### **Recruitment System**

6.3 The Recruitment System has been providing various reports, which were utilized in accomplishment of desired objectives. During year, 69161 applications were processed for short listing candidates for posts in BS-16 and above. 2717 summary bio-data sheets were produced for Selection Committees to conduct interviews of the candidates.

### **Recruitment of Ministerial Staff for FPSC**

6.4 1129 applications received for various posts in BS-1 to BS-15 for office of the FPSC were processed. Various reports on these candidates were provided for conduct of their tests and interviews.

### **Online Recruitment System**

6.5 Software developed under phase-I of E-Government project was dysfunctional since its instalment due to errors and bugs. Error & bugs were identified by IT Experts and reported to the vendor through E-Government Directorate. About 95% bugs in GR Module have been rectified by the Firm and the Module is functional to some extent. The number of online submission of applications is gradually increasing and is around sixteen percent of total applications at present. The Commission plans to provide internet facility to candidates at its Headquarters in Islamabad and its Provincial/ Regional Offices to encourage on-line submission of applications by prospective candidates.



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**SECTION-VII**  
**CURRICULUM DEVELOPMENT**  
**RESEARCH AND LIAISON**

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(37-38)





## **Curriculum Development, Research and Liaison**

### **Designing Schemes of Tests and Syllabi**

7.1. Curriculum and Research (C&R) Wing of the Commission was assigned the task to design scheme of test and syllabi for all the posts in basic scale 16 and above, advertised by the Commission. Therefore, C&R Wing designed schemes of tests and syllabi for 222 cases of recruitment, comprising 1819 posts in BS-16 to BS-21 for development of tests during the year 2009.

### **Liaison with Various Institutions and Organizations**

7.2. Curriculum and Research Wing of the Commission maintained liaison with various institutions/organizations. During 2009, Higher Education Commission, Pakistan Engineering Council, Pakistan Council of Architecture and Town Planning, National Agriculture Education Accreditation Council and Institute of Cost and Management Accountants of Pakistan were contacted in connection with equivalence of qualifications.

### **Visit of Chairman AJK Public Service Commission to FPSC**

7.3. Chairman AJK Public Service Commission Sardar Muhammad Latif Khan visited Federal Public Service Commission on 3rd October 2009. The Secretary FPSC welcomed the Chairman. A comprehensive presentation on "FPSC and its Recruitment System and Procedure" was delivered by the Secretary FPSC. Senior officers of FPSC also attended and clarified the points raised by the visiting Chairman. The Secretary, FPSC assured the Chairman AJK Public Service Commission to provide all type of assistance and coordination in mutual interest of both the Commissions in performing their functions. After presentation/ briefing, the Chairman also visited the available Members of the FPSC in their offices. The Chairman AJK Public Service Commission thanked the Secretariat and Members of the FPSC and requested for mutual cooperation and coordination with AJK Public Service Commission in performance of its functions.

### **Address of Chairman FPSC at Bahria University Islamabad**

7.4. On 31st December 2009, Bahria University Islamabad organized a seminar on "Why do we need a fair and independent judicial system?" Chairman FPSC, Mr. Justice (R) Rana Bhagwandas, while addressing the audience, said that, Judiciary is the custodian of fundamental rights of citizens and judicial dignity must be maintained at every cost. "Now it is the responsibility of the politicians, media and civil society to support as well as

own the present independent judiciary and its judgment especially after the demise of National Reconciliation Ordinance (NRO)", he said terming the NRO a bad law. To a query, Chairman FPSC said that there is a dire need to enhance the performance of the institutions instead of abolishing them. Responding to another question, he said that "Of course, injustice is one of the main reasons behind present chaos prevailing in the Country".

### **Coordination between FPSC and GRAP**

7.5. Pursuant to Memorandum of Understanding (MoU) signed between FPSC and GRAP Government of Punjab, Career Development Centre (CDC) of GRAP in Bahaud din Zakria University Multan and University of Agriculture Faisalabad arranged informative Seminar on "Awareness about CSS and General Recruitment Examination" for students and other participant on 19th January and 26<sup>th</sup> May 2009 respectively. Educational Consultant, FPSC was the guest speaker on the occasions. He highlighted general requirements of CSS and General Recruitment exam, age criteria, quota system, subject selection, occupational groups and interview techniques. He also discussed the leadership qualities required to be an efficient officer of Government. Seminar was highly appreciated by the University management and participants. A seminar was also arranged in Govt Post-Graduate Girls Degree College, Multan, on 20th January 2009 where Mian Muhammad Sarwar, Educational Consultant, FPSC delivered an informative lecture to students and faculty of the College.

7.6. Other Seminars in collaboration with GRAP to create awareness about civil service induction procedure, were conducted at Islamia University Bahawalpur and its sub-campus in Rahim-Yar-Khan and Bahawalnagar by Mr. Ramiz Ahmad, Director, FPSC on 17th -19th February 2009. These Seminars were also highly appreciated by the University management, students and other participants.

### **FPSC Participated in National Job Fair-2009 at IIU, Islamabad**

7.7. The Jang Group, in collaboration with the International Islamic University Islamabad, organized a National Job-Fair 2009 on 9th - 10th June to bring qualified unemployed Pakistani youth and employers under one roof and to provide an opportunity to interact with each other. Federal Public Service Commission also set up its stall for dissemination of useful information about career opportunities available under the Federal Government. The Educational Consultant and other officers from FPSC briefed the intending candidates and educated youth about the essential requirements for Competitive Examinations and General Recruitment System/Selection procedures. Secretary FPSC also visited the Job-Fair and appreciated the efforts of staff of the Commission for provision of career counselling services

to the participants of the Job Fair and creating awareness among the educated youth about recruitment system and transparent selection procedures adopted by the Commission

### **Special Campaign for Career Counseling in Sindh Province on “Civil Services Recruitment Mechanism”.**

7.8. The Federal Public Service Commission (FPSC) conducted counseling sessions from 28th September to 1st October 2009 and 2nd to 5th Nov 2009 at Various Institutions in Karachi, Khairpure, Larkana, Jamshoro and Sukkur. The objective of these sessions was to inform students about recruitment system and procedure of the FPSC and to keep them updated about challenges and opportunities regarding the civil services of Pakistan. Syed Masood Alam Rizvi & Maj. Gen. (R) Ovais Mushtaq Qureshi, Members Federal Public Service Commission delivered talk to the students and other participates regarding the Civil Services Recruitment Mechanism to make up their mind for choosing the professions in the civil services. The Members further elaborated that FPSC, under its charter, conducts Competitive Examination for recruitment of the Central Superior Services (CSS) Officers, which comprises a written examination, a psychological test and a viva voce. They were also briefed about the Provincial quota of Sindh (Urban & Rural) and the fact that several vacancies from both these areas are not being filled up fully, since last two to three years, as the candidates appearing at the CSS Examination are failing in the compulsory subjects especially English Essay and English Précis & Composition. The informative session was very interactive as the students/ prospective candidates, as well as Faculty Members put many questions about the Central Superior Services as well as the Competitive Examination. They were urged to appear at the CSS Examination as the Federal Government needed qualified and quality officers from Sindh to serve in the Federal Services.

### **Establishment of FPSC Information Centre at Dera Ghazi Khan**

7.9. Federal Public Service Commission has established its Information centre at Govt. Post Graduate College, Dera Ghazi Khan during the year 2009. Secretary FPSC Mr. Shaukat Hayat Durrani visited the college and formally inaugurated the Information Centre on 17th October 2009. After the inauguration ceremony, a seminar was also conducted to motivate the youth and prospective candidates of this back-ward area to join federal government jobs through CSS Examination and General Recruitment. DCO and Director Colleges of the region were also present on the occasion. More than 200 male & female students attended the Seminar. Mr. Shaukat Hayat Durrani, Secretary FPSC briefed the participants about Competitive Examination, General Recruitment System, FPSC functions & its credibility. He said that

FPSC is a Constitutional Body and conducts CSS Competitive Examination as well as Professional/ Recruitment Tests for all posts in BS-16 & above under the Federal Government. The FPSC has its own credibility and the vacant positions are filled on the basis of merit and Provincial/Regional quota. He further enlightened that in CSS Examination there are 1200 marks for written examination and 300 marks for viva-voce. The seminar was highly appreciated by the Management, Faculty Members/Students and other participants.

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

7.10. Whenever there exist any discrepancy in contents of the degree, possessed by candidates, with the specified educational requirements, its equivalence is to be determined. Similarly, advice on recognition of the degree awarding institutes is also tendered to the Commission and its Secretariat by Curriculum and Research Wing of the Commission. During the year, 48 cases were finalized through consultation with the Higher Education Commission, Pakistan Engineering Council and Pakistan Medical & Dental Council.

### **Representation of the Commission on Selection Boards of Universities**

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

<b>Name of Member(s)</b>	<b>Name of University</b>
Mrs. Fazila Aliani	Karakorum International University.
Mr. Muhammad Asif Zaman Ansari	National Defence University
Mr. Suhail Safdar	Quaid-i-Azam University, Islamabad.
Mr. Muhammad Kashif Murtaza	Allama Iqbal Open University, Islamabad.

### **FPSC Information Centres**

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

7.13. FPSC Information Centres have been established at following places:

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

### **Publications**

7.14. Annual Report 2008 was published during the period under report. Annual Report of the Commission is widely circulated to the Government, Provincial Public Service Commissions and other allied Organizations for information. The report has extensive data analysis on CSS Competitive Examination and other recruitments for Technical/Professional positions processed by the Commission.

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

### **An Analytical Report on Competitive Examination (CSS) 2008.**

7.16. An analytical report on Competitive Examination 2008 was prepared as desired by the Commission. The said report was discussed in the Commission meeting. It was observed that in Competent Examination 2008, 85 vacancies remained unfilled from Sindh (U) and Sindh (R) due to non-availability of qualified candidates. A copy of the report was also sent to Establishment Division.

### **Recruitment Management Regulation of FPSC**

7.17. During the year, two Manuals one each on General Recruitment System and Recruitment through CSS Competitive Examination were prepared and submitted to concerned Wings for their input/views. The objectives of these Manuals are to prepare a single document regarding transparent and efficient recruitment by the Commission.

## Analysis of Post Selection Data Concerning CSS Competitive Examination 2008

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

### Allocation of Groups/Services to Selected Candidates

7.19. There were 6588 applicants for the Competitive Examination 2008. Out of them, 4247(73%) appeared and 685(8.46%) passed in written examination. Establishment Division reported 447 vacancies, whereas 359(8.46%) candidates were inducted into various Occupational Groups/Services. Allocation could not be made against 88 vacancies reserved for Sindh(R), Sindh(U) and Balochistan, as required numbers of candidates were not available from these Provinces. Detail is given in Appendix-XVI (Table-1, Page-149). Group/service wise allocation of candidates is displayed in the graph as under:

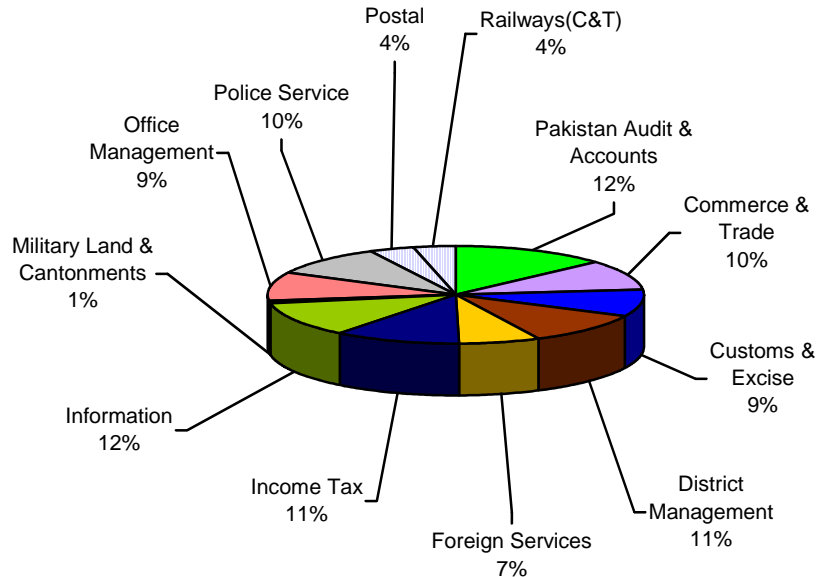


Figure 1: Occupational group/service wise break-up of allocated candidates

**Domicile-Wise Performance of Candidates**

7.20. Out of 4247 candidates who appeared in the written exam, 2343(55%) were from Punjab, followed by NWFP 730(17%), Sindh Rural 420(10%), Sindh Urban 274(06%), FATA 217(05%), Balochistan 181(04%) and AJK 82(02%). In the final selection, the share of candidate from Punjab was 203(57%), NWFP 44(12%) and 29(8%) each for Balochistan, Sindh Rural. (Appendix-XVI, Table-2 Page-150).

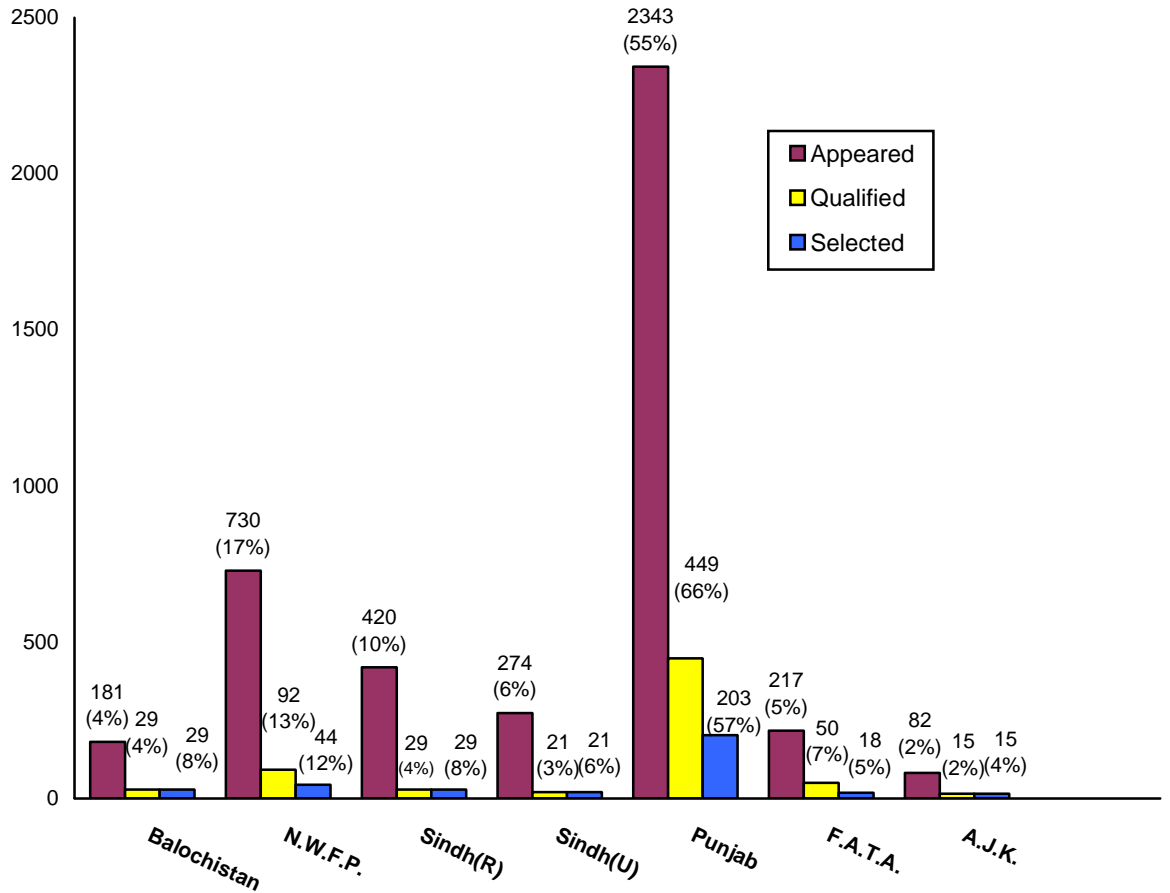


Figure 2: Domicile wise break-up of candidates



## Father's Education

7.21. Statistics regarding educational status of the father of candidates, showed that 43% of them were Graduate and above or Professional Degree holders like (MBBS, B.Sc. Engineering etc.), while 25% were Matriculate or below. In final selection their share remained as 58% and 28% respectively. It was observed that the performance of the candidates whose father had Post Graduate qualification was far better than others as they obtained 25% share in final selection while their appearance was 16%. (Appendix-XVI Table-3, Page-151). Figure-3 shows education level of candidate's father.

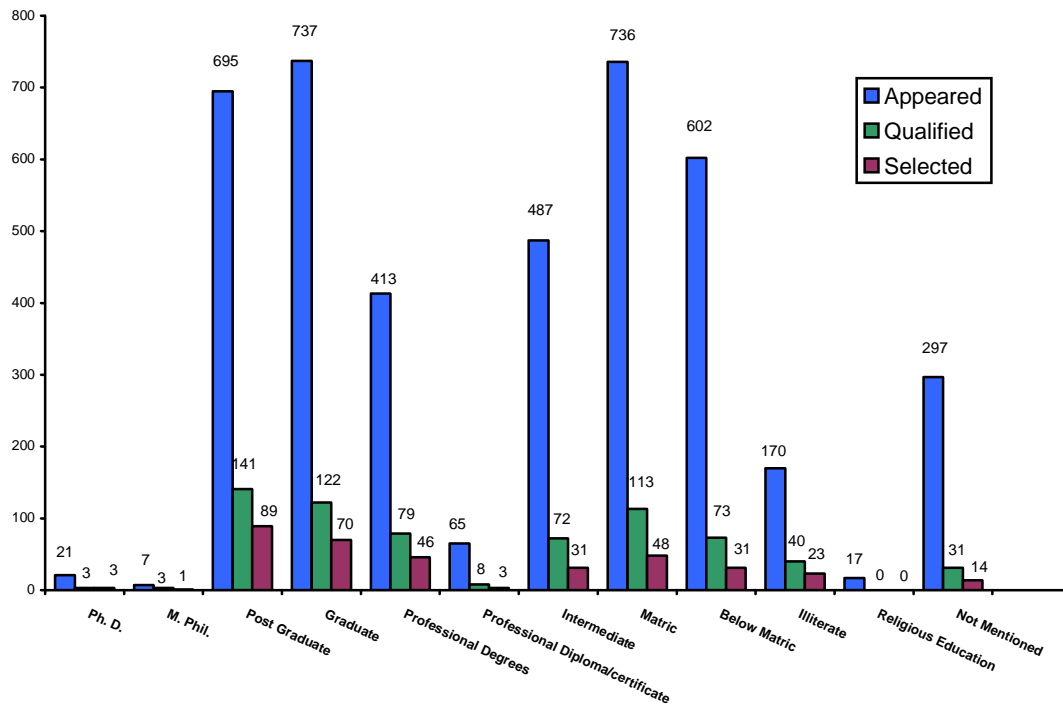


Figure 3: Fathers' education-wise break-up of candidates

### Father's Occupation

7.22. Impact of Father's occupation on performance of their offspring was studied and relative share of the candidates in final selection w.r.t their father's occupation is given below in graph. Percentage of selected candidates whose parents were retired from various services was 28% followed by Business 15%, Administrative job 13% and Agriculture 12%. It reveals that performance of the candidates whose father have Administrative jobs or retired from various services was higher than other occupations as compared to their appearance in examination. (Appendix-XVI Table-4, Page-152).

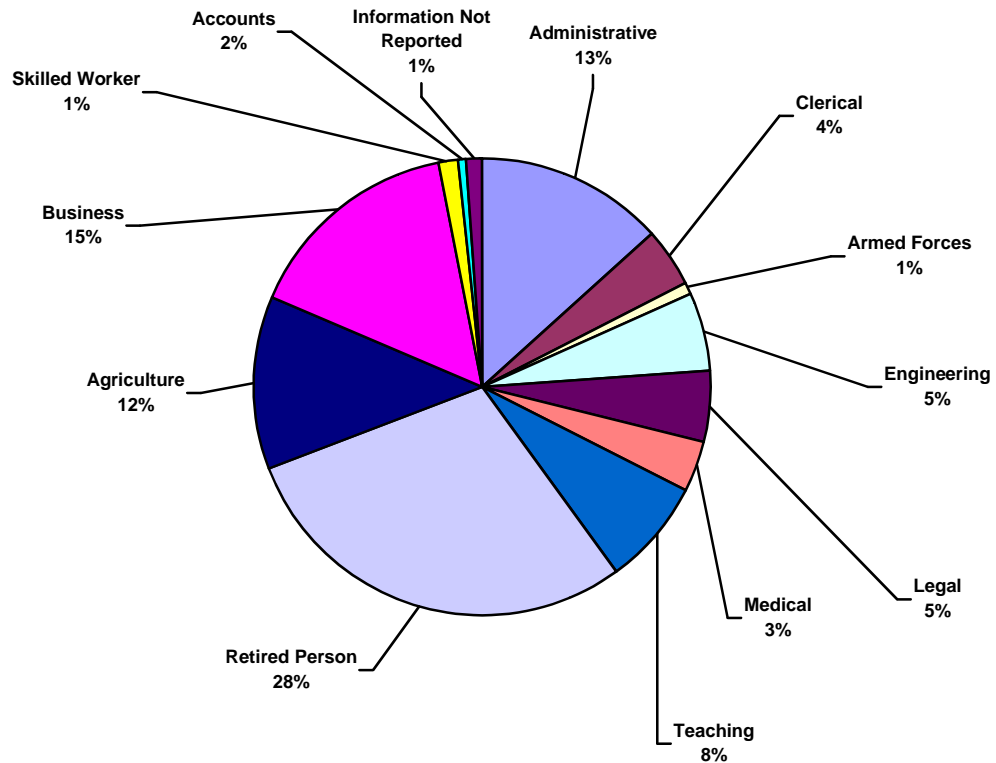


Figure 4: Share of the candidates in selection w.r.t. their father's occupation

### Family's Income

7.23. The data indicates that 59% candidates who appeared in the Competitive Examination belonged to families having income in the range of Rs. 1 - 7 Lac per annum, while in final selection they got 64% share. However, 14% candidates appeared in the written exam belonged to families with income in the range of Rs. 7 Lacs and above per annum and their share in final selection was 21% which clearly showed their best performance as compared to other income groups, (Appendix-XVI Table-5, Page-153). Figure-5 below depicts share of various income groups in final selection.

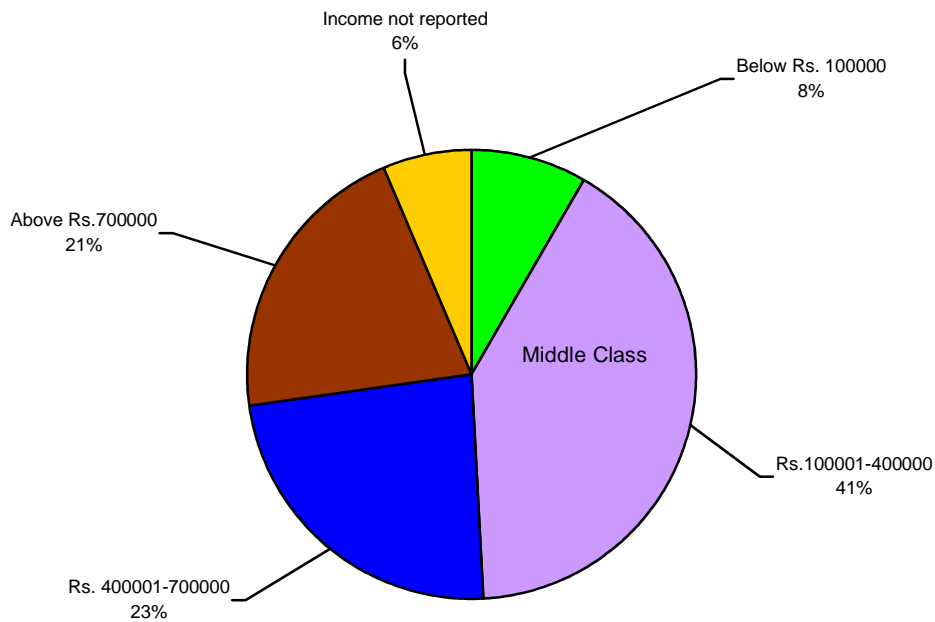


Figure 5: Selected candidates according to their family income.

### Gender-Wise Participation

7.11 Statistics showed that out of 4247 candidates who appeared in the written exam 74% were male and 26% candidates were female. While in final selection 76% were male and 24% were female candidates. The study showed that female candidates are decreased their ratio in competitive examination as compared to previous year i.e.31%. (Appendix-XVI, Table-6, Page-154).

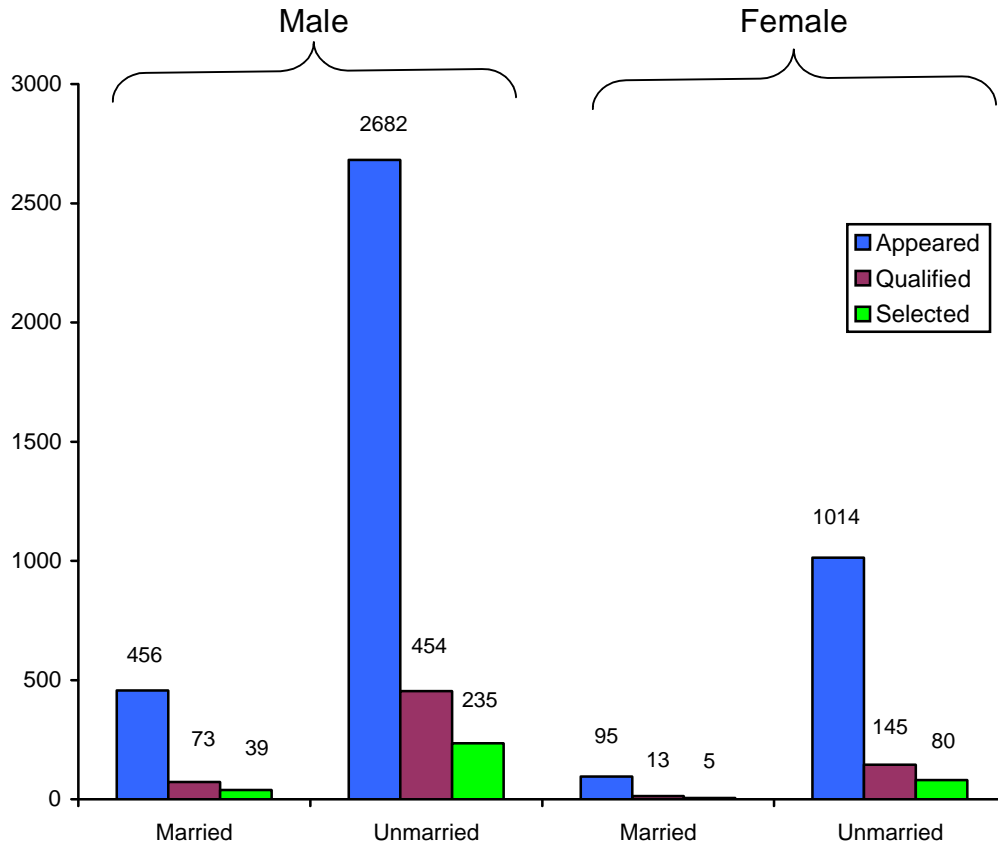


Figure 6: Gender and marital status wise break-up of candidates

### Age Group of Candidates

7.12 The study revealed that 62% candidates who appeared in the examination fall within age groups 25-29, while in final selection they got 55% share. The performance of the candidates in age group 23-25 was better than other age groups as they got share of 29% in final selection against their appearance of 24%. (Appendix-XVI Table-7, Page-155).

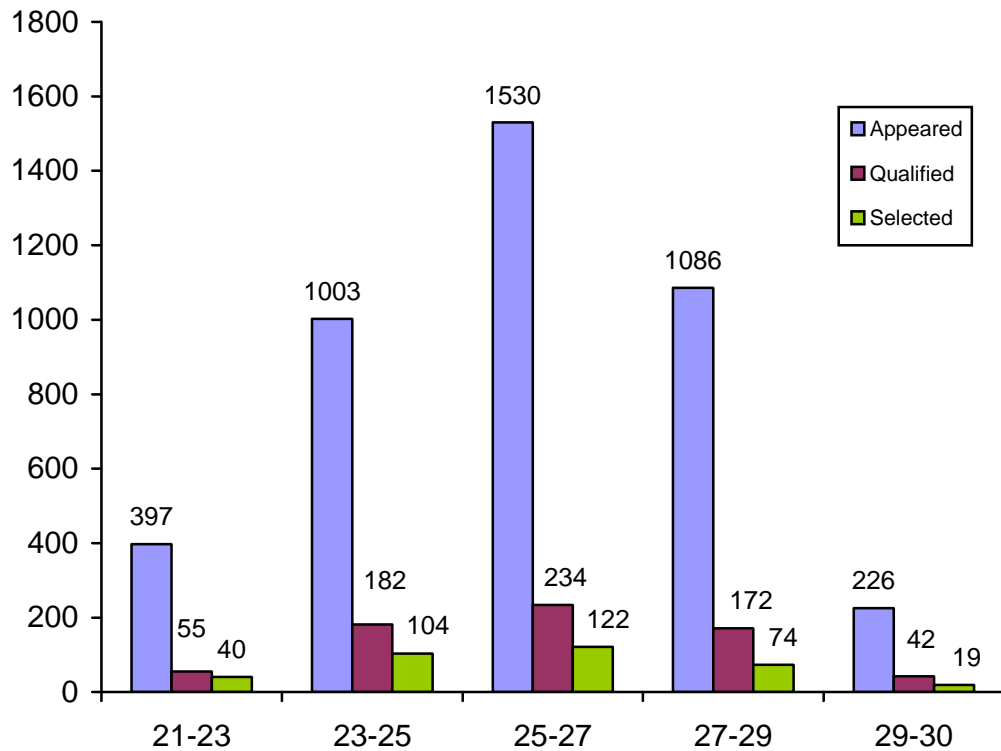


Figure 7: Age-wise break-up of candidates

## Schooling

7.24. Out of 359 selected candidates, 102(28%) got their early education from Provincial Government Schools followed by those 62(17%) who got education from Private Schools, 46(13%) from Public Schools and 45(13%) from Forces/Garrison Schools. In final selection the performance of candidates who studied from Forces/Garrison schools was 13%, was far better than other schools against their appearance of 5%. (Appendix-XVI, Table-8, Page-156). Figure below shows share in selection of candidate's w.r.t their schooling.

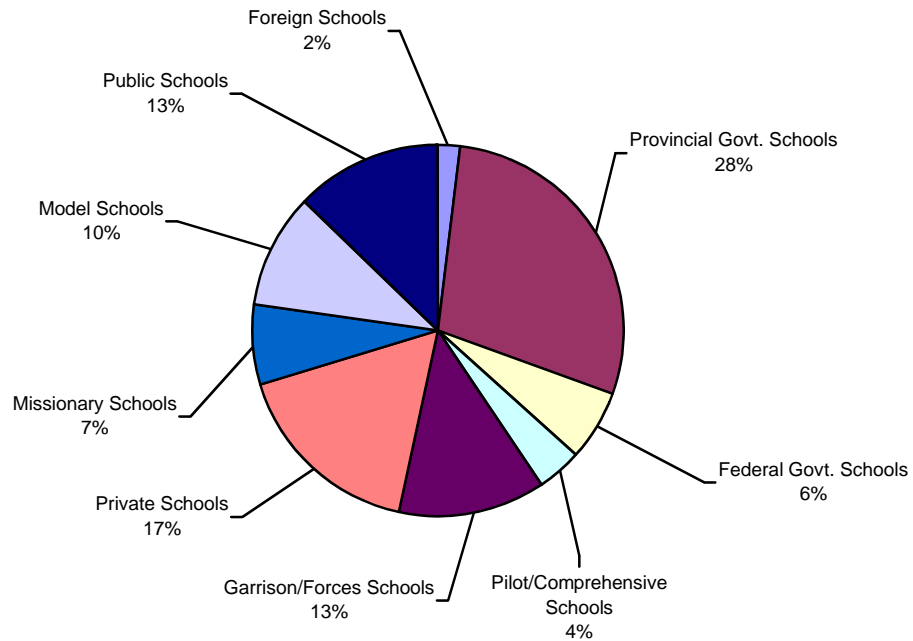


Figure 8: Selected candidates according to types of schools.

## University Education

7.25. Study depicts following two types of information:

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

7.26. 51% of candidates who appeared in CSS written exam were Second Division holder in their last academic degree, followed by candidates with First Division holder 46%. In final selection 66% share went to First Division holders.

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

7.27. Data shows that out of appeared candidates, 46% were Masters Degree holders, 34% Bachelor Degree holders, 9% Law Graduates, 3% Engineering and 2% Medical degree holders. In final selection, share of Masters Degree holders was 46%, followed by simple Graduation 22%, 11% each to Engineering & Law Graduate and Medical 7%. Analysis reveals that Major share in final selections went to Master Degree holders. In view of these statistics, the candidates having Engineering, Medical and Law degree performed much better than other degree holders and got much higher share in selection against their appearance percentage in the exam. Relative share according to last degree of candidates has been shown in figure-9 below (Appendix-XVI, Table-9, Page-157).

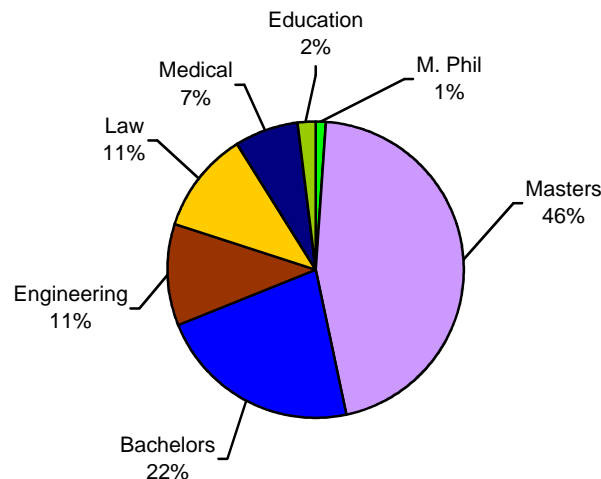


Figure 9: Share in Final Selection according to last academic degree of candidates

### Candidates Previous Occupation

7.28. The data showed that 63% candidates appeared in the examination were unemployed, whereas 11% candidates belonged to teaching jobs, 7% hold administrative Jobs, 5% related to Armed Force/Clerical jobs and 3% had account job. In final selection, unemployed candidates got 51%, teaching jobs 11%, accounts jobs 3% and candidates hold administrative jobs got the share of 15% which showed better performance of the candidates who hold administrative jobs, followed by Engineering/Medical job holders. (Appendix-XVI, Table-10, Page-158).

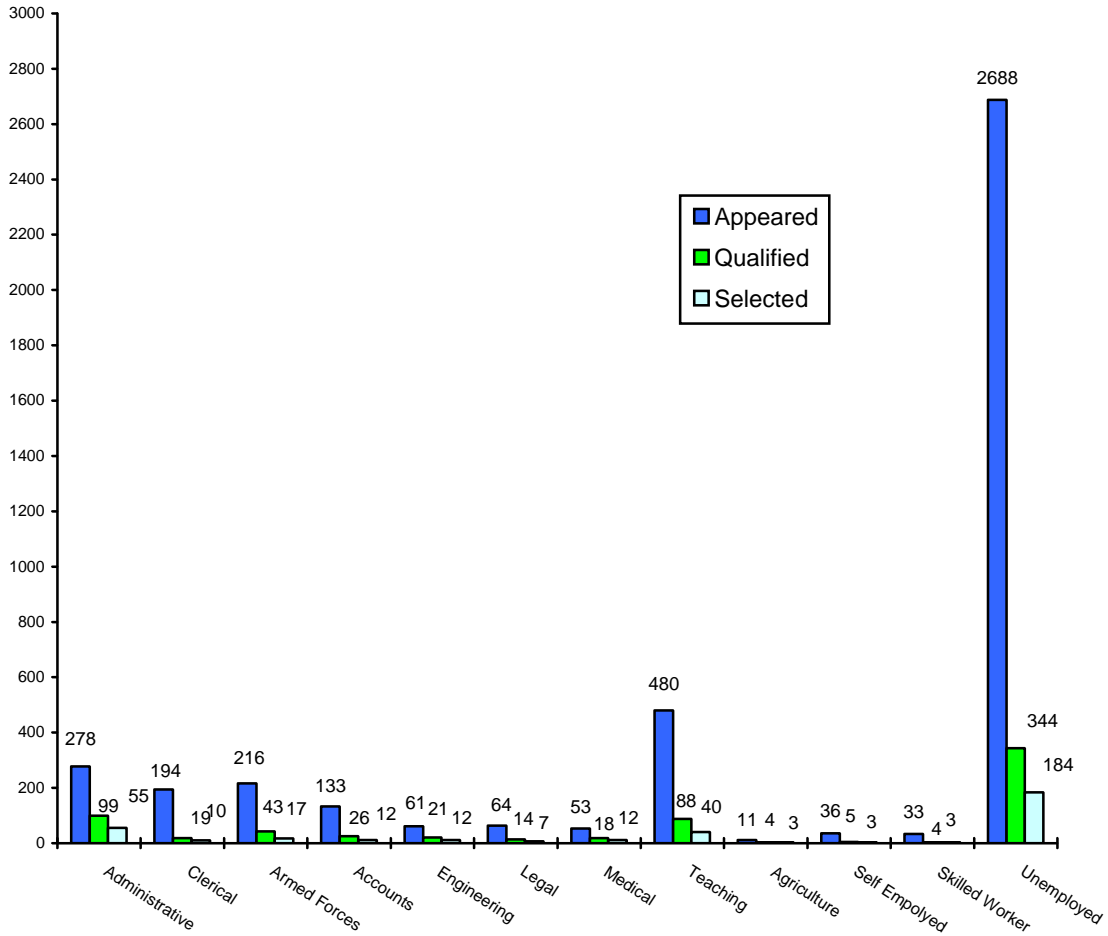


Figure. 10 Occupation wise break-up of candidates



## **Performance in Compulsory Subjects**

7.29. Study of candidates who qualified in CSS written examination showed that 84% candidates in Every-Day Science, 45% each in Islamiat and Pakistan Affairs got above 60% marks. In Current Affairs and Essay 1% and 7%, candidates secured above 60%marks respectively. Analysis showed that performance of qualified candidates in written examination in subject of Every-Day Science, Islamiat and Pakistan Affairs was much better than other compulsory Subjects. (Appendix- XVI, Table-11, Page- 159).

### ***Observations of Examiners on Performance of Candidates in Written Part of CSS Examination 2008***

7.30. Following are observations of the examiners on performance of candidates in compulsory as well as optional subjects offered in written part of the Competitive Examination 2008.

### **Compulsory Subjects**

7.31. **Essay:** The Essay Paper brings out the expression, current knowledge and the mental caliber of the candidates. Majority of the candidates lacked the natural flare of writing an English Essay. The basic structure was unknown to them i-e Introduction, Body of essay and the Final Conclusion. There was no continuity of thoughts, at times faulty language, forms and idioms were used, These flaws of expression marred the over all impact of the essay.

7.32. **English (Précis & Composition):** The grasp of the subject even the most fundamentals of language was deplorable. Majority of the candidates did not understand the simple mechanics of paragraph and précis-writing. The choice of style and lexical items did not match the contents. The range of their lexical competence also seemed highly restricted. On the whole, the level of competence in the English language must be improved.

7.33. **GK-I (Everyday Science):** General performance about 40 to 45% candidates was well, giving conceptual answers to some extent covering all microscopic details of the questions. While 20 to 25% candidates gave same traditional answers taken from help/guide books. Whereas remaining candidates did not show any interest even they could not qualify in the subject. Majority of the candidates did not bother to consult well reputed general material which may be helpful in broadening their views/enhancing capabilities to learn knowledge and, provide a strong grip over the current issues of Everyday Science.

7.34. **G.K-II (Current Affairs):** Majority of candidates failed to understand the contents of question and consequently detracted. Most of the candidates

lacked analytical ability and followed descriptive method in their narrations. Very small number of candidates secured more than 50% marks in objective type question (MCQs) which manifested their poor general knowledge.

7.35. **GK-III(Pakistan Affairs):** The standard of the candidates was satisfactory. Some of the candidates were outstanding and performed well. Majority of the candidates got average marks. They appeared in the examination for the sake of CSS Examination and did not give due importance to the paper.

7.36. **Islamiat:** The performance of about 50 percent candidates was generally satisfactory. Majority of candidates required improvement in their knowledge. They should consult newspapers, magazines and foreign journals etc.

### **Optional Subjects**

7.37. **Accountancy & Auditing-I** The overall pass percentage was 79. Apart from compulsory questions, the most favourite question was of accounting ratios, but the candidates faced difficulty in calculating Debt/Equity ratio. Some candidates had no clear idea that Revenues were shown on the Credit side of an account and Expenses on the Debit side of it. Generally the quality of the short answers was not upto the mark. It is imperative that candidates should take keen interest in the subject and produce quality answers.

7.38. **Accountancy & Auditing-II:** The general performance of the candidates was satisfactory. The strength of the candidates includes their physical and mental abilities, educational qualification, experience and standard books relevant to the syllabus. The weakness of majority of the candidates was that they did not take care of recent changes in prescribed law (income tax) relating to this paper. The candidates who had command over the subject did well, whereas the others miserably failed in the subject.

7.39. **Agriculture:** Overall performance of the candidates was satisfactory.

7.40. **Applied Mathematics I-II:** Performance of the candidates was poor in paper-II as compared to paper-I. Majority of the candidates had more practice in manual and numerical calculations rather than the knowledge related to it and the concepts of the subject. They must have knowledge of Modern techniques for better performance in the subject.

7.41. **Arabic-I:** The overall performance of the candidates was satisfactory. However, general knowledge regarding Arabic literature must be improved as well as Essay writing skill and grammatical rules be followed.

7.42. **Arabic-II:** The overall performance of the candidates was good. In general, the candidate had knowledge about Arabic literature but not Arabic

itself. The candidates generally did not have the capability of “creativity” in the answers which showed lack of their knowledge about direct access to Arabic language. The performance of the candidates can be improved by adopting direct method of teaching Arabic in Colleges and Universities level.

7.43. **Balochi:** The overall general performance of the candidates was satisfactory.

7.44. **Botany I-II:** The performance of the candidates was just satisfactory. However, majority of the candidates did not attempt the paper according to demand of questions. The answers should be focused on the main points being asked in the questions..

7.45. **British History I-II:** The performance of the candidates was poor. The main reasons were non-availability of good text /reference books, subject offered in very few Colleges/Universities at BA/MA level and lack of qualified teachers..

7.46. **Business Administration:** The overall performance of the candidates was unsatisfactory. Majority of the candidates had given general answers, based on their general knowledge. The candidates must concentrate more on practical application of concepts at this level.

7.47. **Constitutional Law:** The answers offered by majority of the candidates were not relevant which showed that they were not strong in terms of conceptual comprehension. In MCQs, the candidates had done well and such questions, thus enabled them to get through the paper. Overall performance of the candidate was lower than the required standard of the FPSC. Majority of the candidates were weak in English grammar and Writing skill.

7.48. **Chemistry-I:** The performance of the candidate was satisfactory.

7.49. **Computer Science:** The candidates did not make in-depth study and appeared in examination without thorough knowledge of the subject especially in Database, Networking, Programming and Computer Architecture.

7.50. **Economics-I:** The performance of candidates was deplorable. Out of total 261 candidates appeared in the subject, 222 (85%) got below 32% marks, 36 (14%) obtained 33-59% marks, while only 3 (1%) candidates secured between 60-79% marks. Majority of the candidates appeared to have crammed the topics.

7.51. **Economics-II:** The performance of candidates was quite disappointing. Poor English, lack of general knowledge and ignorance towards the basic concepts of the subject were indeed lamentable. Most of the answers were irrelevant and the candidates were found in the habit of writing stories instead of addressing the question to the point. In addition, majority of the candidates

did not even understand the questions. Hardly 4 to 6% candidates performance was found satisfactory to some extent. Performance in objective part of question paper, was quite poor which showed traditional ratta system prevailing in our educational institutions.

7.52. **English Literature-I:** Overall performance of the candidates was average. Majority of candidates could not produce answers as per requirement of questions, and their thoughts were fuzzy/confused and lacked ability to analyse the situation. The pathetic/below average answers were replete with errors of syntax, wrong spelling and incorrect statements.

7.53. **English Literature-II:** The candidates lacked originality and in-depth study of the subject. Their answers to questions reflected rote learning and reliance on notes/guide books. The candidates, securing 50-60% marks had good command over the language. Majority of the candidates had poor spellings, faulty structures and weak knowledge of grammar of the language. The candidates should be motivated to attend the libraries and be encouraged for originality and conceptual learning.

7.54. **European History & Culture I&II:** Majority of the candidates had in-depth study of some of the aspects asked in the question paper. Moreover the significance of diplomacy in World affairs was discussed in an intelligent way by a number of candidates. Some of the candidates had the ability to appreciate the analytical nature of the various aspects covered in the questions.

7.55. **Forestry:** Majority of the candidates had average understanding of the subject. They are advised to be concise and to the point while answering the question instead of writing irrelevant material.

7.56. **Geography-I:** The performance of candidates revealed that precise knowledge of the subject was not strong. The candidates, who supported their answers with Maps, Diagrams and Tables, secured good marks. However, the improvement in the quality of English language, grammar, spellings and comprehension was much needed.

7.57. **Geography-II:** The performance of candidates was better as compared to paper-I. The candidates should have wider knowledge of regional Geography and not limited only to Asia and Pakistan. The candidates mostly suffered due to deficiency in English language.

7.58. **Geology I-II:** Majority of the candidates lacked conceptual clarity. They produced totally irrelevant material in replying even basic questions, which clearly showed their lack of interest in preparing the subject. 6 candidates (55%) failed in the subject while only one candidate got between 60-64% marks.

7.59. **History of Pakistan & India-I&II:** There was a steady decline in performance of the candidates due to poor quality of education. This can be attributed to; poor teacher training, out-dated curriculum and non-availability of good quality text books and reading material.

7.60. **History of USA:** The performance of the candidates was satisfactory. 25 percent candidates got 60% and above marks, 47 percent obtained between 44-59 marks, 20 percent candidates secured 33-43% marks, while 8 percent failed in the subject. Majority of the candidates seemed not pre-familiar with the subject. They relied on guide books and other second rated material available in the market. Most of them had faulty English language/ structure of sentences and poor syntax which hampered their expression.

7.61. **International Law:** The performance of candidates was not fair. 30 percent got 33-43% marks. 32 percent candidates obtained 44-59% marks. 18 percent secured 60% and above marks in the subject.

7.62. **International Relations:** Majority of the candidates opted this subject without proper preparation and in-depth understanding of it. They could not develop common sense of the dynamics and factors of International Relations. Majority of candidates lacked techniques of expression, exactitude, methods of argumentation and even they faced difficulties of expression in English Language. In objective part of paper, several candidates marked the options without having confidence and accuracy.

7.63. **Islamic History & Culture-I:** Actually question paper was belonged to easy approach to the candidates but the standard of answers was not up to mark. It was observed that candidates did not study the subject properly and they were also handicapped due to poor English grammar and writing skill. The candidates are advised to have up to date knowledge of the subject.

7.64. **Islamic History & Culture-II:** The general performance of more than 80 percent candidates was not up to the mark. Lack of analytical and critical approach was the main and common concern of the candidates. They had no command in the language because majority of them studied in Urdu Medium Colleges. Out of 514,139 candidates failed in the subject while 17 candidates attained 60-64% marks; and only 2 candidates got 65-79% marks.

7.65. **Journalism:** Majority of the candidates relied on guide books/notes to achieve their goal which was a stigma on the part of education. They lacked ability to understand the actual theme of question and produced answers as memorized by them. The up-dated list of recommended readings should be provided to candidates to enhance exposure of subject knowledge and to get rid of stereotype method of attempting the question.

7.66. **Law I-II** The candidates showed average performance in the subject. Majority of them had lack of expression and basic proficiency in English language. The candidates, securing below 60% marks in the subject, were not worthy of consideration for this examination.

7.67. **Muslim Law & Jurisprudence:** Majority of the candidates lacked power of expression in English. Instead of quoting Articles/ Sections of an Ordinance, their answers were found superficial and hypothetical. In objective part majority of candidates did not have overall knowledge of the subject. 12% candidates got 60% and above marks. 60 percent secured in the range of 44-59% marks. 21 percent obtained 33-43% marks, while 7 percent failed in the subject.

7.68. **Philosophy-I&II:** Majority of the candidates lacked comprehension of the subject. Generally they had opted to answer straight forward questions rather than based on applied nature. They were mostly depended on notes, guides and selective study of the syllabus. Their answers were devoid of logical cohesion and technical terms were often misused.

7.69. **Political Science-I:** In MCQs, the candidates did well and better performance in these questions enabled many of them get through the paper. Overall, performance standard had still to match the corresponding calibre of the Commission. The conceptual question was not attempted well. Majority of the candidates were weak in English grammar and lacked writing skills. Answers of majority of candidates were not appropriate / relevant to the questions.

7.70. **Political Science-II:** General performance of the candidates was not up to the mark of CSS Examination. In majority cases the standard was even below BA/BSc level. 2 percent candidates were rated as very good. 10 percent were good, while remaining were satisfactory or not really satisfactory. The deteriorating standard of knowledge was alarming and thought provoking. Lack of original thinking and analytical approach was also observed which reflected the non serious and casual attitude of the youth towards life.

7.71. **Physics-I&II:** Majority of the candidates were poor in solving the numerical problems in Mechanics. Overall, performance of the candidates was very poor. 50 candidates out of 116 failed in the subject. They did not have basic concept of Physics. In objective part, they just tried to fill the square because they knew that there was no negative marking. The candidates are advised to go through general Physics books.

7.72. **Psychology-I:** Overall, the candidates' performance was quite satisfactory with the impression that they had the knowledge of concepts but were not able to relate it with real life situation. Besides this, the candidates were not capable to express their knowledge in English properly.

7.73. **Psychology-II:** On the whole, performance of the candidates was satisfactory. It reflected that majority of candidates had never studied the subject in their entire academic career and neither prepared seriously for the examination. They had very poor knowledge and wrote irrelevant material in their answers. However, 32 percent candidates got 60% and above marks. 51 percent secured 33-59% marks and 17 percent candidates failed in the subject.

7.74. **Public Administration:** The overall performance of the candidates was not much impressive. No candidate was able to get more than 14 marks in MCQs which clearly showed shallowness of their overall knowledge, selective study of the syllabi and dependency on get-through guides. The candidates were unable to manipulate their ideas. There was usually a big gap between discussion and the conclusions drawn by the candidates in their answers.

7.75. **Punjabi:** Majority of the candidates had studied guide books/ready made notes prepared for the purpose instead of thorough and detailed study of standard books/ materials and therefore could not produce answer as per requirement of the questions. They filled pages with unwanted information which had no link with the question. The grammar and spelling were very poor.

7.76. **Pure Mathematics-I:** The performance of the candidate was poor due to selective study of the subject. 73 percent candidates failed in the subject. 8 percent obtained 33-43% marks, 15 percent secured 44-59% marks, while 4 percent got 60-64% marks.

7.77. **Pure Mathematics-II:** The performance of the candidates was very weak as compared to paper-I. The knowledge of the subject was poor and no serious efforts were made. 81 percent candidates failed in the subject. 15 percent got 33-43% marks and 4 percent obtained 44-59% marks.

7.78. **Pushto:** The performance of the candidates was very good. Out of 532, 3 candidates got above 79% marks. 409 candidates obtained 65-79% marks. 108 secured 60-64 marks. 50 candidates got 44-59 marks while only one candidate secured between 33-43 marks, only one candidate failed in the subject. Majority of candidates had good knowledge.

7.79. **Statistics:** The result was not satisfactory as the candidates did not possess conceptual knowledge of the subject although question paper was exactly according to syllabus and emphasized more on application of Statistics in real life. The performance of the candidates would have been better if they had studied/prepared applied aspect of the subject.

7.80. **Urdu-I:** Candidates did not know the technical aspects and new trends of Urdu literature. However, overall pass percentage in Urdu (paper-I) was 94 , 35 percent Candidates got 65 to 79% marks, 11 percent Candidates secured 60 to 64% marks, 57 percent Candidates attained 44 to 59% and 22 percent

obtained 33 to 43% marks, while 6 percent candidates did not qualify the paper.

7.81. **Urdu-II:** The performance of candidates was worse as compared to paper-I, only 74 percent candidates passed the paper. Overall literary and poetry interest is being declined. Positive steps should be taken for improvement. Only one percent candidates got between 65 to 79% marks and 3 percent secured 60 to 64% marks, 34 percent attained 44 to 59% marks, 36 percent secured 33 to 43% marks, while 26 percent candidates could not even pass the paper.

7.82. **Zoology-I&II:** The performance of the Candidate was generally satisfactory.

## **Public Sector Capacity Building Project**

7.83. The Consultants engaged to study the Recruitment System (CSS Examination, General Recruitment and Psychological Assessment) submitted their reports along with recommendations, followed by presentations to the Commission. The reports and recommendations are under evaluation by the Technical Committee of the FPSC Secretariat for submission to the Commission and the Government.

7.84. Under Public Sector Capacity Building Project financed by World Bank 67 employees participated in various short courses in General Administration and Information Technology for enhancement of knowledge and up-gradation of their skills for effective performance in the Commission. These courses were organized by Pakistan Institute of Management (PIM) Karachi & Lahore, National University of Modern Languages (NUML), Management Services Wing, NICON College of Computer and Management Sciences and CORVIT System (Pvt.), Islamabad





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**SECTION-VIII**  
**REDRESSAL OF GRIEVANCES CASES**

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(63-64)



## Redressal of Grievances

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

8.2. To minimize increasing litigation cases, provision of appeal by aggrieved candidates has been made in the Federal Public Service Commission's Ordinance 1977 (XLV of 1977), in Section 7, sub-section 3(a,b&c). With this provision, candidates have been provided enough opportunity to redress their grievances within the Commission. During the year, 260 candidates filed such appeals before the Commission. Out of these, 71 candidates got relief.

8.3. Data on petitions/appeals filed upto 31<sup>st</sup> December, 2009 in various Courts of Law is given below:

S. No	Court/Forum	As on 01-01-09	Filed during 2009	Total	Decided during 2009	In hand on 31.12. 09
		A	B	C=A+B	D	E=C-D
1.	Supreme Court of Pakistan	11	3	14	2	12
2.	Lahore High Court	61	15	76	21	55
3.	High Court of Sindh	26	1	27	6	21
4.	Peshawar High Court	12	-	12	5	7
5.	High Court of Balochistan	2	1	3	2	1
6.	AJK High Court	-	2	2	-	2
7.	Federal Service Tribunal	31	14	45	2	43
8.	NA Chief Court Gilgit	2	2	4	-	4
9.	Civil Courts/Misc.	6	-	6	6	-
	Total	151	38	189	44	145



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

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(67-68)



## Services Matters

### Framing/ Amendment in Recruitment Rules During the Year, 2009

9.1. Under Section 7(l)(b) of the FPSC Ordinance 1977, one of functions of the Commission is to advise on matters relating to qualifications and methods of recruitment to services and posts under purview of the Commission. In compliance of this provision, the Commission processed 76 Cases of Recruitment Rules during the year. The detail is given below:-

<b>Particulars</b>	<b>Cases</b>	<b>*Cases approved</b>	<b>**Cases closed</b>	<b>Cases under process</b>
Cases of Concurrence / amendment in Recruitment Rules brought forward from preceding years.	24	12	4	8
Re-Opened	3	3	-	-
Cases of Concurrence / amendment in Recruitment Rules received during 2009.	49	26	1	22
Total:	76	41	5	30

\* **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**

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

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

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**(71-72)**



## **Advice of the Commission**

10.1 In discharge of its statutory responsibilities, the FPSC continued to advise Ministries/Divisions/Departments on services related matters. In previous years, there were some cases where advice of the Commission was not accepted or where the Commission ought to have been consulted but was not consulted. Such actions of the Ministries/Divisions/Departments tend to diminish the process of fair selection and undermine effectiveness of Commission. During the year 2009, no case was reported on the subject matter.

10.2 However, It is mandatory for all the Ministries/Division/Departments that the offers of appointment to the Commission's nominees should be issued within two months after the receipt of recommendation from the Commission. In 22 cases, the procedure was not full filled .Detail of such cases is given at appendix-X (page-139).

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SECTION-XI  
APPENDICES

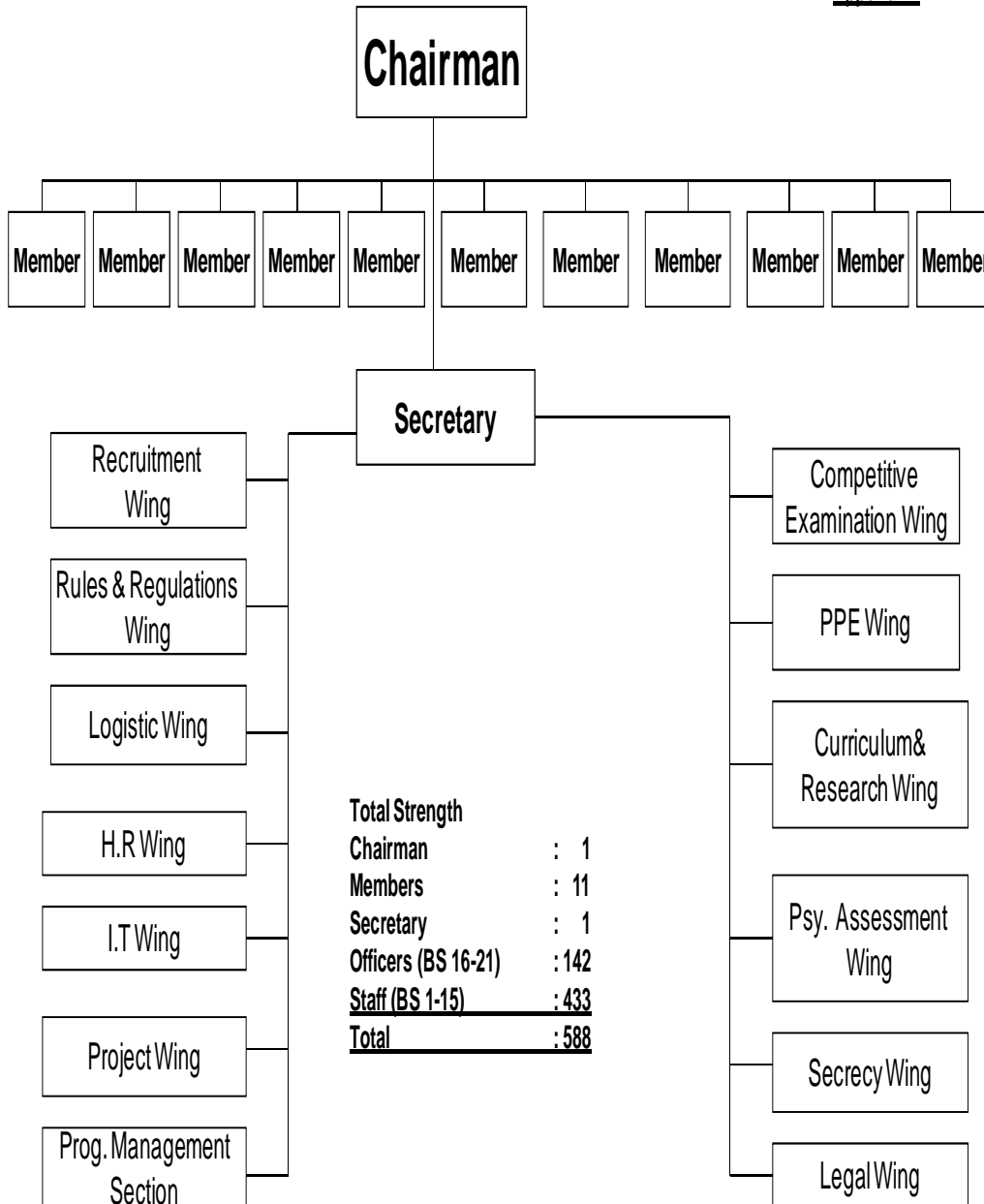
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## INDEX TO ABBREVIATIONS USED IN THE APPENDICES

- 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



**Appendix-I-A**

## Commission and its Staff Position as on 31<sup>st</sup> December, 2009

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	11	8	3
3.	Secretary	21	1	1	-
4.	Executive DG	21	1	-	1
5.	Director General	20	3	3	-
6.	Chief Psychologist	20	1	1	-
7.	Chief IT	20	1	-	1
8.	Director	19	9	5	4
9.	Senior Psychologist	19	2	2	-
10.	Educational Consultant	19	1	1	-
11.	Director (Computer)	19	1	1	-
12.	Deputy Chief IT	19	1	1	-
13.	Deputy Director	18	13	12	1
14.	Psychologist	18	4	2	2
15.	Senior Research Officer	18	1	1	-
16.	System Analyst	18	1	1	-
17.	Programmer	18	1	-	1
18.	Data Base Administrator	18	1	-	1
19.	Quality Assurance Officer	18	1	1	-
20.	Private Secretary	18	12	12	-
21.	Junior Programmer	17	2	2	-
22.	Website Manager	17	1	1	-
23.	Network Administrator	17	1	1	-
24.	Data Control Officer	17	3	1	2
25.	Research Officer	17	3	3	-
26.	Assistant Director	17	35	28	7
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	-



1	2	3	4	5	6
33.	Assistant Data Base Administrator	16	1	1	-
34.	Hardware Engineer	16	1	-	1
35.	Assistant Network Administrator	16	5	5	-
36.	Data Processing Assistant	16	18	18	-
37.	Stenographer	15	30	29	1
38.	Assistant Incharge	15	2	2	-
39.	Assistant	14	64	56	8
40.	Stenotypist	12	47	32	15
41.	Statistical Assistant	11	6	3	3
42.	Security Supervisor	11	1	1	-
43.	Draftsman-cum-Artist	11	1	1	-
44.	Library Assistant	11	1	1	-
45.	Key Punch Operator	10	15	12	3
46.	Terminal Operator	10	2	1	1
47.	Upper Division Clerk	7	35	34	1
48.	Telephone Operator	7	2	2	-
49.	Lower Division Clerk	7	62	55	7
50.	Security Clerk	7	2	2	-
51.	Driver	4	32	29	3
52.	Dispatch Rider	4	2	2	-
53.	Duplicating Machine Opt.	4	3	3	-
54.	Electrician	4	1	1	-
55.	Lift Operator	3	3	2	1
56.	Book Sorter	2	1	1	-
57.	Daftry	2	16	15	1
58.	Qasid	2	14	14	-
59.	Naib Qasid	1	58	55	3
60.	Frash	1	2	2	-
61.	Chowkidar	1	10	9	1
62.	Security Guard	1	9	8	1
63.	Bus Cleaner	1	1	1	-
64.	Khakroob	1	11	10	1
Total			588	514	74

**Appendix-I-B****Officers Who Joined the Commission during the Year, 2009**

S. No.	NAME OF OFFICER	DESIGNATION	DATE OF JOINING
1.	Mr. Justice (R) Rana Bhagwandas	Chairman	17-12-2009
2.	Syed Asif Shah	Member	13-1-2009
3.	Mr. Suhail Safdar	Member	27-1-2009
4.	Maj Gen(Retd) Ovais Mushtaq Qureshi	Member	6-5-2009
5.	Mr. Saud Gohar	Member	10-12-2009
6.	Mr. Muhammad Kashif Murtaza	Member	11-12-2009
7.	Mr. Shaukat Hayat Durrani	Secretary	8-5-2009
8.	Mr. Abid Farooq	Quality Assurance Officer	1-8-2009
9.	Mr. Farooq Ahmad	Junior Programmer	2-2-2009
10.	Mr. Nasir Pervaiz	Research Officer	11-2-2009
11.	Mr. Asim Mahmood	Junior Programmer	2-3-2009
12.	Mr. Farooq Ahmad Hassan	Website Manager	3-3-2009
13.	Mr. Salman Zafar	Network Administrator	5-3-2009
14.	Mr. Imran Shahid	Asstt. Data base Administrator	17-2-2009
15.	Mr. Ihtisham-UI-Haq	Asstt. Network Administrator	6-8-2009
16.	Mr. Adnan Ahmed	-do-	8-8-2009
17.	Mr. Umair Aziz	-do-	12-8-2009
18.	Mr. Faisal Aziz	-do-	13-8-2009
19.	Mr. Asif Khan	-do-	17-8-2009

**Officers/Official Promoted during the Year, 2009**

S. No.	Name	Promoted as	Date of promotion
1.	Mr. Abrar-ul-Haq Shami	Deputy Chief (IT)	14-5-2009
2.	Mr. Tanwir Ahmad Khan	Senior Research Officer	15.1.2009
3.	Mr. Habibur Rehman	System Analyst	15.1.2009
4.	Mr. Aminur Rehman	Deputy Director	15.1.2009

5.	Mr. Shoukat Ali	Private Secretary (BS-18)	26.01.2009
6.	Sh. Nasiruddin Mehmood	Private Secretary (BS-18)	26.01.2009
7.	Miss Mussarrat Javed	Private Secretary (BS-18)	26.01.2009
8.	Mr. Muhammad Shamraiz	Private Secretary (BS-18)	26.01.2009
9.	Mr. Abdul Sammad	Private Secretary (BS-18)	26.01.2009
10.	Mr. Muhammad Arshad Shafi	Private Secretary (BS-18)	26.01.2009
11.	Mr. Naseer Akhtar	Research Officer	30.3.2009

### Officers Who Left the Commission during the Year, 2009

S. No.	Name	Designation	Date of Leaving	Remarks
1.	Lt Gen (R) Shahid Hamid	Chairman	30.3.2009	Tenure Completed
2.	Mrs. Fazila Aliani	Member	26-10-2009	Tenure Completed
3.	Mr. Shaukat Umar	Member	12.11.2009	Tenure Completed
4.	Mr. Bashir Ahmed Chauhan	Secretary	08-05-2009	Transferred to Establishment Division
5.	Mr. Fakhr-i-Alam	Director	27.03.2009	Compulsory retired
6.	Qureshi Muhammad Nawaz Shah	Director	14.04.2009	Relieved to join as Director Incharge, Wafaqi Mohtasib, DI Khan
7.	Mr. Abdul Matin Afridi	Director	10.11.2009	Resigned
8.	Mr. Manzoor Ahmad Rana	Assistant Director	13.08.2009	Relieved to join as Deputy Director, M/O Population Welfare
9.	Hafiz Ghulam Mustafa Javeed	Assistant Director	31.08.2009	Relieved to join as AD, M/O Religious Affairs

**Appendix-II**

**Statistics on General Recruitment (BS-16 & Above) Processed during 2009,  
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 2010	
						Cases	Nomination made	Posts reported failure	Posts withdrawn	Cases	Posts
2009	171	984	23556	35	-	8	-	10	-	163	974
2008	261	1679	63533	2094	1481	163	354	78	1	98	1246
2007	30	638	15589	1827	1860	25	565	45		5	28
2006	4	5	82	19	16	1	1			3	4
<b>Total=</b>	<b>466</b>	<b>3306</b>	<b>102760</b>	<b>3975</b>	<b>3357</b>	<b>197</b>	<b>920</b>	<b>133</b>	<b>1</b>	<b>269</b>	<b>2252</b>

**Appendix -III**

**Number of Vacancies Advertised and Filled during the Year, 2009  
(Basic Scale and Merit/Province Wise Representation in General Recruitment in BS-16 & Above)**

BS	Particulars	Merit	Punjab	Sindh(R)	Sindh(U)	NWFP	Bal.	NAFATA	AJK	N.A	Total
On Fixed pay	Posts Finalized	-	2	-	-	-	-	-	-	-	2
	Nominations Made	-	-	-	-	-	-	-	-	-	-
16	Posts Finalized	35	250	57	38	57	31	18	10	33	529
	Nominations Made	35	231	55	36	55	28	15	8	33	496
17	Posts Finalized	37	186	37	23	37	17	14	8	38	397
	Nominations Made	37	172	30	15	35	15	13	4	38	359
18	Posts Finalized	2	41	10	2	4	1	2	2	21	85
	Nominations Made	2	21	6	-	4	-	2	1	6	42
19	Posts Finalized	3	14	3	1	5	1	2	-	-	29
	Nominations Made	2	9	2	1	3	-	-	-	-	17
20	Posts Finalized	1	3	-	-	2	-	1	-	1	8
	Nominations Made	1	1	-	-	1	-	-	-	-	3
21	Posts Finalized	-	2	-	-	1	-	-	1	-	4
	Nominations Made	-	2	-	-	1	-	-	-	-	3
Total Finalized		78	498	107	64	106	50	37	21	93	1054*
Total Nominations Made		77	436	93	52	99	43	30	13	77	920

\* Included the posts reported failure and withdrawn

**Appendix -IV****Gender-Wise Vacancies Advertised and Filled during the Year, 2009**

Basic Scale	Particular	Reserved for Male	Reserved for Female	Reserved for Both Genders			Total
				Male	Female	Total	
On Fixed pay	Posts Finalized	-	-	-	-	2	2
	Nomination Made	-	-	-	-	-	-
16	Posts Finalized	21	8	-	-	500	529
	Nomination Made	21	8	426	41	467	496
17	Posts Finalized	134	20	-	-	243	397
	Nomination Made	124	19	187	29	216	359
18	Posts Finalized	3	5	-	-	77	85
	Nomination Made	2	4	36	-	36	42
19	Posts Finalized	3	4	-	-	22	29
	Nomination Made	1	2	14	-	14	17
20	Posts Finalized	-	-	-	-	8	8
	Nomination Made	-	-	3	-	3	3
21	Posts Finalized	-	-	-	-	4	4
	Nomination Made	-	-	3	-	3	3
<b>Total Finalized</b>		<b>161</b>	<b>37</b>	<b>-</b>	<b>-</b>	<b>856</b>	<b>1054*</b>
Total Nomination Made		<b>148</b>	<b>33</b>	<b>669</b>	<b>70</b>	<b>739</b>	<b>920</b>

\* Included the posts reported failure and withdrawn.

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

Name of Requisitioning Ministry/Division/Department	Basic Scale						Total
	16	17	18	19	20	21	
--	16	17	18	19	20	21	
Cabinet Division	-	-	1	-	-	-	1
Communications Division	1	-	-	-	-	-	1
Defence Division	57	145	4	2	-	-	208
Defence Production Division	-	1	-	-	-	-	1
Education Division	3	36	5	2	-	-	46
Environment Division	-	6	1	-	-	-	7
Establishment Division	-	1	1	-	-	-	2
Finance Division	1	1	-	1	-	-	3
Federal Government Organization ,IB	-	-	-	1	-	-	1
Federal Public Service Commission	7	5	2	-	-	-	14
Food, Agriculture & Livestock Division	-	17	-	1	1	-	19
Health Division	1	28	3	1	1	-	34
Interior Division	2	2	-	-	-	-	4
Kashmir Affairs & Northern Areas Division	33	44	6	-	-	-	83
Law, Justice and Human Rights Division	-	2	1	-	-	3	6
Ministry of Culture	-	3	-	-	-	-	3
Ministry of Housing and Works.	-	1	-	-	-	-	1
Ministry of Industries Production and Special Initiatives	1	1	1	-	-	-	3
Ministry of Information and Broadcasting	-	2	-	-	-	-	2
Ministry of Labour and Manpower	-	1	-	-	-	-	1
Ministry of Science and Technology	-	-	1	-	-	-	1
Ministry of Information Technology	-	-	5	-	-	-	5
Narcotics Control	-	9	-	-	-	-	9
Pakistan Audit Department	386	-	-	-	-	-	386
Petroleum & Natural Resources Division	-	9	1	1	-	-	11
Planning & Development Division	-	2	3	4	1	-	10
Population Welfare Division	-	1	3	1	-	-	5
Privatization & Investment Division	2	2	-	2	-	-	6
Ports & Shipping Division	-	-	-	1	-	-	1
Railways Division	-	18	-	-	-	-	18
Religious Affairs, Zakat & Ushr Division	1	1	-	-	-	-	2
Social Welfare & Special Education Division	-	11	-	-	-	-	11
Statistical Division	-	7	-	-	-	-	7
Water & Power Division	1	3	4	-	-	-	8
<b>Total =920</b>	<b>496</b>	<b>359</b>	<b>42</b>	<b>17</b>	<b>3</b>	<b>3</b>	<b>920</b>

**Appendix-VI****Recruitment Cases (BS-16 & Above) which were Advertised and Processed by the Commission during the Year 2009**

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applications received	Candidates		Remarks
					Pre-selected	Inter-viewed	
1	2	3	4	5	6	7	8
1.	1/09	Anaesthetist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	Nil	-	-	Failure Reported
2.	45/09	Associate Professors, BS-19, Permanent, Jinnah Postgraduate Medical Centre, Karachi, M/O Health	2 Merit-1 Punjab-1	Nil	-	-	Failure Reported.
3.	70/09	Chest Specialist (BS-18) with 25% Special Pay, Temporary, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division	1 NA-1	Nil	-	-	Failure Reported
4.	80/09	Gynaecologist (BS-18) with 25% Special Pay, Temporary, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division	1 NA-1	-	-	-	Failure Reported
5.	83/09	Professor (Bio-Chemistry) (BS-20), Permanent, Jinnah Postgraduate Medical Centre, Karachi, M/O Health	1 NAFATA-1	Nil	-	-	Failure Reported
6.	104/09	Pathologist (BS-18 With 25% Special Pay), Temporary, Health Department Northern Areas, Kashmir Affairs & Northern Areas Division.	1 NA-1	Nil	-	-	Failure Reported
7.	106/09	Dermatologist, (BS-18 With 25% Special Pay), Temporary, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division	1 NA-1	Nil	-	-	Failure Reported
8.	140/09	Professor (Bio-Chemistry) (BS-20), Permanent, Jinnah Postgraduate Medical Centre, Karachi, M/O Health	1 NAFATA-1	Nil	-	-	Failure Reported
9.	151/09	Pathologist (BS-18 with 25% special pay), temporary, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division.	1 NA-1	Nil	-	-	Failure Reported

Remaining 161 recruitment cases involving 23140 applications were under pre-selection stage and one case involving 416 applications was not finalized upto 31<sup>st</sup> December 2009.



**Appendix-VII****Recruitment Cases (BS-16 & Above) of Pre-2009,  
which were Processed during 2009**

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applications received	Candidates		Remarks
					Pre-selected	Inter-viewed	
1	2	3	4	5	6	7	8
1.	21/06	Assistant Director (DATA Base Manager), M/O Environment, BS-17.	1 Punjab-1	41	3	-	Court Case
2.	47/06	Senior Programmers, Directorate of Information Technology and MIS, Pakistan Railways, Lahore, M/O Railways, BS-18.	2 Punjab-1 Sindh(R) -1	16	5	5	Court Case
3.	117/06	Associate Clinical Psychologist, PIMS, M/O Health, BS-18	1 Punjab-1	13	8	8	Court Case
4.	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	R-1
5.	84/07	Administrative Officer-Cum-Education Cess Officer, Income Tax-Cum-Excise & Sales Tax/ Excise & Taxation Department, Azad Jammu and Kashmir Council Secretariat. BS-17.	1 AJK-1	19	3	3	Court Case
6.	150/07	System Analysts, Pakistan Computer Bureau, M/O Information Technology. BS-18	05 Punjab-01 Sindh(R)-01 NWFP-01 NAFATA-01 AJK-01	68	12	12	R-1 R-1 R-1 R-1 R-1
7.	158/07	Assistant Audit Officers, Pakistan Audit Department. BS-16	402 Merit-30 Punjab-201 Sindh(R)-46 Sindh(U)-31 NWFP-46 Balochistan-24 NAFATA-16 AJK-8	4490	1102	1113	R-30 R-190, F-11 R-46 R-31 R-46 R-22 , F-2 R-14 , F-2 R-7 , F-1
8.	168/07	Directors in a Federal Government Organization. BS-19.	2 Punjab-1 NWFP-1	21	3	3	F-1 R-1

1	2	3	4	5	6	7	8
9.	185/07	Lecturers(Male), Federal Government Colleges For Men, Directorate of Federal Government Educational Institutions(Cantts/Garrisons), M/O Defence. BS-17	95 Merit-7 Punjab-48 Sindh(R)-10 Sindh(U)-8 NWFP-11 Balochistan-5 NAFATA-4 AJK-2	4191	328	329	R-7 R-48 R-6, F-4 R-6, F-2 R-11 R-5 R-4 R-2
10.	189/07	Inspectors (Investigation), Federal Investigation Agency, M/O Interior. BS-16	19 Merit-1 Punjab-11 Sindh(R)-3 NWFP-3 AJK-1	4776	59	59	U/P
11.	199/07	Assistant Directors/Curators, Department of Archaeology and Museums, M/O Culture . BS-17	5 Merit-1 Punjab-1 Sindh(U)-1 NWFP-1 Balochistan-1	169	9	11	R-1 R-1 F-1 R-1 F-1
12.	206/07	Female Principals/Female Deputy Principals/ Female Senior Instructors (RTIS)/Female Medical Officers, M/O Population Welfare. BS-18.	2 Punjab-1 Sindh(R)-1	18	5	5	R-1 R-1
13.	217/07	Lecturers (Male), F.G. Colleges/ Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education. BS-17.	21 Merit-1 Punjab-10 Sindh(R)-3 Sindh(U)-3 NWFP-2 Balochistan-1 NAFATA-1	778	89	89	R-1 R-10 R-1, F-2 R-1, F-2 R-2 R-1 R-1
14.	218/07	Deputy Mint Master, Pakistan Mint, Lahore, M/O Finance. BS-19.	1 Punjab-1	11	5	6	R-1
15.	220/07	Assistant Agricultural Census Commissioner, Agricultural Census Organization, Lahore, Statistics Division. BS-17	1 Punjab-1	9	5	5	R-1

1	2	3	4	5	6	7	8
16.	226/07	Store Officers, M/O Defence. BS-16	4 Merit-1 Punjab-1 Sindh(U)-1 Balochistan-1	46	11	11	R-1 R-1 R-1 R-1
17.	238/07	System Analysts/ Programmers, Federal Bureau of Statistics, Statistics Division. BS-17	4 Merit-1 Punjab-1 Sindh(U)-1 Balochistan-1	58	8	11	R-1 R-1 R-1 R-1
18.	247/07	Assistant Accounts Officer, Government Polytechnic Institute for Women, Islamabad, M/O Education. BS-16.	1 Sindh(R)-1	29	3	3	R-1
19.	250/07	Deputy Assistant Solicitors, Law, Justice and Human Rights Division. BS-17.	2 Punjab-1 Sindh(R)-1	32	6	6	R-1 R-1
20.	253/07	Joint Directors, Monitoring & Evaluation Cell, M/O Education. BS-19	3 Punjab-2 Sindh(R)-1	61	9	11	U/P
21.	254/07	Deputy Directors, Monitoring & Evaluation Cell, M/O Education. BS-18.	4 Punjab-2 Sindh(R)-1 NWFP-1	48	8	8	U/P
22.	255/07	Supervisors Monitoring, Monitoring & Evaluation Cell, M/O Education. BS-16	4 Punjab-2 Sindh(R)-1 NWFP-1	40	3	3	R-1, F-1 F-1 F-1
23.	257/07	Research Officer, M/O Social Welfare and Special Education. BS-17.	1 Merit-1	45	5	6	R-1
24.	260/07	Admn Officer, Federal Bureau of Statistics (Training Wing), Statistics Division. BS-17	1 Sindh(R)-1	53	3	4	R-1
25.	262/07	Judicial Members, Income Tax Appellate Tribunal, Law, Justice and Human Rights Division. BS-21	4 Punjab-2 NWFP-1 AJK-1	31	14	17	R-2 R-1 F-1
26.	268/07	Research Officers, Food and Agriculture Section, Planning and Development Division. BS-17	3 Sindh(U)-1 NWFP-1 NAFATA-1	51	6	6	F-1 R-1 R-1

1	2	3	4	5	6	7	8
27.	280/07	Line Officer, Central Jail Staff Training Institute, Lahore, M/O Interior. BS-16.	1 Punjab-1	16	1	2	R-1
28.	286/07	Commissioner (Special Crops) M/O Food Agriculture and Livestock . ( BS-20)	1 Merit-1	37	5	6	R-1
29.	289/07	Deputy Chief (Power), Energy Appraisal & Plan Formulation Section, Energy Wing, Planning & Developing Division. BS-19.	2 Merit-1 NWFP-1	12	5	7	R-1 R-1
30.	290/07	Assistant Chief, Energy Finance & Economic Section, Energy Wing, Planning & Development Division. BS-18	1 Punjab-1	17	3	3	U/P
31.	291/07	Assistant Electrical Engineers, Electrical Engineering Department, Pakistan Railways, M/O Railways. BS-17	14 Merit-1 Punjab-8 Sindh(R)-1 Sindh(U)-1 NWFP-2 AJK-1	123	37	37	R-1 R-7, F-1 R-1 R-1 R-1, F-1 F-1
32.	292/07	Assistant Executive Engineers (B&R/E&M), MES, M/O Defence. BS-17	32 Merit-12 Punjab-18 Balochistan-01 AJK-01	261	77	79	R-12 R-11, F-7 R-1 F-1
33.	302/07	Public Relation Officer, Board of Investment, Privatization and investment Division. BS-16.	1 Sindh (R)-1	47	-	1	R-1
34.	309/07	Research Officer, Federal Public Service Commission. BS-17.	1 Punjab-1	32	3	4	R-1
35.	4/08	Deputy Directors, Investment Division and Board of Investment, M/O Privatisation and Investment. BS-18	3 Punjab-2 Balochistan-1	48	9	9	U/P
36.	5/08	Assistant Directors, Investment Division And Board of Investment, M/O Privatisation And Investment. BS-17	2 Punjab-1 NWFP-1	72	6	7	R-1 R-1
37.	6/08	Directors, Investment Division and Board of Investment, M/O Privatization and Investment BS-19.	2 Punjab-2	23	8	8	R-2
38.	8/08	Chairman Quality Control/ Deputy Director General (E&M)/ Director CDL, Drugs Wing, M/O Health. BS-19	1 Punjab-1	19	5	5	R-1

1	2	3	4	5	6	7	8
39.	9/08	Assistant Professor (Male), (Computer Science), Education Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	24	3	3	R-1
40.	10/08	Lecturers (Male), (Computer Science), Education Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	2 NA-2	113	6	6	R-2
41.	11/08	Lecturers (Female), (Computer Science), Education Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	2 NA-2	42	6	6	R-2
42.	13/08	Superintending Engineer (B&R/E&M), MES, M/O Defence. BS-19	1 Merit-1	26	5	6	R-1
43.	14/08	Assistant Executive Engineers, Civil Engineering Department of Pakistan Railways, M/O Railways (Railway Board). BS-17	15 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 NWFP-2 Balochistan-1 NAFATA-1	195	44	-	U/P
44.	17/08	Civilian Assistant Security Officers, Ordnance Corps, GHQ, M/O Defence. BS-16.	9 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 NAFATA-1 AJK-1	19	2	3	R-1 F-4 F-1 F-1 F-1 F-1
45.	18/08	Research Officer, M/O Food, Agriculture & Livestock. BS-17.	1 Merit-1	85	5	5	R-1
46.	20/08	2nd Engineers (Electronics) (System Engineer PCBRF), Pakistan Navy, M/O Defence. BS-18	11 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 NWFP-1 Balochistan-1	13	7	7	R-1 F-6 R-1 F-1 R-1 F-1
47.	24/08	Medical Officers, Directorate General of Special Education, M/O Social Welfare and Special Education. BS-17.	5 Merit-1 Punjab-4	51	17	17	R-1 R-4

1	2	3	4	5	6	7	8
48.	25/08	Audiologists, Directorate General of Special Education, M/O Social Welfare and Special Education. BS-17.	9 Punjab-4 Sindh(R)-1 NWFP-2 Balochistan-1 AJK-1	27	12	12	R-2, F-2 R-1 R-2 F-1 F-1
49.	26/08	Research Officers, National Transport Research Centre, M/O Communications. BS-17.	6 Merit-1 Punjab-3 NWFP-1 Balochistan-1	137	20	22	R-1 R-3 R-1 R-1
50.	27/08	Professors, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-20.	3 Punjab-2 NWFP-1	1	1	1	R-1, F-1 F-1
51.	31/08	Deputy Chief, Industries & Commerce Section, Planning And Development Division. BS-19.	1 Sindh(R)-1	11	2	3	R-1
52.	33/08	Director (Production Group), Institute Of Optronics, M/O Defence Production. BS-19	1 Punjab-1	8	2	3	R-1
53.	34/08	Meteorologists, Pakistan Meteorological Department, M/O Defence. BS-17.	25 Merit-2 Punjab-12 Sindh(R)-3 Sindh(U)-2 NWFP-3 Balochistan-1 NAFATA-1 AJK-1	499	77	84	R-2 R-12 R-3 R-2 R-3 R-1 R-1 R-1
54.	35/08	Orthopaedic Surgeon, National Institute for Handicapped, M/O Health. BS-18	1 Punjab-1	7	1	1	R-1
55.	38/08	Social Case Worker, National Institute for Handicapped, M/O Health. BS-17	1 Punjab-1	32	3	3	R-1
56.	39/08	Chief/ Joint Economic Adviser/ Economic Consultant, Economists Group, Planning and Development Division. BS-20.	1 NWFP-1	12	3	5	R-1
57.	40/08	Assistant Forest Chemist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Punjab-1	17	3	3	R-1
58.	41/08	Research Officer (Cocoon & Silk Technology), Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	1 Punjab-1	12	3	3	R-1

1	2	3	4	5	6	7	8
59.	42/08	Assistant Forest Engineers, Pakistan Forest Institute, Peshawar, M/O Environment. BS-17	4 Merit-1 Punjab-2 Sindh(U)-1	11	5	5	R-1 R-2 R-1
60.	44/08	Senior Teachers (Female), Islamabad Model Colleges, Federal Directorate of Education, M/O Education. BS-17.	14 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 NWFP-2 Balochistan-1	943	44	45	R-1 R-7 R-2 R-1 R-2 R-1
61.	45/08	System Analyst, Establishment Division. BS-18.	1 Punjab-1	19	3	3	R-1
62.	46/08	Deputy Drugs Controller/ Federal Inspector of Drugs/ Assistant Director General (E&M), Drugs Wing, M/O Health. BS-18.	1 NAFATA-1	25	3	3	R-1
63.	47/08	Assistant Directors, Directorate General Immigration & Passports, M/O Interior. BS-17.	17 Merit-1 Punjab-9 Sindh(R)-1 Sindh(U)-2 NWFP-1 Balochistan-1 NAFATA-1 AJK-1	950	49	-	U/P
64.	48/08	Deputy Assistant Directors, Directorate General Immigration & Passports, Ministry of Interior. BS-16.	9 Merit-1 Punjab-5 Sindh(U)-1 Balochistan-1 NAFATA-1	332	22	-	U/P
65.	50/08	Senior Store Officers, MES, M/O Defence. BS-18.	2 Punjab-1 NWFP-1	8	1	1	F-1 R-1
66.	51/08	Chief (IT), Federal Public Service Commission. BS-20.	1 Punjab-1	18	5	5	Court Case
67.	52/08	Research Officer, M/O Food, Agriculture & Livestock. BS-17	1 Punjab-1	32	3	3	R-1
68.	54/08	Assistant Commissioner For Indus Waters, Office of the Pakistan Commissioner for Indus Waters, Lahore, M/O Water and Power. BS-17.	2 Punjab-1 NWFP-1	13	5	5	R-1 R-1
69.	55/08	Associate Professors, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-19	4 Punjab-2 NWFP-1 NAFATA-1	1	-	-	Failure Reported

1	2	3	4	5	6	7	8
70.	56/08	Research Officers, Policy Wing, M/O Petroleum and Natural Resources. BS-17	3 Punjab-2 Balochistan-1	120	9	9	R-2 R-1
71.	57/08	District Health Officers, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	2 NA-2	13	6	7	R-2
72.	58/08	Deputy Medical Superintendent, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	10	3	3	R-1
73.	60/08	Assistant Scientific Adviser, M/O Science & Technology. BS-18.	1 Punjab-1	21	3	5	R-1
74.	61/08	Assistant Engineer (B&R/E&M), Naval Headquarters, M/O Defence. BS-16.	1 Punjab-1	8	3	3	Failure Reported
75.	63/08	Quality Assurance Officer, Federal Public Service Commission. BS-18.	1 Punjab-1	27	3	4	R-1
76.	64/08	Database Administrator, Federal Public Service Commission. BS-18.	1 Punjab-1	20	3	3	R-1
77.	65/08	Junior Programmers, Federal Public Service Commission. BS-17.	2 Merit-1 Punjab-1	80	8	8	R-1 R-1
78.	66/08	Website Manager, Federal Public Service Commission. BS-17.	1 Punjab-1	37	3	3	R-1
79.	67/08	Assistant Network Administrators, Federal Public Service Commission. BS-16.	5 Punjab-2 Sindh(R)-1 NWFP-1 Balochistan-1	215	15	15	R-2 R-1 R-1 R-1
80.	68/08	Assistant Database Administrator, Federal Public Service Commission. BS-16.	1 Punjab-1	47	3	3	R-1
81.	69/08	Hardware Engineer, Federal Public Service Commission. BS-16.	1 Punjab-1	19	2	4	R-1
82.	70/08	Assistant Executive Engineers, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	3 NA-3	47	9	9	R-3



1	2	3	4	5	6	7	8
83.	71/08	Seed Certification Assistant/ Seed Testing Assistant, Federal Seed Certification and Registration Department, M/O Food, Agriculture & Livestock. BS-17.	7 Merit-1 Punjab-3 Sindh(R)-1 NWFP-1 NAFATA-1	244	23	24	R-1 R-3 R-1 R-1 R-1
84.	72/08	Seed Analysts, Federal Seed Certification and Registration Department, M/O Food, Agriculture & Livestock. BS-17.	5 Merit-1 Punjab-3 Sindh(R)-1	211	17	17	R-1 R-3 R-1
85.	73/08	Scientific Officers, Armed Forces Bone Marrow Transplant Centre, Rawalpindi, M/O Defence. BS-17.	2 Punjab-1 Sindh(R)-1	49	6	8	R-1 R-1
86.	74/08	Assistant Managers Personnel And Administration Department, Naval Headquarters, M/O Defence. BS-16	3 Punjab-2 Sindh(U)-1	48	1	3	R-2 F-1
87.	75/08	Network Administrator, Federal Public Service Commission. BS-17.	1 Punjab-1	50	3	3	R-1
88.	77/08	Assistant Chief, National Fertilizer Development Centre, Planning And Development Division BS-18	1 Punjab-1	31	3	3	R-1
89.	78/08	Senior Registrars, PIMS, Islamabad, M/O Health. BS-18.	11 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 NWFP-1 Balochistan-1	63	24	-	U/P
90.	79/08	Assistant Director (Islamic Jurisprudence), M/O Religious Affairs & Zakat and Ushr. BS-17.	1 Sindh(U)-1	12	3	3	- R-1
91.	80/08	Assistant Executive Engineers (E&M), Water & Power Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17.	-5- NA-5	61	13	13	R-5
92.	81/08	Programmer, Institute of Optronics, M/O Defence Production. BS-17	1 Punjab-1	30	3	3	R-1
93.	82/08	Dietitian (Female), Pakistan Navy, M/O Defence. BS-16.	1 NWFP-1	10	3	3	R-1
94.	83/08	Trained Graduate Science Teachers (Male), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division. BS-16	9 NA-9	199	27	27	R-9

1	2	3	4	5	6	7	8
95.	84/08	Trained Graduate Science Teachers (Female), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division. BS-16	7 NA-7	53	21	21	R-7
96.	85/08	Trained Graduate Teachers (Male), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division. BS-16	12 NA-12	1017	36	36	R-12
97.	87/08	Research Officer, Food and Agriculture Section, Planning and Development Division. BS-17	1 Punjab-1	48	3	3	R-1
98.	88/08	Cost Accounts Officer, M/O Industries, Production and Special Initiatives. BS-17.	1 Punjab-1	31	3	3	R-1
99.	89/08	Associate Professors (Male), Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education. BS-19.	3 Punjab-1 Balochistan-1 NAFATA-1	22	6	6	R-1 F-1 F-1
100.	90/08	Assistant Agricultural Census Commissioner (Admn), Agricultural Census Organization, Lahore, Statistics Division. BS-17.	1 Punjab-1	29	3	4	R-1
101.	91/08	Range Forest Officers, Forest Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-16	5 NA-5	25	15	15	R-5
102.	92/08	Sub Divisional Forest Officers, Forest Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	4 NA-4	27	12	12	R-4
103.	94/08	Assistant Accounts Officer, Directorate of Malaria Control, M/O Health. BS-16.	1 Punjab-1	56	3	3	R-1
104.	95/08	Assistant Directors, Bureau of Emigration & Overseas Employment, Labour & Manpower Division. BS-17.	5 Merit-1 Punjab-2 NWFP-1 AJK-1	84	11	11	U/P
105.	96/08	Assistant Mechanical Engineers, M/O Railways (Railway Board). BS-17	7 Punjab-6 NAFATA-1	13	9	9	R-5, F-1 R-1
106.	97/08	Labour Officer, Labour Welfare Department, ICT, Islamabad, M/O Interior. BS-16.	1 Punjab-1	24	3	3	R-1

1	2	3	4	5	6	7	8
107.	98/08	Engineers & Ship Surveyors, Mercantile Marine Department, (02 at Karachi and 01at Sub Office Gwadar), M/O Ports and Shipping. BS-18.	3 Punjab-2 Sindh(R)-1	1	-	-	Failure Reported.
108.	100/08	Computer programmers, (Internet Wing), M/O Information And Broadcasting. BS-17.	2 Merit-1 Punjab-1	56	8	8	R-1 R-1
109.	101/08	Experimental Officer, Pakistan Navy, M/O Defence. BS-16.	1 NWFP-1	12	1	1	R-1
110.	102/08	Labour Welfare and Safety Officer, Pakistan Navy, M/O Defence. BS-16.	1 Punjab-1	15	1	1	R-1
111.	103/08	Computer Operator, Pakistan Post Office Directorate General, M/O Communications BS-16.	1 Punjab-1	29	3	3	R-1
112.	104/08	Assistant Fisheries Development Commissioner, M/O Food, Agriculture and Livestock. BS-18.	1 Punjab-1	3	-	-	F-1
113.	105/08	Assistant Directors, Anti Narcotics Force, M/O Narcotics Control. BS-17	9 Merit-1 Punjab-4 Sindh(R)-2 NWFP-1 Balochistan-1	705	29	30	9 R-1 R-4 R-2 R-1 R-1
114.	106/08	Dietitians, Military Hospitals, M/O Defence. BS-16.	27 Merit-17 Sindh(R)-4 Sindh(U)-1 NWFP-1 Balochistan-2 NAFATA-1 AJK-1	75	30	30	U/P
115.	107/08	Deputy Chief, National Fertilizer Development Centre, Planning and Development Division. BS-19.	1 NWFP-1	19	5	5	- R-1
116.	108/08	Deputy Registrar, National Industrial Relation Commission, Labour and Manpower Division. BS-17	1 Punjab-1	33	3	-	Withdrawn
117.	109/08	Drilling Engineers, Geological Survey of Pakistan, M/O Petroleum and Natural Resources. BS-17.	2 Sindh(R)-01 AJK-01	17	3	3	R-1 F-1
118.	113/08	Research Officer, Transport & Communication Section, Planning & Development Division. BS-17.	1 Punjab-1	7	3	3	R-1

1	2	3	4	5	6	7	8
119.	115/08	Assistant Professors, , National Institute of Science & Technical Education, M/O Education. BS-18	5 Punjab-4 Sindh(R)-1	9	3	3	F-4 R-1
120.	116/08	Associate Professors, National Institute of Science & Technical Education, M/O Education. BS-19	5 Merit-1 Punjab-3 Balochistan-1	9	5	5	U/P
121.	117/08	Chemists, Geological Survey Of Pakistan, M/O Petroleum and Natural Resources BS-17	3 Punjab-3	46	9	9	R-3
122.	118/08	Deputy Assistant Director, Investment Division And Board of Investment, M/O Privatization and Investment. BS-16	1 Punjab-1	39	3	3	R-1
123.	120/08	Deputy Director (Admn and Accounts), Office of The Chief Engineering Adviser/ Chairman, Federal Flood Commission, M/O Water and Power. BS-18.	1 Punjab-1	33	3	3	R-1
124.	121/08	Assistant Engineers (Floods), Office of the Chief Engineering Adviser/ Chairman, Federal Flood Commission, M/O Water and Power. BS-17	2 Punjab-1 NAFATA-1	10	5	5	R-1 F-1
125.	122/08	Sub Engineer (Civil), Office Of The Chief Engineering Adviser/ Chairman, Federal Flood Commission, M/O Water and Power. BS-16.	1 Sindh(R)-1	10	All rejected but one restored later	1	R-1
126.	123/08	Associate Physician (Medicine)/ Civil Surgeon, Federal Medical Centre, Lahore, (Directorate of Central Health Establishments), M/O Health. BS-18.	1 Punjab-1	3	2	2	R-1
127.	124/08	Deputy Legal Adviser, M/O Foreign Affairs. BS-19.	1 Sindh(R)-1	13	3	3	U/P
128.	125/08	Administrative Officers, MES M/O Defence. BS-16.	3 Punjab-1 Sindh(R)-1 Balochistan-1	121	9	12	R-1 R-1 R-1
129.	126/08	Deputy Agricultural Development Commissioner, M/O Food, Agriculture and Livestock. BS-19	1 Sindh(R)-1	14	5	5	R-1
130.	127/08	Director, Pakistan Computer Bureau, M/O Information Technology. BS-20	1 Sindh(R)-1	13	1	1	U/P
131.	128/08	Programmer, Establishment Division. BS-17.	1 Punjab-1	50	3	3	R-1

1	2	3	4	5	6	7	8
132.	129/08	Female Principal (Regional Training Institute) M/O Population Welfare. BS-19.	1 Punjab-1	9	5	5	R-1
133.	130/08	Sister Tutors, Regional Training Institute, M/O Population Welfare. BS-17	2 Punjab-1 Sindh(R)-1	8	4	4	1 R-1 F-1
134.	131/08	Scientific Officers, National Research Institute of Fertility Care, Karachi, M/O Population Welfare. BS-17.	2 Punjab-1 NWFP-1	14	2	2	Failure Reported
135.	132/08	Deputy Directors/ Senior Scientific Officers (Technical), M/O Population Welfare. BS-18.	4 Punjab-3 Sindh(R)-1	37	12	-	U/P
136.	133/08	Deputy Director/ Senior Instructor (Non-Technical), Population Welfare Training Institute, M/O Population Welfare. BS-18.	1 Merit-1	63	5	5	R-1
137.	135/08	Deputy Director (Technical), National Documentation Centre, Cabinet Division. BS-18.	1 Punjab-1	4	-	1	R-1
138.	136/08	Pharmacist, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-17	1 Punjab-1	29	3	3	R-1
139.	137/08	Directors, Civil Defence/ Commandant, Civil Defence Academy, M/O Interior, BS-19	2 Sindh(R)-1 NWFP-1	10	4	-	U/P
140.	138/08	Research Officer, Civil Defence Department, M/O Interior. BS-17.	1 Sindh(R)-1	20	3	3	R-1
141.	139/08	Inspectors, Airports Security Force, M/O Defence. BS-16	78 Merit-3 Punjab-39 Sindh(R)-10 Sindh(U)-4 NWFP-9 Balochistan-7 NAFATA-3 AJK-3	4375	237	-	U/P
142.	140/08	Assistant Security Officers/ Deputy Assistant Directors, Airports Security Force, M/O Defence. BS-16	43 Merit-3 Punjab-21 Sindh(R)-4 Sindh(U)-4 NWFP-6 Balochistan-3 NAFATA-1 AJK-1	2149	134	135	43 R-3 R-21 R-4 R-4 R-6 R-3 R-1 R-1

1	2	3	4	5	6	7	8
143.	141/08	Security Officers/ Assistant Directors, Airports Security Force, M/O Defence. BS-17	4 Punjab-2 Sindh(U)-1 NWFP-1	227	12	-	U/P
144.	142/08	Medical Officer, Airports Security Force, M/O Defence. BS-17.	1 Punjab-1	21	3	3	R-1
145.	143/08	Librarian (Male), F.G. Colleges for Men, M/O Education. BS-17.	1 Punjab-1	17	3	3	R-1
146.	144/08	Assistant Professors (Female), , F.G. Colleges for Women, Federal Directorate of Education, M/O Education. BS-18.	3 Punjab-2 Sindh(U)-1	22	8	8	R-2 F-1
147.	147/08	Computer Programmer, Planning and Development Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	1 NA-1	49	3	3	R-1
148.	148/08	Assistant Directors (Religion/ Qur'an), M/O Religious Affairs, Zakat & Ushr. BS-17.	2 Punjab-1 Sindh(R)-1	78	-	-	U/P
149.	149/08	Data Processing Assistants, M/O Religious Affairs, Zakat & Ushr. BS-16.	2 Punjab-1 Balochistan-1	32	3	3	R-1 F-1
150.	150/08	Chest Specialist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	2	-	-	Failure Reported
151.	151/08	Oral Surgeon, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	2	1	1	- R-1
152.	152/08	Radiologist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NAFATA-1	3	1	-	U/P
153.	153/08	Gynaecologist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	2	-	-	Failure Reported
154.	155/08	Pathologist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	1	-	-	Failure Reported
155.	158/08	Fourteen Medical Officers, (Male) Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	14 NA-14	52	42	42	R-14

1	2	3	4	5	6	7	8
156.	159/08	Fourteen Lady Medical Officers, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	14 NA-14	9	8	8	U/P
157.	160/08	Chief Casualty Medical Officers, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	2 NA-2	25	6	6	R-2
158.	161/08	Surgical Specialist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	1	-	-	Failure Reported.
159.	162/08	Child Specialist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	2	2	2	R-1
160.	163/08	Dermatologist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1 NA-1	1	-	-	Failure Reported
161.	164/08	Dental Officers, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	3 NA-3	14	9	9	R-3
162.	165/08	Assistant Directors, Geological Survey Of Pakistan, M/O Petroleum and Natural Resources. BS-17.	30 Punjab-17 Sindh(R)-5 Sindh(U)-2 NWFP-4 NAFATA-1 AJK-1	121	56	-	U/P
163.	166/08	Professors, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-20.	2 Punjab-1 Balochistan-1	4	-	-	U/P
164.	167/08	Assistant Executive Engineers (B&R/E&M), Mes, M/O Defence. BS-17.	28 Merit-3 Punjab-15 Sindh(R)-1 Sindh(U)-4 Balochistan-2 NAFATA-2 AJK-1	186	49	49	U/P
165.	168/08	Physiotherapists (Female), Armed Forces Institute of Rehabilitation Medicine, Rawalpindi, M/O Defence. BS-17	3 Merit-1 Punjab-1 NWFP-1	22	5	-	U/P
166.	169/08	Computer Operator, Finance Division. BS-16	1 Punjab-1	46	3	3	R-1

1	2	3	4	5	6	7	8
167.	170/08	Research Officer Grade-I, AFMSL Lahore, M/O Defence. BS-17.	1 Punjab-1	46	3	3	R1
168.	171/08	Nine Physiotherapists (Male), Armed Forces Institute of Rehabilitation Medicine, Rawalpindi, M/O Defence. BS-17	9 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 Balochistan-1 NAFATA-1	47	7	7	U/P
169.	172/08	Medical Officers, Sub. Offices, Karachi, Quetta, Gwadar, Khokrapar Border, Wahga Border, Directorate of Central Health Establishments, M/O Health. BS-17.	20 Merit-2 Punjab-10 Sindh(R)-1 Sindh(U)-1 NWFP-4 Balochistan-1 AJK-1	415	63	-	U/P
170.	174/08	Lecturers, at Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-17.	4 Merit-1 Punjab-2 Sindh(U)-1	82	14	14	R-1 R-2 R-1
171.	175/08	Assistant Anaesthetists, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-17.	3 Punjab-1 Sindh(R)-1 NWFP-1	76	8	8	R-1 R-1 R-1
172.	176/08	Deputy Chief, Education Section, Planning and Development Division. BS-19.	1 Sindh(R)-1	34	1	1	U/P
173.	177/08	Assistant Chief, Nutrition Section, Planning & Development Division. BS-18.	1 Sindh(R)-1	6	1	1	R1
174.	178/08	Executive Engineers (B&R/E&M), Mechanical Engineering, M/O Defence. BS-18.	3 Punjab-1 Sindh(R)-1 NWFP-1	40	15	-	U/P
175.	179/08	Deputy Directors in a Federal Government Organization. BS-18.	4 Punjab-2 Sindh(U)-1 NWFP-1	54	-	-	U/P
176.	180/08	Chief Engineer & Ship Surveyor, Ports & Shipping Wing, M/O Ports and Shipping. BS-20.	1 Punjab-1	2	-	-	U/P
177.	181/08	Engineer & Ship Surveyor, Ports & Shipping Wing, M/O Ports and Shipping. BS-18.	1 Punjab-1	1	-	-	Failure Reported
178.	182/08	Nautical Surveyor, Ports & Shipping Wing, M/O Ports and Shipping. BS-18	1 Punjab-1	2	-	-	Failure Reported



1	2	3	4	5	6	7	8
179.	183/08	Director Of Ports and Admn, Ports and Shipping Wing, M/O Ports and Shipping. BS-19.	1 Punjab-1	2	-	-	Failure Reported
180.	185/08	Inspector General (Forests), M/O Environment. BS-21	1 Punjab-1	12	5	5	U/P
181.	186/08	Assistant Director/ Senior Instructor/ Commandant, Civil Defence Training School, M/O Interior. BS-17.	1 NWFP-1	6	2	2	R-1
182.	187/08	Associate Professors (Male), F.G. Colleges for Men, Federal Directorate of Education, M/O Education. BS-19.	5 Merit-1 Punjab-1 Sindh(R)-1 Balochistan-1 NAFATA-1	42	15	15	U/P
183.	188/08	Programme Officer, Pakistan Planning and Management Institute, Planning and Development Division. BS-18.	1 Punjab-1	14	1	1	R-1
184.	189/08	Lecturer (Male), (Computer Science), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	1 NA-1	72	3	3	R-1
185.	190/08	Lecturer (Female), (Computer Science), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	1 NA-1	28	3	3	R-1
186.	191/08	Assistant Chief, M/O Industries and Production. BS-18.	1 Punjab-1	15	3	3	R-1
187.	192/08	Senior System Analyst, Policy and Planning Wing, M/O Education. BS-19.	1 Punjab-1	9	3	3	R-1
188.	193/08	Senior Programmer, Policy and Planning Wing, M/O Education. BS-18.	1 Punjab-1	16	-	2	R-1
189.	194/08	Programmers/ System Administrators, Policy and Planning Wing, M/O Education. BS-17.	2 Punjab-1 Sindh(R)-1	68	6	6	R-1 R-1
190.	195/08	Medical Officers, National Institute of Child Health (NICH), Karachi, M/O Health. BS-17.	10 Punjab-5 Sindh(R)-1 Sindh(U)-1 NWFP-1 Balochistan-1 NAFATA-1	202	29	29	R-5 R-1 R-1 R-1 R-1 R-1

1	2	3	4	5	6	7	8
191.	196/08	Computer Operator/ Assistant Programmer, Policy and Planning Wing, M/O Education. BS-16.	1 Punjab-1	23	3	3	R-1
192.	197/08	Assistant System Administrator, Policy and Planning Wing, M/O Education. BS-16.	1 Punjab-1	25	1	-	U/P
193.	198/08	Education Statistician, Policy and Planning Wing, M/O Education. (Fixed pay @ 25,000/= per months including all allowances)	1 Punjab-1	4	-	-	Failure Reported
194.	199/08	Web Master, Policy and Planning Wing, M/O Education. (Fixed pay @ 20,000/= per months including all allowances)	1 Punjab-1	6	-	-	Failure Reported
195.	200/08	Budget Publication Officer, Finance Division. BS-18.	1 Punjab-1	9	-	-	U/P
196.	201/08	Geophysicist, Geological Survey of Pakistan, M/O Petroleum and Natural Resources. BS-18	1 Punjab-1	2	1	1	R1
197.	202/08	Instructors (Female), Government Polytechnic Institute for Women, Islamabad, M/O Education. BS-17.	3 Sindh(R)-1 Balochistan-1 NAFATA-1	14	5	5	F-1 R-1 R-1
198.	203/08	Superintending Engineer (B&R/ E&M), MES, M/O Defence. BS-19	1 Sindh(U)-1	5	3	3	U/P
199.	204/08	Scientific Officer, National Veterinary Laboratory, M/O Food, Agriculture & Livestock. BS-17.	1 NAFATA-1	30	3	3	R-1
200.	205/08	Deputy Directors/ Senior Meteorologists, Pakistan Meteorological Department, M/O Defence. BS-18	6 Punjab-3 Sindh(U)-1 Balochistan-1 NAFATA-1	36	10	-	U/P
201.	206/08	Electronic Engineers, Pakistan Meteorological Department, M/O Defence. BS-17.	8 Punjab-5 NWFP-2 Balochistan-1	64	23	-	U/P
202.	207/08	Chief Photographer, Pakistan Navy, M/O Defence. BS-16.	1 Punjab-1	13	3	3	U/P
203.	208/08	Deputy Assistant Director, Textile Commissioner's Organization, Karachi, M/O Textile Industry. BS-16.	1 NWFP-1	6	-	-	Failure Reported
204.	209/08	Junior Scientific Officer (Fumigation & Pest Control), Pakistan Navy, M/O Defence. BS-17.	1 Punjab-1	32	3	3	R-1

1	2	3	4	5	6	7	8
205.	210/08	Deputy Registrar, National Industrial Relations Commission, Labour and Manpower Division. BS-17.	1 NAFATA-1	23	3	4	R-1
206.	211/08	Senior Engineers (Floods)/ Deputy Directors (Supervision & Monitoring), Office of the Chief Engineering Adviser/ Chairman, Federal Flood Commission, M/O Water And Power. BS-18	3 Punjab-2 NWFP-1	10	4	4	R-2 R-1
207.	212/08	Forest Entomologist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18	1 Punjab-1	7	1	-	U/P
208.	213/08	Medical Officers, JPMC, Karachi, M/O Health. BS-17.	34 Merit-5 Punjab-17 Sindh(R)-1 Sindh(U)-2 NWFP-9	823	112	112	U/P
209.	214/08	Foreman of Inspection (Mechanical), Naval Headquarters, M/O Defence. BS-16.	1 Punjab-1	7	-	-	Failure Reported
210.	215/08	Director General, Institute of Optronics, M/O Defence Production. BS-20	1 Punjab-1	7	2	-	U/P
211.	216/08	Associate Professors (Female), Federal Government Colleges for Women, Federal Directorate of Education, M/O Education. BS-19.	3 Sindh(R)-1 Sindh(U)-1 NWFP-1	6	3	3	F-1 R-1 F-1
212.	217/08	Assistant Professors (Male), F.G. Colleges/ Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education. Bs-18.	2 Punjab-1 AJK-1	14	3	4	R-1 F-1
213.	218/08	Technical Officer (Legal), M/O Environment. BS-18.	1 Sindh(R)-1	8	3	3	R-1
214.	219/08	Medical Officer, JPMC, Karachi, M/O Health. BS-17	1 NWFP-1	47	3	3	R-1
215.	220/08	Sister Tutor, National Institute of Child Health, Karachi, M/O Health. BS-17	1 Punjab-1	4	-	3	U/P
216.	221/08	Assistant Executive Engineer (E/M), Pak. PWD, M/O Housing & Works. BS-17	1 Punjab-1	31	3	3	R-1
217.	222/08	Medical Officers, JPMC, Karachi, M/O Health. BS-17.	4 Punjab-2 NWFP-2	86	12	12	R-2 R-2

1	2	3	4	5	6	7	8
218.	223/08	Medical Specialists, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	2 NA-2	1	-	-	F-2
219.	224/08	Forest Mensuration Officer, Pakistan Forest Institute, Peshawar, M/O Environment, BS-18.	1 Sindh(R)-1	1	-	-	F-1
220.	225/08	Forest Geneticist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Punjab-1	10	2	2	U/P
221.	227/08	Senior Pulp & Paper Officer, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18.	1 Sindh(R)-1	1	-	-	Failure Reported
222.	228/08	Soil Chemist, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18	1 Punjab-1	4	-	-	Failure Reported
223.	229/08	Deputy Director (Technical), Pakistan Forest Institute, Peshawar, M/O Environment BS-18	1 Punjab-1	9	1	-	U/P
224.	230/08	Logging Officer, Pakistan Forest Institute, Peshawar, M/O Environment. BS-18	1 Punjab-1	6	1	1	U/P
225.	231/08	Cotton Commissioner, M/O Food, Agriculture And Livestock. BS-20.	1 NWFP-1	19	5	-	U/P
226.	232/08	Senior Research Officer/ Senior Training Officer/ Senior Curriculum Officer (Mathematics), National Institute of Science & Technical Education, M/O Education. BS-18	1 Sindh(R)-1	5	-	-	U/P
227.	233/08	Librarian, Finance Division. BS-17.	1 Punjab-1	58	3	3	R-1
228.	235/08	Assistant Programmer, M/O Defence BS-17	1 Punjab-1	58	3	3	R-1
229.	237/08	Paediatric Surgeon, National Institute For Handicapped, M/O Health. BS-18	1 Punjab-1	1	1	1	U/P
230.	238/08	Research Officer, M/O Food, Agriculture & Livestock. BS-17.	1 Sindh(U)-1	15	3	3	U/P

1	2	3	4	5	6	7	8
231.	239/08	Lecturers (Female), Islamabad Model Colleges For Girls, Federal Directorate of Education, M/O Education. BS-17.	50 Merit-3 Punjab-24 Sindh(R)-7 Sindh(U)-4 NWFP-5 Balochistan-4 NAFATA-2 AJK-1	2292	-	-	U/P
232.	240/08	Scientific Officer, National Veterinary Laboratory, M/O Food, Agriculture & Livestock. BS-17	1 Balochistan-1	25	-	-	U/P
233.	241/08	Assistant Inspector Of Explosives, Department of Explosives, Karachi, M/O Industries, Production and Special Initiatives. BS-16	1 Punjab-1	8	3	3	R-1
234.	242/08	Junior Scientific Officer, Pakistan Navy, M/O Defence. BS-17.	1 Punjab-1	202	3	3	R-1
235.	243/08	Assistant Professors, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-18	17 Merit-1 Punjab-8 Sindh(R)-1 NWFP-3 Balochistan-1 NAFATA-2 AJK-1	38	-	-	U/P
236.	244/08	Deputy Director, Soil Survey Of Pakistan, M/O Food, Agriculture & Livestock. BS-18	1 Punjab-1	10	2	-	U/P
237.	245/08	Horticulturist/ Garden Officer, GHQ, M/O Defence. BS-16	1 Punjab-1	22	3	3	R-1
238.	246/08	Lecturers (Male), Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education. BS-17	8 Punjab-3 Sindh(U)-4 Balochistan-1	37	6	6	U/P
239.	247/08	Research Officer, M/O Railways (Railway Board). BS-17	1 Sindh(R)-1	185	3	3	R-1
240.	248/08	Instructor (Fishing Gear), Fisheries Training Centre, Marine Fisheries Department, Karachi, (Livestock & Fisheries Wing), M/O Food, Agriculture and Livestock. BS-18	1 Punjab-1	2	-	-	Failure Reported

1	2	3	4	5	6	7	8
241.	250/08	Lecturers (Male), Directorate Of Federal Government Educational Institutions (Cantt/ Garrisons), M/O Defence. BS-17.	78 Merit-6 Punjab-38 Sindh(R)-9 Sindh(U)-5 NWFP-9 Balochistan-7 NAFATA-3 AJK-1	6667	-	-	U/P
242.	251/08	Lecturers (Female), Directorate of Federal Government Educational Institutions Cantt/ Garrisons), M/O Defence. BS-17	69 Merit-4 Punjab-32 Sindh(R)-10 Sindh(U)-7 NWFP-7 Balochistan-4 NAFATA-4 AJK-1	5110	-	-	U/P
243.	252/08	Trained Graduate Teachers (Female), Directorate of Federal Government Educational Institutions, Urdu Medium Schools, (Cantt/ Garrisons), M/O Defence. BS-16	88 Merit-1 Punjab-27 Sindh(R)-26 Sindh(U)-6 NWFP-8 Balochistan-8 NAFATA-10 AJK-2	5011	-	-	U/P
244.	253/08	Trained Graduate Teachers (Male), Directorate of Federal Government Educational Institutions, Urdu Medium Schools, (Cantt/ Garrisons), M/O Defence. BS-16	97 Merit-8 Punjab-47 Sindh(R)-10 Sindh(U)-8 NWFP-11 Balochistan-8 NAFATA-3 AJK-2	3661	-	-	U/P
245.	254/08	Trained Graduate Teachers (Male), Directorate Of Federal Government Educational Institutions, English Medium Schools, (Cantt/ Garrisons), M/O Defence. BS-16	130 Merit-10 Punjab-65 Sindh(R)-14 Sindh(U)-10 NWFP-15 Balochistan-8 NAFATA-6 AJK-2	4466	-	-	U/P

1	2	3	4	5	6	7	8
246.	255/08	Trained Graduate Teachers (Female), Directorate Of Federal Government Educational Institutions, English Medium Schools, (Cantt/ Garrisons), M/O Defence. BS-16.	137 Merit-10 Punjab-68 Sindh(R)-16 Sindh(U)-11 NWFP-15 Balochistan-9 NAFATA-5 AJK-3	5395	-	-	U/P
247.	256/08	2nd Engineers (Electronics/ Electrical) (System Engineer Calibration), Pakistan Navy, M/O Defence. BS-18.	3 Punjab-2 Sindh(R)-1	11	-	-	Failure Reported
248.	257/08	Research Officer, Policy Wing, M/O Petroleum and Natural Resources. BS-17	1 Punjab-1	97	-	-	U/P
249.	258/08	Medical Technologists, Jinnah Postgraduate Medical Centre, Karachi, M/O Health BS-16.	8 Merit-2 Punjab-4 NWFP-1 AJK-1	27	-	-	U/P
250.	259/08	Assistant Directors in a Federal Government Organization. BS-17	25 Merit-2 Punjab-13 Sindh(R)-3 Sindh(U)-2 NWFP-3 Balochistan-1 AJK-1	764 0	79	79	U/P
251.	260/08	Junior programmers in a Federal Government Organization. BS-17	4 Punjab-2 Sindh(R)-1 NWFP-1	276	12	-	U/P
252.	261/08	Assistant Accounts Officers, Controller General of Accounts. BS-16.	9 Punjab-6 Sindh(R)-1 Balochistan-1 AJK-1	246	25	-	U/P
253.	262/08	Medical Officers, (Male) Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	5 NAFATA-5	38	15	15	U/P
254.	264/08	Research Officers, Federal Seed Certification and Registration Department, M/O Food, Agriculture & Livestock. BS-17.	2 Sindh(U)-1 NAFATA-1	9	3	-	U/P

1	2	3	4	5	6	7	8
255.	265/08	Lady Medical Officers, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	6 NA-6	6	-	-	U/P
256.	266/08	Professor, EME Corps, GHQ, M/O Defence. BS-20.	1 Punjab-1	-	-	-	Failure Reported
257.	267/08	Medical Officers, JPMC, Karachi, M/O Health. BS-17.	4 Punjab-1 Sindh(R)-2 NWFP-1	456	12	12	R-1 R-2 R-1
258.	268/08	Two Foremen of Inspection (Ammunition), Pakistan Navy, M/O Defence. BS-16	2 Punjab-1 Sindh(R)-1	22	5	-	U/P
259.	269/08	Directress physical Education, F.G. Colleges for Women, Federal Directorate of Education, M/O Education. BS-17	1 Sindh(U)-1	4	-	-	Failure Reported
260.	270/08	Chief Inspector of Health, Pakistan Navy, M/O Defence. BS-16.	1 Punjab-1	7	2	-	U/P
261.	271/08	Assistant Librarian, Establishment Division. BS-16.	1 Sindh(R)-1	25	3	3	U/P
262.	272/08	Junior Microfilming and Photostating Officer, National Archives of Pakistan, Cabinet Division. BS-16	1 Punjab-1	4	1	1	Failure Reported
263.	274/08	Female Medical Instructor, M/O Population Welfare. BS-17.	1 Punjab-1	2	-	-	U/P
264.	275/08	Assistant Chief, M/O Tourism. BS-18	1 Punjab-1	31	-	-	U/P
265.	277/08	Gynaecologists (Female), Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	2 NA-2	--	-	-	Failure Reported
266.	278/08	Joint Administrative Officers, Pak PWD, M/O Housing and Works. BS-17	2 Punjab-2	66	-	-	U/P
267.	280/08	Computer Analyst, Textile Commissioner's Organization, Karachi, M/O Textile Industry. BS-16	1 Punjab-1	5	1	1	U/P
268.	281/08	Chief/ Joint Economic Adviser/ Economic Analyst/ Economic Consultant, Economists Group, Planning and Development Division. BS-20	1 Punjab-1	23	-	-	U/P



1	2	3	4	5	6	7	8
269.	282/08	Statistical Officers, Federal Bureau of Statistics, Statistics Division. BS-17	29 Merit-2 Punjab-14 Sindh(R)-3 Sindh(U)-2 NWFP-4 Balochistan-2 NAFATA-1 AJK-01	1148	-	-	U/P
270.	283/08	Senior Instructor, Federal Bureau of Statistics, Statistics Division. BS-19.	1 Sindh(R)-1	3	-	-	U/P
271.	284/08	Director (Manuals & Publications), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division. BS-19	1 Punjab-1	8	-	-	U/P
272.	285/08	Lecturers (Female), Islamabad Model Colleges For Girls, Federal Directorate Of Education, M/O Education. BS-17.	11 Sindh(R)-2 Sindh(U)-3 Balochistan-4 NAFATA-2	80	-	-	U/P
273.	287/08	Manager Press, Pakistan Navy, M/O Defence. BS-18	1 Punjab-1	4	-	-	U/P
274.	288/08	Deputy Chief, M/O Defence. BS-19	1 Punjab-1	2	-	-	U/P
275.	289/08	Director (Mining), Mineral Wing, M/O Petroleum and Natural Resources. BS-19	1 Punjab-1	3	3	3	R-1
276.	290/08	Assistant Electronic Engineer, Jinnah Postgraduate Medical Centre, Karachi, M/O Health. BS-17	1 Punjab-1	10	1	1	U/P
277.	292/08	Demonstrator (Physics Laboratory), Pakistan Navy, M/O Defence. BS-16.	1 Punjab-1	9	-	-	U/P
278.	293/08	Assistant Directors (Technical), Policy Wing, M/O Petroleum and Natural Resources. BS-17	2 Punjab-1 AJK-1	42	6	6	R-1 R-1
279.	294/08	Lecturers (Female), F G. Colleges for Women, Federal Directorate Of Education, M/O Education. BS-17	3 Sindh(R)-2 Balochistan-1	26	4	4	U/P
280.	295/08	Lady Doctor, Model Child Welfare Centre, Humak, M/O Social Welfare and Special Education. BS-17.	1 Punjab-1	7	-	-	Failure Reported.

1	2	3	4	5	6	7	8
281.	296/08	Deputy Director, National Documentation Centre, Cabinet Division. BS-18.	1 Sindh(R)-1	26	4	-	U/P
282.	297/08	Librarian, National Institute Of Child Health, Karachi, M/O Health. BS-17	1 Punjab-1	10	3	3	U/P
283.	299/08	Dietitian (Female), Pakistan Navy, M/O Defence. BS-16.	1 Punjab-1	7	2	-	U/P
284.	300/08	Assistant Comptroller, Pak PWD, M/O Housing and Works. BS-16	1 Punjab-1	29	3	-	U/P
285.	301/08	Programmers, GHQ, M/O Defence. BS-17.	6 Merit-1 Punjab-3 Sindh(U)-1 Balochistan-1	76	-	-	U/P
286.	302/08	Lady Doctor (CMP), Pakistan Navy, M/O Defence. BS-17	1 Punjab-1	10	2	-	U/P
287.	303/08	Bio-Chemist, Marine Fisheries Department, Karachi, (Livestock & Fisheries Wing), M/O Food, Agriculture and Livestock. BS-16.	1 Punjab-1	15	3	3	U/P
288.	304/08	Inspector, Department of Tourist Services, M/O Tourism. BS-16.	1 NWFP-1	42	3	3	U/P
289.	305/08	Assistant Chiefs/ Assistant Economic Advisers/ Chief Research Officers/ Senior Research Officers/ Deputy Advisers (Co-Operation)/ Deputy Directors (Economics Studies)/ Deputy Directors (Farm Management)/ Deputy Directors (Agricultural Credit), Economists Group, Planning And Development Division. BS-18.	36 Merit-3 Punjab-18 Sindh(R)-4 Sindh(U)-3 NWFP-4 Balochistan-2 NAFATA-1 AJK-1	251	-	-	U/P
290.	306/08	Deputy Chiefs/ Deputy Economic Advisers/ Deputy Agricultural Commissioners/ Director Research (Opic Cell), Economists Group, Planning And Development Division. BS-19	4 Punjab-3 Balochistan-1	51	-	-	U/P
291.	307/08	Data Processing Assistants, Federal Bureau of Statistics, Statistics Division. BS-16	7 Merit-1 Punjab-3 Sindh(U)-1 Balochistan-1 AJK-1	208	-	-	U/P
292.	310/08	3rd Engineer (Textile), Pakistan Navy, M/O Defence. BS-17.	1 Punjab-1	51	-	-	U/P

1	2	3	4	5	6	7	8
293.	311/08	Associate Professors (Female), Islamabad Model Colleges For Girls, Federal Directorate of Education, M/O Education. BS-19	4 Merit-1 Punjab-1 Sindh(R)-1 Balochistan-1	12	6	-	U/P
294.	312/08	Assistant Meteorologists, Pakistan Meteorological Department, M/O Defence. BS-16	15 Merit-1 Punjab-8 Sindh(R)-1 Sindh(U)-2 NWFP-1 Balochistan-1 NAFATA-1	407	-	-	U/P
295.	313/08	Computer Instructors, Staff Welfare Organization, Establishment Division. BS-17	2 Merit-1 Punjab-1	104	-	-	U/P
TOTAL			2322	79204	3940	3357	R-920 F-123

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

<i>S_ No.</i>	<i>Case No.</i>	<i>Name of Post with Ministry/ Division/ Department &amp; BS.</i>	<i>No. of Posts with Quota</i>	<i>Candidates Applied</i>	<i>Candidates Appeared</i>
1.	2	3	4	5	6
1.	106/2008	Dietitians, Military Hospitals M/O Defence, BS-16.	27 Punjab-17 Sindh (R)-4 Sindh (U)-1 NWFP-1 Balochistan-2 NAFATA-1 AJK-1	75	64
2.	116/2008	Associate Professors, National Institute of Science & Technical Education, M/O Education, BS-19.	5 Merit-1 Punjab-3 Balochistan-1	9	6
3.	123/2008	Associate Physician (Medicine)/Civil Surgeon, Federal Medical Centre, Lahore, (Directorate of Central Health, Establishment, M/O Health,BS-18.	1 Punjab-1	3	3
4.	127/2008	Director, Pakistan Computer Bureau, M/O Information Technology, BS-20.	1 Sindh (R)-1	13	9
5.	129/2008	Female Principal (Regional Training Institute), M/O Population Welfare, BS-19.	1 Punjab-1	9	7
6.	132/2008	Deputy Directors/Senior Scientific Officers (Technical), M/O Population Welfare, BS-18.	4 Punjab-3 Sindh (R)-1	37	33
7.	137/2008	Directors Civil Defence/Commandant, Civil Defence Academy, M/O Interior, BS-19.	2 NWFP-1 Sindh (R)-1	10	10
8.	138/2008	Research Officer, Civil Defence Department, M/O Interior, BS-17.	1 Sindh (R)-1	19	13
9.	147/2008	Computer Programmer, Planning and Development Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	1 NA-1	49	41

1	2	3	4	5	6
10.	148/2008	Assistant Directors (Religion/Quran), M/O Religious Affairs, Zakat & Ushr, BS-17	2 Punjab-1 Sindh (R)-1	77	63
11.	149/2008	Data Processing Assistant, M/O Religious Affairs, Zakat and Ushr, BS-16.	2 Punjab-1 Balochistan-1	32	21
12.	150/2008	Chest Specialist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	1 NA-1	2	-
13.	151/2008	Oral Surgeon, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	1 NA-1	2	1
14.	152/2008	Radiologist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	1 NA-1	3	1
15.	153/2008	Gynaecologist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	1 NA-1	2	-
16.	155/2008	Pathologist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	1 NA-1	1	-
17.	158/2008	Medical Officers, (Male) Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	14 NA-14	52	49
18.	159/2008	Lady Medical Officers, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	14 NA-14	9	9
19.	160/2008	Chief Casualty Medical Officers, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	2 NA-2	25	25
20.	161/2008	Surgical Specialist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	1 NA-1	1	1
21.	162/2008	Child Specialist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	1 NA-1	2	2
22.	163/2008	Dermatologist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	1 NA-1	1	1

1	2	3	4	5	6
23.	164/2008	Dental Officers, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	3 NA-3	14	11
24.	165/2008	Assistant Directors, Geological Survey of Pakistan, M/O Petroleum and NR, BS-17.	30 Punjab-17 Sindh (R)-5 Sindh (U)-2 NWFP-4 NAFATA-1 AJK-1	121	94
25.	166/2008	Professors, Jinnah Postgraduate Medical Centre, Karachi, M/O Health, BS-20.	2 Punjab-1 Balochistan-1	4	3
26.	167/2008	Assistant Executive Engineers (B&R/E&M), Mes, M/O Defence, BS-17.	28 Merit-3 Punjab-15 Sindh (R)-1 Sindh (U)-4 Balochistan-2 NAFATA-2 AJK-1	186	136
27.	168/2008	Physiotherapists (Female), Armed Forces Institute of Rehabilitation Medicine, Rawalpindi, M/O Defence. BS-17.	3 Merit-1 Punjab-1 NWFP-1	22	20
28.	169/2008	Computer Operator, Finance Division, BS-16.	1 Punjab-1	46	25
29.	170/2008	Research Officer Grade-II, AFMSL Lahore, M/O Defence, BS-17.	1 Punjab-1	46	28
30.	171/2008	Physiotherapists (Male), Armed Forces Institute of Rehabilitation Medicine, Rawalpindi, M/O Defence, BS-17.	9 Merit-1 Punjab-4 Sindh (R)-1 Sindh (U)-1 Balochistan-1 NAFATA-1	47	40
31.	172/2008	Medical Officers, Sub.Offices, Karachi, Quetta, Gwadar, Khokrapar Border, Wahga, Directorate of Central Health Establishments, M/O Health, S-17.	20 Merit-2 Punjab-10 Sindh (R)-1 Sindh (U)-1 NWFP-4 Balochistan-1 AJK-1	416	354
32.	174/2008	Lecturers at Jinnah Postgraduate Medical Centre, Karachi, M/O Health, BS-17.	4 Merit-1 Punjab-2 Sindh (U)-1	81	66

1	2	3	4	5	6
33.	175/2008	Assistant Anaesthetists, Jinnah Postgraduate Medical Centre, Karachi, M/O Health, BS-17.	3 Punjab-1 Sindh (R)-1 NWFP-1	76	57
34.	176/2008	Deputy Chief, Education Section, Planning and Development Division, BS-19.	1 Sindh (R)-1	34	28
35.	177/2008	Assistant Chief, Nutrition Section, Planning & Development Division, BS-18.	1 Sindh (R)-1	6	4
36.	178/2008	Executive Engineers (B&R/E&M), Mes, M/O Defence, BS-18.	3 Punjab-1 Sindh (R)-1 NWFP-1	40	32
37.	179/2008	Deputy Director in a Federal Government Organization, BS-18.	4 Punjab-2 Sindh (U)-1 NWFP-1	54	38
38.	180/2008	Chief Engineer & Ship Surveyor, Ports & Shipping Wing, M/O Ports and Shipping, BS-20.	1 Punjab-1	3	3
39.	181/2008	Engineer & Ship Surveyor, Ports & Shipping Wing, M/O Ports and Shipping, BS-18.	1 Punjab-1	1	1
40.	182/2008	Nautical Surveyor, Ports & Shipping Wing, M/O Ports and Shipping, BS-18.	1 Punjab-1	2	2
41.	183/2008	Director of Ports and Admn, Ports & Shipping Wing, M/O Ports and Shipping, BS-19.	1 Punjab-1	2	2
42.	185/2008	Inspector General (Forests), M/O Environment, BS-21.	1 Punjab-1	12	10
43.	186/2008	Assistant Director/Senior Instructor/Commandant, Civil Defence Training School, M/O Interior, BS-17.	1 NWFP-1	6	5
44.	187/2008	Associate Professors (Male) F.G. Colleges for Men, Federal Directorate of Education, M/O Education, BS-19.	5 Merit-1 Punjab-1 Sindh (R)-1 Balochistan-1 NAFATA-1	41	36
45.	188/2008	Programme Officer, Pakistan Planning and Management Institute, Planning and Development Division, BS-18.	1 Punjab-1	14	9

1	2	3	4	5	6
46.	189/2008	Lecturer (Male), (Computer Science), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	1 NA-1	70	55
47.	190/2008	Lecturer (Female) (Computer Science), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	1 NA-1	28	28
48.	191/2008	Assistant Chief, M/O Industries and Production, BS-18.	1 Punjab-1	15	10
49.	192/2008	Senior System Analyst, Policy and Planning Wing, M/O Education, BS-19.	1 Punjab-1	9	8
50.	193/2008	Senior Programmer, Policy and Planning Wing, M/O Education, BS-18.	1 Punjab-1	16	9
51.	194/2008	Programmers/System Administrators, Policy and Planning Wing, M/O Education, BS-17.	2 Punjab-1 Sindh (R)-1	68	51
52.	195/2008	Medical Offices, National Institute of Child Health (NICH), Karachi, M/O Health, BS-17.	10 Punjab-5 Sindh (R)-1 Sindh (U)-1 NWFP-1 Balochistan-1 NAFATA-1	202	165
53.	196/2008	Computer Operator/Assistant Programmer, Policy and Planning Wing, M/O Education, BS-16.	1 Punjab-1	23	12
54.	197/2008	Assistant System Administrator, Policy and Planning Wing, M/O Education, BS-16.	1 Punjab-1	25	15
55.	198/2008	Education Statistician, Policy and Planning Wing, M/O Education.	1 Punjab-1	4	1
56.	199/2008	Web Master, Policy and Planning Wing, M/O Education.	1 Punjab-1	6	4
57.	200/2008	Budget Publication Officer, Finance Division, BS-18.	1 Punjab-1	9	4
58.	201/2008	Geophysicist, Geological Survey of Pakistan, M/O Petroleum and Natural Resources, BS-18.	1 Punjab-1	2	1
59.	202/2008	Instructors (Female) Government Polytechnic Institute for Women, Islamabad, M/O Education, BS-17.	3 Sindh (R)-1 Balochistan-1 NAFATA-1	13	10



1	2	3	4	5	6
60.	203/2008	Superintending Engineer (B&R/E&M), Mes M/O Defence, BS-19.	1 Sindh (U)-1	5	5
61.	204/2008	Scientific Officer, National Veterinary Laboratory, M/O Food, Agriculture & Livestock, BS-17.	1 NAFATA-1	30	25
62.	205/2008	Deputy Directors/Senior Meteorologists, Pakistan meteorological Department, M/O Defence, BS-18.	6 Punjab-3 Sindh (U)-1 Balochistan-1 NAFATA-1	36	32
63.	206/2008	Electronic Engineers, Pakistan meteorological Department, M/O Defence, BS-17.	8 Punjab-5 NWFP-2 Balochistan-1	64	52
64.	207/2008	Chief Photographer, Pakistan Navy, M/O Defence, BS-16.	1 Punjab-1	13	6
65.	208/2008	Deputy Assistant Director, Textile Commissioner's Organization, Karachi, M/O Textile Industry, BS-16.	1 NWFP-1	6	5
66.	209/2008	Junior Scientific Officer (Fumigation & Pest Control) Pakistan Navy, M/O Defence, BS-17.	1 Punjab-1	32	19
67.	210/2008	Deputy Registrar, National Industrial Relations Commission, Labour and Manpower Division, BS-17.	1 NAFATA-1	23	17
68.	211/2008	Senior Engineers (Floods)/Deputy Directors (Supervision & Monitoring), Office of the Chief Engineering Adviser/Chairman, Federal Flood Commission, M/O Water and Power, BS-18.	3 Punjab-2 NWFP-1	10	10
69.	212/2008	Forest Entomologist, Pakistan Forest Institute, Peshawar, M/O Environment, BS-18.	1 Punjab-1	7	6
70.	213/2008	Medical Officers, JPMC, Karachi, M/O Health, BS-17.	34 Punjab-17 Sindh (R)-1 Sindh (U)-2 NWFP-9	822	637
71.	214/2008	Foreman of Inspection (Mechanical), Naval Headquarters, M/O Defence, BS-16.	1 Punjab-1	7	4
72.	215/2008	Director General, Institute of Optronics, M/O Defence Production, BS-20.	1 Punjab-1	7	3

1	2	3	4	5	6
73.	216/2008	Associate Professors (F) Federal Government Colleges for Women, Federal Directorate of Education, M/O Education, BS-19.	3 Sindh (R)-1 Sindh (U)-1 NWFP-1	8	6
74.	217/2008	Assistant Professors (M) F.G.Colleges/Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education, BS-18.	2 Punjab-1 AJK-1	12	11
75.	218/2008	Technical Officer (Legal), M/O Environment, BS-18.	1 Sindh (R)-1	8	8
76.	219/2008	Medical Officer, JPMC, Karachi, M/O Health, BS-17.	1 NWFP-1	47	36
77.	220/2008	Sister Tutor, National Institute Child Health, Karachi, M/O Health, BS-17.	1 Punjab-1	4	4
78.	221/2008	Assistant Executive Engineer (E/M), Pak. PWD, M/O Housing & Works, BS-17.	1 Punjab-1	31	25
79.	222/2008	Medical Officer, JPMC, Karachi, M/O Health, BS-17.	4 Punjab-2 NWFP-2	87	54
80.	223/2008	Medical Specialists, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	2 NA-2	1	-
81.	224/2008	Forest Mensuration Officer, Pakistan Forest Institute, Peshawar, M/O Environment, BS-18.	1 Sindh (R)-1	1	-
82.	225/2008	Forest Genticist, Pakistan Forest Institute, Peshawar, M/O Environment, BS-18.	1 Punjab-1	10	8
83.	227/2008	Senior Pulp & Paper Officer, Pakistan Forest Institute, Peshawar, M/O Environment, BS-18.	1 Sindh (R)-1	1	1
84.	228/2008	Soil Chemist, Pakistan Forest Institute, Peshawar, M/O Environment, BS-18.	1 Punjab-1	4	4
85.	229/2008	Deputy Director (Technical), Pakistan Forest Institute, Peshawar, M/O Environment, BS-18.	1 Punjab-1	9	3
86.	230/2008	Logging Officer, Pakistan Forest Institute, Peshawar, M/O Environment, BS-18.	1 Punjab-1	6	4

1	2	3	4	5	6
87.	231/2008	Cotton Commissioner, M/O Food, Agriculture and Livestock, BS-20.	1 NWFP-1	19	14
88.	232/2008	Senior Research Officer/Senior Training Officer/Senior Curriculum Officer (Mathematics), National Institute of Science & Technical Education, M/O Education, BS-18.	1 Sindh (R)-1	6	2
89.	233/2008	Librarian, Finance Division, BS-17.	1 Punjab-1	58	40
90.	235/2008	Assistant Programmer, M/O Defence, BS-17.	1 Punjab-1	58	37
91.	237/2008	Paediatric Surgeon, National Institute for Handicapped, M/O Health, BS-18.	1 Punjab-1	1	1
92.	238/2008	Research Officer, M/O Food, Agriculture & Livestock, BS-17.	1 Sindh (U)-1	15	11
93.	239/2008	Lecturers (Female), Islamabad Model Colleges for Girls, Federal Directorate of Education, M/O Education, BS-17.	50 Merit-3 Punjab-24 Sindh (U)-4 Sindh (R)-7 NWFP-5 Balochistan-4 NAFATA-2 AJK-1	2325	1895
94.	240/2008	Scientific Officer, National Veterinary Laboratory, M/O Food, Agriculture & Livestock, BS-17.	1 Balochistan-1	25	20
95.	241/2008	Assistant Inspector of Explosives, Karachi, M/O Industries, Production and Special Initiatives, BS-16.	1 Punjab-1	8	4
96.	242/2008	Junior Scientific Officer, Pakistan Navy, M/O Defence, BS-17.	1 Punjab-1	202	164
97.	243/2008	Assistant Professors, JPMC, Karachi, M/O Health, BS-18.	17 Merit-1 Punjab-8 Sindh (R)-1 NWFP-3 Balochistan-1 NAFATA-2 AJK-1	38	33
98.	244/2008	Deputy Director, Soil Survey of Pakistan, M/O Food Agriculture & Livestock, BS-18.	1 Punjab-1	10	8
99.	245/2008	Horticulturist/Garden Officer, GHQ, M/O Defence, BS-16.	1 Punjab-1	22	18

1	2	3	4	5	6
100.	246/2008	Lecturers (Male), Islamabad Model Colleges for Boys, Federal Directorate of Education, M/O Education, BS-17.	8 Punjab-3 Sindh (U)-4 Balochistan-1	37	22
101.	247/2008	Research Officer, M/O Railways (Railway Board), BS-17.	1 Sindh (R)-1	185	119
102.	248/2008	Instructor (Fishing Gear), Fisheries Training Centre, Marine Fisheries Department, Karachi, (Livestock & Fisheries Wing), M/O Food, Agriculture and Livestock, BS-18.	1 Punjab-1	2	1
103.	250/2008	Lecturers (Male), Directorate of Federal Government Education Institutions (Cantt/Garrisons), M/O Defence, BS-17.	78 Merit-6 Punjab-38 Sindh (U)-5 Sindh (R)-9 NWFP-9 Balochistan-7 NAFATA-3 AJK-1	6544	5021
104.	251/2008	Lecturers (Female), Directorate of Federal Government Education Institutions (Cantt/Garrisons), M/O Defence, BS-17.	69 Merit-4 Punjab-32 Sindh (U)-7 Sindh (R)-10 NWFP-7 Balochistan-4 NAFATA-4 AJK-1	5110	3963
105.	252/2008	Trained Graduate Teachers (Female), Directorate of Federal Government Education Institutions, Urdu Medium Schools, (Cantt/Garrisons), M/O Defence, BS-16.	88 Merit-1 Punjab-27 Sindh (U)-6 Sindh (R)-26 NWFP-8 Balochistan-8 NAFATA-10 AJK-2	5011	3906
106.	253/2008	Trained Graduate Teachers (Male), Directorate of Federal Government Education Institutions, Urdu Medium Schools, (Cantt/Garrisons), M/O Defence, BS-16.	97 Merit-8 Punjab-47 Sindh (U)-8 Sindh (R)-10 NWFP-11 Balochistan-8 NAFATA-3 AJK-2	3823	2795

1	2	3	4	5	6
107.	254/2008	Trained Graduate Teachers (Male), Directorate of Federal Government Education Institutions, English Medium Schools, (Cantt/Garrisons), M/O Defence, BS-16.	130 Merit-10 Punjab-65 Sindh (U)-10 Sindh (R)-14 NWFP-15 Balochistan-8 NAFATA-6 AJK-2	4466	3251
108.	255/2008	Trained Graduate Teachers (Female), Directorate of Federal Government Education Institutions, English Medium Schools, (Cantt/Garrisons), M/O Defence, BS-16.	137 Merit-10 Punjab-68 Sindh (U)-11 Sindh (R)-16 NWFP-15 Balochistan-9 NAFATA-5 AJK-3	5395	4117
109.	256/2008	2nd Engineers (Electronics/Electrical) (System Engineer Calibration), Pakistan Navy, M/O Defence, BS-18.	3 Punjab-2 Sindh (R)-1	11	6
110.	257/2008	Research Officer, Policy Wing, M/O Petroleum and Natural Resources, BS-17.	1 Punajb-1	97	61
111.	258/2008	Medical Technologists, JPMC, Karachi, M/O Health, BS-16.	8 Merit-2 Punjab-4 NWFP-1 AJK-1	27	21
112.	259/2008	Assistant Directors in a Federal Government Organization, BS-17.	25 Merit-2 Punjab-13 Sindh (R)-3 Sindh (U)-2 NWFP-3 Balochistan-1 AJK-1	7624	6647
113.	260/2008	Junior Programmers in a Federal Government Organization, BS-17.	4 Punjab-2 Sindh (R)-1 NWFP-1	276	224
114.	261/2008	Assistant Accounts Officers, Controller General of Accounts, BS-16.	9 Punjab-6 Sindh (R)-1 Balochistan-1 AJK-1	246	155
115.	262/2008	Medical Officers, (Male) Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	5 NA-5	38	34

1	2	3	4	5	6
116.	264/2008	Research Officers, Federal Seed Certification and Registration Department, M/O Food, Agriculture & Livestock, BS-17.	2 Sindh (U)-1 NAFATA-1	23	14
117.	265/2008	Lady Medical Officers, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-17.	6 NA-6	6	4
118.	267/2008	Medical Officers, JPMC, Karachi, M/O Health, BS-17.	4 Punjab-1 Sindh (R)-2 NWFP-1	456	330
119.	268/2008	Foremen of Inspection, (Ammunition), Pakistan Navy, M/O Defence, BS-16.	2 Punjab-1 Sindh (R)-1	22	16
120.	269/2008	Directress Physical Education, F.G. Colleges for Women, Federal Directorate of Education, M/O Education, BS-17.	1 Sindh (U)-1	4	4
121.	270/2008	Chief Inspector of Health, Pakistan Navy, M/O Defence, BS-16.	1 Punajb-1	7	6
122.	271/2008	Assistant Librarian, Establishment Division, BS-16.	1 Sindh (R)-1	25	19
123.	272/2008	Junior Microfilming and Photostating Officer, National Archives of Pakistan Cabinet Division, BS-16.	1 Punjab-1	4	1
124.	274/2008	Female Medical Instructor, M/O Population Welfare, BS-17.	1 Punajb-1	2	1
125.	275/2008	Assistant Chief, M/O Tourism, BS-18.	1 Punajb-1	31	22
126.	278/2008	Joint Administrative Officers, Pak PWD, M/O Housing and Works, BS-17.	2 Punajb-2	66	43
127.	280/2008	Computer Analyst, Textile Commissioner's Organization, Karachi, M/O Textile Industry, BS-16.	1 Punajb-1	5	3
128.	281/2008	Chief/Joint Economic Adviser/Economic Analyst/Economic Consultant, Economists Group, Planning and Development Division, BS-20.	1 Punjab-1	23	21

1	2	3	4	5	6
129.	282/2008	Statistical Officers, Federal Bureau of Statistics, Statistics, Division, BS-17.	29 Merit-2 Punjab-14 Sindh (R)-3 Sindh (U)-2 NWFP-4 Balochistan-2 NAFATA-1 AJK-1	1149	803
130.	283/2008	Senior Instructor, Federal Bureau of Statistics, Statistics Division, BS19.	1 Sindh (R)	3	2
131.	284/2008	Director (Manuals & Publications), Pakistan Public Administration Research Centre, Management Service Wing, Establishment Division, BS-19.	1 Punajb-1	8	6
132.	285/2008	Lecturer (F) Colleges for Girls, Federal Directorate of Education, M/O Education, BS-17.	11 Sindh (R)-2 Sindh (U)-3 Balochistan-4 NAFATA-2	75	58
133.	287/2008	Manager Press, Pakistan Navy, M/O Defence, BS-18.	1 Punajb-1	4	4
134.	288/2008	Deputy Chief, M/O Defence, BS-19.	1 Punajb-1	2	2
135.	289/2008	Director (Mining), Mineral Wing, M/O Petroleum and Natural Resources, BS-19.	1 Punajb-1	3	3
136.	290/2008	Assistant Electronic Engineer, Jinnah Postgraduate Medical Centre, Karachi, M/O Health, BS-17.	1 Punajb-1	10	5
137.	292/2008	Demonstrator (Physics Laboratory), Pakistan Navy, M/O Defence, BS-16.	1 Punajb-1	9	7
138.	293/2008	Assistant Directors (Technical), Policy Wing, M/O Petroleum and Natural Resources, BS-17.	2 Punjab-1 AJK-1	42	25
139.	294/2008	Lecturers (Female), F.G.Colleges for Women, Federal Directorate of Education, M/O Education, BS-17.	3 Sindh (R)-2 Balochistan-1	26	19
140.	295/2008	Lady Doctor, Model Child Welfare Centre, Humak, M/O Social Welfare and Special Education, BS-17.	1 Punajb-1	7	-

1	2	3	4	5	6
141.	296/2008	Deputy Director, National Documentation Centre, Cabinet Division, BS-18.	1 Sindh (R)-1	33	27
142.	297/2008	Librarian, National institute of Child Health, Karachi, M/O Health, BS-17.	1 Punajb-1	10	6
143.	299/2008	Dietitian (Female), Pakistan Navy, M/O Defence, BS-16.	1 Punajb-1	7	6
144.	300/2008	Assistant Comptroller, Pak PWD, M/O Housing and Works, BS-16.	1 Punajb-1	29	14
145.	301/2008	Programmers, GHQ, M/O Defence, BS-17.	6 Merit-1 Punjab-3 Sindh (U)-1 Balochistan-1	76	50
146.	302/2008	Lady Doctor (CMP), Pakistan Navy, M/O Defence, BS-17.	1 Punajb-1	10	3
147.	303/2008	Bio-Chemist, Marine Fishers Department, Karachi, (Livestock & Fisheries Wing), M/O Food, Agriculture and Livestock, BS-16.	1 Punajb-1	15	12
148.	304/2008	Inspector, Department of Tourist Services, M/O Tourism, BS-16.	1 NWFP-1	42	28
149.	305/2008	Assistant Chiefs/Assistant Economic Advisers/Chief Research Officers/Senior Research Officers/Deputy Advisers (Co-operation)/Deputy Directors (Economics Studies) / Deputy Directors (Farm Management)/Deputy Directors (Agricultural Credit), Economists Group, Planning and Development Division, BS-18.	36 Merit-3 Punjab-18 Sindh (R)-4 Sindh (U)-3 NWFP-4 Balochistan-2 NAFATA-1 AJK-1	251	185
150.	306/2008	Deputy Chiefs/Deputy Economic Advisers/Deputy Agricultural Commissioners/Director Research (Opic Cell), Economists Group, Planning and Development Division, BS-19.	4 Punjab-3 Balochistan-1	51	44
151.	307/2008	Data Processing Assistants, Federal Bureau of Statistics, Statistics Division, BS-16.	7 Merit-1 Punjab-3 Sindh (U)-1 Balochistan-1 AJK-1	208	153
152.	310/2008	3rd Engineer (Textile), Pakistan Navy, M/O Defence, BS-17	1 Punajb-1	51	36



1	2	3	4	5	6
153.	311/2008	Associate Professors (Female) Islamabad Model Colleges for Girls, Federal Directorate of Education, M/O Education, BS-19.	4 Merit-1 Punjab-1 Sindh (R)-1 Balochistan-1	12	11
154.	312/2008	Assistant Meteorologists, Pakistan Meteorological Department, M/O Defence, BS-16.	15 Merit-1 Punjab-8 Sindh (R)-1 Sindh (U)-2 NWFP-1 Balochistan-1 NAFATA-1	407	280
155.	313/2008	Computer Instructors, Staff Welfare, Organization, Establishment Division, BS-17.	2 Merit-1 Punjab-1	104	72
156.	2/2009	Lecturer (Law), Central Jail Staff Training Institute, Lahore, M/O Interior, BS-17.	1 Sindh (R)-1	9	4
157.	3/2009	Computer Operator, Central Directorate of National Saving, Finance Division, BS-16.	1 Sindh (U)-1	48	28
158.	4/2009	Lecturer (Female) (Home Economics), Islamabad Model Colleges for girls, Federal Directorate of Education, M/O Education, BS-17.	1 NWFP-1	17	13
159.	5/2009	Lecturers (Male) Islamabad Model College for Boys, Federal Directorate of Education, M/O Education, BS-17.	56 Merit-4 Punjab-28 Sindh (U)-5 Sindh (R)-6 NWPF-6 Balochistan-3 NAFATA-2 AJK-2	3675	2685
160.	6/2009	Lecturer, Central Jail Staff Training Institute, Lahore, M/O Interior, BS-17.	1 Balochistan-1	18	10
161.	7/2009	Assistant Director (IT), Secretariat Training Institute, Establishment Division, BS-17.	1 Punjab-1	159	112
162.	8/2009	Statistical Officer, National Institute of Rehabilitation Medicine, Islamabad, M/O Health, BS-17.	1 Punjab-1	33	23
163.	9/2009	Computer Programmer, National Institute of Rehabilitation Medicine, Islamabad, M/O Health, BS-17.	1 Punjab-1	54	32

1	2	3	4	5	6
164.	10/2009	Assistant Programmers, Pakistan meteorological Department (Headquarters Camp Office), Karachi, M/O Defence, BS-16.	6 Punjab-2 Sindh (R)-1 NWFP-1 Balochistan-1 NAFATA-1	123	89
165.	11/2009	Computer Operators, National Highway and Motorway Police, M/O Communications, BS-16.	23 Merit-1 Punjab-12 Sindh (U)-1 Sindh (R)-3 NWPF-4 Balochistan-1 NAFATA-1	507	331
166.	12/2009	Assistant Scientific Adviser, M/O Science & Technology, BS-18.	1 NAFATA-1	44	29
167.	13/2009	Assistant Directors (Investigation), Federal Investigation Agency, M/O Interior	13 Merit-2 Punjab-8 Balochistan-1 NAFATA-1 AJK-1	2633	1988
168.	14/2009	Speech Therapists, Directorate General of Special Education, M/O Social Welfare and Special Education, BS-17.	14 Merit-1 Punjab-8 Sindh (U)-1 Sindh (R)-1 NWPF-1 NAFATA-1 AJK-1	45	37
169.	15/2009	Trained Graduate Teachers (Male), F.G. Schools, Federal Directorate of Education, M/O Education, BS-16.	40 Merit-3 Punjab-19 Sindh (U)-10 Sindh (R)-1 NWPF-4 Balochistan-2 NAFATA-1	1180	794
170.	17/2009	Deputy Headmasters (Male), F.G. Boys Schools, Federal Directorate of Education, M/O Education, BS-17.	23 Merit-2 Punjab-11 Sindh (U)-2 Sindh (R)-3 NWPF-2 Balochistan-1 NAFATA-1 AJK-1	1690	1299
171.	18/2009	Engineers & Ship Surveyors, M/O Ports and Shipping, BS-18.	3 Punjab-2 Sindh (R)-1	2	-

1	2	3	4	5	6
172.	19/2009	Deputy Director, Federal Public Service Commission, BS-18.	1 Punjab-1	96	58
173.	20/2009	Deputy Port Health Officers/Deputy Airport Health Officers, Directorate of Central Health Establishments, Karachi, M/O Health, BS-17.	2 Punjab-1 Sindh (R)-1	84	58
174.	21/2009	Statistical Officers, M/O Food and Agriculture, BS-17.	1 Punjab-1	73	54
175.	22/2009	Occupational Therapists, Directorate General of Special Education, M/O Social Welfare and Special Education, BS-17.	3 Punjab-1 Sindh (R)-1 NWFP-1	7	4
176.	23/2009	Pharmacist, Pakistan Navy, M/O Defence, BS-17.	1 Punjab-1	69	55
177.	24/2009	Assistant Executive Engineer (B&R), (Civil Engineering), MES, M/O Defence, BS-17.	1 Punjab-1	25	17
178.	25/2009	Lecturer (Sociology), Central Jail Staff Training Institute, Lahore, M/O Interior, BS-17.	1 Punjab-1	34	22
179.	26/2009	Communication Security Officers, Department of Communication Security, Cabinet Division, BS-17.	3 Punjab-2 Sindh (U)-1	50	31
180.	27/2009	Assistant Communication Security Officers, Department of Communication Security, Cabinet Division, BS-16.	2 Sindh (U)-1 Balochistan-1	14	11
181.	28/2009	Joint Census Commissioners, Population Census Organization, Statistics Division, BS-19.	3 Punjab-2 Sindh (R)-1	42	38
182.	29/2009	Joint Census Commissioners (Geography), Population Census Organization, Statistics Division, BS-19.	1 Punjab-1	7	4
183.	30/2009	Data Processing Assistants, M/O Religious Affairs, BS-16.	2 Sindh (R)-1 NWFP-1	37	30
184.	31/2009	Textile Commissioner, Textile Commissioner's Organization, Karachi, M/O Textile Industry, BS-20.	1 Punjab-1	8	8
185.	32/2009	Statistical Officer, T.B.Centre, Rawalpindi, M/O Health, BS-17.	1 Punjab-1	28	22

1	2	3	4	5	6
186.	33/2009	Assistant Information Officers, Press Information Department, M/O Information and Broadcasting, BS-16.	14 Merit-1 Punjab-6 Sindh (U)-2 Sindh (R)-1 NWPF-1 Balochistan-2 AJK-1	222	164
187.	34/2009	Joint Educational Adviser, M/O Education, BS-20.	1 Punjab-1	67	59
188.	35/2009	Assistant Professor (F) (Mathematics), F.G. Colleges for Women, Federal Directorate of Education, M/O Education, BS-18.	1 Merit-1	21	17
189.	36/2009	Assistant Educational Advisers, M/O Education, BS-18.	6 Punjab-4 Sindh (R)-1 NWPF-1	474	375
190.	37/2009	Assistant Armament Supply Officers, Pak. Navy, M/O Defence, BS-16.	3 Merit-1 Punjab-1 NAFATA-1	33	25
191.	38/2009	Accounts Officer, Policy Wing, M/O Petroleum and Natural Resources, BS-17.	1 Punjab-1	37	23
192.	39/2009	Film Inspector, Central Board of Film Censors, M/O Culture, BS-16.	1 NAFATA-1	15	10
193.	40/2009	Assistant Professor (M), F.G.Colleges/Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education, BS-18.	1 Sindh (U)-1	2	2
194.	41/2009	Associate Professor (F), (English), Federal Government Colleges for Women, FDE, M/O Education, BS-19.	1 Merit-1	14	12
195.	42/2009	Statistical Officer, Pak. Navy, M/O Defence, BS-17.	1 Sindh (R)-1	60	32
196.	43/2009	Census Commissioner, Population Census Organization, Statistics Division, BS-20.	1 Punjab-1	15	13
197.	44/2009	Assistant Directors/Research Officers, Akhtar Hameed Khan National Centre for Rural Development & Municipal Administration, Islamabad, M/O Local Government and Rural Development.	3 Punjab-2 Sindh (U)-1	327	255

1	2	3	4	5	6
198.	46/2009	Assistant Executive Engineers (Civil), Pak. PWD, M/O Housing & Works, BS-17.	42 Merit-5 Punjab-23 Sindh (R)-2 Sindh (U)-3 NWFP-4 Balochistan-3 AJK-2	598	453
199.	47/2009	Pharmacists, JPMC, Karachi, M/O Health, BS-17.	3 Punjab-1 Sindh (R)-1 NWFP-1	143	112
200.	48/2009	Research Officers/Planning Officers/Survey Officers, Economists Group, Planning and Development Division, BS-17.	11 Merit-1 Punjab-6 Sindh (R)-1 Sindh (U)-1 NWFP-1 Balochistan-1	416	325
201.	49/2009	Assistant Signal & Telecommunication Engineers, Signal and Telecommunication Engineering Department of Pakistan Railways, M/O Railways, BS-17.	18 Merit-1 Punjab-10 Sindh (U)-1 Sindh (R)-1 NWFP-3 Balochistan-1 AJK-1	473	339
202.	50/2009	Port Health Officer, Port Health Department, Directorate of Central Health Establishments, Karachi, M/O Health, BS18.	1 Punjab-1	2	1
203.	51/2009	Civilian Assistant Security Officers, Ordnance Corps, GHQ, M/O Defence, BS-16.	13 Merit-1 Punjab-6 Sindh (R)-2 Sindh (U)-1 NWFP-1 Balochistan-1 NAFATA-1	451	299
204.	52/2009	Ordnance Officers Civilian (Clerical), Ordnance Corps, GHQ, M/O Defence, BS-16.	10 Merit-1 Punjab-5 Sindh (R)-1 Sindh (U)-1 NWFP-1 Balochistan-1	21	14
205.	53/2009	Ordnance Officers Civilian (Stores), Ordnance Corps, GHQ, M/O Defence, BS-16.	6 Merit-1 Punjab-3 Sindh (R)-1 NWFP-1	23	13

1	2	3	4	5	6
206.	54/2009	Ordnance Officers Civilian (Stores), Ordnance Corps, GHQ, M/O Defence, BS-16.	2 Sindh (R)-1 NWFP-1	159	101
207.	55/2009	Assistant Electronics Advisers, M/O Science & Technology, BS-18.	3 Punjab-1 Sindh (U)-1 Sindh (R)-1	25	19
208.	57/2009	Seed Analyst, Federal Seed Certification and Registration Department, M/O Food and Agriculture, BS-17.	1 Punjab-1	41	33
209.	58/2009	Medical Officer, Airports Security Force, M/O Defence, BS-17.	1 Sindh (U)-1	33	25
210.	59/2009	Assistant Executive Engineers, Civil Engineering Department of Pakistan Railways, M/O Railways (Railway Board), BS-17.	2 Punjab-1 NWFP-1	58	38
211.	61/2009	Junior Scientific Officers, Pak. Navy M/O Defence, BS-17.	3 Merit-1 Punjab-2	160	98
212.	63/2009	Medical Officers, T.B. Centre, Rawalpindi, M/O Health, BS-17.	4 Punjab-2 NWFP-1 Balochistan-1	54	41
213.	64/2009	Assistant Health Education Officer, T.B. Centre, Rawalpindi, M/O Health, BS-16.	1 Sindh (R)-1	37	27
214.	65/2009	Junior Librarians, Department of Libraries, Islamabad, M/O Education, BS-16.	4 Punjab-1 Sindh (R)-1 NWFP-1 AJK-1	94	67
215.	66/2009	Computer Operator, Department of Libraries, Islamabad, M/O Education, BS-16.	1 Merit-1	66	42
216.	67/2009	Assistant Editor, Department of Libraries, Islamabad, M/O Education, BS-16.	1 Punjab-1	19	15
217.	68/2009	Assistant Director (ADMN), Islamabad, M/O Education, BS-17.	1 Punjab-1	93	50
218.	69/2009	Network/System Administrator Board of Investment, M/O Investment, BS-17.	1 Punjab-1	54	35

1	2	3	4	5	6
219.	71/2009	Charge Nurses, JPMC, Karachi, M/O Health, BS-16.	142 Merit-12 Punjab-72 Sindh (R)-2 Sindh (U)-1 NWFP-19 Balochistan-16 NAFATA-13 AJK-7	517	443
220.	72/2009	Lecturer (F) (Computer Science), Federal Govt. Colleges for Women, Directorate of Federal Government Educational Institutions (Cantts/Garrisons), M/O Defence, BS-17.	1 Punjab-1	50	39
221.	73/2009	Statistical Officer, Geological Survey of Pakistan, M/O Petroleum and Natural Resources, BS-17.	1 Punjab-1	28	15
222.	74/2009	Associate Professors, JPMC, Karachi, M/O Health, BS-19.	4 Punjab-2 NWFP-1 NAFATA-1	1	1
223.	76/2009	Deputy Director (Legal), FDE, M/O Education, BS-18.	1 Punjab-1	21	20
224.	77/2009	Deputy Directors, M/Investment, BS-18.	3 Punjab-1 Sindh (R)-1 NWFP-1	82	61
225.	78/2009	Assistant Accounts Officer, Office of the Chief Engineering Adviser/Chairman, Federal Flood Commission, M/O Water and Power, BS-16.	1 Punjab-1	82	59
226.	79/2009	Judicial Member, Law and Human Rights Division, BS-21.	1 AJK-1	2	1
227.	81/2009	Cost Accountant, M/O Industries and Production, BS-18.	1 Punjab-1	27	22
228.	82/2009	Director, Soil Survey of Pakistan, M/O Food and Agriculture, BS-19.	1 Sindh (R)-1	4	2
229.	91/2009	Accounts Officer, Policy Wing, M/O Petroleum and Natural Resources, BS-17.	1 Punjab-1	48	42
230.	92/2009	Assistant Directors/Curators, Department of Archaeology and Museums, M/O Culture, BS-17.	2 Sindh (U)-1 Balochistan-1	19	14

1	2	3	4	5	6
231.	93/2009	Assistant Executive Engineers, Civil Engineering Department of Pakistan railways, M/O Railways (Railways Board), BS-17.	9 Merit-1 Punjab-4 Sindh (R)-1 Sindh (U)-1 NWFP-1 AJK-1	108	85
232.	94/2009	Principal College of Nursing, JPMC, Karachi Centre, M/O Health, BS-20.	1 Punjab-1	5	5
233.	95/2009	Computer Operator, Central Directorate of National Saving, Finance Division, BS-16.	1 Punjab-1	62	49
234.	97/2009	Central Silviculturist, Pakistan Forest Institute, Peshawar, M/O Environment, BS-18.	1 Punjab-1	10	8
235.	98/2009	Assistant Wood Seasoning Officer, Pakistan Forest Institute, Peshawar, M/O Environment, BS-17.	1 Punjab-1	52	34
236.	99/2009	Wildlife Ecologist, Pakistan Forest Institute, Peshawar, M/O Environment, BS-17.	1 Sindh (R)-1	20	17
237.	100/2009	Assistant Economic Botanist, Pakistan Forest Institute, Peshawar, M/O Environment, BS-17.	1 Punjab-1	3	2
238.	101/2009	National Savings Officers, Central Directorate of National Savings, M/O Finance, BS-16.	32 Merit-2 Punjab-16 Sindh (R)-3 Sindh (U)-3 NWFP-3 Balochistan-2 NAFATA-2 AJK-1	1026	730
239.	102/2009	Charge/Staff Nurses, FGSH, Islamabad, M/O Health, BS-16.	87 Merit-7 Punjab-43 Sindh (R)-10 Sindh (U)-7 NWFP-10 Balochistan-5 NAFATA-3 AJK-2	226	169



1	2	3	4	5	6
240.	103/2009	Charge/Staff Nurses, National Institute of Child Health, Karachi, M/O Health, BS-16.	54 Merit-4 Punjab-27 Sindh (R)-7 Sindh (U)-4 NWFP-6 Balochistan-3 NAFATA-2 AJK-1	198	146
241.	105/2009	Assistant Mechanical Engineers, M/O Railways (Railway Board) BS-17.	18 Merit-2 Punjab-8 Sindh (R)-3 Sindh (U)-1 NWFP-2 Balochistan-1 AJK-1	196	172
242.	107/2009	Anaesthetist, Health Deptt. Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18.	1 N.A.-1	1	1
243.	108/2009	Data Processing Assistant, M/O Religious Affairs, Zakat and Ushr, BS-16.	1 Punjab-1	47	33
244.	109/2009	Public Relation Officers, Board of Investment, M/O Investment, BS-16.	2 Punjab-1 NWFP-1	72	48
245.	110/2009	Assistant Directors, Central Directorate of national Saving, Finance Division, BS-17.	11 Merit-1 Punjab-5 Sindh (R)-2 Sindh (U)-1 NWFP-1 NAFATA-1	845	669
246.	111/2009	Civilian Assistant Security Officers, Ordnance Corps, GHQ, M/O Defence, BS-16.	8 Punjab-4 Sindh (R)-1 Sindh (U)-1 NAFATA-1 AJK-1	13	12
247.	112/2009	Deputy Director, M/O Women Development, BS18.	1 Punjab-1	50	38
248.	114/2009	Computer programmer, AJ&K Council Secretariat, BS17.	1 Merit-1	114	94
249.	115/2009	Data Processing Assistant, AJ&K Council Secretariat, BS-16.	1 Merit-1	105	85

1	2	3	4	5	6
250.	116/2009	System Analysts, Pakistan Military Accounts Department, M/O Defence, BS-18.	5 Merit-1 Punjab-3 Sindh (R)-1	82	70
251.	117/2009	Computer Operators, Pakistan Accounts Department, M/O Defence, BS-16.	20 Merit-2 Punjab-7 Sindh (R)-2 Sindh (U)-2 NWFP-3 Balochistan-2 NAFATA-2	474	359
252.	118/2009	Assistant Mechanical Engineer, M/O Railways (Railway Board), BS-17.	1 Punjab-1	37	27
253.	119/2009	Assistant Engineer (Floods), Office of the Chief Engineering Adviser/Chairman, Federal Flood Commission, M/O Water and Power, BS-17.	1 NAFATA-1	16	12
254.	120/2009	Audiologists, Directorate General of Special Education, M/O Social Welfare and Special Education, BS-17.	4 Punjab-2 Balochistan-1 AJK-1	6	6
255.	121/2009	Deputy Chiefs/Deputy Economic Advisers/Deputy Agricultural Commissioners/Director Research (Opic Cell), Economists Group, Planning and Development Division, BS-19.	2 Punjab-1 Sindh (U)-1	26	21
256.	122/2009	Chief/Joint Economic Adviser/Economic Analyst/Economic Consultant, Economists Group, Planning and Development Division, BS-20.	1 AJK-1	4	4
257.	125/2009	Programmer, Federal Public Service Commission, BS-18.	1 Punjab-1	18	13
258.	127/2009	Deputy Director, Board of Investment, M/O Investment, BS-18.	1 NWFP-1	66	51
259.	130/2009	Drilling Engineer, Geological Survey of Pakistan, M/O petroleum and Natural Resources, BS-17.	1 AJK-1	9	8
260.	133/2009	2nd Engineers (Electronics) (System Engineer PCBPF), Pakistan Navy, M/O Defence, BS-18.	8 Punjab-6 Sindh (U)-1 Balochistan-1	34	27

1	2	3	4	5	6
261.	134/2009	Assistant Manager Personnel and Administration Department, Naval Headquarters, M/O Defence, BS-16.	1 Sindh (U)-1	56	39
262.	135/2009	Senior Store Officer, Mes, M/O Defence, BS-18.	1 Punjab-1	24	10
263.	136/2009	Civil Engineer, M/O Environment BS-18.	1 Punjab-1	13	11
264.	137/2009	Lecturers (Male) Geography), F.G. Colleges/Higher Secondary Schools for Men, Federal Directorate of Education, BS-17.	4 Sindh (R)-2 Sindh (U)-2	17	17
265.	138/2009	Director (Legal) Central Directorate of National Savings, Finance Division, BS-19.	1 Punjab-1	15	13
266.	139/2009	Cameraman, Pakistan Navy, M/O Defence, BS-17.	1 Punjab-1	10	9
267.	141/2009	Director (Non-Technical), M/O Population Welfare, BS-19.	1 Sindh (U)-1	43	39
268.	143/2009	Research Officers, M/O Social Welfare and Special Education, BS-17.	2 Punjab-1 Sindh (U)-1	51	31
269.	146/2009	Assistant Executive Engineers (E/M), Pak.PWD, M/O Housing & Works, BS-17.	11 Merit-2 Punjab-7 Sindh (U)-1 NWFP-1	374	309
270.	147/2009	Charge/Staff Nurses, National Institute of Rehabilitation Medicine, Islamabad, M/O Health, BS-16.	18 Merit-3 Punjab-6 Sindh (U)-3 NWFP-1 Balochistan-3 NAFATA-1 AJK-1	67	60
271.	152/2009	Dermatologist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS	1 NA-1	1	1
272.	153/2009	Surgical Specialist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division, BS-18	1 NA-1	1	1
<b>TOTAL</b>				<b>69081</b>	<b>52930</b>

**Appendix-IX**

**Cases (BS-16 & Above) where Alternate Nominations  
were Made Due to Non-Joining of Principal Nominees of  
the Commission during the Year, 2009**

S No.	Case No.	Name of Post with BS and Ministry/Division/ Department	Principal Nominations	Alternate Nominations
1	2	3	4	5
1.	239/2006	Vice Principals, Federal Government Public Secondary School/ Junior Public School, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), GHQ, M/O Defence, BS-17.	Punjab-2	1 R-1
2.	18/2007	Executive Engineers (B&R/E&M), , MES, M/O Defence, BS-18.	Punjab-5 Sindh(R)-1 Sindh(U)-1 NAFATA-1	4 R-1 R-1 R-1 R-1
3.	74/2007	Deputy Chief, M/O Defence. BS-19.	Punjab-1	1 R-1
4.	100/2007	Lecturers (Female),, Islamabad Model Colleges For Girls, Federal Directorate of Education, M/O Education. BS-17.	Sindh(R)-6	1 R-1
5.	104/2007	Junior Teachers (Female), Islamabad Model Colleges For Boys & Girls, Federal Directorate of Education, M/O Education. BS-16.	Punjab-62 Sindh(R)-14 Sindh(U)-12 NWFP-14 NAFATA-6	18 R-12 R-2 R-1 R-2 R-1
6.	186/2007	Assistant Professors (Male), Federal Government Colleges for Men, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence. BS-18	Punjab-4	1 R-1
7.	191/2007	National Savings Officers, Central Directorate of National Savings, M/O Finance. BS-16	Punjab-19 Balochistan-2	10 R-8 R-2
8.	199/2007	Assistant Directors/Curators, Department of Archaeology and Museums, M/O Culture. BS-17	NWFP-1	1 R-1
9.	201/2007	Lecturers (Female), F.G. Colleges for Women, Federal Directorate of Education, M/O Education. BS-17.	Punjab-8 NWFP-2	3 R-2 R-1

10.	202/2007	Patrol Officers, National Highways & Motorways Police, M/O Communications. BS-14.	Punjab-33 NWFP-8 Balochistan-21 NAFATA-3	8 R-3 R-1 R-3 R-1
11.	207/2007	Medical Officers, Federal Government Services Hospital, Islamabad, M/O Health. BS-17	NAFATA-2	1 R-1
12.	230/2007	Education Officers, M/O Education. BS-17.	Punjab-3 Balochistan-1	2 R-1 R-1
13.	305/2007	Sub-Engineer, Directorate General of Sepcial Education, M/O Social Welfare and Special Education. BS-16	Sindh (R)-1	1 R-1
14.	6/2008	Directors, Investment Division and Board of Investment, M/O Privatization and Investment. BS-19.	Punjab-2	-1- R-1
15.	2/2008	Senior Research Officer, M/O Education. BS-18.	Punjab-1	1 R-1
16.	16/2008	Programmer, Office of The Chief Engineering Adviser/ Chairman, Federal Flood Commission, M/O Water and Power. BS-17	Punjab-1	1 R-1
17.	24/2008	Medical Officers, Directorate General of Special Education, M/O Social Welfare and Special Education. BS-17.	Punjab-4	-1- R-1
18.	38/2008	Social Case Worker, National Institute for Handicapped, M/O Health. BS-17	Punjab-1	-1- R-1
19.	41/2008	Research Officer (Cocoon & Silk Technology), Pakistan Forest Institute, Peshawar, M/O Environment. BS-17.	Punjab-1	-1- R-1
20.	54/2008	Assistant Commissioner For Indus Waters, Office of the Pakistan Commissioner for Indus Waters, Lahore, M/O Water and Power. BS-17.	Punjab-1	-1- R-1
21.	70/2008	Assistant Executive Engineers, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	NA-3	-1- R-1
22.	85/2008	Trained Graduate Teachers (Male), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division. BS-16	NA-11	-1- R-1
23.	86/2008	Trained Graduate Teachers (Female), Education Department of Northern Areas, Kashmir Affairs & Northern Areas Division. BS-16	NA-06	-1- R-1

24.	100/2008	Computer programmers, (Internet Wing), M/O Information And Broadcasting. BS-17.	Punjab-1	-1-R-1
Total				63

**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	M M	DD
1	9/08	Assistant Professor (Male), (Computer Science), Education Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	14-7-2009	15-10-2009	-	-	29
2	10/08	Lecturers (Male), (Computer Science), Education Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	29-1-2009	14-4-2009	-	-	15
3	13/08	Superintending Engineer (B&R/E&M), MES, Ministry of Defence. BS-19	25-2-2009	13-5-2009	-	-	18
4	17/08	Civilian Assistant Security Officers, Ordnance Corps, GHQ, Ministry of Defence. BS-16.	6-7-2009	7-12-2009	-	2	1
5	45/08	System Analyst, Establishment Division. BS-18.	19-10-2009	Reminder issued.			
6	57/08	District Health Officers, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	9-9-2009	Reminder issued.			
7	58/08	Deputy Medical Superintendent, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	21-7-2009	Reminder issued.			
8	63/08	Quality Assurance Officer, Federal Public Service Commission. BS-18.	15-7-2009	Reminder issued.			
9	67/08	Assistant Network Administrators, Federal Public Service Commission. BS-16.	21-7-2009	Reminder issued.			
10	74/08	Assistant Managers Personnel And Administration Department, Naval Headquarters, Ministry of Defence. BS-16	25-7-2009	28-10-2009	-	1	3

S. No	Case No.	Name of Post with Ministry Division/Department & BPS.	Date of Recommendation	Date of appointment	Delay		
					YY	M M	DD
11	82/08	Dietitian (Female), Pakistan Navy, Ministry of Defence. BS-16.	13-7-2009	Reminder issued			
12	102/08	Labour Welfare and Safety Officer, Pakistan Navy, Ministry of Defence. BS-16.	11-7-2009	Reminder issued			
13	123/08	Associate Physician (Medicine)/ Civil Surgeon, Federal Medical Centre, Lahore, (Directorate of Central Health Establishments), Ministry of Health. BS-18	20-10-2009	Reminder issued			
14	128/08	Programmer, Establishment Division. BS-17.	11-7-2009	Reminder issued			
15	131/08	Scientific Officers, National Research Institute of Fertility Care, Karachi, Ministry of Population Welfare. BS-17.	11-7-2009	Reminder issued			
16	151/08	Oral Surgeon, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	20-10-2009	Reminder issued			
17	162/08	Child Specialist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	13-10-2009	Reminder issued			
18	164/08	Dental Officers, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-17	12-10-2009	22-12-2009	-	-	10
19	170/08	Research Officer Grade-Ii, AFMSL Lahore, Ministry of Defence. BS-17.	30-9-2009	8-12-2009	-	-	8
20	190/08	Senior System Analyst, Policy and Planning Wing, Ministry of Education. BS-19.	12-10-2009	Reminder issued			
21	194/08	Programmers/ System Administrators, Policy and Planning Wing, Ministry of Education. BS-17.	19-10-2009	Reminder issued			
22	204/08	Scientific Officer, National Veterinary Laboratory, Ministry of Food, Agriculture & Livestock. BS-17.	9-10-2009	Reminder issued			
23	209/08	Junior Scientific Officer (Fumigation & Pest Control), Pakistan Navy, Ministry of Defence. BS-17.	20-10-2009	Reminder issued			





**Appendix-XI****Regularization of Ad-hoc Appointees**

Case No.	Name of Post, Designation/Department	Remarks Extension Granted/ Refused
F.8-4/2006	Assistant Directors (BS-17), Directorate General Immigration and Passports, Ministry of Interior, Islamabad	One incumbent i.e Saida Bano, A.D (BS-17) was Declared fit for retention in her Service and while the case of Mr. Shabbir Ahmed, A.D (BS-17) was deferred due to non-completion of PER dossiers.

**Appendix -XII****Extension in Service of Ad-hoc Appointment**

Case No.	Name of Post, Designation/Department	Remarks Extension/ Granted/ Refused
F.8-1/2007	Assistant Executive Engineering (Civil), BS-17, Pakistan Railways, (Adhoc Appointment).	i).Fourteen (14) incumbents were given extension from September, 2008 for a period of six months or till the availability of FPSC's nominees, whichever is earlier. ii). Further extension to the 14 incumbents was also given from March, 2009 to 31 <sup>st</sup> January, 2010 or till the availability of FPSC's nominee, whichever is earlier.

**Appendix -XIII****Withdrawal of Recruitment Cases**

<i>Case No.</i>	<i>Name of Post with Ministry/ Division/ Department &amp; BPS.</i>	<i>No Posts with Quota</i>	<i>Candidates applied.</i>
108/2008	Deputy Registrar, National Industrial Relation Commission, Labour and Manpower Division. BS-17	1 Punjab-1	33

**Appendix-XIV**

**Cases (Bs-16 & Above) where Representations Against  
Decision of the Commission were Received and Processed  
during the Year, 2009**

<b>S. No.</b>	<b>Case No.</b>	<b>Representations/Review Petitions</b>	<b>Candidates Restored</b>
1.	158/2007	45	11
2.	185/2007	8	1
3.	199/2007	13	2
4.	209/2007	3	2
5.	217/2007	3	-
6.	218/2007	1	1
7.	220/2007	1	-
8.	238/2007	4	3
9.	247/2007	1	-
10.	250/2007	2	-
11.	255/2007	3	-
12.	257/2007	2	1
13.	260/2007	4	1
14.	262/2007	5	3
15.	268/2007	1	-
16.	280/2007	4	1
17.	286/2007	1	1
18.	287/2007	4	1
19.	292/2007	2	2
20.	302/2007	6	1
21.	309/2007	2	1
22.	5/2008	2	1
23.	6/2008	4	-
24.	09/2008	1	-
25.	11/2008	1	-
26.	13/2008	1	1
27.	17/2008	1	1
28.	20/2008	1	-
29.	25/2008	1	-
30.	26/2008	2	2
31.	31/2008	1	1

<b>S. No.</b>	<b>Case No.</b>	<b>Representations/Review Petitions</b>	<b>Candidates Restored</b>
32.	33/2008	1	1
33.	34/2008	9	7
34.	38/2008	2	-
35.	39/2008	5	2
36.	42/2008	1	-
37.	44/2008	5	1
38.	50/2008	2	-
39.	55/2008	1	-
40.	57/2008	2	1
41.	60/2008	4	2
42.	63/2008	1	1
43.	67/2008	2	-
44.	64/2008	1	1
45.	69/2008	4	2
46.	71/2008	1	1
47.	73/2008	3	2
48.	74/2008	12	2
49.	90/2008	2	1
50.	91/2008	2	-
51.	92/2008	2	-
52.	101/2008	2	-
53.	103/2008	1	-
54.	104/2008	1	-
55.	105/2008	4	1
56.	115/2008	1	-
57.	117/2008	1	-
58.	118/2008	1	-
59.	120/2008	1	-
60.	122/2008	6	1
61.	126/2008	1	-
62.	131/2008	1	
63.	135/2008	1	1
64.	138/2008	3	-
65.	140/2008	3	1
66.	144/2008	2	-
67.	158/2008	2	1
68.	168/2008	7	-

<b>S. No.</b>	<b>Case No.</b>	<b>Representations/Review Petitions</b>	<b>Candidates Restored</b>
69.	175/2008	2	-
70.	177/2008	2	-
71.	188/2008	3	-
72.	193/2008	6	2
73.	195/2008	1	-
74.	196/2008	2	-
75.	199/2008	1	-
76.	202/2008	1	-
77.	208/2008	1	-
78.	210/2008	1	1
79.	214/2008	2	-
80.	217/2008	2	1
81.	218/2008	2	-
82.	228/2008	3	-
83.	269/52008	1	-
Total		260	71

**Appendix-XV****Detail of Cases (Re-advertised) during the year, 2009**

<b>S. No.</b>	<b>Case No.</b>	<b>Detail of Cases</b>	<b>Advertisement Number</b>
1.	179/08	Deputy Director (BS-18), Federal Government Organization.	14/2008
2.	202/08	Inspector (Female) BS-17 , Government Polytechnic Institute for Women, Islamabad, M/O Education	15/2008
3.	208/08	Deputy Assistant Director (BS-16), Textile Commissioner Organization, Karachi, M/O Textile Industry.	17/2008
4.	214/08	Foreman of Inspection (Mechanical) BS-16, Headquarters, M/O Defence.	17/2008
5.	216/08	Associate Professor (Female) BS-19, Federal Government Colleges for Women, Federal Directorate of Education, M/O Education.	17/2008
6.	217/08	Assistant Professor (Male) BS-18, Federal Colleges/ Heigher Secondary Schools for Men , Federal Directorate of Education, M/O Education	17/2008
7.	1/09	Anaesthetist, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division. BS-18	1/2009
8.	2/09	Lecturer (Law), Central Jail Staff Training Institute, Lahore, M/O Interior. BS-17.	1/2009
9.	4/09	Lecturer (Female) (Home Economics)_Islamabad Model Colleges For Girls, Federal Directorate of Education, M/O Education. BS-17.	1/2009
10.	18/09	Three Engineers & Ship Surveyors, Permanent=Two And Temporary=One, Mercantile Marine Department, (02 at Karachi and 01 at Sub Office Gwadar), M/O Ports and Shipping_ BS-18	2/2009
11.	23/09	Pharmacist, Permanent, Pakistan NAVY, M/O Defence. Minimum Qualification, BS-17	2/2009
12.	24/09	Assistant Executive Engineer (B&R), (Civil Engineering) (BS-17), Permanent, MES, M/O Defence.	4/2009
13.	37/09	Three Assistant Armament Supply Officers (BS-16), Permanent, Pakistan Navy, M/O Defence.	4/2009
14.	42/09	Statistical Officer (BS-17), Permanent, Pakistan Navy, M/O Defence.	4/2009
15.	50/09	Port Health Officer (BS-18), Permanent, Port Health Department, Directorate of Central Health Establishments, Karachi, M/O Health.	4/2009

<b>S. No.</b>	<b>Case No.</b>	<b>Detail of Cases</b>	<b>Advertisement Number</b>
16.	59/09	Two Assistant Executive Engineers (BS-17), Temporary, likely to continue Indefinitely, Civil Engineering Department of Pakistan Railways, M/O Railways (Railway Board).	5/2009
17.	70/09	Chest Specialist (BS-18) with 25% special pay, Temporary, Health department, Northern Areas, Kashmir Affairs & Northern Areas Division.	5/2009
18.	72/09	Lecturer (Female) (Computer Science) (BS-17), Permanent, Federal Government Colleges for Women, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	5/2009
19.	74/09	Four Associate Professors (BS-19), Permanent, Jinnah Postgraduate Medical Centre, Karachi, M/O Health.	5/2009
20.	104/09	Pathologist (BS-18 With 25% Special Pay), Temporary, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division.	7/2009
21.	106/09	Dermatologist, (BS-18 With 25% Special Pay), Temporary, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division	7/2009
22.	118/09	Assistant Mechanical Engineer (BS-17), Temporary, likely to continue Indefinitely, M/O Railways (Railway Board).	9/2009
23.	119/09	Assistant Engineer (Floods), (BS-17), Temporary, Likely To Continue, Office of the Chief Engineering Adviser/ Chairman, Federal Flood Commission, M/O Water and Power.	9/2009
24.	127/09	Deputy Director (BS-18), Permanent, Board Of Investment, M/O Investment.	9/2009
25.	128/09	Chest Specialist (BS-18 with 25% special pay), Temporary, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division.	9/2009
26.	129/09	Engineer & Ship Surveyor (BS-18), Permanent, Ports and Shipping Wing, M/O Ports and Shipping	9/2009
27.	130/09	Drilling Engineer (BS-17), Temporary, Likely to Continue Indefinitely, Geological Survey of Pakistan, M/O Petroleum and Natural Resources.	9/2009
28.	131/09	Two Medical Specialists (Bs-18 with 25% special pay), Temporary, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division.	9/2009
29.	133/09	Eight 2nd Engineers (Electronics) (System Engineer Pcbf) (BS-18), Permanent, Pakistan Navy, M/O Defence.	9/2009
30.	134/09	Assistant Manager Personnel and Administration Department (BS-16), Permanent, Naval Headquarters,	9/2009

<b>S. No.</b>	<b>Case No.</b>	<b>Detail of Cases</b>	<b>Advertisement Number</b>
		M/O Defence.	
31.	136/09	Civil Engineer (BS-18), Permanent, M/O Environment.	9/2009
32.	137/09	Four Lecturers (Male) (Geography) (BS-17), Temporary, likely to Become Permanent, F.G. Colleges/ Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education.	9/2009
33.	140/09	Professor (Bio-Chemistry) (BS-20), Permanent, Jinnah Postgraduate Medical Centre, Karachi, M/O Health.	9/2009
34.	135/09	Senior Store Officer (BS-18), permanent, MES, M/O Defence.	10/2009
35.	149/09	Director of Ports and Administration (BS-19), Permanent, Ports and Shipping Wing, M/O Ports and Shipping	10/2009
36.	151/09	Pathologist (BS-18 with 25% Special Pay), Temporary, Health department, Northern Areas, Kashmir Affairs & Northern Areas Division.	10/2009
37.	152/09	Dermatologist (bs-18 with 25% Special Pay), Temporary, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division.	10/2009
38.	153/09	Surgical Specialist (BS-18 with 25% Special Pay), Temporary, Health Department, Northern Areas, Kashmir Affairs & Northern Areas Division.	10/2009
39.	165/09	Assistant Electrical Engineer BS-17, M/O Railways.	11/2009
40.	185/09	Two National Saving Officers BS-16, Central Directorate of National Saving, Finance Division.	11/2009
41.	187/09	Assistant Professor (Male) (Political Science) (BS-18) Temporary, Likely to become Permanent, F.G. Colleges/ Higher Secondary Schools for Men, Federal Directorate of Education, M/O Education.	12/2009
42.	188/09	Associate Professors (Female) (BS-19), Temporary, Likely to Become Permanent, Federal Government Colleges for Women, Federal Directorate of Education, M/O Education	12/2009
43.	189/09	Assistant Professor (Female), (BS-18), TEMPORARY, Likely to Become Permanent, F.G. Colleges for Women, Federal Directorate of Education, M/O Education	12/2009
44.	193/09	Nautical Surveyor (BS-18), Permanent, M/O Ports and Shipping.	12/2009
45.	194/09	Lady Doctor (BS-17), Temporary, Likely to Continue	12/2009

<b>S. No.</b>	<b>Case No.</b>	<b>Detail of Cases</b>	<b>Advertisement Number</b>
		Indefinitely, Model Child Welfare Centre, Humak, M/O Social Welfare and Special Education	
46.	200/09	Assistant Mechanical Engineer (BS-17), Temporary, Likely to Continue Indefinitely, M/O Railways (Railway Board).	12/2009
47.	201/09	Deputy Assistant Director (BS-16), Temporary, Likely to Continue, Textile Commissioner's Organization, Karachi, M/O Textile Industry	12/2009
48.	202/09	Instructor (Fishing Gear), Permanent, Fisheries Training Centre, Marine Fisheries Department, Karachi, (Livestock & Fisheries Wing), M/O Livestock and Dairy Development. BS-18	12/2009



**TABLE NO. 1**

**Details of Filled in Vacancies for Year, 2008  
in Order of Occupational  
Groups/Services and Provinces/Regions**

Occupational Group/Service	Merit	Punjab	Sindh (R)	Sindh (U)	NWFP	Balochistan	NA-FATA	AJK	Total
Pakistan Audit & Accounts Service	4	23	5	1	5	4	3	3	48
Commerce & Trade	3	19	1	-	5	4	2	2	36
Customs & Excise	2	15	6	3	3	2	1	-	32
District Management	3	18	5	3	4	2	2	1	38
Foreign Service of Pakistan	2	11	4	2	3	1	1	1	25
Income Tax Group	2	13	4	8	3	4	2	2	38
*Information Group	2	26	-	-	6	4	2	2	42
Military Lands & Cantonments	-	2	-	-	1	-	-	-	3
Office Management	3	21	-	-	4	3	2	1	34
Police Group	2	16	4	4	5	2	1	2	36
Postal	1	8	-	-	2	1	1	1	14
Railways(C & T)	-	9	-	-	2	1	1	-	13
Total	24	181	29	21	43	28	18	15	359

**\* Mr. Abdul Rashid Shabir is allocated in advanced in quota of Punjab.**

There were 6588 applicants for the Competitive Examination 2008. Out of them, 4247(73%) appeared and 685(8.46%) passed in written examination. Establishment Division reported 447 vacancies, whereas 359(8.46%) candidates were inducted into various Occupational Groups/Services. Allocation could not be made against 88 vacancies reserved for Sindh(R), Sindh(U) and Balochistan, as required numbers of candidates were not available from these Provinces.

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

Candidate's Domicile	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Balochistan	181 (04)	29 (4)	3	3	29 (8)
N.W.F.P.	730 (17)	92 (13)	9	8	44(12)
Sindh(Rural)	420 (10)	29 (4)	3	4	29 (8)
Sindh(Urban)	274 (6)	21 (3)	-	4	21 (06)
Punjab	2343 (55)	449 (66)	80	74	203 (57)
A.J.K.	82 (2)	15 (2)	-	1	15 (4)
Federal T.A.	217( 5)	50 (7)	5	6	18 (5)
Not Mention	-	-	-	-	-
Total	4247	685	100	100	359

- Figures in bracket are the total percentage.
- Out of 4247 candidates who appeared in the written exam, 2343(55%) were from Punjab, followed by NWFP 730(17%), Sindh Rural 420(10%), Sindh Urban 274(06%), FATA 217(05%), Balochistan 181(04%) and AJK 82(02%). In the final selection the share of candidate from Punjab was 203(57%), NWFP 44(12%) and 29(8%) each for Balochistan, Sindh Rural.

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

Father's Education	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Ph.D.	21 (-)	3 (-)	1	1	3 (01)
M. Phil.	7 (-)	3 (-)	1	-	1 (-)
Post Graduate	695 (16)	141 (21)	24	28	89 (25)
Graduate	737 (17)	122 (18)	24	15	70 (19)
Professional Degrees	413 (10)	79 (12)	16	15	46 (13)
Professional diploma/certificate	65 (02)	8 (01)	2	2	3 (01)
Intermediate	487 (11)	72 (11)	7	10	31 (09)
Matric	736 (17)	113(16)	12	14	48 (13)
Below Matric	602 (14)	73 (11)	6	9	31 (09)
Illiterate	170 (04)	40 (06)	3	3	23 (06)
Religious Education	17 (-)	-	-	-	-
Information not reported	297 (07)	31 (5)	4	3	14 (04)
Total	4247	685	100	100	359

Statistics regarding educational status of the father of candidates, showed that 43% of them were Graduate and above or Professional Degree holders like (MBBS, B.Sc., Eng. etc.), while 25% were Matriculate or below. In final selection their share remained as 58% and 28% respectively. It was observed that the performance of the candidates whose father had Post Graduate was far better than others as they obtained 25% share in final selection while their appearance was 16%.

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

Father's Occupation	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Administrative	303 (07)	63 (09)	13	15	47 (13)
Clerical	317 (07)	36 (05)	4	2	15 (04)
Armed Forces	88 (02)	11 (02)	1	-	3 (01)
Accounts	116 (03)	16 (02)	3	2	8 (02)
Engineering	114 (03)	27 (04)	10	6	19 (05)
Legal	157 (04)	34 (05)	3	6	18 (05)
Medical	87 (02)	21 (03)	5	3	12 (03)
Teaching	238 (06)	42 (06)	5	9	27 (08)
Retired Person	1005 (24)	200 (29)	32	25	102 (28)
Agriculture	680 (16)	107 (16)	14	13	43 (12)
Business	790 (19)	101 (15)	9	17	55 (15)
Skilled Worker	123 (03)	14 (02)	1	-	5 (1)
Unskilled Worker	41 (01)	-	-	-	- (-)
Unspecified	28 (01)	6 (1)	-	1	1 (-)
Information not reported	160 (04)	7 (01)	-	1	4 (1)
Total	4247	685	100	100	359

Impact of Father's occupation on performance of their offspring was studied and relative share of the candidates in final selection w.r.t their father's occupation. Percentage of selected candidates whose parents were retired from various services was 28% followed by Business 15%, Administrative job 13% and Agriculture 12%. It reveals that performance of the candidates who have Administrative jobs or retired from various services was higher than other occupations as compared to their appearance in examination.

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

Family's Annual Income	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Below to 50,000	464 (11)	47 (07)	6	4	19 (05)
50001 - 100,000	335 (08)	32 (05)	4	2	11 (03)
100001 - 200,000	744 (18)	107 (16)	5	14	42 (12)
200001 - 300,000	629 (15)	100 (15)	14	15	64 (18)
300001 - 400,000	354 (08)	74 (11)	12	11	41 (11)
400001 - 700,000	775 (18)	148 (22)	27	22	84 (23)
700001 & Above	614 (14)	131 (19)	22	27	75 (21)
Information not reported	332 (08)	46 (07)	10	5	23 (06)
<b>Total</b>	<b>4247</b>	<b>685</b>	<b>100</b>	<b>100</b>	<b>359</b>

The data indicates that 59% candidates who appeared in the Competitive Examination belonged to families having income in the range of Rs. 1 - 7 Lac per annum, while in final selection they got 64% share. However, 14% candidates appeared in the written exam belonged to families with income in the range of Rs. 7 Lacs and above per annum and their share in final selection was 21% which clearly showed their best performance as compared to other income groups.

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

	Total	Male		Female	
		Married	Unmarried	Married	Unmarried
Appeared in Exam.	4247	456 (11)	2682 (63)	95 (02)	1014 (24)
Qualified in Written Exam	689	73 (11)	457 (66)	13 (02)	146 (21)
Finally Qualified	685	73 (11)	454 (66)	13 (02)	145 (21)
Selected for training	359	39 (11)	235 (65)	05 (01)	80 (22)

Statistics showed that out of 4247 candidates who appeared in the written exam 74% were male and 26% candidates were female. While in final selection 76% were male and 24% were female candidates. The study showed that female candidates are decreased their ratio in competitive examination as compared to previous year i.e.31%.

**TABLE NO. 7**

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

Age in years	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
21-23	397 (09)	55 (08)	10	13	40 (11)
23-25	1003 (24)	182 (27)	34	24	104 (29)
25-27	1530 (36)	234 (34)	32	36	122 (34)
27-29	1086 (26)	172 (25)	20	22	74 (21)
29-30	226 (05)	42 (06)	04	05	19 (05)
Above 31	05(-)	-	-	-	-
Total	4247	685	100	100	359

The study revealed that 62% candidates who appeared in the examination fall within age group 25-29, while in final selection they got 55% share. The performance of the candidates in age groups 23-25 was better than other age groups as they got share of 29% in final selection against their appearance of 24%.

**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	42 (1)	12 (02)	4	2	8 (02)
Provincial Government	1749 (41)	252 (37)	22	28	102 (28)
Federal Government	163 (04)	30 (04)	4	5	20 (06)
Pilot/Comprehensive	168 (04)	29 (04)	7	3	14 (04)
Forces/Garrison	229 (05)	59 (09)	17	6	45 (13)
Private	898 (21)	121 (18)	20	18	62 (17)
Missionary	152 (04)	33 (05)	4	9	25 (07)
Model	362 (09)	57(08)	11	13	37 (10)
Public	474 (11)	92 (13)	11	16	46 (13)
Information not reported	10 (-)	-	-	-	-
Total	4247	685	100	100	359

Out of 359 selected candidates, 102(28%) got their early education from Provincial Government Schools followed by those 62(17%) who got education from Private Schools, 46(13%) from Public Schools and 45(13%) from Forces/Garrison Schools. In final selection the performance of candidates who studied from Forces/Garrison schools was 13%, was far better than other schools against their appearance of 5%.



**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>				
Ph.D.	-	-	-	-
M. Phil.	24 (100)	-	-	24 (1)
Master	1061 (54)	852 (43)	52 (3)	1965 (46)
Bachelor	547 (37)	908 (62)	7 (1)	1462 (34)
Engineering	98 (88)	14 (12)	-	112 (3)
Law	66 (18)	309 (82)	-	375 (9)
Medical/BDS/B.Pharm./DVM Etc.	51 (54)	44 (46)	-	95 (2)
Education	96 (80)	24 (20)	-	120 (3)
Information not reported	-	-	-	94 (2)
Grand Total	1943 (46)	2151 (51)	59 (1)	4247
<b>Finally Qualified</b>				
M.Phil.	7 (100)	-	-	7 (1)
Master	233 (64)	120 (33)	9 (3)	362 (53)
Bachelor	74 (57)	55 (43)	-	129 (19)
Engineering	50 (94)	3 (6)	-	53 (8)
Law	19 (23)	65 (73)	-	84 (12)
Medical/BDS/B.Pharm./DVM Etc.	18 (53)	16 (47)	-	34 (5)
Education	11 (69)	5 (31)	-	16 (2)
Information not reported	-	-	-	-
Grand Total	412 (60)	264 (39)	9 (1)	685
<b>Selected for Training</b>				
M.Phil.	4 (100)	-	-	4 (1)
Master	116 (70)	45 (28)	3 (2)	164 (46)
Bachelor	48 (61)	31 (39)	-	79 (22)
Engineering	37 (93)	3 (7)	-	40 (11)
Law	12 (30)	28 (70)	-	40 (11)
Medical/BDS/B.Pharm./DVM Etc.	15 (58)	10 (42)	-	25 (7)
Education	05 (71)	2 (29)	-	07 (2)
Information not reported	-	-	-	-
Grand Total	237 (66)	119 (33)	3 (1)	359

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****Performance of Candidates in  
Relation to their Occupation (% AGE)**

Candidate's Occupation	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Administrative	278 (7)	99 (14)	23	19	55 (15)
Clerical	194 (5)	19 (3)	02	02	10 (3)
Armed Forces/Police	216 (5)	43 (6)	06	05	17 (5)
Accounts	133 (3)	26 (4)	05	04	12 (3)
Engineering	61 (1)	21 (3)	06	03	12 (3)
Legal	64 (2)	14 (2)	02	01	07 (2)
Medical	53 (1)	18 (3)	06	03	12 (3)
Teaching	480 (11)	88 (13)	09	08	40 (11)
Agriculture	11 (-)	04 (1)	-	01	04 (1)
Self Employed	36 (1)	05 (1)	01	01	03 (1)
Skilled Worker	33 (1)	04 (1)	-	02	03 (1)
Unemployed	2688 (63)	344 (50)	40	51	184 (51)
Total	4247	685	100	100	359

The data showed that 63% candidates appeared in the examination were unemployed, whereas 11% candidates belonged to teaching jobs, 7% hold administrative Jobs, 5% related to Armed Force/Clerical jobs and 3% had account job. In final selection, unemployed candidates got 51%, teaching jobs 11%, accounts jobs 3% and candidates hold administrative jobs got the share of 15% which showed better performance of the candidates who hold administrative jobs, followed by Engineering/Medical job holders.

**Appendix-XVI**

**TABLE NO. 11**  
**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	688	03	-	638 (93)	50 (7)
English (Precis & Composition)	100	688	03	-	646 (94)	42 (6)
Islamiat	100	688	03	-	378 (55)	310 (45)
General Knowledge						
Every Day Science	100	688	3	18 (3)	93 (13)	577 (84)
Current Affairs	100	688	3	13 (2)	669 (97)	03 (1)
Pakistan Affairs	100	688	3	-	375 (55)	310 (45)

Study of candidates who qualified in CSS written examination showed that 84% candidates in Every-Day Science, 45% each in Islamiat and Pakistan Affairs got above 60% marks. In Current Affairs and Essay 1% and 7%, candidates secured above 60%marks respectively. Analysis showed that performance of qualified candidates in written examination in subject of Every-Day Science, Islamiat and Pakistan Affairs was much better than other compulsory Subjects.

**Appendix-XV****Table No. 12****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	101-200		33-59%	60% & above		1-100	101-200
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Accountancy and Auditing	166 (4)	136 (3)	77	15	5	0	1	30(1)	12	1	3	1	0
Agriculture	171 (4)	19 (-)	9	10	3	0	4	152(4)	81	47	21	4	6
Applied Mathematics	63 (1)	48 (1)	20	1	0	0	0	15(-)	5	0	2	1	1
Arabic	308 (7)	90 (2)	65	8	6	1	4	218(5)	163	21	35	11	10
Baluchi	35 (1)	4 (-)	0	4	1	0	0	31(1)	1	29	4	0	1
Botany	87 (2)	65 (2)	51	11	7	1	5	22(1)	13	1	3	0	0
British History	407(10)	15 (-)	13	1	4	1	2	392(9)	274	14	56	19	20
Business ADMN	182 (4)	104 (2)	58	29	6	2	2	78(2)	27	14	7	2	3
Chemistry	91 (2)	77 (2)	53	12	4	0	1	14(-)	5	0	2	0	0
Computer Science	169(4)	100 (2)	59	18	5	2	1	69(2)	29	7	1	1	0
Constitutional Law	1370 (32)	144 (3)	116	3	9	1	3	1226(29)	962	11	133	28	37
Economics	280 (7)	209 (5)	32	0	2	1	1	71(2)	11	1	2	1	0
English Literature	300 (7)	224 (5)	193	1	11	5	5	76(2)	38	2	3	0	0
European History	155 (4)	39 (1)	28	6	4	1	2	116(3)	71	12	18	6	6
Forestry	260 (6)	13 (-)	8	4	3	0	2	247(6)	193	24	30	9	8
Geography	440 (10)	59 (1)	33	21	11	5	0	381(9)	210	128	70	28	20
Geology	12 (-)	5 (-)	4	1	0	0	0	7(-)	0	0	0	0	0
His of Pak & India	2082 (49)	184 (4)	136	3	16	5	3	1898(45)	1081	20	102	24	25
History of The U.S.A	297 (7)	14 (-)	8	6	3	2	0	283(7)	180	67	39	12	13
International Law	252 (6)	60 (1)	40	5	3	1	1	192(5)	87	41	17	7	3

International Relations	1397 (33)	129 (3)	111	12	15	5	3	1268(30)	1101	46	112	24	30
Islamic History & Culture	545 (13)	111 (3)	93	8	8	1	2	434(10)	328	49	39	10	11
Journalism	1624 (38)	225 (5)	143	69	15	8	5	1399(33)	844	445	140	38	45
Law	163 (4)	58 (1)	31	22	6	0	3	105(2)	60	24	4	1	1
Mercantile Law	196 (5)	92 (2)	21	2	1	0	1	104(2)	21	4	7	2	1
Muslim Civil Law & Jurisprudence	656 (15)	141 (3)	97	34	7	2	2	515(12)	387	58	50	12	16
Persian	24 (1)	11 (-)	2	8	2	1	0	13(-)	3	9	3	3	0
Philosophy	27 (1)	12 (-)	4	4	2	1	1	15(-)	3	5	1	1	0
Physics	131 (3)	82 (2)	41	1	2	0	0	49(1)	11	13	11	8	3
Political Science	1236 (29)	661 (16)	497	41	40	12	18	575(14)	344	17	59	9	8
Psychology	133 (3)	72 (2)	40	18	8	4	2	61(1)	22	12	9	4	1
Public Administration	684 (16)	33 (1)	21	9	6	3	1	651(15)	436	72	56	11	22
Punjabi	291 (7)	99 (2)	63	22	3	1	1	192(5)	92	64	11	4	4
Pure Mathematics	32 (1)	17 (-)	2	0	0	0	0	15(-)	3	0	0	0	0
Pushto	554 (13)	25 (1)	3	22	2	0	0	529(12)	47	455	50	8	12
Sindhi	305 (7)	18 (-)	5	7	2	0	1	287(7)	127	85	25	3	2
Sociology	1698 (40)	157 (4)	128	1	8	2	3	1541(36)	1212	11	136	44	37
Statistics	157 (4)	61 (1)	22	6	1	1	0	96(2)	13	2	4	1	0
Urdu	600 (14)	41 (1)	33	4	0	0	0	559(13)	403	28	25	10	8
Zoology	127 (3)	80 (2)	45	20	8	0	2	47(1)	21	19	10	4	2