

FEDERAL PUBLIC SERVICE COMMISSION



ISLAMABAD, PAKISTAN

ANNUAL REPORT 2012

ABBREVIATIONS USED IN THE REPORT

CTG	=	Commerce and Trade Group
DDWP	=	Departmental Development Working Party
DMG	=	District Management Group
F	=	Post reported failure.
FSP	=	Foreign Service of Pakistan
GB		Gilgit Baltistan
GBFATA	=	Gilgit Baltistan and Federally Administered Tribal Area
IG	=	Information Group
IRS	=	Inland Revenue Service
KPK	=	Khyber Pakhtunkhwa
ML & CG	=	Military Lands and Cantonments Group
OMG	=	Office Management Group
P	=	Cases pending due to litigation or deficient documents
PAAS	=	Pakistan Audit & Accounts Service
PCS	=	Pakistan Customs Service
POSTG	=	Postal Group
PSP	=	Police Service of Pakistan
R	=	Recommended for appointment.
RCTG	=	Railways(Commercial & Transport) Group
U/P	=	Cases under process
W	=	Cases withdrawn

Further information concerning this Annual Report may be obtained from:

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

FEDERAL PUBLIC SERVICE COMMISSION

Annual Report 2012

Mr. President,

It is a matter of great honour for me to present this Annual Report of the Federal Public Service Commission (FPSC) for the year 2012, in accordance with Section-9 of the FPSC Ordinance 1977 which, inter alia, provides that this report is to be laid down before the Parliament. The report covers the functions, activities, observations and recommendations of the Commission from January 1 to December 31, 2012.

Statutory Functions

2. The prime responsibility of the Commission is to select competent and qualified persons for the public service as envisaged in the Law and laid down in the Recruitment Rules. The FPSC ensures that all recruitments for the Federal Government are carried out on merit in a fair and transparent manner by providing equal opportunities to all citizens through widely circulated advertisements and by encouraging impartial and objective competition. The Commission also advises the President and the Government of Pakistan on matters relating to qualifications for different posts in Basic Scale 16 and above with their methods of recruitment. Review of all such recruitments has been summarized hereunder:

Conduct of Examinations and Tests

3. During the period under report, the Commission carried out recruitment process and examinations for selection of candidates for posts detailed as under:-

i) Central Superior Services Competitive Examination 2011

Written examination for the Central Superior Services (CSS) was conducted from 26th February to 14th March, 2011 simultaneously at 21 cities. Out of 13,071 applicants, 9,063 appeared and 883 qualified the written examination. Finally, 786 candidates were successful in the examination.

Brief statistics are:

a) Fresh vacancies reported by Establishment Division.	= 219
b) Carried over vacancies from previous years.	= 66
c) Total available vacancies for Competitive Examination 2011.	= 285
d) Vacancies filled.	= 240
e) Vacancies left unfilled.	= 45*

* Details of unfilled vacancies may be seen at Section-III

ii) Central Superior Services Competitive Examination 2012

Written Examination for CSS 2012 was conducted from 25.02.2012 to 10.03.2012, simultaneously at 21 cities. Result of the written examination was announced on 05.10.2012. Psychological Assessment of written qualified candidates commenced in December and continued till close of the year.

a) Candidates Applied for CSS Examination	=	14,335
b) Appeared in Written Examination	=	10,066
c) Qualified in Written examination	=	799

iii) Recruitment for Technical and Professional Ex-Cadre Positions

Statistics on recruitments for Ex-Cadre posts in BS 16 & above in various organizations of Federal Government is as under:

a) Number of posts advertised during the year 2012	=	650
b) Carried over from previous years	=	1362
c) Total Posts processed during the year	=	2012
d) Applications processed during the year	=	134,252
e) Candidates short listed through written tests and interviewed	=	3,231
f) Candidates recommended for appointment	=	929
g) Posts for which suitable candidates were not found	=	226
h) Posts withdrawn by concerned Ministries/Divisions due to devolution	=	171
i) Rectt. action for posts that remained under process by end of the year	=	686

iv) Final Passing Out Examinations 2012

Final Passing Out Examinations for Probationers of 12 occupational groups/services were conducted during year 2012 by the Commission.

	<u>Probationers</u>	<u>Number</u>	<u>Percentage</u>
a) Registered		493	---
b) Appeared		478	---
c) Qualified		328	68.6
d) Failed		150	31.4
e) Absent/ Deferment		13/02	

v) Other Competitive & Promotional Examinations

During the year 2012, the Commission also conducted examinations for recruitment to the following posts:-

- Section Officers Promotional Examination (for Federal Secretariat)
 - Combined Competitive Examination.2011 for Gilgit Baltistan.
 - Competitive Examination for posts of Civil Judges (BS-18), and Additional District and Session Judges (BS-20) in Gilgit Baltistan.
- (Details of Other Competitive Examinations may be seen at Section-IV)

Improvements in the Recruitment System

4. To meet the challenges and growing needs due to technological advancement this organization has introduced the following activities to bring efficiency and improvement in recruitment system.

- a) Online Application Facility
- b) Online CNIC Verification
- c) SMS Based Information Delivery System
- d) IT Security Policy
- e) Website Management
- f) Online Admission Certificates/ Marks Sheets:
- g) Online Recruitment System (Phase-II)

(Details of improvements in the Recruitment system may be seen at Section-VI)

Meetings/Liaison with other Institutions/Organization.

- **Chiefs of Public/Civil Service Commissions (PSC) of South Asian Association of Regional Cooperation (SAARC) Member States.**

5. In order to share mutual experience in the field to recruitment and selection in the region, the second meeting of the Chiefs of Public/Civil Service Commissions of SAARC Member States was organized from 4-6th December 2012 at Islamabad. Delegates from all Member States participated in the meeting. During the meeting, review of the decisions taken in the first meeting of Chiefs of SAARC PSCs' and regional cooperation including holding of workshops to share best practices among PSC's of Member States of SAARC were discussed. The meeting welcomed the offers of India and Sri Lanka to conduct workshop on Information and Communication Technology and host the third meeting of Chiefs of PSC's of SAARC Member States in 2013.

- **Inter Public Service Commissions**

6. Realising the need for coordination between the Federal and Provincial Public Service Commissions within the country four (04) meetings of Inter Public Service Commissions (IPSC) were held during the year 2012 under the Chairmanship of Former Justice Rana Bhagwandas at Karachi, Islamabad, Lahore and Peshawar. Issues related to functioning of various Public Service Commissions and increased mutual cooperation within these institutions were emphasized and it was decided that efforts to use IT based services to speed up the process of recruitment in all the Public Service Commissions be expedited.

OBSERVATIONS

7. The Commission during the course of year made the following observations, related to quality of human resource available, for your kind consideration:-

- a) **Education Standards**

Percentage of the qualified candidates in Competitive Examination conducted by FPSC as well as performance of the candidates as

observed by Commission in interviews, indicated a consistent pattern of overall deterioration in the standard of education. These trends showed inadequacies in standard of performance of candidates, which are primarily due to sub-standard education upto Secondary School Examination, particularly in rural areas.

b) Qualified Professionals/Technocrats

During the year 2012, nomination of candidates against 226 posts in BS-16 and above could not be made due to non availability of qualified professionals in the specialized fields which include Engineering, Medical and Information Technology. Whereas, allocation could not be made against 35 vacancies reserved for candidates belonging to Sindh (U) and Sindh (R) in Competitive Examination 2011 due to non availability of qualified candidates from Sindh.

c) Failure Rate in Final Passing Out Examinations (FPOE)

Quality of training at various specialized training institutes of Occupational groups/services appears to be a major cause of failure in the Final Passing Out Examinations. Mentioning a few statistics in support, which showed a failure rate of 57% in Postal Group, 49% in Inland Revenue Service, 45% in Commerce & Trade Group (CTG), 44% in Foreign Service of Pakistan and 43% in OMG. Average failure rate was above 47.6%, which calls for improvement in the training by the respective Academies/Institutes.

RECOMMENDATIONS

8 The Commission recommends the following:

- a) contents of syllabi at all levels of education, particularly at the Secondary School level, needs overall revision so as to improve the competencies of students in general and proficiency in languages (i.e. English or Urdu as a medium of communication) in specific.
- b) teaching abilities of teachers at school and college level also require improvement by providing intensive training for effective teaching and learning by the students.

Cases where Advice of the Commission was not Accepted

9 a) The Federal Government has laid down specific instructions that after receipt of recommendations from the Commission, the offer of appointment to the Commission's nominees should be issued within one month. However, these instructions are sometimes not complied with by the sponsoring Ministries/ Divisions / Departments and these orders are ignored without sound justification. During the year, 2012 various Ministries/Divisions/Departments delayed offer of appointment to the selected candidates in 28 recruitment cases. List of such cases is given at **Appendix-X**.

b) The Commission conducted promotional examination in 2011 for recruitment to the posts of Section Officer (AJKC). After due process nomination of three candidates, who were at top of the merit list, were recommended for appointment vide letter No.F.7/2/2011-PPE dated 3-8-2012. Compliance report from AJK Council, GB Division was awaited till end of the year, being a violation of the laid down instructions as mentioned in sub para (a) above.

Mr. President,

10 The Federal Public Service Commission has performed its responsibility of recruitments for public service by ensuring strict standards of merit, transparency and proficiency. The Commission takes pride in the fact that it has pursued these goals as a mission with the hope of re-assuring the youth that merit shall remain the sole cornerstone for all recruitments by the Federal Government.

11 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 body of the Federation.

(Malik Asif Hayat)
Chairman

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

Composition of the Commission during the Year 2012

The FPSC comprises a Chairman and eleven Members. Following served during the year under report.

S. No	Name	Designation	Date of Joining/ Relieving	
1.	Former Justice Rana Bhagwandas	Chairman	Tenure Completed on 16-12-2012	
2.	Syed Asif Shah	Member	Tenure Completed on 08.01.2012	
3.	Mr. Suhail Safdar	Member	Tenure Completed on 25.01.2012	
4.	Maj. Gen (Retd) Ovais Mushtaq Qureshi	Member	Tenure Completed on 05-05-2012	
5.	Mr. Saud Gohar	Member	Tenure Completed on 08-12-2012	
6.	Mr. Muhammad Kashif Murtaza	Member	Resigned on 08-11-2012	
7.	Mr. Muhammad Ahmed Mian	Member	19-03-2010	

S. No	Name	Designation	Date of Joining/ Relieving	
8.	Dr. Kaneez Sughra Junejo	Member	25-06-2010	
9.	Mr. Naguibullah Malik	Member	03.01.2011	
10.	Mr. Ghalib-ud-Din	Member	06.01.2011	
11.	Mr. Moin-ul-Islam Bokhari	Member	04.10.2011	
12.	Mr. Mansoor Suhail	Member	13.10.2011	
13.	Major. General (Retd) Niaz Muhammad Khan Khattak	Member	30-07-2012	
14.	Mrs. Batool Iqbal Qureshi	Member	18-12-2012	

Oath Taking Ceremony of Member at FPSC HQs, Islamabad



Oath Taking Ceremony of Maj. Gen (Retd) Niaz Muhammad Khan Khattak as Member on 30-07-2012

Meeting of Inter Public Service Commissions at Lahore



Group view of Chairman FPSC with Chairman & Members of PPSC and other delegates who participated in Inter Public Service Commissions meeting held on 01-09-2012 at Punjab Public Service Commission, Lahore

Chiefs of Public/Civil Service Commissions of SAARC Member States at



Group view of Meeting of the Chiefs of Public/Civil Service Commissions of SAARC Member States delegates with Chief Guest Mian Raza Rabbani Chairman Parliamentary Committee on National Security after inaugural ceremony on 4th Dec, 2012 at Islamabad

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General Information**Commission and the Staff**

1.1. Former Justice Rana Bhagwandas relinquished charge of the office of the Chairman FPSC after completing his tenure on 16-12-2012. The Government has notified the appointment of Malik Asif Hayat BS-22 officer of the PSP, as Chairman FPSC who joined office on 9th January, 2013 after taking Oath from the President of Pakistan.

1.2. Four Members namely: Syed Asif Shah, Mr. Suhail Safdar, Maj. Gen. (R) Ovais Mushtaq Qureshi and Mr. Saud Gohar relinquished the charge of their offices during the year 2012 after completing their three year tenure of appointment, whereas Mr. Muhammad Kashif Murtaza resigned from the Office of the Member FPSC on 08-11-2012, about one month prior to completion of his three year's tenure of appointment.

1.3. Mr. Muhammad Ahmed Mian, Dr. Kaneez Sughra Junejo, Mr. Naguibullah Malik, Mr. Ghalib-ud-Din, Mr. Moin-ul-Islam Bokhari and Mr. Mansoor Suhail continued as Members, FPSC.

1.4. Major General (Retd) Niaz Muhammad Khan Khattak and Mrs. Batool Iqbal Qureshi assumed charge of their Offices as Members on 30-07-2012 and 18-12-2012, respectively.

1.5. Mr. Bilal Anwar, an officer of the Secretariat Group, continued as Secretary (BS-22) in FPSC.

1.6. The Organogram of the Commission and its staff strength, as on 31st December 2012, is shown in **Appendix-I, I-A and I-B**.

Functions of the Commission

1.7. Section 7 of the FPSC Ordinance, 1977 mentions the functions of the Commission which are reproduced hereunder:

Section 7 of FPSC Ordinance, 1977.

(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.*

Training and Development of FPSC Staff

1.8. Human resource plays a key role in achieving the organizational objectives. Keeping in view the paramount importance of the human capital, the FPSC is committed to enhance knowledge, upgrade skills and reform the attitudes of its employees. During the year under report, 35 officers/officials have participated in short training courses organized by PMI, STI, PCB, Establishment Division and two officers have undergone Mid Career Management Course (MCMC) organized by National Institute of Management Peshawar and Quetta. In addition, in house IT orientation training for 13 officers in BS-19 and BS-20 was also arranged at FPSC HQs Islamabad.

Annual Budget

1.9. FPSC Headquarters at Islamabad alongwith its Provincial/Regional Offices located at Lahore, Karachi, Peshawar, Quetta, Multan, Sukkur, D.I. Khan and Gilgit were allocated a budget of Rs.359.994 million (including supplementary grant of Rs.24.52 million) for the Financial Year 2012-13.

Head wise budget provisions are as under:-

		<u>(Rs. million)</u>
	<u>Head of Account</u>	<u>Budget Provision</u>
i.	A01-Employees Related Expenses	234.092
ii.	A03-Operating Expenses	119.261
iii.	A04-Employees Retirement benefit	0.343
iv.	A05-Grants, Subsidies & Write off Loan	0.819
v.	A063-Transfer Payments	0.240
vi.	A09-Physical Assets	2.947
vii.	A13-Repair of Durable Goods	2.292
	Total:-	<u>359.994</u>

Receipts

1.10. Total receipts on account of fee deposited by candidates for Competitive Examinations and General Recruitment for posts in BS-16 and above were registered at Rs.36.351 million against budgetary grant of non tax receipts of Rs. 35.000 million for the Financial Year 2011-12.

Expenditures

1.11. Total expenditures incurred during the Financial Year 2011-12 were Rs. 341.982 million against allocated budget of Rs.295.214 million, as detailed below:-

<u>Head of Account</u>	<u>Actual Expenditure (Rs. in million)</u>	<u>With Respect to Budgetary Provision (Rs. in million)</u>
A01-Employees Related Expenses	231.852	184.278
A03-Operating Expenses	105.624	104.673
A04-Employees Retirement Benefit	0.257	0.401
A05-Grants subsidies & Write off Loan	0.034	0.400
A06-Transfer Payments	0.246	0.265
A09-Physical Assets	1.676	2.758
A13-Repair of Durable Goods	2.293	2.439
Total:-	341.982	295.214

Construction of Examination Halls at FPSC Provincial Office Karachi

1.12. DDWP approved PC-I costing Rs.25.535 million for construction of two Examination Halls at FPSC Provincial Office, Karachi. Out of allocated funds of Rs: 5 million for F/Y 2012-13, a sum of Rs.2 million was released during the year under report. Total expenditure incurred on the project was Rs.9.721 million and 42% physical work has been completed by the end of December, 2012. The slow pace of construction work has been reported primarily due to non allocation / release of funds despite requests made to Ministry of Housing & Works and Planning Commission.

Shifting of FPSC Regional Offices:

1.13. FPSC Regional Offices at Gilgit, Multan and Sukkur were shifted to their new premises, for better environment and easy access to the intending candidates, as per addresses mentioned below:

- (i). House No. Kh-88, Konodas, Eidgah, Gilgit City
- (ii). House No.A-1437/5, Sarwar Street, GalaxyTown, Bosan Road, Multan.
- (iii) Bunglow No.B-85, Sukkur Co-operative Housing Society, Shikarpur Road, Sukkur.

Comparison of Work Performed During the Years 2011 and 2012

1.14. Comparative statistics showing quantum of regular tasks performed by the Commission, during the year 2011 and 2012 are as under:

S.No.	Tasks Performed	2011	2012
I	Recruitment through CSS Competitive Examination		
	Examination conducted	1	1
	Positions advertised	285	*
	Applications received	13,071	14,335
	Candidates appeared in written examination	9,063	10,066
	Candidate qualified in written examination	883	799
	Candidates finally qualified after viva voce	786	**
	Nominations made for Occupational Groups/Services	240	**
II	General Recruitment for Positions in BS-16 & Above		
	Positions advertised/brought forward from previous years	2,477	2,012
	Applications received/ brought forward from previous years	1,40,586	1,34,252
	Written tests conducted in recruitment cases	123	113
	Candidates interviewed	2,407	3,231
	Nominations issued for various jobs in BS-16 & above	890	929
	Posts for which suitable candidates were not found	223	226
	Posts withdrawn	2	171
	Recruitment action for posts remained under process by end of the year	1362	686
III	Final Passing Out (FPO) Examinations for CSS Probationers		
	Probationers from various groups/services appeared	420	478
	Qualified in the FPO examinations	229	328
	Failed in the FPO examinations	139	150
	Results awaited	52	--
IV	Recruitment Rules (For BS-16 & Above)		
	Recruitment Rules received for advice of the Commission	72	44
	Recruitment Rules finalized	45	31
	Recruitment Rules Cases under process	26	13
	Rules cases pending due to different reasons	1	--

* Not yet reported

** Recruitment to be completed in 2013

Section-II**General Recruitment for Ex-Cadre Positions****Recruitment Processed during 2012**

2.1. The Commission processed **328** cases of recruitment involving **2012** positions and **1, 34,252** applications during the year 2012, including **162** cases involving **1,362** positions brought forward from previous years. **650** positions against **166** cases were advertised afresh in 2012 and in response **30756** applications were received.

2.2. Out of **328** cases, **202** cases were finalized and **929** nominations were issued. For **226** positions reserved for various quotas/regions, suitable candidates could not be found for selection whereas **171** positions were withdrawn by concerned Ministries/ Divisions/ Departments due to one or the other reasons. Some recruitment cases remained pending due to court cases and could not be finalized during the year 2012. The remaining **126** cases involving **686** posts remained under process till end of the year and have been carried over for recruitment to the year 2013 **Appendix-II**.

Gender-Wise and Ministry/Division Wise Positions Finalized During the Year, 2012

2.3. The Commission recommended **929** candidates for various positions during the year 2012. Gender-wise distribution of positions is available at **Appendix-IV**, while Ministry/Division-wise detail of positions is given at **Appendix-V**.

Recruitment Cases Initiated and Processed During 2012

2.4. The Commission initiated action on **166** new cases of recruitment involving **650** positions as detailed at **Appendix-VI**.

Recruitment Cases Initiated During Previous Years but Completed in 2012

2.5. A substantial portion of the cases initiated in one calendar year has to be carried over to the next year because of time allowed for submission of applications, time allowed between issuance of admission certificates, time taken for marking of answer books and disposal of representations and conduct of interviews. During the year 2012, 162 recruitment cases involving **1,362** positions of relating to pre-2012 period were processed **Appendix-VII**.

Cases Wherein Certain Posts could not be filled During 2012

2.6. In case no application is received for a post (s), or applicants do not possess requisite qualification/experience in accordance with the advertisement, the Commission has no option but to report the post as unfilled to the sponsoring Division. During the year 2012, the Commission reported **226** positions unfilled due to non-availability of suitable candidates in **106** cases **Appendix-VI & VII.**

Written Tests for Ex-Cadre Positions

2.7. Written Tests (professional/screening) for Ex-Cadre posts in BS-16 to BS-19 have been conducted to determine the competency level of the candidates educational qualification wise vis-à-vis prescribed qualification for a certain post. Candidates attaining highest merit position on the basis of 1:5 for merit vacancies and 1:3 for Provincial/Regional quota are selected for interviews. Written Tests in **113** cases were conducted wherein **63,799** candidates were called for tests and **51,298** appeared in tests for various posts. Details of the tests conducted in 2012 are given at **Appendix-VIII.**

Cases Wherein Alternate Nominations were made Due to Non-Joining of Principal Nominees

2.8. A total of 50 principal nominees recommended by the Commission for different positions did not join their posts for one reason or the other. The Commission on receipt of request from concerned Ministries/Divisions/Departments, recommended **50** alternate nominees in **29** cases. Detail is given at **Appendix-IX.**

Recruitment Cases Wherein Offer of Appointments to the Commission Nominee were not Issued Within the Stipulated Period

2.9. The Federal Government has laid down specific instructions that after receipt of recommendations from the Commission, the offer of appointment to the Commission's nominees should be issued within one month. However, these instructions are some time not complied with by the sponsoring Ministries/Divisions/Departments without sound justification. During the year 2012, various Ministries/Divisions/Departments made such delay in offer of appointment to the selected candidates in 28 cases. A list of such cases is given at **Appendix-X.**

Regularization of Irregular Appointments

2.10. Under Section 11(B) of Civil Servants Act, 1973 and FPSC (Functions) Rules, 1978, the Commission shall, on a reference made by appointing authority, assess persons who may have been appointed to civil posts without observing the prescribed procedure or without fulfilling the prescribed qualifications, experience and age limits. The Commission advises whether such persons are fit to hold the posts to which they were appointed and if not, whether they are fit to hold any other civil post in the same or lower basic scale

compatible with their qualifications and experience. The Commission had dealt with two cases for regularization of services of adhoc appointees for retention in service during the year 2012. Particular of such employees are detailed at **Appendix-XI**.

Disposal of Miscellaneous issues

2.11. The Commission has dealt various miscellaneous issues during the year 2012, detail of these cases is at **Appendix-XII**.

Recruitment Cases Withdrawn/Cancelled

2.12. As per policy decision, requisition for recruitment once placed with the Commission cannot be withdrawn as a matter of routine. During the year, the Commission after taking in account certain compelling circumstances in each case, agreed to the withdrawal of **16** cases of recruitment consisting of **171** positions on a request submitted by Capital Administration and Development Division (Health), Ministry of Defence, Ministry of Foreign Affairs, Prime Minister's Secretariat and Ministry of Railways. (**Appendix-XIII**)

Representation/Review Petitions Received and Relief Granted to the Candidates

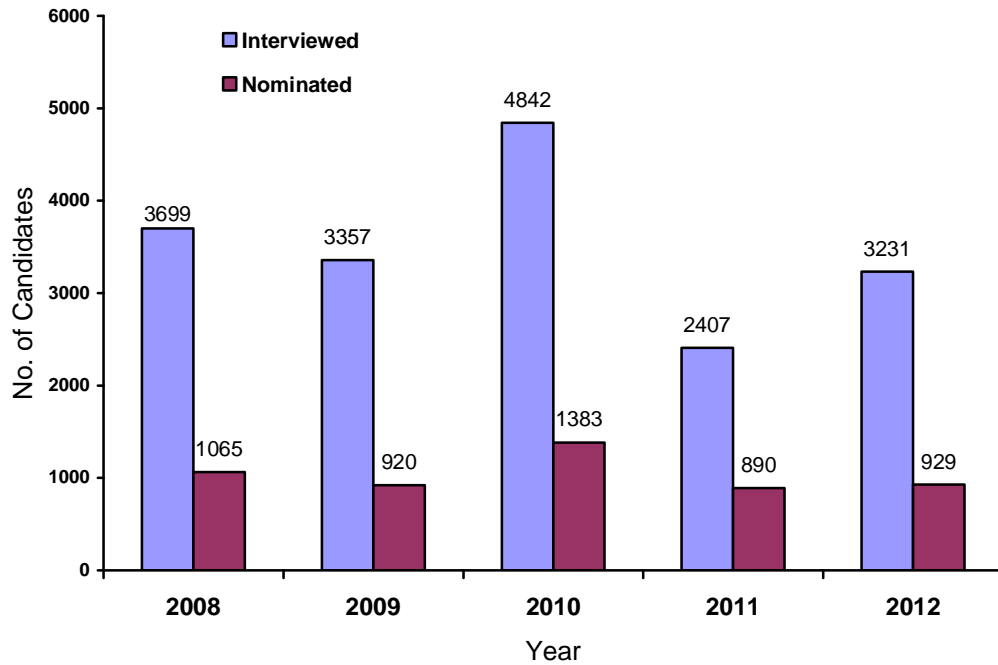
2.13. During the year 2012, out of **1,123** rejected candidates, **405** had filed representations against their rejection in **55** recruitment cases due to their short listings vis-à-vis the prescribed recruitment rules. Representations of **58** candidates were accepted on production of required documents, whereas **340** rejected candidates were called for Personal Hearing by the Commission. Out of them candidature of **61** was restored after personal hearing. **55** candidates had also submitted Review Petitions but these were dismissed being without merit. In one case, **3** candidates were restored in pursuance of a Court Order. Hence, **122** rejected candidates were restored by the Commission and remaining **1001** candidates remained rejected **Appendix-XIV**.

Re-Advertisement of Failure Cases/Posts During the Year, 2012

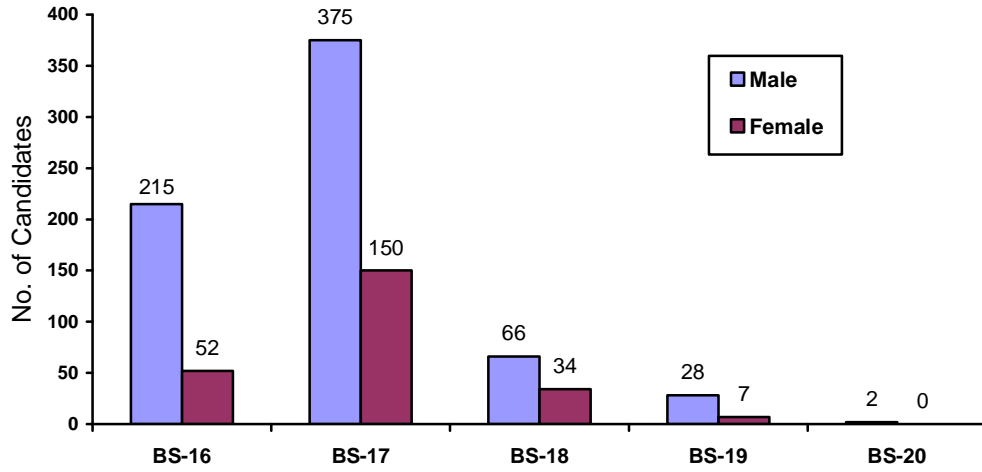
2.14. As per Commission's decision, if any post is reported unfilled, it shall be re-advertised by the Commission in its next consolidated advertisement. Accordingly, **115** cases involving **285** positions were re-advertised during the year 2012. Re-advertised cases include posts reported as unfilled in 2011 as well as 2012. Some of the posts, reported unfilled in 2012, could not be re-advertised as clarification from the concerned Ministry/Division/Department was awaited till 31st December 2012 **Appendix-XV**.

Graphical View of Recruitment to Ex-Cadre Positions (BS-16 & above) for the Last Five Years (2008-2012)

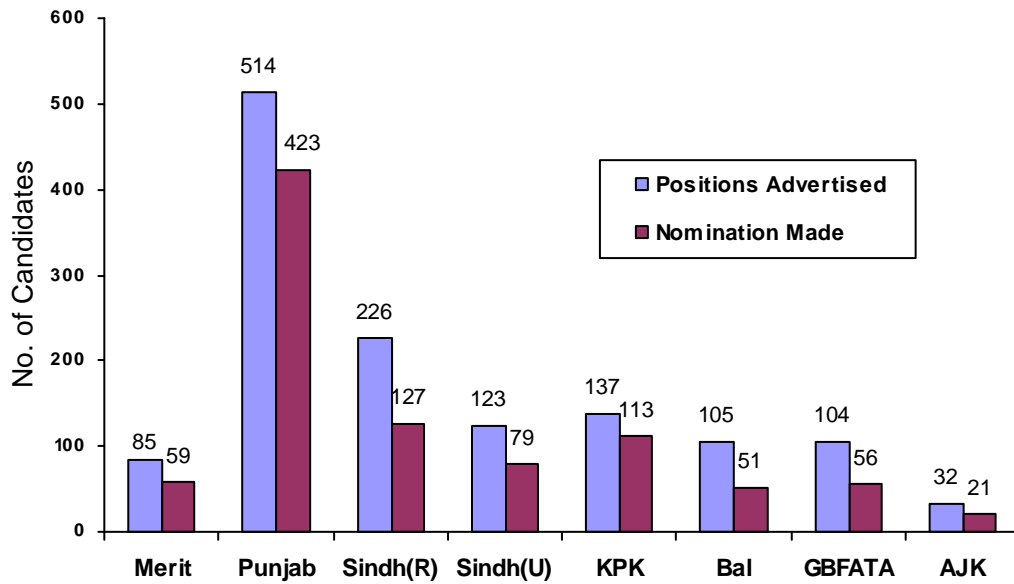
2.15. Candidates interviewed and nominations made by the Commission for various positions in BS-16 and above during the years 2008 to 2012 are presented below.



Gender-Wise Nomination against Ex-Cadre Positions in BS 16 to 20 made During the Year 2012



Province/Region-Wise Positions Processed for Recruitment During the Year 2012



Section-III**Competitive Examination (CSS)**

3.1 One of the main functions and regular feature of the Commission is to conduct Competitive Examination for Central Superior Services (CSS) annually. It comprises of four parts, i.e. Written Examination, Medical Examination, Psychological Assessment and Viva Voce.

Competitive Examination (CSS), 2011

3.2 Result of written examination was declared on 29.11.2011. Out of 9,063 candidates who appeared in examination, 883 candidates qualified the examination.

Medical Examination

3.3 Medical Examination of 883 qualified candidates was undertaken by the Central Medical Board (CMB) from 09.01.2012 to 03.02.2012 at Karachi, Quetta, Lahore, Islamabad, and Peshawar. Medical Examination for deferred and absent candidates was conducted on 29.03.2012 & 23.04.2012 at Lahore and Islamabad.

Psychological Assessment

3.4 Psychological Assessment of 883 candidates qualified in the written examination was conducted during the period 12.12.2011 to 21.05.2012.

Viva Voce

3.5 Viva Voce of 883 candidates was scheduled from 02.01.2012 to 29.05.2012 at Islamabad, Karachi, Lahore, Peshawar, Multan and Quetta. 869 candidates appeared in Viva Voce, while 14 remained absent.

Vacancies

3.6 Establishment Division intimated 285 (219 fresh and 66 carried over) vacancies to be filled through CSS Competitive Examination 2011, which were accordingly distributed amongst Merit, Provincial/Regional quotas, Women quota (10%) and Minorities quota (5%). Groups and Services-wise detail of vacancies against each quota is given as under:

Quota	Quota Descriptions	Groups/Services	Vacancies
Merit 7.5%	All Pakistan Merit	PAAS-2, DMG-3, FSP-1, IRS-3, MLCG-1, OMG-3, PSP-2, RCTG-1,	16
Punjab 50%	Open Merit	PAAS-6, PCS-2, DMG-14, FSP-4, IRS-22, IG-3, MLCG-3, OMG-24, PSP-7, POSTG-2, RCTG-3.	90
	Women	PCS-1, DMG-2, FSP-1, IRS-2, IG-1, MLCG-1, OMG-2, PSP-1	11
	Minorities	DMG-1, FSP-1, IRS-2, OMG-3, PSP-1, RCTG-1	09

Quota	Quota Descriptions	Groups/Services	Vacancies
Sindh (R) 11.4%	Open Merit	PAAS-2, DMG-4, FSP-1, IRS-5, I.G-4, OMG-6, PSP-1, POSTG-4, RCTG-2.	29
	Women	PAAS-2, CTG-1, IRS-1, IG-1, MLCG-1, OMG-2, POSTG-1, RCTG-1	10
	Minorities	DMG-1, IRS-1, OMG-1	03
Sindh (U) 7.6%	Open Merit	PAAS-8, CTG-4, DMG-2, PSC-1, FSP-1, IRS-3, IG-8, OMG-14, PSP-1, POSTG-4, RCTG-4.	50
	Women	PAAS-1, CTG-1, IRS-1, IG-1, OMG-1,	05
K.P.K 11.5%	Open Merit	PAAS-1, PCS-1, DMG-4, FSP-1, IRS-5, IG-2, OMG-05, PSP-2, POSTG-1.	22
	Women	DMG-1, IRS-1, IGI-1, PSP-1, RCTG-1.	05
	Minorities	OMG-1	01
Balochi stan 6%	Open Merit	PAAS-1, DMG-2, FSP-1, IRS-3, MLCG-1, OMG-3, PSP-1.	12
	Women	IG-2 , OMG-1, PSP-1	04
	Minorities	OMG-1	01
GBFATA 4%	Open Merit	PAAS-1, DMG-1, IRS-3, MLCG-1, OMG-2, PSP-1, POSTG-1	10
	Women	FSP-1, IG-1 , OMG-1	03
AJK 2%	Open Merit	PCS-1, IRS-1, OMG-1	03
	Women	PAAS-1	01
Total			285

Final Result

3.7 Final result of CE-2011 was declared on 31.05.2012. The salient features of the Competitive Examination were as under:-

a. Candidates	Number
i) Applied:	13,071
ii) Appeared:	9,063
iii) Passed (Written Part):	883
iv) Failed in Viva Voce:	83
v) Absent in Psychological Assessment and Viva Voce:	14
vii) Finally Qualified:	786
viii) Male	604
ix) Female	179
x) Minority	03
xii) Allocated to groups/services:	240
b. Posts	
i) Available	285
ii) Unfilled	45

Allocation

3.8 Out of 285 vacancies, allocations against 240 vacancies were made by the Commission. Allocation against remaining 45 vacancies could not be made due to non availability of qualified and eligible candidates. Details are given below alongwith a comparison of carried over vacancies of CSS Examination 2010 :-

Vacancies Left Unfilled

Quota		CSS 2011		CSS 2010	
		Vacancies	Total	Vacancies	Total
Punjab	Minorities	06	06	03	03
Sindh (Rural)	Merit	02	11	08	17
	Women	07		08	
	Minorities	02		01	
Sindh (Urban)	Merit	21	24	35	40
	Women	03		05	
GBFATA	Women	--	--	02	02
Balochistan	Women	02	02	04	04
	Minorities	01	01	--	--
KPK	Minorities	01	01	--	--
Total=		45	45	66	66

Re-allocation of Groups/Services

3.9 Establishment Division informed that 03 candidates, allocated to different Groups/Services on the basis of CE-2011, regretted to accept the allocated Group/Service, and requested to make re-allocation against the vacancies so released. The Commission made re-allocation against the said vacancies as under:

S. No.	Roll No.	Merit No.	Name	Group/Service	Quota/Domicile
1.	5554	137	Mr. Badar Ahsan Ullah	RCTG	Punjab (General Merit quota)
2.	3557	213	Ms. Shireen Hina Asghar	RCTG	Punjab (female quota)
3.	11708	444	Mr. Uzair Ahmed	OMG	Balochistan (merit quota)

The Establishment Division further intimated that Mr. Muhammad Bilal Qayyum allocated to OMG against Punjab (Merit quota) in CE-2010 regretted to accept the allocated group as he was allocated to PSP against Merit quota in CE-2011, therefore, vacancy of OMG vacated by him has to be carried forward to next examination i.e. CE-2011 and requested FPSC for re-allocation

against the said vacancy. The Commission made re-allocation of the following candidates in CE-2011.

S. No.	Roll No.	Merit No.	Name	Group/ Service	Quota/Domicile
1.	5554	137	Mr. Badar Ahsan Ullah	OMG	Punjab (Merit quota)
2.	5170	138	Mr. Ahmer Bhatti	RCTG	Punjab (General Merit quota)

Induction of Armed Forces Officers into Civil Services

3.10 A panel of 38 Armed Forces Officers was received from Ministry of Defence against 08 vacancies earmarked for the purpose by Establishment Division i.e. DMG-04, PSP-02 and FSP-02, in CE-2011. The Psychological Assessment and Viva Voce of 38 candidates were conducted from 27-09-2012 to 16-10-2012 at Islamabad.

3.11 Out of 38 officers, 35 officers qualified the Viva Voce. In order of their merit position, provisional/regional quotas and quotas set aside for the three Armed Force Services, 08 Officers were recommended for induction into Civil Service of Pakistan as detailed below.

Roll No.	Merit No.	Name	Department/ Services	Domicile/ Quota	Allocated Group/ Service
32.	01	Lt. Rana Muhammad Waqas Anwar	Pak. Navy	Punjab/Merit	DMG
27	02	Flt. Lt. Imranullah	Pak. Air Force	KPK/Merit	FSP
13	07	Capt. Muhammad Ajmal	Pak. Army	Sindh (R)	PSP
10	08	Capt. Sami Ullah Farooq	Pak. Army	Sindh (U)	DMG
09	11	Capt. Muhammad Furqan Bilal	Pak. Army	Punjab	PSP
03	14	Capt. Nadeem Nasir	Pak. Army	Punjab	DMG
02	17	Capt. Shoaib Ali	Pak. Army	Punjab	DMG
05	21	Capt. Chaudhary Jawad Ali	Pak. Army	Punjab	FSP

Competitive Examination (CSS), 2012

3.12 The Written Examination was conducted from 25.02.2012 to 10.03.2012 at 21 cities. In all 14,335 candidates had applied, whereas 10,066 (70.22%) candidates appeared and 799 (8%) candidates qualified the examination.

Centre-wise break up of the candidates was as under:

City	Registered Candidates	Present Candidates	Written qualified
Abbottabad	313	209	11
Bahawalpur	186	122	07
D.G.Khan	61	37	03
D.I.Khan	161	104	04
Faisalabad	500	321	20
Gilgit	53	24	01
Gujranwala	333	237	13
Hyderabad	708	540	23
Islamabad	1830	1245	110
Karachi	1521	1101	63
Lahore	3,946	2828	361

City	Registered Candidates	Present Candidates	Written qualified
Larkana	204	174	12
Multan	529	366	23
Muzaffarabad	83	53	02
Okara	105	71	05
Peshawar	1,859	1237	49
Quetta	501	397	19
Rawalpindi	848	596	42
Sargodha	255	164	20
Sialkot	118	75	05
Sukkur	221	165	06
Total	14,335	10,066	799

Medical Examination

3.13 Medical examination of the 800 written qualified candidates was undertaken by the Central Medical Board (CMB) from 22.11.2012 to 10.12.2012 at Karachi, Islamabad, Peshawar, Lahore and Quetta.

Psychological Assessment / Viva Voce

3.14 Phase-I of Psychological Assessment commenced at Islamabad w.e.f. 03.12.2012 and 178 candidates appeared for assessment till close of the year. Psychological assessment of remaining candidates is to be completed in the year 2013. Viva Voce of the candidates is also scheduled to be started w.e.f. 15th January, 2013.

Debarred Candidates

3.15 Two candidates were debarred for this examination and subsequent examination/ selection by the Commission due to violation of Rules by one candidate Mr. Naeem Jan Roll No. 11643 availing 4th attempt which was not permitted under the CSS Rules. The second one, Mr. Shabir Ali Rehman Roll No. 11988, by using unfair means in written part of the examination.

Conduct of Personal Hearing

3.16 In terms of section 7 of FPSC Ordinance 1977, 35 rejected candidates were given Personal Hearing by the Commission and 23 candidates were given relief on their view point/explanations during the period under report.

Competitive Examination (CSS), 2013

3.17 A Public notice inviting applications for the Competitive Examination 2013 was published in all leading newspapers on 02.12.2012. Last date for submission of application was 31.12.2012. Upto the closing date, 15,998 applications were received for CSS Competitive Examination, 2013 which is scheduled to be conducted in February/March 2013.

Section-IV**FINAL PASSING OUT AND OTHER EXAMINATIONS****Final Passing Out Examinations**

4.1 Final Passing Out Examinations (FPOE) are conducted by the Commission after completion of Specialized Training Programme (STP) of the Probationers of respective groups/services. These examinations are of considerable importance as seniority of Probationers in each group and service is determined after qualifying the said examination. As per rule, if a candidate can not qualify the examination in four attempts, he/she is liable to be removed from the service.

4.2 The Commission conducted following FPO Examinations during the year 2012.

S#.	Name of Group/ Service	Registered	Pass	Fail	Absent/ Deferment	Pass %
1.	Commerce & Trade Group	59	30	25	03/1	55
2.	District Management Group	56	53	03	--	95
3.	Foreign Service of Pakistan	34	19	15	--	56
4.	Information Group	33	29	04	--	88
5.	Inland Revenue Service	67	33	32	02	51
6.	Military Lands & Cantt. Group	13	11	02	--	85
7.	Office Management Group	30	17	13	--	57
8.	Pakistan Audit & Accounts Service	100	68	27	04/1	72
9.	Pakistan Customs Service	17	10	06	01	62
10.	Police Service of Pakistan	18	12	06	--	67
11.	Postal Group	24	09	12	03	43
12.	Railways (C & T) Group	17	13	04	--	76
Total		493	328	150	13/2	

Competitive Examinations for Gilgit-Baltistan Region**i) Combined Competitive Examination 2011 (G.B)**

4.3 Written part of Combined Competitive Examination for recruitment to the posts of Assistant Commissioner (BS-17), Section Officer (BS-17), Project Manager (BS-17) and Development Officer (BS-16) in Gilgit-Baltistan was conducted in May 2011 and its result was declared on 19-12-2011. Out of 2,231 candidates who appeared in the examination, 278 (12.5%) candidates qualified the written examination. The qualified candidates were called for interviews from

07-02-2012 to 05-03-2012 at Islamabad and Karachi centres. Final result was declared on 11-04-2012 and nominations of 14 candidates were made against 14 posts to the Government of Gilgit Baltistan.

ii) Competitive Exam-2011 for Civil Judge/Judicial Magistrate (BS-18)

4.4 Written examination was held from 11-09-2012 to 12-09-2012 at Gilgit & Islamabad centers. Out of 128 applicants, 93 candidates appeared in said examination. Result of written examination was pended due to stay in the Court by the end of the year 2012.

iii) Competitive Exam-2011 for Additional District & Session Judge (BS-20).

4.5 Written examination was held on 13-09-2012 at Gilgit & Islamabad centers. Out of 28 applicants, 24 candidates appeared in the examination. After interview, nomination of one candidate was issued on merit.

Section Officer Promotional Examination-2012 (Estt. Div.)

4.6 Promotional Examination for recruitment to the posts of Section Officer in Federal Government Secretariat was held from 11-12-2012 to 14-12-2012 at Islamabad, Lahore, Karachi Quetta & Peshawar centers. Out of 1574 registered applicants, 1056 appeared in the examination. Result of written examination was awaited by end of the report year.

Psychological Assessment

Psychological Assessment of Candidates Qualified in Competitive Examination 2011

5.1 Psychological Assessment of candidates who qualified in CE-2011, commenced in December 2011 and continued, for remaining 722 candidates, during the year 2012 which concluded on 24-05-2012.

Post Selection Data Analysis

5.2 Statistical analysis of data which provides a base for drawing inferences from the results of various tests and modes of assessment was carried out during the year 2012. Details are as under:

- a) To see relationship of three modes of Assessment i.e. Written Examination, Psychological Assessment and Viva-Voce. Total nine correlations coefficients were computed on the data of 883 candidates who appeared for Psychological Assessment CE-2011. All coefficients of correlations were found positive in direction.
- b) Inter correlations were computed between three ability tests and different modes of assessment i.e. Written Examination, Psychological Assessment and Viva-Voce to provide empirical basis for their utility as component of a battery in future.
- c) Norms of the three ability tests and one personality test were developed and updated on the data of 883.
- d) Total six “two way tables” of three ability tests, i.e. psychological assessment marks vs viva voce, viva voce vs written and viva voce vs merit order, were computed/constructed. Similarly, three expectancy tables were computed and constructed for determining the position of the candidates.

Research Studies

- a) A study titled “Association between awards of the Commission and those of Psychological Assessment for the CSS candidates CE-2011 was conducted on the data of 869. Findings of the study indicate that in 93.5% cases Commission and Psychologists agreed in their respective assessments.
- b) A follow-up study of CSS candidates for 39th CTP (Common Training Programme CE-2010) was conducted to see the performance of top 10% (high merit) and bottom 10%

(low merit) as per FPSC merit order at CTP. Eight (08) problematic cases identified by Civil Services Academy were also examined in detail. Main areas related to their issues were found non-serious attitude towards training (CTP), disciplinary issues and inability to mix up with others.

- c) One ability test used in CE-2011 was analysed item wise. Items in test were studied/revised to improve the test for future.

Construction of New Tests

- d) Total 25 new Situational Tests (Problems) were constructed for use in Psychological Assessment of CE-2012.
- e) Twelve (12) Personality Test were devised for use in Psychological Assessment of CE-2012.

Psychological Assessment of Armed Forces Officers for Induction through CE-2011

5.3 Psychological Assessment of 38 Officers of Armed Forces recommended by GHQ for induction in Civil Services against 08 posts through CE-2011 was carried out at Islamabad from 10.10.2012 to 16.10.2012.

Preparation of Psychological Assessment of CE-2012

5.4 Following preparatory work was carried out:

- a) Norms were developed for one personality test for use in CE-2012 Psychological Assessment.
- b) Preparation and printing of booklets, answer sheets, different proformas, instructions and making of keys for personality and ability tests.
- c) Preparation of technical notes for interpretation of each tests/exercises for the guidance of Assessing Psychologists.
- d) Preparation of Tester's Manual for the guidance of test Administrator CE-2012.
- e) Revision and printing of 135 situational tests/problems.

Conduct of Psychological Assessment of CE-2012

5.5 Total 800 candidates were declared qualified in written examination of CE-2012 and their Psychological Assessment commenced from 03-12-2012 at Islamabad centre. Assessment of 178 candidates was completed by the end of December 2012. Assessment of remaining qualified candidates was scheduled to be completed up to 18-5-2013.

IT Services

Online Application Submission Facility

6.1 Online application submission facility has been provided to applicants of General Recruitment and CSS candidates. A total number of 23,660 applications were received online for General Recruitment and 2,824 for CSS-2013 by the closing date i.e. 31st December.

Online CNIC Verification

6.2 Using the online database access facility (Verisys) of NADRA, the CNIC particulars of 800 written pass candidates of CE-2012 were generated for verification with the copies of CNIC provided by the candidates. This activity is carried out to cross check and confirm CNIC particulars of the qualified candidates.

SMS Based Information Delivery System

6.3 Over 91,635 SMS were sent to the candidates on their given cell phone numbers giving intimations about major events, including acknowledgement of their online applications, call for test/interviews, initiations regarding personal hearings etc. This service has been in addition to the paper based intimations sent to the candidates using postal service.

Online Admission Certificates/Marks Sheets Generation Facility

6.4 For the convenience of candidates of General Recruitment and CSS, the facility to generate admission certificates for tests/examinations and marks sheets of CSS candidates has been provided over the website of the Commission. Over 63,000 candidates of various tests/examinations for General Recruitment and 14,335 candidates of CSS-2012 were provided the said facility. This has been in addition to paper based intimations sent to the candidates using postal service.

CSS Examination 2012

6.5 A total number of 14,335 applications for CE-2012 were processed for conduct of competitive examination held in February-March 2012. Pre-scrutiny eligibility reports were generated and the deficiencies identified were conveyed to the applicants before conduct of examination. Additional bio-data sheets of the written qualified candidates of CE-2012 were generated. Applications of Armed Forces Officers for induction to Civil Service were also processed.

Website Management

6.6 Official website of the Commission (www.fpsc.gov.pk) has been a major source of information dissemination to the public in general and candidates in particular. All advertisements, recommendations, events and major activities were uploaded well in time on the website. In compliance to decision of 1st meeting of Chiefs of Public/Civil Service Commission of SAARC member states, hyperlinks of the Public Service Commissions of all member states have been placed on FPSC's website.

General Recruitment

6.7 60,111 applications received for various posts of general recruitment were processed and required reports were generated. Summary bio-data sheets of 3,090 candidates were produced for conduct of interviews.

Professional and Promotional Examination

6.8 1,574 applications for Section Officer Promotional Examination and 128 applications for the posts of civil judges were processed. Summary Bio-data for 126 written qualified candidates of Competitive Examination Gilgit Baltistan and 29 applications for Assistant Director were processed.

IT Security Policy

6.9 Keeping in view information security concerns associated with the digital age by virtue of widespread use of internet, and inline with the directions of National Telecommunication Information Security Board (NTISB), IT Security Policy for FPSC has been prepared, approved and implemented.

Human Resource Management Information System

6.10 Human Resource Management Information System for FPSC has been revamped to meet the requirements of HR Directorate. Training for the use of the software has also been imparted to the concerned officers/officials.

Unified Model for Online Applications:

6.11 As per decision in 12th meeting of Inter Public Service Commissions (IPSCs) held on 12th May, 2012, a Standing Committee under the headship of Chief IT FPSC comprising officers in-charge of IT Establishments of all the PSCs was constituted to review the online application submission systems of all PSCs and suggest measures to improve the facility to the candidates. Accordingly, a unified model was prepared and presented in the 13th meeting held at Lahore on 1st September, 2012, for consideration and adoption by all the PSCs.

Online Recruitment System (Phase-II) of FPSC

6.12 A steering committee under the Chairmanship of Mr. Naguib Ullah Malik, Member FPSC, has been constituted to look after the affairs relating to use of information technology and finalization of PC-1 for Phase-II of Online Recruitment System of FPSC. After series of meeting and deliberations with all the stakeholders, the PC-1 has been finalized and forwarded to Electronic Government Directorate (EGD), Ministry of IT, for approval of the concerned forum. The PC-1 aims at replacement of obsolete hardware of FPSC and development of requirement based software systems to further improve work efficiency of the Commission. This will also provide additional facilities to the applicants through online services.

Curriculum Development, Research and Liaison**Designing Schemes of Tests and Syllabi**

7.1. Curriculum and Research (C&R) Wing of the Commission has been assigned the task of designing schemes of tests and syllabi for all posts advertised by the Commission in Basic Scale 16 and above. In this context, schemes of tests and syllabi were designed for 173 cases of recruitment comprising 659 posts, during the year 2012.

Career Counselling Seminars at Karachi

7.2. The Federal Public Service Commission conducted a career counselling seminar on “Central Superior Services: Opportunities and Future Prospectus” at University of Karachi on 20.07.2012 organized by University of Karachi in collaboration with Provincial Department of Youth Affairs. The objective of the seminar was to create awareness and motivation amongst the youth to ensure an enhanced participation in the CSS Competitive Examination. Former Justice Rana Bhagwandas Chairman FPSC addressed the participants and stressed the need for framing a fresh education policy which may provide greater opportunities for teachers training on priority basis. He highlighted that bureaucracy is the backbone of the federal administration as its officers are selected through a competitive examination. However, he noted that there had been a sharp decline in the number of candidates appearing in CSS examination from Sindh, especially Karachi for several years.

7.3. Two other Career Counselling sessions were held on 13th November, 2012 in collaboration with Youth Affair Department, Government of Sindh, one at Institute of Business Administration Shahrah-e-Faisal Karachi and the other at Muhammad Ali Jinnah University, Karachi. Former Justice Rana Bhagwandas Chairman FPSC delivered information about the Civil Service Recruitment Mechanism and bright future in the Civil Service. The seminars were warmly welcomed and highly appreciated by the management and also by the participants as these provided very informative and served positively to motivate the prospective candidates to enter the Civil Services of Pakistan.

Career Counselling at Different Districts of Sindh (Rural)

7.4. Federal Public Service Commission (FPSC) conducted career counselling sessions on 24th to 25th September 2012 at Ibn-e-Rushd Girls College and Ladies Club Mirpurkhas (Sindh) on CSS Competitive Examination to create interest/awareness among the female participants. In collaboration with Regional Directorate College of Mirpurkhas Division, Career Counselling Sessions were also arranged in Degree College Sehwan, Girls Degree College

Dadu, Girls Degree College Larkana and Girls Degree College Sanghar from 6th to 11th December 2012. Member FPSC Dr. Kaneez Sughra Junejo delivered informative lecture on Civil Service and recruitment mechanism of FPSC. A large number of students attended these Sessions. The students/participants as well as faculty members put many questions on various aspects of civil service and recruitment system of FPSC.

Career Counselling Programmes at other Institutions

7.5. Career Counselling Session on Competitive Examination was conducted by Federal Public Service Commission on 24th September, 2012 at Auditorium of Central Library, DHA Karachi. Mr. Muhammad Kashif Murtaza Member FPSC delivered an informative lecture to motivate the candidates to appear in the CSS Competitive Examination from Sindh Province especially Karachi where limited number of candidates are participating in Competitive Examination for the last few years and vacancies remained unfilled due to non-availability of qualified candidates.

7.6. A Career Counselling program was organized by Youth Affairs Department Government of Sindh at Dada Bhoy Institute of Higher Education, Karachi on 24th December 2012. Mr. Mansoor Suhail Member FPSC delivered the lecture on CSS examination system and general recruitment system of the FPSC. The management of the Institute and large number of participants appreciated the information delivered by honourable Member.

7.7. A Career Counselling session was organized by Gender Reform Action Program (GRAP) at Career Development Centre of PMAS-Arid Agriculture University Rawalpindi in collaboration with Federal Public Service Commission on 20th November, 2012. The theme was "Enabling induction of women in Public Sector". Mian Muhammad Sarwar Director General (Research) delivered a lecture about the rules and regulations with reference to role of FPSC in recruitment of civil servants particularly the women. At the end of lecture, participants asked different questions from resource person which were clarified to the satisfaction of the participants.

Meeting of the Chiefs of Public/Civil Service Commissions of SAARC Member States.

7.8. At the invitation of Government of Pakistan, 2nd meeting of the Chiefs of Public/Civil Service Commissions of SAARC Member States was organized from 4-6th December 2012 at Islamabad. Delegates from all Member States participated in the meeting. Welcome address was delivered by former justice Rana Bhagwandas Chairman FPSC. In his address he welcomed the chief guest Senator Mian Raza Rabbani, Chairman Parliamentary Committee on National Security and all the delegates of SAARC Member States who arrived in Islamabad to attend the meeting. He emphasized that despite the diversities of every system, the commonality of our responsibilities lie in the public service

commission striving to attract and select the best available human resource for Government services. The chief guest, Senator Mian Raza Rabbani delivered the inaugural address. The vote of thanks was delivered by Mr. Naguibullah Malik, Member FPSC. As per SAARC practice, Mr. Dhan Bahadur Olie, Director SAARC Secretariat and representative of the Secretary General SAARC, opened the meeting. During the meeting, as per SAARC practice, the leader of the delegation of the host country i.e. Chairman FPSC was elected as Chairman of the meeting by acclamation. During the meeting, review of the decisions taken in the first meeting of Chiefs of SAARC PSCs' and regional cooperation among PSC's of Member States of SAARC, including holding of workshops to share best practices among Member States were discussed. Dr. Riffat Aysha Anis Director SAARC Human Resource Development Centre (SHRDC) Islamabad made a presentation on proposed study of PSCs' of SAARC Member States to identify similarities and dissimilarities including their operational status and the challenges faced by them so as to arrive at possible best practice. On the idea of conducting a theme specific workshop, the meeting welcomed the offer of India to conduct said workshop on Information and Communication Technology in 2013. The meeting also welcomed the offer of Srilanka to host the 3rd meeting of Chiefs of PSC's of SAARC Member States in 2013.

Meetings of Inter Public Service Commissions

7.9. Four (04) meetings of Inter Public Service Commissions (IPSC) were held during the year 2012 under the Chairmanship of Former Justice Rana Bhagwandas at Karachi, Islamabad, Lahore and Peshawar. Chairman /or the representatives of Provincial Public Service Commission of the country, including AJK, participated in the meeting. Issues related to functioning of various Public Service Commissions and mutual cooperation within the forum were discussed. It was decided that efforts will be made to use IT based services to speed up the process of recruitment in the Commissions. In this regard, a Unified Model for Online Applications submission facility was prepared and submitted for consideration and adoption by all PSCs.

Recognition and Equivalence of Qualifications and Degrees

7.10. In case of any discrepancy occurring in contents of a degree possessed by candidates for the specified educational requirements, its equivalence is to be determined. Advice on recognition of the Degree Awarding Institutes is also obtained and tendered to the Commission and its Secretariat by Curriculum and Research Wing of the Commission. During the year, 112 such cases were finalized in consultation with the Higher Education Commission and Pakistan Engineering Council.

Representation of the Commission's Members on Selection Boards of Federal Universities

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

Name of Member(s)	Name of University
Mr. Ghalib-ud-Din	Quaid-i-Azam University, Islamabad.
Mr. Ghalib-ud-Din	Allama Iqbal Open University, Islamabad.
Mr. Naguibullah Malik	National Defence 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, besides its Provincial and Regional Offices, has established Information Centres in various universities and colleges in remote areas, Officer Incharge of Information Centres provide application forms, syllabi and informative material on recruitment system of FPSC to the intending candidates. All advertisements released by the Commission are displayed at the Information Centres to facilitate university students and prospective candidates. These FPSC Information Centres have been established at the following places:

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

FPSC Publications

7.13. As required under Section 9 of the FPSC Ordinance 1977, Annual Report of the Commission for the year 2011 was prepared and submitted to the President's Secretariat (Public). After consent of President of Pakistan, the said Annual Report was placed before the Parliament. Annual Report was also distributed to all Ministries/ Divisions and Departments.

7.14. Four "FPSC's quarterly Newsletters" were also published during the year under report and distributed to all Ministries/Divisions/Departments and Public Sector Universities.

Policy Decisions of FPSC

7.15. Important decisions taken by the Commission in its meetings held from 1964 to December 2012 were compiled in a compendium form for internal use of the Commission.

Analysis of Post Selection Data Concerning CSS Competitive Examination 2011

7.16. Statistical analysis on performance of candidates with respect to their domicile, age, gender, schooling, education level, occupations etc. was carried out. Results of this analysis are given hereunder:

Allocation of Groups and Services to Selected Candidates

7.17. There were 13,071 candidates who applied for the Competitive Examination 2011. Out of them, 9,063 (69%) appeared and 786 (9%) finally qualified the examination. Establishment Division reported 285 vacancies, whereas 240 candidates were inducted into various Occupational Groups/ Services. Allocation could not be made against 45 vacancies reserved for Sindh (R), Sindh (U), Balochistan (Minorities quota), Punjab (Minorities quota) and KPK (Minorities quota), as required numbers of qualified candidates were not available against the reserved quotas. These vacancies have been carried over to the next year and will be allocated to eligible qualifying candidates of the respective provinces/regions only. Detail is given in **Appendix-XVI (Table-1)**. Group/ Service wise allocation of candidates is displayed in the graph as under:

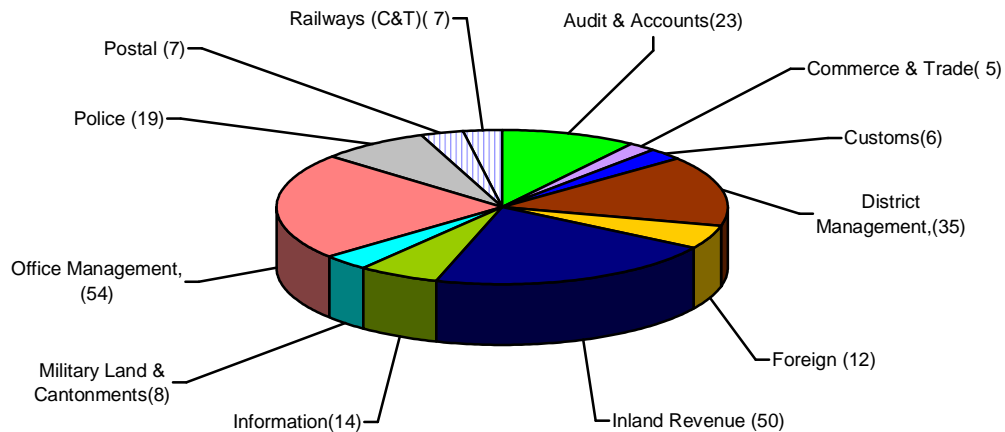


Figure 1: Occupational groups and services wise break-up of 240 allocated candidates

Domicile-Wise Performance of Candidates

7.18. Out of 9,063 candidates who appeared in written exam, 4,876 (54%) were from Punjab, followed by KPK 1,488(16%), Sindh (Rural) 1,038(11%), Sindh (Urban) 600(07%), GBFATA 464(05%), Balochistan 396(04%) and AJK 185 (02%). Number of candidates who finally qualified from Punjab was 65%, KPK 14%, Sindh (Rural) 08%, GBFATA 04%, Balochistan 04% and Sindh (Urban) 04%. In final selection, share of candidates from Punjab was 118 (49%), Sindh (Rural) 31(13%), Sindh (Urban) 31(13%), KPK 29(12%), Balochistan 14(06%), GBFATA 13(05%) and AJK 04 (02%). Detail is given in **Appendix-XVI (Table-2)**.

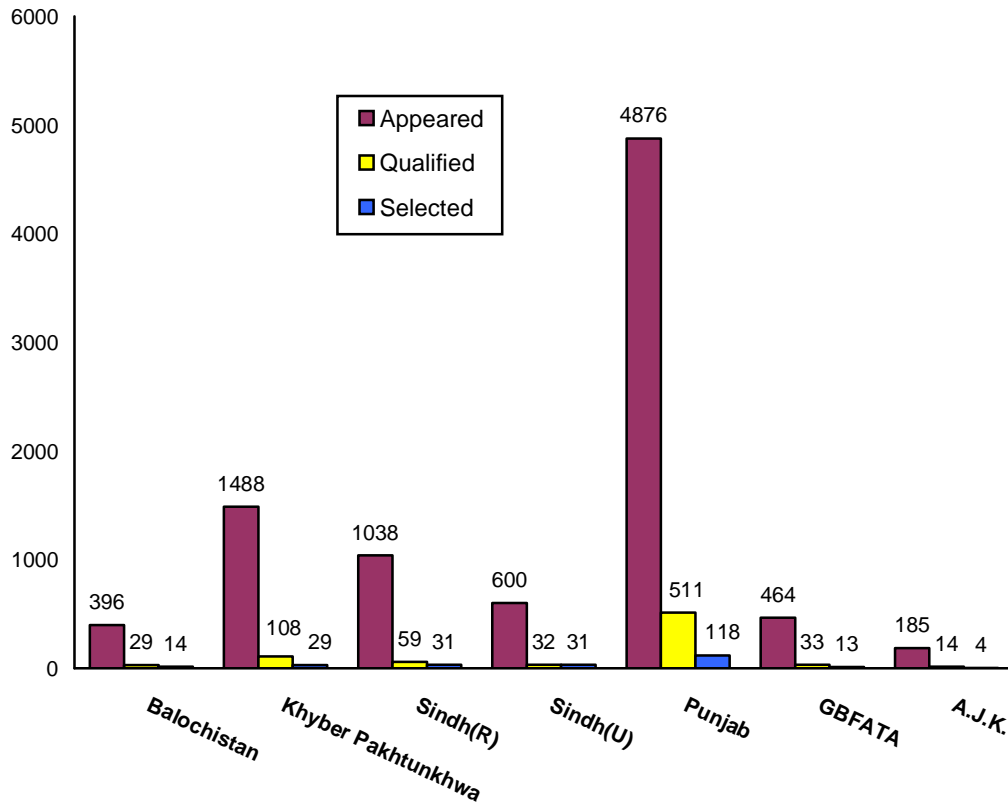


Figure 2: Domicile wise break-up of candidates

7.19. Domicile-wise ratios of appeared vs. qualified candidates indicate that in written examination, out of 4876 candidates from Punjab who appeared in the written examination, 511 qualified, giving a percentage of 10.5 which has been the highest among other domiciles. Similarly, the performance percentage of KPK 8%, AJ&K 7.6%, Balochistan 7.3%, and GBFATA was 7.1%. The performance of Sindh(R) was 5.7% and Sindh (U) 5.3%.

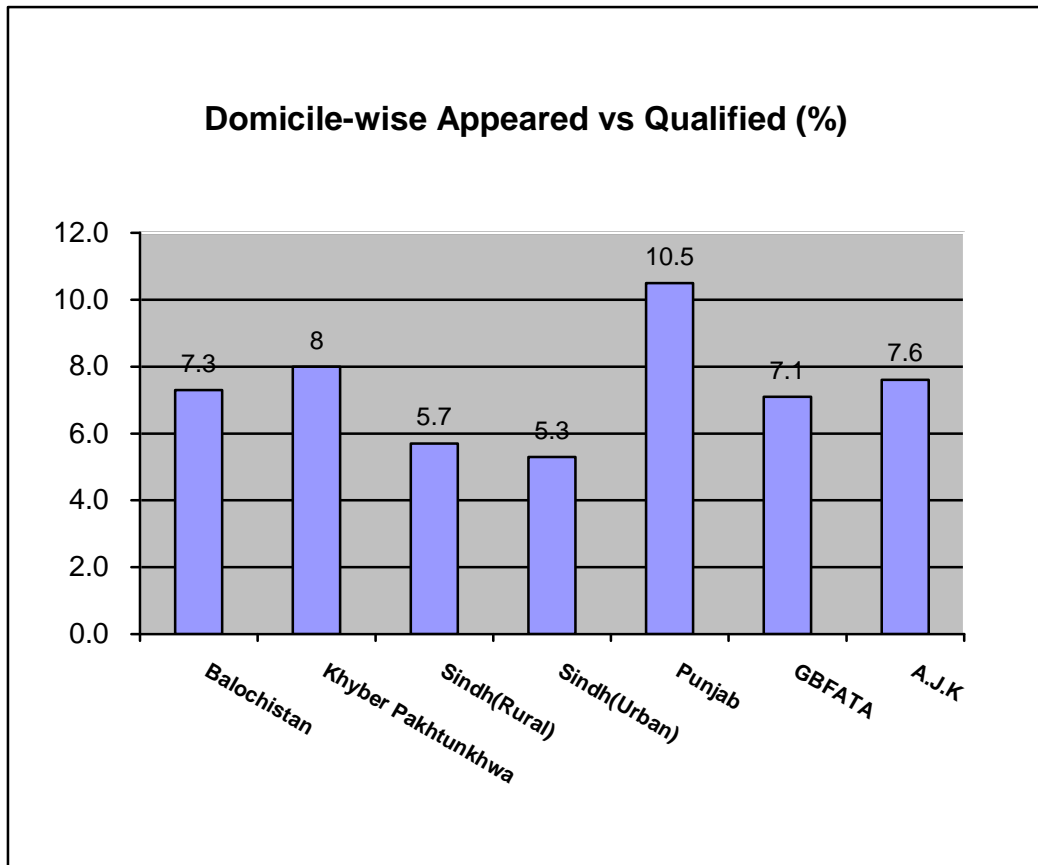


Figure 2.1: Domicile-Wise Performance Ratios of Candidates in Written Part Examination

7.20. Following figure indicates domicile-wise ratio (%) of candidates who were finally allocated. It shows that except from Punjab, candidates from rest of the provinces and regions enjoy more chances and less competition in final selection (**Appendix -XVI, Table-2**)

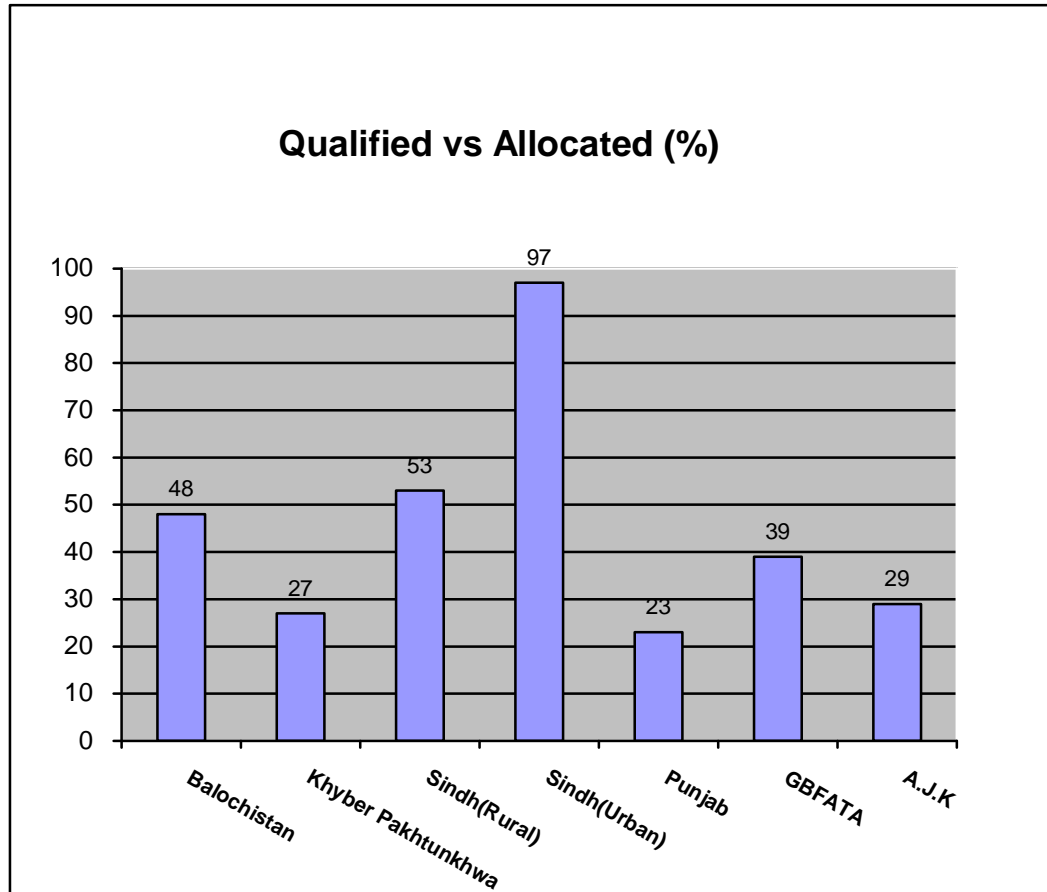


Figure 2.2: Province-Wise Ratio of Written Qualified vs Allocated Candidates

Father's Education

7.21. Statistics regarding educational status of fathers of candidates appeared in the examination, showed that 40% of them were Graduate and above or Professional Degree holders like MBBS, BSc Engineering etc. while 27% were Matriculate or below. In final selection, their share remained as 62% and 19% respectively. It was observed that performance of candidates whose father had qualification of Post Graduate or above was far better than others as they obtained 25% share in final selection against their appearance of 15% in the examination (**Appendix-XVI Table-3**).

Graphical display of the candidates appeared, qualified and selected with reference to the father's education level is given as under:

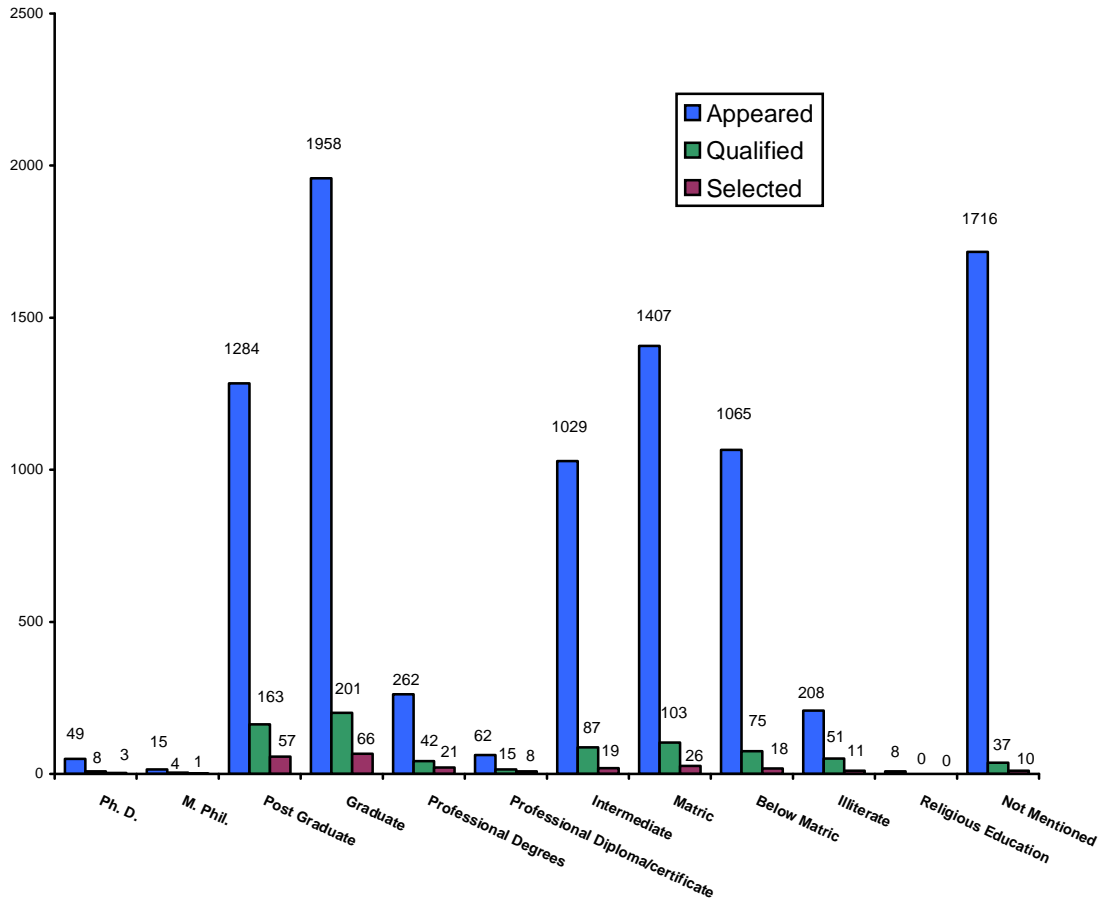


Figure 3: Fathers' education-wise break-up of candidates

Fathers' Occupation

7.22. Impact of fathers' occupation on performance of their offspring was studied and relative share of the candidates in final selection with respect to their father's occupation was analysed. Share of selected candidates, whose parents were from various Administrative Services was 22%, followed by Businessmen 17% and Retired persons 16%. It reveals that performance of candidates whose fathers were from various Administrative Services (22%), Medical jobs (6%) and Retired persons (16%) in final selection was higher than other occupations as compared to their appearance in examination which stood at 12%, 1% and 12% respectively (**Appendix-XVI, Table-4**).

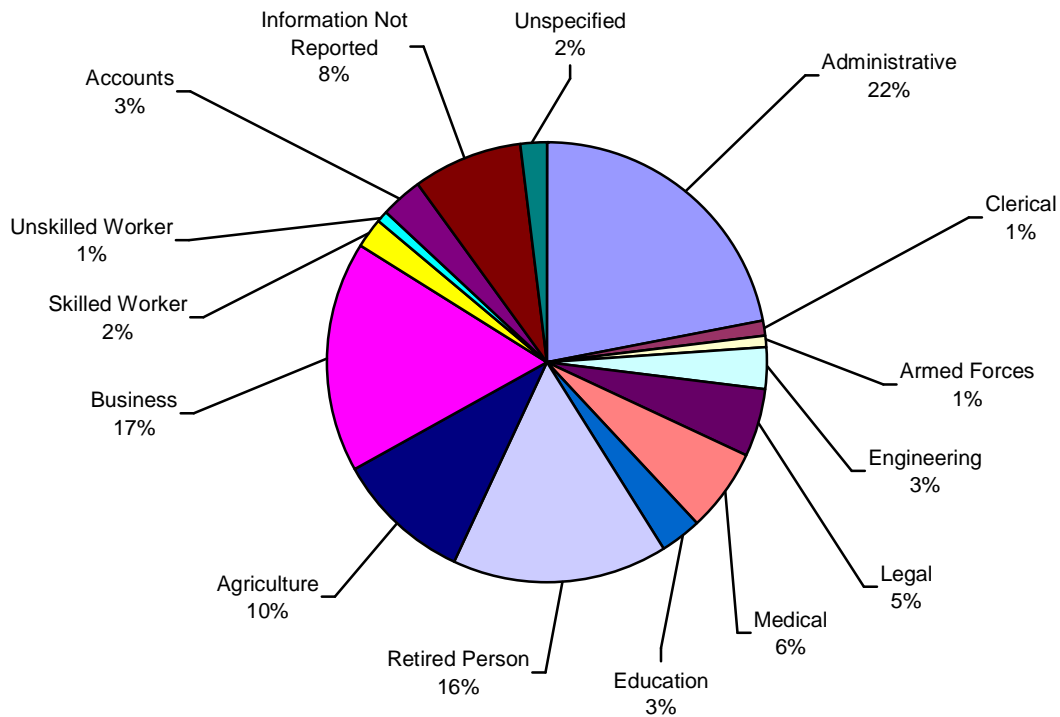


Figure 4: Share of the candidates in selection w.r.t. their father's occupation

Family's Annual Income

7.23. Data provided by the candidates in their application forms indicate that 22% candidates who appeared in Competitive Examination belonged to families having annual income in the range of Rs. 2 - 4 Lac per annum while in final selection, they got same share. On the other hand 26% candidates who appeared in examination belonged to families having income below 2 Lac while in final selection they got 15% share. However, 31% candidates appeared in written exam belonged to families with income in the range of Rs. 4 Lacs and above per annum and their share in final selection was 50%. Graphical display of selected candidates, with respect to their family income range, is given as under (**Appendix-XVI Table-5**):-

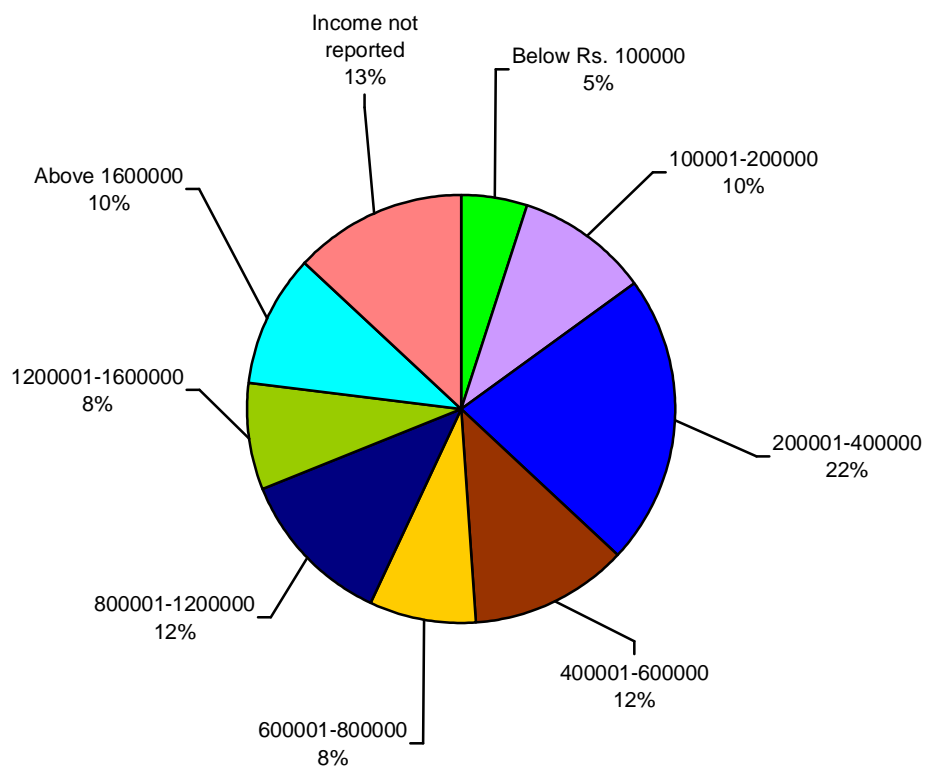


Figure 5: Selected candidates according to their family annual income range.

Gender and Marital Status-Wise Participation

i) Gender Wise Position

7.24. Out of 9063 candidates who appeared in the written examination, 75.6% were male and 24.4% female. In final selection, 71% male and 29% female candidates were allocated to various Occupational Group/Services. The study showed that female candidates have slightly increased their ratio in final selection i.e. 29% against their appearance i.e. 24.4% (Appendix-XVI, Table-6).

ii) Marital Status

7.25. Statistics showed that out of 9063 candidates who appeared in written exam, 75.6% candidates were male. Among them, 65.4% were unmarried and 10.2% were married. While in finally qualified stage, 67% candidates were unmarried and 10% were married. On the other hand 22.3% unmarried and 2.1% married female candidates appeared in the examination, while 25% unmarried and 4% married female candidates were selected through CSS Competitive Examination, 63% unmarried and 8% married male candidates were selected through CSS Competitive Examination. It reveals that unmarried male and female candidates performed slightly better against their married counter-parts (**Appendix-XVI, Table-6**).

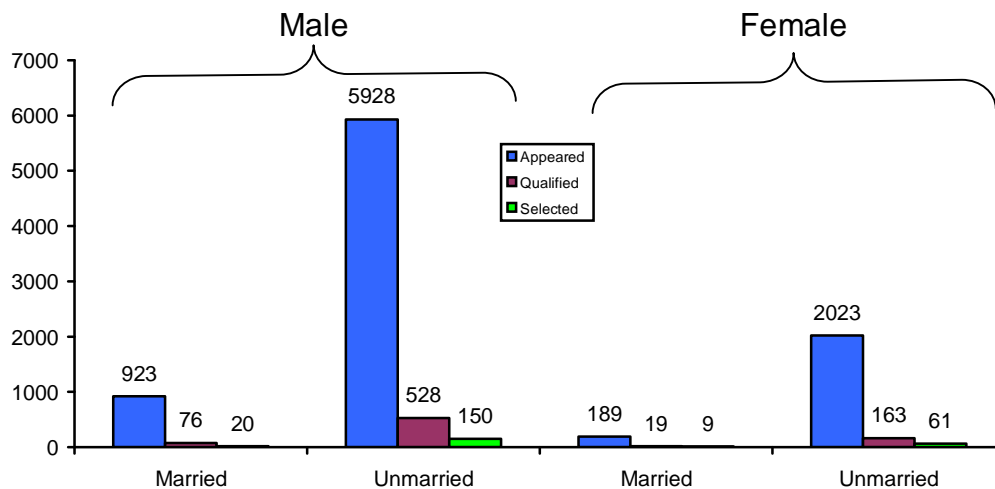


Figure 6: Gender and marital status wise break-up of candidates

Age Group of Candidates

7.26. Study revealed that majority of candidates (87%) who appeared in the examination fall within age group of 23-29 years, out of which 86% were finally selected. However, performance of the candidates in age group 23-25 was better than other age groups with 28% share in final selection against their appearance of 23% (Appendix-XVI, Table-7).

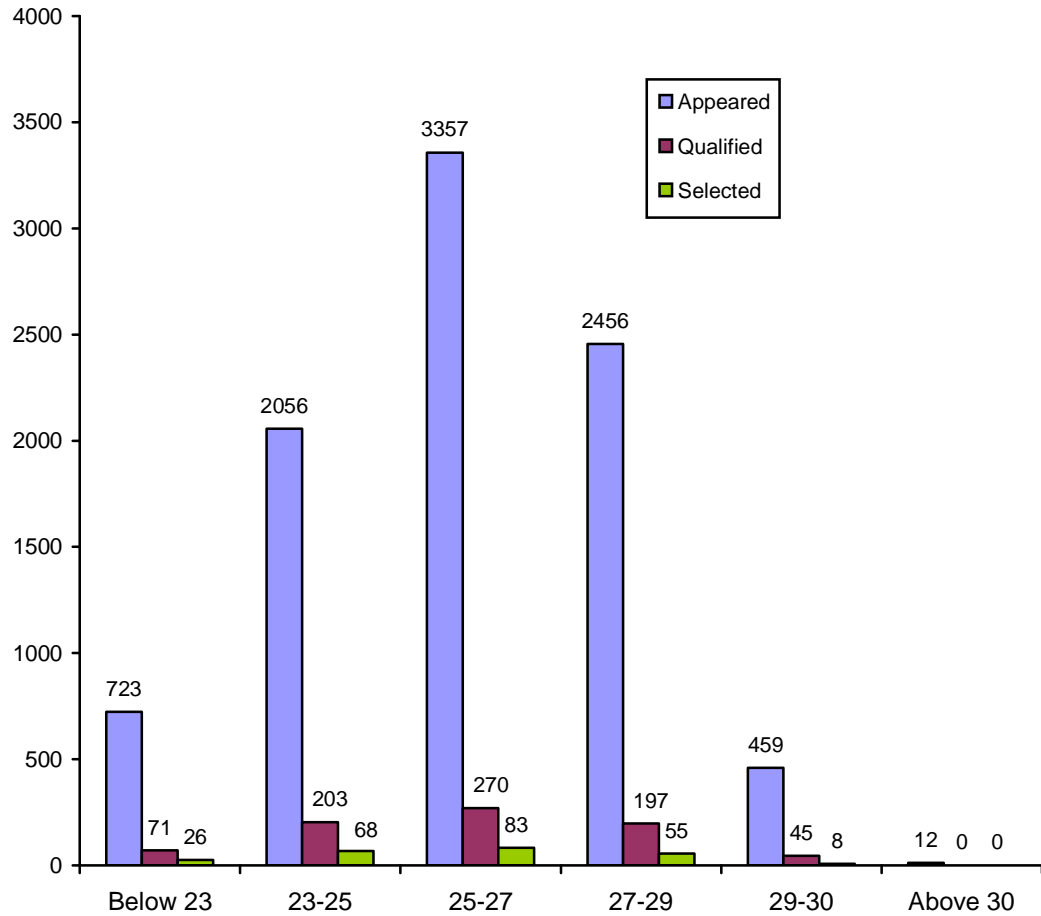


Figure 7: Age group-wise break-up of candidates

Secondary Schooling

7.27. Out of 240 selected candidates, 83(35%) got their secondary education from Provincial Government Schools against their appearance of 44%, followed by 44 (18%) those who got education from Private Schools against their appearance of 19% and 15% Armed forces/Police, Missionary schools each against their appearance 6%, 2% respectively. In final selection, the share of candidates who studied from Missionary schools was 15% against their appearance of 2%, which was comparatively far better than other schools (**Appendix-XVI Table-8**)

Appeared Candidates (Figure 8-a)

Selected Candidates (Figure 8-b)

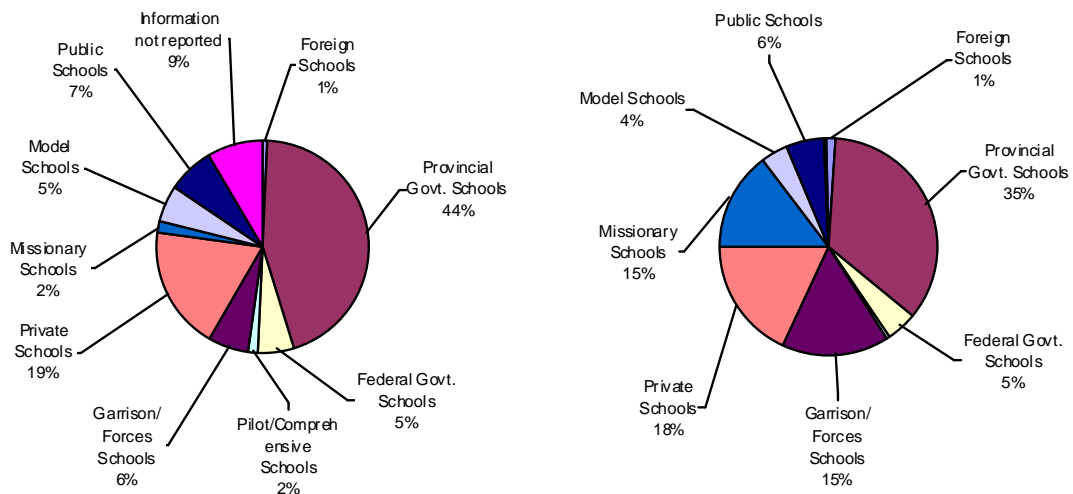


Figure 8: Candidates appeared (8-a) and Selected (8-b) according to types of secondary schools.

University Education

Performance of the candidates with respect to their university education discipline is given as under:

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

7.28. 50% of candidates who appeared in CSS written exam were 2nd Division holders in their last academic degree, followed by 48% candidates who were 1st Division holders. In final selection, 58% candidates were 1st Division holders.

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

7.29. Data shows that 47% of appeared candidates hold Masters Degree, 29% Bachelor Degree, 7% Law Graduates and 6% Commerce Degree. In final selection, share of Masters Degree holders was 50%, followed by simple graduates (22%), Law Graduates (12%) and Engineering Degree Holders (5%). Analysis reveals that major share in final selection went to Master Degree holders. It showed candidates having Law Graduation, Medical and Engineering Degrees performed better than other degree holders and got higher share in selection against their appearance percentage in the examination. Graphical display is shown in figure below (**Appendix-XVI, Table-9**).

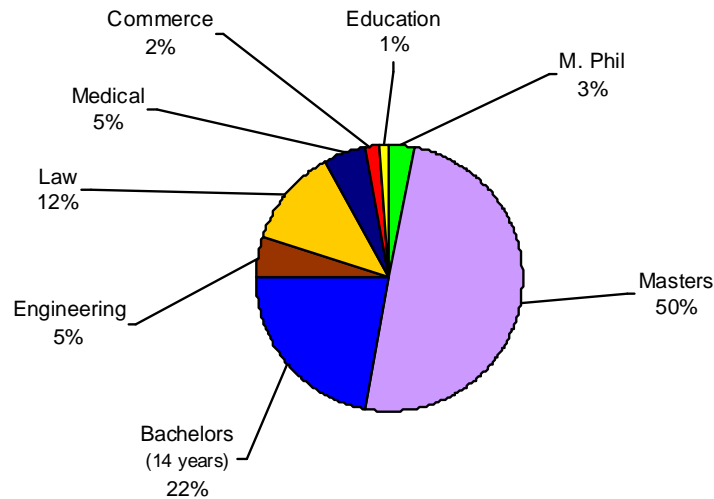


Figure 9: Share in Final Selection according to last academic degree

Previous Occupation of Candidates

7.30. Data provided in application forms showed that 54% candidates who appeared in the examination were unemployed, whereas 11% candidates belonged to Education jobs, 9% Administrative Job, 5% Clerical, 4% related to Armed Forces/Police, Private Services, Skilled Workers, 3% belonged to Accounts and 2% with Engineering services.

7.31. In final selection, unemployed candidates got 40% share, 21% candidates were serving in Administrative jobs, 15% in Education jobs, 9% were Skilled Workers, those with Private Service background were 4%, 3% related with Engineering and Medical jobs were 2%. Data showed better performance of the candidates having administrative positions followed by jobs in Skilled Workers and Education. **(Appendix- XVI, Table-10)**

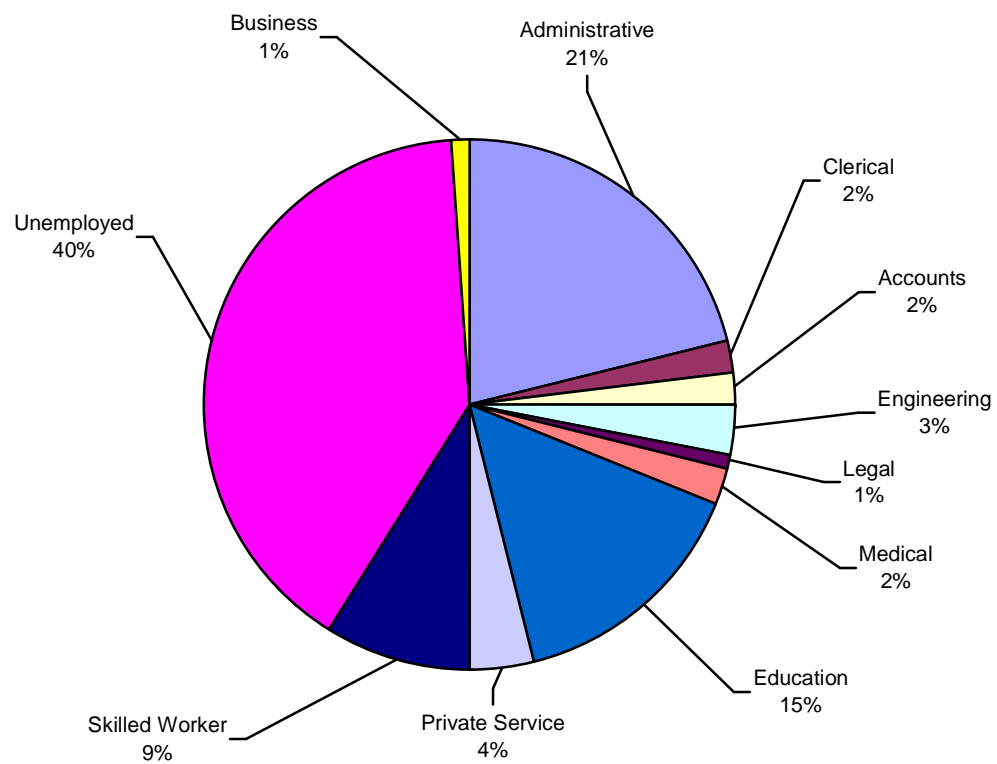


Figure 10: Occupation-wise share of candidates in final selection/allocation to groups/services.

Performance of Candidates in Compulsory Subjects

7.32. Study of candidates qualifying written examination of CSS 2011 showed that 28% candidates in Every Day Science, 15% candidates in English (Precis & Composition), 10% in Current Affairs, 10% in Pakistan Affairs, 9% in Islamiat and 3% in English Essay got above 60% marks in the said subjects. Analysis showed that performance of qualified candidates in written examination in the subject of Everyday Science and English (Precis & Composition) was much better than other compulsory subjects (Appendix-XVI, Table-11).

Observations of Examiners on Performance of Candidates in Written Part of CSS Examination 2011

7.33. Following are observations of the Examiners on performance of candidates in compulsory and optional subjects offered in written part of the Competitive Examination 2011.

A. Compulsory Subjects

7.34. **Essay:** Out of a total 9062 candidates only 24 percent qualified the paper. Only 31 candidates attained marks above 60%. Majority of the candidates produced faulty and crammed knowledge.

7.35. **General Knowledge-II (Current Affairs):** Majority of the candidates could not produce answers in good writing skills. Most of the candidates did not display current knowledge of the international events. About 03 percent candidates attained marks above 80%. Candidates were advised to enhance their analytical capacity.

7.36. **Islamiat:** Overall performance of the candidates was not satisfactory especially the first part (MCQ) because of their lack of knowledge/ information on the subject and hence could not get more than twelve marks out of twenty in part-I. In the second part, majority of candidates attempted only three or four questions remarkably well while other questions were attempted haphazardly with irrelevant material. Majority of the candidates could not attempt the question in veil and freedom of women with reference to the law of France & Philosophy of the Islamic punishment. Majority of answer scripts were of low standard and lacked up-to-date knowledge of the subject. This performance is reflective of overall improvement required in our Education System to enable the students to compete for CSS Examination and develop their mental faculty.

B. Optional Subjects

7.37. **Accountancy & Auditing-I:** Majority of the candidates had displayed above average understanding of the subject. Although candidates seemed to possess firm grip over the general topics but majority of the candidates expressed their answers in trouble in specialized areas like Asset Disposal, Partnership and Accounting Convention. About 50 percent candidates got above 60% marks. 30 percent secured between 44-59% marks, 12 percent obtained between 33-43% marks while 8 percent candidates failed in the subject.

7.38. **Accountancy & Auditing-II:** Majority of candidates showed poor knowledge of the subject. Performance of candidates in Auditing and Income Tax was below average. In MCQs part, the performance was poor. Almost all candidates seemed to have prepared on the basis of making guess based on past papers except few who showed grip over the subject. 20 percent candidates got 60 or above marks, 34 percent obtained between 44-59% marks, 24 percent secured between 33-43% marks while 22 percent candidates failed in the subject.

7.39. **Agriculture:** The over all standard and performance of the candidates was below average. 29 percent candidates got 60 or above marks, 44 percent candidates obtained between 44-59% marks, 20 percent candidates secured between 33-49% marks and 7 percent failed in the subject. A few candidates even did not know how to write a good sentence in English.

7.40. **Applied Maths:** Some of the candidates performed in their answer scripts with poor standard having no understanding with the application of the subject. Majority of the candidates stressed on memorization rather than understanding the basics of the subject. Performance of the candidates reflects that quality of education system must be over-haled at the level of colleges/universities. The teachers in schools and colleges must be well qualified having sound background in the subject. Refresher courses for teachers must be organised at least once in a year by well known faculty.

7.41. **Arabic:** Most of the candidates displayed good performance and seemed well prepared. 22 percent candidates secured 60% or above marks, 47 percent candidates obtained between 44-59% marks. 28 percent got between 33-43% marks while 4 percent candidates failed in the subject. The candidates were found lacking in-depth knowledge of the subject.

7.42. **Botany:** Performance of the candidates was an average to above average. It is desired that approach of the candidates in the subject should be analytical. Question papers should be made more analytical and objective rather than descriptive.

7.43. **British History:** The general standard of performance of 20 percent candidates was good, while remaining 80 percent attempted poorly in terms of weak expression, distortion of facts, generalization, non clarity of idea and lacked in-depth knowledge. Candidates need proper guidance instead of using old methods for preparation. They must use sophisticated and reliable sources of knowledge such as digital libraries, research articles and several topics published in well known historical journals.

7.44. **Business Administration:** The classification of the candidates as per their performance indicated that 14 percent candidates got 60% or above marks. 34 percent secured between 44-59% marks, 27 percent obtained between 33-43% marks while 25percent failed in the subject. The candidate's technical knowledge and English communication skills were poor due to inadequate reading habits. Colleges/Universities should revise their teaching methods based on case studies, role playing, practical exercises, management films and field visits. Lecture method should be reduced to 30 percent only

7.45. **Computer Science:** Performance of candidates was observed below average. Only 3 percent candidates got 60% or above marks, 18 percent candidates obtained between 44-59% marks, while 29 percent candidates secured between 33-43%marks and 50 percent candidates failed. Majority of the candidates had lacked in-depth knowledge and avoided to attempt important questions about Networking.

7.46. **Constitutional Law:** Performance of majority of the candidates was average with few exceptional cases. In-depth knowledge was required for Constitutional Law specially disseminated by the colleges and universities. The Fundamental Rights provided by the Constitution to the citizens should be considered as an important area by the universities/colleges and students were required to learn these basic provisions for better performance in the subject.

7.47. **English Literature-I:** Performance of the candidates was just an average. Only 11 present candidates got between 60-64% marks. 36 percent candidates obtained between 44-59% marks, 32 percent candidates secured between 33-43% marks and 21 percent failed in the subject. Candidates should review their efforts in the areas i.e. in-depth knowledge, Idiomatic

approach, authentic/classic critics, quoted references, and critical comments on relating story for better performance.

7.48. **English Literature-II:** Analysis of Answer scripts showed that only 13 percent candidates got between 60-79% marks, 31 percent obtained between 44-59% marks, 32 percent secured between 33-43% marks and 23 percent candidates failed in the subject. Correct English Idioms, Sentence Structure, comprehension and specific criticism are required for forming an effective answer. The long essay type answers must have a proper introductions descriptive/specific main body and a conclusion. Candidates must focus only on a question and add quotations from the text, where required.

7.49. **Economics:** Performance of the candidates especially regarding their critical ability was not satisfactory. They tried to fill the pages rather than comprehension of concepts, themes and analysis of the given questions. Majority of the candidates were unaware about subject contents. 50 percent candidates have no ability to understand the question rather answering it in a proper way. Teaching of Economics in colleges and universities need to be improved.

7.50. **European History I:** 17 percent candidates got 60% or above marks in the subject, 38 percent candidates secured between 44-59% marks, 23 percent candidates obtained 33-43% marks and 22 percent candidates failed in the subject. Majority of the candidates memorized the answers from guide books and reproduced those answers without understanding the theme of the questions asked in the paper.

7.51. **European History II:** Evaluation of answer scripts showed that 16 percent candidates secured 60% or above marks, 35 percent candidates secured between 44-59% marks, 34 percent secured between 33-43% marks and 15 percent candidates failed in the subject. In fact, only those candidates who secured 60 or more marks demonstrated comprehension of the subject. The remaining 84% candidates did not have sufficient knowledge, articulation and comprehension of the subject.

7.52. **Forestry:** Command of the candidates on the subject was not upto the standard. They lacked technical grip and correct approach in answering the questions. 24 percent candidates secured 60% or above marks and 38 percent candidates obtained between 44-59% marks while 24 percent remained in the range of 33-43% marks. 15 percent candidates failed in the subject.

7.53. **Geology:** Performance of the candidates was not satisfactory as almost half of the candidates failed in the subject. Result of the candidates in paper-I was relatively better as compared to paper-II. Standard of answer scripts showed better performance of those candidates who studied the subject at their academic level instead of others who have never studied the subject before this examination.

7.54. **History of Pakistan & India:** Generally, performance of the candidates was not up to the mark. Majority of the candidates were non serious and not prepared themselves to perform better in CSS Competitive Examination. They relied only on memorization of readymade answers rather than understanding the theme of questions asked for. Majority of the candidates suffered due to poor expression in English. Focus must be given on the quality of English language teaching at the school level where improvement be made by appointing highly qualified and skilful English language teachers.

7.55. **International Law:** Evaluation of answer scripts of the subject showed poor standard of the candidates in expression of English language and lacked knowledge of the subject. Majority of the candidates relied on bookish and responded with crammed knowledge. They produced irrelevant details, repetition in answering the questions and failed to understand the theme of the questions. Their performance in MCQ was better than subjective portion. In answering some questions they did not give reference of relevant Articles and Provision of the Statutes.

7.56. **International Relation:** Majority of the candidates seemed worked hard to prepare the subject but could not achieve required standard. Their answers were neither proper nor precise. They wrote irrelevant and excessive answer to a question that had not been asked. They should study quality literature for better performance in the subject. However, small minority of the candidates had produced good and quality answers.

7.57. **Islamic History & Culture-I:** Performance of the candidates showed that majority of them was not sincere towards their related text, reference books, in-depth knowledge and thorough study of the subject. They were failed to understand the theme of questions given in the paper. Majority of them still follow the old and traditional method of long answers and unnecessary heading and sub heading. They must focus their answers on the real theme asked in the question paper.

7.58. **Islamic History & Culture-II:** Performance of majority of the candidates was upto the mark. However, the candidates were not capable to

express their knowledge specially in proving their comments regarding historical personalities and events.

7.59. **Journalism:** Performance of majority of the candidates (60%) was satisfactory. Colleges and Universities should give more emphasize on definitions and explanations of modern concepts/terms in the field of Mass Communication with particular reference to our society. They must focus more on all the basics of the subject to get maximum marks in MCQs as well as in subjective part of the subject.

7.60. **Mercantile Law:** Performance of majority of the candidates was satisfactory 08 percent candidates obtained above 60% marks. 56 percent secured between 44-59% marks, 22 percent were placed in the range of 33-43% marks and 14 percent failed in the subject. The candidates mostly lacked in applied knowledge, unable to understand the call of question and produced bookish knowledge. However, very few of them were found upto mark in expression and analysing the situation.

7.61. **Muslim Law & Jurisprudence:** After evaluating answer scripts, it was observed that standard of expression in English was quite disappointing. Scanty knowledge, bookish, crammed, irrelevant and unnecessary details were found in their answers. Majority of candidates could not understand the concept of the questions asked. They produced answers without quoting relevant Laws/Provisions of the Statute. Performance of the candidates in subjective part was better than objective portion.

7.62. **Law:** The performance of the candidates was satisfactory. Candidates who obtained highest marks, their concepts, understanding skills over substantive laws, procedural law to contemporary practice and answers were extremely relevant and flow of arguments were marvellous. While remaining candidates fall in average or below average range having common deficiencies. The candidates were required to develop writing skill, research culture and clarity of concept in the subject for better performance.

7.63. **Persian:** On the whole, the performance was good but their knowledge about history of Persian literature was not upto the mark as well as observed poor Persian writing.

7.64. **Philosophy:** The performance of the candidates was above average. 20 percent got between 60-79% marks. 56 percent secured between 44-59 %. 20 percent candidates obtained between 33-43% marks while 3 percent candidates failed in the subject. Majority of the candidates showed lack of

logical, scientific and precise approach. Concept of the subject can be made clear with better learning as well as writing practice.

7.65. **Political Science I:** The overall performance of the candidates was satisfactory. The candidates analysed the questions objectively asked regarding political philosophy and the principals of political science.

7.66. **Political Science II:** The performance of the candidates was not satisfactory. Majority of the candidates had poor comprehension, made selective studies, misconception about the subject and weak command. They must carry out practice for creative writing well in time which enables them to present their ideas in a befitting manner for better performance in the subject.

7.67. **Psychology:** The standard of answer scripts was found satisfactory. Psychology is a research based discipline and it has practical utility. Some answers lacked new researches and practical examples.

7.68. **Public Administration:** Answers of majority of the candidates reflected the trend of crammed knowledge prepared from guide books. The answers lacked analysis and could not relate with ground realities in the country. Expression and standard in English was very poor. The subject is most relevant to Civil Services, therefore, candidates appearing in CSS examination must give more emphasize to the subject.

7.69. **Punjabi:** Overall performance of the candidates was very good. 61 percent candidates obtained 60% and above marks, 26 percent candidates secured between 44-59% marks and 9 percent got between 33-43% marks while only 4 percent candidates failed in the subject. However, right of education in mother tongue may bring more better performance of the candidates.

7.70. **Pure Mathematics:** Performance of the candidates was just satisfactory. Only few candidates were exceptional. Majority of the candidates was not prepared well for CSS examination.

7.71. **Pushto:** Majority of the candidates have attempted the paper well. However, candidates did not attempt correct answers of some questions which reflect their non-understanding of the theme of the questions asked.

7.72. **Sindhi:** After detail examination of answer scripts, it was observed that majority of the candidates did not study the original prescribed text books, they only depended on selective studies or notes prepared by tutor. They should try to understand the question by reading them again and again.

7.73. **Sociology**: Over all performance of the candidates was good. 45 percent candidates got 60% and above marks, 40 percent candidates obtained between 44-59% marks, 10 percent candidates secured between 33-43% marks, and 5 percent failed in the subject. The concept of subject and expression of about 15 percent candidates was not satisfactory.

7.74. **Statistics**: The performance of majority of the candidates was not satisfactory. The candidates did not prepare for the examination seriously. Vast majority failed to attempt even very basic questions. They expressed poor communication and lacked technical knowledge with poor vocabulary and weak grammar. Almost all, except very few, could not derive basic results as they did not know the basic assumptions of Linear Regression and were unable to derive Least Square Estimates. Faculty teaching courses perhaps, did not deliver the expected knowledge. Authorities must find ways to improve teaching standard in the educational institutions.

7.75. **Zoology**: The over all performance of majority of the candidates was satisfactory. The performance of candidates in paper-II was much better than paper-I. Majority of the candidates could not focus on clarity of concepts of the subject and filled sheets with irrelevant material. Memorization in such type of examination must be replaced by analyzing the concepts of the subject with international standards. Lectures should not be confined to a single source of information rather a broad based approach should be developed in Colleges and Universities.

Section-VIII**Redressal of Grievances**

8.1. To minimize litigation cases, provision of appeal by aggrieved candidates has been made in Section 7 of the Federal Public Service Commission's Ordinance 1977 (XLV of 1977). With this provision, candidates have been provided enough opportunity to redress their grievances within the Commission. During the year, 405 candidates filed such appeals before the Commission. Out of these, 122 candidates got relief.

8.2. Candidates aggrieved by the Commission's decisions filed petitions/appeals in various Courts of Law in the Country as per territorial jurisdiction of the Courts. Petitions/appeals filed mainly related to Competitive Examination, General Recruitment, Administrative and H.R matters.

8.3. Data on petitions/appeals filed upto 31st December, 2012 in various Courts of Law is given below:

S. No	Forum/ Court	As on 01-01-12	Filed during 2012	Total	Decided during 2012	In hand on 31.12.12
1.	Supreme Court of Pakistan	13	23	36	07	29
2.	Islamabad High Court	112	36	148	13	135
3.	Lahore High Court	30	24	54	10	44
4.	High Court of Sindh	32	05	37	02	35
5.	Peshawar High Court	17	05	22	--	22
6.	High Court of Balochistan	01	01	02	01	01
7.	AJK High Court	04	--	04	01	03
8.	Federal Service Tribunal	25	18	43	16	27
9.	Chief Court Gilgit NA	07	06	13	02	11
10.	Civil Courts/ Misc.	01	02	03	02	01
TOTAL:		242	120	362	54	308

Services Matters**Framing/ Amendment in Recruitment Rules During the Year, 2012**

9.1. Under Section 7(l)(b) of the FPSC Ordinance 1977, one of the functions of the Commission is to advise on matters relating to qualifications and methods of recruitment to services and posts under purview of the Commission. In compliance of this provision, the Commission processed 44 cases of Recruitment Rules during the year 2012. The position of the cases is given below:-

Particulars	Cases	*Cases Finalized	Cases under process
Framing/Amendment of Recruitment Rules during the year 2011	44	31	13

***Finalized:** 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.

Advice of the Commission

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

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

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

Cases Where Advice of the Commission was not accepted

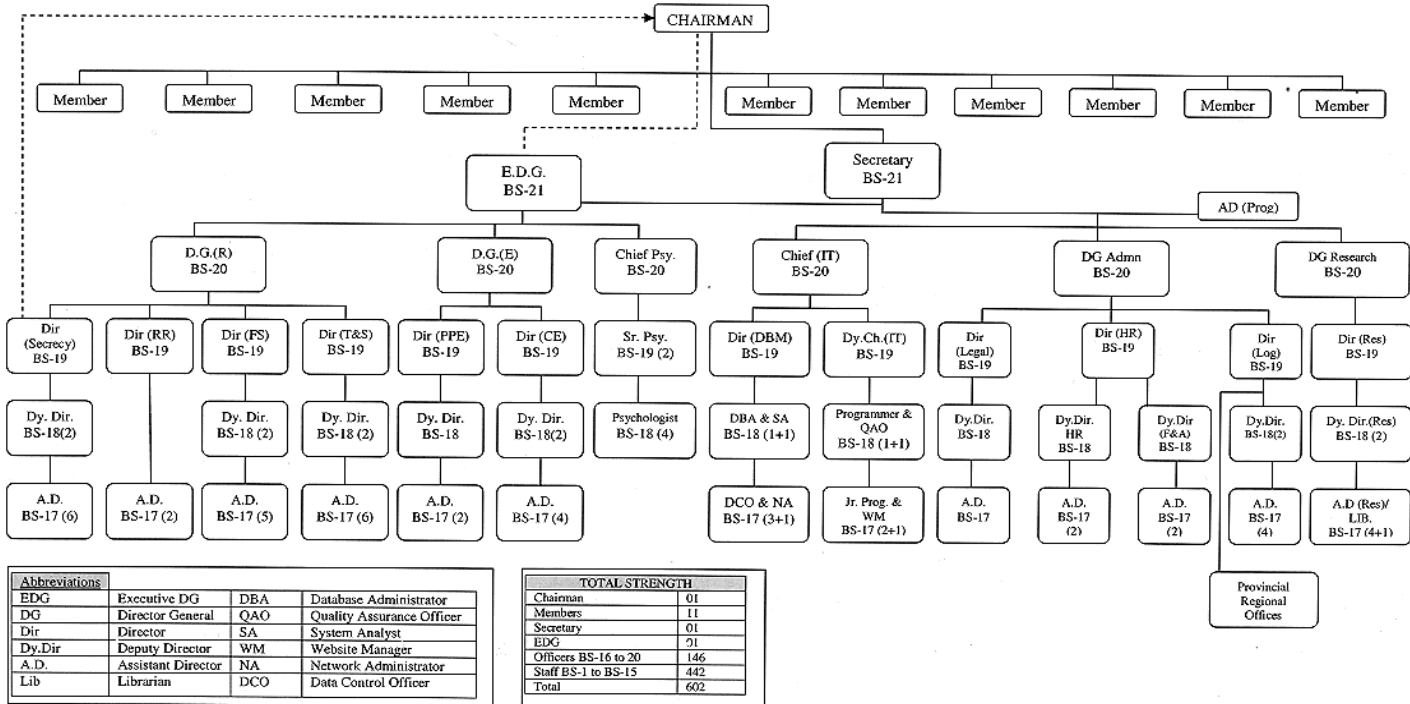
10.3 The Commission conducted promotional examination in 2011 for recruitment to the posts of Section Officer (AJKC). After due process nomination of three candidates, who were at top of merit list, was issued vide letter No. F.7/2/2011-PPE dated 03-08-2012. The AJK council, instead of implementation of the recommendation of the Commission, requested to reconsider the eligibility of nominees. The Commission vide U.O. No.F.7/2/2011-PPE, dated 24-10-2012 asked the Kashmir Affairs & Gilgit Baltistan Division (KA&GB) to direct the AJK Council to issue offer of appointment to the nominees of the Commission, other wise FSPC will be constraint to report directly to Chairman AJK Council (Prime Minister of Pakistan) G.B Division through Establishment Division Government of Pakistan. Report from AJK Council, GB Division was awaited till end of the year.

10.4 The Federal Government has laid down specific instructions that after receipt of recommendations from the Commission, the offers of appointment to the Commission's nominees should be issued within one month. However, these instructions are some time not complied with and the sponsoring Ministries/Divisions/Departments violate these orders without sound justification. During the year 2012, various Ministries/Divisions/Departments made such delay in offer of appointment to the selected candidates in 28 cases. List of such cases is given at **Appendix-X**.

Section-XI APPENDICES

Appendix-I

ORGANOGRAM OF THE FEDERAL PUBLIC SERVICE COMMISSION



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

TOTAL STRENGTH	
Chairman	01
Members	11
Secretary	01
EDG	01
Officers BS-16 to 20	146
Staff BS-1 to BS-15	442
Total	602

Commission and its Staff Position as on 31st December, 2012

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts	Remarks
1.	Chairman	Tenure post	1	-	1	
2.	Member	-do-	11	8	3	
3.	Secretary	22	1	1	-	
4.	Executive DG	21	1	1	-	
5.	Director General	20	3	3	-	
6.	Director General (Research)	20	1	1	-	
7.	Chief Psychologist	20	1	1	-	
8.	Chief IT	20	1	1	-	
9.	Director	19	9	9	-	
10.	Senior Psychologist	19	2	2	-	
11.	Director (Research)	19	1	-	1	U/P
12.	Director (DBM)	19	1	1	-	
13.	Deputy Chief IT	19	1	1	-	
14.	Senior Private Secretary	19	9	9	-	
15.	Private Secretary	18	4	4	-	
16.	Deputy Director	18	13	13	-	
17.	Psychologist	18	4	2	2	Recruitment U/P
18.	Deputy Director (Research)	18	2	2	-	
19.	System Analysts	18	1	1	-	
20.	Programmer	18	1	1	-	
21.	Data Base Administrator	18	1	1	-	
22.	Quality Assurance Officer	18	1	1	-	
23.	Private Secretary	17	1	1	-	
24.	Junior Programmer	17	2	2	-	
25.	Web Site Manager	17	1	1	-	
26.	Network Administrator	17	1	1	-	
27.	Data Control Officer	17	3	3	-	
28.	Assistant Director (Research)	17	4	4	-	
29.	Assistant Director	17	35	34	1	Recruitment U/P
30.	Librarian	17	1	1	-	
31.	Transport Officer	17	1	1	-	
32.	Deputy Assistant Director	16	11	11	-	
33.	Superintendent (Record)	16	1	1	-	
34.	System Operator	16	3	2	1	Recruitment U/P

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts	Remarks
35.	Computer Operator	16	1	1	-	
36.	Assistant Data Base Administrator	16	1	1	-	
37.	Hardware Engineer	16	1	1	-	
38.	Assistant Network Administrator	16	5	3	2	
39.	Data Processing Assistant	16	18	18	-	
40.	Stenographer	16	32	25	7	Recruitment U/P
41.	Draftsman	16	1	1	-	
42.	Assistant Inch.	15	2	2	-	
43.	Assistant	14	64	63	1	Recruitment U/P
44.	Stat. Assistant	14	6	4	2	Recruitment U/P
45.	Stenotypist	14	47	35	12	Recruitment U/P
46.	Security Supervisor	14	1	1	-	
47.	Library Assistant	14	1	1	-	
48.	Telephone Operator	14	2	2	-	
49.	DEO	12	17	15	2	Recruitment Rules U/P
50.	U.D.C.	9	35	35	-	
51.	L.D.C.	7	62	57	5	Recruitment U/P
52.	Security Clerk	7	2	2	-	
53.	Drivers	4	37	32	5	Recruitment U/P
54.	D.R.	4	2	2	-	
55.	D.M.O.	4	3	3	-	
56.	Electrician	4	1	1	-	
57.	Lift operator	3	3	3	-	
58.	Book Sorter	2	1	1	-	
59.	Daftary	2	16	13	3	Promotion U/P
60.	Qasid	2	16	15	1	Promotion U/P
61.	Naib Qasid	1	74	70	4	Recruitment U/P
62.	Frash	1	2	2	-	
63.	Chowkidar	1	10	10	-	
64.	Security Guard/(Chowkidar)	1	9	9	-	
65.	Bus Cleaner	1	1	1	-	
66.	Khakroob	1	15	15	-	
Total:			622	569	53	

Appendix-I-B**Members/Officers/Officials Joined the Commission
During the Year, 2012**

S. No.	Name of officer	Designation	Date of joining
1.	Maj. Gen. (Retd) Niaz Muhammad Khan	Member	30-07-2012
2.	Mrs. Batool Iqbal Qurashi	Member	18-12-2012
3.	Mr. Zafar Nasrullah Khan	Director General (Admn)	03-01-2012
4.	Mr. Abdul Jalil	Director General (Admn)	29-08-2012
5.	Mr. Siddique Sajid	Director (After Completion of 10 th SMC)	23-01-2012
6.	Mr. Abrar-ul-Haq Shami	Dy. Chief (IT) (Repatriated from	08-03-2012
7.	Mr. Shehla Farouk	Psychologist	26-03-2012
8.	Mr. Muhammad Iqbal Arain	Deputy Director	15-08-2012
9.	Mrs. Kanwal Nawas Janjua	Assistant Director	13-03-2012
10.	Mr. Moazzam Abbas	Assistant Director	30-03-2012
11.	Mr. Irfan Hyder	Assistant Director	02-04-2012
12.	Mr. Safdar Hussain	Assistant Director	27-04-2012
13.	Ms. Sammer Amir	System Operator (BS-16)	02-04-2012
14.	Mr. Arslan Nisar	Assistant (BS-14)	12-03-2012
15.	Mr. Muhammad Imran Khan	Assistant (BS-14)	12-03-2012
16.	Mr. Muhammad Yasir Iqbal	Assistant (BS-14)	13-03-2012
17.	Mr. Arman Ali	Assistant (BS-14)	15-03-2012
18.	Miss Asima Batool	Assistant (BS-14)	16-03-2012
19.	Mr. Abu Bakar Mehmood	Assistant (BS-14)	21-03-2012
20.	Mr. Ali Gul Tanwari	Assistant (BS-14)	21-03-2012
21.	Mrs. Farheen Naeem	Assistant (BS-14) (As per Prime Minister's Assistant Package)	29-08-2012
22.	Mr. Muhammad Sarwar	Stenotypist (BS-14) Repatriated from PM Secretariat (ERRA)	01.11.2012
23.	Mr. Nadeem Karamat	UDC (BS-09)	25-04-2012
24.	Syed Junaid Shah	UDC (BS-09)	26-04-2012
25.	Mr. Yasin Zia	UDC (BS-09)	30-05-2012
26.	Mr. Zulfiqar Ali Jhokrani	LDC (BS-07)	29-06-2012
27.	Mr. Muhammad Irfan Saleem	LDC (BS-07)	29-06-2012
28.	Mr. Irfan Ali Zahid	LDC (BS-07) (As per Prime Minister's Assistant Package)	01-10-2012

Officers/Officials Promoted During the Year, 2012

S. No.	Name	Promoted as	Date of Promotion
1.	Mr. Bilal Anwar	Secretary (BS-22)	26-04-2012
2.	Mr. Mahmood Alam Rana, PS	Senior Private Secretary	23.12.2011
3.	Mr. Amraiz Khan, PS	Senior Private Secretary	-do-
4.	Mr. Muhammad Rafiq-I, PS	Senior Private Secretary	-do-
5.	Mr. Amir Ahmad, PS	Senior Private Secretary	-do-
6.	Mr. Muhammad Rafiq-II, PS	Senior Private Secretary	-do-
7.	Mr. Muhammad Sharif)	Senior Private Secretary	-do-
8.	Miss Musarrat Javeid, PS	Senior Private Secretary	-do-
9.	Mr. Shaukat Ali, PS	Senior Private Secretary	-do-
10.	Mr. Abdul Samad, PS	Senior Private Secretary	-do-
11.	Mr. Muhammad Arshad Shafi, PS	Senior Private Secretary	-do-
12.	Mr. Muhammad Ramzan Malik, Stenographer	Assistant Director(BS-17)	16.3.2012
13.	Mr. Muhammad Iftikhar Hussain, Stat. Assistant	Assistant Director (Res) (BS-17)	16.3.2012
14.	Mr. Asif Ali, Stat. Assistant	Assistant Director (Res) (BS-17)	16.3.2012
15.	Mr. Riaz Ahmed, Stenographer	Private Secretary(BS-17)	24.5.2012
16.	Mr. Muhammad Asif, S/G	Private Secretary(BS-17)	17.8.2012
17.	Mr. Mehr Muhammad, Assistant Incharge	Dy. Assistant Director (BS-16)	20.1.2012
18.	Mr. Ghulam Hussain, Stenotypist	Stenographer (BS-16)	28.6.2012
19.	Mr. Abdul Latif Abid, Stenotypist	Stenographer (BS-16)	16.8.2012.
20.	Mr. Muhammad Mursaleen, Assistant	Assistant Incharge (BS-15)	20.1.2012
21.	Mr. Aamer Saeed, Assistant	Assistant Incharge (BS-15)	01.7.2012
22.	Mr. Imtiaz Ahmed, UDC	Assistant (BS-14)	20.1.2012

Officers/Officials Upgraded During the Year, 2012

S. No.	Name	Upgraded as	w.e.f.	Remarks
1.	Mr. Riaz Ahmed, Stenographer (BS-16)	Stenographer (BS-16)	23.12.2011	Granted BS-16 w.e.f. 23.12.2011 as per Finance Division (Regulation Wing)'s O.M. No.19(55) Legal-11//2010-1055 dt: 23.12.2011.
2.	Mr. Muhammad Azeem, Stenographer (BS-16)	Stenographer (BS-16)	23.12.2011	-do-
3.	Mr. Muhammad Asif, Stenographer (BS-16)	Stenographer (BS-16)	23.12.2011	-do-
4.	Mr. Muhammad Mukhtar, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
5.	Mr. Rasool Khan, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
6.	Mr. Shamraiz Awan, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
7.	Mr. Javed Iqbal, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
8.	Mr. Muhammad Hanif, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
9.	Mr. Shamraiz Akhtar, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
10.	Mr. Nazam Din, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
11.	Mr. Muhammad Shafi, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
12.	Ms. Rubina Aziz, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
13.	Mr. Rehmat Ali Qureshi, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
14.	Mr. Munir Ahmed Khan, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
15.	Mr. Muhammad Naeem, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
16.	Mr. Khalid Mahmood, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
17.	Mr. Khalid Maroof, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
18.	Ms. Talat Jabeen, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
19.	Mr. Tariq Rashid, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
20.	Mr. Muhammad Amin Tahir, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-

S. No.	Name	Upgraded as	w.e.f.	Remarks
21.	Mr. Muhammad Iqbal Zahid, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
22.	Mr. Majid Mehboob, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
23.	Mr. Zafarullah Khan, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	-do-
24.	Mr. Muhammad Ramzan Malik, Stenographer (BS-15)	Stenographer (BS-16)	23.12.2011	The Officer is presently working in the capacity of Assistant Director (BS-17). He was given up gradation as Stenographer (BS-16) before his promotion as Assistant Director.
25.	Transport Officer (BS-16)	Transport Officer (BS-17)	21.11.2012.	
26.	Draftsman-cum-Artist (BS-11)	Draftsman-cum-Artist (BS-16)	21.11.2012.	
27.	Security Supervisor (BS-11)	Security Supervisor (BS-14)	21.11.2012	
28.	Library Assistant (BS-11)	Library Assistant (BS-14)	21.11.2012	
29.	Telephone Operator (BS-7)	Telephone Operator (BS-14)	21.11.2012	

**Chairman/ Members/Officers/Officials Left
the Commission during the Year, 2012**

S. No.	Name	Designation	Date of Leaving	Remarks
1.	Mr. Former Justice Rana Bhagwandas	Chairman	16.12.2012	Completed tenure
2.	Syed Asif Shah	Member	08.01.2012	Completed tenure
3.	Mr. Suhail Safdar	Member	25.01.2012	Completed tenure
4.	Major General (Retd) Ovais Mushtaq Qureshi	Member	05.05.2012	Completed tenure
5.	Mr. Muhammad Kashif Murtaza	Member	08.11.2012	Resigned
6.	Dr. Syed Pervaiz Abbas	Director General	02.01.2012	Repatriated
7.	Mr. Muhammad Rafiq-I	Senior Private Secretary	05.05.2012	Retired
8.	Mr. Bashir Ahmad	Director	31.05.2012	Retired
9.	S. Basit Hussain	Private Secretary	02.04.2012	Retired
10.	Syed Iftikhar Ahmed	Assistant Director	17.03.2012	Relieved to join as Section Officer
11.	Mr. Nazam Din	Stenographer	04.07.2012	Expired
12.	Mr. Abdul Ghafoor Baloch	System Operator	11.10.2012	Retired
13.	Mr. Umair Aziz	Assistant Network Administrator	11.12.2012	Relieved to join as Computer Instructor (BS-17) in Directorate of FGEI (C/G).
14.	Mr. Faisal Aziz	Assistant Network Administrator	27.12.2012	Relieved to join his assignment as Computer Instructor (BS-17) in Directorate of FGEI (C/G).
15.	Mr. Muhammad Khalil	Assistant	13.02.2012	Relieved to join as Section Officer
16.	Mr. Iftikhar Ahmed Khan	Assistant	17.03.2012	Relieved to join as Section Officer
17.	Mr. Muhammad Imran Khan	LDC	12.03.2012	Relieved to join as Assistant (BS-14) in FPSC
18.	Mr. Anwar Zaib	LDC	26.01.2012	Relieved to join as LDC (BS-07) in Govt. of KPK
19.	Mr. Muhammad Zeeshan	LDC	16.10.2012	Relieved to join the District & Session Judge, Islamabad
20.	Mr. Sanaulah	LDC	28.12.2012	Relieved to join in the office of PIMS, lbd
21.	Mr. Muhammad Islam	Daftary	15.02.2012	Retired
22.	Mr. Abid Hussain	Qasid	10.07.2012	Retired
23.	Mr. Gulzar Ahmed	Daftary	23.07.2012	Retired

Appendix-II

**Statistics on General Recruitment (BS-16 & Above) Processed During 2012,
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 2012	
						Cases	Nomination made	Posts reported failure	Posts withdrawn	Cases	Posts
2012	166	650	30756	242	151	55	38	52	0	111	560
2011	131	874	96806	2247	2156	124	629	90	50	7	105
2010	28	483	6642	908	908	23	262	84	121	5	16
2008	0	1	0	0	0	0	0	0	0	0	1*
2007	1	1	19	3	3	0	0	0	0	1	1*
2006	2	3	29	13	13	0	0	0	0	2	3*
Total	328	2012	134252	3413	3231	202	929	226	171	126	686

* Cases/Posts withheld due to litigation

Vacancies Advertised and Filled During the Year, 2012 (Basic Scale and Merit/Province Wise Representation in General Recruitment in BS-16 & Above)

BS	Particulars	Merit	Punjab	Sindh(R)	Sindh(U)	KPK	Bal	GBFATA	AJK	Total
16	Posts Finalized	38	128	93	66	65	57	34	12	493
	Nominations Made	16	100	41	36	50	16	4	4	267
17	Posts Finalized	37	286	76	39	59	37	44	12	590
	Nominations Made	35	263	65	34	53	27	37	11	525
18	Posts Finalized	5	69	48	12	9	7	19	6	175
	Nominations Made	5	43	16	7	7	5	12	5	100
19	Posts Finalized	4	27	7	6	3	4	7	-	58
	Nominations Made	2	17	5	2	3	3	3	-	35
20	Posts Finalized	1	3	2	-	1	-	-	1	8
	Nominations Made	1	-	-	-	-	-	-	1	2
21	Posts Finalized	-	1	-	-	-	-	-	1	2
	Nominations Made	-	-	-	-	-	-	-	-	0
Total Posts Finalized		85	514	226	123	137	105	104	32	1326
Total Nominations Made		59	423	127	79	113	51	56	21	929
Failure Reported		1	57	79	30	7	27	23	2	226
Withdrawn		25	34	20	14	17	27	25	9	171

**Gender-Wise Candidates Nominated for Appointments
During the Year, 2012**

Basic Scale	Reserved for Male	Reserved for Female	Reserved for Both Genders			Grand Total
			Male	Female	Total	
16	11	14	204	38	242	267
17	174	123	201	27	228	525
18	23	30	43	04	47	100
19	09	04	19	03	22	35
20	--	--	02	--	02	02
21	--	--	--	--	--	--
Total	217	171	469	72	541	929

Ministry/Division Wise Detail of Selection of Officers for Various Posts

Name of Requisitioning Ministry/ Division/ Department	Basic Pay Scale						Total
	16	17	18	19	20	21	
Azad Jammu Kashmir Council Secretariat	01	--	--	--	--	--	01
Cabinet Division	01	04	01	--	--	--	06
Ministry of Information and Broadcasting	03	--	--	--	--	--	03
Ministry of Investments	01	--	--	--	--	--	01
Ministry of Defence	182	393	22	23	--	--	620
Ministry of Professional & Tech. Training	--	03	--	--	--	--	03
Establishment Division	--	--	05	--	--	--	05
PM Secretariat	--	02	02	--	--	--	04
Federal Government Organization ,IB	--	19	--	--	--	--	19
Law & Justice Division	--	01	--	--	--	--	01
Ministry of Health Devolved CADD	--	22	--	--	01	--	23
Ministry of Postal Services	--	01	--	--	--	--	01
GBFATA & Kashmir Affairs Division	--	11	07	02	--	--	20
Ministry of Narcotics Control	16	20	--	--	--	--	36
Ministry of National Disaster Management	--	--	01	--	--	--	01
Ministry of Labour and Manpower	--	04	01	--	--	--	05
Ministry of Railways	--	12	03	--	--	--	15
Ministry of Education Devolved CADD	--	--	13	--	--	--	13
Capital Administration & Development Division	62	15	30	07	--	--	114
Planning & Development Division	--	03	03	--	01	---	07
Ministry of Human Rights	--	--	10	03	--	--	10
Federal Public Service Commission	01	04	02	--	--	--	07
G.B Council Secretariat	--	10	--	--	--	--	10
Defence Production Division	--	01	--	--	--	--	01
Total	267	525	10 0	35	02	--	929
Failure	86	44	72	17	05	02	226
Withdrawn	140	21	03	06	01	00	171
Total vacancies Finalized	493	590	175	58	08	02	1326

Appendix-VI**Recruitment Cases (BS-16 & above) which were Advertised and Processed by the Commission during the Year 2012**

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applications received	Candidates		Remarks
					Pre-select	Inter-viewed	
1.	01/2012	Deputy Armament Supply Officer (BS-18), Pakistan Navy, Ministry of Defence	01 Punjab-1	6	1	1	F-1
2.	02/2012	Associate Professor (Female) (Journalism) (Bs-19), F.G. Colleges for Women, Federal Directorate of Education, Capital Administration and Development Division	01 Sindh(U)-1	2	0	0	F-1
3.	03/2012	Research Officer (BS-17), Planning and Development Division	02 Punjab-2	161	10	10	R-2
4.	04/2012	Film Editor (BS-16), GHQ, Ministry of Defence	01 Punjab-01	1	0	0	F-1
5.	05/2012	Chief Engineer & Ship Surveyor (BS-20), Ministry of Ports and Shipping	01 Sindh(R)-1	1	0	0	F-1
6.	06/2012	Lecturer (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence	02 Punjab-2	84	11	11	R-2
7.	07/2012	Assistant Professor (BS-18), PIMS, Islamabad, Capital Administration and Development Division.	02 Sindh(R)-2	0	0	0	F-2
8.	08/2012	Senior Registrar (Rheumatology) (BS-18), Pakistan Institute of Medical Sciences, (PIMS) Islamabad, Capital Administration & Development Division.	01 GBFATA-01	0	0	0	F-1
9.	09/2012	Research officer (BS-17), Transport & Communication Section, Planning & Development Division	01 Punjab-1	120	5	5	R-1
10.	10/2012	Assistant Director Technical (BS-17), National Training Bureau, M/O Professional & Technical Training	03 Punjab-1 Sindh (R)-1 KPK-1	355	9	9	R-1 R-1 R-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applications received	Candidates		Remarks
					Pre-select	Inter-viewed	
11.	11/2012	Associate Professor (Female) (Chemistry) (BS-19), F.G. Colleges for Women, Federal Directorate of Education, CAAD	01 Sindh(R)-1	1	1	1	R-1
12.	12/2012	Psychologist (BS-18), Federal Public Service Commission.	02 Punjab-1 Sindh(R)-1	17	0	0	F-1 F-1
13.	13/2012	Computer Programmer (BS-17) Pakistan Post Office, Ministry of Postal Services.	1 Balochistan-1	27	6	6	R-1
14.	15/2012	Assistant Professor (Male) (Urdu) (BS-18) F. G. Colleges for Men, Federal Directorate of Education, CADD.	1 AJK-1	5	3	3	R-1
15.	16/2012	Associate Professor (Male) (Urdu) (BS-19) F.G. Colleges for Men, Federal Directorate of Education, CADD	01 GBFATA	5	3	3	F-1
16.	17/2012	Eye Specialist (BS-18), Medical Department Pakistan Railways, M/O Railways.	02 Punjab-1 Sindh(R)-1	1	0	0	F-1 F-1
17.	18/2012	Anesthetists (BS-18), Medical Department of Pakistan Railways, M/O Railways.	01 Punjab-01	1	0	0	F-1
18.	19/2012	Administrative Officer (BS-16), MES, M/O Defence.	01 Punjab-1	92	6	6	R-1
19.	20/2012	Assistant Professor (Female) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	04 Sindh(R)-4	2	0	0	F-4
20.	21/2012	Trained Graduate Teachers (Female) (BS-16), Directorate of F.G Educational Institutions (Urdu Medium Schools), (Cantts/ Garrisons), M/O Defence.	08 Sindh (R)-8	69	13	-	U/P
21.	22/2012	Lecturer (Male)(Persian) (BS-17) Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	01 Sindh(U)-1	0	0	0	F-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applications received	Candidates		Remarks
					Pre-select	Inter-viewed	
22.	23/2012	Lecturer (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	07 Punjab-5 Sindh(R)-2	738	21	21	R-5 R-1 F-1
23.	24/2012	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways, (Railways Board), Ministry of Railways.	04 Punjab-1 Sindh(R)-1 KPK-1 Balochistan-1	47	8	8	R-1 F-1 F-1 R-1
24.	25/2012	Librarian (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	01 Merit-1	83	5	5	R-1
25.	26/2012	Demonstrator (Female) (BS-16) Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Punjab-2	61	11	11	R-2
26.	29/2012	Ammunition Technical Officer (BS-17), Frontier Constabulary, Peshawar, Ministry of Interior.	01 Punjab-1	7	3		U/P
27.	32/2012	Research Officer (Bs-17), Gilgit Baltistan Council Secretariat	01 Punjab-1	155	5		U/P
28.	33/2012	Legal Officer (BS-18), Gilgit Baltistan Council Secretariat.	01 Punjab-1	22	6		U/P
29.	34/2012	Planning Officer (BS-17), Gilgit Baltistan Council Secretariat.	01 Punjab-1	155	6	6	R-1
30.	35/2012	Assistant Professor (Male) (Political Science) (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1	1	0	0	F-1
31.	37/2012	Communication Security Officer, (BS-17), Department of Communication Security, Cabinet Division.	03 Punjab-1 Sindh(U)-1 KPK-1	658	9	9	R-1 R-1 R-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applications received	Candidates		Remarks
					Pre-select	Inter-viewed	
32.	38/2012	Lecturer (Male) (Mathematics) (BS-17), Federal Directorate of Education, Capital Administration & Development Division	01 KPK-1	168	5	5	R-1
33.	39/2012	Legislative Translation Officer (BS-18), M/O Law, Justice and Parliamentary Affairs.	01 Punjab-1	8	1	1	F-1
34.	40/2012	Radiologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1	1	0	0	F-1
35.	44/2012	Lecturer (Male) (Mathematics) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Balochistan-1	20	6	6	R-1
36.	46/2012	Director/ Principal Engineer (BS-19), Pakistan Meteorological Department, Ministry of Defence.	01 Punjab-1	7	4		U/P
37.	47/2012	Research Officer (BS-17), Department of Libraries, Capital Administration and Development Division.	03 Punjab-2 Sindh(R)-1	109	9	9	R-2 R-1
38.	48/2012	Associate Professor (Male) (BS-19), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Balochistan-1 GBFATA-1	4	4	4	R-1 F-1
39.	49/2012	System Operator (BS-16), Ministry of Religious Affairs	01 Punjab-1	47	5		U/P
40.	50/2012	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	01 Punjab-1	18	0	0	F-1
41.	51/2012	Assistant Professor (Physics) (BS-18), Pakistan Navy, Ministry of Defence.	01 Punjab-1	10	3		U/P
42.	52/2012	Lecturer (BS-17), Pakistan Navy, Ministry of Defence.	04 Punjab-2 Sindh(R)-1 KPK-1	823	16		U/P

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applications received	Candidates		Remarks
					Pre-select	Inter-viewed	
43.	53/2012	Lecturer (Male) (Persian) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1	0	0	0	F-1
44.	54/2012	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence.	01 Punjab-1	42	5		U/P
45.	55/2012	Lecturer (BS-17), Federal College of Education, Capital Administration and Development Division.	02 Sindh(R)-1 Balochistan-1	0	0	0	F-1 F-1
46.	56/2012	Head Nurse (BS-17), Pakistan Institute of Medical Sciences, Capital Administration and Development Division.	01 Balochistan-1	2	0	0	F-1
47.	57/2012	Eye Specialist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Sindh(R)-1	1	1	1	R-1
48.	58/2012	Assistant Professor (Female) (Mathematics) (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	03 Sindh(R)-3	0	0	0	F-3
49.	59/2012	Lecturer (Female) (BS-17), Federal Directorate of Education, Capital Administration and Development Division.	03 Punjab-3	140	5		U/P
50.	62/2012	Librarian (BS-17), Law and Justice Division.	01 Punjab-1	52	5	5	R-1
51.	63/2012	Anaesthetist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	02 Punjab-1 Sindh(R)-1	0	0	0	F-1 F-1
52.	64/2012	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	01 Punjab-1	95	5		U/P
53.	65/2012	Assistant Naval Store Officer (BS-16), Pakistan Navy, Ministry of Defence.	01 Balochistan-1	6	1	1	F-1
54.	70/2012	Film Editor (BS-16), GHQ, Ministry of Defence.	01 Punjab-1	1	0	0	F-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applications received	Candidates		Remarks
					Pre-select	Inter-viewed	
55.	71/2012	Instructor, Civil Defence/ Deputy Assistant Director, Civil Defence (BS-16), M/O Interior	01 GBFATA-1	17	1		U/P
56.	73/2012	Assistant Executive Engineer (Civil) (BS-17), Civil Engineering Department of Pakistan Railways (Railways Board), Ministry of Railways.	04 Punjab-3 Sindh(U)-1	121	12		U/P
57.	76/2012	Assistant Professor (Female) (Mathematics) (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	03 Sindh(R)-3	1	0	0	F-3
58.	77/2012	Lecturer (Male) (Persian) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1	1	0	0	F-1
59.	84/2012	Clinical Dietitian (BS-17), Armed Forces Institute of Cardiology (AFIC), Rawalpindi, M/O Defence.	02 Punjab-1 Sindh(R)-1	18	5		U/P
60.	95/2012	Assistant Professor (Female) (Mathematics) (BS-18), Federal Directorate of Education, Capital Administration and Development Division.	02 Sindh(U)-1 KPK-1	5	1	1	R-1 F-1
61.	98/2012	Associate Professor (Male) (Urdu) (BS-19) Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	01 GBFATA-1	5	2	2	R-1
62.	100/2012	Radiologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1	4	0	0	F-1
63.	102/2012	Judicial Member (BS-21), Appellate Tribunal Inland Revenue, M/O Law, Justice and Parliamentary Affairs.	01 Punjab-1	0	0	0	F-1
64.	103/2012	Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	01 Punjab-1	3	0	0	F-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applications received	Candidates		Remarks
					Pre-select	Inter-viewed	
65.	108/2012	Head Nurse (BS-17), Pakistan Institute of Medical Sciences, Islamabad, Capital Administration and Development Division.	01 Balochistan-1	6	0	0	F-1
66.	109/2012	Anaesthetist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	02 Punjab-1 Sindh(R)-1	3	1	1	R-1 F-1
67.	116/2012	Associate Professor (Female) (Journalism) (BS-19), Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	01 Sindh(U)-1	0	0	0	F-1
68.	124/2012	Assistant Professor (Female) (Mathematics) (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	03 Sindh(R)-3	0	0	0	F-3
69.	125/2012	Eye Specialist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1	0	0	0	F-1
70.	133/2012	Gynecologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	02 Punjab-1 Sindh(R)-1	6	3		U/P
Total			121	4621			

Remaining **96** recruitment cases with **529** posts involving **26135** applications were under pre-selection stage.

Appendix-VII**Recruitment Cases (BS-16 & above) of Pre-2012, which were Processed during 2012**

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicat-ions received	Candidates		Remarks
					Pre-selected	Inter-viewed	
1	2	3	4	5	6	7	8
1	47/2006	Senior Programmer (BS-18) Directorate of Information Technology and MIS, M/O Railways,	2 Punjab-1 Sindh(R)-1	16	5	0	P*
2	117/2006	Associate Clinical Psychologist (BS-18), PIMS, Ministry of Health,	1 Punjab-1	13	8	0	P*
3	84/2007	Administrative Officer-Cum-Education Cess Officer (BS-17), Income Tax-Cum-Excise & Sales Tax/ Excise & Taxation Department, Azad Jammu and Kashmir Council Secretariat.	1 AJK-1	19	3	3	P*
4	39/2010	Lecturer (BS-17), Federal College of Education, Ministry of Education, CADD.	07 Punjab-3 Sindh(R)-1 Sindh(U)-1 Balochistan-1 AJK-1	253	11	11	R-3 F-1 R-1 F-1 R-1
5	55/2010	Deputy Chief (BS-19), Transport and Communication Section, Planning and Development Division.	01 Punjab-1	10	03	05	R-1
6	73/2010	Senior Librarian (BS-18), M/O Foreign Affairs.	01 Punjab-1	26			W
7	77/2010	Associate Professor (BS-19), JPMC, M/o Health.	02 Merit-1 Punjab-1	3	0	0	F-1 F-1
8	129/2010	Assistant Engineer (B&R), (BS-16), MES, Ministry of Defence.	35 Merit-3 Punjab-17 Sindh(R)-4 Sindh(U)-3 KPK-4 Balochistan-2 GBFATA-1 AJK-1	428	100	100	R-3 R-15 F-2 R-3 F-1 R-2 F-1 R-4 R-2 R-1 R-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Inter-viewed	
9	130/2010	Assistant Engineers (E&M), (BS-16), MES, Ministry of Defence.	16 Merit-1 Punjab-8 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	149	47	47	R-1 R-7 F-1 R-2 R-1 R-2 R-1 R-1
10	133/2010	Instructor (Female) (BS-17) Government Polytechnic Institute for Women, Islamabad, M/O Education.	04 Merit-1 Punjab-2 Sindh(U)-1	148			U/P
11	135/2010	Store Officer (BS-16), MES, Ministry of Defence.	10 Merit-1 Punjab-5 Sindh(R)-1 KPK-1 Balochistan-1 GBFATA-1	201	20	20	R-1 R-4 F-1 F-1 R-1 R-1 F-1
12	136/2010	Assistant Executive Engineer (B&R/E&M), (BS-17), MES, Ministry of Defence.	81 Merit-6 Punjab-40 Sindh(R)-9 Sindh(U)-6 KPK-8 Balochistan-6 GBFATA-3 AJK-3	2346	239	239	R-5 P-1 R-39 P-2 R-8 F-1 R-6 R-6 F-2 R-4 F-2 R-2 F-1 R-3
13	137/2010	Executive Engineer (B&R/ E&M) (BS-18), permanent, MES, Ministry of Defence.	11 Merit-1 Punjab-5 Sindh(R)-3 Sindh(U)-1 AJK-1	280	29	29	R-1 R-4 F-1 R-3 R-1 R-1
14	138/2010	Administrative Officer (BS-16), MES, Ministry of Defence.	05 Merit-1 Punjab-3 Sindh(U)-1	311	17	17	R-1 R-2 F-1 R-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Inter-viewed	
15	139/2010	Senior Store Officer (BS-18), MES, Ministry of Defence.	01 Merit-1	43	5	5	R-1
16	144/2010	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways (Railway Board), Ministry of Railways.	12 Punjab-6 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1	191	27	27	R-5 F-1 R-1 F-1 R-1 R-1 F-1 F-1
17	145/2010	Charge/ Staff Nurse (BS-16), PIMS, CADD.	220 Merit-22 Sindh(R)-52 Sindh(U)-41 KPK-45 Baloch.-30 GBFATA-23 AJK-7	867	257	257	W-22 R-13 F-22 W-17 R-14 F-14 W-13 R-31 F-14 F-6 W-24 W-23 W-7
18	146/2010	Head Nurses (BS-17), temporary Likely to become Permanent, Pakistan Institute of Medical Sciences, Islamabad, M/O Health.	08 Sindh(R)-02 Sindh(U)-02 KPK-2 Balochistan-1 GBFATA-1	80	20	20	R-2 R-2 R-2 F-1 R-1
19	147/2010	Assistant Director (BS-17), Pakistan Manpower Institute, M/O Labour and Manpower	03 Punjab-02 Balochistan-1	181	3	5	R-2 F-1
20	148/2010	Deputy Director (BS-18), Pakistan Manpower Institute, Ministry of Labour and Manpower	01 Punjab-1	36			U/P
21	153/2010	Associate Professor (Male) (BS-19), F.G. Colleges for Men, Federal Directorate of Education, Devolved Ministry of Education.	03 Punjab-1 Sindh(U)-1 GBFATA-1	34	8	8	R-1 R-1 F-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Inter-viewed	
22	154/2010	Associate Professor (Female) (BS-19), F.G. Colleges for Women, Federal Directorate of Education, Devolved Ministry of Education.	04 Punjab-3 Sindh(U)-1	14	9	9	R-3 F-1
23	155/2010	Assistant Professor (Male) (BS-18), F.G. Colleges for Men, Federal Directorate of Education, Devolved Ministry of Education.	04 Punjab-1 Sindh(U)-1 GBFATA-1 AJK-1	41	7	7	R-1 R-1 R-1 F-1
24	156/2010	Assistant Professor (Female) (BS-18), FG Colleges for Women, FDE, M/o Education.	12 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	213	47	47	R-6 R-1 F-1 R-1 F-1 R-1 R-1
25	157/2010	Director General, (BS-20), Ministry of Human Rights	01 Punjab-01	15	2	2	F-1
26	158/2010	Director (BS-19), Ministry of Human Rights	05 Punjab-3 Sindh(R)-1 KPK-1	77	8	8	R-2 F-1 F-1 R-1
27	159/2010	Deputy Director (BS-18), M/o Human Rights.	10 Merit-1 Punjab-5 Sindh(U)-1 Sindh(R)-1 KPK-1 Balochistan-1	210	29	29	R-1 R-5 R-1 R-1 R-1 R-1
28	170/2010	Deputy Director (BS-18), Management Services Wing, Establishment Division	05 Punjab-02 Sindh(U)-01 Balochi.-01 GBFATA-01	324	16	16	R-2 R-1 R-1 R-1
29	174/2010	Trained Graduate Teacher (Female) (BS-16), Directorate of Federal Government Educational Institutions, Urdu Medium Schools, (C/G), Ministry of Defence.	13 Sindh(R)	46	5	5	R-5 F-8

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Inter-viewed	
30	176/2010	Superintending Engineer (BS-19), Azad Jammu & Kashmir Council Secretariat, Islamabad	01 Merit-1	22	5		P*
31	187/2010	Deputy Director (BS-18), Survey Of Pakistan, Ministry Of Defence	07 Merit-1 Punjab-4 Sindh(U)-1 Balochistan-1	93	13	14	R-6 F-1 P*
32	02./2011	Composer (BS-16), DG Special Education, M/O Social Welfare and Special Education.	01 Sindh(R)-1	7	0	0	F-1
33	04./2011	Trained Graduate Teacher (Male) (BS-16), English Medium Schools, Directorate Of Federal Government Educational Institutions, (Cantt/ Garrisons), M/O Defence	06 Sindh(R)-01 Sindh(U)-02 Baloch.-03	53	11	11	R-1 R-1 F-1 R-3
34	07./2011	Professor (General Surgery) (BS-20), JPMC, Ministry of Health.	01 Punjab-1	1			W
35	10./2011	Deputy Director (Technical) (BS-18), National Documentation Centre, Cabinet Division.	01 Punjab-1	9	3	3	R-1
36	12./2011	Associate Professor (Male) (BS-19), F.G Colleges, Directorate of Federal Government Educational Institutions (C/G), M/O Defence	03 Sindh(R)-1 Balochistan-1 GBFATA-1	7	1	1	R-1 F-1 F-1
37	13/2011	Lecturer (Male) (BS-17), Federal Government Colleges for Men, Directorate of Federal Government Educational Institutions, Cantt/ Garrison), Ministry of Defence	06 Punjab-04 KPK-1 Balochistan-1	860	23	23	R-4 R-1 F-1
38	18/2011	Charge Nurse (BS-16), Jinnah Postgraduate Medical Centre (JPMC), Ministry of Health	33 KPK-2 Baloch.-16 GBFATA-11 AJK-4	82			W

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Interviewed	
39	22/2011	Assistant Meteorologist (BS-19), Pakistan Meteorological Department, Ministry of Defence.	19 Merit-02 Punjab-09 Sindh(R)-03 Sindh(U)-1 KPK-2 Balochistan-2	686	58	60	R-2 R-9 R-2 F-1 R-1 R-2 R-2
40	25/2011	Charge/ Staff Nurse (BS-16), FGSH (Polyclinic), CADD.	12 Sindh(U)-04 Balochistan-5 GBFATA-03	82	11	11	R-4 F-5 F-3
41	26/2011	Assistant Drug Controller/ Vice Chairman Quality Control/ Assistant Director, CDL (BS-17), Drugs Wing, Ministry of Health	15 Merit-2 Punjab-8 Sindh(R)-1 KPK-2 Balochistan-1 GBFATA-1	1452	49	49	R-2 R-8 R-1 R-2 R-1 R-1
42	27/2011	Lady Doctor (CMP) (BS-17), Pakistan Navy, Ministry of Defence.	01 Punjab-1	15	3	3	R-1
43	28/2011	Assistant Executive Engineer (B&R/ E&M), (Civil) (BS-17), MES, Ministry of Defence.	02 Merit-1 Punjab-1	54	8	9	R-1 R-1
44	29/2011	Deputy Chief (IT) (BS-19), Federal Public Service Commission.	01 Punjab-1	10	-	1	F-1
45	30/2011	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	02 Punjab-2	10	2	2	R-1 F-1
46	32/2011	Legislative Translation Officer (BS-18) Ministry of Law And Justice and Parliamentary Affairs.	01 Punjab-1	6	1	1	F-1
47	33/2011	Administrative Officer (BS-17), Institute of Optronics, Ministry of Defence Production.	01 Punjab-1	99	3	3	R-1
48	36/2011	2nd Engineer (Electro-Magnetics) (System Engineer PCBFR) (BS-18) Pak Navy, M/O Defence.	08 Punjab-6 Sindh(U)-1 Balochistan-1	19	2	2	F-6 F-1 R-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicat-ions received	Candidates		Remarks
					Pre-selected	Inter-viewed	
49	37/2011	Deputy Director (BS-18), Prime Minister's Inspection Commission, PM Secretariat.	02 Punjab-01 Sindh(R)-01	146	9	9	R-1 R-1
50	38/2011	Assistant Director (BS-17), PMIC, PM Secretariat.	02 Punjab-1 Sindh(R)-1	651	10	10	R-1 R-1
51	39/2011	Drawing & Disbursing Officer (BS-16), Prime Minister's Inspection Commission, PM Secretariat.	01 Punjab-1	97	3	3	W
52	40/2011	Inspector (BS-16), Airports Security Force, Ministry of Defence.	25 Punjab-16 Sindh(R)-03 Sindh(U)-01 KPK-3 Balochistan-2	4495	76	76	R-16 R-3 R-1 R-3 R-2
53	42/2011	Charge/ Staff Nurse (BS-16), NICH, Devolved M/o Health.	19Punjab-12 KPK-1 Balochistan-3 GBFATA-2 AJK-1	108			W
54	43/2011	Lecturer (BS-17), Federal College of Education, CADD.	06 Merit-1 Punjab-3 Sindh(R)-1 KPK-1	538	22	22	R-1 R-3 F-1 R-1
55	45/2011	Associate Professor of Dentistry (BS-19), JPMC, M/o Health.	01 Punjab-1	0	0	0	W
56	46/2011	Meteorologist, (BS-17), Pakistan Meteorological Department, Ministry of Defence.	13 Merit-1 Punjab-8 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	1057	42	42	R-1 R-8 R-1 R-1 R-1 R-1
57	47/2011	Curator (BS-17), GHQ, Ministry of Defence.	01 Punjab-01	59	3	3	W
58	48/2011	Principal, School of Nursing, (BS-19), JPMC, Ministry of Health.	01 Punjab-01	5	0	0	W

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Inter-viewed	
59	49/2011	Assistant Chief/ Assistant Economic Adviser/ Chief Research Officer/ Senior Research officer/ Deputy Adviser (Co-Operation)/ Deputy Director (Economic Studies)/ Deputy Director (Farm Management)/ Deputy Directors (Agricultural Credit) (BS-18) Economists Group, Planning and Development Division.	04 Sindh(R)-1 Balochistan-1 GBFATA-1 AJK-1	61	14	14	F-1 F-1 R-1 R-1
60	50/2011	Architect (BS-18), Ministry of National Disaster Management.	01 Sindh(R)-1	4	2	2	R-1
61	51/2011	Lecturer (Male) (Physics), (BS-17), F.G. Colleges for Men, Directorate of Federal Government Educational Institutions (C/G), Ministry of Defence.	01 Punjab-1	185	3	3	R-1
62	53/2011	Medical Officer (BS-17), National Institute of Child Health (NICH), Ministry of Health..	17 Merit-2 Punjab-9 Sindh(R)-2 Sindh(U)-1 KPK-2 AJK-1	411			W
63	54/2011	Associate Professor (Male), (BS-19), Directorate of FGEI, (C/G), Ministry of Defence.	04 Punjab-03 Sindh(U)-01	45	11	11	R-2 F-1 F-1
64	55/2011	Lecturer (Male), (BS-17), FGEI (C/G) Directorate, M/O Defence.	101 Merit-8 Punjab-51 Sindh(R)-12 Sindh(U)-08 KPK-11 Baloch.-06 GBFATA-03 AJK-2	15431	373	373	R-8 R-50 F-1 R-12 R-8 R-11 R-6 R-3 R-2

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Inter-viewed	
65	56/2011	Lecturer (Female) (BS-17), FGEI (C/G) Directorate, M/O Defence.	101 Merit-7 Punjab-46 Sindh(R)-19 Sindh(U)-7 KPK-11 Balochistan-5 GBFATA-4 AJK-2	21580	371	371	R-7 R-45 F-1 R-19 R-7 R-11 R-5 R-4 R-2
66	57/2011	Librarian (Male) (BS-16), Directorate of Federal Government Educational Institutions (C/G), Ministry of Defence.	05 Punjab-3 Sindh(U)-1 Balochistan-1	144	15	15	R-3 R-1 R-1
67	58/2011	Librarian (Female) (BS-16), Directorate of Federal Government Educational Institutions (C/G), M/O Defence.	04 Punjab-2 Sindh(R)-1 Sindh(U)-1	186	12	12	R-2 R-1 R-1
68	59/2011	Physiotherapist (Male) (BS-17), Armed Forces Institute of Rehabilitation Medicine, M/O Defence.	02 Punjab-2	13	2	2	R-1 F-1
69	60/2011	Lecturer (Male) (Political Science) (BS-17), Directorate of Federal Government Educational Institutions (C/G), Ministry of Defence.	01 Punjab-1	91	3	3	R-1
70	61/2011	Lecturer (Female), (Home Economics), (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 GBFATA-01	15	3	3	R-1
71	62/2011	System Analyst (BS-18), Ministry of Defence.	01 Punjab-1	92	3	3	R-1
72	63/2011	Instructor (Fishing Gear), (BS-18), Fisheries Training Centre, Marine Fisheries Department, Livestock and Fisheries Wing, Devolved Ministry of Livestock and Dairy Development.	01 Punjab-1	5	0	0	F-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Inter-viewed	
73	64/2011	Soil Survey Research Officer (BS-17), Soil Survey of Pakistan, Ministry of Food And Agriculture	02 Punjab-02	36			W
74	65/2011	Lady Medical Officer (BS-17), Health Department, GB and Kashmir Affairs Division.	02 GBFATA-2	7	6	6	R-2
75	66/2011	Deputy Director (BS-18), National Talent Pool, Ministry of Labour and Manpower.	01 Punjab-01	102	3	3	R-1
76	67/2011	Assistant Directors (BS-17), National Talent Pool, Devolved M/O Labour and Manpower.	02 Punjab-2	251	8	8	R-2
77	68/2011	System Operator (BS-16), Federal Public Service Commission	01 Punjab-1	117	3	3	R-1
78	69/2011	Deputy Chief Nursing Superintendent (BS-19), NICH, Ministry Of Health.	01 Punjab-01	1	0	0	W
79	71/2011	Associate Professor (Anesthesiology) (BS-19), National Institute of Child Health (NICH), M/O Health	01 Punjab-1	0	0	0	W
80	72/2011	Assistant Security Officer/ Deputy Assistant Director (BS-16), Airports Security Force, Ministry of Defence.	11 Punjab-6 Sindh(R)-1 Sindh(U)-2 Balochistan-2	1152	34	34	R-6 R-1 R-2 R-2
81	73/2011	2nd Engineer (Electronics) (System Engineer PCBRF), (BS-18), Pakistan Navy, M/O Defence.	02 Sindh(R)-1 KPK-1	23	4	4	R-1 R-1
82	74/2011	Associate Professor (BS-19) JPMC, Ministry of Health.	02 Merit-1 Punjab-01	2	0	0	W
83	75/2011	Assistant Professor (Radiology) (BS-18), National Institute of Child Health (NICH), M/O Health	01 Sindh(R)-1	0	0	0	W

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Inter-viewed	
84	76/2011	Public Relation Officer (BS-16), Board of Investment, M/O Investment	01 KPK-1	96	3	3	R-1
85	77/2011	Assistant Professor (Female) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions, (C/G), M/O Defence.	04 Sindh(R)-4	16	-	-	F-4
86	78/2011	Instructor, Civil Defence/ Deputy Assistant Director, Civil Defence (BS-16), M/O Interior	01 GBFATA-01	18	0	0	F-1
87	79/2011	National Savings Officer (BS-18), Central Directorate of National Savings, M/O Defence	01 AJK-1	41	3	3	R-1
88	81/2011	Assistant Manager CAP, (BS-16), GHQ, Ministry of Defence.	01 Sindh(R)-1	7	0	0	F-1
89	82/2011	Assistant Controller(HQ), (BS-16), Department of Stationery and Forms, Karachi, Cabinet Division	01 Punjab-1	24	3	3	R-1
90	83/2011	Assistant Director (BS-17), Federal Public Service Commission.	04 Punjab-3 Sindh(R)-1	1527	12	12	R-3 R-1
91	84/2011	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	03 Punjab-02 Balochistan-1	111	3	3	F-2 R-1
92	85/2011	Civilian Labour Officer (BS-16), Corps of EME, GHQ, Ministry of Defence	05 Merit-01 Punjab-03 KPK-01	600	17	17	R-1 R-3 R-1
93	87/2011	Assistant Professor (Medicine ICU) (BS-18), JPMC, M/O Health	01 Punjab-1	0	0	0	W
94	88/2011	Deputy Director (BS-18), Federal Public Service Commission	01 Sindh(R)-1	84	9	9	R-1
95	89/2011	Consulting Physician Surgeon (BS-20), FG Polyclinic, Ministry of Health.	04 Merit-1 Punjab-1 Sindh(R)-1 KPK-1	8	1	1	R-1 F-1 F-1 F-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Inter-viewed	
96	90/2011	Assistant Information Officers (BS-16), PID, M/O Information and Broadcasting.	03 Sindh(U)-2 AJK-1	28	6	6	R-2 R-1
97	91/2011	Deputy Director/ Senior Meteorologist (BS-18), Pakistan Meteorological Department, M/O Defence.	01 Sindh(R)-1	9	4	4	R-1
98	92/2011	Director/ Principal Engineer (BS-19), Pakistan Meteorological Department, M/O Defence.	01 Punjab-1	2	1	1	F-1
99	93/2011	Computer Operator (BS-16), MES, Ministry of Defence	01 Sindh(R)-1	106	3	3	R-1
100	94/2011	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence	11 Punjab-07 Sindh(R)-01 KPK-02 Balochistan-1	88	34	34	R-7 R-1 R-2 R-1
101	95/2011	Associate Professor (Male), (BS-19), Education Department, Kashmir Affairs and GB Division.	02 GB-2	18	5	5	R-2
102	96/2011	Assistant Professor (Male), (BS-18), Education Department, GB and Kashmir Affairs	06 GBFATA-6	72	18	18	R-6
103	97/2011	Medical Officer (BS-17), F.G. Polyclinic, Capital Administration and Development Division.	01 Punjab-1	13	0	0	F-1
104	98/2011	Assistant Professor (Female) (BS-18), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	02 GBFATA-02	5	0	0	F-2
105	99/2011	Associate Professor/ Vice Principal (Female) (BS-19), Islamabad Model Colleges, Capital Administration and Development Division	06 Punjab-3 Sindh(R)-1 Sindh(U)-1 KPK-1	32	21	0	U/P

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicat-ions received	Candidates		Remarks
					Pre-selected	Inter-viewed	
106	100/2011	Associate Professor/ Vice Principal (Male) (BS-19), Islamabad Model Colleges, Capital Administration and Development Division	14 Merit-1 Punjab-6 Sindh(R)-2 Sindh(U)-1 KPK-2 GBFATA-1 AJK-1	224	70		U/P
107	101/2011	Assistant Professor (Female) (BS-18), Islamabad Model Colleges, Capital Administration And Development Division	16 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-2 KPK-2 Balochistan-1 GBFATA-1	215	48	53	R-1 R-7 R-2 R-1 F-1 R-2 R-1 R-1
108	102/2011	Foreman of Inspection (Mechanical) (BS-16), Naval Headquarters, M/O Defence.	01 Punjab-1	2	0	0	F-1
109	103/2011	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways, Ministry of Railways	01 Punjab-1	6	2	2	R-1
110	104/2011	Divisional Forest Officer, (BS-18), Forest Department of Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1	23	3	3	R-1
111	105/2011	Sub Divisional Forest Officers (BS-17), Forest Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	02 GBFATA-02	30	6	6	R-2
112	106/2011	Assistant Professor (Male), (BS-18), Islamabad Model Colleges, Capital Administration and Development Division	18 Merit-1 Punjab-7 Sindh(R)-3 Sindh(U)-2 KPK-2 Balochistan-1 GBFATA-1 AJK-1	414	80	80	R-1 R-7 R-1 F-2 R-1 F-1 R-2 F-1 F-1 R-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Inter-viewed	
113	107/2011	Programmer (BS-17), PMD, M/O Defence.	02 Merit-1 Sindh(R)-1	153	9	9	R-1 R-1
114	108/2011	Assistant Programmer (BS-16), PMD, M/O Defence.	04 Merit-1 Punjab-2 Sindh(U)-1	74	15	15	R-1 R-2 R-1
115	109/2011	Lecturer (Male) (Persian) (Bs-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1	2	0	0	F-1
116	110/2011	Assistant Director (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	20 Merit-1 Punjab-10 Sindh(R)-3 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1 AJK-1	8095	67	67	R-1 R-10 R-3 R-1 R-2 R-1 R-1 R-1
117	111/2011	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control	16 Merit-2 Punjab-7 Sindh(R)-3 KPK-2 Balochistan-1 GBFATA-1	1881	51	51	R-2 R-6 F-1 R-3 R-2 R-1 R-1
118	112/2011	Assistant Executive Engineer (BS-17), (E&M), Water and Power Department, GB and Kashmir Affairs Division.	13 GBFATA-13	151	8	8	R-7 F-6
119	115/2011	Judicial Member (BS-21), Income Tax Appellate Tribunal, Law, Justice and Parliamentary Affairs Division.	01 AJK-01	1	1	1	F-1
120	116/2011	Radiologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1	3	-	-	F-1
121	117/2011	Pharmacist (BS-17), Pakistan Navy, Ministry of Defence.	01 Punjab-1	194	3	3	R-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Interviewed	
122	118/2011	2nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	03 Punjab-2 Sindh(R)-1	23	4	4	R-1 F-1 R-1
123	119/2011	Lecturer (Male) (Geography), (BS-17), IMCB, Directorate of Education, CADD.	01 AJK-1	6	3	3	R-1
124	120/2011	Demonstrator (Physics Laboratory) (BS-16), Pakistan Navy, M/O Defence	01 Punjab-1	9	4	4	R-1
125	121/2011	Computer Operator (BS-16), Military Accounts Department, M/O Defence.	01 Sindh(R)-1	37	1	1	R-1
126	123/2011	Agricultural Officer (BS-17), Department of Agriculture Gilgit Baltistan.	09 GBFATA-09	164	27	27	R-9
127	124/2011	Assistant Chief (BS-18), Transport and Communication Section, Planning and Development Division.	1 Sindh(R)-1	33	3	3	R-1
128	125/2011	Assistant Naval Store Officer (BS-16), Pakistan Navy, M/O Defence.	01 Baloch.-01	8	0		F-1
129	126/2011	Medical Officer (Dental), (BS-17), Medical Department of Pakistan Railways, M/ O Railways.	01 Punjab-1	46	6	6	R-1
130	127/2011	Subject Specialist (Female) (BS-17), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), F.G Girls Higher Secondary School, Cod Kala Jhelum, M/O Defence	11 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	1266	68	69	U/P

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Interviewed	
131	128/2011	Senior Subject Specialist (Female), (BS-18), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), M/O Defence.	03 Punjab-2 Sindh(R)-1	29	6	6	R-2 F-1
132	129/2011	Vice Principal (Female) (BS-18), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), M/O Defence.	01 Punjab-1	26	4	4	R-1
133	130/2011	Computer Instructor (Male) (BS-17), F.G. High Schools, Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	59 Merit-4 Punjab-30 Sindh(R)-7 Sindh(U)-4 KPK-7 Balochistan-4 GBFATA-2 AJK-1	1451	194	194	R-4 R-28 F-2 R-7 R-4 R-7 R-4 R-2 R-1
134	131/2011	Computer instructor (Female) (BS-17), F.G. High Schools, Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	37 Merit-3 Punjab-19 Sindh(R)-4 Sindh(U)-3 KPK-4 Balochistan-2 GBFATA-1 AJK-1	395	121		U/P
135	132/2011	Pathologist-Cum-Bacteriologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1	8	1	1	R-1
136	133/2011	Eye Specialist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	02 Punjab-1 Sindh(R)-1	0	0	0	F-1 F-1
137	134/2011	Gynecologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	02 Punjab-1 Sindh(R)-1	10	0	0	F-1 F-1
138	135/2011	Anesthetist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Sindh(R)-01	1	0	0	F-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Inter-viewed	
139	136/2011	Anesthetist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1	0	0	0	F-1
140	137/2011	Research Officer (BS-17), Railways Board, M/O Railways	01 Punjab-1	83			W
141	138/2011	Assistant Chief/ Assistant Economic Adviser/ Chief Research Officer/ Senior Research Officer/ Deputy Adviser (Co-Operation)/ Deputy Director (Economic Studies)/ Deputy Director (Farm Management)/ Deputy Director (Agricultural Credit) (BS-18), Economists Group, Planning and Development Division.	02 Punjab-2	22	7	7	R-2
142	139/2011	Psychologist (BS-18), Federal Public Service Commission	02 Punjab-1 Sindh(R)-1	18	1	1	R-1 F-1
143	140/2011	Medical Specialist (BS-18), Health Department, Gilgit Baltistan, Kashmir Affairs and GB Division.	02 GBFATA-2	1	0	-	F-2
144	141/2011	Assistant Director (Networking and Database) (BS-17), Military Lands and Cantonments Departments, M/O Defence.	01 Punjab-1	24	5	5	R-1
145	142/2011	Law Officer (BS-17), Military Lands and Cantonments Department, Ministry of Defence	06 Merit-1 Punjab-3 Sindh(R)-1 KPK-1	694	20	20	R-1 R-3 R-1 R-1
146	143/2011	Assistant System Analyst (BS-17), MES, M/O Defence	01 Punjab-1	96	5	5	R-1
147	144/2011	Bibliographer (BS-17), National Documentation Wing (NDW), Cabinet Division.	01 Sindh(R)-1	15	5	5	R-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Inter-viewed	
148	145/2011	Assistant Security Officer/ Deputy Assistant Director (BS-16), Airports Security Force, Ministry of Defence.	35 Merit-3 Punjab-18 Sindh(R)-4 Sindh(U)-3 KPK-3 Balochistan-2 GBFATA-1 AJK-1	7158	116	116	R-3 R-18 R-4 R-3 R-3 R-2 R-1 R-1
149	146/2011	Security Officer/ Assistant Director (BS-17), Airports Security Force, M/O Defence.	04 Punjab-2 Sindh(U)-1 GBFATA-1	609	13	13	R-2 R-1 R-1
150	147/2011	Inspector (BS-16), Airports Security Force, Ministry of Defence.	20 Merit-02 Punjab-10 Sindh(R)-02 Sindh(U)-02 KPK-02 Balochistan-1 AJK-1	5473	66	66	R-2 R-10 R-2 R-2 R-2 F-1 R-1
151	148/2011	Director/ Principal Meteorologist (BS-19), Pakistan Meteorological Department, Ministry of Defence.	01 Sindh(R)-1	7	2	2	R-1
152	149/2011	Assistant Director (BS-17), in a Federal Government Organization	19 Merit-2 Punjab-10 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	13992	68	68	R-2 R-10 R-2 R-1 R-2 R-1 R-1
153	150/2011	Assistant Engineering Adviser (Power) (BS-18), M/O Water and Power.	01 Punjab-1	14	0	0	F-1
154	151/2011	Deputy Engineering Adviser (Power) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	02 Punjab-1 Sindh(R)-1	11			U/P

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applicants received	Candidates		Remarks
					Pre-selected	Interviewed	
155	152/2011	Chief/ Joint Economic Adviser/ Economic Analyst/ Economic Consultant (BS-20), Economists Group, Planning and Development Division.	01 AJK-1	6	2	2	R-1
156	153/2011	Programmer (BS-17), Institute of Optronics, Chaklala, M/O Defence.	01 Punjab-1	66	6	6	R-1
157	154/2011	Chest Specialist (BS-18) Health Department, Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	01 GBFATA-01	0	0	0	F-1
158	155/2011	Electro Medical Personnel (BS-16), Armed Forces Institute Of Dentistry (AFID), Ministry of Defence.	02 Punjab-1 Sindh(R)-1	3	0	0	F-1 F-1
159	156/2011	Lecturer (Female) (Geography) (BS-17), Islamabad Model Colleges for Girls, Directorate of Education, Capital Administration and Development Division.	01 Sindh(R)-1	4	1	1	F-1
160	157/2011	TGT (Male), (BS-16), FGEI, Urdu Medium Schools, (C/G), Ministry of Defence.	02 Sindh(R)-1 Sindh(U)-1	34	6	6	R-1 F-1
161	158/2011	Lecturer (Female) (Physics) (BS-17), Islamabad Model Colleges for Girls, Directorate of Education, Capital Administration and Development Division.	01 Sindh(R)-1	1	1	1	F-1
162	159/2011	Solicitor (BS-16), AJK Council Secretariat	01 Merit-1	28	5	5	R-1
				10349 6	3286	3067	

P* = Pending due to Litigation

W = Requisition Withdrawn

R = Recommended

F = Failure

In Two Cases, major portion of nominations were made in previous years, however three (03) nominations have been pended due to court case. Therefore, the following cases have reported in Annual Report 2010 and 2011 respectively, however the remaining (03) nominations will be conveyed after decision of the court cases.

S. No.	Cases Reported	Posts with Quota	Partial Nomination made	Post Kept Pending	Remarks
1	48/2008	9 Merit-1 Punjab-5 Sindh(U)-1 Balochistan-1 GBFATA-1	8 R-1 R-4 Pend-1 R-1 R-1 R-1	Pend-1	Pending due to Litigation
2	136/2008	81 Merit-6 Punjab-40 Sindh(R)-9 Sindh(U)-6 KPK-8 Balochistan-6 GBFATA-3 AJK-3	73 M-5 PB-39 S(R)-8 S (U)-6 KPK-6 BAL-4 GB-2 AJK-3	Pend-1 Pend-1	Pending due to Litigation
Total Pending				3	

Appendix-VIII

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

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
1.	112/2011	Assistant Executive Engineer (E&M) (BS-17), Water & Power Department, Gilgit Baltistan Kashmir Affairs and Gilgit Baltistan Division.	Gilgit=13	152	137
2.	121/2011	Computer Operator (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	Sindh (R)=1	37	29
3.	124/2011	Assistant Chief (BS-18), Transport and Communication Section, Planning and Development Division.	Sindh (R)=1	33	22
4.	126/2011	Medical Officer (Dental) (BS-17), Medical Department of Pakistan Railways, Ministry of Railways.	Punjab=1	47	37
5.	127/2011	Subject Specialist (Female) (BS-17), Directorate of Federal Government Educational Institutions, (Cantt/ Garrisons), F.G. Girls Higher Secondary School, COD Kala Jehlum, Ministry of Defence.	Merit=1 Punjab=6 Sindh (R)=1 Sindh (U)=1 KPK=1 <u>Balochistan=1</u> Total= 11	1266	805
6.	128/2011	Senior Subject Specialist (Female) (BS-18), Directorate of Federal Government Educational Institutions, (Cantt/ Garrisons), F.G. Girls Higher Secondary School, COD Kala Jehlum, Ministry of Defence.	Punjab=2 <u>Sindh (R)=1</u> Total= 03	29	22
7.	129/2011	Vice Principal (Female) (BS-18), Directorate of Federal Government Educational Institutions, (Cantt/ Garrisons), Ministry of Defence.	Punjab=1	26	19
8.	130/2011	Computer Instructor (Male) (BS-17), F.G. High Schools, Directorate of Federal Government Educational Institutions, (Cantt/ Garrisons), Ministry of Defence.	Merit=4 Punjab=30 Sindh (R)=7 Sindh (U)=4 KPK=7 Balochistan=4 GBFATA=2 <u>AJK=1</u> Total= 59	1450	1125

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
9.	131/2011	Computer Instructor (Female) (BS-17), F.G. High Schools, Directorate of Federal Government Educational Institutions, (Cantt/ Garrisons), Ministry of Defence.	Merit=3 Punjab=19 Sindh (R)=4 Sindh (U)=3 KPK=4 Balochistan=2 GBFATA=1 <u>AJK=1</u> Total =37	395	306
10.	134/2011	Gynecologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	Punjab=1 <u>Sindh (R)=1</u> Total= 02	10	10
11.	123/2011	Agriculture Officer (BS-17), Department of Agriculture, Gilgit Baltistan.	Gilgit=9	164	145
12.	138/2011	Assistant Chief/ Assistant Economic Adviser/ Chief Research Officer/ Senior Research Officer/ Dy. Adviser (Cooperation)/ Dy. Director (Economic Studies)/ Dy. Director (Farm Management)/ Dy. Director (Agricultural Credit) (BS-18), Economists Group, Planning and Development Division.	Punjab=2	22	19
13.	141/2011	Assistant Director (Networking & Database) (BS-17), Military Lands and Cantonments Department, Ministry of Defence.	Punjab=1	241	173
14.	142/2011	Law Officer (BS-17), Military Lands and Cantonments Department, Ministry of Defence.	Merit=1 Punjab=3 Sindh (R)=1 <u>KPK=1</u> Total= 06	694	487
15.	143/2011	Assistant System Analyst (BS-17), MES, M/O Defence.	Punjab=1	97	62
16.	145/2011	Assistant Security Officer/ Dy. Assistant Director (BS-16), Airports Security Force, Ministry of Defence.	Merit=3 Punjab=18 Sindh (R)=4 Sindh (U)=3 KPK=3 Balochistan=2 GBFATA=1 <u>AJK=1</u> Total= 35	7158	5914
17.	146/2011	Security Officer/ Assistant Director (BS-17), Airports Security Force, Ministry of Defence.	Punjab=2 Sindh (U)=1 <u>GBFATA=1</u> Total= 04	609	472

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
18.	147/2011	Inspector (BS-16), Airports Security Force, Ministry of Defence.	Merit=2 Punjab=10 Sindh (R)=2 Sindh (U)=2 KPK=2 Balochistan=1 <u>AJK=1</u> Total= 20	5475	4587
19.	137/2010	Executive Engineer (B&R/E&M) (BS-18), MES, Ministry of Defence.	Merit=1 Punjab=5 Sindh (R)=3 Sindh (U)=1 <u>AJK=1</u> Total= 11	280	182
20.	144/2011	Bibliographer (BS-17), National Documentation Wing (NWD), Cabinet Division.	Sindh (R)=1	15	08
21.	149/2011	Assistant Director (BS-17), Federal Government Organization.	Merit=2 Punjab=10 (Open Merit=8, Women=1, Minority=1) Sindh (R)=2 Sindh (U)=1 KPK=2 Balochistan=1 <u>GBFATA=1</u> Total=19	13991	11406
22.	150/2011	Assistant Engineering Adviser (Power) (BS-18), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	Punjab=01	14	07
23.	151/2011	Dy. Engineering Adviser (Power) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	Punjab=1 <u>Sindh (R)=1</u> Total=02	11	03
24.	153/2011	Programmer (BS-17), Institute of Optronics, Chaklala, Rawalpindi, Ministry of Defence Production.	Punjab=01	66	40
25.	157/2011	Trained Graduate Teacher (Male) (BS-16), Directorate of Federal Government Educational Institutions, (Cantt/ Garrisons), Ministry of Defence.	Sindh (R)=1 <u>Sindh (U)=1</u> Total=02	34	22

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
26.	159/2011	Solicitor (BS-16), AJK Council Secretariat.	Merit=1	28	22
27.	3/2012	Research Officer (BS-17), Water Resources Section, Planning and Development Division.	Punjab=2	163	119
28.	6/2012	Lecturer (Female) (BS-17), Directorate of FGEI (Cantts/ Garrisons), Ministry of Defence.	Punjab=2	84	69
29.	9/2012	Research Officer (BS-17), Transport & Communication Section, Planning & Development Division.	Punjab=01	119	83
30.	10/2012	Assistant Director (Technical) (BS-17), National Training Bureau, Ministry of Professional & Technical Training.	Punjab=1 Sindh (R)=1 KPK=1 Total=03	355	276
31.	12/2012	Psychologists (BS-18), Federal Public Service Commission.	Punjab=1 Sindh (R)=1 Total=02	17	15
32.	13/2012	Computer Programmer (BS-17), Pakistan Post Office, Ministry of Postal Services.	Balochistan=1	27	23
33.	19/2012	Administrative Officer (BS-16), MES, Ministry of Defence.	Punjab=01	92	72
34.	21/2012	Trained Graduate Teachers (Female) (BS-16), Directorate of Federal Government Educational Institutions (Urdu Medium Schools), (Cantts/ Garrisons), Ministry of Defence.	Sindh (R)=8	69	56
35.	23/2012	Lecturers (Male) (BS-17), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	Punjab=5 Sindh (R)=2 Total=07	740	565
36.	24/2012	Assistant Executive Engineers (BS-17), Civil Engineering Department of Pakistan Railways (Railways Board), Ministry of Railways.	Punjab=1 Sindh (R)=1 KPK=1 Balochistan=1 Total=04	47	56
37.	25/2012	Librarian (Female) (BS-17), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Merit=01	83	69
38.	26/2012	Demonstrators (Female) (BS-16), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Punjab=02	61	50

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
39.	133/2010	Instructors (Female) (BS-17), Govt. Polytechnic Institute for Women, Islamabad, Ministry of Education.	Merit=1 Punjab=2 <u>Sindh (U)=1</u> Total=4	167	84
40.	31/2012	Assistant Executive Engineer (BS-17), Gilgit Baltistan Council Secretariat, Islamabad.	Punjab=1	40	28
41.	32/2012	Research Officer (BS-17), Gilgit Baltistan Council Secretariat, Islamabad.	Punjab=1	155	108
42.	33/2012	Legal Officer (BS-18), Gilgit Baltistan Council Secretariat, Islamabad.	Punjab=1	22	15
43.	34/2012	Planning Officer (BS-17), Gilgit Baltistan Council Secretariat, Islamabad.	Punjab=1	155	106
44.	36/2012	Assistant Communication Security Officer (BS-16), Department of Communication Security, Cabinet Division.	Punjab=1 <u>KPK=1</u> Total=2	348	221
45.	37/2012	Communication Security Officer (BS-17), Department of Communication Security, Cabinet Division.	Punjab=1 Sindh(U)=1 <u>KPK=1</u> Total=3	658	437
46.	38/2012	Lecturer (Male) (Mathematics) (BS-17), F.G. Colleges/ Higher Secondary Schools , Federal Directorate of Education, Capital Administration & Development Division.	KPK=1	168	128
47.	41/2012	Data Processing Assistant (BS-16), Ministry of Religious Affairs.	Punjab=1 Sindh(R)=1 <u>KPK=1</u> Total=3	208	174
48.	42/2012	Dy. Assistant Chemical Examiner (BS-16), Customs Department, Federal Board of Revenue.	Merit=2 Punjab=9 Sindh(R)=3 KPK=2 Balochistan=1 <u>AJK=1</u> Total=18	149	133
49.	43/2012	Assistant Meteorologist (BS-16), Pakistan Meteorological Department, M/O Defence.	Sindh (R)=1	11	10
50.	44/2012	Lecturer (Male) (Mathematics) (BS-17), Federal Government Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Balochistan=1	20	15

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
51.	47/2012	Research Officer (BS-17), Department of Libraries, Capital Administration and Development Division.	Punjab=2 <u>Sindh (R)=1</u> Total=03	109	68
52.	49/2012	System Operator (BS-16), Ministry of Religious Affairs.	Punjab=1	46	38
53.	50/2012	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, M/O Defence.	Punjab=1	18	12
54.	51/2012	Assistant Professor (Physics) (BS-18), Pakistan Navy, Ministry of Defence.	Punjab=1	10	10
55.	52/2012	Lecturers (BS-17), Pakistan Navy, Ministry of Defence.	Punjab=2 <u>Sindh (R)=1</u> <u>KPK=1</u> Total=4	823	619
56.	54/2012	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence.	Punjab=1	42	31
57.	59/2012	Lecturer (Female) (BS-17), F.G. Colleges for Women, Federal Directorate of Education, Capital Administration and Development Division.	Punjab=1 <u>Sindh (R)=2</u> Total=3	140	90
58.	60/2012	Computer Operator (BS-16), Pakistan Military Accounts Department, M/O Defence.	Balochistan=1	35	30
59.	61/2012	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	Merit=1 <u>Sindh (R)=1</u> <u>Punjab=6</u> Total=08	165	125
60.	62/2012	Librarian (BS-17), Law and Justice Division.	Punjab=1	52	47
61.	64/2012	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	Punjab=1	95	63
62.	66/2012	Assistant Professor (Female) (BS-18), Gilgit Baltistan Education Department, Kashmir Affairs and GB Division.	GB=2	22	15
63.	67/2012	Assistant Comptroller (BS-16), M/O Housing & Works.	Punjab=1	30	24
64.	68/2012	Veterinary Officer (BS-17), Dairy Development and Poultry Production Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=20	55	50
65.	71/2012	Instructor, Civil Defence/ Deputy Assistant Director, Civil Defence (BS-16), Ministry of Interior.	GBFATA=1	17	15

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
66.	72/2012	Horticulturist/ Garden Officer (BS-16), GHQ, Ministry of Defence.	Punjab=1	29	20
67.	73/2012	Assistant Executive Engineers (Civil) (BS-17), Civil Engineering Department of Pakistan Railways (Railways Board), M/O Railways.	Punjab=3 <u>Sindh(U)=1</u> Total=4	121	84
68.	78/2012	Assistant Architect (Civil) (BS-17), Works Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=1	13	12
69.	80/2012	Assistant Executive Engineers (E&M) (BS-17), MES, Ministry of Defence.	Sindh (R)=1 KPK=2 Balochistan=2 <u>GBFATA=1</u> Total=06	146	111
70.	81/2012	Trained Graduate Teacher (Male) (English Literature) (BS-16), English Medium Schools, Directorate of Federal Government Educational Institutions, (Cantt/ Garrisons), Ministry of Defence.	Sindh(U)=1	17	14
71.	82/2012	District Attorney (BS-18), Law and Prosecution Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=5	77	74
72.	83/2012	Assistant Chief (Power) (BS-18), Energy Appraisal (EA) & Plan Formulation (PF) Section, Energy Wing, Planning and Development Division.	Punjab=1	21	17
73.	84/2012	Clinical Dietitians (BS-17), Armed Forces Institute of Cardiology (AFIC), Rawalpindi, Ministry of Defence.	Punjab=1 <u>Sindh (R)=1</u> Total=2	18	15
74.	85/2012	Assistant Information/ Translation Officer (BS-16), Azad Jammu and Kashmir Council Secretariat.	Merit=1	36	31
75.	88/2012	Psychologist (BS-18), Federal Public Service Commission.	Sindh (R)=1	05 (Test is mandatory in this case)	05

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
76.	74/2012	Medical Officer (Male) (BS-17), Health Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=52	79	64
77.	89/2012	Trained Graduate Science Teacher (Female) (BS-16), Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=4	240	220
78.	90/2012	Trained Graduate Science Teacher (Male) (BS-16), Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=19	441	414
79.	91/2012	Trained Graduate Teacher (Female) (BS-16), Education Department, Gilgit Baltistan, Kashmir Affairs and GB Division.	GB=10	1015	946
80.	92/2012	Trained Graduate Teacher (Male) (BS-16), Education Department, Gilgit Baltistan, Kashmir Affairs and GB Division.	GB34	1286	1210
81.	93/2012	Headmistress (Female) (BS-17), Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=4	389	356
82.	94/2012	Headmaster (Male) (BS-17), Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=15	878	831
83.	96/2012	Vice Principal/ Headmaster (Male) (BS-18), Federal Educational Institutions, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	Merit=1 Punjab=3 Sindh(R)=1 Sindh(U)=1 KPK=1 GB=1 <u>AJK=1</u> Total=9	640	394
84.	97/2012	Senior Teacher (Male) (BS-17), Federal Educational Institutions, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	Merit=2 Punjab=11 Sindh(R)=3 Sindh(U)=2 KPK=3 Balochistan=1 <u>GB=1</u> Total=23	1826	1438

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
85.	99/2012	Assistant Executive Engineer (BS-17), Azad Jammu and Kashmir Council Secretariat.	Merit=1	115	91
86.	101/2012	Charge Nurse (BS-16), Pakistan Institute of Medical Sciences, Islamabad, Capital Administration and Development Division.	Sindh(R)=9 Sindh(U)=8 Balochistan=20 GBFATA=9 Total=46	436	378
87.	104/2012	Lecturer (Female) (Mathematics) (BS-17), Islamabad Model Colleges for Girls, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	Punjab=2	126	97
88.	105/2012	Dy. Assistant Director (BS-16), Board of Investment, Prime Minister's Secretariat (Public).	Punjab=1	118	90
89.	107/2012	Charge/ Staff Nurse (BS-16), F.G. Polyclinic, Islamabad, Capital Administration and Development Division.	Balochistan=5 GBFATA=3 Total=8	62	52
90.	110/2012	Assistant Protocol Officer (BS-16), Gilgit Baltistan Council Secretariat, Islamabad.	Punjab=1	70	61
91.	111/2012	Multimedia Operator, (BS-16), Gilgit Baltistan Council Secretariat, Islamabad.	Punjab=1	13	08
92.	113/2012	Dy. Director (Data Base Administration), (BS-18), Anti Narcotics Force, Ministry of Narcotics Control.	Punjab=1	78	49
93.	114/2012	Dy. Armament Supply Officer (BS-18), Pakistan Navy, Ministry of Defence.	Punjab=1	10	05
94.	115/2012	Assistant Engineering Advisor (Power) (BS-18), Office of the Chief Engineering Advisor/ Chairman Federal Flood Commission, Ministry of Water and Power.	Punjab=1	18	09
95.	117/2012	Lecturer (Female) (Geography), (BS-17), Islamabad Model Colleges, FDE, Capital Administration and Development Division.	Sindh(R)=1	11	06
96.	118/2012	Psychologist (BS-18), FPSC.	Punjab=1	33	25
97.	119/2012	Physiotherapist (Male) (BS-17), Armed Forces Institute of Rehabilitation Medicine, Rawalpindi, Ministry of Defence.	Punjab=1	14	08

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
98.	120/2012	Assistant Director (BS-17), Federal Government Organization.	Merit=1 Punjab=9 Sindh(R)=2 Sindh(U)=1 KPK=2 Balochistan=2 <u>GBFATA=1</u> Total=18	13812	10990
99.	79/2012	Lecturer (Male) (Mathematics) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Punjab=1	85	67
100.	112/2012	Inspector (BS-16), Antinarcotics Force, M/O Narcotics Control.	Punjab=2	351	241
101.	127/2012	Inspector (BS-16), Airports Security Force, M/O Defence.	Balochistan=1	154	133
102.	128/2012	Medical Officer (BS-17), Federal Government Polyclinic, Capital Administration and Development Division.	Punjab=1	25	10
103.	129/2012	2 nd Engineer (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	Punjab=6 <u>Sindh(U)=1</u> Total=7	40	22
104.	132/2012	Store Officer (BS-16), MES, Ministry of Defence.	Punjab=1 Sindh(R)=1 <u>GBFATA=1</u> Total=3	112	88
105.	134/2012	Lecturer (Female) (Computer Science) (BS-17), Federal Directorate of Education, Capital Administration and Development Division.	Punjab=1	149	112
106.	136/2012	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Punjab=1	43	31
107.	137/2012	Inspector (Legal) (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	Merit=2 Punjab=12 Sindh(R)=2 Sindh(U)=2 KPK=3 Balochistan=1 <u>GBFATA=1</u> Total=23	1229	1149
108.	138/2012	Dy. Director (Law) (BS-18), Anti Narcotics Force, Ministry of Narcotics Control.	Punjab=1 <u>Sindh(R)=1</u> Total=2	100	69

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
109.	139/2012	Assistant Director (Law) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	Merit=1 Punjab=4 Sindh(R)=1 Sindh(U)=1 KPK=1 Total=8	604	468
110.	141/2012	Lecturer (Male) (Political Science) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Punjab=1	96	74
111.	143/2012	Assistant Director (Networking) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	Merit=1 Punjab=4 Sindh(R)=1 KPK=1 Total=7	461	355
112.	144/2012	Assistant Director (Programmer) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	Punjab=1 Sindh(R)=1 Total=2	114	88
113.	145/2012	Assistant Director (Computer Hardware Manager) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control	Punjab=1	82	56
Total	=		703	63799	51298

Appendix-IX

Cases (BS-16 & Above) Where Alternate Nominations were Made Due to Non-Joining of Principal Nominees of the Commission during the Year, 2012

S. No.	Case no.	Name of post with Ministry/Division/Department & BPS	Alternate nominations made
1.	156/2010	Assistant Professors (Female)(BS-18) Temporary, Likely to Become Permanent, F.G. Colleges for Women, Federal Directorate of Education, Ministry of Education	01 Punjab-1
2.	37/2011	Deputy Directors (BS-18), Permanent, Prime Minister's Inspection Commission, Prime Minister's Secretariat	01 Sindh(R)-01
3.	22/2011	Assistant Meteorologists (BS-19), PAKISTAN Meteorological Department, Ministry of Defence.	1 Balochistan-1
4.	123/2010	Assistant Clinical Instructors(BS-17), PIMS, M/o Health	1 Sindh(R)-1
5.	170/2010	Deputy Directors (BS-18), Permanent, Management Services Wing, Establishment Division	1 Balochistan-1
6.	124/2011	Assistant Chief (BS-18), Temporary, Likely to Become Permanent, Transport and Communication Section, Planning and Development Division.	1 Sindh(R)-1
7.	13/2011	Lecturers (Male) (BS-17), Permanent, Federal Government Colleges for Men, Directorate of Federal Government Educational Institutions, (Cantt/ Garrison), Ministry of Defence	02 Punjab-1 KPK-1
8.	85/2011	Civilian Labour Officers (BS-16), Permanent, Corps of EME, GHQ, Ministry of Defence	01 KPK-1
9.	138/2010	Administrative Officers (BS-16), Permanent, MES, Ministry of Defence	1 Sindh(u)-1
10.	40/2011	Inspectors (BS-16), Temporary, Likely to Continue Indefinitely, Airports Security Force, Ministry of Defence.	05 Punjab-3 Sindh(R)-1 Balochistan-1
11.	22/2011	Assistant Meteorologists (BS-19), Pakistan Meteorological Department, Ministry of Defence.	04 Punjab-02 KPK-1 Balochistan-1
12.	49/2010	Assistant Anesthetists (BS-17), M/O Health	1 Sindh(u)-1
13.	42/2010	Assistant Director (Physical Education), (BS-17), M/O Education	1 Sindh(R)-1
14.	98/2010	Assistant Chief (BS-18) Planning and Development Division.	1 Sindh(R)-1

S. No.	Case no.	Name of post with Ministry/Division/Department & BPS	Alternate nominations made
15.	117/2009	Twenty Computer Operators (BS-16) Permanent Pakistan Military Accounts Department M/O Defence.	5 Punjab-2 Sindh(U)-1 KPK-1 GBFATA-1
16.	95/2010	Lecturer (BS-17), FG Colleges for Men, FDE. M/O Education.	02 Punjab-1 AJK-1
17.	128/2010	Four Bursars (BS-16) M/O Defence	1 Balochistan-1
18.	52/2010	Chief/ Joint Economic Adviser/ Economic Analyst/ Economic Consultant. (BS-20), P & D Division.	01 Punjab-1
19.	305/2008	Assistant Chief/ Assistant Economic Adviser/ Chief Research Officers/ Senior Research Officers/ Deputy Advisers (Cooperation)/ Deputy Directors (Economics Studies)/Deputy Directors (Farm Management)/ Deputy Directors (Agricultural Credit), (BS-18), Economists Group, P & D Division.	01 Punjab-1
20.	15/2009	Trained Graduate Teachers (Male), BS-16, Permanent, F.G. Schools, Federal Directorate of Education, Ministry of Education.	3 Punjab-2 Balochistan-1
21.	111/2010	Four Deputy Directors (BS-18) M/O Food And Agriculture	01 Punjab-1
22.	86/2010	Thirty-Seven Lecturers (Male) (BS-17) M/O Education	3 Punjab-2 KPK-1
23.	22/2010	Executive Engineer (Electrical) (BS-18), MES, M/O Defence.	01 Punjab-1
24.	08./2010	Assistant Executive Engineers (E&M), (BS-17), MES, Ministry of Defence.	01 Punjab-1
25.	116/2009	System Analysts (BS-18), Military Accounts Department, Ministry of Defence.	02 Punjab-2
26.	54/2010	Five Research Officer/ Planning Officers/ Survey Officer (BS-17) Planning and Development Division.	1 Sindh(u)-1
27.	23/2010	Inspector (BS16), ANF, M/O Narcotics Control	01 Punjab-1
28.	51/2009	Thirteen Civilian Assistant Security Officers (BS-16), Permanent, Ordnance Corps, GHQ, Ministry of Defence.	4 Punjab-3 KPK-1
29.	37/2012	Communication Security Officers, (BS-17), Permanent, Department of Communication Security, Cabinet Division.	01 Punjab-1
Total Alternate Nominations Made			50

Appendix-X

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

S. No.	Case No.	Name of post with Ministry/Division/ Department & BPS.	Recommendation issued	Offer of Appointment received
1	39/2010	Lecturers (BS-17), Federal College of Education, CADD.	27-08-2012	Reminder Issued
2	145/2010	Charge/ Staff Nurses (BS-16), PIMS, CADD.	09-10-2012	Reminder Issued
3	146/2010	Head Nurses (BS-17), PIMS, Islamabad, Ministry of Health.	10-04-2012	25-06-2012
4	3/2011	Junior Research Officer (BS-16), Directorate General Civil Defence, Ministry of Interior	30-10-2011	20-12-2011
5	26/2011	Assistant Drug Controller/ Vice Chairman Quality Control/ Assistant Director (BS-17), Drugs Wing, Ministry of Health	14-02-2012	23-05-2012
6	27/2011	Lady Doctor (CMP) (BS-17), Pakistan Navy, Ministry of Defence.	13-02-2012	06-06-2012
7	36/2011	2nd Engineer (Electromagnetics) (System Engineer PCB RF) (BS-18) Pak Navy, Ministry of Defence.	15-08-2012	06-12-2012
8	46/2011	Meteorologist (BS-17), Pakistan Meteorological Department, Ministry of Defence.	08-10-2012	16-11-2012
9	49/2011	Assistant Chief/ Assistant Economic Adviser/ Chief Research Officer/ Senior Research officer/ Deputy Adviser (Co-Operation)/ Deputy Director(Economic Studies)/ Deputy Director (Farm Management)/ Deputy Director (Agricultural Credit) (BS-18) Economists Group, Planning and Development Division.	09-10-2012	13-11-2012
10	55/2011	Lecturers (Male), (BS-17), FGEI (C/G) DTE, M/o Defence.	23-10-2012	Reminder Issued
11	65/2011	Lady Medical Officer (BS-17), Health Department, GB and Kashmir Affairs Division.	16-03-2012	15-05-2012
12	76/2011	Public Relation Officer (BS-16), Board of Investment, M/O Investment.	17-08-2012	30-11-2012
13	94/2011	Civilian Medical Practitioner (CMP) (BS-17), Permanent, Ordnance Corps, M/O Defence	14-05-2012	Reminder Issued

S. No.	Case No.	Name of post with Ministry/Division/ Department & BPS.	Recommendation issued	Offer of Appointment received
14	95/2011	Associate Professor (Male) (BS-19), Education Department Gilgit Baltistan, Kashmir Affairs and GB Division.	10-08-2012	10-10-2012
15	104/2011	Divisional Forest Officer, (BS-18), Forest Department Gilgit Baltistan, Kashmir Affairs and GB Division.	27-11-2012	Reminder Issued
16	108/2011	Assistant Programmers (BS-16), PMD, M/O Defence.	10-10-2012	25-10-2012
17	110/2011	Assistant Directors (BS-17), Temporary, Anti Narcotics Force, Ministry of Narcotics Control.	11-10-2012	Reminder Issued
18	117/2011	Pharmacist (BS-17), Pakistan Navy, Ministry of Defence.	21-06-2012	08-08-2012
19	118/2011	2nd Engineers (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	19-09-2012	14-11-2012
20	123/2011	Agricultural Officer (BS-17), Department of Agriculture GB.	16-10-2012	28-11-2012
21	128/2011	Senior Subject Specialist (Female), (BS-18), FGEI (C/G) DTE, M/O Defence.	04-12-2012	Reminder Issued
22	148/2011	Director/ Principal Meteorologist (BS-19), Pakistan Meteorological Department, Ministry Of Defence.	19-09-2012	Reminder Issued
23	152/2011	Chief/ Joint Economic Adviser/ Economic Analyst/ Economic Consultant, (BS-20), Economists Group, Planning and Development Division.	09-08-2012	03-12-2012
24	159/2011	Solicitor (BS-16), AJK Council Secretariat	27-11-2012	Reminder Issued
25	06./2012	Two Lecturers (Female) (BS-17), Permanent, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence	25-10-2012	Reminder Issued
26	13/2012	Computer Programmer (BS-17 Plus Computer Allowance as Admissible), Pakistan Post Office, Ministry of Postal Services.	16-10-2012	Reminder Issued
27	23/2012	Lecturer (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	17-10-2012	04-12-2012
28	62/2012	Librarian (BS-17), Law and Justice Division.	05-11-2012	24-12-2012

Appendix-XI

**Regularization of Irregular Employees under
Section 11(b) of Civil Servant Act 1973
and Rule 5 of FPSC Function Rules 1978**

S. No.	Case No.	Subject	Remarks
1	F.8-2/2012-R	Appointment by Transfer of Mr. Kashif Younas Network Supervisor (BS-17) University Of Sargodha as Second Secretary (Admn)/BS-17, in FBR.	Approval of the Commission conveyed.
2	F.8-2/2012-R	Appointment by Transfer of Mrs. Naseem Akhtar Qureshi as Director (Tech) BS-19 in the NHA under M/o Housing & Works	Approval of the Commission conveyed.

Appendix -XII

Disposal of Misc. Issues during 2012

S.No.	Case No.	Subject	Remarks
1	F.8-2/2012-R	NOC for filling up the posts of Medical Officers in Health Deptt., ICT, Islamabad by transfer/deputation from provincial Govts.	NOC not given as appointment by deputation against direct quota is violation of Rules.
2	F.8-2/2012-R	Representation against promotion of Junior Asstt. Executive Engineer (M. Akram Khan Rao) to the post of Executive Engineer.	Promotion is an administrative matter, does not fall under FPSC purview.

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

S. No.	Case. No.	Name of post with Ministry/ Division/ Department & BPS.	No posts with quota	Remarks
1	73/2010	Senior Librarian (BS-18), permanent, Ministry of Foreign Affairs.	01 Punjab-1	Withdrawn by the Ministry
2	145/2010	Charge/ Staff Nurses (BS-16), PIMS, CADD.	120 Merit-22 Sindh(R)-17 Sindh(U)-13 KPK-14 Balochistan-24 GBFATA-23 AJK-7	Partially withdrawn by the Ministry
3	07./2011	Professor (General Surgery) (BS-20), Permanent, Jinnah Postgraduate Medical Centre, Karachi, Ministry of Health.	01 Punjab-1	Withdrawn due to devolution of Ministry
4	39/2011	Drawing & Disbursing Officer (BS-16), Permanent, Prime Minister's Inspection Commission, Prime Minister's Secretariat.	19 Punjab-12 KPK-1 Balochistan-3 GBFATA-2 AJK-1	Withdrawn by the Ministry
5	42/2011	Charge/ Staff Nurses (BS-16), NICH, Devolved M/o Health.	01 Punjab-1	Withdrawn due to devolution of Ministry
6	45/2011	Associate Professor of Dentistry (BS-19), JPMC, M/o Health.	01 Punjab-01	Withdrawn due to devolution of Ministry
7	47/2011	Curator (BS-17), GHQ, Ministry of Defence.	01 Punjab-01	Withdrawn by the Ministry
8	48/2011	Principal, School of Nursing, (BS-19), JPMC, Ministry of Health.	17 Merit-2 Punjab-9 Sindh(R)-2 Sindh(U)-1 KPK-2 AJK-1	Withdrawn due to devolution of Ministry
9	53/2011	Medical Officers (BS-17), National Institute of Child Health (NICH), Karachi, Ministry of Health..	02 Punjab-02	Withdrawn due to devolution of Ministry
10	64/2011	Soil Survey Research Officers (BS-17), Soil Survey of Pakistan, Ministry of Food and Agriculture	01 Punjab-01	Withdrawn due to devolution of Ministry
11	69/2011	Deputy Chief Nursing Superintendent (BS-19), NICH, Ministry of Health.	01 Punjab-1	Withdrawn due to devolution of Ministry

S. No.	Case. No.	Name of post with Ministry/ Division/ Department & BPS.	No posts with quota	Remarks
12	71/2011	Associate Professor (Anesthesiology) (BS-19), National Institute of Child Health (NICH), Karachi, Ministry of Health	02 Merit-1 Punjab-1	Withdrawn due to devolution of Ministry
13	74/2011	Associate Professors, (BS-19), JPMC, Ministry of Health.	01 Sindh(R)-1	Withdrawn due to devolution of Ministry
14	75/2011	Assistant Professor (Radiology) (BS-18), Temporary, National Institute of Child Health (NICH), Karachi, Ministry of Health	01 Punjab-1	Withdrawn due to devolution of Ministry
15	87/2011	Assistant Professor (Medicine ICU) (BS-18), Permanent, Jinnah Postgraduate Medical Centre, Karachi, Ministry of Health.	01 Punjab-1	Withdrawn due to devolution of Ministry
16	137/2011	Research Officer (BS-17), Railways Board, M/O Railways	01 Punjab-1	Withdrawn by the Ministry
Total Posts Withdrawn			171	

Appendix-XIV

**Cases (BS-16 & above) where Representations against
Decision of the Commission were Received and
Processed during the Year, 2012**

S. No	Case No.	Representations Received	Review petitions Received	Restored
1	136/2010	71	13	07
2	149/2011	09	00	07
3	55/2011	31	02	15
4	43/2011	23	00	04
5	156/2010	15	01	06
6	138/2010	12	00	07
7	112/2011	02	01	00
8	38/2011	05	02	04
9	158/2011	00	00	00
10	123/2011	01	00	00
11	107/2011	03	01	01
12	108/2011	01	00	01
13	101/2012	01	00	00
14	54/2011	08	02	00
15	129/2011	06	00	02
16	59/2011	02	00	00
17	152/2011	00	00	00
18	67/2011	14	07	02
19	96/2011	04	00	02
20	90/2011	07	00	00
21	49/2011	18	00	10
22	38/2012	00	00	00
23	121/2011	07	03	01
24	153/2011	03	00	01
25	66/2011	33	00	17
26	19/2012	03	00	02
27	23/2012	01	00	00
28	157/2011	02	00	00
29	101/2011	13	04	05
30	98/2012	02	00	00
31	104/2011	03	01	00
32	146/2011	05	00	01
33	44/2012	01	00	01
34	73/2011	07	02	01

S. No	Case No.	Representations Received	Review petitions Received	Restored
35	30/2011	01	00	00
36	29/2011	02	01	01
37	38/2011	05	02	04
38	28/2011	02	00	01
39	37/2011	09	02	03
40	26/2011	01	00	01
41	40/2011	01	00	01
42	22/2011	03	00	02
43	12/2011	02	02	00
44	4/2011	07	00	01
45	95/2012	01	00	00
46	84/2011	03	00	00
47	76/2011	10	00	00
48	107/2011	03	01	00
49	36/2011	09	00	02
50	62/2011	02	00	00
51	103/2011	01	00	00
52	111/2011	20	07	02
53	130/2011	00	00	00
54	147/2011	03	01	02
55	145/2011	07	00	05
Total		405	55	122

Appendix-XV**Cases (Re-advertised) during the Year 2012**

S. No.	Adv. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Posts with quota
1	01./2012	02./2012	Associate Professor (Female) (Journalism) (BS-19), F.G. Colleges for Women, Federal Directorate of Education, Capital Administration And Development Division	01 Sindh(U)-1
2	01./2012	04./2012	Film Editor (BS-16), GHQ, Ministry of Defence	01 Punjab-01
3	01./2012	05./2012	Chief Engineer & Ship Surveyor (BS-20), Permanent, Ministry of Ports and Shipping	01 Sindh(R)-1
4	01./2012	06./2012	Two Lecturers (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence	02 Punjab-2
5	01./2012	8./2012	Senior Registrar (Rheumatology) (BS-18), Pakistan Institute of Medical Sciences, Capital Administration & Development Division.	01 GBFATA-01
6	01./2012	09./2012	Research Officer (BS-17), Transport & Communication Section, Planning & Development Division	01 Punjab-1
7	02./2012	11./2012	Associate Professor (Female) (Chemistry) (BS-19), F.G. Colleges For Women, Federal Directorate of Education, Capital Administration and Development Division.	01 Sindh(R)-1
8	02./2012	12./2012	Psychologists (BS-18), Federal Public Service Commission.	02 Punjab-1 Sindh(R)-1
9	02./2012	15/2012	Assistant Professor (Male) (Urdu) (BS-18), F. G. Colleges for Men, Federal Directorate of Education, Capital Administration and Development Division.	1 AJK-1
10	02./2012	16/2012	Associate Professor (Male) (Urdu) (BS-19), F.G. Colleges For Men, Federal Directorate of Education, Capital Administration and Development Division.	01 GBFATA
11	02./2012	17/2012	Eye Specialists (BS-18), Temporary Likely to Continue Indefinitely, Medical Department of Pakistan Railways, Ministry of Railways.	02 Punjab-1 Sindh(R)-1
12	02./2012	18/2012	Anesthetist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-01
13	02./2012	19/2012	Administrative Officer (Bs-16), MES, Ministry of Defence.	01 Punjab-1
14	02./2012	20/2012	Assistant Professor (Female) (BS-18), Permanent, F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	04 Sindh(R)-4

S. No.	Adv. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Posts with quota
15	02./2012	21/2012	Trained Graduate Teacher (Female) (BS-16), Directorate of Federal Government Educational Institutions, (Urdu Medium Schools,) (Cantts/ Garrisons), Ministry of Defence.	08 Sindh(R)-8
16	02./2012	22/2012	Lecturer (Male) (Persian) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	01 Sindh(U)-1
17	02./2012	23/2012	Lecturers (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	07 Punjab-5 Sindh(R)-2
18	02./2012	24/2012	Assistant Executive Engineers (BS-17), Temporary, Likely to continue Indefinitely, Civil Engineering Department of Pakistan Railways, (Railways Board), Ministry of Railways.	04 Punjab-1 Sindh(R)-1 KPK-1 Balochistan-1
19	02./2012	25/2012	Librarian (Female) (BS-17), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	01 Merit-1
20	02./2012	26/2012	Demonstrators (Female) (BS-16), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Punjab-2
21	03./2012	35/2012	Assistant Professor (Male) (Political Science) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1
22	03./2012	37/2012	Communication Security Officers, (BS-17), Department of Communication Security, Cabinet Division.	03 Punjab-1 Sindh(U)-1 KPK-1
23	03./2012	38/2012	Lecturer (Male) (Mathematics) (BS-17), F.G. Colleges/ Higher Secondary Schools, Federal Directorate of Education, Capital Administration and Development Division	01 KPK-1
24	03./2012	39/2012	Legislative Translation Officer (BS-18), Ministry of Law, Justice and Parliamentary Affairs.	01 Punjab-1
25	04./2012	40/2012	Radiologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1
26	04./2012	43/2012	Assistant Meteorologist (BS-16), Pakistan Meteorological Department, M/O Defence.	01 Sindh(R)-1
27	04./2012	44/2012	Lecturer (Male) (Mathematics) (BS-17), Federal Government Colleges for Men, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	01 Balochistan-1

S. No.	Adv. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Posts with quota
28	04./2012	46/2012	Director/ Principal Engineer (BS-19), Pakistan Meteorological Department, M/O Defence.	01 Punjab-1
29	05./2012	48/2012	Associate Professors (Male) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Balochistan-1 GBFATA-1
30	05./2012	50/2012	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, M/O Defence.	01 Punjab-1
31	05./2012	53/2012	Lecturer (Male) (Persian) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1
32	05./2012	54/2012	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence.	01 Punjab-1
33	05./2012	55/2012	Lecturer (BS-17), Federal College of Education, Capital Administration and Development Division.	02 Sindh(R)-1 Balochistan-1
34	05./2012	56/2012	Head Nurse (BS-17), Pakistan Institute of Medical Sciences, Islamabad, Capital Administration and Development Division.	01 Balochistan-1
35	05./2012	57/2012	Eye Specialist (Bs-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Sindh(R)-1
36	05./2012	58/2012	Assistant Professor (Female) (Mathematics) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	03 Sindh(R)-3
37	05./2012	59/2012	Lecturers (Female) (BS-17), F.G. Colleges For Women, Federal Directorate of Education, Capital Administration and Development Division.	03 Punjab-3
38	05./2012	60/2012	Computer Operator (BS-16), Pakistan Military Accounts Department, Ministry OF Defence.	01 Balochistan-1
39	06./2012	61/2012	Veterinary Officers (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	08 Merit-1 Punjab-6 Sindh(R)-1
40	06./2012	63/2012	Anesthetist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	02 Punjab-1 Sindh(R)-1
41	06./2012	64/2012	Assistant Executive Engineer (Civil) (BS-17), PAK. PWD, Ministry of Housing & Works.	01 Punjab-1
42	06./2012	65/2012	Assistant Naval Store Officer (BS-16), Pakistan Navy, Ministry of Defence.	01 Balochistan-1
43	06./2012	66/2012	Assistant Professor (Female) (BS-18), Colleges of Gilgit Baltistan Education Department, Kashmir Affairs and GB Division.	02 GBFATA-2
44	06./2012	67/2012	Assistant Comptroller (BS-16), PAK PWD, Ministry of Housing and Works.	01 Punjab-1

S. No.	Adv. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Posts with quota
45	06./2012	70/2012	Film Editor (BS-16), GHQ, Ministry of Defence.	01 Punjab-1
46	06./2012	71/2012	Instructor, Civil Defence/ Deputy Assistant Director, Civil Defence (BS-16), M/O Interior	01 GBFATA-1
47	06./2012	72/2012	Horticulturist/ Garden Officer (BS-16), GHQ, Ministry of Defence.	01 Punjab-1
48	06./2012	73/2012	Assistant Executive Engineers (Civil) (BS-17), Civil Engineering Department of Pakistan Railways (Railways Board), M/O Railways.	04 Punjab-3 Sindh(U)-1
49	07./2012	76/2012	Assistant Professors (Female) (Mathematics) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	03 Sindh(R)-3
50	07./2012	77/2012	Lecturer (Male) Persian (BS-17), Permanent, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1
51	10./2012	79/2012	Lecturer (Male) (Mathematics) (BS-17), Directorate of Federal Government Educational Institutions (Cantt/ Garrisons), M/O Defence	01 Punjab-1
52	07./2012	80/2012	Assistant Executive Engineers (E&M) (BS-17), MES, Ministry of Defence.	06 Sindh(R)-1 KPK-2 Balochistan-2 GBFATA-1
53	07./2012	81/2012	Trained Graduate Teacher (Male) (English Literature) (BS-16), English Medium Schools, Directorate of Federal Government Educational Institutions, (Cantt/ Garrisons), M/O Defence.	01 Sindh(U)-1
54	07./2012	83/2012	Assistant Chief (Power) (BS-18), Energy Appraisal (EA) & Plan Formulation (PF) Section, Energy Wing, Planning and Development Division.	01 Punjab-1
55	07./2012	86/2012	Consulting Physician/ Surgeon (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	03 Punjab-1 Sindh(R)-1 KPK-1
56	07./2012	88/2012	Psychologist (BS-18), Temporary, Likely to Continue Indefinitely, Federal Public Service Commission.	01 Sindh(R)-1
57	08./2012	95/2012	Assistant Professors (Female) (Mathematics) (BS-18), F.G. Colleges for Women, Federal Directorate of Education, Capital Administration and Development Division.	02 Sindh(U)-1 KPK-1
58	08./2012	98/2012	Associate Professor (Male) (Urdu) (BS-19), F.G. Colleges For men, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	01 GBFATA-1

S. No.	Adv. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Posts with quota
59	08./2012	100/2012	Radiologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1
60	08./2012	101/2012	Charge Nurses (BS-16), Pakistan Institute of Medical Sciences, Islamabad, Capital Administration and Development Division.	46 Sindh(R)-9 Sindh(U)-8 Balochistan-20 GBFATA-9
61	08./2012	102/2012	Judicial Member (BS-21), Appellate Tribunal Inland Revenue, Ministry of Law, Justice and Parliamentary Affairs.	01 Punjab-1
62	08./2012	104/2012	Lecturers (Female) (Mathematics) (BS-17), Islamabad Model Colleges for Girls, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	02 Punjab-2
63	08./2012	105/2012	Deputy Assistant Director (BS-16), Board of Investment, PM Secretariat (Public)	01 Punjab-1
64	09./2012	107/2012	Charge/ Staff Nurses (BS-16), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	08 Balochistan-5 GBFATA-3
65	09./2012	108/2012	Head Nurse (BS-17), Pakistan Institute of Medical Sciences, Islamabad, Capital Administration and Development Division.	01 Balochistan-1
66	09./2012	109/2012	Anesthetist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	02 Punjab-1 Sindh(R)-1
67	10./2012	112/2012	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	02 Punjab-2
68	09./2012	114/2012	Deputy Armament Supply Officer (BS-18), Pakistan Navy, Ministry of Defence	01 Punjab-1
69	09./2012	115/2012	Assistant Engineering Adviser (Power) (BS-18), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	01 Punjab-1
70	09./2012	116/2012	Associate Professor (Female) (Journalism) (BS-19), F.G. Colleges for Women, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	01 Sindh(U)-1
71	09./2012	117/2012	Lecturer (Female) (Geography) (BS-17), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration and Development Division.	01 Sindh(R)-1
72	09./2012	118/2012	Psychologist (BS-18), Federal Public Service Commission.	01 Punjab-1
73	09./2012	119/2012	Physiotherapist (Male) (BS-17), Armed Forces Institute of Rehabilitation Medicine, Rawalpindi, Ministry of Defence.	01 Punjab-1
74	10./2012	121/2012	Electro Medical Personnel (BS-16), Armed Forces Institute of Dentistry (AFID), Rawalpindi, Ministry of Defence.	02 Punjab-1 Sindh(R)-1

S. No.	Adv. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Posts with quota
75	10./2012	122/2012	Assistant Professors (Female) (Bs-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	04 Sindh(R)-4
76	10./2012	123/2012	Film Editor (BS-16), GHQ, Ministry of Defence.	01 Punjab-1
77	10./2012	124/2012	Assistant Professors (Female) (Mathematics) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	03 Sindh(R)-3
78	10./2012	125/2012	Eye Specialist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1
79	10./2012	127/2012	Inspector (BS-16), Airports Security Force, Ministry of Defence.	01 Balochistan-1
80	10./2012	128/2012	Medical Officer (BS-17), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	01 Punjab-1
81	10./2012	129/2012	2nd Engineer (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	07 Punjab-6 Sindh(U)-1
82	10./2012	130/2012	Port Health Officer (BS-18), Port Health Department, Karachi, Ministry of National Regulation and Services.	01 Punjab-1
83	10./2012	132/2012	Store Officer (BS-16), MES, Ministry of Defence.	03 Punjab-1 Sindh(R)-1 GBFATA-1
84	10./2012	133/2012	Gynecologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	02 Punjab-1 Sindh(R)-1
85	10./2012	134/2012	Lecturer (Female) (Computer Science) (BS-17) F.G. Colleges, Federal Directorate of Education, Capital Administration and Development Division.	01Punjab-1
86	10./2012	135/2012	Trained Graduate Teacher (Female) (Mathematics) (BS-16), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(R)-1
87	10./2012	136/2012	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	01 Punjab-1
88	10./2012	140/2012	Assistant Professor (Male) (Commerce) (BS-18), F.G. Colleges/ Higher Secondary Schools, Federal Directorate of Education, Capital Administration and Development Division.	01 Sindh(U)-1

S. No.	Adv. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Posts with quota
89	10./2012	141/2012	Lecturer (Male) (Political Science) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	01 Punjab-1
90	11./2012	142/2012	Lecturer (Female) (Physics) (BS-17), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration and Development Division.	01 Sindh(R)-1
91	10./2012	146/2012	Associate Professors (Male) (BS-19), Permanent, F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Punjab-1 Sindh(U)-1
92	11./2012	147/2012	2nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	01 Punjab-1
93	11./2012	148/2012	Associate Professor (Male) (History) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	01 Balochistan-1
94	11./2012	149/2012	Judicial Member (BS-21) Appellate Tribunal Inland Revenue, Ministry of Law, Justice and Parliamentary Affairs.	01 Punjab-1
95	11./2012	150/2012	Assistant Professor (Male) (Political Science), (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1
96	11./2012	151/2012	Composer (BS-16), Directorate General of Special Education, Capital Administration and Development Division.	01 Sindh(R)-1
97	11./2012	152/2012	Assistant Executive Engineer (E&M) (BS-17) Water and Power Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	06 GBFATA-6
98	11./2012	154/2012	Assistant Executive Engineer (E/M) (BS-17), Pak. PWD, Ministry of Housing & Works.	03 Punjab-1 Sindh(U)-1 KPK-1
99	11./2012	155/2012	Charge Nurse (BS-16), Pakistan Institute of Medical Sciences, Islamabad, Capital Administration and Development Division.	01 Sindh(U)-1
100	11./2012	156/2012	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), (BS-18), Economists Group, Planning and Development Division	02 Sindh(R)-1 Balochistan-1

S. No.	Adv. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Posts with quota
101	11./2012	157/2012	Trained Graduate Teacher (Male) (Physics) (BS-16), Directorate of Federal Government Educational Institutions, Urdu Medium Schools, (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1
102	11./2012	158/2012	Inspector (BS-16), Airports Security Force, Ministry of Defence.	26 Merit-2 Punjab-13 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA-1
103	11./2012	159/2012	Lecturer (Male) (Political Science) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(R)-1
104	11./2012	160/2012	System Analyst (BS-18), Pakistan Military Accounts Department, Ministry of Defence.	01 Punjab-1
105	11./2012	161/2012	Associate Professor (Female) (Journalism) (BS-19), F.G. Colleges for Women, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	01 Sindh(U)-1
106	12./2012	165/2012	Computer Instructor (Male) (BS-17), F.G. High Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Punjab-2
107	12./2012	166/2012	Lecturer (Male) (Mathematics), BS-17, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Punjab-1
108	12./2012	167/2012	Computer Operator (BS-16), Pakistan Military Accounts Department, Ministry of Defence	01 Punjab-1
109	12./2012	168/2012	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	12 Punjab-6 Sindh(U)-2 KPK-1 Balochistan-1 AJK-2
110	12./2012	170/2012	Legislative Translation Officer (BS-18), Ministry of Law, Justice and Parliamentary Affairs.	01 Punjab-1
111	12./2012	171/2012	Clinical Dietitian (BS-17), Permanent, Armed Forces Institute of Cardiology (AFIC), Rawalpindi, Ministry of Defence.	01 Sindh(R)-1
112	12./2012	172/2012	Eye Specialist (Bs-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1
113	12./2012	174/2012	Radiologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01Punjab-1

S. No.	Adv. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Posts with quota
114	12./2012	176/2012	Assistant Professor (Female) (Mathematics) (BS-18), , F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Sindh(R)-2
115	12./2012	177/2012	Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	01 Punjab-1
Total				285

* Re-advertised cases include the posts reported failure in 2010 as well as 2011. Some of the posts reported failure in 2012 are yet to be re-advertised and are under process for clarification from the concerned Ministries.

TABLE NO. 1
**Occupational Groups/Services and Provincial/
Region-wise vacancies for the year 2011**

Occupational Group/Service	Merit	Punjab	Sindh (R)	Sindh (U)	KPK	Balochistan	GB-FATA	AJK	Total
Pakistan Audit & Accounts Service	2	6	2	9	1	1	1	1	23(10%)
Commerce & Trade Group	-	-	1	4	-	-	-	-	05(02%)
Pakistan Customs Services	-	3	-	1	1	-	-	1	06(02%)
District Management Group	3	17	5	2	5	2	1	-	35(15%)
Foreign Service of Pakistan	1	6	1	1	1	1	1	-	12(05%)
Inland Revenue Services	3	24	6	4	6	3	3	1	50(21%)
Information Group	-	4	4	1	3	1	1	-	14(06%)
Military Lands & Cantonments	1	4	1	-	-	1	1	-	08(03%)
Office Management Group	3	26	6	7	5	3	3	1	54(22%)
Police Service of Pakistan	2	9	1	1	3	2	1	-	19(08%)
Postal Group	-	2	2	1	1	-	1	-	07(03%)
Railways(C & T)	1	3	2	-	1	-	-	-	07(03%)
Total	16	104	31	31	27	14	13	04	240

There were 13071 candidates for the Competitive Examination 2011. Out of them, 9063 (69.33%) appeared and 786 (8.67%) finally qualified the examination. Establishment Division reported 285 vacancies, whereas 240 (27.18%) candidates were inducted into various Occupational Groups/Services out of the written qualified candidates. Allocation could not be made against 45 vacancies reserved for Sindh (R), Sindh (U), Balochistan, Punjab and Khyber Pakhtunkhwa, as required numbers of qualified candidates were not available against these quotas. These vacancies have been carried over to the next year and will be allocated to eligible qualifying candidates of the respective provinces/regions only.

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	396(4)	29(4)	-	04	14(6)
Khyber Pakhtunkhwa	1488(16)	108(14)	09	09	29(12)
Sindh(Rural)	1038(11)	59(8)	02	02	31(13)
Sindh(Urban)	600(7)	32(4)	06	04	31(13)
Punjab	4876(54)	511(65)	79	78	118(49)
A.J.K.	185(2)	14(2)	-	02	04(2)
GBFATA.	464(5)	33(4)	04	01	13(5)
Not Mentioned	166(-)	--	--	--	--
Total	9063	786	100	100	240

- Figures in bracket are the total percentage.
- Out of 9063 candidates appeared in the written exam, 4876(54%) were from Punjab, followed by KPK 1488(16%), Sindh Rural 1038(11%), Sindh Urban 600(07%), Balochistan 396(04%) GBFATA 464(05%) and AJK 185(02%). Number of candidates who finally qualified were 65% from PUNJAB , KPK 14%, Sindh Rural 8%, GBFATA 4%, Balochistan 04% and Sindh Urban 4% while in the final selection, the share of candidate from Punjab was 118(49%),Sindh Rural 31(13%), Sindh Urban 31(13%), KPK 29(12%) Balochistan 14(6%), GBFATA 13(05%) and AJK 04(02%). It showed that candidates from Balochistan and GBFATA have more chances and less competition in final selection against their appearance ratio.

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.	49(1)	08(1)	02	01	03(1)
M. Phil.	15(-)	04(-)	--	01	01(-)
Post Graduate	1284(14)	163(21)	22	19	57(24)
Graduate	1958(22)	201(26)	21	32	66(28)
Professional Degrees	262(3)	42(5)	06	04	21(9)
Professional diploma/ certificate	62(1)	15(2)	03	03	08(3)
Intermediate	1029(11)	87(11)	10	08	19(8)
Matric	1407(15)	103(13)	16	19	26(11)
Below Matric	1065(12)	75(10)	11	10	18(7)
Illiterate	208(2)	51(6)	06	02	11(5)
Religious Education	8(-)	--	--	--	--
Information not reported	1716(19)	37(5)	03	01	10(4)
Total	9063	786	100	100	240

Statistics regarding educational status of the father of candidates, showed that 40% of them were Graduate and above or Professional Degree holders like (MBBS, B.Sc., Eng. etc.), while 27% were Matriculate or below in appeared candidates. In final selection their share remained as 62% and 18% respectively. It was observed that the performance of the candidates whose father had Post Graduate or above was far better than others as they obtained 25% share in final selection against their appearance of 15%.

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	1107(12)	130(17)	15	18	52(22)
Clerical	58(1)	8(1)	--	01	02(1)
Armed Forces/Police	256(3)	12(1)	--	--	02(1)
Accounts	173(2)	24(3)	02	05	07(3)
Engineering	83(1)	19(2)	04	--	08(3)
Legal	240(3)	36(5)	07	04	13(5)
Medical	128(1)	14(2)	03	05	11(6)
Education	485(5)	32(4)	02	05	08(3)
Retired Person	1085(12)	139(18)	17	11	39(16)
Agriculture	1165(13)	127(16)	16	17	24(10)
Business	2344(26)	132(17)	17	22	41(17)
Skilled Worker	165(2)	22(3)	04	03	06(2)
Unskilled Worker	55(-)	10(1)	02	--	03(1)
Unspecified	1103(12)	22(3)	02	01	05(2)
Information not reported	616(7)	59 (7)	09	08	19 (8)
Total	9063	786	100	100	240

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 working on various Administrative services was 22% followed by 17% Business, 16% Retired person and Agriculture 10%. It reveals that performance of the candidates whose fathers were working on various Administrative services 22%, followed by Medical jobs (6%) and (16%) Retired persons were higher than other occupations as compared to their appearance in examination of 12%, 1% and 12% respectively.

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 100,000	993 (11)	50(6)	03	06	12(5)
100001 - 200,000	1338 (15)	90(11)	06	11	24(10)
200001 - 400,000	2016 (22)	173(22)	22	16	53(22)
400001 - 600,000	1178 (13)	89(11)	13	13	29(12)
600001 - 800,000	413 (5)	80(10)	13	08	20(8)
800,001 & 1200,000	637 (7)	84(11)	08	19	29(12)
1200,001- 1600,000	184 (2)	43(5)	08	08	19(8)
Above 1,600,000	375 (4)	60(8)	12	08	24(10)
Information not reported	1929 (21)	117(15)	15	11	30(13)
Total	9063	786	100	100	240

The data indicates that 22% candidates who appeared in the Competitive Examination belonged to families having income in the range of Rs. 2 - 4 Lac per annum, while in final selection they got same share followed by appearance of 26% candidates belonged to families having income in the range of 2 Lac, against their 15% share in final selection . However, 31% candidates appeared in the written exam belonged to families with income in the range of Rs. 4 Lacs and above per annum and their share in final selection was 50% which clearly showed the best performance of last five higher income groups as compared to first three lower 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.	9063	923(10.2)	5928 (65.4)	189(2.1)	2023 (22.3)
Qualified in Written Exam	883	84 (10)	585 (66)	20 (02)	194 (22)
Finally Qualified	786	76 (10)	528 (67)	19 (02)	163 (21)
Selected for training	240	20 (08)	150 (63)	09 (04)	61 (25)

i) Gender Wise Position

Out of 9063 candidates who appeared in the written examination, 75.6% were male and 24.4% female. In final selection, 71% male and 29% female candidates were allocated to various Occupational Group/ Services. The study showed that female candidates have slightly increased their ratio in final selection against their appearance.

ii) Marital Status

Statistics showed that out of 9063 candidates who appeared in written exam, 75.6% candidates were male. Among them, 65.4% were unmarried and 10.2% were married while in finally qualified stage, 67% candidates were unmarried and 10% were married. Similarly, 22.3% unmarried and 2.1% married female candidates appeared while 25% unmarried and 4% married female candidates were selected through CSS Competitive Examination, 63% unmarried and 8% married male candidates were selected through CSS Competitive Examination. It reveals that unmarried male and female candidates performed slightly better against their married counter-parts.

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	
Below 23	723(8)	71(9)	12	10	26(11)
23-25	2056(23)	203(26)	32	24	68(28)
25-27	3357(37)	270(34)	28	33	83(35)
27-29	2456(27)	197(25)	23	28	55(23)
29-30	459(5)	45(6)	05	05	08(3)
Above 30	12(-)	--	--	--	--
Total	9063	786	100	100	240

Study revealed that majority of candidates (87%) who appeared in the examination fall within age groups of 23-29 years, out of which 86% were finally selected. However, performance of the candidates in age group of 23-25 was better than other age groups with 28% share in final selection against their appearance of 23%.

TABLE NO. 8

Type of Schooling (% AGE)

Type of school	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Foreign	65 (1)	10(1)	01	01	03(1)
Provincial Government	4031 (44)	325(41)	36	34	83(35)
Federal Government	479 (5)	43(5)	03	06	11(5)
Pilot/Comprehensive	167 (2)	02(-)	01	--	01(-)
Forces/Garrison	518 (6)	90(11)	19	09	37(15)
Private	1722 (19)	155(20)	16	25	44(18)
Missionary	147 (2)	95(12)	17	18	37(15)
Model	496 (5)	24(3)	03	02	09(4)
Public	651 (7)	35(4)	04	05	14(6)
Information not reported	787 (9)	07(1)	--	--	01(-)
Total	9063	786	100	100	240

Out of 240 selected candidates, 83(35%) got their secondary education from Provincial Government Schools against their appearance of 44% followed by those 44 (18%) who got education from Private Schools against their appearance 19%, similarly 37(15%) from Forces/Garrison Schools against their appearance of 6% and 37(15%) from Missionary against their appearance of 2%. In final selection the performance of candidates who studied from Missionary schools was 15%, which was comparatively far better than other schools against their appearance of 2%.

TABLE NO. 9
Performance of Candidates According
to their Last Academic Degree (% AGE)

Degree	First Divisioners	Second Divisioners	Third Divisioners	Sub total
Appeared Candidates				
P.HD	02(67)	01(33)	--	03(-)
M. Phil.	70(95)	04(5)	--	74(1)
Master	2269(53)	1918(45)	66(2)	4253(47)
Bachelor	977(37)	1649(63)	07(-)	2633(29)
Engineering	215(73)	78(27)	--	293(3)
Law	233(36)	416(64)	03(-)	652(7)
Medical/BDS/B.Pharm./DVM Etc.	185(74)	64(26)	01(-)	250(3)
Education	186(87)	28(13)	--	214(2)
Commerce	203(37)	349(63)	01(-)	553(6)
Information Not Reported	--	--	--	138(2)
Grand Total	4340(48)	4507(50)	78(1)	9063
Finally Qualified				
P.HD	01(100)	--	--	01(-)
M.Phil.	12(100)	--	--	12(2)
Master	247(64)	135(34)	04(1)	386(49)
Bachelor	79(44)	100(56)	--	179(23)
Engineering	29(67)	14(33)	--	43(5)
Law	21(27)	56(73)	--	77(10)
Medical/BDS/B.Pharm./DVM Etc.	49(82)	11(18)	--	60(8)
Education	10(83)	02(17)	--	12(2)
Commerce	10(62)	06(38)	--	16(2)
Grand Total	458(58)	324(41)	04(1)	786
Selected for Training				
P.HD	01(100)	--	--	01(-)
M.Phil.	07(100)	--	--	07(3)
Master	88(73)	33(27)	--	121(50)
Bachelor	18(35)	34(65)	--	52(22)
Engineering	04(31)	09(69)	--	13(5)
Law	10(34)	19(66)	--	29(12)
Medical/BDS/B.Pharm./DVM Etc.	07(64)	04(36)	--	11(5)
Education	02(100)	--	--	02(1)
Commerce	01(25)	03(75)	--	04(2)
Grand Total	138(58)	102(42)	--	240

The table-9 above shows the percentage of appeared, qualified and selected candidates with respect to their academic background and level of 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 in Relation to Previous Occupation
of Candidates

Candidate's Occupation	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Administrative	856 (9)	159(20)	23	26	50(21)
Clerical	454 (5)	15(2)	01	01	05(2)
Armed Forces/ Police	354 (4)	03(-)	02	--	01(-)
Accounts	292 (3)	25(3)	02	03	04(2)
Engineering	151 (2)	18(2)	03	06	08(3)
Legal	89 (1)	25(3)	01	01	02(1)
Medical	129 (1)	14(2)	03	04	06(2)
Education	1007 (11)	96(12)	11	08	35(15)
Private service	374 (4)	11(1)	03	02	09(4)
Agriculture	8 (-)	01(-)	--	--	01(-)
Business	36 (-)	05(1)	02	--	02(1)
Skilled Worker	381 (4)	59(8)	09	10	21(9)
Unemployed	4932 (54)	355(45)	40	39	96(40)
Total	9063	786	100	100	240

The data showed that 54% candidates appeared in the examination were unemployed, 11% candidates working on Educational/Teaching jobs and 9% on Administrative jobs. While in final selection, the performance of candidates was far better than other who were working on Administrative jobs (21%), 9% Skilled workers and Educational/Teaching jobs (15%) against their appearance of 9%, 4% and 11% respectively in appeared candidates.

TABLE NO. 11
Performance of Candidates in
Compulsory Subjects (% AGE)

Subject	Marks	Qualified Candidates	Marks obtained		
			Below 40%	40%-59%	60% & Above
English Essay	100	786	--	764(97)	22(3)
English (Precis & Composition)	100	786	--	666(85)	120(15)
Islamiat	100	786	--	713(91)	73(9)
General Knowledge					
Every Day Science	100	786	28(4)	538(98)	220(28)
Current Affairs	100	786	62(8)	646(82)	78(10)
Pakistan Affairs	100	786	44(6)	663(84)	79(10)

Study of candidates qualifying written examination of CSS showed that 28% candidates in Every Day Science, 15% in English (Precis & Composition), 10% in Current Affairs, 10% in Pakistan Affairs, 9% in Islamiat and 3% in English Essay got above 60% marks in the said subjects. Analysis showed that performance of qualified candidates in written examination in subject of Everyday Science and English (Precis & Composition) was much better than other compulsory subjects.

Appendix-XVI

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
Accountancy and Auditing	383 (4)	234 (61)	126	53	07	04	07	151 (39)	77	73	09	01	02
Agriculture	332(4)	88 (27)	42	41	02	01	01	244 (73)	170	59	06	03	03
Applied Mathematics	65(0.7)	35 (54)	14	08	0	0	0	30 (46)	16	07	02	0	0
Arabic	432 (5)	111 (26)	65	42	02	02	01	321 (74)	210	107	10	08	04
Balochi	76 (0.8)	20 (26)	03	17	0	0	0	56 (74)	18	35	02	0	01
Botany	107 (1)	39 (36)	25	13	0	0	0	68 (64)	33	22	02	0	01
British History	428 (5)	08 (1)	03	02	0	0	0	424 (99)	262	104	35	21	11
Business Administration	500 (6)	266 (53)	166	36	04	03	01	234 (47)	147	36	08	01	01
Chemistry	135 (2)	79 (59)	48	08	0	0	01	56 (41)	30	11	02	0	0
Computer Science	225 (3)	102 (45)	59	05	0	0	0	123 (55)	48	03	0	0	0
Constitutional Law	1354 (15)	179 (13)	150	16	05	01	05	1175 (87)	895	116	41	10	12
Economics	322 (4)	183 (57)	88	03	0	0	01	139 (43)	48	01	0	0	0
English Literature	247 (3)	145 (59)	103	18	01	0	01	102 (41)	85	05	05.	01	0
European History	143 (2)	38 (27)	24	13	03	03	02	105 (73)	71	08	10	02	01
Forestry	536 (6)	16 (3)	13	03	0	0	0	520 (97)	324	127	20	09	12
Geography	1524 (17)	109 (7)	72	25	0	0	03	1415 (93)	994	260	75	45	31
Geology	13 (-)	06 (46)	03	0	0	0	0	07 (54)	02	0	0	0	0
His of Pak & India	4013 (44)	276 (7)	209	08	07	02	07	3737 (93)	2453	28	52	15	29
History of The U.S.A	893 (10)	25 (3)	12	04	02	0	02	868 (97)	548	60	32	12	17
International Law	1191 (13)	216 (18)	159	50	10	06	05	975 (82)	796	141	28	13	16

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
International Relations	1995 (22)	160 (8)	111	11	03	02	02	1835 (92)	966	21	50	13	21
Islamic History & Culture	1702 (19)	138 (8)	82	37	06	01	05	1564 (92)	976	502	56	26	10
Journalism	5167 (57)	384 (7)	207	148	08	04	07	4783 (93)	2960	1730	144	62	61
Law	159 (2)	70 (44)	20	46	03	02	01	89 (56)	38	51	01	0	0
Mercantile Law	405 (5)	28 (7)	16	08	0	0	02	377 (93)	293	28	04	01	03
Muslim Civil Law & Jurisprudence	2204 (24)	330 (15)	269	51	06	03	05	1874 (85)	1682	120	37	13	09
Persian	165 (2)	51 (31)	21	24	0	0	0	114 (69)	40	70	06	04	03
Philosophy	45 (0.5)	11 (24)	05	05	0	0	0	34 (76)	28	05	0	0	0
Physics	210 (2)	88 (42)	54	03	0	01	0	122 (58)	68	06	05	01	0
Political Science	1228 (14)	431 (35)	369	17	09	04	06	797 (65)	676	20	24	06	02
Psychology	894 (10)	116 (13)	60	35	02	01	01	778 (87)	450	241	47	21	17
Public Administration	1512 (17)	54 (4)	27	21	01	01	0	1458 (96)	832	290	35	12	16
Punjabi	1599 (18)	261 (16)	116	127	03	01	02	1338 (84)	438	850	34	21	25
Pure Mathematics	39 (-)	23 (59)	06	02	0	0	0	16 (41)	06	03	0	0	0
Pushto	1111 (12)	37 (3)	28	07	0	0	0	1074 (97)	748	317	25	06	06
Sindhi	820 (9)	46 (6)	36	05	01	0	01	774 (94)	520	225	27	06	01
Sociology	4183 (46)	290 (7)	183	84	07	04	04	3893 (93)	2874	923	115	43	54
Statistics	173 (2)	68 (39)	27	10	01	01	0	105 (61)	37	08	01	0	01
Urdu	566 (6)	39 (7)	23	02	0	0	0	527 (93)	204	05	04	01	05
Zoology	224 (3)	90(40)	73	06	0	0	0	134 (60)	101	14	04	01	01