



ANNUAL REPORT 2014



Federal Public Service Commission

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

www.fpsc.gov.pk



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The Federal Public Service Commission has the privilege to present before the President of Islamic Republic of Pakistan their Annual Report 2014 as required under Section 9 of the FPSC Ordinance, 1977

This Report covers the period from January 1, 2014 (Safar 29, 1435 A.H.) to December 31, 2014 (Rabi-al-Awal 9, 1436 A.H.)



Chairman

Mr. President,

I have the privilege to present the Annual Report of the Federal Public Service Commission (FPSC) for the year 2014 encompassing the period from January 1 to December 31, 2014 as mandated under Section 9 of the FPSC Ordinance 1977. The Ordinance, *inter alia*, requires that a copy of this Report is to be laid before the National Assembly and the Senate of Pakistan.

Guiding Framework and Functions of the FPSC

2. Articles 27, 34, 36 and 38 (g) of the Constitution of Islamic Republic of Pakistan provides the guiding framework while Sections 7 and 8 set out the statutory functions performed by the Commission. These are broadly classified into four categories: (a) conducting tests and examinations for recruitment of persons to All-Pakistan Service, the civil services of the federation and the civil posts in connection with the affairs of the federation in basic scales 16 and above or equivalent; (b) tender advice to the President of Pakistan on methods and principles to be followed in making initial appointment and appointment by promotion as well as appointment by transfer; (c) holding examinations for promotion; and (d) performing quasi-judicial function by disposing representations and review petitions of the aggrieved candidates. Pursuant to this guiding framework and statutory functions, the Commission ensures that the selection to the civil service is steered in a competitive, fair and transparent manner on merit without fear and favour.

Examinations and Tests Conduct During 2014

3. The Competitive Examination is the prime examination held by the Commission for selecting officers for the civil service in Pakistan. The Commission notified the allocation of candidates to twelve Occupational Groups and Services on the basis of Central Superior Services Competitive Examination-2013 and conducted the Competitive Examination-2014. In addition, the Commission conducted in-service Final Passing Out Examination of various Occupational Groups and Services. Besides, a large number of Screening Tests as well as Descriptive Tests for selection of candidates for Ex-cadre posts requisitioned by concerned Ministries/ Divisions / Departments were also held during 2014. Details are as follows:

- (i) **Central Superior Services Competitive Examinations (CE):** Merely 1.92 percent of the candidates appeared in CE-2013 finally qualified but only 1.72 percent of the candidates appeared could be allocated. Consequently, 72 vacancies could not be filled. The noticeable statistics are below:

◆ Applications received	15,998
◆ Candidates appeared	11,447
◆ Candidates finally qualified	220
◆ Qualified to appeared ratio	.92%
◆ Vacancies advertised	266
◆ Candidates allocated	194
◆ Vacancies carried forward	72
◆ Allocated to appeared ratio	.72%

Likewise, only 2.86 percent of the candidates appeared could qualify in the **CE-2014** and only 1.77 percent of the candidates appeared could be allocated to different Groups and Services while 82 vacancies had to be carried forward. The striking features of **CE-2014** are listed below:

◆ Applications received	24,640
◆ Candidates appeared	13,170
◆ Candidates qualified written examination	439
◆ Male candidates passed written exam	294
◆ Female candidates passed written exam	145
◆ Written Exam Qualified to appeared ratio	3.30%
◆ Finally qualified candidates	377
◆ Qualified to Appeared Ratio	2.86%
◆ Vacancies advertised	315
◆ Candidates allocated	233
◆ Vacancies carried forward	82
◆ Allocated to appeared ratio	1.77%

The Report carries a detailed analysis and highlights the reasons for such a low percentage qualifying the Competitive Examination during the last two years to provide guidance to policy makers.

- (ii) **Recruitment for Technical and Professional Ex-Cadre Posts:** The outcome of screening tests/descriptive tests and interviews held for selection through Direct (General) Recruitment for professional and Ex-cadre posts in BS-16 and above in various Ministries/Divisions and Departments of the Federal Government during 2014. The narrative is not much different either. The statistics are as follows:

●	Number of posts for which cases were processed	3,260
●	Applications received	351,910
●	Candidates qualified and appeared in interview	2,489
●	Candidates recommended for appointment	794
●	Number of posts for which suitable candidates not found	195
●	Number of posts for which process is continuing	2,271

- (iii) **Final Passing Out Examinations Held During 2014:** The Commission conducted Final Passing Out Examinations for the Probationers of twelve Occupational Groups and Services after completion of specialized training from respective training institutes/academies. FPOE determines the final merit and inter-se seniority of the Probationers in their respective Groups and Services. 319 probationers appeared and only 189 (59%) qualified. The failure ratio in Pakistan Audit and Accounts Service (88%), Inland Revenue Service (66%) and Railways Group (75%) was higher than other groups/services.
- (iv) **Appeals of Candidates against their Rejections:** In recent past, the litigation has increased tremendously, mostly invoking writ jurisdiction of the Courts. In addition, Section 7(3) of FPSC ordinance provides opportunity of Representation and Review Petition against any decision of the Commission. The Commission processed 961 Representations, provided Personal Hearings and finalized Review Petitions of the candidates during 2014 in General Recruitment and CSS out of which, relief was provided in 232 cases. 154 candidates filed appeals in the Superior Courts whereas the cumulative pending cases were 382.
- (v) **Advice on Rules for Recruitment:** The Commission received 92 cases for seeking advice on Rules for Recruitment, under Section 7(1) (b) of the FPSC Ordinance, 1977 from different Ministries/Divisions/Departments during 2014. Advice was tendered in 62 cases while 22 cases were under process and 8 cases were closed.
- (vi) **Cases where Implementation of Advice of the Commission was Delayed:** According to instructions of the Federal Government, the offer of appointment is required to be issued within one month after receipt of nomination from the Commission. These instructions are sometimes not complied with by the concerned Ministries/ Divisions / Departments. During the year 2014, implementation of advice of the Commission was delayed in **18 cases**.
- (vii) **Cases where the Commission Determined Suitability of Adhoc/Contract appointees for Retention in Service:** Under section 11B of the Civil Servant Act, 1973 and Rule 5 of FPSC (Functions) Rules, 1978, the Commission shall, on the reference made by the appointing authority, test persons who may have been appointed to a civil post without observing the prescribed procedure or without fulfilling the prescribed qualifications, experience, age limits, and advise whether they are fit to hold the post to which they were appointed and, if not, whether they are fit to hold any other civil post in the same or

lower Basic Scale compatible with their qualifications and experience. The Ministries/Divisions/ Departments have got regularized a large number of contract/daily wages employees including employees in BPS-16 and above without following the prescribed procedure and any reference to the FPSC. This is a flagrant violation of the FPSC Ordinance 1977. The Commission processed four cases for regularization of services of adhoc/contract appointees for retention in service during the year 2014.

Observations

4. The Commission, on the basis of statistics and experiences during interviews, wishes to record the following observations:

- (a) The applicants to post ratio for CSS Examination 2014 was 78.22, higher than the ratio of 60.14 for CSS Examination 2013. Similarly for General Recruitment, applicants to post ratio was 107.95 in 2014 as compared to 83.83 during 2013. The increasing number of applications to post ratio is indicative of rising unemployment in the country, especially amongst educated youth. The policy makers may take notice of this trend.
- (b) The examiners from various Universities across the country have pointed out deficiencies in intellectual and cognitive abilities and common sense amongst candidates appearing in various examinations. It includes lack of analytical skills and critical approach, inability to comprehend the issues, non-familiarity with subjects and poor presentation based on illogical arguments with wrong or irrelevant data. They have also observed vast differences in standards of public and private school and higher education institutions accentuated by urban/rural divide.
- (c) Approximate one-quarter of the advertised posts (26 percent in CSS and 20 percent for General Recruitment against Ex-Cadre posts) remained unfilled because of non-availability of eligible and qualified candidates. Major share of these posts belong to women, minorities and smaller provinces. It is indicative of scarcity in qualified and experienced candidates in relevant disciplines, deficiency in quality education and absence of necessary policy focus to encourage participation from these segments.
- (d) The performance of Probationers in Final Passing Out Examinations demonstrates falling standards of training, both in substance and quality, and training instruments used at training Academies and Institutions. 41 percent failure rate in the FPOEs and observations of the examiners is clearly reflective of lack of seriousness and professionalism of the Probationers on the one hand and quality of directing staff as well as training modules taught at training institutions. The examiners have reported that the Probationers are lacking in analytical skills and logical thinking, inability to comprehend questions and structuring their answers, and deficient in application of knowledge especially in Open-Book tests and macro outlook. The National School of Public Policy and

training institutions under its control need urgent revamping and reorientation of trainings at all levels to equip the civil service with formidable knowledge and skills to cope with the challenges of 21st Century and formulating public policy. Towards this end, establishment of National University for Public Policy and Administration, for which the Commission has already submitted a draft law to the NSPP/Minister, is essential.

- (e) Higher education system in the country requires urgent attention and focus of the policy makers for a comprehensive review of the disciplines presently offered by the Universities/Institutes, both private and public, to determine inefficiencies as well as redundancies and firming up measures for qualitative advancement.
- (f) The Civil Service Reform is not an end by itself but means to an end. It is far too serious a business to be handled by donors-funded inexperienced consultants. It is strongly urged that those dealing with civil service reform must initiate a constructive dialogue with the Commission for due diligence and developing comprehensive and meaningful reform package.
- (g) Ministries/Divisions/Departments controlling Occupational Groups and Services furnishing requisitions for recruitment, in some cases, do not inform the Commission cases of non-joiners well in time. Consequently, the validity of waiting lists expires restraining the Commission to nominate alternate candidates leading to re-advertisement of posts and initiating the whole process afresh. It results into wastage of resources in terms of time and finances, breeds inefficiency and delays the nomination of eligible candidates.

Maintaining the high performance in the Commission

- 5. The Commission, in its endeavor to mine talent for a vibrant, efficient and productive Civil Service, has implemented the following reforms:
 - (a) New Scheme for CSS Competitive Examination has been notified, applicable effective from CE-2016, including addition of new disciplines (Governance and Public Policy, Town Planning and Urban Development, Gender Studies, Environmental Science, Criminology and Anthropology), rationalizing marks allocated to optional subjects, revision and updating syllabus of all compulsory and optional subjects in collaboration with the HEC's designated panel of subject specialists, introducing logic as part of Every Day Science and Groups of optional subjects tightening loose ends.
 - (b) Revamping the Section Officer Promotional Examination (SOPE) Scheme and notified with approval of the Government making it more effective to filter inefficiencies and redundancies.
 - (c) Reforming the entire system of General Recruitment against EX-Cadre posts introducing written examination for recruitment in BPS-18 to BPS-20 to determine eligibility of qualified candidates and including Case Method for BPS-20.

- (d) Refurbishing Psychological Assessment introducing new techniques relating to integrity, emotional stability, quickness to respond, leadership exercises, problem-solving exercises, redesigning response sheets and report forms aiming at improved assessment of personality traits.
- (e) Rehashed Standard Operating Procedures (SOPs) for the Examiners.
- (f) Intimation of test and interview schedules to the Candidates through SMS
- (g) Procedural restructuring of functional wings for timely achievement of targets.
- (h) The Commission embarked upon automation of its internal systems and processes in April 2013 with gradual shift to on-line applications, processing, issuance of admit cards, result announcement and nomination of selected candidates. In addition, FPSC's website has been enriched with necessary information to provide clarity to the applicants. Today, 100 percent applications for the CSS Examination as well as General Recruitment are received online from across the country including Gilgit-Baltistan and Azad Jammu and Kashmir.

Recommendations and Advice Tendered

6. The Commission has recommended following policy initiatives for approval of the Government to maintain high standard performance in general recruitment and Competitive Examination, which have been discussed at length latter in the Report, decision of the Government is still awaited:

- (a) Draft Bill to amend FPSC Ordinance 1977, to make the Commission more autonomous, effective and efficient.
- (b) Draft FPSC (Functions) Rules 2015 to replace 1978 rules and FPSC (Conduct of Business) Rules 2015 to replace 1963 rules were updated, which after due diligence and lengthy deliberations between the Commission, Establishment Division and Law & Justice Division, have finally been vetted by the Law and Justice Division.
- (c) Draft Induction of Officers of Armed Forces Officers into Civil Posts Rules 2015.
- (d) Draft Induction of Officers of Provincial Management Services/Provincial Civil Services into Pakistan Administrative Service Rules 2015.
- (e) Scheme for Introducing Screening Test prior to main CSS Competitive Examination to filter non-serious candidates and making the examination more competitive.
- (f) Draft Amendments in Occupational Groups/Services (Probation, Training & Seniority) Rules 1990 & FPOE Rules 2003 to reinforce spirit of competitiveness and seriousness amongst Probationers.
- (g) Draft Scheme for recruitment in the Intelligence Bureau

- (h) Proposal to enhance Educational Qualifications for the Competitive Examination to 16 years education rather than existing 14 years in line with international practices as well as public and private sector Universities which have moved towards 16 years Bachelor Degree Program

Mr. President,

7. The Federal Public Service Commission recognizes that it is imperative for the Government to have an efficient and diverse civil service that reflects and has the confidence of the people it serves. Towards this end, it is important that the Commission is allowed to function in accordance with spirit of the Constitution rather than undermining its autonomy by relegating it to an Attached Department by the bureaucracy. Prescribing qualifications for appointment of Members of the Commission will be a step forward in refining its quality and strengthening its credibility further.

8. The achievements of the Commission in 2014 would not have been possible without hard work, dedication and commitment of all Members of the Commission. In particular, I would like to place on record my gratitude and deep appreciation for the former Chairman Malik Asif Hayat and Member Mr. Abdul Wajid Rana, for their contributions in developing and firming up various policy proposals and drafting laws and rules highlighted *supra*, revamping Competitive Examination, General Recruitment System, SOPE, strengthening Psychological Assessment refurbishing internal systems and proposing Promotion Policy Reform on the direction of the Hon'ble Supreme Court of Pakistan and different aspects of civil service reforms. Never before in the history of the Commission has such magnitude of reform work been carried out as has been done by them. They worked with missionary zeal to build, promote and sustain the growth of strong and committed civil service in Pakistan through these reforms. I would also like to record my sincerest thanks for the untiring efforts of Officers and Staff of Office of the FPSC to facilitate the Commission in discharging its functions.

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

Naveed Akram Cheema
Chairman

Honorable Mr. Mamnoon Hussain
President
Islamic Republic of Pakistan
Islamabad.

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ABBREVIATIONS USED IN THE REPORT







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

Further information concerning this Annual Report may be obtained from:

Curriculum , Research & Coordination Wing,
Federal Public Service Commission,
Aga Khan Road, Sector F-5/1,
Islamabad
Phone: 9219849

Composition of the Federal Public Service Commission
During the Year 2014

Name	Designation	Assumption/Ceased Office	
Major General (Retired) Niaz Muhammad Khan Khattak HI(M)	Chairman	Assumed Office on 06-11-2014	
Malik Asif Hayat	Chairman	Completed Tenure on 14-08-2014	
Mr. Naguibullah Malik	Member	Completed Tenure on 03.01.2014	
Mr. Ghalib-ud-Din	Member	Completed Tenure on 06.01.2014	
Mr. Moin-ul-Islam Bokhari	Member	Completed Tenure on 04.10.2014	
Mr. Mansoor Suhail	Member	Completed Tenure on 13.10.2014	
Mrs. Batoool Iqbal Qureshi	Member	Assumed Office on 18-12-2012	
Mr. Abdul Wajid Rana	Member	Assumed Office on 18-02-2013	
Mr. Muhammad Ayub Qazi	Member	Assumed Office on 22-03-2013	

Name	Designation	Assumption/Ceased Office	
Mr. Amjad Nazir	Member	Assumed Office on 27-09-2013	
Mr. Imtiaz Hussain Kazi	Member	Assumed Office on 06-01-2014	
Mr. Ahmed Baksh Lehri	Member	Assumed Office on 02-04-2014	
Ambassador (Retired) Rizwan-ul-Haq Mehmood	Member	Assumed Office on 09.10.2014	
Mr. Akhlaq Ahmed Tarar	Member	Assumed Office on 06.11.2014	
Mr. Mazhar Ali Khan	Member	Assumed Office on 01.12.2014	

Profile of the Chairmen and Members of the Commission who served during 2014 is given at **Appendix-2.**

CHAPTER 1**Highlights****During the year 2014**

1.1. To have an effective and diverse civil service that reflects, and has the confidence of, the people it serves, the Commission undertook various initiatives. Some of these initiatives were to bring qualitative improvement in the structures and procedures of the Commission, whereas the other were relating to Civil Service Reforms, CSS Competitive Examination Reforms, Final Passing Out Examination, General Recruitment Policy, Section Officers Promotional Exam and various other reform proposals which are discussed in detail.

(Chapter 3)

1.2. The Commission finalized the process of Competitive Examination-2013 in which 11,447 candidates appeared. 220 candidates finally qualified the examination. The Commission recommended 194 candidates allocating to various Occupational Groups and Services in BS-17. The Commission processed 24,640 applications for the Competitive Examination 2014, where in 13,170 candidates appeared and 439 qualified in the written examination and after announcement of final merit, 377 qualified the examination and 233 allocated to various occupational Group/Services. So far as, CSS Competitive Examination 2015 is concerned, the Commission received 22,411 applications.

(Chapter 5)

1.3. The Commission processed 351,910 applications for 3,260 posts during 2014 as compared to 141,665 for 1690 posts in 2013 for selection by Direct (General) Recruitment in BS-16 to BS-21. APR in 2014 was 101 against 72 in 2013 demonstrating high level of educated unemployed. 2,489 candidates were interviewed and 794 were nominated by the Commission for appointment. Consequently, the Screening Tests are consuming more time in processing because of higher number of applications.

(Chapter 6)

1.4. The Commission in 2014 held Final Passing Out Examinations for all 12 Occupational Groups and Services after completion of Specialized Training. 319 probationers took the FPOEs against 349 in 2013. The qualifying ratio in 2014 was 59 percent as compared to 72.5 percent in 2013. There were higher failure ratios in Pakistan Audit and Accounts Service (88%), Railway Group (75%), Inland Revenue Service (66%) and Commerce and Trade Group (60%).

(Chapter 7)

1.5. The Psychological Assessment system of FPSC for the candidates qualifying the written component of the Competitive Examination as well as induction of Armed Forces Officers into civil

posts has been refurbished. Comprehensive reforms and efforts are underway to further improve it. 100% IT Services provided by the Commission has been substantially expanded and are being successfully implemented. Curriculum development for General Recruitment was carried out and implemented focusing on the addition of latest topics. Advice of the Commission not accepted in the cases was brought into the notice of the government.

(Chapter 8, 9 and 10)

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

(Chapter 12)

History and Functions of the Commission

History of the Commission

2.1. The historical evolution of the Federal Public Service Commission is mapped below:

- (a) The origin of the Public Service Commission (PSC) in the South-Asian sub-continent can be traced to the Government of India Act 1858 under which power to regulate appointments to the 'Indian Civil Service' was vested in the Secretary of State who was to act on the advice and assistance of Her Majesty's Civil Service Commissioners.
- (b) In 1886, a Public Service Commission was constituted, with Sir C.U. Atchison as its Chairman, which recommended that, among others, the cadre of covenanted civil services should be reduced to an elite cadre, limiting its number to only the important administrative appointments for 'Imperial Civil Service' (ICS) of India; other posts were transferred to indigenous 'Provincial Civil Service'. Recruitment to the ICS, later re-christened as Indian Civil Service, was made through annual examinations held in Britain.
- (c) The Islington Commission (1912-1917) recommended that civil services should be put into four categories namely **Imperial, Central, Provincial and Subordinate services**.
- (d) The 1919 Act provided for establishment of a Public Service Commission at the Centre, entrusted with the task of recruitments to the higher echelons in civil services, with requisite independence and security against unhealthy personal and political considerations.

2.2. The first Public Service Commission was set up in South-Asian Sub-Continent, recommended by Lord Lee Commission, on **October 1, 1926** under the Chairmanship of Sir Ross Barker with five members including the Chairman for renewable tenure of five years. The demand for 'indianization' of the Civil Services by the founder of Pakistan Quaid-e-Azam Mohammad Ali Jinnah resulted in the setting up of a Federal Public Service Commission under the Government of India Act, 1935. After independence on August 14, 1947, the Government of India Act, 1935 was adopted as Provisional Constitution of Pakistan continuing the functioning of the Commission. However, over time its nomenclature underwent many changes: Pakistan Public Service Commission (1947-1956); Federal Public Service Commission (1956-1962); Central Public Service Commission (1962-1972); Federal Public Service Commission since April 1972 (Interim Constitution) and continuing under Article 242 of the Constitution of Pakistan, 1973. Relevant extracts from the Government of India Act, 1935,

Constitutions of Islamic Republic of Pakistan 1956, 1962, 1972 and 1973 are at **Annex-1**. List of former Chairmen of the Commission since 1947 is at **Appendix-3**.

2.3. The Government of India Act, 1935, the Constitutions of 1956 and 1962 and the Interim Constitution 1972 envisaged an independent Federal Public Service Commission, free from political pressures or interference from the Executive. It is substantiated by the fact that the composition, tenure of the Chairman and Members as well as their removal, functions of the Commission and additional functions to be assigned were all safeguarded and protected in the Constitution rather than any statute.

2.4. The Commission was not only required to conduct tests and examinations for the selection of suitable persons for appointment to the All Pakistan Services, the civil services of the Centre and civil posts connected with the affairs of the Federation. It was not restricted to initial appointments but all appointments to the services of the Federation. In addition, it was mandatory to consult the Commission on principles to be followed in making appointments to civil services and posts and **in making promotions and transfers** from one service to another and on the suitability of candidates for such appointments, promotions or transfers, on all disciplinary matters affecting a person serving the Federation and pension. The Commission could be entrusted with additional functions by law and the Governor with the approval of the President could seek advice of the Commission regarding an officer in the services of a Province. The Act of 1935 also provided financial autonomy to the Commission and declared the expenditure of the Commission as Charged.

2.5. The tenure of the Chairman and Members under the 1956 Constitution was fixed at 5 years which was reduced to 3 years in 1962 Constitution and Interim Constitution of 1972. However, the serving officers were eligible for appointment as Members and there was no bar on their employment in the Services of Pakistan after completion of tenure under 1962 and Interim Constitution of 1972.

2.6. The spirit behind these constitutional provisions was to guarantee merit based impartial and qualified civil service. The Commission was expected to perform a key role in promoting excellence and integrity in the public service and administration of the country. Its independence, political neutrality, transparency, accountability, integrity, capacity to adjust its systems to rapidly changing environment and effectiveness are fundamental requisites to carry out its functions effectively. The objective was to insulate the Commission from any executive pressures and political interference.

2.7. Nonetheless, what the two major disruptions in the Constitutional Rule in Pakistan viz. (i) October 1958-June 1962 and (ii) March 1969-April 1972 could not do to undermine the independence of the Commission or restricting its functions, was successfully achieved in 1973. While India, Bangladesh, Sri Lanka and Nepal continued to safeguard the composition, tenure and functions of the Commission in their respective Constitutions, the Government in 1973 diluted the independence and autonomy of the Commission by defining its composition, tenure, and functions by law rather than the Constitution. An Ordinance was promulgated on August 15, 1973, later on enacted as an Act, which

reduced functions of the Commission substantially. It was an attempt to make the Commission subordinate to the Executive and thereby compromising its independence.

2.8. The salient features of the FPSC Act of 1973 included: (i) a Commission consisting of not less than 3 Members to be appointed by the President; (ii) tenure of 3 years extendable for such period as the President may determine; and (iii) terminate a member before expiration of tenure. The functions assigned to the Commission were restricted to: (a) to conduct tests and examinations for recruitment to the All Pakistan Services and such posts in connection with the affairs of the Federation and such post in or under a Corporation or other body or organization set up by the Federal Government under any law, as may be prescribed; and (b) to advise the President on such matters as may be prescribed including terms and conditions of service of persons who are members of an All Pakistan Services and such posts in connection with the affairs of the Federation. The FPSC Act, 1973, excluded from the purview of the Commission (i) appointments to Services of the Federation, though the Commission continued to hold annual examinations for BPS-17 posts in these services; (ii) promotions which were entrusted to the Central Selection Board; (iii) disciplinary cases which were entrusted to Federal Services Tribunal; (iv) pension cases to the Auditor General of Pakistan. The very purpose was to by-pass the Commission for lateral induction in every Ministry.

2.9. After 1977 Martial Law, the FPSC Act 1973 was repealed and it was replaced by the FPSC Ordinance, 1977 in December 1977 which restored the independence of the Commission to a large extent, brought the initial appointment to the Services of the Federation under the FPSC purview; and recruitment to specific posts in BPS-11 to 16 was also brought within the purview of the Commission. The spirit behind this was to restore the independence of the Commission.

2.10. Chronological events after promulgation of the FPSC Ordinance 1977 are as follows:

- (i) In 1980, inductions against quota earmarked for Armed Forces were subjected to Defence Officers Services Board based mechanisms after validating appointments made without the FPSC recommendations during 1977-80. However, in 1991, the induction of officers in the post of services of Pakistan was subjected to recommendations of the Commission.
- (ii) In 1985, appointment of the Chairman was subjected to President's discretion vide P.O. 14 of 1985 inserting sub-Article IA under Article 242. Nevertheless, 18th Constitutional Amendment restored the primacy of the Prime Minister's advice and amended sub-Article IA of Article 242 of the Constitution.
- (iii) In 2000, the FPSC Ordinance, 1977, was further amended:-
 - (a) To grant 5-years non-renewable statutory tenure to the Chairman and the members as originally envisaged in 1956 Constitution;

- (b) Removal of the Chairman and Members was subjected to Supreme Judicial Council framework, to provide security of service at par with Judges of the Superior Courts as originally envisaged in 1956, 1962 and 1972 Constitutions.
- (c) Consultation for determination of principles of transfers from one service to another was restored as per pre-1973 framework.
- (d) By a parallel amendment in the Civil Servants Act 1973, the FPSC Chairman was designated as CSB Chairperson for promotions from BPS 19 to BPS 20 and from BPS 20 to BPS 21.

2.11. The objectives of all these amendments after 1977 were to sustain the independence of the Commission as well as empowering it to regulate the affairs of the posts in All-Pakistan Service, Services of the Federation and the civil posts in connection with the affairs of the Federation. However, during 2005 to 2010, attempts were again made, duly spearheaded by the controlling Ministry, to undermine the authority and powers of the Commission on whimsical grounds as the Commission had refused to buckle down to Executive's illegitimate desires. The then Government reduced the tenure of Chairman and Members from 5 years to 3 years through an Ordinance, later on enacted as Act V of 2006, despite legal cover and security that they can be removed only by the Supreme Judicial Council. Ordinances were issued in 2009 and 2010 to remove the Chairman from the Chairmanship of the Central Selection Board but these Ordinances were lapsed.

2.12. The FPSC has continued to enjoy unqualified public trust and confidence in its transparent and professional contributions throughout its existence, by way of merit-based recommendations for initial appointments in public service and posts. Due regard was given to representation of federating units, women, minorities, and backward areas. The Commission continued its advisory inputs for formulating departmental rules / regulations for all departmental posts, from lowest to the top management cadres. These were intended to strengthen good governance.

2.13. The Commission was neither designed nor perceived as mere a political recruitment agency, or restricted to work as an advisory body; it has substantial role to perform at every stage of career progression of the individual employee to ensure an efficient and productive civil service. Towards this end, the Commission has compiled innumerable policy proposals for consideration of the Government, the mediocrity in the relevant Ministry failed to realize their utility. Those who designed its statutory charter from 1973 onwards or modified it as felt expedient, did not comprehend dimensions of good governance in their entirety, which were impeccably preserved by the framers of the 1956, 1962 and 1972 Constitutions. The bureaucratic mindset in the Controlling Ministry is again attempting to subdue the independence of the Commission and relegating it to an Attached Department. They have failed in grasping the spirit behind establishing Federal Public Service Commission as a Constitutional Institution. Therefore, independence of the Commission, as a Constitutional institution, has to be indeed meticulously preserved, maintained and sustained by the men and women of integrity and character amongst those who are assigned to it from time to time, as its custodians.

Functions of the Commission

2.14 Pertinent to the Federal Public Service Commission, three cardinal principles deserve mention: first, it is responsible for a merit-based recruitment to the All-Pakistan services, civil services of the federation and civil posts in connection with the affairs of the federation in BPS-16 and above or equivalent; second, it is responsible for advising the president on matters relating to qualification and methods of recruitment to these services, as well as the principles to be followed in making initial appointments to the services; and third, the chairman is responsible for heading the central selection board for promotions to BPS-20 and BPS-21.

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

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

Explanation:-

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

- (2) Appointment to posts to be filled by appointing a person on contract beyond two years.
- (3) Quasi-judicial functions of the Commission are stipulated in Section 7 (3) (a) (b) iterated below:

Section 7 (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.

Section 7 (3)(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.

2.16. Reading Sections 2, 3, 7 of the FPSC Ordinance, 1977, conjunctively with Regulations 3 and 11 of the FPSC Regulations 1978 infers that the law framers have deliberately not used the word “FPSC Secretariat” but “Staff of the Commission” in these Regulations meaning thereby that the primary responsibility of the functions assigned under Section 7 of the FPSC Ordinance rests with the Commission and Staff is there in support role and not decision-making role to facilitate the Commission in discharging its functions. The Commission means collectively or acting in Committees constituted under Section 7-A of the Ordinance and not individually as definition of “Member” of the Commission includes “Chairman”. The Commission is expected, by the citizens and all other stakeholders, to discharge its functions without fear or favour, affection or ill will to cement integrity, secrecy and credibility of the system. The Commission must make every endeavor to jealously guard the public trust and faith in it and the staff, by no means, be allowed to permeate tendencies which can compromise its uprightness. Going forward, the Commission may consider prescribing parameters for appointment Members of the Commission to induct men of intellect, standing and integrity.

Reforming the System and Advice to the Government

Governance and the Civil Service

3.1. Technological advances, challenges of *supranationality*, education and employment induced by globalization, emergence of *supra-state* institutions, greater decentralization and social activism have accelerated change globally. The ramifications of these changes are being felt by governments across the globe in the form of increasing expectations for better governance through effective service delivery, transparency, accountability and rule of law. 18th Amendment in the Constitution transforming Pakistan from “layered-cake model of dual federalism” to a “coordinated and collaborative authority model” has made the governance far more complex. It is important that the civil service, as the primary arm of government, must keep pace with the changing times in order to meet the aspirations of the people. The purpose of ‘reform’ is to reorient the Civil Services into a dynamic, efficient and accountable apparatus for public service delivery built on the ethos and values of integrity, impartiality and neutrality.

3.2. Good governance that gained prominence during the last two decades has paved way for **better and effective governance**. Achieving effective governance depends on developing and maintaining appropriate and accepted governance structures and frameworks; it also depends heavily on the application of appropriate governance choices and a commitment to making them work. It is the positive interaction between the ‘hard’ and ‘soft’ elements of governance—the structural and people elements—that leads to improved performance. Towards this end, strong leadership is a critical driver for success; it can ensure appropriate governance arrangements are in place and foster ownership of the entity’s goals and strategies by its staff. It is based on principles including:

- (i) **Accountability**—being answerable for decisions and having meaningful mechanisms in place to ensure the agency adheres to all applicable standards;
- (i) **Transparency/openness**—having clear roles and responsibilities and clear procedures for making decisions and exercising power;
- (ii) **Integrity**—acting impartially, ethically and in the interests of the State, and not misusing information acquired through a position of trust;
- (iii) **Stewardship**—using every opportunity to enhance the value of the public assets and institutions that have been entrusted to care;
- (iv) **Efficiency**—ensuring the best use of resources to further the aims of the State, with a commitment to evidence-based strategies for improvement;

- (v) **Leadership**—achieving State-wide/agency-wide commitment to good governance through leadership from the top;
- (vi) **Performance**—how the civil service uses governance arrangements to contribute to its overall performance and the delivery of goods, services or programmes; and
- (vii) **Conformance**—how the civil service uses governance arrangements to ensure it meets the requirements of the law, regulations, published standards and community expectations of probity, accountability and openness.

3.3. The importance of the Civil Service to better governance stems from the following:

- (i) Administrative and managerial capacity of the services;
- (ii) Effective policy-making and regulation;
- (iii) Effective coordination between institutions of governance;
- (iv) Leadership at different levels of administration;
- (v) Service delivery at the cutting edge level; and
- (vi) Provide ‘continuity and change’ to the administration.

3.4. However, the ailments currently afflicting Pakistan civil services include:

- (i) Lack of professionalism and poor capacity building;
- (ii) Inefficient incentive systems that do not appreciate upright and outstanding civil servants but reward the corrupt and the incompetent;
- (iii) Outmoded rules and procedures that restrict the civil servant from performing effectively;
- (iv) Systemic inconsistencies in promotion and postings;
- (v) Lack of adequate transparency and accountability procedures - there is also no safety for whistle blowers;
- (vi) Arbitrary and whimsical transfers – insecurity in tenures impedes institutionalization; and
- (vii) Political interference and administrative acquiescence.

3.5. Civil Service Reform is a deliberate change effort by government to improve its capacity to effectively and efficiently execute policies. Reforms in the Civil Service have occurred ever since the Chinese invented bureaucracy – they are a continuous process with no general starting point, and equally no end. Civil Service Reform aims at strengthening administrative capacity to perform core government functions. These reforms raise the quality of services to the citizens that are essential to the promotion of sustainable economic and social development. CSR can contribute to macroeconomic stabilization by restoring budgetary stability, strengthening revenue collection, managing aid effectively, and improving development performance through proper implementation

of investment frameworks and the management of public expenditure plans and programmes. The reform can contribute to the design and implementation of an equitable programme of social development. Enhancing the capacity of civil servants and improving their morale are critical to all these functions. A well-functioning civil service helps to foster good policy making, effective service delivery, accountability and responsibility in utilizing public resources which are the characteristics of better governance.

3.6. Nevertheless, Civil Services reform cannot be seen in isolation and it has to be undertaken along with governance reforms for effective results. Governance reform needs to focus on eliminating culture of neo-patrimonialism and politics of kinship and patronage which is frustrating any move towards modernism. Any effort for Civil Service Reform will fail to bring a meaningful change in an environment where state institutions and political governance constantly broker their authority for the reasons: (i) continuous challenges are hurled to popular sovereignty with non-state actors undertaking many of the traditional functions of the state including dispensation of justice at some places; (ii) elaborate system of patronage and clientele making the bureaucracy dysfunctional; (iii) Prebendalism, and endemic corruption making the institutions irrelevant; and (iv) resistance to change and reform. 'Power is everywhere' and 'comes from everywhere' so in this sense is neither an agency nor a structure, says Michel Foucault. Instead it is a kind of 'metapower' or 'regime of truth' that pervades society, and which is in constant flux and negotiation.

3.7. Better and effective governance in parallel with the Civil Service Reform provides the foundation for sustainable development and a strong civil service makes good governance possible through professionalism, tempered with human considerations, empowerment grounded on self-discipline, and commitment graced with creativity and innovation. True to this mission, the Commission, in every possible way, worked with missionary zeal to build, promote and sustain the growth of strong and committed Pakistani civil servants through these reforms. In all these efforts, the Commission was inspired by our people's aspirations for our country to stand proud and strong in the international community, with a civil service that is truly world class and globally competitive. The Commission has introduced the following reforms:

- (i) **Restructuring and updating the syllabus of the Competitive Examination:** The syllabus for the Competitive Examination, which was last revised in 1981, has been comprehensively updated in collaboration with the Higher Education Commission and country-wide Universities' Professors/Subject Specialists. Marks of many subjects have been rationalized and 6 new optional subjects viz. Governance and Public Policy, Criminology, Gender Studies, Environmental Science, Anthropology and Town Planning and Urban Management have been added to the list. Comparative Study of Major Religion has been introduced for non-Muslims rather than awarding them marks on notional basis equal to marks obtained in Pakistan Affairs. Optional subjects have been re-grouped to tighten the loose ends which will provide level playing field to both students of Natural

Sciences and Social Sciences and will make the examination more competitive. The new structure and syllabus has been notified and will become effective from **CE-2016**.

- (ii) **Restructuring Section Officers Promotional Examination:** The Section Officers Promotional Examination has been effusively restructured enhancing minimum qualification from Matric to Bachelor's degree, restricting maximum number of attempts to three instead of open-ended, augmenting the written examination from 4 to 7 papers, introducing psychological assessment for these candidates, extending the training period at par with the nominees of Competitive Examination and introducing Final Passing Out Examination to determine the seniority. It is expected that this will improve the quality of intake substantially and will strengthen the cadre in terms of efficiency and excellence. These Rules have been notified and will be enforced on the forthcoming SOPE. Incidentally, the Establishment Division pushed hard for withdrawal of these Rules after conveying approval and notification but the Commission considered a serious violation of law. The Establishment Division is now delaying furnishing of vacancies which is stalling the holding of SOPE.
- (iii) **Overhauling General Recruitment System:** General recruitment against ex-cadre posts in BPS- 16 to 19 was based on MCQs test and interview of successful candidates while recruitment against BPS-20 posts was based only on interviews. Nevertheless, considering the criticality of middle management (BPS-18 to BPS-20) in overall organizational performance and the fact that they (i) assimilate the vision and strategy of the top management and translates that to concrete plans, communicate with the junior management and non-management staff and execute these plans; (ii) act as a bridge or a buffer between the senior management and the junior managers; (iii) are expected to help the employees understand their job responsibilities, communicate with the technical staff and the senior management, both verbally and in writing; (iv) keep the organization moving forward and maintain performance of the organization. The organization of the present and the future requires this tier to be strong, effective and well prepared to deal with the internal and external challenges. One of the many reasons for persistent decline in the government effectiveness and governance is a weak and ill-equipped middle management in many organizations in Pakistan. Towards this end, the General Recruitment System for selection of candidates against Ex-Cadre posts has been refurbished as follows:

BPS-16 and 17	Merit based on MCQs and Interview
BPS-18 and 19	Merit based on MCQs, Written Examination (English and Professional Papers) and Interview
BPS-20 and 21	Merit based on English Essay or Case Study and Interview

- (iv) **Revamping Psychological Assessment Modules:** The Psychological Assessment Modules administered on candidates for CSS Competition Examination, officers inducted from Armed Forces into civil posts and candidates of SOPE have been revamped, tested and fine-tuned: (a) the battery of tests has been made more rigorous to extract the true personality traits; (b) individual speech on the given topic by each candidate in a group has been introduced to judge his knowledge, confidence level and communication skills; (c) for role playing exercise, candidates are now asked to identify key issues in a given situation, key players, constraints, probable solutions and record them on a sheet of paper; and (d) assessment report form has been comprehensively revised to give detailed assessment to facilitate the Viva Board. The new form includes: personality assessment in terms of intellectual caliber, emotional stability, leadership qualities, integrity, practical ability and potential on a scale of 7. Each of these traits are further backed-up by assessment of sub-traits totaling 28. The psychological assessment report of each candidate is now more comprehensive and reflects candidate's background, personality traits, weaknesses, strengths, suitability for the civil service and future potentials. There is now a continuous process to improve this assessment based on the feedback received from members of Viva Board as well as candidates. The Psychological Assessment Wing has also been strengthened in terms of manpower.
- (v) **Automation in the Commission:** The Commission has moved from manual to a complete **on-line registration and submission of applications** for General Recruitment (Direct Recruitment by Selection) and Competitive Examination with appropriate filters and facility of uploading necessary documents. Likewise, pre-selection, issuance of admission, certificates for examination, examination centres, any change in thereof, result of screening test, final result, mark sheet and selection of candidates for General Recruitment is fully on-line. It has accelerated the process of finalizing the recruitment for various cases.
- (vi) **Data Bank:** The Commission is developing a data bank of Multiple Choice Questions (MCQs) to set-up papers for different difficulty levels in-house to be used in Screening Test for general recruitment instead of relying on the external examiners. Answer sheets are now marked through **Optical Mark Reader Scanners in-house** to achieve optimal level of efficiency and accuracy. It will save time and cost in preparation of papers as well as fast track the process of announcing results of candidates.
- (vii) **Legal and Regulations Wing:** In view of the increasing litigation as well as the Court cases and to bring uniformity in the recruitment rules for various identical posts, a separate Legal and Regulation Wing has been established at FPSC HQs. The Wing is now headed by a Director General and manned by a Director to be filled with people experienced in law to deal with increasing court cases and in-house support in processing the representations and review petitions.

- (viii) **Improving the Logistical Arrangements:** Standing Operating Procedures for conduct of Examinations/Tests were updated and revised up to the expectations, observations and demand of various stakeholders. This included: (a) serializing the answer sheets; (b) insertion of water mark on each page of the answer book; (c) candidates are required to write serial number of his/her answer book on the attendance sheet; (d) designing of new brass and secret seals; (e) changing the design of answer sheets and additional sheets every year; (f) removal of serial number and roll no and fixation of fictitious numbers before sending answer book for checking; (g) making invigilators and supervisors responsible for every answer book and additional sheets; (h) exhaustive changes in the security procedures in terms of dispatch as well as safe custody of the answer books and (i) postpaid agreement with Pakistan Post Office for delivery of insured parcels to FPSC. The revised SOPs were implemented in letter and spirit during concurrence of examinations/tests in 2014.

3.8. The Commission sent a large number of policy proposals meant to reform various aspects of the civil service system to the Establishment Division for seeking approval of the Government, listed below, however, the approval is still awaited:

- (i) **Draft Bill to Further Amend the FPSC Ordinance 1977:** The Draft Bill to further amend the FPSC Ordinance 1977 was sent to the Establishment in **July 2013**. The objectives of the Bill are (a) to ensure selection of qualified candidates for appointment in all government entities including public sector corporate bodies and various authorities as well as posts in connection with the affairs of the federation, which had been under the spotlight of judicial scrutiny in the recent past, through a merit based competitive process in a transparent manner in an effort towards good governance; (b) making the Commission more autonomous and professional; (c) providing continuity and bringing tenure of members at par with other statutory or regulatory bodies of the country; and (d) to ensure that the experience and skills of the members post completion of tenure is available to the Government. It may be noted that the tenure of members of the Public Service Commission in India and Nepal is 6 years, in Bangladesh and Sri Lanka is 5 years and in Canada it is 7 years. Nevertheless, the tenure of Members in Pakistan has been reduced to 3 years in 2006.
- (ii) **Draft FPSC (Functions) Rule 2015:** Over time, the Commission has been performing many functions such as recruitment for Gilgit-Baltistan for various categories of services, Azad Jammu and Kashmir Council, induction of officers from the Armed Forces, holding Final Passing Out Examination for various Occupational Groups and Services, conducting inquiries under Efficiency and Discipline Rules or in accordance with the law of the referral agencies and various other functions but are not reflected in the FPSC (Functions) Rules 1978. It required revising and updating these rules to provide legal cover to functions added to the mandate and being performed by the Commission. **Draft FPSC (Functions) Rules** were debated and discussed in number of meetings and the final draft agreed between the

Commission, Establishment Division and Law and Justice Division was vetted by the Law and Justice Division on the basis of which a summary was submitted for seeking approval of the Competent Authority as required under Section 10 of the Ordinance. It is now over 18 months when the process was initiated and almost around 6 months that the summary containing the final vetted draft gathering dust on the shelves of the Controlling Ministry.

- (iii) **Draft FPSC (Conduct of Business) Rules 2015.** Section 7-A of the FPSC Ordinance 1977 requires the Chairman to frame rules for conducting the business of the Commission in consultation with the Government. Nevertheless, the Commission continued to conduct its business under **FPSC (Conduct of Business) Rules 1963** and through policy decisions of the Commission. To streamline and regulating the business of the Commission, eliminate arbitrariness and discretion in decision-making and to eradicate adhocism, the Commission has drafted the FPSC (Conduct of Business) Rules after 51 years which were meant to provide a legal framework for transparent and accountable decision making by the Commission as these rules comprehensively covers all aspects of the business dealt by the Commission. The draft rules were first forwarded to the Government in 2013 to seek its concurrence as required under Section 7-A of the Ordinance. It ensued protracted back and forth series of observations and finally, after 18 months, the agreed draft between the Commission, Establishment Division and Law and Justice Division was vetted by the Law and Justice Division. The summary containing the final vetted draft is submitted 6 months before is trapped into bureaucratic red-tapism in the Controlling Ministry.
- (iv) **Draft Induction of Officer of Armed Forces in Civil Posts Rules, 2015:** The Commission forwarded these Rules to the Establishment Division in **January 2015** for seeking approval of the Government. The purpose of these rules is to streamline the induction process and introducing rigorous method for induction to ensure parity and equity as well as quality intake into civil posts. However, there is no response from the Establishment Division although 10 months have elapsed since the rules were forwarded.
- (v) **Provincial Management Services/Provincial Civil Services Officers Induction into Pakistan Administrative Service Rules, 2015:** On the request of the Establishment Division, the Commission drafted and forwarded these rules to fulfill the requirement of Rule 7 (2) of the Civil Service of Pakistan (composition and Cadre) Amendment Rules, 2014, to provide a transparent procedure for induction of officers of Provincial Management Services/Provincial Civil Services into Pakistan Administrative Service. These rules provide a comprehensive framework to address all related issues. Nevertheless, approval of the Establishment or any response from it is still awaited despite a lapse of 10 months.
- (vi) **Enhancing Educational Qualification for the Competitive Examination:** Considering that 80 to 86 percent of the candidates qualifying the Competitive Examination between 2008 to

2012 had 16 years or above educational qualification and, realizing that most of the public and private sector Universities in Pakistan have moved to a 16 years bachelor degree program and appreciating the fact that candidates with 16 years education are more aware of the global changes, the Commission strongly recommended to the Government to change the educational qualification from 14 years bachelor degree to 16 years education to be eligible to take the Competitive Examination. This proposal is aligned with international practices. It is almost over 2 years that approval from the Establishment Division is awaited which has stalled qualitative improvement.

- (vii) **Screening Test for the Competitive Examination Applicants:** The number of applicants for the Competitive Examination is rising unabated over time. It has increased from 9056 applicants in CE-2009 to 24640 applicants in CE-2014, a growth of 172 percent. Candidates actually appearing in the Examination has enhanced from 5707 in CE-2009 to 13169 in CE-2014, a growth of 131 percent. It is resulting in delays in completing the Examination process which is taking 18 months, compromising the objectivity in assessing the papers of candidates and lowers the percentage of candidates qualifying the examination as the ratio of failures is very high. Based on this empirical evidence and the feedback received from the CSS Examination candidates, the Commission proposed to hold **Screening Test or Preliminary Examination** of the applicants applying for the Competitive Examination allowing only the qualifying candidates to take the main written examination which will reduce the number to only serious candidates. The objective is to improve the quality of input for the Competitive Examination, ensure objectivity in paper assessment, fast tracking the entire process of Competitive Examination with the aim to reduce the time frame from 18 to 12 months and reduce the financial cost. India, Bangladesh and Sri Lanka amongst SAARC countries is already holding Screening Test before the main examination. Towards this end, a comprehensive **Screening Test Scheme** was forwarded to the Government on June 28, 2013 for seeking its approval as follows:

Part-I:	English	(weightage = 30%)
Part-II:	General Abilities	(weightage = 30%)
	Basic Arithmetic, Algebra and Geometry(SSC Level)-10%	
	Logical Reasoning and Analytical Abilities -	10%
	Mental Abilities –	10%
Part-III:	General Knowledge	(weightage= 30%)
	General Science	(10%)
	Current Affairs	(10%)
	Pakistan Affairs	(10%)
Part-IV:	Islamic Studies	(weightage = 10%)
	OR Comparative Study of Major Religions (For Non Muslims)	

There has been persistent demand from all quarters including candidates of the Competitive Examination to hold this Preliminary Screening Test before the Main Examination. Nevertheless, approval is still awaited despite a period of 2 years has elapsed. The proposal is rusting in the corridors of power and the Establishment Division.

- (viii) **Final Passing Out Examination:** Presently, the probationers are allowed **three** attempts to qualify the FPOE. It inculcates laxity, inefficiency and non-seriousness in the civil service at the very beginning of the career. It breeds incompetence and ineptitude in the bureaucracy on the one hand and tempers with the expected discipline on the other. The demonstration effect of the whole provision is to dilute the spirit of competition and efficiency in the services. This provision also seems to be contrary to the intent of Section 6 of the Civil Servant Act, 1973. In addition, there is anomaly between the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 as well as the Occupational Groups and Services (Final Passing Out Examination) Rules 2003 as the former allows three attempts while the later provides 2 attempts. To revive the spirit of competition, seriousness and discipline in the civil service, the Commission has strongly proposed to amend the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 to reduce the number of attempts from four to two to align it with Occupational Groups and Services (Final Passing Out Examination) Rules 2003. However, required action by the Establishment Division is still awaited.
- (ix) **Deferment of Training:** There are increasing occurrences of successful candidates of CSS Competitive Examination seeking deferment of initial training as the Rule 3 (1) (ii) of the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 vests wide-ranging powers to the Competent Authority to defer the training for any reason. The probationers seeking deferment actually utilize that period to prepare for the next Competitive Examination in an attempt to improve their existing position of Occupational Group/Service and block the vacancy in the assigned group/service by obtaining deferment and affect the right of immediate next qualified candidate. Very recently, instances have come to the notice of Commission where the Establishment Division has granted deferment from initial training consecutively four years and then allowing the Probationers to quit the service without resignation against the spirit of the rules. The Commission has recommended to the Government to delete Rule 3(1)(ii) of the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 to discourage the probationers seeking deferment of training on the untenable reasons and any misuse of this authority. Likewise, recommendations have been made to amend Rule 4(1)(2) of the said rules to ensure that the probationers take the training seriously, making the assessment of head of the training institution in terms of unsatisfactory or fresh training more transparent and proposing relegation of probationers in seniority in such cases. The decision of the Establishment Division is still awaited.

- (x) **Promotion Policy:** Following judgment of the Supreme Court of Pakistan in Constitutional Petition 22 of 2013, the Government notified a Committee headed by Mr. Abdul Wajid Rana, Member FPSC, to undertake exercise to outline the objective criteria for promotion to make civil servant an honest officer and free from political pressure as has been noted in the judgment. The Report was forwarded the report of the Committee to the Government in December 2013 which recommended, inter alia, relates to: (a) Redesigned Performance Evaluation Form for BPS-19 and 20 officers; (b) Performance equation; (c) Performance Assessment framework for promotion; (d) Performance assessment of officers of Specialized Cadres/Non-Cadres; (e) Specialization, a criteria for promotion to higher ranks; (f) Mandatory Training Courses; (g) Redesigned Forms for Assessment of Mandatory Training Courses; (h) revised Declaration of Income and Assets Form and Income Tax return mandatory condition for promotion; (i) revised Panel Proforma for the Central Selection Board; (j) objective criteria for promotion to BS-20 and BS-21 including minimum period spent on duty in each Basic Scale, minimum period for which PERs be earned, training, rotation policy, inquiry into assets, work related to functional ability and leadership, variety of experience, estimated potential for higher management; (k) meetings of the Central Selection Board; (l) revised form for Objective Assessment by CSB; (m) measures to be taken by the Establishment Division including framing rules for induction into Secretariat Group, sharing of posts, categorization of posts, career planning, formulating job description, tenure enforcement, policy for nomination for mandatory training courses, consolidation of performance policy and procedure for completion of inquiries. It is expected that enforcement of above recommendations will ensure quality civil servants at the higher level management. The decision of the Government is still awaited.
- (xi) **National University of Public Policy and Administration:** Recognizing that there is a need for an apex institution to impart higher education in the fields of public policy, public administration and allied disciplines to prepare and groom the current and future generations of officers in statecraft, good governance, strategic thinking and leadership to deal with national international challenges of the 21st century effectively and acknowledging that there is a need to produce leaders equipped with the skills of formulating public policy in a wide range of fields as well as preparing future corporate leaders for the private sector; it was considered imperative to establish an eminent state of the art seat of learning to disseminate knowledge and impart training relating to statecraft, good governance, public policy formulation and its effective enforcement through interdisciplinary teaching, research and outreach, other relevant areas of study to provide for matters connected there with and ancillary thereto. Therefore, it has been proposed to establish National University of Public Policy and Administration by amalgamating NSPP and constituent units to offer degree programs initially in the fields of public policy and governance, public administration, international relations, development planning, international trade and commerce, fiscal policy

and taxation, financial sector policy, regulatory economics as well as managing regulators, monetary economics, social and political economy, economic policy, science and technology policy, Information Technology policy, energy security and policy, defence policy, international law and diplomacy, peace and conflict studies, public health administration, management sciences. A draft Bill was sent to the Chairman and Members, Board of Governors, NSPP for consideration and moving forward. Nevertheless, the present leadership in NSPP has been opposing the proposal.

- (xii) **Training:** ‘Training’ improves the administrative output – quantitatively and qualitatively. There has been a growing realization, in the recent years, all over the world that after recruitment into civil services, training is necessary for gearing the bureaucracy to meet the challenges of modern times and make the services more effective, efficient and goal-oriented. It is training that is expected to impart knowledge, shapes attitudes, cultivates skills and builds work-habits. Training fills up the gaps between learning and practical requirements. The formal training presented being imparted to the civil bureaucracy in Pakistan can be divided into four categories: (1) Pre-Service Training which includes Initial or Foundation Training (Common Training Program) and Specialized Training; (2) on the job training; (3) In-Service Training including Mid-Career Management Training (MCMC), Middle Management Training (SMC), Senior Management Training (NMC) and (4) Training Abroad. Pre-Service Training equips new recruits to the Civil Services with the understanding of political, social and economic infrastructure of the country as well as familiarizes them with the atmosphere, in which they have to work. The Specialized Training endows the civil servants the specialized skills required for the Occupational group they belong to. In-Service Trainings blend the service experiences of the civil servants with theoretical frameworks on various aspects of public policy and shape their talents and skills for assuming higher responsibilities. In-service training takes over the training tasks initiated by foundation or initial and specialized trainings and fills in the gaps. The training abroad to a select few provides them opportunities to learn international experiences and best practices. The Commission proposed the constitution of a Committee comprising Establishment Division, NSPP, CSA, Specialized Training Academies/Institutes and the FPSC to review training modules of all categories and align them with international best practices and needed skills in the government besides introducing modern techniques of training rather relying on rudimentary traditional methods of lecturing. However, the Establishment Division categorically refuses to consent viewpoint of the Commission.
- (xiii) **Treatment of Vacancies Occurring After Allocation:** The Commission unanimously approved and recommended for inclusion in the CSS CE-2016 Rules that (a) where a probationer has been granted deferment of training under the Occupational Groups and Services Rules 1990 after acceptance of offer of appointment and later on he withdraws his letter of acceptance at any time or resigns, the said vacancy should be carried forward to the

said Occupational Group and Service under the respective quota and shall be available for allocation to the successful candidates of the immediate next competitive examination to be held after such withdrawal; and (b) An additional vacancy occurring or accruing or communicated at any time for any reason in an Occupational Group and Service under any quota, after the posts have been announced or advertised and allocation process on the basis of most recently held competitive examination is complete but before the commencement of initial training, should be carried forward to the respective Occupational Groups and Services and quota for immediate next competitive examination for central superior services; the Establishment Division remained adamant to delete these proposal and ultimately approved the CE-2016 Rules without these provisions.

3.9. The Hon'ble Supreme Court has recently noted in Civil Appeal No. 86 of 2015 that “the **Federal Public Service Commission is an independent statutory body which also derives validity from Article 242 of the Constitution.**” Contrary to this, the Controlling Ministry owes its creation to the Rules of Business. Unfortunately, the mindset in the moribund Controlling Ministry is extremely conservative, suffers from capacity deficit, lacks ability to look beyond the horizon and deficient in futuristic vision. For these reasons, all the policy proposals listed above are pending in the Controlling Ministry since long.

3.10. The Commission, based on its experiences during viva voce and interviews of candidates appearing at provincial capitals, strongly feels that the Higher Education System requires critical attention and focus of the policy makers for a comprehensive review of the disciplines presently offered by the Universities/Institutes, both private and public, to determine redundancy and qualitative advancement. While quantitative expansion and massification of higher education may sound incredible cause, qualitative enhancement is equally vital. With globalization, internationalization and transnational education, more emphasis is needed on quality, efficiency and accountability of higher education institutions and on enhancement of teaching and research activities including the development of internationally recognized manpower and pursuit of a world-class research achievement. Traditional teaching methods based on decades' old cyclostyled notes, guides and guess papers to our education system and disincentivizing open dialogue in academic institutions cannot equip the future generation with tools and skills necessary for innovation and creativity. Most candidates, when challenged, lack conceptual clarity and application.

3.11. It is considered opinion of the Commission that the Civil service Reform is not merely about recruitment and training but involves deliberate changes to the structures and processes of public sector organizations with the purpose of good governance not only in political realm but also economic and humans' governance. The literature defines the civil service as “a political institution that promotes joint action among many actors and stakeholders whose effort must be bent toward the goals of public policy.....an institution of governance” (McGregor, 1996). The broad categories of collaborations include: (i) between political institution and civil servants; (ii) between judiciary and

civil servants; (iii) between the public and private sector; (iv) between key societal actor including politicians, academic institutions, the media, interest groups, gender and civil society; (v) the national government and the provincial/regional governments; and (vi) the national government and the international community. It may be added here that the Civil Service Reform is not an end by itself but means to an end. It is far too serious a business to be handled by donors-funded inexperienced consultants. Pollitt and Geert Bouckaert have identified four ends: (i) making savings in public expenditure; (ii) effective policy formulation; (iii) making government operations more efficient; and (iv) improving service quality and delivery. They have also identified intermediate ends: (i) depoliticization of the bureaucracy; (ii) enhancing the Government's accountability to the legislature and citizenry for its policies, programs and financial management; (iii) freeing public officials from bureaucratic restraints that inhibit their opportunities to manage. It needs professionalism tempered with human consideration, empowerment grounded on self-discipline and commitment graced with creativity and innovation.

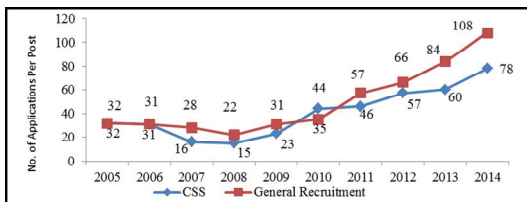
3.12. Therefore, the civil service reforms need an integrated approach rather than 'basket approach'. It needs intense and conscientious diligence rather than haste. This process also requires recognizing cultural and institutional factors unique to the country rather than importing models from the websites and internet. Considering the variety of skills and knowledge required to perform multifarious tasks of the civil service, it requires deliberations to identify the challenges, quality of higher education, skills needed to overcome the challenges, reforming the processes, compensation, harmonizing structures of civil service with government structures and other diverse issues including inter-provincial coordination. It needs to be recognized that Big Bang approach to reform has failed more than once in Pakistan, viz. 1960, 1973, 1979, 2001-02 and 2010. Therefore, preparing a comprehensive package of reforms with gradual or incremental implementation is Hobson's choice. It may be added here that the Federal Public Service Commission is a necessary and key stakeholder in any reform process given its mandate ordained in the Constitution and the law and cannot be sidelined at whims. It is critical that the policy proposals enumerated *supra* are approved forthwith to bring qualitative changes in the recruitment system.

CHAPTER 4**Work Load of the Commission**

4.1. A comparison of the present workload of the Commission regarding Central Superior Services Competitive Examination and General Recruitment for cadre and ex-cadre posts in Basic Pay Scale-16 and above, during the last ten years is shown in Table 1 and Figure 1 indicating the number of applications received, number of posts available, application to posts ratio (APR) and recommendations made. The applications to post ratio has increased from 32 to 78 for CSS Examination while it has moved from 32 to 108 in case of General Recruitment. The reasons for this includes: (i) rising unemployment in the country; (ii) mismatch between the skills set needed in the Government and academics and skills available in the market; (iii) average quality of education producing mediocre graduates; and (iv) bright and quality graduates moving abroad for pursuing higher education or joining the private sector leaving run-of-the mill stock for the government because of compensation package in the public sector.

Table 1. Recruitment by Examination

Year	Competitive Examinations				General Recruitment			
	Applications Received	No of Posts	APR	Recommended	Applications Received	No. of Posts	APR	Recommended
2005	5921	185	32	160	87764	2710	32	1192
2006	7065	227	31	180	74832	2381	31	922
2007	4810	299	16	189	90922	3225	28	1184
2008	6571	445	15	357	77760	3525	22	1065
2009	9057	388	23	337	102760	3306	31	920
2010	11888	271	44	205	110444	3176	35	1383
2011	13071	285	46	239	140586	2477	57	890
2012	14335	252	57	222	134252	2012	67	929
2013	15998	266	60	195	141665	1690	84	449
2014	24640	315	78	233	351910	3260	108	794

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

4.2. A comparison of the workload handled by the Commission during 2014 and 2013 is reflected at Tables 2, 3, and 4.

Table 2. Recruitment through Competitive Examination

Tasks Performed	2014	2013
Examination conducted	1	1
Total vacancies	315	266
Applications received	24,640	15,998
Candidates appeared in written examination	13,170	11,447
Candidate qualified in written examination	439	238
Candidates finally qualified after viva voce	377	220
Nominations made for Services & Occupational Groups	233	194
Applications to Post Ratio	78	60
Recommendation to Post Ratio	0.74	0.73
Posts Carried Forward	82	72

Table 3. General Recruitment

Tasks Performed	2014	2013
Posts advertised including brought forward	3260	1,690
Post withdrawn	--	35
Applications received	351,910	141,665
Written tests conducted in number of recruitment cases	158	137
Candidates interviewed	2,489	1,990
Nominations issued for various jobs in BS-16 & above	794	449
Posts for which suitable candidates were not found	195	151
Recruitment for posts under process by year-end	2,271	1,055

Table 4. Final Passing out Examination

Tasks Performed	2014	2013
Probationers from various groups/services appeared	319	349
Qualified in the FPO examinations	189	253
Failed in the FPO examinations	130	96
Percentage of failure	41	27

4.3. **Regularization of Adhoc/Contract Appointments:** Under section 11(b) of Civil Servant Act, 1973 and FPSC (Functions) Rules, 1978, the Commission shall, on a reference made by the appointing authority, test persons who may have been appointed to a civil post without observing the prescribed procedure or without fulfilling the prescribed qualifications, experience and age limits, and advise whether they are fit to hold the post to which they were appointed, and, if not, whether they are fit to hold any other civil post in the same or lower Basic Scale compatible with their qualifications and experience. The Ministries/Divisions/Departments have regularized large number of contract/daily wages employees without following the prescribed procedure and reference to the FPSC. The

Commission received and processed four such cases for regularization of services of adhoc/contract appointees for retention in service during the year 2014. The particulars of the cases are at **Appendix-8**.

4.4. **Representation/Review Petitions by the Candidates:** During 2014, out of **2,025** rejected candidates, **791** filed representations against their rejection in **79** recruitment cases. Representations of **162** candidates were accepted on production of additional evidence and supporting documents, whereas **542** rejected candidates were called for Personal Hearing by the Commission. Candidature of **54** petitioners was restored after personal hearing. **107** candidates had also submitted Review Petitions. **6** candidates were restored and the remaining Review Petitions were dismissed having no merit. Hence out of **791** candidates who filed representation against their rejection, **222** (28%) candidates were restored by the Commission as detailed at **Appendix-9**.

4.5. **Conduct of Personal Hearing in Competitive Examination:** In terms of section 7 of FPSC Ordinance 1977, 170 candidates rejected in CSS Competitive Examination 2014 and 2015 were accorded Personal Hearing by the Commission and only 10 candidates were given relief on the basis of substantiating their claims.

4.6. The Orders of the Commission on the selected Representations and Review Petitions filed by rejected candidates is at **Annex-10**. These orders clearly reflect the integrity and credibility of the Commission as these were passed despite tremendous pressure mustered by the applicants either directly or through their relations/spouses. In one case, father of a candidate left no stone unturned to secure favorable orders but failed.

4.7. **Litigation:** Candidates aggrieved by the final decision of the Commission in representations/ review petitions can file an appeal to the High Court under Section 7 (3)(d) of the FPSC Ordinance 1977 to seek redressal of their grievances. Apart from this mechanism, candidates also invoke writ jurisdiction of the High Court on matters relating to recruitment through Competitive Examination, General Recruitment and Human Resource matters. Details of pending cases in various Courts of Law, related to FPSC, during the year 2014, are at Table 5.

4.8. **Framing/ Amendment in Recruitment Rules During 2014:** Under Section 7(I) (b) of the FPSC Ordinance 1977, one of the functions of the Commission is to advise on matters relating to qualifications and methods of recruitment to services and posts under purview of the Commission. Pursuant to this provision, the Commission processed 92 cases of Recruitment Rules during the year 2014. The position of the cases is given at Table 6.

Meetings of the Commission

4.9. During the year under report, one meeting of the Commission was held on 28.04.2014 at FPSC Head Quarter Islamabad, presided over by the Chairman FPSC. The Commission discussed various

agenda items relating to General Recruitment and Competitive Examination. The decisions taken in these meeting are at **Appendix-11**.

Table 5: Litigation By or Against the Commission by end-2014

Forum/ Court	As on 01-01-14	Filed during 2014	Total	Decided during 2014	In hand
Supreme Court of Pakistan	23	16	39	12	27
Islamabad High Court	150	38	188	50	138
Lahore High Court	44	52	96	14	82
High Court of Sindh	30	06	36	08	28
Peshawar High Court	19	05	24	08	16
High Court of Balochistan	02	02	04	02	02
AJK High Court	04	-	04	-	04
Federal Service Tribunal	44	15	59	01	58
Service Tribunal Gilgit Baltistan	-	03	03	-	03
Chief Court/Supreme Appellate Court Gilgit Baltistan	11	05	16	01	15
Wafaqi Mohtasib	-	05	05	01	04
Civil Courts/ Misc.	02	07	09	04	05
Total	329	154	483	101	382

Meeting of the Central Selection Board (CSB)

4.10. Former Chairman FPSC, Malik Asif Hayat, presided over the meeting of the Central Selection Board (CSB) from 11th to 13th February 2014 held at Establishment Division. The CSB considered cases of promotion from BS-19 to BS-20 & BS-20 to BS-21. About 150 officers were recommended for promotion relating to Pakistan Administrative Service (PAS), Police Service of Pakistan (PSP), Foreign Service of Pakistan (FSP), Information Group (IG), Pakistan Audit & Accounts Service (PAAS), Pakistan Customs Service, Commerce & Trade Group, Secretariat Group, Postal Group, Railways Group and Ex-cadre Officers of various Ministries / Departments.

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

Tasks Performed	2014	2013
Recruitment Rules received for advice of the Commission	92	32
Recruitment Rules finalized	62	14
Recruitment Rules Cases under process	22	17
Recruitment Rules closed	8	1

Meetings with other Institutions/ Organization.

4.11. **Meeting of the Chiefs of Public/Civil Service Commissions of SAARC Member States.** At the invitation of Government of Sri Lanka, 3rd meeting of the Chiefs of Public/Civil Service Commissions of SAARC Member States was held on 10th-12th January 2014 at Colombo, Sri Lanka.

Delegates from Member States participated in the meeting. Malik Asif Hayat Chairman FPSC represented Pakistan in the meeting. As per previous practice, Prof. Dayasiri Fernando, Chairman Public Service Commission Sri Lanka was elected as Chairperson of the Meeting. Malik Asif Hayat Chairman FPSC (Pakistan) in his address greeted Chairman Public Service Commission of Sri Lanka for hosting the 3rd Meeting and wished the Meeting success. Chief Guest of the occasion, Dr. Sarath Amanugama, Senior Minister of International Monetary Cooperation and Deputy Minister of Finance and Planning, in his address, emphasized the need to find out ways and means to get the best results of a bureaucratic model of public servant to achieve the desired goals. The Meeting discussed implementations/ recommendations of 2nd Meeting held at Islamabad and expressed their satisfaction. The Meeting also expressed thanks to UPSC India for holding workshop on ICT and endorsed program/activities of the forum for the year 2014 offered by SAARC Member States. The Meeting welcomed the offer of Bangladesh to host the 4th Meeting of Chiefs of Public/Civil Service Commissions of SAARC Member States in Dhaka, Bangladesh from 22-24th January, 2015.

4.12. Participation in SAARC Public Service Commissions' Meetings in India and Nepal: FPSC Member Mr. Abdul Wajid Rana and Director Mr. Ramiz Ahmad represented Pakistan in SAARC Countries Public Service Commissions' meeting in merit based selection. A number of proposals presented by Pakistan were adopted. Likewise, FPSC Secretary Mr. Mazhar Ali and Director General Research Mr. Sarwar attended meeting at Nepal.

4.13. A Delegation Comprising Senior Diplomats visited FPSC Headquarters. The Foreign Services Academy (FSA) scheduled a visit of the 24th Advanced Diplomatic Course participants to FPSC Headquarters Islamabad on 16.04.2014. The group comprising senior diplomats from 18 countries called on the Chairman FPSC Malik Asif Hayat. Secretary FPSC welcomed the delegation. The Member FPSC Mr. Abdul Wajid Rana while giving presentation to the participants said that the Commission is meant to guarantee merit based, qualified impartial Civil Service. It enjoys the trust of the people in terms of its credibility and neutrality in selecting candidates on merit. The participants were briefed about different aspects of the mandate, recruitment policy, and modes of recruitments and functions of the Commission. The briefing was followed by question answer session led by the Chairman FPSC. At the end of the meeting, the participants thanked the Chairman FPSC and souvenirs were exchanged.

4.14. Mid-Career Management Course Participants of NIM Quetta visited FPSC HQs. The National Institute of Management (NIM) Quetta scheduled a study tour on 8th May 2014 of its 17 course participants along with 3 Faculty Members to visit the FPSC Headquarter Islamabad. The EDG /Acting Secretary welcomed the participants and chaired the briefing session. Mr. Ramiz Ahmad Director Incharge (Examination) delivered a detailed presentation on functioning of the Commission. The briefing was followed by question answer session led by the EDG /Acting Secretary.

4.15. **Delegation from AJK Public Service Commission Visited FPSC.** A delegation comprising two Members, Secretary and two Directors of AJK Public Service Commission visited FPSC on 10.10.2014 to study the examination system of FPSC.

CHAPTER 5**Competitive Examination**

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

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

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

Table 7: Data of Qualified Candidates

	CE-2011	CE-2012	CE-2013	CE-2014	CE-2015
No of Initial Applicants	13071	14335	15998	24640	22412
No of Candidates Appeared in Competitive Examination	9063	10066	11447	13170	12181
% of applicants appeared in Exam	69	70	72	53	54.3
No. of Qualified Candidates in Written Examination	883	799	238	439	--
% of Qualified Candidates out of candidates appeared	9.75	7.94	2.08	3.3	--
No of Candidates finally Passed	786	788	220	377	--
% of candidates finally passed	8.67	7.83	1.93	2.86	--

Table 8: Most Popular Optional Subjects

Optional Subjects	Candidates Appeared				%age of Appeared Candidates			
	2011	2012	2013	2014	2011	2012	2013	2014
Journalism	5167	5244	5959	7037	57	52	52	53
Sociology	4183	5009	5350	5313	46	50	47	40
Psychology	894	1808	3898	4705	10	18	34	36
Punjabi	1599	2004	2865	3153	18	20	25	24
History of Pak and India	6257	5641	3106	3504	69	56	27	27
Geography	1524	2090	2559	3134	17	21	22	24
Islamic History & Culture	1702	1676	1951	2134	19	17	17	16
Arabic	432	608	1178	1777	5	6	10	13
History of USA	893	1335	900	876	10	13	8	7

Table 9: Least Popular Subjects

Optional Subjects	Candidates Appeared				%age of Appeared Candidates			
	2011	2012	2013	2014	2011	2012	2013	2014
Chemistry	135	140	180	207	1.0	1.0	2.0	2.0
Law	159	145	139	180	2.0	1.0	1.0	1.0
Philosophy	45	53	73	165	0.5	1.0	1.0	1.0
Balochi	76	111	123	177	0.8	1.1	1.0	1.2
Botany	107	115	113	171	1.2	1.1	1.0	1.2
Applied Mathematics	65	103	112	156	0.7	1.0	0.9	1.0
Pure Mathematics	39	42	36	72	0.4	0.4	0.3	1.0
Geology	13	24	26	53	0.1	0.2	0.2	0.4

CSS Competitive Examination 2013

5.3. Result of CSS written examination 2013 was announced on November 20, 2013. Out of 11,447 candidates who appeared only 238 (7.94 percent) of the candidates qualified the written examination.

5.4. **Medical Examination:** Medical Examination of the candidates qualifying the written examination CE-2013 commenced from 06.02.2014 to 18.02.2014 while the medical re-examination of the candidates qualifying the written examination was held on 22.04.2014 and 24.04.2014 respectively.

5.5. **Psychological Assessment:** Psychological Assessment of 238 candidates qualifying the written examination 2013 was conducted during the period 16.12.2013 to 31.03.2014.

5.6. **Viva Voce:** Viva Voce of 238 candidates was conducted by the Board comprising the Chairman of the Commission Malik Asif Hayat and three Members i.e. Mr. Naguibullah Malik, Mr. Mansoor Suhail, Mrs. Batool Iqbal Qureshi and Mr. Abdul Wajid Rana from 06.01.2014 to 11.04.2014 at Islamabad, Karachi, Lahore, Peshawar, Multan and Quetta. 220 candidates finally qualified the examination out of total 11447 candidates who appeared in the Competitive Examination.

5.7. **Final Result:** The Commission announced Final Merit of the Competitive Examination-2013 on 21.05.2014. Applications to post ratio was 60 and recommendation to post ratio was 0.73. Only 1.93

percent of the candidates who appeared in the examination finally qualified the examination. The details are at Table 10.

Table 10. Summary of Competitive Examination-2013

Candidates	Number	Percentage
Candidates Applied for the examination	15998	--
Candidates Appeared in the examination	11,447	71.55
Candidates qualified the written examination	238	2.08
Candidates finally qualified	220	1.92
Qualified Candidates failing in the Viva Voce	18	8.2
Male candidates finally qualified	151	73.2
Female candidates finally qualified	59	26.8
Vacancies	266	--
Qualified Candidates Allocated to Services/Groups	194	73
%age of allocated candidates of total qualified candidates	89	--
Posts remained unfilled	72	27

Vacancies for Competitive Examination 2013

5.8. The Establishment Division intimated 266 (226 fresh and 40 carried over) vacancies to be filled through CSS Competitive Examination 2013, which were accordingly distributed amongst Merit, Provincial/Regional quotas, Women quota (10%) and Minorities quota (5%). Services and Occupational Group-wise details of vacancies against each category of quota is given at Table 11.

5.9. **Allocation:** Out of 266 vacancies, allocations against 195 vacancies have been made by the Commission. Allocation against remaining 72 vacancies could not be made due to non-availability of qualified and eligible candidates in respective quota as detailed in Table-12.

5.10. **Chances Wise Performance of the Candidates:** Out of 11447 candidates appeared in CSS Competitive Examination 2013, 64% appeared for the 1st time, 26% participated for 2nd time and only 10% appeared for the 3rd time or last chance. In final allocations, 33% seats went to candidates who appeared in 1st attempt, 40% to those who appeared in 2nd attempt, 27% to the candidates who appeared in 3rd attempt. Table-14 reflects performance of the candidates who attempted CSS 2nd and 3rd time as compared to their appearance ratios. The candidates appearing in their 1st chance have not taken the exam seriously. The details are at Table 14 and Figure 3.

Table 11. Distribution of Vacancies for CE-2013

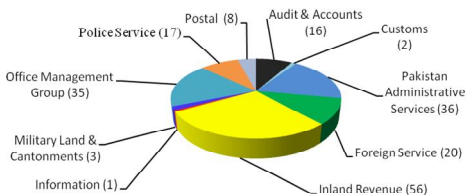
Quota	Quota Description	Groups/Services	Vacancies
Merit 7.5%	All Pakistan Merit	PAAS-1, PCS-1, PAS-3, FSP-2, IRS-4, OMG-3, PSP-1, POSTG-1,	16
Punjab 50%	Open Merit	PAAS-9, PCS-1, PAS-16, FSP-10, IRS-27, MLCG-2, OMG-22, PSP-8, POSTG-5	100
	Women	PAAS-1, PAS-1, FSP-1, IRS-3, OMG-3, PSP-1, POSTG-1	11
	Minorities	PAAS-1, PAS-1, IRS-5, OMG-5, POSTG-1, RCTG-1	14
Sindh (R) 11.4%	Open Merit	PAAS-2, PAS-4, FSP-2, IRS-5, MLCG-1, OMG-4, PSP-2, POSTG-2	22
	Women	PAAS-1, IRS-1, OMG-2, POSTG-3, RCTG-1	08
	Minorities	PAAS-1, OMG-1	02
Sindh (U) 7.6%	Open Merit	PAAS-3, PAS-2, FSP-1, IRS-4, MLCG-1, OMG-5, PSP-1, POSTG-1	18
	Women	IRS-1, IG-2, POSTG-3	06
	Minorities	IRS-1, OMG-1, PSP-1	03
Khyber Pakhtunkhwa 11.5%	Open Merit	PAAS-2, PAS-4, FSP-2, IRS-6, OMG-5, PSP-2, IG-1, POSTG-2	24
	Women	PAAS-1, IRS-1, POSTG-1	03
	Minorities	PAS-1, FSP-1, IRS-1, OMG-1	04
Balochistan 6%	Open Merit	PAAS-1, PAS-2, FSP-1, IRS-3, OMG-2, PSP-1, POSTG-1	11
	Women	IG-2, OMG-2, POSTG-1	05
	Minorities	IRS-1, PAS-1, OMG-1	03
GBFATA 4%	Open Merit	PAAS-1, PAS-2, FSP-1, IRS-1, OMG-2, PSP-1	08
	Women	FSP-1, IRS-1	02
	Minorities	OMG-1	01
AJK 2%	Open Merit	PAS-1, IRS-2, OMG-1,	04
	Women	OMG-1	01
	Minorities	Nil	Nil
Total			266

Table 12. Vacancies Left Unfilled

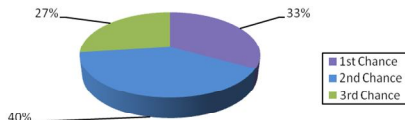
Quota		CSS 2013		CSS 2012	
		Vacancies	Total	Vacancies	Total
Punjab	Minorities	12	12	08	08
	Open	7	17	--	
Sindh (Rural)	Women	8		06	07
	Minorities	2		01	
	Open	11		--	
Sindh (Urban)	Women	6	20	04	06
	Minorities	3		02	
	Open	11		--	
KPK	Women	3	07	--	03
	Minorities	4		03	
	Open	2		--	
Baluchistan	Women	5	10	03	05
	Minorities	3		02	
	Open	2		--	
GBFATA	Women	2	05	--	01
	Minorities	1		01	
	Open	2		--	
AJK	Women	1	01	--	--
Total		72	72	30	30

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

Occupational Group & Service	Merit	Punjab	Sindh (R)	Sindh (U)	KPK	Balochistan	GB-FATA	AJK	Total
Commerce & Trade Group	--	--	--	--	--	--	--	--	--
Foreign Service of Pakistan	02	11	02	01	02	01	01	--	20
Inland Revenue Services	04	31	05	03	07	03	01	02	56
Information Group	--	--	--	--	01	--	--	--	01
Military Lands & Cantonments	--	02	--	01	--	--	--	--	03
Office Management Group	03	25	--	--	05	01	--	01	35
Pakistan Administrative Services	03	18	04	02	04	02	02	01	36
Pakistan Audit & Accounts	01	10	01	--	02	01	01	--	16
Pakistan Customs Services	01	01	--	--	--	--	--	--	02
Police Service of Pakistan	01	09	02	01	02	01	01	--	17
Postal Group	01	06	--	--	01	--	--	--	08
Railways(C & T)	--	--	--	--	--	--	--	--	--
Total	16	113	08	14	24	09	06	04	194

Figure 2: Occupational groups and services wise break-up of 194 allocated candidates**Table 14. Chance Wise Performance of the Candidates**

S.No.	Chances	Appeared	%age of Total	Finally Qualified	%age of Total	Allocated	%age of Total
1	1 st Appearance	7,381	64	74	34	63	33
2	2 nd Appearance	2,926	26	89	40	78	40
3	3 rd Appearance	1,140	10	57	26	53	27
Total		11,447	100	220	100	194	100

Figure-3: Chance Wise Performance of the Allocated Candidates

5.11. **Re-allocation of Groups/Services:** Following reallocations were approved by the Commission because of non-joiners:-

Merit No.	Name of Candidates	Group Allocated
108	Ghulam Hussain Yasir	From PAAS To IRS
129	Ammar Rehman	From OMG To PAAS
132	Rab Nawaz Khan	From OMG Balochistan quota To OMG merit quota

5.12. **Special Induction of Armed Forces Officers from Balochistan:** The Prime Minister, as a special dispensation, approved the induction of officers of Armed Forces domiciled of Balochistan and belonging to recognized tribes of Balochistan to bridge their under representation in Federal Services filling 15 vacancies (08 officers in PAS and 07 officers in PSP). Ministry of Defence nominated 36 officers out of which 07 officers on scrutiny were found ineligible. The Psychological Assessment of 29 Armed Forces officers was held from 09-06-2014 to 13-06-2014 and their Viva Voce was scheduled from 17-06-2014 to 20-06-2014. Out of 29 officers, 21 qualified in the Viva Voce whereas 08 officers could not qualify the Viva Voce. The Commission recommended the following 15 officers according to order of merit for appointment against Group/Services is detailed at Table 15. Quality in terms of general knowledge, awareness of current issues, both domestic and international, and analytical skill/ability of the officers nominated for induction was average barring few exceptions.

Table 15. Officers Domiciled Balochistan Inducted into Civil Posts

S.No	Merit No.	Names of Officers	Allocated Group/Services
1.	01	Capt. Abdul Kabeer Khan	PAS
2.	02	Capt. Mir Baz Khan	PAS
3.	03	Flt.Lt. Yasir Hussain	PAS
4.	04	Capt. Mir Mehar Ullah Badini	PAS
5.	05	Capt. Fayyaz Ali	PAS
6.	06	Capt. Zulfiqar Ali Karrar	PAS
7.	07	Capt. Jameed Ahmed	PAS
8.	08	Capt. Jumadad	PAS
9.	09	Capt. Dost Muhammad	PSP
10.	10	Flt.Lt. Atta Ur Rehman Khan	PSP
11.	11	Capt. Naveed Alam	PSP
12.	12	Capt. Zuhaib Muhsin	PSP
13.	13	Capt. Sher Ali	PSP
14.	17	Lt. Muhammad	PSP
15.	19	Lt. Fahad Khan	PSP

Regular Induction of Armed Forces Officers into Civil Services

5.13. Ministry of Defence forwarded a panel of 34 officers of Armed Forces (19 from Pak Army, 05 from Air Force, 10 from Pakistan Navy) for their induction into civil posts reserved for them with CSS-2013. Their Psychological Assessment and Viva Voce commenced from 04-08-2014 to 08-08-2014 and

11.08.2014 to 13.08.2014 respectively. Out of 34 officers, 02 officers could not qualify the Viva Voce. The Commission recommended following officers according to their order of merit for appointment against Group/Services as per following details:-

Table 16. Induction of Armed Forces Officers

S.No	Merit No.	Name	Department/ Services	Domicile/ Quota	Allocated Group/Service
1.	01	Capt. Ali Bin Tariq	Pak. Army	Punjab	PSP
2.	02	Flt. Lt. Kamran Ahmed Malik	Pak. Air Force	Punjab	FSP
3.	03	Capt. Shahmeer Iqbal	Pak. Army	Sindh (U)	PAS
4.	05	Capt. Hafeez Ullah	Pak. Army	Sindh (R)	FSP
5.	08	Capt. Abdur Rehman	Pak. Army	Punjab	PAS
6.	13	Capt. Aun Haidar Gondal	Pak. Army	Punjab	PAS
7.	14	Lt. Saad Bin Asad	Pak. Navy	Punjab	PAS
8.	17	Capt. Najmul Hasnain Liaquat	Pak. Army	Punjab	PSP

Competitive Examination (CSS), 2014

5.14. 24,640 candidates applied for the Competitive Examination (CE) 2014. The Written Examination was conducted by the Commission from 15.2.2014 to 28.2.2014 in 21 cities. 13170 candidates appeared in the examination. The result of written examination CSS Competitive Examination 2014 was announced on 15.10.2014. 439 or 3.33% of total candidates qualified the written examination. Centre-wise break-up of the candidates is at Table 17.

Table 17. Center-Wise Break-up of Candidates

City	Registered Candidates	Present Candidates	Qualified in Written Examination	City	Registered Candidates	Present Candidates	Qualified in Written Examination
Abbotabad	637	305	04	Larkana	336	201	01
Bahawalpur	340	176	04	Multan	938	485	18
D.G.Khan	134	65	04	Muzaffarabad	121	65	01
D.I.Khan	281	129	04	Okara	246	124	02
Faisalabad	911	470	20	Peshawar	3295	1542	26
Gilgit	111	61	00	Quetta	887	520	06
Gujranwala	585	304	14	Rawalpindi	1493	799	15
Hyderabad	1176	678	22	Sargodha	515	277	08
Islamabad	3306	1697	61	Sialkot	247	134	05
Karachi	2141	1188	24	Sukkur	440	261	03
Lahore	6,500	3,689	197	Total	24,640	13,170	439

5.15. The medical examination of the candidates qualifying the written examination was held from 22.12.2014 to 26.12.2014. Psychological assessment of these candidates was held from 21.11.2014 to 31.3.2015.

5.16. The Viva Voce Board comprising the Chairman of the Commission Major General (Retired) Niaz Muhammad Khan Khattak HI(M), Members Mrs. Batool Iqbal Qureshi, Mr. Abdul Wajid Rana and Mr. Ahmed Baksh Lehri conducted the viva voce of the qualifying candidates from 15.12.2014 to 10.4.2015 at Islamabad, Karachi, Lahore, Peshawar and Quetta after the psychological assessment was

held. On the average, each candidate was interviewed between 35 to 40 minutes to assess his personality, leadership quality, integrity, knowledge and potential. The psychological assessment reports were also considered while assessing these traits.

5.17. **Final Result:** The Commission notified the Final Merit of the Competitive Examination-2014 on 30.04.2015. Only 2.86 percent of the candidates who appeared in the examination finally qualified the examination. The details are at Table 18.

Table 18. Summary of Competitive Examination-2014

Candidates	Number	Percentage
Candidates Applied for the examination	24,640	--
Candidates Appeared in the examination	13,170	53.45
Candidates qualifying the written examination	439	3.33
Candidates finally qualified	377	2.86
Qualified Candidates failing in the Viva Voce	62	14.30
Male candidates finally qualified	256	67.91
Female candidates finally qualified	121	32.09
Vacancies	315	NA
Qualified Candidates Allocated to Services/Groups	233	61.8
%age candidates qualified but not allocated	144	38.2
Posts remained unfilled	82	26.0

Vacancies for Competitive Examination 2014

5.18. The Establishment Division intimated 315 (243 fresh and 72 carried over) vacancies to be filled through CSS Competitive Examination 2014, which were accordingly distributed amongst Merit, Provincial/Regional quotas, Women quota (10%) and Minorities quota (5%). Occupational Group and Services-wise details of vacancies against each category of quota is given at Table 19.

Table 19. Distribution of Vacancies for CE-2014

Quota	Quota Description	Groups/Services	Vacancies
Merit 7.5%	All Pakistan Merit	PAAS-1, PCS-1, PAS-2, FSP-1, IRS-5, OMG-4, PSP-3, IG-1, MLCG-1	19
Punjab 50%	Open Merit	PAAS-6, PCS-6, PAS-11, FSP-8, IRS-27, IG-1, MLCG-1, OMG-22, PSP-15, POSTG-4, RCTG-1	102
	Women	PAAS-1, PCS-1, PAS-2, FSP-1, IRS-3, OMG-3, PSP-1	12
	Minorities	PAAS-1, PCS-1, FSP-1, IRS-5 MLCG-1, OMG-6, POSTG-1, RCTG-1, PSP-1	18
Sindh (R) 11.4%	Open Merit	PAAS-2, PCS-2, PAS-2, FSP-2, IRS-6, OMG-10, PSP-3, POSTG-2	29
	Women	PAAS-1, FSP-1, PAS-1, IRS-2, PSP-1, OMG-2, POSTG-3, RCTG-1	12
	Minorities	PAAS-1, OMG-2	03
Sindh (U) 7.6%	Open Merit	PAAS-5, PCS-1, PAS-2, FSP-1, IRS-7, MLCG-1, OMG-8, PSP-2, POSTG-2	29
	Women	OMG-1, IRS-1, IG-2, POSTG-3	07
	Minorities	PAS-1, IRS-1, OMG-1, PSP-1	04
Khyber Pakhtunkhwa 11.5%	Open Merit	PAAS-1, PCS-2, PAS-2, FSP-2, IRS-6, OMG-5, PSP-2, IG-1, POSTG-2	23
	Women	PAAS-1, PAS-1, IRS-1, OMG-1, POSTG-2, RCTG-1	07
	Minorities	PAAS-1, PAS-1, PSP-1, FSP-1, IRS-1, OMG-1	06
Balochistan 6%	Open Merit	PAAS-1, PAS-1, PCS-1, FSP-2, IRS-3, OMG-3, PSP-2, POSTG-1	14
	Women	PAS-1, IRS-1, IG-2, OMG-2, POSTG-1	07
	Minorities	PAS-1, IRS-1, OMG-1	03
GBFATA 4%	Open Merit	PAS-1, FSP-1, IRS-2, OMG-2, PSP-1, POSTG-1, OMG-2	10
	Women	FSP-1, IRS-1, IG-1	03
	Minorities	IRS-1, OMG-1	02
AJK 2%	Open Merit	PAS-1, OMG-1, PSP-1	03
	Women	OMG-1	01
	Minorities	IRS-1	01
Total			315

5.19. **Allocation:** Out of 315 vacancies, allocations against 233 vacancies have been made by the Commission. Allocation against remaining 82 vacancies could not be made due to non-availability of qualified and eligible candidates in respective quota.

Competitive Examination (CSS), 2015

5.20. A public notice inviting applications from the intending candidates for CSS Competitive Examination 2015 was published in all the daily newspapers on 28.09.2014 with the instruction that they may apply online for CSS examination during the period 1st October to 31st October 2014, followed by submission of hard copy of online application form along with all documents and treasury receipt fee deposit for FPSC examination upto 10.11.2014. In all, 22,412 applications were received out of which only 12,181(54%) actually appeared in the examination. Centre-wise breakup of applications received at Table 20. The result of the written part of the examination is still awaited.

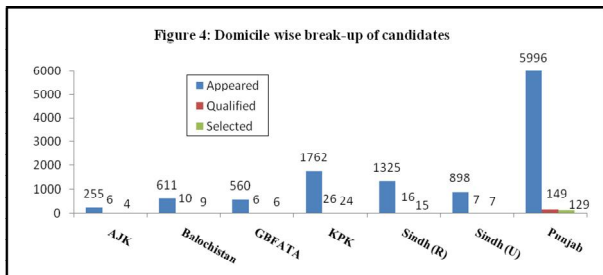
Table 20. Center-Wise Registered for CE-2015

Centre	Applicants	Centre	Applicants
Abbottabad	511	Lahore	6,359
Bahawalpur	316	Larkana	304
D.G.Khan	133	Multan	878
D.I.Khan	220	Muzaffarabad	133
Faisalabad	947	Peshawar	2,565
Gilgit	117	Quetta	887
Gujranwala	616	Rawalpindi	1,425
Hyderabad	1,021	Sargodha	535
Islamabad	2,996	Sukkur	362
Karachi	2,134	Total	22,412

5.21. **Regional Performance in Competitive Examination-2013:** The region-wise performance of the candidates in CSS Competitive Examination-2013, is at Table 21 (Figure 4). Out of 11,447 applicants, 52% were from Punjab, and 48% from the remaining provinces/regions. Out of 220 finally qualified candidates, 68% were from Punjab, 12% Khyber Pakhtunkhwa, 7% Sindh Rural, 4%, Balochistan 3%, Sindh Urban 3%, GBFATA 3% and AJK 3%. The province/region-wise allocations shows that Punjab got 66% seats inclusive of seats reserved for general merit quota, Khyber Pakhtunkhwa 12%, Sindh Rural 8%, Sindh Urban 4%, Balochistan 5%, GBFATA 3% and AJK 2%. The unfilled seats of respective provinces were carried over to next CSS Examination-2014.

Table 21. Candidate's Performance by Domicile

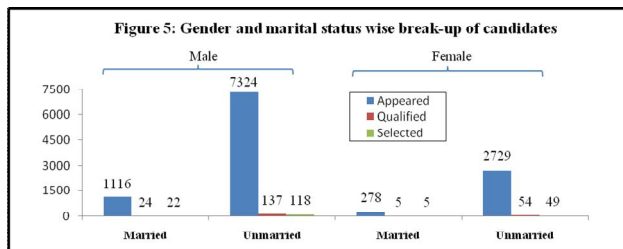
Candidates' Domicile	Appeared in CSS	%age of Total Candidates	Finally Qualified Candidates	%age of Finally Qualified	Merit of Qualified Candidates		Allocated Candidates	%age of Total Allocated
					1-100	101-200		
A.J.K.	255	2	6	3	2	4	4	2
Balochistan	611	5	10	4	5	5	9	5
FATA/GB	560	5	6	3	2	5	6	3
Khyber Pakhtunkhwa	1,762	15	26	12	7	17	24	12
Sindh(Rural)	1,325	12	16	7	4	9	15	8
Sindh(Urban)	898	8	7	3	3	2	7	4
Punjab	5,996	52	149	68	77	59	129	66
Not Mentioned	40	--	--	--	--	--	--	--
Total	11,447	100	220	100	100	100	194	100



5.22. Gender and Marital Status of Candidates: The Table-22 reveals that out of 11,447 applicants, 74% were male and 26% female. While out of 220 finally qualified candidates, 73% were male and 27% female. It indicates that female candidates have performed better as compared to male candidates. The table also indicates that 88% of the applicants were unmarried (inclusive of 64% male and 24% female). For details, see Table 22 and Figure 5.

Table 22. Distribution of Candidates as Per Gender and Marital Status

	Total	Male				Female			
		Married	%	Un-Married	%	Married	%	Un-Married	%
Appeared in Exam.	11447	1116	10	7324	64	278	2	2729	24
Qualified in Written Exam	238	25	11	148	62	5	2	60	25
Finally Qualified	220	24	11	137	62	5	2	54	25
Selected for training	194	22	11	118	61	5	3	49	25

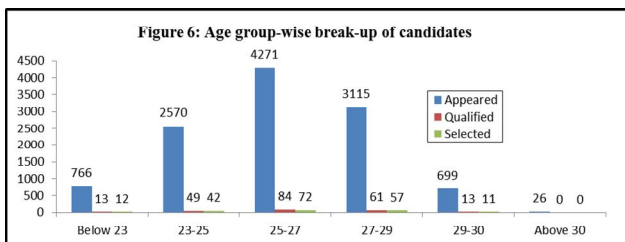


5.23. Performance of Candidates Age Group wise: Table-23 indicates that 66 percent of allocated candidates were in the age group of below 23 to 27 years. It dispels the notion that present age limit discriminates against the educated professionals to participate in CSS Complete Examination. It also

substantiates Commission's view point that performance of candidates falling in the age bracket of 21-27 years is far superior that those who are above 27. *For details, see Table 23 and Figure 6).*

Table 23. Performance of Candidates Age Group Wise

Age in years	Appeared in Exam.	%	Finally Qualified	%	Order of Merit		Allocated Groups	%
					1-100	101-200		
Below 23	766	6.7	13	6	8	4	12	6
23-25	2,570	22.5	49	22	23	30	42	21
25-27	4,271	37.3	84	38	40	35	72	37
27-29	3115	27.2	61	28	25	32	57	30
29 & above	725	6.3	13	6	4	9	11	6
Total	11447	100	220	100	100	100	194	100



5.24. Performance of Candidates in Relation to their Schooling: Table-24 reveals that candidates educated from Missionary School have performed better and captured 10% share in allocation as compared to their appearance ratio of 1%. Similarly candidates educated from private schools have captured 24% share in allocation as compared to their appearance ratio of 21%. Candidates hailing from Provincial Government Schools could get 32% share in allocation as compared to their appearance ratio of 44%. It clearly reflects that the performance of candidates having education from private and Missionary institutions was superior as compared to Government institutions or Public/Model institutions *(For details, see Table 24, Figure 7A and 7B).*

5.25. Candidates' Performance in Relation to their Final Degree: 48% of the candidates appeared in CSS-2013 had first division while their ratio in final result was 74%. Their share in allocation was 77%. 45% of the appeared candidates were second division holders, while only 26% of them finally qualified and their share in allocation was 23%. It indicates that the performance of first divisioners was far superior to the candidates with second division holders. The figures given in Table-25 indicate that out of the allocated candidates of CE-2013, 3% were M.Phil, 33% Master degree, 17% bachelor degree, 15% Engineers, 13% Business studies, 9% Law Graduate, 7% Doctors, 1% held Commerce degree and 1% held Computer studies *(For details, see Table 25 and Fig. 8).*

Table 24. Candidates' Performance in Relation to Schooling

Type of school	Appeared in Exam.	%	Finally Qualified	%	Order of Merit		Allocated to Groups	%
					1-100	101-200		
Foreign	79	1	01	(--)	00	01	01	01
Provincial Government	5058	44	70	32	28	39	63	32
Federal Government	325	3	18	08	05	11	14	07
Pilot/Comprehensive	79	1	05	02	01	02	04	02
Forces/Garrison	532	4	25	11	18	06	23	12
Private	2480	21	56	25	27	20	46	24
Missionary	74	1	19	09	10	09	19	10
Model	671	6	05	02	01	02	03	02
Public	1227	11	21	10	10	10	21	11
Information not Given	922	8	00	(--)	00	00	00	(--)
Total	11447	100	220	100	100	100	194	100

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

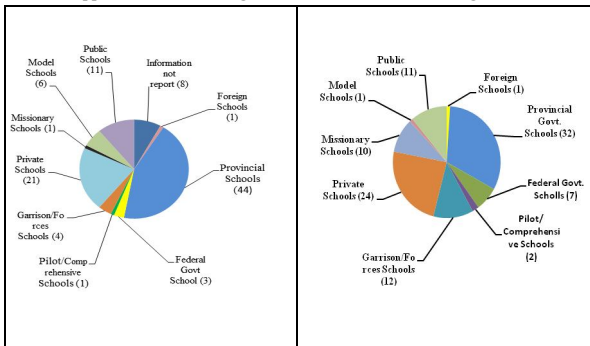
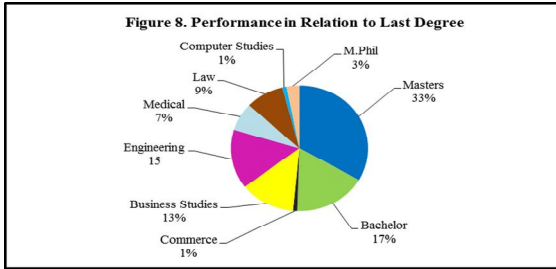


Table 25. Candidates' Performance in Relation to their Last Degree

Degree	Candidates Appeared					Candidates Qualified				Candidates Allocated to Groups			
	Ist Division	Second Division	Third Division	Sub total	%	Ist Division	Second Division	Sub total	%	Ist Division	Second Division	Sub total	%age
P. HD	01	00	00	01	00	00	00	00	00	00	00	00	00
M. Phil.	20	10	00	30	00	06	00	06	03	04	02	06	03
Master	678	605	28	1311	11	53	25	78	35	50	15	65	33
Bachelor	3156	2913	147	6216	54	31	07	38	17	27	07	33	17
Commerce	686	583	40	1309	11	00	01	01	00	02	00	02	01
Business Studies	502	469	11	982	09	26	03	29	13	19	07	26	13
Engineering	268	296	21	585	05	23	09	32	15	22	07	29	15
Medical/BDS/B. Phar./DVM	107	116	08	231	02	12	01	13	06	12	02	14	07
Law	80	72	05	157	01	10	12	22	10	13	05	18	09
Computer Studies	40	42	00	82	01	01	00	01	00	01	00	01	01
Education	10	17	00	27	00	00	00	00	00	00	00	00	00
Not Reported	00	00	00	516	05	00	00	00	00	00	00	00	00
Grand Total	5548	5123	260	11447		162	58	220		150	45	194	
	48%	45%	2%		100	74%	26%		100	77%	23%		100

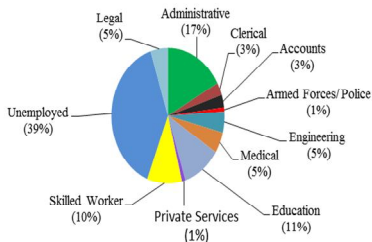


5.26. **Candidates' Performance in Relation to Previous Occupation:** Table 26 (Figure 9) indicates that 72% of the candidates who appeared in CE-2013 were unemployed. Out of them, 42% have qualified in the examination and 39% were allocated to various groups/services. Further, it is observed that 2% skilled workers, who appeared, got 10% share in allocation.

5.27. **Candidates' Performance in Compulsory Subjects:** Table 27 indicates candidates' performance in compulsory subject of GK-III (Pakistan Affairs) during CE-2013 was better, and 69% of the qualified candidates got 60% and above marks. Conversely, in Essay on 2% of the qualified candidates could get 60% or above marks. A vast majority of the qualified candidates remained in the bracket of 40% to 59% marks.

Table 26. Candidates' Performance in Relation to Previous Occupation

Candidate's Occupation	Appeared in Exam.	%	Finally Qualified	%	Order of Merit		Allocated to Group	%
					1-100	101-200		
Administrative	474	04	40	18	20	18	32	17
Clerical	302	03	05	02	01	04	05	03
Armed Forces/ Police	315	03	03	01	01	02	03	02
Accounts	298	03	05	02	02	02	05	03
Engineering	164	01	11	05	05	06	10	05
Legal	89	01	06	03	04	05	09	05
Medical	110	01	11	05	08	03	10	05
Education	895	08	23	10	09	13	22	11
Private service	241	02	03	01	02	01	03	02
Agriculture	8	00	00	00	00	00	00	00
Business	31	00	00	00	00	00	00	00
Skilled Worker	273	02	20	09	10	09	19	10
Unemployed	8247	72	93	42	38	37	76	39
Total	11,447	100	220	100	100	100	194	100

Figure 9: Candidates' Performance in Relation to Previous Occupation

5.28. **Candidates' Performance in Pre-Familiar and Non-Familiar Optional Subjects:** Table 28 shows that hundreds of candidates without having any pre-familiarity with the optional subjects they opted for, have scored 60% and above marks in the subjects of Agriculture, Arabic, Forestry, Internal Law, International Relations, Journalism, Persian, Psychology, Punjabi, Pushto, Sindhi, and sociology. It indicates that selection of optional subjects was highly skewed. Large number of candidates opted for soft subjects because existing grouping of optional subjects facilitate them to take high scoring combinations. This places the candidates opting for challenging subjects at disadvantageous position in terms of syllabi and marking. Intellectual level of candidate with these scoring combinations is exposed in viva voce and their performance remained average and low average.

Table 27 .Candidates' Performance in Compulsory Subjects

Subject	Marks	Qualified Candidates	Marks obtained					
			Below 40%	%	40%-59%	%	60% & Above	%
English Essay	100	220	--	--	215	98	5	2
English (Précis & Composition)	100	220	--	--	207	94	13	6
Islamiat	100	220	7	3	170	77	43	20
Every Day Science	100	220	61	28	102	46	57	26
Current Affairs	100	220	16	7	197	90	7	3
Pakistan Affairs	100	220	--	--	69	31	151	69

Table 28: Performance of Candidates in their Optional Subjects

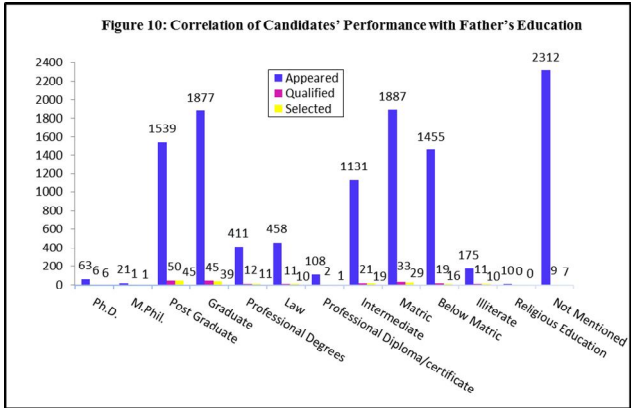
Optional Subject	Appeared	%	Pre-Familiar with Subject	%	Written Qualified		Non-familiar	%	Written Qualified	
					33-59%	60% & above			33-59%	60% & above
Accountancy and Auditing	459	4	215	47	179	12	244	53	215	8
Agriculture	383	3	84	22	18	64	299	78	137	95
Applied Mathematics	112	1	43	38	22	3	69	62	22	1
Arabic	1178	10	214	18	121	83	964	82	634	280
Balochi	123	1	7	6	6	1	116	94	94	22
Botany	113	1	39	35	33	4	74	65	70	0
British History	381	3	18	5	13	3	363	95	270	62
Business Administration	765	7	300	39	181	33	465	61	242	35
Chemistry	180	2	66	37	48	9	114	63	77	11
Computer Science	199	2	62	31	31	1	137	69	34	1
Constitutional Law	830	7	45	5	35	2	785	95	586	19
Economics	355	3	164	46	109	9	191	54	121	4
English Literature	229	2	107	47	46	5	122	53	44	0
European History	150	1	18	12	14	3	132	88	86	4
Forestry	742	6	67	9	30	30	675	91	384	260
Geography	2559	22	108	4	91	3	2451	96	1881	96
Geology	26	0	6	23	3	2	20	77	13	4
His of Pak & India	3106	27	131	4	105	10	2975	96	2121	75
History of the USA	900	8	16	2	14	1	884	98	708	82
International Law	2018	18	297	15	159	120	1721	85	926	552
International Relations	1317	12	60	5	33	21	1257	95	747	184
Islamic History & Culture	1951	17	157	8	148	5	1794	92	1684	39
Journalism	5959	52	409	7	263	55	5550	93	3518	574
Law	139	1	71	51	39	29	68	49	44	10
Mercantile Law	521	5	279	54	158	72	242	46	157	64
Muslim Law & Jurisprudence	2048	18	145	7	48	2	1903	93	290	2
Persian	466	4	88	19	48	27	378	81	193	139
Philosophy	73	1	10	14	2	4	63	86	27	11
Physics	242	2	85	35	35	31	157	65	93	34
Political Science	940	8	236	25	135	5	704	75	273	3
Psychology	3898	34	163	4	107	13	3735	96	2175	117
Public Administration	1753	15	59	3	41	0	1694	97	955	3
Punjabi	2865	25	330	12	156	120	2535	88	1184	952
Pure Mathematics	36	0	12	33	4	0	24	67	6	1
Pushto	1332	12	23	2	13	10	1309	98	746	529
Sindhi	1014	9	44	4	17	15	970	96	555	229
Sociology	5350	47	333	6	241	42	5017	94	3503	275
Statistics	226	2	90	40	39	41	136	60	31	65
Urdu	461	4	24	5	19	3	437	95	391	16
Zoology	308	3	145	47	103	12	163	53	112	8

5.29. **Correlation of Father's Education with Candidates' Performance:** Table 29 (Figure 10) reflects that candidates' performance in the examination with positively correlated with their father's

educational background. Educational levels of the father of 61 percent allocated candidates were graduate, post-graduate and professional degrees while 31 percent were intermediate or below including 3 percent uneducated. Higher the level of father's education, better were the chances of selection of the candidate.

Table No 29. Performance of Candidates in Relation to their Father's Education

Father's Education	Appeared in Exam.	% of Total	Finally Qualified	% of Qualified	Order of Merit		Allocated to Groups	% of Allocated
					1-100	101-200		
Ph.D.	63	01	06	03	04	02	06	03
M. Phil.	21	(--)	01	(--)	00	01	01	(--)
Post Graduate	1539	13	50	23	23	20	45	23
Graduate	1877	16	45	20	20	19	39	21
Professional Degrees	411	04	12	05	10	02	11	06
Law	458	04	11	05	06	05	10	05
Professional diploma	108	01	02	01	01	01	01	(--)
Intermediate	1131	10	21	10	10	10	19	10
Matric	1887	16	33	15	14	18	29	15
Below Matric	1455	13	19	09	07	10	16	08
Illiterate	175	02	11	05	03	07	10	05
Religious Education	10	(--)	(--)	(--)	(--)	(--)	(--)	(--)
No Information	2312	20	09	04	02	05	7	04
Total	11447	100	220	100	100	100	194	100



5.30. **Correlation of Father's Occupation with Candidates' Performance:** Table-30 indicates that 61% of allocated candidates were children of serving/retired employees, and 26% were hailing from businessmen/agriculturalists families. For details, see Table 30 and Figure 11.

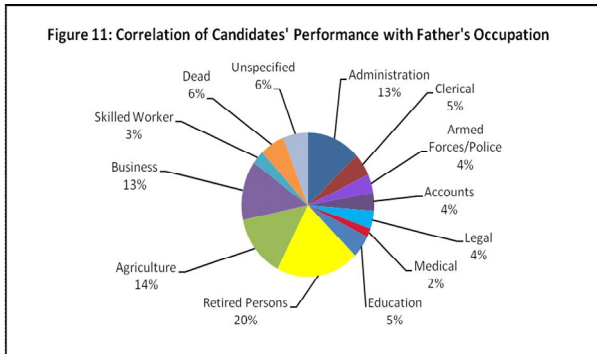


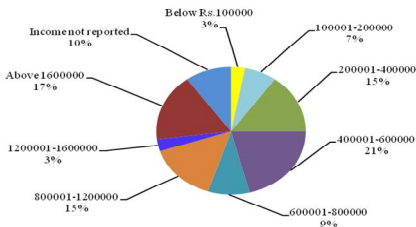
Table No 30. Correlation of Father's Occupation with Candidates' Performance

Father's Occupation	Appeared in Exam.	%a of Candidates	Finally Qualified	%age of Qualified Candidates	Order of Merit		Allocated to Groups	%age of Allocated
					1-100	101-200		
Administrative	1152	10	28	13	16	09	26	13
Clerical	150	01	10	05	05	05	09	05
Armed Forces/ Police	291	03	08	04	03	03	08	04
Accounts	240	02	09	04	05	03	07	04
Engineering	139	01	02	01	01	01	02	01
Legal	231	02	09	04	05	03	07	04
Medical	184	02	04	02	02	02	04	02
Education	661	06	11	05	04	06	10	05
Retired Person	1335	12	45	20	19	20	39	20
Agriculture	1900	17	34	15	12	18	28	14
Business	1674	15	30	14	15	14	26	13
Skilled Worker	467	04	05	02	01	04	05	03
Unskilled Worker	126	01	(--)	(--)	(--)	(--)	(--)	(--)
Unspecified	395	03	13	05	06	04	11	06
Dead	1073	09	12	05	06	06	11	06
Information not Given	1429	12	02	01	00	02	01	(--)
Total	11447	100	220	100	100	100	194	100

5.31. Correlation of Candidates' Performance to Family Annual Income: Overwhelming candidates (53%) who appeared in CE-2013 belonged to family whose annual income was below Rs 600,000 or Rs 50,000 or less per month. Whereas 46% of candidates allocated to the Occupational Groups and Services were from the same income group. It indicates that still civil service is predominantly belongs to middle class. *For details, see Table 31 and Fig. 12.*

Table No 31. Correlation of Candidates' Performance with their Family Income

Family's Annual Income	Appeared in Exam.	%age of Candidates	Finally Qualified	%age of Qualified Candidates	Order of Merit		Allocated to Groups	%age of Allocated Candidates
					1-100	101-200		
100000 and below	556	05	07	03	00	07	06	03
100000-200000	1708	15	17	08	08	09	14	07
200001- 400000	2115	18	31	14	12	18	29	15
400001- 600000	1662	15	45	20	17	21	40	21
60001 -800000	709	06	18	08	06	09	18	09
800001-1200000	1210	11	33	15	18	13	29	15
1200001- 1600000	411	04	06	03	04	01	05	03
1600,000& Above	739	06	39	18	22	15	34	17
Information not Given	2337	20	24	11	13	07	19	10
Total	11447	100	220	100	100	100	194	100

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

5.32. **Observations of Examiners on Performance of Candidates in CE-2013:** The Examiners have made the following observations on the candidates' performance in compulsory and optional papers opted in written part of the Competitive Examination 2013.

A. Compulsory Subjects

Essay: Despite discouraging result, some candidates were found sincere and determined in their performance, but for some candidates it appeared to be gigantic job. Questions generally were having two dimensions i.e. intellectual and practical and mostly candidates provided unproductive work instead of balance between intellectual and practical part of the questions perhaps due to their limited knowledge. Their skills required graduated approach and error free piece of writing. Confusion in cognitive abilities to handle a subject matter skillfully remained dominant in majority of the scripts.

English (Precise & Composition): The standard of performance of the examinees reflected that majority did not know the strategies of making precise and reproduced the original language of the passage while answering the questions. Most of the Candidates lacked the practice and knowledge of how a comprehensive note is written and showed lack of cohesion, coherence and organizational skills. Functional and communicative aspect of the majority of the candidates was badly neglected and dealt as subject rather than language. To improve the situation English language teaching in Pakistan may be made language oriented, syllabus at all levels be re-designed to cater the needs of learners, training courses/workshops be organized for English language teachers on regular basis. A screening test should be given to candidates to test their proficiency in English language for short listing and to reduce the number of failures.

General Knowledge-I (Every day Science): Overall performance of the candidates was of a Low Standard. About 10% of the candidates did not have even a faint idea about everyday science. Also approximately half of the candidates did not secure even 30% marks.

General Knowledge-II (Current Affairs): Majority of the candidates lacked basic writing skills and their scripts showed crammed knowledge. They also showed lack of analytical and reasoning skills. Almost all the candidates' showed lack of cosmopolitan and international outlook and they demonstrated tunnel-vision approach to contemporary issues. A pre-test advanced English language writing skills examination is proposed to shortlist the serious and capable candidates.

General Knowledge-III (Pakistan Affairs): Majority have attempted the paper without spirit of the questionnaires as "History is a continuous process of past, present and future". Students were unable to analyze the impact of historical process on modern sub-continent with special reference to Pakistan. Very few candidates performed conceptual approach about any issue while understanding of history, critical analysis, communication in English and repetition of ideas were the problems of majority. Reading habit, writing practice, aptitude and hardworking were widely locked. Most of the candidates consulted the sub- standard books guides for preparation and credible academic writings were ignored. Only 5% candidates attempted seriously, 30% attempted vague and 65% were non-serious.

Islamiat: Overall performance of the candidates was un-satisfactory and does not meet scholar's level at CSS stage. Majority attempted the questions in muddled way i.e. without paragraphing or headings, without giving question numbers properly and even without any demarcation between answers of two questions. Quranic versus and Ahadith quoted were mostly incorrect. However, some candidates have performed very good fulfilling the technical standard of CSS examination.

B. Optional Subjects

Accountancy & Auditing-I: Majority of the candidates seemed to have attempted questions in a casual way. They ought to work hard to get good grades.

Accountancy & Auditing-II: Majority of candidates have lacked knowledge of the subject. Also it is observed that majority attempted the theoretical portion and not the practical.

Agriculture: The overall performance of the candidates fell in different categories i.e. Excellent 4%, Very Good 23%, Good 9%, Satisfactory 24% and remaining 50% unsatisfactory and bad answers. Lack of common sense is generally observed in the scripts. Most of the candidates wrote many pages with unwanted explanations. Minimum qualification for CSS examination may be enhanced from 14 years education to 16 years education so that the candidates are mentally mature to answer the question in sensible manner.

Applied Mathematics: Majority of the candidates have shown no understanding due to stress on memorization rather than understanding the basis of the subject.

Arabic-I: Most of the candidates displayed good performance and showed keen interest in Arabic Literature. Major defect found from the scripts is inappropriate writing in Arabic language.

Arabic-II: General Standard of performance of candidates is very good with excellent knowledge of the subject. However, they should improve writing skills in Arabic language.

Botany-I: Overall performance of the candidates was unsatisfactory. Only few candidates have power of utilizing their knowledge, having full grasp of the subject and originality of thoughts. Majority of the scripts contained spelling mistakes of technical terms. Most of the candidates did not even know whether Fungi and Algae are singular or plural. Only 7 to 8 scripts out of 117, are found good attempted.

Botany-II: With few exceptions, overall knowledge of the candidates was superficial. For thought-provoking question, generally they were unable to answer. General standard in writing English comprehension was below average. Both grammatical and spelling errors were common.

British History-I: A sizeable majority of the candidates could not express ideas lucidly because of their weakness in English Language. Such candidates appear in the Competitive Examination just to try their luck. Out of total 381 candidates, only 07 got more than 75% marks while 67 failed to get even more than 40%.

British History-II: Overall performance of the candidates was not very encouraging. Out of 381 candidates only 66 got more than 60%, whereas 60 candidates got less than 33%. Major weakness observed was poor expression in English. Candidates have the knowledge but could not accurately express themselves while answering the questions.

Business Administration: It transpired after going through the scripts that there was marked similarity in the answers of the candidates. It indicates that candidates have generally used sources of guide books or some notes for preparation of the subject. Understanding of the concepts were shallow, therefore there was little discussion in the answers. Overall performance of candidates showed low caliber and lack of seriousness.

Chemistry-I: Most of the candidates obtained less than 50% marks so overall performance cannot be categorized as Satisfactory. Lack of comprehensive grip on the subject was mainly observed.

Chemistry-II: General performance of the candidates was average. Most of the candidates refrained to solve simple chemical kinetics question involving mathematics of 9th class level. A large number of candidates had no concept of the subject. No extra ordinary candidate was found because maximum marks obtained by the candidate was 68 only.

Computer Science: Overall performance of the candidates was unsatisfactory. Most of the candidates were not clear or aware of the basic concepts. Bluff writing was common among incompetent candidates, which were strongly regretted while marking.

Constitutional Law: Ninety percent (90%) of the candidates miserably failed to understand the nature of questions. Majority seemed deliberately prepared for fabricated answers whether they have the required knowledge or not.

Economics-I: Generally performance of majority of the candidates was not satisfactory because they did not prepare themselves for this examination. Most of them have weak concepts about various economic terms and provided un-necessary and irrelevant explanations. A large number of candidates were unable to express themselves due to having weak knowledge about economic theories.

Economics-II: Overall performance of the candidates was quite satisfactory. However, there seemed to be a general problem across the board in terms of things like analytical abilities, critical approach towards answering their questions.

English Literature-I: Generally an answer of the candidates reflected that they did not have command over English language. Frequently repeated errors of tenses, misuse of continuous speech, use of definite article before proper nouns etc. were common. They failed to prove their arguments by referring to the literary works. Inabilities to comprehend the questions also lead the candidates to produce irrelevant answers.

English Literature-II: Candidates mainly showed their lack of understanding of the questions. They often presented a number of arguments which were not supported by relevant and concrete evidence.

Forestry: Deficiency on indepth knowledge in most candidates was observed. However, overall performance was Satisfactory

Geology-I: Performance of the candidates who have studied geology at graduation program was satisfactory and received good marks. On the other hand, candidates who were not pre-familiar with the subject had poor knowledge and got less mark.

History of Pakistan & India: The knowledge, expression and performance of 70% candidates were very poor and disappointing. They failed to understand the questions. Concepts of the candidates about the subject were not clear and hence their answers did not meet the demands of the questions.

History of USA: Overall candidates attempted the paper well. It appeared that majority of the candidates have taken classes at an Academy.

International Law: Some of the answers were of a very good standard having a clear approach, both critical and analytical. Overall performance was not so good.

International Relation: Except a few candidates, the result has not been very good. Common mistakes noted in the answer sheets relating to conceptual problems, grammatical mistakes, syntax and sentence errors. Besides the candidates generally answered the questions without going into specific details. In 80% cases, the candidates were not analytical.

Islamic History & Culture-I: Candidates generally lacked in conceptual and objective approach. Most of the candidates lacked seriousness towards the study which was evident from their answers. Candidates had relied upon the pre-written notes and helping guides who provide cramming approach rather than building the concepts and analytical skills.

Islamic History & Culture-II: Most of the candidates did not know how to write good and correct English. Most of them depended upon cheap guides and notes which were not sufficient to get good marks. Moreover, there was no creativity to produce a good answer.

Journalism: Performance of majority of the candidates was poor. Without understanding questions, they jotted down whatever they knew about the topic, even not caring about the relevancy to the question. Majority of the candidates only focused on writing maximum number of pages/sheets, not on the relevancy, concepts and standard of the answers.

Law-I: Performance of majority of the candidates was satisfactory. Specifically due to their weak and poor knowledge they were unable to clarify the concepts. There was dire need to make proper arrangements to improve their language before entering into Competitive Examination.

Law-II: Most of the candidates failed to give satisfactory answers having some plausibility not to speak of good or very good answers. None of the candidates was having a feather in his cap.

Mercantile Law: Overall performance of the candidates was not found satisfactory. Besides other reasons, one was mixture of Corporate Law and Mercantile Law. In practice, Corporate Law is entirely different from Mercantile Law.

Persian: For most of the candidates translation of English or Urdu paragraph in Persian seemed to be weakest front. About 50% candidates having low level comprehension skill had written bad or unsatisfactory answers. Overall 97% of the candidates had attempted required answers in Urdu/Persian and remaining in English/Persian. English medium candidates were mostly weak in Persian writing.

Philosophy-I: Quality of answers was generally of average level. Main weakness identified has been the general inability to apply knowledge in answering questions. Most of the candidates showed lack of reading authentic books.

Philosophy-II: Out of 72 candidates only 24 got 40% or more marks which reflect poor performance of the candidates. Some candidates attempted in very bad handwriting which was not legible.

Political Science I: Standard of answers was low rather equal to Matric standard. Writing was pathetic and concept of question was not clear. Grammar of sentences was poor and some candidates attempted only one or two questions only.

Political Science II: The candidates lacked knowledge and they appeared without any preparation of the subject. Candidates did not answer the question but tried to reproduce whatever they know.

Public Administration: Uncooked presentation with superficial knowledge and poor presentation based on illogical arguments with wrong or irrelevant data were the major deficiencies of the candidates. Majority of the candidates failed to attempt general questions properly. They either could not understand or had limited knowledge of the topic.

Punjabi: Overall ignorance of literary technicalities, fondness for preaching and sheer nonsense were major faults found in the scripts of Punjabi language.

Pure Mathematics: Majority of the candidates were not prepared well for CSS examination.

Pushto: A fair number of candidates were found excellent. Majority of the candidates had deficiency in translation from English into Pushto. Overall intellectual level of the candidates was good and satisfactory.

Sociology: Over all performance of the candidates was not satisfactory although preparation of few candidates was commendable. It seemed that candidates run after guides etc or to shortcuts available in the markets/Academies.

Statistics: Candidates in the subject were better. Expressions for the theoretical answers were just satisfactory but mathematically good. Overall 77 candidates got more than 60% marks out of 221.

Urdu: Out of 462 candidates, 346 (75%) qualified in the paper and 16 (25%) were failed. Majority of the candidates only secured upto 50% marks that reflect ignorance towards our National Language. Even majority did not know about the books of our National poet. Crammed knowledge, substandard material, non relevant books and grammatical errors were common deficiencies reflected

Zoology: General standard of answers was not good, demonstrating the low quality of answers. Out of 312 candidates, only two candidates got more than 65% marks.

General (Direct) Recruitment by Selection

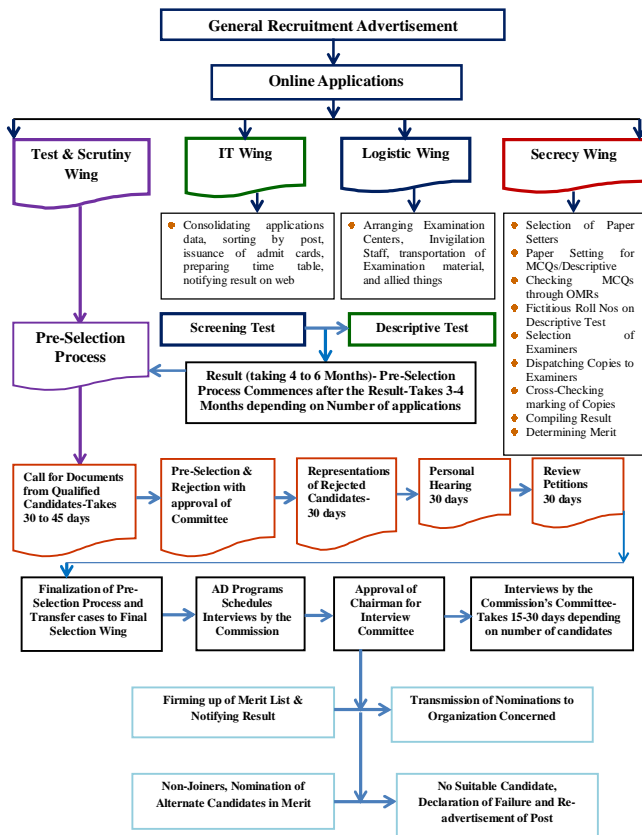
Recruitment Process

6.1. There is growing perception amongst Ministries/Divisions/Departments furnishing requisitions for recruitment and the candidates appearing in various Tests /Examination as well as prospective candidates that the Staff of the Federal Public Service Commission is taking too long in processing the cases and necessary paper work before the Commission conducts interviews and viva voce. Some Sections of the office are still averse to change and automation. The process of selection through General Recruitment is reflected at Figure 13.

6.2. This lengthy and long-drawn was breeding frustration amongst requisitioning Ministries/Organizations, dis-satisfaction, muted discontentment about FPSC, pushing better candidates to look for other jobs in the private sector and encouraging requisitioning Ministries to explore alternative means for recruitment. The whole process becomes self-defeating because of large number of non-joiners nominees and by the time the requisitioning Ministry asked for alternate nomination, the validity of the merit list expired. In the process, the Government loses better candidates.

6.3. To address these issues, the Commission has taken policy decisions to substantially improve the General Recruitment system. These include: (i) Online Application has been redesigned adding more filters to reduce the volume of applications; (ii) facility of upload essential documents; (iii) all those cases where number of applications is less than 10 may be processed by interview only; (iv) processing Representations and Review Petitions concurrently with interviews rather commencing interviews after the whole process finishes; (v) T & S Section to ensure that all required documents are indicated in the very first letter addressed to the candidates rather than repeating reminders; (vi) where Candidates fail to submit the required documents within stipulated period after the First Letter may be rejected and informed accordingly; (vii) Screening Test/Descriptive Tests must be held simultaneously on rolling basis or after every two months; (viii) Members' Committees may be associated at the stage of Pre-selection of Cases or as soon as the Test is held rather than only Interviews. It will ensure effective shared supervision of the process, remove snags and fast track selection process; and (ix) Secrecy Wing, because of its work load, must be re-structured and manned with additional staff to fast track the results.

Figure 13. General Recruitment Process



6.4. Going forward, the Commission must review quality of its manpower and prepare an action plan for developing a healthy mix of professional staff while safeguarding the integrity of the system. Any meddling into the system with clandestine motives will not only compromise integrity of the system but will also expose credibility of the Commission. Therefore, the Commission must safeguard its credibility sternly against such efforts, both from within and without.

Recruitment by Professional/Screening Tests During 2014

6.5. The Commission processed **370** cases of recruitment involving **3260** positions and **351,910** applications during the year 2014. These included **143** carried forward cases involving **1055** positions of previous years. Fresh **2205** posts in **227** cases were advertised in 2014 and in response thereof **256,513** applications were received.

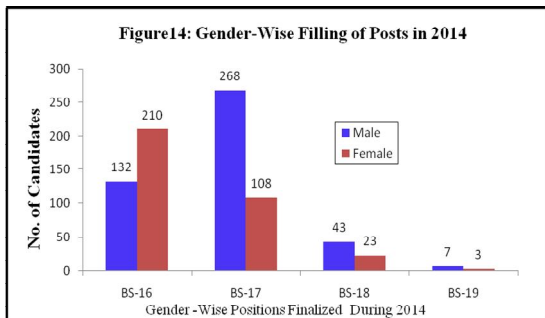
6.6. Out of **370** cases, **160** cases dealing with 989 posts were finalized in all respects and **794** nominations were issued. For **195** positions in **96** cases, no suitable candidates could be found. Some cases are pending due to litigation and could not be finalized during the previous years. The remaining **210** cases involving **2271** posts have been carried over to 2015. Details are at **Appendix-12**.

Gender-Wise Positions Filled During the Year, 2014

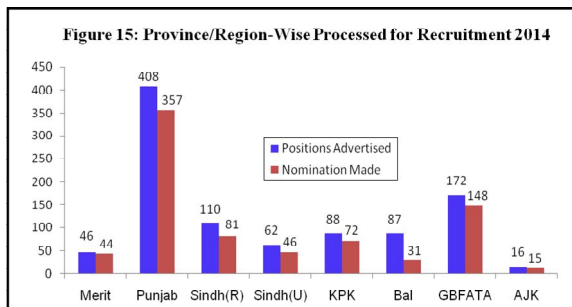
6.7. The Commission made recommendations against 794 positions during the year 2014. Out of these, 182 nominations was against the vacancies reserved for male, 269 reserved for female and 343 nominations reserved for both male and female. The Gender-Wise position is available at Table 32 and the graph is at Figure 14.

Table 32. Gender Wise Distribution of Vacancies for General Recruitment

Basic Scale	Reserved for Male	Reserved for Female	Reserved for Both Genders			Grand Total
			Male	Female	Total	
16	102	203	30	07	37	342
17	58	51	210	57	267	376
18	20	13	23	10	33	66
19	02	02	05	01	06	10
20	0	0	0	0	0	0
21	0	0	0	0	0	0
Total	182	269	268	75	343	794



6.8. **Recruitment against Regional Quota:** Province-Wise nominations are at **Appendix-13** (Figure 15). Out of 794 recommendations, 44 were against merit quota, 357 against Punjab, 81 against Sindh (R), 46 against Sindh (U), 72 against KPK, 31 against Balochistan, 148 against GBFATA and 15 nominations were made against AJK quota. Accordingly 342 nominations were made in BS-16, 376 in BS-17, 66 in BS-18 and 10 nominations were in BS-19.



6.9. **Ministry Division Wise Positions Finalized During 2014:** Ministry/Division/Department wise details of the 794 candidates nominated by the Commission are given at **Appendix 14**. Highest 442 out of 794 nominations were made in the Ministry of Defence, followed by 123 nominations in the Kashmir Affairs and GB Division, 58 in Ministry of Petroleum and Natural Resources, 30 in CAD Division

consumed 82% of the nominations.

6.10. Fresh Cases Initiated and Processed for Recruitment During 2014: The Commission initiated action on **227** new cases of recruitment involving **2,205** positions as detailed at **Appendix-15**.

6.11. Cases Initiated in Previous Years for Recruitment but Finalized During 2014: A substantial number of cases initiated in 2013 for recruitment but finalized in 2014 because of time allowed for submission of applications and time taken in scrutiny of these applications, issuance of admission certificates, marking of answer sheets, disposal of representations, appeals and conduct of interviews. During 2014, **143** recruitment cases involving **1055** positions relating to previous years (2006-2013) were processed as detailed in **Appendix-16**.

6.12. Cases Where Certain Posts could not be filled During 2014: In such recruitment cases where no application is received for a posts or applicants do not possess requisite qualification/ experience in accordance with the advertisement, the Commission has no option but to report the post as unfilled to the sponsoring Ministry. During the year 2014, the Commission reported **195** positions unfilled due to non-availability of suitable candidates in **96** cases as detailed in **Appendix- 15 and 16**.

6.13. Written Tests for Recruitment to Ex-Cadre Posts: Written Tests (professional/screening) for Ex-Cadre posts in BS-16 & above were conducted to determine the competency level of the candidates. Candidates attaining highest merit position on the basis of 1:5 to merit vacancies and 1:3 for Provincial/Regional quota are selected for interviews. Written Tests in **158** recruitment cases involving **1673** posts were conducted during 2014. **240,794** candidates were called for tests and **139,506** candidates appeared in the tests for various posts. Details of the tests conducted during the year 2014 are given at **Appendix-17**.

6.14. Cases wherein Alternate Nominations were made Due to Non-Joining of the Principal Nominees: Some principal nominees recommended by the Commission for different positions did not join their posts for one reason or the other. The Commission, on receipt of request from concerned Ministries/Divisions/Departments, recommended **87** alternate nominees in **31** recruitment cases. Details are given at **Appendix-18**.

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

without sound justification. During the year 2014, various Ministries/Divisions/Departments delayed the issuance of offer of appointment to the selected candidates in 18 cases. A list of such cases is given at **Appendix-19**.

6.16. **Recruitment Cases Withdrawn/Cancelled:** As per policy decision, requisition for recruitment once placed with the Commission cannot be withdrawn as a matter of routine. During the year 2014, no case was withdrawn by Ministries/Divisions/Departments

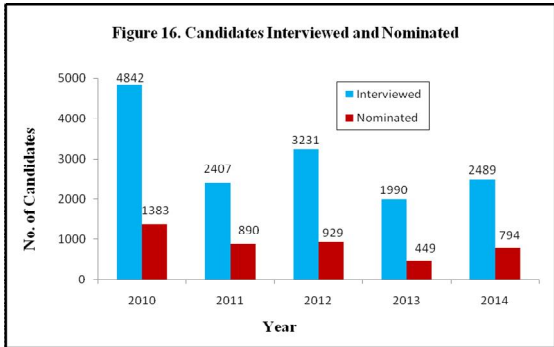
6.17. **Re-Advertisement of Failure Cases/Posts During 2014:** As per Commission's decision taken in its 130th meeting, if any post is reported unfilled, it shall be re-advertised by the Commission in its next consolidated advertisement without fresh requisitions. Accordingly, **94** recruitment cases involving **243** positions were re-advertised during the year 2014. Re-advertised cases include the posts reported as unfilled in 2012, 2013. Some of the posts, reported unfilled in 2014, could not be re-advertised as clarification from the concerned Ministry/ Division/ Department was awaited till 31st December 2014. Details are given at **Appendix-20**.

6.18. **Nomination of Minorities against their 5% Quota:** The Commission finalized 35 cases involving 52 posts for minorities' quota and recommended nomination against 18 posts as provided in **Appendix-21 and Table 33**. Remaining 34 posts reserved for minorities could not be filled due to non-availability of qualified candidates belonging to the minorities.

6.19. **Recruitment to Ex-Cadre Positions (BS-16&above) for the Last Five Years (2010-2014):** Candidates interviewed and nominations made by the Commission for various positions in BS-16 and above during the years 2010 to 2014 are presented in Figure 16.

Table 33. Distribution of Vacancies for Minorities Quota in 2014

Basic Scale	Post Advertised	Nominations Made	Reported Failure
16	22	08	14
17	28	10	18
18	01	-	01
19	01	-	01
Total	52	18	34



CHAPTER 7**Final Passing Out and Promotional Examinations****Final Passing Out Examination**

7.1. Final Passing Out Examination (FPOE) is a key examination which is conducted by the Commission after completion of Common Training Program and Specialized Training Programme (STP) of the Probationers of respective Services and Occupational Groups. This examination is of considerable importance as inter-se seniority of the Probationers in each Occupational Group and Service is determined on the basis of marks obtained in the Competitive Examination, Initial Training, Specialized Training and FPOE. Currently, the rules provide three attempts to qualify the FPOE failing which the Probationer is liable to be discharged from Group/Service. The FPOEs conducted by the Commission during 2014 are reflected in Table 34.

Table 34. Summary of FPOEs conducted During 2014

S.No	Service & Occupational Group	Appeared	Pass	Fail	Pass %
(a)	Commerce & Trade Group	05	02	03	40
(b)	Foreign Service of Pakistan	23	22	01	96
(c)	Information Group	07	07	--	100
(d)	Inland Revenue Service	70	24	46	34
(e)	Military Lands & Cantt. Group	09	08	01	89
(f)	Office Management Group	70	54	16	77
(g)	Pakistan Administrative Service	65	42	23	65
(h)	Pakistan Audit & Accounts Service	26	03	23	12
(i)	Pakistan Customs Service	04	03	01	75
(j)	Police Service of Pakistan	21	15	06	71
(k)	Postal Group	11	07	04	64
(l)	Railways (C & T) Group	08	02	06	25
Total		319	189	130	59%

7.2. 41% failure rate in FPOE is too high. The highest failure rate was observed amongst Commerce and Trade Group, Inland Revenue Service, Pakistan Administrative Service, Pakistan Audit and Accounts Service and Railways Group. It is not only a reflection on the quality of faulty imparting training and quality of training modules failing to sustain interest but also casual attitude of the Probationers towards their training and learning. The high failure ratio in PAS as well as IRS is alarming and respective Academies imparting specialized training must take cognizance of this.

7.3. The assessment data of the Probationers retrieved from the Civil Service Academy demonstrates that most of them do not take the training very seriously because of pre-allocation of Occupational Groups and Services. Many of those Probationers who ranked in the top 50 positions in the Competitive Examination slipped to lower positions while some of them ranking in lower position improved their ranking in the Academy. The Government may consider the following options to sustain interest of the Probationers in training and improve quality of training:

- (a) Reverting back to post-FPOE Groups and Services allocation; or
- (b) Reducing the Common Training Program to 3 months for initial orientation and sending them to their Specialized Academies; or
- (c) Assigning to their Specialized Academies straight away and add the course subjects of CTP in the STP.

7.4. Likewise, the Probationers generally demonstrate slackness towards FPOE as the rules allow them three attempts to clear the FPOE. It inculcates a sense of casualness and lack of spirit of competitiveness at the beginning of their career. The Government has already been advised by the Commission to amend the Occupational Groups and Services (Probation, Training and Seniority) Rules, 1990, to reduce the number of attempts to two, as was originally envisaged. The Commission is also reviewing the setting of papers for the FPOE particularly those, which are with open books. Such papers need to be more analytical and practical oriented like case studies.

7.5. It was for these reasons that the Commission strongly suggested to the Establishment Division to constitute a Committee including the Commission to review the entire system of training at various levels as well as the faculty and make recommendations for aligning the training modules to challenges of 21st Century and developing skills required to cope up with these challenges. The training methodology and techniques also require comprehensive review and realignment. Nevertheless, both the NSPP and the Establishment Division are reluctant to do so.

7.6. No promotional examination was held in 2014 as no requisition was received from the Establishment Division in this regard.

CHAPTER 8**Psychological Assessment**

8.1. Psychological Assessment Wing is lynchpin of the whole examination system for the Competitive Examination as well as induction of officers of armed forces into the civil service and now Section Officers Promotion Examination. It assesses the personality traits, intellectual capability and future potential of candidates qualifying the CSS written examination. The assessment is carried out through Verbal General Ability Test, Non-verbal Test of abstract reasoning, personality tests including projective techniques such as completion, association and construction, open-ended leaderless discussions, problem solving exercises and interview with psychologist.

8.2. **Statistical Analysis:** Data analysis for drawing the inferences from the results of various tests and modes of assessment was carried out during the year, the details are as under:

- (a) Two statements showing 238 candidate's Roll numbers, domicile, centre, scores obtained in different tests, Psychological, written, viva-voce marks and allocated groups were prepared and completed.
- (b) To see the relationship of three modes of Assessment i.e. Psychological, Written and Viva Voce, nine correlation co-efficient were computed on the data of 238 candidates who appeared for Psychological Assessment CE-2013. Positive correlation was found among these three modes of assessment.
- (c) Inter correlation co-efficient were also computed between three ability tests and different modes of Assessment i.e. Written, Psychological and Viva-Voce to ensure their utility as significant component of a battery in future.
- (d) Norms of three ability tests and one personality test were developed and updated on the basis of data of 238 candidates.
- (e) Six "two way tables" of three ability tests and between Psychological Marks vs Viva Voce, written vs Viva Voce, written versus merit order were computed.
- (f) Three expectancy tables were computed and constructed for determining the position and fall of the candidates.
- (g) Content analysis of personality tests.

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

- (a) Content analysis of two projective tests used in CE-2013, was carried out to see the usefulness of the test.
- (b) A follow up study of CSS candidates of 40th CTP (common training programme CE 2011) was conducted to see the performance of top 10% (high merit) and bottom 10% (low merit), as per FPSC merit order during CTP and 06 problematic cases identified by Civil Services Academy were studied. Main areas related to their issues were disciplinary issues and non-serious attitude towards training.
- (c) A study titled "Association between awards of the Commission and Psychological Assessment of CE 2013 was conducted and submitted to Members of Viva-Voce Board.

8.4. **Selection of Test Battery:** In order to select Test Battery, Psychological tests and their related materials were studied. Different tests were identified. Revision and final selection were made on the basis of research data of various personality (seven in total) and ability tests.

8.5. **Construction of New Tests:**

- (i) In the light of research findings, 8 personality tests were constructed for use in Psychological Assessment CE 2014.
- (ii) Twelve Situational tests (problems) were also prepared for future use.

8.6. **Improvements in Psychological Assessment:** The Commission arranged a four-days' Workshop on Interviewing and Assessment Skills, organized by Pakistan Tobacco Company from 06-05-2014 to 09-05-2014, for the Psychological Assessment Wing. Mr. Abdul Wajid Rana, Member FPSC, Acting Secretary/EDG and officers of Psychological Assessment Wing i.e. Miss Rehana Shujaat, Chief Psychologist, Mr. Itrat Abbas Anwar, Senior Psychologist and Mr. Muhammad Inam-Ul-Haq Jadoon, Psychologist, attended the workshop. A report on the workshop was prepared and submitted for perusal of the concerned Member(s) of the Commission and Chairman. A comprehensive Report of three meetings/briefings held before conduct of Psychological Assessment was prepared and submitted to the Commission. Review meeting after conduct of Psychological Assessment was held on 19-05-2014 and briefing on Psychological Assessment was held on 21.11.2014 with Chairman and Members of Viva Voce Board.

8.7. **Liaison:** During the period APA (American Psychological Associations) was actively contacted through E-mail for Annual International membership and subscription of journals. Letter sent to NSPP to get information from CSA about CTP probationers (high and low scorers at FPSC) for follow up purposes but CSA was reluctant to share the data on the instructions of Establishment Division.

8.8. **Preparation and Conduct of Psychological Assessment of Armed Forces Officer (Local) Balochistan CE 2014.** This year, as a special case, the Psychological Assessment of AFO (Armed Forces Officers) of (Local) Balochistan was conducted. Psychological Assessment of 29 nominees of AFO (Local) Balochistan comprising the candidates from Army, Navy and Air Force was carried out from 07.06.2014 to 17.06.2014 and Psychological Reports were submitted to Members Viva-Voce Board.

8.9. **Preparation and Conduct of Psychological Assessment of Armed Forces Inductees CE 2013.** For induction into civil services the Psychological Assessment of 34 nominees from Armed Forces was carried out from 28.07.2014 to 10.08.2014 as per following service-wise details:

Services	No. of Candidates
Pak Army	19
Pak. Air Force (PAF)	05
Pak Navy	10
Total	34

8.10. **Psychological Assessment of CE 2014.** The Psychological Assessment of CE 2014 commenced w.e.f. 21-11-2014 at Islamabad centre and continued till 6 April, 2015. Up till 31-12-2014, assessment of total 166 candidates was completed.

CHAPTER 9**Information Technology Services**

9.1. **Online Application Submission Facility:** A total number of 256,513 applications were received online for General Recruitment and 24,640 for CSS-2014 by the closing date i.e. 31st December 2014.

9.2. **SMS Based Information Delivery System:** Over 767,000 SMS were sent to the candidates on their given cell phone numbers giving intimations about major events, including acknowledgement of their online applications, call for test/interviews, intimations regarding personal hearings etc.

9.3. **Online Admission Certificates/Marks Sheets Generation Facility:** For the convenience of candidates of General Recruitment and Competitive examination, 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 245,401 candidates of various tests/examinations for General Recruitment and 24640 candidates of CE-2014 have benefited from the said facility.

9.4. **CSS Examination 2014:** A total number of 24,640 applications for CE-2014 were processed for conduct of Competitive Examination held in February 2014. In addition to this, 22,412 applications received for CE-2015 were received online. Pre-scrutiny eligibility reports were generated and the identified deficiencies were conveyed to the applicants before conduct of examination. Additional bio-data sheets of 439 written qualified candidates of CE-2013 and 34 nominees from Defence Services were generated. Applications of Armed Forces Officers for induction to Civil Service were also processed.

9.5. **General Recruitment:** 256,513 applications received for various posts of general recruitment were processed and required reports were generated. Summary bio-data sheets of 1,279 candidates were produced for conduct of interviews.

9.6. **Professional and Promotional Examination:** IT Wing processed the data of 327 probationers of 12 Groups/Services for conduct of final passing out examinations. Admission certificates, attendance list, attendance sheets, blank result statement etc. were generated for smooth conduct of examinations. Results of eleven Services/Groups were compiled and mark sheets generated accordingly.

9.7. **CNIC Verification through NADRA System:** The CNIC verification of all written qualified candidates of CE-2014 through NADRA system was carried out and details provided to CE Wing.

9.8. **Assistance to Facilitation Centre and Control Room:** In order to respond to the queries of candidates, all required details information pertaining to General Recruitment test phase-I,II,III and IV were provided to facilitation centre and control room established at FPSC HQs.

9.9. **Written Descriptive Tests:** As per revised recruitment policy, Written Descriptive Tests were introduced first time for the General Recruitment cases. Accordingly, a new software module to cover the requirement of Descriptive Tests was developed by the IT Wing.

9.10. **Inter Public Service Commission Seminar on ICT Initiatives:** In compliance to the decision taken in the 15th Inter Public Service Commission's meeting. IT Wing of FPSC organized a workshop/seminar at FPSC Headquarters Islamabad on 26.05.2014. Technical officers of various Provincial Public Service Commissions' attended the seminar. The seminar focused on Information Communication Technology (ICT) initiatives taken by various Public Service Commissions and the way forward for further enhancements in (ICT) use through collaborative efforts and sharing of best practices.

9.11. **Facilitation in Reconciliation of Treasury Receipts:** In order to facilitate process of reconciliation of receipts collected on account of examination fee deposited by the applicants, certain parameters including bank branch name of fee deposit, branch code and district of bank location etc. were added in the online application submission system. Required information was passed on to Budget Section to facilitate reconciliation process.

9.12. **Digitization of Historic C.E Data:** IT Wing had been maintaining historic data base of Competitive Examination (C.E) held since 1984. On the direction of the Chairman FPSC, the database has further been enriched with C.E data prior to 1984. Accordingly, the information relating to C.E allocated candidates for the period 1970 to 1983 was digitized from manual registers maintained by Secrecy/C.E Wing. The same been made a part of database.

9.13. **Website Management:** Official website of the Commission (www.fpsc.gov.pk) has been an important source of information dissemination to the public in general and candidates in particular. The website has been among few Government portals having average traffic of around 25,000 hits per day. All major events, advertisements, syllabi, pre-selection, recommendations, publications of FPSC etc. were uploaded well in time on the website.

CHAPTER 10**Curriculum Development and Designing of Syllabi**

10.1. **Designing Schemes of Tests and Syllabi:** Curriculum and Research (C&R) Wing of the Commission has been assigned the task of designing schemes of tests and syllabi for all posts advertised by the Commission in Basic Scale 16 and above. In this context, schemes of tests and syllabi were designed for **226 cases** of recruitment comprising 2204 posts during the year 2014.

10.2. **Reforming CSS Competitive Examination and Syllabi:** The Commission re-constituted the Committee Notification No.54/2014 dated 25.11.2014 to finalize the Scheme of CSS Competitive Examination and its syllabi comprising as under:-

S.No.	Name & Designation	Status in Committee
1	Mr. Abdul Wajid Rana Member FPSC	Chairman
2	Mr. Amjad Nazir Member FPSC	Member
3	Mian Muhammad Sarwar Director General (Research)	Co-opted Member /Secretary

The Committee held a meeting on 4.12.2014 in Conference Room of FPSC and discussed in detail the implementation status of the Scheme of CSS Competitive Examination and its revised Syllabi and finalized it. It now stands approved, notified and will be effective from CE-2016 to make the CSS Competitive Examination more competitive, transparent and merit based.

10.3. **Recognition and Equivalence of Qualifications and Degrees:** In case of any discrepancy occurring in elements of a degree possessed by a candidate required for a specified post, its equivalence is determined. Advice on recognition of the Degree Awarding Institutes is also obtained and tendered to the Commission by the Curriculum and Research Wing of the Commission. During 2014, 86 cases were finalized in consultation with the Higher Education Commission and Pakistan Engineering Council.

CHAPTER 11**Advice of the Commission Not Accepted**

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

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

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

11.3. **Cases Where Delay occurred in Implementing Advice of the Commission:** The Federal Government has laid down specific instructions that after receipt of recommendations from the Commission, the offers of appointment to the Commission's nominees should be issued within one month. However, these instructions are, some time, not complied with and the sponsoring Ministries/Divisions/Departments violate these orders without sound justification. During the year 2014, various Ministries/Divisions/Departments delayed the issuance of offer of appointment to the selected candidates in 18 cases. List of such cases is given at **Appendix-19**.

CHAPTER 12**Administration and Finance**

12.1. The Organogram of the Commission is at **Appendix-4**. The Commission and staff's strength is at **Appendix-5**. The details of officers who joined the Commission and who got promoted during 2014 are at **Appendix-6**. **Appendix-7** reflects the details of Members who ceased to hold their officer on completion of tenure and the staff that left the Commission either on superannuation or transfer during 2014.

12.2. **Annual Budget:** The Ministry of Finance allocated Rs 488.351 million for the Budget of FPSC for financial year 2014-15. It was distributed amongst FPSC HQs and Provincial/Regional Offices located at Lahore, Karachi, Peshawar, Quetta, Multan, Sukkur, D.I.Khan and Gilgit. Head wise budget provision is at Table 35.

Table 35. Budget of FPSC

Major-Heads of Accounts	Item	Amounts in Rs	%
A01	Employees Related Expenses	326.176	67.0
A03	Operating Expenses	148.211	30.0
A04	Employees Retirement Benefits	6.501	1.0
A05	Grant Subsidies & Write off Loan	2.000	0.4
A06	Transfers	0.270	0.05
A09	Physical Assets	2.908	0.50
A13	Repair and Maintenance	2.285	0.40
Total		488.351	100

12.3. The fundamental responsibility of the Commission is to hold Competitive Examination for recruitment to All-Pakistan Services and Civil Services of the Federation as well as Selection by Direct (General) Recruitment for the civil posts in connection with the affairs of the Federation in BS-16 and above. Its operational budget is meant to hold these examinations throughout the year. However, this budget is generally subject to austerity cut of 20 to 30% by the Finance Division which is impeding in discharging the statutory function. Strenuous efforts were made to make the Ministry understand this; nevertheless this Constitutional Institutions was restrained financially during FY2013-14. It restrains the Commission from advertising the posts, inviting applications and holding tests and examinations of the potential candidates which not only adds to unemployment but also frustrates the fresh graduates. Unfortunately, those managing finances at the bureaucratic level have myopic and tunnel vision and have difficulty looking at the macro picture. It is for these reasons, the Commission has very strongly proposed in the Draft Bill for amendment in the FPSC

Ordinance that the expenditure of the Commission be declared as “Charged Expenditure” rather than “Voted Expenditure”.

12.4. **Receipts of the Commission:** Total receipts on account of fee deposited by candidates for Competitive Examinations and General Recruitment for posts in BS-16 and above during FY2014-15 were **Rs.94.42 million** against the budgetary target of Rs.70 million.

12.5. **Expenditures:** Total expenditures incurred during FY2013-14 were Rs. 496.388 million, as detailed at Table 36.

Table 36. Expenditures During 2013-14

Head of Account	Actual Expenditure (Rs. in millions)	Budgetary Provision (Rs. in millions)
A01- Employees Related Expenses	323.366	293.767
A03- Operating Expenses	159.374	142.165
A04- Employees Retirement Benefit	9.430	0.501
A05- Grant Subsidies & Write off Loan	0.72	1.000
A063- Transfer Payments	0.170	0.270
A09- Physical Assets	1.583	4.251
A13- Repair of Durable Goods	2.390	2.728
Total:-	496.388	444.181

12.6. **Presentation on Financial Management in FPSC:** A presentation on Budget, Expenditure and other financial matters of FPSC was made before the Commission by Budget & Accounts section at Conference Room on 02.12.2014. The presentation was attended by Chairman FPSC Major General (Retd) Niaz Muhammad Khan Khattak, Mr.Abdul Wajid Rana, Member, Mr.Mazhar Ali Khan, Member and senior officers of the Commission. Deputy Director (B&A) Mr.Sagher Ahmed explained in detail issues of budget allocation (headwise/regionwise) of FPSC, record of budget & expenditure (past five years), re-appropriation of budget and supplementary grant required for upcoming Examination/Tests.

12.7. **Training and Development of FPSC Staff:** Human resource plays a pivotal role in achieving the organizational objectives. Keeping in view the paramount importance of the human capital, the FPSC is committed to enhance knowledge, upgrade skills and reform the attitudes of its employees. During 2014, 18 officer/officials participated in short training courses organized by Project Management Institute, Secretariat Training Institute, Pakistan Planning Management Institute, MS Wing of Establishment Division.

12.8. Workshops organized by Public Service Commission of India & Nepal

In pursuance of decisions taken in 3rd Meeting of Chiefs of Public/Civil Service Commissions of SAARC Member States, UPSC India organized a workshop on “Policies, Approach and Process of

Merit-based Selection” on 2-5 August 2014 at New Delhi. Mr. Abdul Wajid Rana (Member) and Mr. Ramiz Ahmad (Director) represented FPSC from Pakistan in the workshop. Similarly, another workshop on “Functional Modalities of Public Service Commission in SAARC” was organized by Civil Service Commission, Nepal at Kathmandu on 27-29 August 2014. Mr. Mazhar Ali Khan, (Secretary) and Mian Muhammad Sarwar, (DG Research), represented FPSC from Pakistan in the workshop.

12.9. Construction of Examination Halls at FPSC Provincial Offices The construction work of two examination halls and renovation/up-gradation of FPSC office building at FPSC provincial office Karachi was completed. PCs-1 for construction of additional Examination Halls at FPSC Provincial offices Lahore, Peshawar and Quetta were in progress with DDWP, till end of the year.

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

Name of Member(s)	Name of University
Mr. Abdul Wajid Rana	Quaid-i-Azam University, Islamabad.
Mr. Ayub Qazi	Allama Iqbal Open University, Islamabad.
Mrs. Batool Iqbal Qureshi	National Defence University, Islamabad.

12.11. FPSC Library: The Commission provides the facility of library to its Members and the staff with sufficient stock of reference books in all areas of study and newspapers. Online implementation of library system is under active processing stage. Besides, FPSC provides maximum information to intending candidates as well as general public through Provincial, Regional Offices, of the Commission which provides application forms, syllabi and informative material on recruitment system of FPSC to the intending candidates. All advertisements released by the Commission are made known to facilitate students and prospective candidates.

12.12. FPSC Publications: As required under Section 9 of the FPSC Ordinance 1977, Annual Report of the Commission for the year 2013 was prepared and submitted to the President’s Secretariat (Public) on 25.7.2014. After consent of President of Pakistan, 480 copies of the said Annual Report were placed before the Parliament. Annual Report was also distributed to all Ministries, Divisions and Departments. Similarly, four FPSC’s quarterly Newsletters were also published during the year under report and distributed to all Ministries/Divisions/Departments and Public Sector Universities.

Acknowledgment

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

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

1.	Maj. Gen. (Retd) Niaz Muhammad Khan Khattak, HI(M)	Chairman	
2.	Malik Asif Hayat	Ex-Chairman	Completed Tenure on 14.08.2014
3.	Mrs. Batool Iqbal Qureshi	Member	
4.	Mr. Abdul Wajid Rana	Member	
5.	Mr. Muhammad Ayub Qazi	Member	
6.	Mr. Amjad Nazir	Member	
7.	Mr. Imtiaz Hussain Kazi	Member	
8.	Mr. Ahmed Baksh Lehri	Member	
9.	Ambassador (R) Rizwan-ul-Haq Mehmood	Member	
10.	Mr. Akhlaque Ahmed Tarar	Member	
11.	Mr. Mazhar Ali Khan	Member	

Haseeb Athar

Secretary

Federal Public Service Commission

Extracts From the Constitutions Relating to Federal Public Service Commission

Government of India Act, 1935

The Government of India Act, 1935, as amended upto 1947, enforced a federal system of government and Sections 264 to 268 of the said Act dealt with the Federal and Provincial Public Service Commission. The essential features of these provisions of law were as under:

- (a) the independence of the Commission was ensured by reaffirming the specified tenure of the Chairman and Members of the Commission;
- (b) the Governor General, in his discretion, was competent to make appointments for the IPSC's Chairman and Members against fixed tenures, with a condition that at least 50% members were to be drawn from amongst persons with 10-years minimum service under the Crown;
- (b) the Chairman of the Federal Public Service Commission was made ineligible for further employment under the Crown of India;
- (d) the Chairman of a Provincial Commission was made eligible for appointment as the Chairman or a Member of the Federal Public Service Commission;
- (e) Members of the Federal or any Provincial Commission were made eligible for any other appointment in connection with the affairs of the province with the approval of the Governor of a Province and in the case of any other appointment, of the Governor General in their discretion;
- (f) The functions assigned to the FPSC under the Government of India Act 1935 were as follows:
 - (i) to conduct Service examinations for appointments to the services of the Federation;
 - (ii) to assist those Provinces in framing and operating schemes of joint recruitment for their forest services, and any other services for which candidates possessing special qualifications are required if requested by two or more provinces to do so.
 - (iii) The Federal Public Service Commission was to be consulted:
 - (1) on all matters relating to methods of recruitment to civil services and for civil posts;
 - (2) on the principles to be followed in making appointments to civil services and posts and in making promotions and transfers from one service to another and on the suitability of candidates for such appointments, promotions or transfers;
 - (3) on all disciplinary matters affecting a person serving His Majesty in a civil

capacity in India, including memorials or petitions relating to such matters;

- (4) on any claim by or in respect of a person who is serving or has served His Majesty in a civil capacity in India that any costs incurred by him in defending legal proceedings instituted against him in respect of acts done or purporting to be done in the execution of his duty should be paid out of the revenues of the Federation or, as the case may be, the Province;
- (5) on any claim for the award of a pension in respect of injuries sustained by a person while serving His Majesty in a civil capacity in India, and any question as to the amount of any such award;
- (g) to advise on any matter so referred to them and on any other matter which the Governor-General in his discretion, may refer to them; and
- (h) to discharge additional functions assigned to the Commission according to law.
- (i) The functions listed at Serial no. (f)(iv)(v) had an added significance in view of the Crown Employees deputed to the provinces and provided a mechanism and a platform for resolution of disputes amongst provinces and Inter-federation and federating units.
- (j) Expenditure of the Commissioner was declared as Charged Expenditure.

1956 Constitution of Pakistan

Articles 184 to 190 of the 1956 Constitution of Pakistan retained all of the essentials of the Government of India Act, 1935, iterated above with the some additions/modifications:

- (a) The spirit of these Constitutional Provisions was to ensure an independent Federal Public Service Commission free from any interference from the executive or political pressures. The Commission was protection of the Constitution as appointment of the Chairman, Members, their tenure, functions assigned to the Commission were regulated by these provisions of the Constitution and not by any law.
- (b) The tenure of the Chairman and Members was **five years and were to be removed as a Judge of the High Court.**
- (c) Period of service for members to be appointed from amongst services was increased from 10 to 15 years.
- (d) Functions assigned to the Commission, inter alia, included to conduct examinations for appointment to the services and posts connected with the affairs of the Federation. It implied that appointment to all the services and posts connected with the affairs of the Federation were made subject to recommendations of the Commission.
- (e) Annual Report of the Commission was made mandatory.

Extracts from the Constitution of the Islamic Republic of Pakistan, 1956, are reproduced below:

179.-(1) No person who is not a citizen of Pakistan shall be eligible to hold any office in the service of Pakistan; Provided that the President or, in relation to a Province, the Governor, may authorize the temporary employment of a person who is not a citizen of Pakistan: Provided further that a person who is, immediately before the Constitution Day, a servant of the Crown in Pakistan shall not be disqualified from holding any office in the service of Pakistan on the ground only that he is not a citizen of Pakistan.

(2) Except as expressly provided by the Constitution, the appointment and conditions of service of persons in the service of Pakistan may be regulated by Act of the appropriate legislature.

180.- Except as expressly provided by the Constitution-

- (a) every person who is a member of a defence service, or of a civil service of the Federation, or of an All-Pakistan Service, or holds any post connected with defence, or a civil post in connection with the affairs of the Federation, shall hold office during the pleasure of the President, and
- (b) every person who is a member of a civil service of a Province or holds any civil post in connection with the affairs of a Province, other than a person mentioned in paragraph (a) of this Article, shall hold office during the pleasure of the Governor.

181. (1) No person who is a member of a civil service of the Federation or of a Province, or of an All-Pakistan Service, or holds a civil post in connection with the affairs of the Federation, or of a Province, shall be dismissed or removed from service, or reduced in rank, by an authority subordinate to that by which he was appointed.

(2) No such person as aforesaid shall be dismissed or removed from service, or reduced in rank, until he has been given a reasonable opportunity of showing cause against the action proposed to be taken in regard to him:

Provided that this clause shall not apply- (a) where a person is dismissed or removed from service or reduced in rank on the ground of conduct which has led to his conviction on a criminal charge; or

(b) where an authority empowered to dismiss or remove from service a person, or to reduce him in rank, is satisfied that for some reason, to be recorded by that authority, it is not reasonably practicable to give that person an opportunity of showing cause; or where the President or the Governor, as the case may be, is satisfied, for reasons to be recorded by him, that in the interest of the security of Pakistan or any part thereof, it is not expedient to give to that person such an opportunity.

182.- Except as expressly provided by the Constitution or an Act of the appropriate legislature, appointments to the civil services of, and civil posts in the service of, Pakistan shall be made-

- (a) in the case of services of the Federation and posts in connection with the affairs of the Federation, by the President or such person as he may direct;

- (b) in the case of services of a Province and posts in connection with the affairs of a Province, by the Governor of the Province, or such person as he may direct.
- (2) Except as expressly provided by the Constitution, or an Act of the appropriate legislature, the conditions of service of persons serving in a civil capacity shall, subject to the provisions of this Article, be such as may be prescribed—

- (a) in the case of persons serving in connection with the affairs of the Federal, by rules made by the President, or by some person authorized by the President to make rules for the purpose;

- (b) in the case of persons serving in connection with the affairs of a Province, by rules made by the Governor of the Province, or by some person authorized by the Governor to make rules for the purpose: Provided that it shall not be necessary to make rules regulating the conditions of service of persons employed temporarily on the condition that their employment may be terminated on one month's notice or less; and nothing in this clause shall be construed as requiring the rules regulating the conditions of service of any class of persons to extend to any matter which appears to the rule-making authority to be a matter not suitable for regulation by rule in the case of that class:

Provided further that no such Act as is referred to in this clause shall contain anything inconsistent with the provisions of clause (3).

- (3) The rules under clause (2) shall be so framed as to secure—
 - (a) that the tenure and conditions of service of any person to whom this Article applies shall not be varied to his disadvantage; and
 - (b) that every such person shall have at least one appeal against any order which—
 - (i) punishes or formally censures him; or
 - (ii) alters or interprets to his disadvantage any rule affecting his conditions of service; or
 - (iii) terminates his employment otherwise than upon his reaching the age fixed for superannuation: Provided that when any such order is the order of the President or the Governor, the person affected shall have no right of appeal, but may apply for review of that order.

183. (1) In the Constitution “All Pakistan Services” means the services common to the Federation and the Provinces which were the All-Pakistan Services immediately before the Constitution Day.

(2) Parliament shall have exclusive power to make laws with respect to the All-Pakistan Federal Public Service Commission

Services.

- (3) Articles 182 and 188 shall apply to the All-Pakistan Services as they apply to Services of the Federation.
- (4) No member of an All-Pakistan Service shall be transferred to a Province to serve in connection with the affairs of that Province, or be transferred from that Province, except by order of the President made after consultation with the Governor of that Province.
- (5) While a member of an All-Pakistan Service is serving in connection with the affairs of a Province, his promotion and 11 transfer within that Province, and the initiation of any disciplinary proceedings against him in relation to his conduct in that Province, shall take place by order of the Governor of that Province.

1962 Constitution of Pakistan

Articles 180 to 189 of the 1962 Constitution retained the spirit of 1956 Constitution as well as all of its features with following modifications/additions:

- (a) The name was changed to Central Public Service Commission;
- (b) Serving Officers were made eligible for appointment as Member of Commission;
- (c) Terms and Conditions of Members to be determined by an Act of the Parliament or Presidential Order;
- (d) Tenure of Chairman and Members was reduced to 3 years;
- (e) Chairman and Members **were not made ineligible** for further employment in the service of Pakistan;
- (f) Members were required to take oath before the Chief Justice of Pakistan; and
- (g) Functions assigned to the Commission included to conduct tests and examinations for the selection of suitable persons for appointment to the All Pakistan Services, the civil services of the Centre and civil posts connected with the affairs of the Centre while retaining all other functions assigned under the 1956 Constitution or the Government of India Act 1935.

Extracts from the Constitution of the Islamic Republic of Pakistan, 1962

180. There shall be a Central Public Service Commission for the Centre, and a Provincial Public Service Commission for each Province.
181. In the case of the Central Public Service Commission, the President, and in the case of a Provincial Public Service Commission, the Governor of the Province concerned, may by Order determine:–

- (a) the number of members of the Commission; and
 - (b) the number of members of the staff of the Commission and their terms and conditions of service.
182. (1) The members of the Central Public Service Commission shall be appointed by the President, and the members of a Provincial Public Service Commission shall be appointed by the Governor of the Province concerned.
- (2) The terms and conditions of service of a member of the Central Public Service Commission shall be determined by Act of the Central Legislature or, until so determined, by the President, and the terms and conditions of service of a member of a Provincial Public Service Commission shall be determined by Act of the Legislature of the Province concerned or, until so determined, by the Governor of the Province.
- (3) Not less than one-half of the members of a Commission shall be persons who are at the time of appointment, or who have been at some time before appointment, in the service of Pakistan.
- (4) Where a person appointed as member of a Commission was, immediately before his appointment, in the service of Pakistan, his rights as a person in the service of Pakistan shall not, subject to his appointment and service as such a member, be affected.
183. (1) Before entering upon his office, a member of a Commission shall make an oath in such form set out in the First Schedule as is applicable to his office.
- (2) The oath shall be made:-
- (a) in the case of a member of the Central Public Service Commission – before the Chief Justice of the Supreme Court; and
 - (b) in the case of a member of a Provincial Public Service Commission – before the Chief Justice of the High Court of the Province concerned.
184. (1) A member of a Commission shall, subject to this Article, hold office for a term of three years from the date on which he enters upon his office.
- (2) A member of a Commission shall not be removed from office except in the manner prescribed in clauses (5) and (6) of Article 128 for the removal from office of a Judge, and in the application of those clauses for the purposes of this clause, any reference in those clauses to a Judge shall be read as a reference to a member of the Commission.
- (3) A member of a Commission may resign his office by writing under his hand addressed:-
- (a) in the case of a Central Public Service Commission—to the President; and

- (b) in the case of a Provincial Public Service Commission—to the Governor of the Province concerned.

185. (1) The functions of the Central Public Service Commission shall be :-

- (a) to conduct tests and examinations for the selection of suitable persons for appointment to the All Pakistan Services, the civil services of the Centre and civil posts connected with the affairs of the Centre;
- (b) to advise the President on any matter on which the Commission is consulted under clause (2) of this Article or which is referred to the Commission by the President; and
- (c) such other functions as may be prescribed by law.

(2) Except to the extent that the President, after consulting the Commission, may provide otherwise by Order, the President shall, in relation to the All-Pakistan Services, the civil services of the Centre and civil posts connected with the affairs of the Centre, consult the Central Public Service Commission with respect to—

- (a) matters relating to qualifications for, and methods of recruitment to, services and posts;
- (b) the principles on which appointments and promotions should be made;
- (c) the principles on which persons belonging to one service should be transferred to another;
- (d) matters affecting terms and conditions of service and proposals adversely affecting pension rights; and
- (e) disciplinary matters.

186. (1) The functions of a Provincial Public Service Commission shall be—

- (a) to conduct tests and examinations for the selection of suitable persons for appointment to the civil services of the Province concerned and civil posts connected with the affairs of the Province;
- (b) to advise the Governor of the Province on any matter on which the Commission is consulted under clause (2) of this Article or which is referred to the Commission by the Governor; and
- (c) such other functions as may be prescribed by law.

(2) Except to the extent that the Governor of a Province, after consulting the Public Service Commission of the Province, may provide otherwise by Order, the Governor shall, in relation to the civil services of the Province and civil posts connected with the affairs of the Province, consult the Commission with respect to—

- (a) matters relating to qualifications for, and methods of recruitment to, services and posts;

- (b) the principles on which appointments and promotions should be made; (c) the principles on which persons belonging to one service should be transferred to another;
 - (d) matters affecting terms and conditions of service and proposals adversely affecting pension rights; and
 - (e) disciplinary matters.
187. The Governor of a Province may, with the approval of the President, refer to the Central Public Service Commission a matter relating to the services of the Province or posts connected with the affairs of the Province.
188. Where the President or a Governor does not accept the advice of a Commission, he shall inform the Commission accordingly.
189. (1) Each Commission shall, not later than the fifteenth day of January in each year, prepare a report on its activities during the year ending on the previous thirty-first day of December and submit the report—
- (a) in the case of the Central Public Service Commission – to the President; and
 - (b) in the case of the Public Service Commission of a Province—to the Governor of the Province.
- (2) The report shall be accompanied by a memorandum setting out, so far as is known to the Commission—
- (a) the cases, if any, in which its advice was not accepted, and the reasons why the advice was not accepted; and
 - (b) the cases where the Commission ought to have been consulted but was not consulted, and the reasons why it was not consulted.
- (3) The President or the Governor, as the case may be, shall cause the report and memorandum to be laid before the National Assembly or the Provincial Assembly, as the case requires, at the first meeting of the Assembly held after the thirty-first day of January in the year in which the report was submitted.
190. In this Chapter, “Commission” means the Central Public Service Commission or a Provincial Public Service Commission.

1972 Interim Constitution of Pakistan

Articles 223 to 233 of the Interim Constitution 1972 also retained the features of 1956 and 1962 Constitutions and protecting independence of the Commission and insulated from any political pressures. It also made the serving officers eligible for appointment as member and the Members were not made ineligible for further employment in the service of Pakistan after completing the tenure. It also introduced the concept of Joint Public Service Commission for two or more provinces

223. (1) There will be a Federal Public Service Commission for the Federation, and a Provincial Public Service Commission for each Province:
- Provided that any two Provinces may agree that there shall be one Public Service Commission (hereinafter referred to as Joint Public Service Commission) to serve the needs of both Provinces.
- (2) The agreement referred to in clause (1) shall contain such incidental and consequential provisions, including provisions relating to sharing of expenditure connected with the Joint Public Service Commission, as may appear necessary or desirable for giving effect to the purposes of the agreement and shall specify by which Governor or Chief Justice any function which is to be discharged by a Governor of a Province or a Chief Justice under this Chapter shall be discharged in respect of the Joint Public Service Commission, and the Governor or the Chief Justice so specified shall have the power to discharge those functions.
224. In the case of the Federal Public Service Commission, the President, in the case of a Provincial Public Service Commission, the Governor of the Province, and in the case of a Joint Public Service Commission, the Governor concerned, may, by order, determine-
- (a) the number of members of the Commission (including its Chairman) and their terms and conditions of service; and
 - (b) the number of members of the staff of the Commission and their terms and conditions of service.
225. (1) The Chairman and other members of the Federal Public Service Commission shall be appointed by the President, the Chairman and other members of a Provincial Public Service Commission shall be appointed by the Governor of the Province, and the Chairman and other members of a Joint Public Service Commission, shall be appointed by the Governor concerned.
- (2) Not less than one-half of the members of a Commission shall be persons who are at the time of appointment, or who have been at some time before appointment, in the service of Pakistan.
- (3) Where a person appointed as member of a Commission was, immediately before his appointment, in the service of Pakistan, his rights as a person in the service of Pakistan shall not, subject to his appointment and service as such member, be affected.
226. (1) Before entering upon his office, a member of a Commission shall make an oath in such form set out in the Second Schedule as is applicable to his office.

- (2) The oath shall be made-
- (a) in the case of a member of the Federal Public Service Commission, before the Chief Justice of Pakistan;
 - (b) in the case of a member of a Provincial Public Service Commission, before the Chief Justice of the High Court of the Province; and
 - (c) in the case of a member of a Joint Public Service Commission, before the Chief Justice of the High Court concerned.

227. (1) A member of a Commission shall, subject to this Article, hold office for a term of three years from the date on which he enters upon his office.

(2) A member of a Commission shall not be removed from office except in the manner prescribed in clauses (5) and (6) of Article 209 for the removal from office of a Judge, and in the application of those clauses for the purposes of this clause, any reference in those clauses to a Judge shall be construed as a reference to a member of the Commission.

(3) A member of a Commission may resign his office by writing under his hand addressed-

- (a) in the case of the Federal Public Service Commission, to the President;
- (b) in the case of a Provincial Public Service Commission, to the Governor of the Province; and
- (c) in the case of a Joint Public Service Commission, to the Governor concerned.

228. (1) The functions of the Federal Public Service Commission shall be—

- (a) to conduct tests and examinations for the selection of suitable persons for appointment to the All-Pakistan Services, the civil services of the Federation and civil posts connected with the affairs of the Federation;
- (b) to advise the President on any matter on which the Commission is consulted under clause (2) or which is referred to the Commission by the President; and
- (c) such other functions as may be prescribed by law.

(2) Except to the extent that the President, after consulting the Commission, may provide otherwise by order, the President shall, in relation to the All-Pakistan Services, the civil services of the Federation and civil posts connected with the affairs of the Federation, consult the Federal Public Service Commission with respect to-

- (a) matters relating to qualifications for, and methods of recruitment to, services and posts;

- (b) the principles on which appointments and promotions should be made;
- (c) the principles on which persons belonging to one service should be transferred to another;
- (d) matters affecting terms and conditions of service and proposals adversely affecting pension rights;
- (e) disciplinary matters ;and
- (f) the retirement of a person under paragraph (a) of clause (4) of Article 221:

Provided that any Order providing for exception to the requirement of consultation with the Federal Public Service Commission on the matter specified in paragraph (f) shall provide for consultation on that matter with such authority as may be specified in the Order.

229. (1) The functions of a Provincial Public Service Commission and a Joint Public Service Commission shall be-

- (a) to conduct tests and examinations for the selection of suitable persons for appointment to the civil services and civil posts connected with the affairs of the Province or Provinces concerned;
- (b) to advise the Governor concerned on any matter on which the Commission is consulted under clause (2) or which is referred to the Commission by such Governor; and
- (c) such other functions as may be prescribed by law.

(2) Except to the extent that the Governor of a Province, after consulting the Provincial Public Service Commission, or, as the case may be, the Joint Public Service Commission which serves the needs of that Province, may provide otherwise by Order, the Governor shall, in relation to the civil services of the Province and civil posts connected with the affairs of the Province, consult the Commission with respect to-

- (a) matters relating to qualifications for, and methods of recruitment to, services and posts;
- (b) the principles on which appointments and promotions should be made;
- (c) the principles on which persons belonging to one service should be transferred to another ;
- (d) matters affecting terms and conditions of service and proposals adversely affecting pension rights ;
- (e) disciplinary matters ; and
- (f) the retirement of a person under paragraph (a) of clause (4) of Article 221;

Provided that any Order providing for exception to the requirement of Federal Public Service Commission

consultation with the Provincial Public Service Commission or, as the case may be, the Joint Public Service Commission, on the matter specified in paragraph (f) shall provide for consultation on that matter with such authority as may be specified in the Order.

230. The Governor of a Province may, with the approval of then President, refer to the Federal Public Service Commission a matter relating to the services of the Province or posts connected with the affairs of the Province.

231. Where the President or a Governor does not accept the advice of a Commission, he shall inform the Commission accordingly.

232. (1) Each Commission shall, not later than the fifteenth day of January in each year, prepare a report on its activities during the year ending on the previous thirty-first day of December and submit the report-

- (a) in the case of the Federal Public Service Commission, to the President ;
- (b) in the case of a Provincial Public Service Commission, to the Governor of the Province ; and
- (c) in the case of a Joint Public Service Commission, to the Governor of each of the Provinces concerned.

(2) The report shall be accompanied by a memorandum setting out, so far as is known to the Commission-

- (a) the cases, if any, in which its advice was not accepted, and the reasons why the advice was not accepted ; and
- (b) the cases where the Commission ought to have been consulted, but was not consulted, and the reasons why it was not consulted.

(3) The President or the Governor, as the case may be, shall cause the report and memorandum to be laid before the National Assembly or the Provincial Assembly, as the case requires, at the first meeting of the Assembly held after the thirty-first day of January in the year in which the report was submitted, and provision shall be made in the rules of procedure of the National Assembly, or, as the case may be, the Provincial Assembly, for discussion of such report.

233. In this Chapter, "Commission" means the Federal Public Service Commission or a Provincial Public Service Commission or a Joint Public Service Commission, as the context may require.

1973 Constitution of Pakistan

242. (1) Majlis-e-Shoora (Parliament) in relation to the affairs of the Federation, and the Federal Public Service Commission

Provincial Assembly of a Province in relation to affairs of the Province, may, by law, provide for the establishment and constitution of a Public Service Commission.

- (1A) The Chairman of the Public Service Commission constituted in relation to the affairs of the Federation shall be appointed by the President on the advice of the Prime Minister.
- (1B) The Chairman of the Public Service Commission constituted in relation to the affairs of the Province shall be appointed by the Governor on the advice of the Chief Minister.
- (2) A Public Service Commission shall perform such functions as may be prescribed by law.

PROFILE OF CHAIRMAN AND MEMBERS OF THE COMMISSION DURING 2014

Major General (Retd) Niaz Muhammad Khan Khattak, HI (M), Chairman



Major General Khattak joined the Military in 1973. He was commissioned in an infantry battalion of the Azad Kashmir regiment. He is a graduate of the Command and Staff College, Quetta and the Armed Forces War College. He holds a B.Sc (Honours) in War Studies and M.Sc (War Studies) from Quaid-i-Azam University and MA (War Studies) from Kings College, University of London. Mr. Khattak has served in various Command, staff and instructional assignments including

Instructor in the Pakistan Military Academy. He commanded two Infantry Battalions, Infantry Brigade and 9th Infantry Division (9 Div) in 11 Corp. Staff appointment included Director Military Operations, Deputy Military Secretary and Director General (Analysis) and Foreign Relations in ISI. He has also served twice in the United Nations Peace Keeping Force as Commander UN Mission in Haiti and Chief Military Observer of the United Nations Mission in Georgia. He opted to retire from Pakistan Army after 37 years of service. He was appointed as a Member of the FPSC on 30-07-2012. Government notified Major General (R) Niaz Muhammad Khan Khattak, as Chairman FPSC on 06.11.2014

Malik Asif Hayat, Ex-Chairman



Before joining Police Service of Pakistan in 1975, Malik Asif Hayat, graduated from Pakistan Military Academy in 1968 and served in Pakistan Army as Major. Malik Asif Hayat was appointed first Senior Superintendent of Police, Islamabad who established the new Police Force for the Capital City. He served in various prime positions in the province of Baluchistan, Khyber Pakhtunkhwa, Punjab,

Railway Police and Intelligence Bureau. He remained posted as Inspector General of Police, Azad Kashmir, Province of Punjab and Director General, Federal Investigation Agency. He served as Additional Secretary to Prime Minister of Pakistan, Secretary Ministry of Labour and Manpower and Secretary/Chairman, Pakistan Railways. As Secretary, Labour and Power, he led Pakistan's delegation to International Labour Conference for three consecutive years. He also remained posted as Counselor for Community Affairs in Pakistan Embassy UAE. In year 2009 he was posted as Secretary to the President of Pakistan and then joined Federal Public Service Commission as Chairman on 9th January, 2013. In recognition of his services for combating terrorism the Government of Pakistan also awarded him Hilal-e-Pakistan in 2003. He retired on 14-08-2014 after attaining the age of superannuation.

Mr. Moin-ul-Islam Bokhari, Member



Mr. Bokhari got Commission in Pakistan Army on 19th September 1971 and served army upto 29th September 1994 in various capacities. He joined National Assembly Secretariat as Deputy Secretary (BS-19). During his career in Civil Service he got promotions as Joint Secretary (BS-20) and Additional Secretary (BS-21). He

remained posted as Secretary Ministry of Culture. He was appointed as Special Secretary (BS-22) National Assembly Secretariat before joining as Member FPSC on 04-10-2011. He relinquish the charge of the office on 03-10-2014.

Mr. Mansoor Suhail, Member



Mr. Mansoor Suhail earned his Master degree in English Language and Literature from Government College, Masters Degree in Political Science from the Punjab University and Masters in Mass Communications from Allama Iqbal Open University. He joined the Information Service of Pakistan in 1977. He has served as Secretary, Ministry of Information & Broadcasting and Secretary Wafaqi Mohtasib (Ombudsman)'s Secretariat. Mr. Mansoor Suhail also had an opportunity to serve as Minister Press and Press Attache/Counselor, Pakistan Mission to the United Nations, New York. He also had the honour of being elected in 1993 as the Chairman, United Nations Committee on Information. He has also served as Additional Secretary, Information & Broadcasting, Director Media & Public Affairs, Pakistan Cricket Board and Director General, External Publicity, Government of Pakistan, Ministry of Information & Broadcasting. After superannuation, Mr. Mansoor Suhail was appointed as Member Federal Public Service Commission for a period of three years and he joined his office on 13-10-2011. He relinquish the charge of the office on 12-10-2014.

Mrs. Batool Iqbal Qureshi, Member



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

Mr. Abdul Wajid Rana, Member



Mr. Abdul Wajid Rana is a retired officer of the District Management Group (1979 batch), now renamed as Pakistan Administrative Service. He earned Master degree in Business Administration as well as Master degree in Finance from Saint Louis University, USA, Master degree in Political Science from University of Punjab, Master degree from Quaid-i-Azam University and LL.B from University of Sindh. Currently, he is enrolled in M.Phil in Economics and Finance. He began his career as Assistant Commissioner, Shahdampur, District Sanghar. He served in various departments of Government of Sindh, Government of Khyber Pakhtunkhwa and the Federal Government in numerous positions. He has served as Deputy Commissioner Karachi South and Karachi East, Additional Home Secretary, Additional Secretary Local Government, Director General KDA, Home Secretary Sindh, Finance Secretary Sindh, Acting Chief Secretary Sindh, Finance Secretary KPK, Acting Additional Chief Secretary (Dev), KPK, Special Assistant to the Finance Minister, Principal Federal Public Service Commission

Staff Officer to the Prime Minister, Economic Minister and Financial Advisor, Embassy of Pakistan in USA and Canada. He also served as Special Secretary Finance, Federal Secretary, Economic Affairs Division and Federal Secretary Finance Division. Mr. Rana has remained as Governor, Multilateral Investment Guarantee Agency, Alternate Governor, International Monetary Fund, Alternate Governor, the World Bank, Alternate Governor, Asian Development Bank, Alternate Governor, Islamic Development Bank, Alternate Governor, International Fund for Agriculture Development, Alternate Governor, International Finance Corporation, Executive Director, Islamic Development Bank, Chairman, Policy Board of Securities Exchange Commission of Pakistan, Director State Bank of Pakistan, Pakistan Telecommunication Corporation Ltd and Pakistan International Airline. He has vast experience in public policy at strategic, national and sub-national levels, economic policy and economic reform, governance, fiscal and financial management, fiscal decentralization, management, administration, poverty reduction strategy and public sector development. His publications include: Political Economy of Power Sector Reforms in Pakistan, Devolution in Pakistan: Implications for Agriculture and Rural Development with Danielle Resnick, Fiscal Responsibility Law-A Case of Pakistan”, A Policy Note prepared for the World Bank, June 2014, “A Linear Goal Programming Approach to Resource Allocations: A Case for Pakistan’s Economy, Accelerating Economic Growth and Reducing Poverty: The Road Ahead, (December 2003), Assessment of the PRSP Process in Pakistan, and many Articles in the Newspaper. He was appointed as Member Federal Public Service Commission for a period of three years w.e.f. 18-02-2013.

Mr. Muhammad Ayub Qazi, Member



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

Mr. Amjad Nazir, Member



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

Mr. Imtiaz Hussain Kazi, Member

Mr. Kazi is a retired officer of BS-22 from Pakistan Administrative Services. He got his MA in Political Science from University of Sindh and joined PAS in 1978. After training, he started his career as Assistant Commissioner of Hala Sub-Division in Hyderabad and on promotion to BS-18, was sent to Balochistan government for 5 years where he served in Finance, Planning and Development and as Deputy Commissioner, Lesbela. During this period he obtained his Master's in Public Administration from American University, Washington DC.

On repatriation to Sindh province, he served as Deputy Commissioner of Jacobabad, Karachi East and Larkana districts. After that, he was served as Food & Agriculture Counselor, Embassy of Pakistan, Washington DC. On return, he served as Additional Home Secretary and then Commissioner Mirpurkhas, Hyderabad and as Secretary to the provincial government. In 2004, he joined Federal Government as Joint Secretary in the Ministry of Commerce and went on to serve as Chief Secretary Gilgit Baltistan and then as Additional Secretary Interior. On promotion to BS-22 he served as Secretary, Ministry of Social Welfare and Special Education; Education; Petroleum and Natural Resources; Privatization Commission, and Ministry of Water and Power. His last posting was Secretary, Wafaqi Mohtasib Secretariat from where he retired in 2013. He joined FPSC in the first week of January, 2014

Mr. Ahmad Bakhsh Lehri, Member

Mr. Ahmad Bakhsh Lehri a retired BS-22 officer from District Management Group now renamed as Pakistan Administrative Services. He got his MA (English) and LLB from University of Balochistan. He started his career as Assistant Political Agent Nushki in May, 1982. He served as Assistant Commissioner Dalbandin, Assistant Commissioner Chaman, Addl. Commissioner Afghan Refugees Organization Quetta, Deputy Secretary S&GAD Quetta, Political Agent Chaghi,

Secretary Quetta Development Authority, Deputy Commissioner Kalat, Deputy Secretary to Chief Secretary Balochistan/ Member QMC Delimitation Committee, Commissioner Kalat Division, Director Hajj Makka-Tul-Mukarma Saudi Arabia, Secretary Education Department Balochistan, Commissioner Zhob Division, Secretary Forest Department Balochistan, Additional Chief Secretary (Dev) Balochistan, Director General Hajj Jaddah, Director General Gwadar Development Authority, Additional Chief Secretary (Dev) Balochistan, Federal Secretary Ministry of Housing & Works Islamabad, Chief Secretary, Balochistan, Federal Secretary Wafaqi Mohtasib Secretariat Islamabad, Federal Secretary Ministry of National Food Security & Research Islamabad, Federal Secretary Establishment Division and Federal Secretary Education, Training and Research from where he retired on March 2nd 2014. He assumed the charge as Member FPSC on April 2nd 2014.

Ambassador (R) Rizwan ul Haq Mahmood, Member

Ambassador (Retd) Rizwan ul Haq Mahmood was born in April, 1954. He was admitted to the Government College Lahore and Graduated from University of the Punjab. He appeared for Central Superior Services examination in 1977 and was allocated Foreign Service of Pakistan, which he joined in 1979. He also attended the National Defence University Islamabad and National Defence

University Washington. He served at Ministry of Foreign Affairs in various capacities and held diplomatic assignments in Pakistan Missions at Canberra (1984-1987), Muscat (1988-1991) Lisbon (1991-1995) and Abu Dhabi (2001-2004). He also served as Counsel General of Pakistan Jeddah from 1998 - 2001 as well as Ambassador of Pakistan to Morocco (2007 to 2011), Ambassador of Pakistan to Spain and Principality of Andorra (2011-2014). He represented Pakistan as Alternate Permanent Representative to the Organization of Islamic Conference Jeddah, the World Muslim League and the Islamic Development Bank during 1999 - 2001. He joined as Member FPSC on 9th October 2014.

Mr. Akhlaq Ahmad Tarar, Member



Mr. Akhlaq Ahmad Tarar, an officer of Pakistan Administrative Service (BS-22) recently retired as Secretary Cabinet Government of Pakistan. He earned Master's Degree in Administrative Sciences from George Washington University, USA. He holds Bachelor's Degree in Law (LLB) and Bachelor's of Arts from University of Punjab Lahore. He has more than 30 years of experience of Public Administration, Strategic Planning and Management. Auction of 3G/4G licenses in Pakistan which fetched 1.2 billion US dollars was held under his supervision as Secretary IT & Telecom. He served as Deputy Commissioner in 4 Districts and later on as Provincial Secretary Local Government Department Secretary Housing, Secretary Livestock, Secretary Excise & Taxation, Director General LDA, Chairman Chief Minister's Inspection Team and Senior Member Board of Revenue. He had been supervising the affairs of Regulatory Authorities like PSQCA, PNAC PEC, PTA, OGRA, NEPRA, and CDA etc in his career as Federal Secretary Cabinet, IT & Telecom and Science & Technology. A major project of computerization of land records in the Province of Punjab was initiated, pilot tested and rolled out under his supervision as Senior Member Board of Revenue. He was appointed as Member Federal Public Service Commission for a period of three years w.e.f. 06-11-2014.

Mr. Mazhar Ali Khan, Member



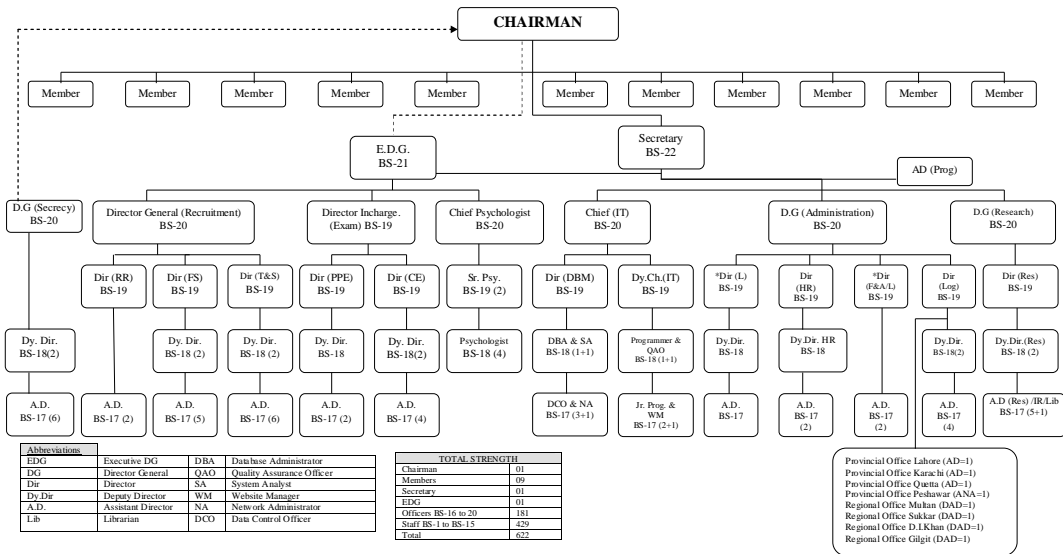
Mr. Mazhar Ali Khan is a retired officer of BS-22 from Pakistan Administrative Service. He did his LL.B from Punjab University, earned his Master degree in Political Science from Baha-ud-Din Zakria University, Multan and Master degree in Public Administration from Virginia Commonwealth University USA with distinction. He started his career as Political Assistant, Rajanpur in 1983 and revised the Gazetteer of Rajanpur. He served as Director, Local Government & Rural Development Department, Lahore Division, Deputy Secretary and Additional Secretary, Cooperatives Department, Services & General Administration Department, Finance Department, Home Department, Irrigation & Power Department, Environment Protection Department and Education Department of Government of Punjab. Also served as DG Social Welfare Punjab, Special Secretary Housing, Urban Development & Public Health Engineering Department (HUD&PHED), Secretary, Excise & Taxation Government of KPK, Cooperatives, HUD&PHED and Member Board of Revenue, Government of Punjab. Held the office of Member Incharge, Wafaqi Mohtasib Secretariat, Lahore. On his promotion to BS-22, he continued as Member Incharge, Wafaqi Mohtasib Secretariat, Punjab and also held positions of Special Secretary, Prime Minister Secretariat, Managing Director, National Book Foundation and Secretary FPSC. After his retirement as Secretary Federal Public Service Commission

FPSC, he was appointed as Member FPSC on 1.12.2014 for a period of three years. His areas of specialization are formulation, implementation, evaluation of public policy, institutional development, planning & development, administrative laws, monitoring and evaluation. He has also taught the subject of “public policy” in Institute of Administrative Sciences in Punjab University, Lahore from 2004-2006.

Appendix-3

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

Names of the Chairmen	From	To
Mian Afzal Hussain	1947	30-09-1952
Mr Zakir Hussain	20-10-1952	19-10-1957
Mian Amin Ud Din	21-10-1957	00-03-1958
Col (Retd) A S B Shah	00-04-1958	14-06-1963
Kazi Anwar Ul Haque	15-06-1963	28-03-1965
Agha Abdul Hamid	20-04-1965	25-02-1966
Mr Nazir Ahmad	08-03-1966	01-05-1969
Mr Ali Asghar	19-05-1969	03-02-1972
Mr S. Manzoor Elahi	19-02-1972	15-03-1972
Mr. Justice (Retd) Faizullah Kundi	16-05-1972	22-12-1977
Lt Gen (Retd) M Attiqur Rehman, MC	26-12-1977	25-12-1985
Admiral (Retd) M Shariff, NI(M), HJ	28-01-1986	27-01-1991
Mr Zahur Azar	28-01-1991	28-01-1994
Justice (Retd) Zaffar Hussain Mirza	28-01-1994	28-01-1997
Lt Gen (Retd) Mumtaz Gul, HI(M), TBT	18-02-1997	17-02-2002
Air Marshal (Retd) Shafique Haider, HI(M)	25-02-2002	10-02-2003
Lt Gen (Retd) Jamshaid Gulzar, HI(M)	31-03-2003	30-03-2006
Lt Gen (Retd) Shahid Hamid, HI(M)	31-03-2006	30-03-2009
Mr. Justice (Retd) Rana Bhagwandas	17-12-2009	16-12-2012
Mr. Malik Asif Hayat	09-01-2013	14-08-2014

PRESENT STRUCTURE OF THE FEDERAL PUBLIC SERVICE COMMISSION**Appendix-4**

Appendix-4A

Commission and its Staff Position as on 31st December, 2014

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

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts	Remarks
37.	Hardware Engineer	16	1	1	-	
38.	Asstt Network Administrator	16	5	5	-	
39.	Data Processing Assistant	16	18	18	-	
40.	Assistant Private Secretary	16	32	21	11	Recruitment U/P
41.	Draftsman-cum-Artist	16	1	1	-	
42.	Assistant Incharge	15	2	2	-	
43.	Assistant	14	64	55	9	Recruitment U/P
44.	Statistical Assistant	14	6	2	4	100% by direct recruitment
45.	Stenotypist	14	47	32	15	100% by direct recruitment
46.	Security Supervisor	14	1	1	-	
47.	Library Assistant	14	1	1	-	
48.	Telephone Operator	14	2	2	-	
49.	DEO	12	17	12	5	100% by direct recruitment
50.	U.D.C.	9	35	35	-	
51.	L.D.C.	7	62	56	6	10% by promotion and 90% by direct recruitment.
52.	Security Clerk	7	2	2	-	
53.	Drivers	4	37	32	5	100% by direct recruitment
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.	Daftry	2	16	14	2	100% by promotion
60.	Qasid	2	16	16	0	
61.	Naib Qasid	1	74	66	8	Recruitment U/P
62.	Frash	1	2	2	-	
63.	Chowkidar	1	10	9	1	100% by direct recruitment
64.	Security Guard/ (Chowkidar)	1	9	9	-	
65.	Bus Cleaner	1	1	1	-	
66.	Khakroob	1	15	14	1	100% by direct recruitment
Total:			622	556	66	

Appendix-4B**Chairman/Members/Officers Joined the Commission during the Year, 2014**

S. No.	Name of officer	Designation	Date of joining
1.	Major. General (Retired) Niaz Muhammad Khan Khattak	Chairman	06-11-2014
2.	Mr. Imtiaz Hussain Qazi	Member	06.01.2014
3.	Mr. Ahmed Baksh Lehri	Member	02.04.2014
4.	Mr. Rizwan Ul Haq Mahmood	Member	09.10.2014
5.	Mr. Akhlaq Ahmad Tarar	Member	06.11.2014
6.	Mr. Mazhar Ali Khan	Member	01.12.2014
7.	Mr. Mazhar Ali Khan	Secretary(BS-22)	29.05.2014
8.	Dr. Syed Hyder Ali	Director General (BS-20)	11.06.2014
9.	Mr. Fazal Zeeshan Sabir	Assistant Director(BS-17)	12.06.2014
10.	Mr. Qamar Hussain	Assistant Director(BS-17)	26.06.2014
11.	Mr. Mansoor Ali Shah	Assistant Director(BS-17)	11.08.2014
12.	Mr. Amjad Khan	Assistant Network Administrator (BS-16)	21.01.2014
13.	Mr. Amir Ghulam Ullah	System Operator(BS-16)	04.08.2014
14.	Mr. Muhammad Asim	Assistant Network Administrator (BS-16)	16.10.2014
15.	Mr. Abubakar Tayyab	Assistant Network Administrator (BS-16)	09.12.2014

Officers/Officials Promoted During the Year, 2014

S. No.	Name	Promoted as	Date of Promotion
1.	Muhammad Ashraf	Director (BS-19)	14.07.2014
2.	Syed Ansar Raza	Senior Private Secretary (BS-19)	03.04.2014
3.	Mr. Muhammad Arif Kaiyani	Deputy Director (BS-18)	20.11.2014
4.	Mr. Aqeel Muhammad Khan	Deputy Director (BS-18)	-do-
5.	Mr. Muhammad Anwar	Deputy Director (BS-18)	-do-
6.	Mr. Muhammad Munir	Data Control Officer (BS-17)	-do-
7.	Mr. Muhammad Asif	Private Secretary (BS-17)	-do-
8.	Mr. Muhammad Azeem	Private Secretary (BS-17)	-do-
9.	Mrs. Tallat Jabeen	Private Secretary (BS-17)	-do-
10.	Mr. Muhammad Mursalin	Dy. Assistant Director (BS-16)	27.03.2014
11.	Mr. Ibrar Hussain	System Operator (BS-16)	13.08.2014
12.	Mr. Muhammad Sarwar	Asstt. Private Secretary (BS-16)	30.12.2014
13.	Miss Nadia Nazish Qadri	Data Processing Assistant (BS-16)	-do-

**Chairman/ Members/Officers/Officials who
Left the Commission during the Year, 2014**

S. No.	Name	Designation	Date of Leaving	Remarks
1.	Malik Asif Hayat	Chairman	14.08.2014	Completed tenure
2.	Mr. Naguibullah Malik	Member	02.01.2014	Completed tenure
3.	Mr. Ghalib-ud-Din	Member	05.01.2014	Completed tenure
4.	Mr. Moin-Ul-Islam Bokhari	Member	03.10.2014	Completed tenure
5.	Mr. Mansoor Suhail	Member	12.10.2014	Completed tenure
6.	Major General (Retd) Niaz Muhammad Khan Khattak	Member	06.11.2014	Assumed the charge as Chairman FPSC
7.	Mr. Naveed Salimi	Secretary	27.04.2014	Retired
8.	Mr. Mazhar Ali Khan	Secretary	01.12.2014	Retired
9.	Miss. Fatima Zehra	EDG	06.06.2014	Retired
10.	Mr. Abdul Saboor Nizamani	DG	07.02.2014	Relieved to join 100th National Management Course at Lahore
11.	Mr. Muhammad Siddique Sajid	Director	01.03.2014	Retired
12.	Ms. Musarrat Javed	SPS	16.06.2014	Retired
13.	Mrs. Sarwat Habib	Director	17.06.2014	Retired
14.	Mr. Abdul Samad	SPS	15.09.2014	Retired
15.	Mr. Azmat Hayat Malik	Director	26.11.2014	Proceeded on LPR
16.	Mr. Mahmood Alam Rana	SPS	01.12.2014	Retired
17.	Mr. Sain Faqir	DD	20.02.2014	Retired
18.	Mr. Shujaat Hussain	DD	18.05.2014	Retired
19.	Syed Nadir Hussain Shah	DD	26.05.2014	Retired
20.	Mr. Muhammad Asghar	AD	20.02.2014	Retired
21.	Mr. Azad Khan	DCO	09.08.2014	Retired
22.	Mr. Fazal Zeeshan Sabir	AD	13.11.2014	Resigned
23.	Mr. Muhammad Razzaq	DPA	08.06.2014	Retired
24.	Mr. Muhammad Imran Shahid	ADBA	19-11-2014	Relived to join as Asstt. Programmer/ Analyst, M/o Industry & Production
25.	Mr. Khalid Maroof	APS	30.09.2014	Passed away

Regularization of Adhoc/Contract Appointments

S. No.	Case No.	Subject	Remarks
1.	F.9-1/2014	Regularization of services Mr Abdul Hye Agha, Communication Officer (BS-18) Ministry of Climate Change, Islamabad.	Clarifications sought from Ministry related to the case.
2.	F.9-2/2014	Appeal from the officers of Population Welfare Department	Appeal forwarded to the department for their comments.
3.	F.9-4/2014	Grant of NOC for regularization of service of Mr. Muhammad Tahir, public relations inspector bs-16, Pakistan Railways, Headquarters Office, Lahore, in the light of Federal Service Tribunal, Islamabad's judgment dated April 18, 2013 passed in appeal No.2792(R) CS/2012 filed by him.	Advise issued to the Ministry to forward a fresh requisition for nomination against this post.
4.	F.9-5/2014	Grant of NOC For Regularization of Service of Nineteen Contractual Staff Nurses (BS-16) as recommended by Cabined Sub Committee In its meeting held on May 31, 2012 convened by Establishment Division	Advise issued to the Ministry to forward a fresh requisition for nomination against these posts.

**Representations against Decision of the Commission
Received and Processed during the Year 2014**

S.No.	Case No.	Representations Received	Review Petitions Received	Restored
1	185/2013	2	0	0
2	44/2013	22	3	6
3	41/2013	4	0	1
4	97/2013	3	1	1
5	59/2013	7	2	0
6	12/2013	2	0	1
7	134/2013	6	0	1
8	29/2013	1	0	0
9	18/2013	2	0	1
10	66/2013	1	1	0
11	19/2013	3	1	0
12	105/2013	2	0	0
13	83/2013	6	3	1
14	80/2013	6	2	0
15	64/2013	1	0	1
16	10/2013	3	0	0
17	56/2013	5	0	0
18	47/2013	75	5	24
19	51/2013	2	0	0
20	146/2013	2	0	1
21	60/2013	4	0	0
22	32/2013	10	0	7
23	108/2013	1	0	0
24	1/2013	7	0	4
25	55/2013	3	1	0
26	43/2013	15	1	1
27	183/2013	3	0	2
28	160/2013	1	0	0
29	50/2014	1	0	0
30	86/2013	1	0	0
31	38/2013	21	1	2
32	7/2013	3	1	2
33	113/2013	1	1	0
34	176/2013	1	0	0
35	40/2013	9	2	0
36	100/2013	3	2	0
37	11/2013	4	0	1
38	114/2013	1	0	0
39	158/2013	4	1	0
40	124/2013	1	1	0
41	90/2012	5	0	1
42	175/2013	1	1	0
43	171/2013	1	0	1
44	46/2013	131	25	57
45	9/2014	1	0	1
46	144/2013	1	0	0
47	145/2013	1	0	0
48	14/2014	1	0	0

S.No.	Case No.	Representations Received	Review Petitions Received	Restored
49	38/2014	1	0	0
50	92/2014	7	2	2
51	91/2012	2	0	0
52	126/2013	1	0	0
53	04/2013	10	1	5
54	110/2013	11	1	0
55	23/2013	18	1	5
56	34/2013	32	3	14
57	65/2013	1	1	0
58	08/2013	2	0	0
59	49/2013	36	7	16
60	39/2013	1	0	0
61	68/2012	9	1	0
62	42/2013	83	14	15
63	93/2012	14	1	0
64	89/2012	1	0	1
65	97/2012	17	0	6
66	102/2013	2	0	0
67	128/2013	1	0	0
68	45/2013	42	4	15
69	137/2013	4	2	1
70	163/2013	1	0	1
71	127/2013	1	0	0
72	72/2013	37	11	3
73	36/2013	6	0	1
74	174/2013	1	0	0
75	155/2013	4	0	0
76	98/2013	2	0	1
77	103/02013	1	0	1
78	94/2012	20	2	2
79	48/2013	32	1	16
Total		791	107	222

PH: Personal Hearing

RP: Review Petition

*Restored by Review Petition

Decisions of the Commission in Selected Cases

Case No.1: Decision of the Commission on Representation of Masud Humayun A Candidate of CE-2013, Roll No. 5451

Heard the representationist Mr. Masud Humayun s/o Muhammad Humayun on July 11, 2014 in FPSC HQ, Islamabad.

2. Mr. Masud Humayun s/o Muhammad Humayun, a candidate of the Competitive Examination-2013 with Roll No. 5451, has represented against his allocation to Internal Revenue Service by the Commission. He has contended that he was placed at 142nd position in order of merit and ranked 4th in Sindh Urban Merit list. His first preference was Police Service of Pakistan (PSP). The total number for PSP in CE-2013 were 18 out of which Sindh's share is 3.42, further subdivided into Sindh Urban and Rural in the ratio of 1.368 and 2.052, respectively. After including the carried forward balance of last year, 4 seats accrued to Sindh which should be shared 2 each by Sindh (Urban) and Sindh (Rural).

3. Mr. Masud Humayun in his representation dated 10th June, 2014 has raised the following points:

- (a) allocation of one PSP seat from Sindh (Urban) for Minorities is not justifiable as the Minorities share was introduced from CE-2010 and therefore, accrual of Sindh (Urban) quota for Minorities as of 2013 do not justify allocation of one seat of PSP.
- (b) PSP seat allocated to Minorities quota must be allocated to Open Merit for Sindh (Urban) and he should be adjusted in PSP on basis of his merit in Sindh (Urban).

4. Be that as it may, before determining the tenability of these points, it is important to reiterate the legal position relating to the Provincial/Regional Quota for Recruitment to the Civil Posts through Central Superior Services (Competitive Examination) under the Federal Government.

Legal Provisions

5. **Provincial/Regional Quota:** The Provincial/Regional Quotas for Recruitment to the Civil Posts under the Federal Government, at present, is regulated by the Establishment Division's O.M. No.8/9/72-TRV, dated 31st August, 1973 subsequently amended by the Establishment Division's OM No. 4/10/2006-R-2, dated 12th February, 2007 as under:

▶	Merit quota	7.5%
▶	Punjab (including Federal Area of Islamabad)	50.0%
▶	Sindh	<u>19.0%</u>

The share of Sindh will be further sub-allocated in the following ratio:

- Urban areas namely Karachi, Hyderabad & Sukkur:

40% of 19% or	7.6%
■ Rural areas i.e. rest of Sindh excluding Karachi, Hyderabad and Sukkur: 60% of 19% or	11.4%
▶ NWFP (Present Khyber Pakhtunkhaw)	11.5%
▶ Balochistan	6.0%
▶ Northern Areas and FATA	4.0%
▶ Azad Kashmir	<u>2.0%</u>
Total	<u>100.0%</u>

6. **Women Quota:** Subsequently, the Federal Government notified through Establishment Division's OM No. 3/17/2005-R-2, dated 26th September, 2006 reserving 10% quota for women for fresh recruitment through Central Superior Services (CSS), in addition to their existing eligibility to compete against the laid down provincial/regional quotas for recruitment to civil posts under the Federal Government. This additional 10% reservation is to be counted as a part of overall existing provincial/regional quotas as contained in this Division's O.M No. 8/9/72-TRV, dated 31.8.1973, amended subsequently by the Establishment Division's OM No. 4/10/2006-R-2, dated 12-2-2007. The vacancies reserved for women for which qualified women candidates are not available shall be carried forward and filled by women from that province. This reservation shall not apply to vacancies reserved for recruitment on the basis of merit.

7. **Minorities (Non-Muslim) Quota:** Similarly, the Federal Government notified Establishment Division's OM No. 4/15/94-R-2 dated 26th May, 2009 reserving 5% quota for Minorities (Non-Muslims) for fresh recruitment through Central Superior Services (CSS), in addition to their existing eligibility to compete against the laid down provincial/regional quotas for recruitment to civil posts under the Federal Government. This additional 5% reservation will count as a part of overall existing provincial/regional quotas as contained in this Division's O.M No. 8/9/72-TRV, dated 31.8.1973, amended subsequently by the Establishment Division's OM No. 4/10/2006-R-2, dated 12-2-2007. The vacancies reserved for Minorities for which qualified candidates from Minorities are not available shall be carried forward and filled by Minorities from that province. This reservation shall not apply to vacancies reserved for recruitment on the basis of merit.

8. **Working Out Provincial/Regional Quota:** According to the Establishment Division's O.M. No.9/7/80-A.III, dated 23-9-1980, "provincial/regional quotas in respect of posts filled in a particular year are to be worked out to 1000th fraction. A province/region, having larger fraction in accordance with the prescribed quotas, is allocated the vacant post for recruitment whereas the province/region not allocated the post due to smaller fraction, gets those fractions carried forward and added to its share in the subsequent year. The procedure for calculating and carrying forward the share of province/region is indicated in Annex 1.1 and Annex 1.2.

9. **Working Out Sindh Urban and Sindh Rural Quota:** The Establishment Division issued Office Memorandum No.4/5/87-R-2 dated 12th August, 1991 brought clarity in calculating the quota for Sindh and its sub-division amongst Urban and Rural areas by saying "Sindh is to be allowed quota of 19% first and then the posts falling to its share should be sub-divided between Sindh (Urban) and Sindh (Rural) in the ratio of 7.6% and 11.4% respectively."

10. The Establishment Division brought further clarity vide its Office Memorandum No. 8/15/73-TRV dated 28th November, 1973 that “posts in the Ministry/Division should be allocated separately from posts in Attached Departments and Subordinate Offices. In other words, the allocation should be made separately for each department, office or institution.” It is inferred from this stipulation that Provincial/Regional and category-wise quota within Provincial/Regional quota has to be worked out separately for each Occupational Group and Service as these are controlled by different Ministries.

Framework for Allocation

11. From the legal provisions enumerated at para 5 to 10, the following framework flows for determining the vacancies for the provinces/regions and for each category (open merit, women and Minorities) within the province/region in each Occupational Groups and Services and only then the successful candidates are allocated against this quota in accordance with their merit and preferences:

- (a) Women Quota and Minorities Quota are part of the overall quota of a Province/Region.
- (b) Provincial/Regional quota (Open Merit), Women quota and Minorities quota within the Provincial/Regional quota is applicable on fresh vacancies meant for direct recruitment.
- (c) Provincial/regional quotas in respect of posts in a particular year to be worked out as per policy laid down by Establishment Division vide OM No.8/9/72-TRV, dated 31.08.1973, amended in 2007, read with OM No.9/7/80-A III, dated 23.09.1980 (Overall Quota in each Occupational Group and Service).
- (d) The allocation of vacancies and the balance to be carried forward is based on the principle that a province/region, having larger fraction in accordance with the prescribed quotas, is allocated the vacant post for recruitment whereas the province/region not allocated the post due to smaller fraction, gets those fractions carried forward and added to its share in the subsequent year.
- (e) Within the Provincial/Regional quota, share is worked out for each category (Open Merit, Women and Minorities as worked out below) in each Occupational Group and Service. Therefore, it is important that a post must accrue to the Province/Region first in a particular category for each Occupational Group and Service:

-Open Merit within Province and Within Occupational Group and Service	85%
-Women Quota	10%
-Minorities Quota	05%
- (f) To the share so worked out for a Province/Region is added or adjusted the last year’s carried forward balance to respective category for each Occupational Group and Service which provides total number of vacancies enabling the decision relating to vacancies to be allocated in that particular year and balance to be carried forward.
- (e) In case of Sindh, the vacancies accrued to the province in each of the Occupational Group and Services are distributed amongst each of the categories indicated at (e) above and then are sub-divided between Sindh (Urban) and Sindh (Rural).

- (f) Since the principle of carry forward/adjustment is involved, the share cannot be worked out at any arbitrary point in time, say 2006 as the representationist has calculated, but previous year balance (being worked out since enforcement of quota) has to be added or adjusted to each category for each Occupational Group and Service. [The Office is maintaining this account since the enforcement of quota to avoid any injustice or litigation].

Allocation of Seats in Police Service of Pakistan in Sindh (Bone of Contention)

12. The table below reflects the sub-division of the seats allocated to Provinces of Sindh for Police Service of Pakistan for CE-2013 amongst Sindh (Urban) and Sindh (Rural) Based on the framework reflected at para 11 above:

Table Showing Sub-Division of PSP Seats Among Sindh (Urban) and (Rural) for CE-2013

Step	Province/ Region	Quota	No of Vacancies for Pakistan	Share of Fresh Vacancies for	Last Year's C/F Balance	Total	Vacancies to be Allocated	Balance to be Carried Forward
1	Sindh Overall	19%	18	3,420	0.059	3,479*	4	- 0.521
2	Open Merit	16.15%		2,907	-0.275	2,633	3	- 0.367
	Women	1.90%		0.342	-0.131	0.211	-	0.211
	Minorities	0.95%		0.171	0.465	0.636	1	-0.364
3	Sindh (R) Overall	11.4%		2,052	0.012	2,064	2	0.064
	Open Merit	9.69%		1,744	0.012	1,756	2	-0.244
	Women	1.14%		0.205	-0.279	-0.074	-	-0.074
	Minorities	0.57%		0.103	0.279	0.382	-	0.382
4	Sindh (U) Overall	7.6%		1,368	0.048	1,416	2	-0.584
	Open Merit	6.46%		1,163	-0.286	0.877	1	-0.123
	Women	0.76%		0.137	0.148	0.284	-	0.284
	Minorities	0.38%		0.068	0.186	0.255	1	-0.745

* Fraction 0.479 was the largest amongst all Provinces/Regions for CE-2013 and hence allocated a whole vacancy.

13. It is quite evident from the above Table that since Sindh Province has the largest fraction amongst all Provinces/Regions for the PSP, hence a vacant post has been allocated to Sindh quota as per OM No.9/7/80-A III, dated 23.09.1980. On the similar principle, out of 4 posts allocated to Sindh Province in PSP, 3 vacancies have been allocated to Open Merit and 1 vacancy to Minorities because of large fraction. Within the Province of Sindh, overall share of Sindh (Rural) and Sindh (Urban) worked out to be **2,064 and 1,416**. Accordingly, both were allocated 2 vacancies each again on the principle of larger fraction. Likewise, on the same principle, 2 vacancies accrued to Sindh (Rural) have been allocated to the category of Open Merit. In case of Sindh (Urban), the share of Open Merit worked out to be 0.877 and therefore, could not be allocated more than one vacancy as the representationist has contended. On the same analogy, the other seat accruing to Sindh (Urban) has been allocated to Minorities as no vacancy could be allocated to Women because of its lower fraction within overall quota of Sindh. Therefore, the contention of the representationist that "allocation of one vacancy of PSP to Minorities is not justifiable and should be allocated to the open merit within

Sindh (Urban)” is not tenable and is in violation of Establishment Division vide OM No.8/9/72-TRV, dated 31.08.1973, amended in 2007, read with OM No.9/7/80-A III, dated 23.09.1980, which have attained the finality and is now the settled law for working out the quota of each province/region for each category in each Occupational Group and Service.

14. Secondly, the year-wise working reflected in the Table given in the representation does not factor in the last year’s carried forward balance for each category nor does it follow the principle of accruing the vacancy to each category within overall share of the Sindh Province as elucidated above and ,therefore, cannot be trusted.

15. For the reasons recorded above, we conclude that the contention of the representationist Mr. Masud Humayun is in conflict with the settled law for allocation of quota to each category and in each Occupational Group and Services within a Province and its sub-division between Sindh (Urban) and Sindh (Rural), hence the representation is rejected.

(Abdul Wajid Rana)
Member
11.7.2014

(Maj.Gen@ Niaz Muhammad Khan Khattak)
Member

(Mansoor Suhail)
Member

DECISION OF THE COMMISSION ON REPRESENTATION AND PERSONAL HEARING OF MASUD HUMAYUN S/O MUHAMMAD HUMAYUN FARSHORI A CANDIDATE OF COMPETITIVE EXAMINATION-2013 IN COMPLIANCE WITH THE ORDERS OF ISLAMABAD HIGH COURT IN W.P NO. 1654 / 2015 DATED 01.06.2015.

Mr. Masud Humayun S/o Muhammad Humayun Farshori, a candidate appearing in the Competitive Examination-2013 under Roll No. 5451 and allocated to Inland Revenue Service (IRS) against Sindh (Urban) Merit Quota, on the basis of Pakistan Merit rank of 142, by the Federal Public Service Commission (FPSC), has submitted an application received in the FPSC on June 10, 2015 attaching therewith a copy of the Writ Petition No. 1654/2015 filed in the Hon’ble Islamabad High Court along with the order passed thereon.

2. The order passed by the Hon’ble Islamabad High Court on June 1, 2015 on Writ Petition No. 1654/2015, *hereinafter referred to as the Petition*, is reproduced below:

“In view of submission made by the learned counsel for the petitioner, respondents are directed to decide the representation of the petitioner within a period of 15 days after affording him an opportunity of personal hearing. With the above directions, the instant petition is disposed of.”

3. The applicant Mr. Masud Humayun was afforded personal hearing by the Commission on the directions of the Hon’ble Islamabad High Court on June 22, 2015 to present his view point comprehensively. He essentially raised points mentioned in the Writ Petition.

4. It is important to recapitulate here that the applicant has already availed the opportunity available to him under Clause (a) of sub-section (3) of Section 7 of the Federal Public Service

Commission, Ordinance, 1977, against his allocation to IRS decided by the Commission on 11.07.2014 rejecting his representation as his contentions to allocate a PSP seat to Sindh (U) Merit quota instead of Minority were not legally tenable. He has also consumed the opportunity available to him under Clause (b) of sub-section (3) of Section 7 of the Ordinance by filing a Review Petition against rejection of representation which was decided by the Commission on 21.08.2014 rejecting the Review Petition as he failed to advance any fresh ground or raise any tenable law point. Later on the applicant has challenged the same in Islamabad High Court, Islamabad vide FAO No. 69 of 2014 which is pending for adjudication.

5. It may also be added here that the FPSC received applications from Mr. Masud Humayun requesting to expedite the decision on the reference received from the Establishment Division. Since it was an official reference from the Establishment Division without mentioning name of the applicant specifically and the case was under process with the Establishment Division and the Ministry of Law and Justice on law points, he was not responded as he was not a party in that official reference.

6. The main points raised by the applicant in the Petition, which he reiterated during the personal hearing on June 22, 2015, include:

- (a) The Establishment Division intimated to the FPSC on October 30, 2014 that an additional seat of Police Service of Pakistan (PSP) for Sindh (U) merit quota which was vacated by one Mr. Hamza Ali Abbasi and according to rules, the seat is supposed to be nominated to the next available candidate on Sindh Urban Merit list CE-2013, which the applicant assumed that it would be allocated to him;
- (b) The decision on the case has been delayed for almost seven months whereas the other case mentioned by the Establishment Division in the same letter has been decided long ago;
- (c) The FPSC has not replied to the Establishment Division for the past a three-and-half month even after clarification from the Establishment and Law Divisions and the interest of the petitioner is being jeopardized and he is becoming a victim of the procedural delays;
- (d) That the Respondent No.1 (FPSC) has challenged the advice of the Respondent No.2 (Establishment Division). The Law Division has also advised the FPSC that it only deals with statutory law and the issues of appointment and seniority concerns with Establishment Division; and
- (e) The act of the respondents is discriminatory and a violation of the fundamental rights as Mr. Ghulam Hussain Yasir (Punjab) from CE-2013 having Pakistan merit number 108 has been re-allocated from Pakistan Audit and Accounts Service (PAAS) to Inland Revenue Service even though the intimation of re-allocation was sent by the Establishment Division to the FPSC on the same date and in the same official communication as Mr. Hamza Ali Abbasi's vacated seat.

Evaluation of the points raised by the applicant

7. Before deliberating on the main points at Para 6 (a) and (e), it seems appropriate to deal with the points raised at Para 6 (b), (c) and (d) upfront. The discussion *infra from Paras 8 to 15* will

reflect very vividly that there was no delay on the part of the FPSC in this matter and the case has been settled in accordance with the law and rules.

Process of the Competitive Examination-2013

8. The FPSC conducted the CSS Competitive Examination (CE)-2013. The critical sets of dates are as follow:

S.No.	Item Description	Date
1.	Advertisement for seeking applications from the interested candidates for CE-2013 appeared in the Newspapers	2.12.2012
2.	CE-2013 written examination held	23.2.2013 to 09.3.2013
3.	CE-2013 Written Examination Result Announced	20.11.2013
4.	VIVA of written examination qualified candidates held	6.1.2014 to 27.3.2014
5.	Vacancies for CE-2013 Announced/Advertised through a Public Notice by the FPSC as well as placing it on its website	19.5.2014
6.	CE-2013 Final Result Announced	21.5.2014
7.	Allocation of Occupational Groups and Services Announced against the vacancies advertised/announced and completing the process for CE-2013	22.5.2014

9. The fresh vacancies received from the Establishment Division for each Occupational Group and Services are distributed amongst Quota for General Merit as well as Provinces/Regions, Women and Minorities in accordance with the Policy of the Government and are added to carried forward vacancies under each of the categories of quota for each Occupational Group and Services by the FPSC before advertising/giving Public Notice/announcement and allocation thereafter. The share of various categories is very meticulously calculated and maintained in a transparent manner. The rationale for advertising the vacancies and announcing the result immediately thereafter is to prevent any manipulation by the successful candidates to arrange an additional vacancy, in any Occupational Group or Service for which they may be aspirant of, through the Establishment Division.

Fresh or additional vacancy communicated by the Establishment Division

10. The Establishment Division, more than five months after the advertisement of vacancies for CE-2013 and completion of the entire process of allocating Occupational Groups and Services to successful candidates of CE-2013 on the basis of merit-cum-quota and matching preference of the successful candidates by the FPSC, wrote a letter No. 1/9/2014-T-V (Part) dated October 30, 2014, informing the FPSC that one Mr. Hamza Ali Abbasi, a candidate of CSS CE-2009 and allocated to Police Service of Pakistan under Sindh (Urban) quota has withdrawn his acceptance to join PSP (more than four years after allocation) and requested FPSC to "take further action as per policy in vogue." The Establishment Division in his letter neither asked for allocation of this additional PSP seat to the applicant nor sought any reply from the FPSC.

11. Since the Case of Hamza Ali Abbasi involved many legal issues not related to the applicant, the full Commission decided to seek clarifications from the Law Division through the Establishment Division vide U.O. No. F/2/4/2014-CE dated 24.11.2014. The Establishment Division instead of referring these issues to the Law Division replied vide letter No. 2/26/2014-T-V dated 22nd January, 2015, that "the Establishment Division is the custodian and sole authority for administration and

interpretation of the Civil Servant Act, 1973 and Rules made thereunder including Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 as per Schedule-II under Rule 3(3) of Rules of Business, 1973, therefore, Law and Justice Division does not need to be consulted on the matter.”

12. Not satisfied with response of the Establishment Division, pursuant to decision of the Commission in its 153rd Meeting held on April 15, 2015, a Self-contained Note along with the annotated statement reflecting views of the FPSC and the Establishment Division in this regard was sent to the Law and Justice Division vide U.O. Note NO. F.2-4/2014-CE dated April 22, 2015, a copy whereof was also forwarded to the Establishment as per procedural requirement, to seek Law and Justice Division’s views on 10 legal questions under four categories of issues:

Issue No. 1-Implications of Offer and Acceptance

Issue No. 2-Deferment from Training

Issue No. 3-Allocation with Advertisement of Vacancies

Issue No. 4-Occurance of Additional Vacancy in Hamza Ali Abbasi Case

Response of the Law and Justice Division

13. Instead of providing opinion on the legal questions raised in the self-contained note of the Commission, the Law and Justice Division, recognizing difference of opinion between the Establishment Division and the FPSC, preferred to make procedural observations which had already been complied with by the Commission in its note on April 29, 2015. The Law and Justice Division further opined that the case of seniority and appointments are the concern of the Establishment Division whereas Hamza Ali Abbasi’s case involved many other issues including allocation of an additional seat but seniority. The Law and Justice Division itself acknowledged that an Attached Department (though an incongruity as the Commission derives its establishment from Article 242 of the Constitution whereas the Establishment Division owes its birth to Rule 3 of the Rules of Business) can make an U.O. reference directly to the Law and Justice Division under Para 44 of the Secretariat Instructions framed under Rule 5 (15) of the Rules of Business. Yet, the main issues raised in the self-contained note were never responded.

14. From the above discussions, it is evident that the Commission did not receive tenable legal advice from the Establishment or the Law and Justice Division. The Commission has reservations about the Establishment Division’s claim to be the sole authority to interpret the Civil Servant Act, 1973 and the Rules framed thereunder as Rule 14 of the Rules of Business, 1973, explicitly stipulates that “the Law and Justice Division shall be consulted-(a) on all legal questions arising out of any case; (b) on the interpretation of any law. The intention of law makers is quite vivid that the interpretation of law and rules cannot be left to the mercy of an administrative Division. Therefore, the Law and Justice Division should have been more forthcoming in offering its advice on the legal issues raised by the Commission.

15. The Full Commission unanimously decided the case of additional PSP seat occurring due to withdrawal of acceptance of offer after more than four years by Mr. Hamza Ali Abbasi and over 5 months after the advertisement of vacancies for CE-2013 and allocation of Occupational Groups and Services to the successful candidates of CE-2013 on 22.05.2014 which is elaborated *infra*. It is quite

evident from the above that there was no delay on the part of the FPSC but the time was consumed in understanding the intricate legal issues involved for equity and justice.

16. We will now deal with the issue raised at Para 6 (a) which would require detailed deliberations on the background of Hamza Ali Abbasi's case and issues arising out of it which are the bone of contention.

Facts of Hamza Ali Abbasi's case

17. The details of Mr. Hamza Ali Abbasi case are that he was selected on the basis of his overall merit position (90) in CE-2009 and was allocated to Police Service of Pakistan (PSP) against Sindh (U) quota. He was extended offer of appointment in the Government and he communicated the acceptance of offer to the Establishment Division in writing. He was required to join 38th Common Training Program (CTP) at Civil Services Academy, Lahore, for initial training. However, Mr. Hamza Ali Abbasi got deferment under proviso (ii) of sub-rule (1) of Rule 3 of the Occupational Groups and Services (Probation, Training and Seniority) Rules, 1990 framed under the Civil Servant Act 1973 (LXXI of 1973), which reads as "provided further that the competent authority may allow deferment of training for one year on the recommendations of the training institution or for any cogent reason."

18. After this, Mr. Hamza Ali Abbasi got the mandatory training deferred continuously for additional three years or from 38th Common Training Programme (CTP) to 41st CTP. He was due to join training with 42nd CTP (the batch of successful candidates of 2013) commenced w.e.f. 7.11.2014, when Mr. Abbasi withdrew his letter of acceptance tendered in 2010. The Establishment Division communicated this fact to the FPSC on October 30, 2014, hence the occurrence of additional PSP seat according to the Establishment Division.

Deferment from Training to Probationers

19. The Training Programmes and Examinations prescribed for Probationers under sub-rule (1) of Rule 3 of the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 are Conditions Subsequent and not Conditions Precedent. It is further substantiated from the fact that the deferment of training can be granted only to a civil servant appointed on Probation (*hereinafter referred to as Probationer*) under provisos to sub-rule (1) of Rule 3 of the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 which have been framed pursuant to Section 25 read with Sections 6 and 8 of the Civil Servant Act, 1973 and not to an alien or a stranger. Therefore, Mr. Hamza Ali Abbasi was a probationer in the true sense of the law when he was given deferment from training under the Rules framed under the Civil Servant Act, 1973. Therefore, mere withdrawal of acceptance of offer cannot seize his status as Probationer and he has to tender his resignation to which Establishment Division did not agree.

20. A bare reading of sub-rule (1) of Rule 3 of the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 reflects that deferment of training can be granted purely to a Probationer by the competent authority, either on the recommendations of the training institution or for any cogent reasons for one year and by the appointing authority if so justified on the recommendations of a Special Medical Board and the FPSC on the basis of compelling medical grounds. Therefore, granting deferment from training to Mr. Hamza Ali Abbasi continuously for 4

years (from 38th CTP to 41st CTP) was ultra vires of the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 and in contravention of authority vested in the Competent Authority under the law. Statutory rule cannot be modified or amended by administrative instructions. (See e.g. case titled Muhammad Riaz Akhtar v. Sub-Registrar cited as PLD 1996 Lah 180 at p.187). During 2010 to 2014, the Establishment Division never informed the FPSC about the deferment from training granted to Mr. Hamza Ali Abbasi.

Advertisement of vacancies and allocation against advertised vacancies

21. The number of fresh vacancies for allocation of occupational groups and services to the successful candidates of CE-2013 furnished by the Establishment Division to the FPSC along with vacancies carried forward from the previous year were notified through a Public Notice in the Press as well as the Website of the FPSC on 19.5.2014. The vacancy occurring as a result of withdrawal of letter of acceptance by Mr. Hamza Ali Abbasi, a nominee of CE-2009, was communicated to the FPSC on 30.10.2014 (five and half months after advertisement of the vacancies for CE-2013 and completion of entire process of allocation of groups and services to the nominees of CE-2013) and, therefore, was not included in the advertisement or public notice.

22. It was to be advertised later on (i.e. for CSS 2014) as required under para 2(3) of Establishment Division O.M No. 8/15/73-TRV, dated 28.11.1973, which stipulates that vacancies which cannot be filled by candidates belonging to the province or region to which the vacancy is allocated should be carried over and advertised at a later date. The Hon'ble Superior Courts have also held that the ordinary course for the Commission and the Government regarding subsequent requisitions should be to re-advertise it.

23. Mr. Hamza Ali Abbasi was allocated to PSP against Sindh (U) quota on the basis of his merit in CE-2009. His withdrawal of letter of acceptance was communicated to the FPSC on 30th October 2014. Hence, an additional or fresh vacancy accrued not included in the advertisement and Public Notice and not a consequential vacancy (elaborated *infra*) from within the advertised vacancies.

24. Natural justice demands that this vacancy should have accrued to the nominees of CE-2009, next in merit, under the Sindh (U) quota or to the successful candidates of CE-2010 on the basis that the Competent Authority was not competent to grant deferment of training to Mr. Hamza Ali Abbasi for more than one year. However, it is likely to create more complications at this stage if this option is adopted.

Policy in vogue referred to in the Establishment Division's letter

25. The Policy in vogue was Establishment Division's Office Memorandum No. 1/29/87-T.V. dated 19 March, 1991, which has now been incorporated as Rule 17 of the CSS Competitive Examination Rules-2014 and notified on September 19, 2013 with approval of the Federal Government. Rule 17 of the said Rules was holding ground and a valid piece of legislation on 30.10.2014 when the communication of additional PSP seat, as explained *supra*, was received in the FPSC.

26. Rule 17 of the Rules for Competitive Examination (CSS) 2014 notified on 19.9.2013 stipulates that:

- (i) Once the process of allocation has been accomplished, the vacancies remained unfilled due to non-availability of qualified candidates under any quota shall be carried over to next examination for filing from among the same quota.
- (ii) The Commission shall maintain the waiting merit list till commencement of Common Training Programme (CTP). Therefore, if any nominee of the Commission does not join and intimation in this regard reaches to the Commission through Establishment Division prior to commencement of CTP, the Commission shall nominate the next candidate on merit against a Group/Service according to his/her merit position in respective quota and preferred choice.”

27. It provides the guiding principles for allocation against the vacancies caused by non-joiners. Reading Rule 17 (ii) with Rule 17 (i) of the Rules for Competitive Examination (CSS) conjunctively or analogous provisions of the 1991 OM, it is quite evident that Rule 17 or Policy in vogue is applicable to (i) the most recently held competitive examination; and (ii) a consequential vacancy occurring due to non-joiners from amongst the nominees of the Commission on the basis of most recent held Competitive Examination (CE-2013 in this case) against the advertised posts either because they decline the offer of appointment within 15 days of communication of such offer or any nominee expires. It is not applicable to an additional vacancy occurring or communicated after the entire process of allocation has been completed against the advertised posts as a result of somebody resigning from the service or withdrawing the letter of acceptance of offer on the basis of competitive examination held four years before and such vacancy has not been included in the advertisement for the Competitive Examination.

28. It is evident from above stipulations that the policy of 1991 is silent as to how the unfilled vacancies of previous years are to be dealt. In this regard an overarching principle has been laid down by Establishment Division vide OM No.8/15/73-TRV, dated 28.11.1973. Para 2(3) of the OM stipulates that:

“Vacancies which cannot be filled by candidates belonging to the province or region to which the vacancy is allocated should be carried over and re-advertised at a later date” (vide SI. No.36 Estacode 2007 (Vol-I).

The above provision of the said OM, requires that the vacancy of Mr. Hamza Ali Abbasi remained unfilled on the basis of CE-2009, and reported to FPSC on 30th October, 2014, was to be advertised later on for next examination i.e. CSS 2014. However, due to resolution of the legal issues involved in Hamza Ali Abbasi case took longer time and could not be advertised for CE-2014. Therefore, the Commission has decided to carry it forward to CE-2015.

29. The applicant in his Petition has acknowledged that the vacancy occurred as a result of withdrawal of acceptance of offer by Hamza Ali Abbasi was an additional PSP seat and not a consequential vacancy occurring under Rule 17 of the CE-Rules or analogous Policy of 1991. Hence, the unfilled vacancy of 2009 communicated to FPSC after completion of the process of CSS 2013 and not included in the Public Notice or Advertised for CSS 2013, cannot be allocated to the Applicant because of settled law in this regard, i.e. posts have to be advertised at a later date (vide

OM referred to above) to provide fair and equitable opportunities to all competing candidates and to ensure transparency.

30. For the reasons recorded at Para 17 to 29 above and the fact that vacancy occurring as a result of withdrawal of acceptance of letter of offer is a fresh or additional unfilled PSP seat not included in the advertisement issued for CE-2013, the full Commission unanimously decided on 27.05.2015 as under:

- (i) Since the a fresh or additional vacancy occurring as a result of withdrawal of letter of acceptance by Mr. Hamza Ali Abbasi could not be included in the vacancies advertised for allocation of groups and services to successful candidates of CE-2013 and CE-2014, therefore, the said vacancy may be carried forward to CE-2015 for advertisement and allocation.
- (ii) Since the vacancy in the Police Service of Pakistan that has occurred on October 30, 2014 as explained above belonged to Sindh (U) quota, it may be carried forward to PSP under Sindh (U) quota for CE-2015 for allocation.
- (iii) The Establishment Division may well be advised that no Probationer may be given deferment of training before he or she gives joining report to the respective Division or the Academy and rules may be amended accordingly.
- (iv) The Establishment Division may further be advised not to grant deferment from training for more than one year and that too in consultation with the FPSC and all such deferments granted to the Probationers must be communicated to the FPSC with thirty days of commencement of initial training. Rules may be amended accordingly.

Case of Ghulam Hussain Yasir

31. As regards point at Para 6 (e), the Case of re-allocation of Ghulam Hussain Yasir from PAAS to IRS is not identical as it is not an allocation against an additional seat but a consequential seat covered under Rule 17 or analogous Policy of 1991. This consequential seat occurred due to death of successful candidate of CE-2013 Mr. Usman Ghani, Punjab domiciled allocated to IRS on the basis of his Pakistan Merit 108, before commencement of initial training. Accordingly, next in merit in Punjab Merit Quota Mr. Ghulam Hussain Yasir was allocated to IRS in accordance with the Rule 17 of the CE-Rules or analogous Policy in vogue. Hence, the applicant cannot take shelter under the case of Ghulam Hussain Yasir.

Locus Standi of the Applicant

32. As mentioned earlier, the Establishment Division while communicating the status of Hamza Ali Abbasi only asked the Commission to take decision in accordance with the Policy in vogue. The said Division neither asked for any reply nor indicated that the additional PSP seat to any specific person or the applicant. It was normal process of official correspondence between the two institutions of the Government in which the applicant was never a party nor any of his representation was pending in the FPSC on this point. Therefore, he has no locus standi in this case. He was,

however, afforded an opportunity of personal hearing on the directions of the Hon'ble Islamabad High Court.

33. After hearing the applicant and for the reasons recoded above, it is established beyond doubt that the additional vacancy communicated by the Establishment Division over 5 months after advertisement of vacancies and completion of the entire process of allocation of Occupational Groups and Services to successful candidates of CE-2013, was required to be re-advertised at later date (OM of 1973 refers), implying fresh requisition and the said additional vacancy being not included in the advertisement of vacancies for CSS 2013, is not available for allocation to the successful candidates of CE-2013.

34. If request of the applicant is considered against additional seat not advertised, it will lead to moral hazard and will encourage the successful candidates, especially those with deep pockets, to manipulate additional seats after the final result and allocation of Occupational Groups and Services in their quest to secure better Group or Service. It will not only threaten the credibility of the whole process of Competitive Examination but will also dilute the faith of young generation in the principle of merit and transparency.

35. Accordingly, the application of Masud Humayun merits no consideration and hence, rejected.

(Abdul Wajid Rana)

Member FPSC

24.6.2015

(Mrs. Batool Iqbal Qureshi)

Member FPSC

DECISION OF THE COMMISSION ON APPLICATION OF MR. MASUD HUMAYUN, A CANDIDATE OF COMPETITIVE EXAMINATION-2013 IN COMPLIANCE WITH THE ORDERS OF ISLAMABAD HIGH COURT IN W.P. NO. 2262/2015 DATED 07.07.2015.

Mr. Masud Humayun S/o Muhammad Humayun Farshori, a candidate appeared in the Competitive Examination-2013 under Roll No. 5451 and allocated to Inland Revenue Service (IRS) against Sindh (Urban) Merit Quota, on the basis of Pakistan Merit rank of 142, by the Federal Public Service Commission (FPSC) filed a Writ Petition No. 1654/2015 before the Hon'ble Islamabad High Court **praying that** "the respondents may kindly be directed to allocate the petitioner to the Sindh Urban Merit PSP seat against available vacancy without any further delay and the petitioner may be allowed to join the CE-2013 Specialized Training Program (STP) of Police Service of Pakistan with immediate effect."

2. The order passed by the Hon'ble Islamabad High Court on June 1, 2015 on Writ Petition No. 1654/2015 is reproduced below:

"At the very outset, learned Counsel for the Petitioner submits that the Petitioner would be satisfied if a direction is issued to the respondents to decide his representation expeditiously. In view of submission made by the learned counsel for the petitioner, respondents are directed to decide the representation of the petitioner within a period of 15 days after affording him an opportunity of personal hearing. With the above directions, the instant petition is disposed of."

3. Pursuant to the directions of the Hon'ble Islamabad High Court, Mr. Masud Humayun was afforded personal hearing on June 22, 2015. The Petitioner reiterated the points raised in his Petition and many other points. The Commission passed a detailed order in terms of Annex-I on June 24, 2015.

4. Mr. Masud Humayun filed another petition No. 2262/2015 before Hon'ble Islamabad High Court and the Hon'ble Court was pleased to order on July 7, 2015 as follows:

“The learned Counsel for the petitioner requested that the instant petition be treated as a review petition and be remitted to respondent No. 1 for decision on merit. In view of the request made by the learned Counsel for the petitioner the instant constitutional petition along with annexures is remitted to respondent No.1 who shall treat the same as review petition on behalf of the petitioner and shall decide the same in accordance with Law/Rules and Regulations within a period of thirty (30) days. The instant petition is accordingly disposed of in the above terms.”

5. The Writ Petition No. 2262/2015 is the third Petition. Prior to this, he filed Writ Petition No. 1654/2015 as indicated in Para 2. Incidentally, the Order was passed in both Writ Petitions without Notice to the FPSC. Mr. Masud Humayun has filed yet another Petition No. FAO 69/2014 in the Hon'ble Islamabad High Court in 2014. Thus, the Petitioner is deliberately and consciously splitting issues and his grounds in respect of same cause of action by filing innumerable Writ Petitions/FAO to seek relief which is not due.

6. It is well settled case law that repeated Writ Petitions cannot be filed on the same cause of action. Section 11 of the Civil Procedure Code debars subsequent suit/petitions in which issue raised has been heard and decided by the Hon'ble Court. Reliance is placed on the following:

- (a) PLD 1965 Supreme Court 254- “A Petitioner is not entitled to take different pleas at different times so as to file more than one writ petition on the same facts. For a further plea the proper course would be to file a petition for review if such petition be maintainable. The general principle of *res judicata* is applicable to writ petitions also.”
- (b) 1971 SCMR 602- “A litigant cannot be allowed to split-up his grounds to seek relief in respect of the same cause of action and to make different petitions at different times.”
- (c) 1972 SCMR 225- Successive Writ Petitions—First petition dismissed in terms of compromise arrived at between parties (in the instant case disposed of)-Second Petition rightly dismissed by High Court on ground that petitioner was precluded from **reagitating** same matter over again. Action of petitioner, in circumstances, held, nothing but abuse of process of Court.
- (d) 1985 CLC 1979- “Matter fully dealt with and disposed of by High Court in writ jurisdiction--cannot be reopened through a revision petition before it.
- (e) 1974 SCMR 230 “*Res Judicata*, principle of—Equally applicable to proceedings in writ jurisdiction.

- (f) PLD 1979 Lahore 564- Certain points capable of being urged in former petition but not taken or urged—Second Petition, *held further*, barred by principle of constructive *res judicata*.
- (g) PLD 1971 Supreme Court 779- The principle of *res judicata* is invoked on the basis that a party who has lost the cause once, should not be allowed to agitate it on the basis of facts and on the same cause of action to unnecessarily harass the other party.
- (h) PLD 1976 Lahore 376- Article 199 (1)(b)(i) read with Criminal Procedure Code (V of 1898), S. 491 Civil Procedure Code (V of 1908), S.11—Principle of *res judicata* –Not confined to judgments but applicable to decisions and orders alike.

7. All the points raised in Writ Petition No. 2262/2015 by the Petitioner were already raised by him during his personal hearing, which was afforded to him on June 22, 2015 on the orders of the Hon’ble Islamabad High Court.

8. Mr. Masud Humayun, instead of invoking clause (b) under sub-section (3) of Section 7 of the FPSC Ordinance 1977, preferred to file a Writ Petition in the Hon’ble Court which prima facie seems to be misuse of Article 199 of the Constitution as well as abuse of process of Hon’ble Court. FPSC reserves its right to raise the law point before the Competent Court if the Constitutional Petition can be treated as Review Petition in terms of Section 7 (3) of the FPSC Ordinance, 1977.

9. Pursuant to directions of the Hon’ble Court, the Commission considered the review petition of the Mr. Masud Humayun forwarded by him to the FPSC on July 22, 2015 which was given due consideration. Since no fresh ground has been advanced by the Petitioner in his review petition and is repeatedly iterating the same points which have already been agitated many times before, the Commission, after due deliberations, is of the view that the review petition filed by Mr. Masud Humayun is seeking relief which is not due, ultra vires of the law, rules and rulings of the superior courts (in relation to advertisement of vacancies) and hence, is not tenable. Therefore, the review petition is rejected on the grounds comprehensively elaborated in the Commission’s Order dated June 24, 2015 as well as the following grounds:

- (i) The Order passed by the Commission on June 24, 2015 and conveyed to the Petitioner vide this FPSC Memorandum of even number on June 25, 2015 is comprehensive and encompassed all the points, reiterated in the Writ Petition 2262/2015, which still holds ground.
- (ii) Para 4 of the Writ Petition No. 2262/2015 reflects lack of understanding of the policy and rules on the subject as explained below.
- (iii) The Hon’ble Supreme Court has recently noted in Civil Appeal No. 86 of 2015 that “the Federal Public Service Commission is an independent statutory body which also derives validity from Article 242 of the Constitution.” It is empowered to take decisions based on law and rules after due consideration.
- (iv) The Commission has comprehensively recorded its observations on the views of Establishment Division and the Law Division in its Order dated June 24, 2015.

- (v) It is once again pointed out that Mr. Hamza Ali Abbasi, selected on the basis of his overall merit position (90) in CE-2009 and was allocated to Police Service of Pakistan (PSP) against Sindh (U) quota. He was extended offer of appointment in the Government and he communicated the acceptance of offer to the Establishment Division in writing. He was required to join 38th Common Training Program (CTP) at Civil Services Academy, Lahore, for initial training. But he got deferment under proviso (ii) of sub-rule (1) of Rule 3 of the Occupational Groups and Services (Probation, Training and Seniority) Rules, 1990 framed under the Civil Servants Act 1973 (LXXI of 1973), which reads as “provided further that the competent authority may allow deferment of training for one year on the recommendations of the training institution or for any cogent reason”. After this, Mr. Hamza Ali Abbasi got the mandatory training deferred continuously for **additional three years** or from 38th CTP to 41st CTP, which was **in gross violation of the said rules**. Had the law been followed and his training been deferred only for one year and he had not joined the 39th CTP after expiry of one year deferment, the vacancy would have gone to next examination (i.e. 40th CTP) and would have been included in the vacancies meant for CSS CE-2011? Hence, a severe injustice has been done to the qualified candidates of CSS CE-2011 by continued grant of deferment from training to Hamza Ali Abbasi for consecutive four years in gross violation of Occupational Groups and Services (Probation, Training and Seniority) Rules, 1990 as well as not reporting this vacancy in PSP under Sindh (U) quota to the FPSC promptly.
- (vi) As far as the precedent of Mr. Muhammad Bilal Qayyum, a candidate of CE-2010, is concerned, it is not identical to that of Mr. Hamza Ali Abbasi. Mr. Muhammad Bilal Qayyum, allocated to Office Management Group on the basis of his merit in CE-2010 and took deferment of CTP for only 1 year which was in accordance with the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990 and **not for four years** as in the case of Hamza Ali Abbasi. Mr. Bilal reappeared in the CE-2011 and was allocated to Police Service of Pakistan on the basis of his merit and therefore, relinquished the vacancy in Office Management Group.
- (vii) It is reiterated that the Policy in vogue was Establishment Division’s Office Memorandum No. 1/29/87-T.V. dated 19 March, 1991, which has now been incorporated as Rule 17 of the CSS Competitive Examination Rules-2014 and notified on September 19, 2013 with approval of the Federal Government. Rule 17 of the said Rules was holding ground and a valid piece of legislation on 30.10.2014 and was in consonance with the Policy of 1991 when the communication of additional PSP seat, as explained *supra*, was received in the FPSC on 30th October 2014, over five months after the advertisement of vacancies for CE-2013 and completion of allocation of Occupational Groups and Services process. Rule 17 of the Rules for Competitive Examination (CSS) 2014 notified on 19.9.2013 stipulates that:
- Once the process of allocation has been accomplished, the vacancies remained unfilled due to non-availability of qualified candidates under any quota shall be carried over to next examination for filing from among the same quota.
 - The Commission shall maintain the waiting merit list till commencement of Common Training Programme (CTP). Therefore, if any nominee of the Commission does not join and intimation in this regard reaches to the Commission through Establishment Division prior to commencement of CTP, the Commission shall nominate the next

candidate on merit against a Group/Service according to his/her merit position in respective quota and preferred choice.”

It provides the guiding principles for allocation against the vacancies caused by non-joiners. Reading Rule 17 (ii) with Rule 17 (i) of the Rules for Competitive Examination (CSS) conjunctively or analogous provisions of the 1991 OM, it is quite evident that Rule 17 or Policy in vogue is applicable to (i) the most recently held competitive examination; and (ii) a consequential vacancy occurring due to non-joiners from amongst the nominees of the Commission on the basis of most recent held Competitive Examination (CE-2013 in this case) against the advertised posts either because they decline the offer of appointment within 15 days of communication of such offer or any nominee expires. It is not applicable to an additional vacancy occurring or communicated after the entire process of allocation has been completed against the advertised posts as a result of somebody resigning from the service or withdrawing the letter of acceptance of offer on the basis of competitive examination held four years before and such vacancy has not been included in the advertisement for the Competitive Examination.

- (viii) The purpose of incorporating Rule 17, as reproduced above, analogous to Policy 1991 was to bring clarity. These Rules were approved by the Federal Government in Establishment Division.
- (ix) It is reiterated that an overarching principle has been laid down by Establishment Division vide OM No.8/15/73-TRV, dated 28.11.1973. Para 2(3) of the OM stipulates that:

“Vacancies which cannot be filled by candidates belonging to the province or region to which the vacancy is allocated should be carried over and re-advertised at a later date” (vide Sl. No.36 Estacode 2007 (VoI-I).”

The above provision of the said OM, requires that the vacancy of Mr. Hamza Ali Abbasi, remained unfilled on the basis of CE-2009, and reported to FPSC on 30th October, 2014, was to be advertised later on for next examination i.e. CE-2014. Since the resolution of legal issues, as explained in the Commission’s Order dated June 24, 2015, took some time and could not be advertised for CE-2014, it has now been carried forward to CE-2015 for Sindh (U) quota which is clearly in accordance with the aforementioned O.M. of the Establishment Division as well as the judgement of Hon’ble Superior Court that “the ordinary course for the Commission and the Government regarding subsequent requisitions should be to re-advertise it.”

- (x) The vacancy occurred as a result of “withdrawal of acceptance letter” (point disputed by the FPSC) was communicated to the FPSC five and half months after advertisement of vacancies by the FPSC and completion of the entire process of allocation to the successful candidates of CE-2013, therefore, in the eyes of law, it was an additional vacancy and not a consequential vacancy and could not be allocated without advertisement as held by the superior courts. The Rule 17 of CE-Rules or analogous provision of Policy of 1991 is applicable to consequential vacancy and not to an additional vacancy not already reported and advertised.

20.8.2015

Case No.2: Order on the Application of Ms Saleha Hassan dated 30.3.2015 Referred to the Commission for decision by the Hon'ble Lahore High Court, Multan Bench, Multan in W.P. 5926 of 2015

Ms. Salah Hassan, a rejected candidate of CE-2013 under Roll No. 11550 on account of date of birth being overage, filed an application that she may be give relaxation of two years as she is “also” a state subject holder of the State of Jammu and Kashmir being dependent upon her husband who is a state subject of Jammu and Kashmir himself.

2. The Hon'ble Lahore High Court, Multan Bench, Multan, passed an order on 23.4.2015 directing the respondent Commission to hear the petitioner and will dispose of the same within a period of fifteen days. The said order of the Hon'ble High Court was received in the FPSC Secretariat on 5.5.2015.

3. Ms. Saleha Hassan was heard at length on 15.5.2015 by the Committee of the Commission duly constituted by the Chairman of the Commission. She informed that she got married with Hassan Tariq Toor on 16.4.2009 and is a permanent resident of Multan. She also conceded that her parents nor her are migrants of Jammu and Kashmir nor she is living permanently in Azad Jammu and Kashmir.

4. Ms. Saleh Hassan appeared in the CSS Competitive Examinations viz. CE-2010, CE-2011 and CE-2013. She claimed her date of birth as 29.1.1983 in CE-2010 and CE-2011 but changed her date of birth to 29.1.1985 in CE-2013. Her candidature was rejected, being overage by 1 year 11 months and 2 days on the cut-off date based on originally claimed date of birth by her viz. 29.1.1983, in terms of Rule 4(v) read with Rule 4 (i) of the Rules for Competitive Examination (CSS) 2013, notified on 20th November 2012 by the Federal Public Service Commission which reads as follows:

“Rule 4(v): Once a date of birth has been claimed by a candidate and accepted by the Commission for the purpose of admission to an examination, no change will be allowed at a subsequent stage.

Rule 4(i): A candidate for admission to the examination must have attained the age of 21 years and not over 28 years on 31st December 2012 (i.e. a candidate born on or before 31st December 1984 and on or after 2nd January 1992 will not be eligible) except the candidate falling in the categories mentioned in Rule 4(ii) where any candidate is born on or before 31st December, 1982 and born on or after 2nd January 1992 will not be eligible.”

5. Being aggrieved of this order of the Commission, Ms. Salah Hassan filed representation as well as review petition with the FPSC which were rejected by the Commission on legal grounds.

6. She filed FAO No. 02 of 2014 in the Hon'ble Lahore High Court, Multan Bench, Multan and the Honorable Court issued an interim order directing the FPSC to allow her to appear in the Psychological Assessment and Viva Voce besides directing the FPSC to include her in the final merit list drawn for CSS 2013.

7. The FPSC filed CPLA/Civil Appeal in the Hon'ble Supreme Court of Pakistan against the orders of Lahore High Court, Multan Bench. The Apex Court set aside the orders of Lahore High Court, Multan Bench, Multan on 16.3.2015 as follows:

“---We, however, note that the Federal Public Service Commission is an independent statutory body which also derives validity from Article 242 of the Constitution---Section 7-A does not impose any obligation on the FPSC to publish the rules in the official Gazette. What is important is that approval of the rules has been given by the Federal Government and the said rules are in force since their promulgation in 1977. In addition, we may add that there is no plea on the part of the respondents at any stage that she was not aware of the rules and that rule is void because it is not published in the public Gazette. In view of the foregoing discussion, this appeal is allowed. Consequently, the order of the High Court is set aside and the order of the Federal Public Service Commission is affirmed.

8. The Hon'ble Supreme Court of Pakistan while allowing the appeal in favour of the FPSC passed order that:

“If the respondent has any legal recourse available to her under the law on the basis of her domicile certificate, this judgment shall not preclude her from availing such a remedy”.

9. Ms. Saleh Hassan has now filed an application stating that she is “also” in possession of domicile from State of Azad Jammu and Kashmir and is, therefore, entitled for age relaxation as admissible to the “candidates who are permanent residents of Azad Jammu and Kashmir subject to submission of a certificate to be issued by Kashmir Affairs Division, Government of Pakistan, Islamabad” vide Rule 4(ii)(c) of the Rules for Competitive Examination (CSS), 2013 notified on 20th November, 2012. She has submitted a certificate/domicile of state subjects of Jammu & Kashmir **dated 01.12.2014** issued by the Deputy Commissioner/District Magistrate, Mir Pur, Azad Kashmir.

10. After hearing Ms Saleh Hassan at length, perusal of documentary evidence placed on record of her file and provisions of the rules, the Commission concludes that the request of Ms Saleha Hassan for change of domicile from Punjab to State of Azad Jammu and Kashmir is not tenable being ultra vires of the rules for the following reasons:

- (i) Rule 6(iv)(d) of the Rules for Competitive Examination (CSS) 2013, notified by the FPSC, under which Ms Saleh Hassan submitted her application as a candidate for CE-2013, stipulates that *“Domicile once claimed by a candidate and accepted by the Commission for the purpose of admission to an examination shall be final. No change will be allowed at a subsequent examination or selection”.*
- (ii) On the direction of Lahore High Court, Multan Bench, Multan when Ms Saleha Hassan was called for psychological Assessment, she gave an undertaking dated **23.03.2014** solemnly declaring that she is not in possession of any other domicile certificate other than the one submitted along with the application for the Competitive Examination-2013 [Punjab (Multan)]. She further declared that if she is found in possession of any domicile other than

the one mentioned above [Punjab (Multan)], she will be liable to dismissal from service with costs or any other penalty (Annex-1).

- (iii) Ms. Saleha Hassan **applied four times** for Competitive Examination i.e. CE-2009(absent), 2010, 2011 and 2013 and on all four times she submitted her domicile of Punjab issued by the DCO, Multan on **08.10.2001**. As she claimed and submitted domicile of Punjab (Multan), therefore in terms of Rule 6 (iv)(d), he domicile shall be treated as final and no change can be allowed at a subsequent examination and selection.
- (iv) Ms. Saleha Hassan herself is not a state subject of State of Azad Jammu and Kashmir but married with a state subject (as claimed by her though there is no evidence on record that her husband actually is a State subject nor she produced one) on 16.04.2009. She obtained the domicile of Jammu & Kashmir on 01.12.2014, more than five years of her marriage and after rejection of her case relating to change in date of birth by the Hon'ble Supreme Court of Pakistan highlighted above, despite being not a permanent resident of Azad Jammu and Kashmir, as conceded by her during the hearing. She submitted the domicile certificate issued by the District Magistrate, Mirpur, dated 1.12.2014 along with her application to the FPSC on 6.4.2015 after rejection her case relating to change in date of birth by the Hon'ble Supreme Court of Pakistan on 16.3.2015
- (v) At no stage prior to this she claimed age relaxation on the basis of domicile of Jammu & Kashmir in her candidature for the Competitive Examinations of 2009, 2010, 2011 and 2013. It clearly seemed to be an after-thought.
- (vi) Ms Saleha Hassan now possesses two domicile certificates, as acknowledge by her during the hearing. Under Rule 23 of the Pakistan Citizenship Rules 1952 while applying for a domicile, the applicant is required to fill Form (P-1) and to attach with it an affidavit that he/she is not in possession of any other domicile from any district. Therefore, it is criminal offence to hold two domicile certificates simultaneously under rule 26 of Pakistan Citizenship Rules, 1952, for which she is liable to be prosecuted under CE Rule 7(vi) of CE-2013.
- (vii) Ms Saleha Hassan obtained certificate of state subjects Jammu & Kashmir on 01.12.2014 whereas the cut-off date for determining the eligibility of candidates with regard to age, qualification, domicile, etc. in terms of Rule 3 of CE-2013 was 31.12.2012. Certificate/domicile of Jammu & Kashmir issued after the cut-off date is not admissible for the CE-2013.
- (viii) In another similar case of Mr. Naveed Mubashar Ch. (Civil Appeal No.1166 of 2003), the Hon'ble Supreme Court has observed that the appellant does not deny that in the examination forms for the CSS Competitive Examination held in 1999 he had declared his domicile as that of Punjab. That being so, the order of the Federal Public Service Commission which has been upheld by the learned High Court (in W.P No.23738/2010) was unexceptionable and in accord with Rule 6(iii)(h) of the FPSC Rules for Competitive Examination 1999, which reads as follows:-

“6(iii)(h): The domicile once claimed and accepted by the Commission for the purpose of admission to an examination, no change will be allowed at a subsequent examination or selection.”

Accordingly appeal of that candidate Mr. Naveed Mubashar Ch. for change of domicile was dismissed. On the analogy of the above said Civil Appeal, the case of Mrs. Saleha Hassan is not maintainable.

11. Ms Saleha Hass produced a copy of the O.M. of the Establishment Division No.F.8/5/75 dated 12.8.1975 stating therein that “the domicile of a married female candidate may be accepted to be the same as that of her husband for the purpose of direct recruitment.” during the hearing and requested that her domicile may be treated as that of her husband as stipulated in the said O.M. She never took this plea prior to date of hearing on 15.5.2015 while submitting her candidature for CE-2010, CE-2011 and CE-2013 despite the fact that she got married on 16.4.2009.

12. She was not aware of the fact that the said O.M. held ground till 2001 as reflected in Rule 6 (iii)(f) of the Rules for Competitive Examination, 2001 notified with the approval of the Federal Government on 8.10.2001 and reads as follows:

“The domicile of a married female candidate will be accepted to be the same as that of her husband.-----“

13. However, the said rule as well as the rule relating to domicile of father of candidates of competitive examinations for the purpose of allocation of occupational groups and services were omitted in Rules for the Competitive Examinations 2002 notified with the approval of the Federal Government on 18.11.2002 and continuously since then and has been substituted by Rules 6 (iii) (a) from 2002 onwards reads as under:

“Seats earmarked for prescribed provincial/regional quotas shall be allocated to candidates on the basis of the domicile certificates issued by the competent authority in accordance with the law and the rules.”

14. The Hon’ble Supreme Court of Pakistan in Civil Appeal Nos. 1328 to 1327 of 2002 observed relating to the amended Rule 6 (iii)(a) that “ *the crucial question that falls for determination is as to which rule would govern the candidates who had appeared in 2001 examination. Obviously, they cannot be governed by the rule which had been struck by the Sindh High Court and we are of the considered view that those who took examination in 2001 shall be governed by subsequent amended holding the field in 2002.*” This observation was reiterated in the judgment of the Hon’ble Supreme Court of Pakistan in Civil Appeal Nos. 1380 of 2005.

15. Ms Saleh Hassan appeared in CE-2013 which was governed by the Rules for Competitive Examination-2013 notified with the approval of the Federal Government on 20.11.2013 which included only Rule 6 (iii)(a) as reproduced in Para 13 above and the rule reproduced at Para 12 above based on the O.M. has not been part of the Rules for Competitive Examination since 2002 onwards. Therefore, Ms. Saleha Hassan cannot seek relief on the basis of a rule or O.M. which was never the

part of Rules for Competitive Examination-2013 which required the consideration of domicile of a candidate.

16. Under the law vide Section 7(3) of FPSC Ordinance; a candidate aggrieved by any decision of the FPSC may within 30 days of communication of that decision make a representation to the Commission. Her current representation is not against any decision of the FPSC but based on the observations of the Hon'ble Supreme Court of Pakistan made in its judgment dated 16.3.2015 quoted at para 8 above. She has been heard pursuant to the orders of the Hon'ble Lahore High Court, Multan Bench, Multan, to dispose-off her application. Therefore, the current application of Ms Saleha Hassan cannot be treated as representation but at best a miscellaneous application filed by her.

17. In view of the above facts, reasons and position of the rules, the Commission orders as under:
- (a) the application of Ms Saleha Hassan is not tenable being ultra vires of the Rules for Competitive Examination-2013 and hence, rejected.
 - (b) Ministry of Kashmir Affairs and Gilgit-Baltistan may be requested to inquire into the tenacity of the domicile certificate issued to Ms Saleha Hassan as well as to determine if she is a permanent resident of Azad Kashmir Territory and the conduct of issuance District Magistrate, Mirpur.
 - (c) A reference may be made to the Ministry of Interior along with above facts for probing into the question of holding two domicile certificates concurrently by the applicant Ms Saleha Hassan and processing the case under the relevant law.

(Abdul Wajid Rana)
Member, FPSC
15.5.2015

(Mrs. Batool Iqbal Qureshi)
Member FPSC

Order on the Application of Ms Saleha Hassan dated 30.5.2015 Transmitted by the Hon'ble Lahore High Court, Multan Bench, Multan in W.P. 8999 of 2015 for Decision by the Commission

Ms. Saleha Hassan, a rejected candidate of CE-2013 under Roll No.11550 on account of date of birth being overage, filed an application dated May 30, 2015 received in the office on June 1, 2015 stating that:

- (i) Her parents are permanent residents of Multan;
- (ii) After her marriage, she is permanent resident of Kashmir, however, for the time being she is residing in different cities of Pakistan due to transfer and postings of her husband; and
- (iii) She is not seeking for allocation of group on the basis of her being State Subject but age relaxation for two years on that basis.

2. The Hon'ble Lahore High Court, Multan Bench, Multan vide its order dated 16.06.2015 in W.P. No. 8999 of 2015, received in the FPSC's relevant office on June 22, 2015, directed that "let a copy of this petition along with all the annexures be transmitted to respondent No.1, who shall look Federal Public Service Commission

into the matter and decide the application of the petitioner (appended with this petition at page 19 Annex “F”) within a period of ten days from the receipt of the order of this court by providing the opportunity of hearing to all the concerned strictly, in accordance with law.”

3. It took some time to process the case to seek approval of the Chairman, FPSC for constitution of a Committee comprising Members of the Commission to accord personal hearing to the applicant Ms Saleha Hassan pursuant to the directions of the Hon’ble Lahore High Court, Multan Bench, Multan.

4. Accordingly, Ms. Saleha Hassan was provided personal hearing on **July 2, 2015** wherein she reiterated her view point and arguments mentioned in her application dated May 30, 2015 and reflect at Para 1 *supra*. In support of her arguments, she also cited the cases of Amna Kamal, Saba Akbar and Inam-ul-Haq who, according to the applicant, were provided relief by the Commission in the past. When the applicant was asked to provide evidence in support of her assertions, she failed to produce any documentary evidence or otherwise. When asked as to why her husband sought the Certificate of subject of State of Jammu and Azad Kashmir so late in 2014 and what was his status at the time of getting commission in the Pakistan Army, she replied that she was not aware of this.

5. Prior to this, on the directions of the Hon’ble Lahore High Court, Multan Bench, Multan dated April 23, 2015 in another W.P. No 5926 of 2015 of the same applicant, Ms Saleha Hassan was provided personal hearing on May 15, 2015 on the same issue, i.e. seeking age relaxation for two years on the same grounds that she is a Subject of State of Jammu and Kashmir on the basis of her marriage with a person who is a State subject. The Commission, after hearing the applicant, passed a comprehensive speaking order deliberating on this issue at length which was transmitted to the Hon’ble Lahore High Court, Multan Bench, Multan on May 19, 2015, as directed. A copy of the said order is again enclosed once again highlighting the reasons for rejecting her application (**Annex-I**).

6. For record, the following facts are reiterated for better understanding of the case:

Date of Birth Issue

- (i) Ms. Saleh Hassan applied **four times** for the CSS Competitive Examinations but appeared in the examination three times, maximum number of chances under the rules viz. CE-2009 (absent), CE-2010, CE-2011 and CE-2013.
- (ii) She claimed her date of birth as 29.1.1983 in CE-2009 (absent), CE-2010 and CE-2011 but changed her date of birth to 29.1.1985 in CE-2013.
- (iii) Her candidature for CE-2013 was rejected, being overage by 1 year 11 months and 2 days on the cut-off date of 31.12.2012 for CE-2013 based on originally claimed date of birth by her viz. 29.1.1983, in terms of Rule 4(v) read with Rule 4 (i) of the Rules for Competitive Examination (CSS) 2013, notified on 20th November 2012 by the Federal Public Service Commission.
- (iv) The Hon’ble Supreme Court of Pakistan upheld the decision of the Commission vide its judgment dated March 16, 2015, saying:

“---We, however, note that the Federal Public Service Commission is an independent statutory body which also derives validity from Article 242 of the Constitution---Section 7-A does not impose any obligation on the FPSC to publish the rules in the official Gazette. What is important is that approval of the rules has been given by the Federal Government and the said rules are in force since their promulgation in 1977. In addition, we may add that there is no plea on the part of the respondents at any stage that she was not aware of the rules and that rule is void because it is not published in the public Gazette. In view of the foregoing discussion, this appeal is allowed. Consequently, the order of the High Court is set aside and the order of the Federal Public Service Commission is affirmed.”

Issue of Domicile

- (v) The applicant Ms. Saleha Hassan applied four times for Competitive Examination viz. CE-2009 (absent), 2010, 2011 and 2013, as mentioned *supra*, and on all four occasions she submitted her domicile of Punjab issued by the DCO, Multan on 08.10.2001.
- (vi) As the applicant Ms Saleha Hassan claimed and submitted domicile of Punjab (Multan), therefore in terms of Rule 6 (iv)(d) of Rules for Competitive Examination (CSS) stipulating that *“Domicile once claimed by a candidate and accepted by the Commission for the purpose of admission to an examination shall be final. No change will be allowed at a subsequent examination or selection,”* her domicile of District Multan has been treated as final and no change can be allowed at a subsequent examination and selection.

Issue of Subject of State of Jammu and Kashmir

- (vii) The applicant Ms Saleha Hassan, according to her own statement during personal hearing, got married with Mr. Hassan Tariq Toor on **16.4.2009**.
- (viii) After her marriage, Ms. Saleha Hassan applied and appeared in CE-2010, CE-2011 and CE-2013 but at no stage in her applications for these examinations, she claimed that she is also a subject of State of Jammu and Kashmir on the basis of her marriage with a State Subject nor she ever claimed any age relaxation on this basis. Rather, she continued to claim her status as domiciled of District Multan, Province of Punjab.
- (ix) The applicant Ms Saleha Hassan herself confessed during her personal hearing that she is not a permanent resident of State of Jammu and Kashmir but married with a state subject.
- (x) The cut-off date for determining the eligibility for candidature for Competitive Examination-2013 in terms of age, qualification and domicile or any age relaxation claimed under any of the categories mentioned vide Rule 4 read with Rule 5 and 6 of the Rules for Competitive Examination 2013 (the validity of which has already been upheld by the Hon’ble Supreme Court of Pakistan) was December 31, 2012.
- (xi) If in her view, she was entitled to any age relaxation on the basis of any instrument validly issued by the lawful competent authority under the Law, she should have claimed such relaxation when filled and submitted the application and applied for CE-2013.

- (xii) The fact is that in her Application Form for CE-2013, Ms Saleha Hassan categorically opted/ticked “No” against column No.13(a) relating to whether age relaxation claimed or not.
- (xiii) As underlined above, she did not indicate at any stage, filling and submission of application for CE-2013, Psychological Assessment and Viva Voce held under the direction of Hon’ble Lahore High Court, Multan Bench that she is a State subject nor claimed age relaxation on this ground. She never agitated this point in any of her petitions prior to W.P. 5926 of 2015. The applicant at no stage raised this point in the Hon’ble Supreme Court of Pakistan.
- (xiv) The fact of the matter is that husband of the applicant Mr. Hassan Tariq Toor obtained the Certificate of being a State subject vide No. 1635/2014 dated 29.11.2014 issued by District Magistrate Mirpur, Azad Kashmir while the applicant got the certificate issued in her favour vide No. **1638/2014 dated 1.12.2014**.
- (xv) Following facts are underlined in relation to these two certificates and their tenability:
- The husband of the applicant Mr. Hassan Tariq Toor has obtained the said Certificate 37 years of his birth (24.02-1977).
 - Both the applicant Ms Saleha Hassan and her husband obtained the said Certificate more than five years after their marriage;
 - Both the applicant Ms Saleha Hassan and her husband obtained the said Certificate almost two years after closing date for CE-2013 and the cut-off date for determining eligibility in terms of age, qualifications and domicile;
 - Both the applicant Ms Saleha Hassan and her husband obtained the said Certificate to claim age relaxation only when the Hon’ble Supreme Court of Pakistan upheld the decision of the FPSC rejecting her candidature being over age for CE-2013 and she failed to get relief on the basis of manipulated date of birth.
- (xvi) The processing of applications for CE-2013 is now a settled and closed transaction. A Certificate issued more than two years after the closing date or the cut-off date for CE-2013 is not admissible for seeking any relief. It will be a clear violation of Rules for Competitive Examination 2013.

7. Now we turn to the cases pointed out by the applicant Ms Saleha Hassan during her personal without producing any evidence in her support.

Case of Amna Kamal

8. The applicant Ms. Saleha Hassan said that the Commission accepted candidature of Ms Amna Kamal, appeared in CE-2008, after the cut-off date.

9. According to the office, the facts of the case are that the actual name of the candidate is Assmma Kamal and not Amna Kamal. She applied for CE-2008. As per application form, she studied at Institute of Business and Information Technology, Lahore, from 2004-2007 and passed BBIT (Hons). Her case was submitted to the Commission, as according to her application, result

seemed to have been declared on 04.01.2008, after the cut-off date viz. 1.1.2008. However, the Commission directed to seek clarification from the University of Punjab about the actual date of announcement of result. The Registrar, University of Punjab, Lahore confirmed that provisional transcript was issued to Ms. Assmma Kamal on 26.09.2007 and the degree was issued on 28.11.2008. Since the result was announced before the cut-off date, therefore, the Commission accepted her candidature. Clearly, the facts of the Assmma Kamal are not identical to the Applicant's case and Ms Assmma Kamal had acquired the requisite qualification before the eligibility cut-off date according to the office record.

Case of Saba Akbar

10. According to the Applicant, the Commission accepted the Sindh (U) domicile in case Ms. Saba Akbar after the cut-off date. According to the office and as per its record, the facts of the case are:

11. Ms. Saba Akbar, a candidate of CE-2012 under Roll No. 13477, claimed AJK domicile in her application form but did not submit the same with the application form. However, in the check list, she mentioned against the column of domicile that the same is under process. She was reminded for the same but she could not provide before announcement of result of the written portion of CE-2012. Subsequently, she informed that as her spouse was Kashmiri by origin and she was under the impression that she would automatically get AJK domicile but could not obtain the same under AJK Government rules. Ms. Saba Akbar submitted domicile of Sindh (U), where she has been a permanent resident, which was issued by the DCO Karachi on **21.08.2003**. Since the said domicile of Sindh (Urban) was issued much before the eligibility cut-off date viz. 31.12.2011, the Commission accepted her domicile as Sindh (U).

It may be added here that Ms Saba Akbar applied for the first time and was considered against Sindh(U) domicile whereas Ms Saleha Hassan applied four times against Punjab domicile (District Multan) and at no stage she informed that she is a subject of State of Jammu and Kashmir nor ever claimed age relaxation on that basis.

Clearly the facts of Ms Saba Akbar's case are not identical to the case of Applicant. The Commission accepted the domicile of Sindh (U) of Ms Saba Akbar which was issued much before the eligibility cut-off date whereas in case of Ms Saleha Hassan, the certificate of state subject has been issued two years after the eligibility cut-off date.

Case of Mr. Inam-ul-Haq

12. As per office and its record, Mr. Inamul Haq appeared in CE-2001 under Roll No. 3598 against Balochistan domicile and finally qualified with overall merit No.571. He could not be allocated to any Group/Service due to his low merit position. He again appeared in CE-2002. Since, he was becoming overage by the eligibility cut-off date for CE-2002, therefore, **he claimed age relaxation of two years** on the basis of Certificate of Subject of State of Jammu and Kashmir. He qualified the written examination of CE-2002 when his case was put up to the Commission. The Commission rejected his candidature in terms of Rule 6(iii)(d) of Competitive Examination-2002, i.e. Domicile once claimed by a candidate and accepted by the Commission for the purpose of

admission to an examination shall be final. No change will be allowed at a subsequent examination or selection. He filed Writ Petition in the Lahore High Court, Rawalpindi Bench which was also dismissed. Later on, he filed CPLA in the Supreme Court of Pakistan and the Apex Court dismissed the case in favour of the applicant with the orders that the applicant is entitled to claim relaxation of the upper age limit as envisaged by Rule 4(ii)(b) of the Competitive Examination Rules being a subject of Jammu and Kashmir State while continuing to be domicile of Balochistan. Against, the facts of the case of Mr. Inam-ul-Haq are not identical to the case of Applicant Ms Saleha Hassan. Mr. Inam-ul-Haq claimed age relaxation of two years as subject of State of Jammu and Kashmir while applying for CE-2002 and not after the entire process of CE-2002 had completed and closed. Ms Saleha Hassan is claiming age relaxation on the basis of a certificate obtained by her two years after the closing date and eligibility cut-off date for CE-2013 when the entire process for CE-2013 is a settled and closed chapter.

13. The Applicant Ms Saleha Hassan, a candidate for CE-2013, availed her opportunity of making representation under Section 7(3) of FPSC Ordinance, 1977, when her candidature was rejected on the basis of being overage. She also availed her opportunity of filing a review when her representation was reject. The right to file representations or reviews is not unending or infinite. Subsequently, she has been afforded personal hearing twice viz. May 15, 2015 and July 2, 2015 on directions of the Hon'ble Lahore High Court, Multan Bench, Multan, to dispose-off her miscellaneous applications.

14. In view of the above facts, reasons and position of the rules, and after considering the facts of the cases pointed out by the applicant, the Commission orders that the application of Ms Saleha Hassan seeking age relaxation of two years on the basis of Certificate issued by the District Magistrate Mirpur, Azad Kashmir, almost two years after the closing date and eligibility cut-off date for CE-2013 is not tenable being ultra vires of the Rules for Competitive Examination-2013 and hence, rejected.

(Abdul Wajid Rana)
Member, FPSC
2.7.2015

(Mrs. Batool Iqbal Qureshi)
Member FPSC

ORDER ON THE APPLICATION OF MS. SALEHA HASSAN DATED 09.07.2015 REFERRED TO THE COMMISSION FOR DECISION BY THE HON'BLE LAHORE HIGH COURT, MULTAN BENCH, MULTAN IN WRIT PETITION NO.11961 OF 2015.

The Hon'ble Lahore High Court, Multan Bench, Multan was pleased to direct in Writ Petition No. 11961 of 2015 on 18.8.2015 that "Let Respondent No. 1 and 2 are directed to decide the review petition (Annexure-J) of the present petitioner, pending adjudication expeditiously within fortnight under the intimation to the Deputy Registrar (Judicial) of this Court. With this direction, this petition stands disposed of." The said orders were received in the Federal Public Service Commission on **21.8.2015**.

2. Ms Saleha Hassan is a habitual filer of applications, representations, review petitions and Writ Petitions. She is abusing the process of Court by filing repeated Writ Petitions on the same cause of action and taking different pleas. The present Writ Petition is the third Petition on the same

cause of action. Prior to this, Ms Saleha Hassan filed Writ Petition No. 5926 of 82015, Writ Petition No. 8999/2015 and now 11961/2015. Prior to current series of Petitions, she also filed Writ Petition No. 15811 of 2013, FAO No.02/2014, Civil Petition No. 503 of 2014, Civil Petition No. 637 of 2014 and Civil Petition No. 86 of 2015

3. Ms. Saleha Hassan, a candidate for CE-2013 had already availed the remedies of representation and review petitions under Section 7(3) of FPSC Ordinance, 1977, when her candidature for CSS 2013 was rejected on the basis of being overage. Accordingly the Commission rejected her Representation and Review Petition vide Memorandum dated 18.11.2013 and 10.12.2013 respectively. The decision of the Commission has been upheld by the Hon'ble Supreme Court of Pakistan vide judgement dated 16.03.2015 passed in Civil Appeal No.86 of 2015.

4. On the directions of the Hon'ble Lahore High Court, Multan Bench, Multan vide order dated 23.04.2015 and 16.06.2015, she has been afforded personal hearing twice i.e. May 15, 2015 and July 02, 2015. The Commission, after hearing Ms Saleha Hassan, has passed comprehensive speaking orders on 15.5.2015 (Annex-I) and 2.7.2015 (Annex-II).

5. It is well settled case law that repeated Writ Petitions cannot be filed on the same cause of action. Section 11 of the Civil Procedure Code debars subsequent suit/petitions in which issue raised has been heard and decided by the Hon'ble Court. Reliance is placed on the following:

- (i) PLD 1965 Supreme Court 254- "A Petitioner is not entitled to take different pleas at different times so as to file more than one writ petition on the same facts. For a further plea the proper course would be to file a petition for review if such petition be maintainable. The general principle of *res judicata* is applicable to writ petitions also."
- (j) 1971 SCMR 602- "A litigant cannot be allowed to split-up his grounds to seek relief in respect of the same cause of action and to make different petitions at different times."
- (k) 1985 CLC 1979- "Matter fully dealt with and disposed of by High Court in writ jurisdiction--cannot be reopened through a revision petition before it.
- (l) 1974 SCMR 230 "*Res Judicata*, principle of—Equally applicable to proceedings in writ jurisdiction.
- (m) PLD 1979 Lahore 564- Certain points capable of being urged in former petition but not taken or urged—Second Petition, *held further*, barred by principle of constructive *res judicata*.
- (n) PLD 1971 Supreme Court 779- The principle of *res judicata* is invoked on the basis that a party who has lost the cause once, should not be allowed to agitate it on the basis of facts and on the same cause of action to unnecessarily harass the other party.

(o) PLD 1976 Lahore 376- Article 199 (1)(b)(i) read with Criminal Procedure Code (V of 1898), S. 491 Civil Procedure Code (V of 1908), S.11—Principle of *res judicata* –Not confined to judgments but applicable to decisions and orders alike.

6. All the points raised in Writ Petition No. 11961/2015 by the Petitioner have already been raised by Ms. Saleha during her personal hearing and previous Petitions and application which have been comprehensively dealt with vide orders of the Commission dated **15.5.2015 and 2.7.2015** (Annex-I and II). Since no new grounds/reasons has been mentioned in her fresh miscellaneous application dated 10.07.2015, therefore, the Commission has rejected the same by maintaining its order passed on 15.5.2015 and 2nd July, 2015 communicated to the applicant Ms. Saleha Hassan on 7th July, 2015 and a copy of which has already been forwarded to Lahore High Court, Multan Bench, Multan.

22.9.2015

Decisions Taken by the Commission in its Meeting held in 2014

152nd Meeting of the Commission held on 28th April, 2014.

FPSC Committee's Report on Reforming the CSS Competitive Examination and Syllabi.

Mr. Abdul Wajid Rana, Member, FPSC, on behalf of the Committee comprising M/s Mansoor Sohail and Mr. Abdul Wajid Rana, Members FPSC made the presentation and placed following recommendations after a brief introduction to the methodology for preparing the report and firming up proposals, as proposed in the report for consideration and approval of the Commission:

- (i) The CSS Competitive Examination may be based on the following components effective from Competitive Examination-2015 as already decided:-
 - a) Preliminary/ Screening Test
 - b) Written Examination
 - c) Medical Examination
 - d) Psychological Assessment
 - e) Viva-Voce

- (ii) Screening Test broad scheme already cleared by the Commission on June 28, 2013 which is pending for approval of the Cabinet.

- (iii) Break-up of marks for various parts of the Preliminary/ Screening Test, its detailed contents, design and conduct of MCQ Test, and its qualifying standard etc. as follows:-
 - a) The Preliminary/ Screening Test will consist of one paper
 - b) Paper shall have distinct colours and sections viz. English (30%), General Abilities (30%), General Knowledge (30%) and Islamiat (10%)
 - c) Section for General Knowledge shall be further subdivided into 3 sub-sections; Everyday Science (10%), Current Affairs (10%) & Pakistan Affairs (10%).
 - d) Duration of Screening Test shall be Four hours which will contain 200 marks MCQs each carrying one marks.
 - e) Qualifying marks for the Preliminary/ Screening Test shall be 40% or 80 marks.
 - f) There will be no negative marking.
 - g) Question paper shall be in English.
 - h) The topics listed in the Syllabus are only indicative for the general guidance of the candidates and cannot be deemed as exhaustive list.
 - i) The standard of questions would be what is expected of a person who has a keen sense of awareness and is fairly knowledgeable.

- j) The purpose of Preliminary/ Screening Test is to select candidates who would be eligible to take the main written examination and the marks obtained in the Screening Test should not be counted towards the merit list of the candidates.
- k) The syllabus recommended for the Preliminary/ Screening Test is appended at Annexure-XVII of the Report.
- (iv) Scheme of Main written Examination and its compulsory and optional Papers.
- (v) Inclusion of “Comparative Study of Religions” in lieu of “Islamic Studies” as Compulsory Paper for Non-Muslims.
- (vi) Addition of six new Subjects as Optional Papers carrying 100 marks each (Anthropology, Criminology, Gender Studies, Governance and Public Policy, Environmental Science and Town Planning and Urban Management).
- (vii) Combining Agriculture and Forestry as one Paper of 100 marks.
- (viii) Increasing marks of two Optional Subjects from 100 to 200(Computer Science and International Relations).
- (ix) Reducing marks of 17 existing optional subjects from 200 to 100 each (Applied Mathematics, Arabic, Botany, British History, English Literature, European History, Geography, Geology, History of Pakistan and India, Islamic History and Culture, Law, Persian, Philosophy, Psychology, Pure Mathematics, Urdu Literature, Zoology) as proposed by various Specialized Training Institutions.
- (x) After introduction of Screening Test, MCQs for the Compulsory subjects shall abate but for Optional Subjects, it will continue in the written examination.
- (xi) Reducing the Groups of optional subjects from existing 9 to 7 to select optional subjects. The Groups are as follows:

Group-I (To select one subject of 200 marks only)

Code No.	Subject	Existing marks	Revised marks
11	Accountancy & Auditing	200	200
12	Economics	200	200
13	Computer Science	100	200
14	Political Science	200	200
15	International Relations	100	200

Group-II (To select subject(s) of 200 marks only)

Code No.	Subject	Existing marks	Revised marks
16	Physics	200	200
17	Chemistry	200	200
18	Applied Mathematics	200	100
19	Pure Mathematics	200	100
20	Statistics	100	100
21	Geology	200	100

Group-III (To select one subject of 100 marks only)

Code No.	Subject	Existing marks	Revised marks
22	Business Administration	100	100
23	Public Administration	100	100
24	Governance & Public Policies	New	100
25	Town Planning & Urban Management	New	100

Group-IV (To select one subject of 100 marks only)

Code No.	Subject	Existing marks	Revised marks
26	History of Pakistan & India	200	100
27	Islamic History & Culture	200	100
28	British History	200	100
29	European History	200	100
30	History of USA	100	100

Group-V (To select one subject of 100 marks only)

Code No.	Subject	Existing marks	Revised marks
31	Gender Studies	New	100
32	Environmental Science	New	100
33	Agriculture & Forestry	100+100	100
34	Botany	200	100
35	Zoology	200	100
36	English Literature	200	100
37	Urdu Literature	200	100

Group-VI (To select one subject of 100 marks only)

Code No.	Subject	Existing marks	Revised marks
38	Law	200	100
39	Constitutional Law	100	100
40	International Law	100	100
41	Muslim Law & Jurisprudence	100	100
42	Mercantile Law	100	100
43	Criminology	New	100
44	Philosophy	200	100

Group-VII (To select one subject of 100 marks only)

Code No.	Subject	Existing marks	Revised marks
45	Journalism & Mass Communication	200	100
46	Psychology	200	100
47	Geography	200	100
48	Sociology	100	100
49	Anthropology	New	100
50	Punjabi	100	100
51	Sindhi	100	100
52	Pashto	100	100
53	Balochi	100	100
54	Persian	200	100
55	Arabic	200	100

- (xii) Revised Syllabi for all Compulsory and Optional Subjects which is at Annex-XVIII of the Report cross-examined and vetted by the Experts in the relevant Subjects nominated by the Higher Education Commission.
- (xiii) Implementation of new Scheme of CSS Examination will reduce number of days from 16 to 8 or 9 for conduct of written examination which would fast track the whole process of CSS Examination.

Mr. Abdul Wajid Rana, Member FPSC, also presented **Phase-II** of the report as a “Way Forward-Roadmap for the Future” and explained its various features of consideration of the Commission as follows:-

- (i) Revision of qualification to be eligible to undertake Competitive Examination.
- (ii) 4 options to restructure the CSS Competitive Examination:-
 - a) Option one-Status Quo.
 - b) Option two: Compulsory and Optional subjects.
 - c) Option three: Separate written examination for each occupational Group/ Services.
 - d) Option Four: Cluster-based written examination
- (iii) Qualifying marks for optional subjects be enhanced from 33% to 40%.
- (iv) Allocation of Group/ Service Post Common Training and FPOE.
- (v) Number of chances to allocated candidates.
- (vi) Psychological Assessment for Career Management.
- (vii) Review of syllabus for Initial Training Specialized Trainings, MCMC, SMC/ NMC.
- (viii) Establishment of Specialized Institution Public Policy and Public Administration in the public sector.
- (ix) Review the entire system of FPOE.
- (x) Review of compensation system of Civil Servants and
- (xi) Improving work environment.

All the proposals made by the Committee under **Phase-I** of the “FPSC’s complete report on Reforming the Competitive Examination”, after discussion, were approved by the Commission with some minor amendments as to reduce duration of MCQ Screening Test from four hours to three and a half hour.

Appendix-9

**Statistics on General Recruitment (BS-16 & Above) Processed During 2014,
Including the Posts Carried Forward from Preceding Years**

Year	Cases	Posts	Applications received	Candidates Pre-selected	Candidates Interviewed	Cases finalized			Cases/posts carried over to 2015	
						Cases	Nomination made	Posts reported failure	Cases	Posts
2014	227	2205	256513	425	82	38	22	58	189	2125
2013	130	904	89068	2029	2014	113	649	127	17	128
2012	9	135	6236	379	379	8	120	9	1	6
2011	0	3	0	0	0	0	2	1	0	0
2010	1	9	93	14	14	0	0	0	1	9*
2008	1	1	0	0	0	1	1	0	0	0
2006	2	3	0	0	0	0	0	0	2	3*
Total	370	3260	351910	2847	2489	160	794	195	210	2271

* Cases/Posts withheld due to litigation

Appendix-10

Vacancies Advertised and Filled During the Year, 2014 (Basic Scale and Merit/Province Wise Representation in General Recruitment in BS-16 & Above)

BPS	Particular	Merit	Punjab	Sindh (R)	Sindh (U)	KPK	Balochistan	GB-FATA	AJ&K	Total
16	Posts finalized	21	157	40	26	34	56	85	6	425
	Nominations made	21	147	33	23	28	9	75	6	342
17	Posts finalized	18	186	42	22	36	22	78	7	411
	Nominations made	17	174	38	18	35	19	68	7	376
18	Posts finalized	4	47	18	10	9	4	4	3	99
	Nominations made	4	34	7	5	8	3	3	2	66
19	Posts finalized	3	16	9	4	8	5	5	0	50
	Nominations made	2	2	3	0	1	0	2	0	10
20	Posts finalized	0	2	1	0	1	0	0	0	4
	Nominations made	0	0	0	0	0	0	0	0	0
21	Posts finalized	0	0	0	0	0	0	0	0	0
	Nominations made	0	0	0	0	0	0	0	0	0
Total Finalized		46	408	110	62	88	87	172	16	989
Total Nominations Made		44	357	81	46	72	31	148	15	794
Failure Reported		2	51	29	16	16	56	24	1	195

Appendix-11**Ministry/Division Wise Detail of Selection of Officers for Various Posts**

Ministry/Division/Department	Basic Scale						Total
	16	17	18	19	20	21	
Ministry of Defence	248	136	56	2	0	0	442
Capital Administration and Development Division.	1	24	1	4	0	0	30
Ministry of Narcotics Control	10	5	0	0	0	0	15
Ministry of Religious Affairs	4	0	0	0	0	0	4
Ministry of Housing and Works	0	13	0	0	0	0	13
Cabinet Secretariat	1	0	0	0	0	0	1
Federal Board of Revenue	1	0	0	0	0	0	1
Ministry of Ports and Shipping	0	3	2	0	0	0	5
Kashmir Affairs and GB Division	64	55	2	2	0	0	123
Ministry of Railways	0	25	0	0	0	0	25
National Heritage and Integration	1	0	0	0	0	0	1
Federal Public Service Commission	4	3	0	0	0	0	7
Petroleum & Natural Resources	2	52	3	1	0	0	58
Planning and Development Division	2	11	0	0	0	0	13
Defence Production	1	0	0	1	0	0	2
Water and Power	0	2	1	0	0	0	3
Food Security and Research	0	20	0	0	0	0	20
Federal Government Organization	1	26	0	0	0	0	27
Industries	0	1	0	0	0	0	1
Information and Broadcasting	2	0	0	0	0	0	2
Establishment Division	0	0	1	0	0	0	1
Total	342	376	66	10	0	0	794

Fresh Recruitment Cases (BS-16 & above) which were Advertised and Processed by the Commission during the Year 2014

Sr. No	Case No.	Title Of Post With Ministry/ Division & Scale	Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Interviewed	
1.	01/2014	Six Agriculture Engineers (BS-17), Agriculture Department, Directorate of Water Management, Agriculture Department, Government of Gilgit Baltistan, Kashmir Affairs And Gilgit Baltistan Division	6 GBFATA-6	36	14	14	U/P
2.	2/2014	Assistant Professor (Male) (BS-18), FGEI (C/G) M/O Defence	1 Sindh(U) -1	11	0	0	F-1
3.	3/2014	Nautical Instructor (BS-17), PMA Karachi M/o Ports And Shipping	01 KPK-1	6	0	0	F-1
4.	04/2014	Two Senior Teachers (Male) (BS-17), Federal Educational Institutions, Capital Administration and Development Division	2 Sindh(R)-1 Sindh(U)-1	91	9		U/P
5.	06/2014	Assistant Executive Engineer (Civil) (BS-17), Pak PWD, M/O Housing and Works	01 Punjab-1	4	0	0	F-1
6.	07/2014	Thirty Two Lecturers (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	32 Punjab-18 Sindh(R)-6 Sindh(U)-3 KPK-2 Balochistan-1 GBFATA-2	30331	129		U/P
7.	08/2014	Six Engineering Instructors (BS-19) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	6 Merit-1 Punjab-2 Sindh(R)-1 KPK-1 Balochistan-1	1	0	0	F-1 F-2 F-1 F-1 F-1
8.	9/2014	Charge/Staff Nurses (Female) (BS-16), Military Hospitals Ministry of Defence.	18 Punjab-2 KPK-3 Balochistan-8 GBFATA-5	170	11	11	R-2 R-1 F-2 F-8 R-4 F-1
9.	10/2014	Eye Specialist (BS-18), Medical Dept Of Pak. Railways, Ministry of Railways.	01 Punjab-1	2	1	1	F-1
10.	12/2014	Electro Medical Personnel (BS-16), AFIC, Ministry Of Defence	01 Sindh(R)-1	5			F-1
11.	14/2014	Assistant Mechanical Engineers (BS-17), mechanical engineering Deptt. of Pakistan Railways, M/o Railways	1 Punjab -1	17	0	0	F-1
12.	16/2014	Foreman (BS-16), ARDE Ministry of Defence Production.	1 Sindh (R)-1	18	1	1	F-1
13.	20/2014	Senior Nautical Instructor (BS-18), Pakistan Marine Department, Karachi, Ministry of Ports and Shipping	01 Punjab-1	2	1	1	R-1

Sr. No	Case No.	Title Of Post With Ministry/ Division & Scale	Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Interviewed	
14.	24/2014	Ten Assistant Executive Engineers (B&R/ E&M) (BS-17), MES, Ministry of Defence	10 Punjab-6 Sindh(U)-2 KPK-1 AJK-1	1466	30		U/P
15.	29/2014	Thirty Six Lecturers (Male), (BS-17), Directorate Of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	36 M-1 Punjab-23 Sindh(R)-1 Sindh(U)-3 KPK-4 Balochistan-2 GBFATA-2	28574	155		U/P
16.	30/2014	Assistant Executive Engineers (BS-17), M/O Railways	01 Sindh(R)(W)-1	7	4	4	R-1
17.	31/2014	Subject Specialist (Female) (Pak Studies) (BS-17) Directorate of Federal Government Educational Institutions (Cants/Garrisons) Ministry of Defence.	01 Balochistan-1	15	2	2	R-1
18.	32/2014	Staff Officer-III (Stats) (BS-17), Pakistan Air Force, Ministry of Defence	01 Punjab-1	90	5		U/P
19.	34/2014	Civilian Medical Practitioners (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	07 Punjab-4 KPK-2 Balochistan-1	64	21	21	R-4 R-2 F-1
20.	36/2014	Trained Graduate Teachers (Female) (BS-16), Directorate of Federal Government Educational Institutions (Urdu Medium Schools) (Cants/ Garrisons), Ministry of Defence.	02 Sindh(R)-2	20	4		U/P
21.	37/2014	Two Charge/ Staff Nurses (Female) (Civilian), (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	02 Balochistan-2	3		0	F-2
22.	38/2014	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence	01 Punjab-1	14	0	0	F-1
23.	39/2014	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways, Ministry of Railways (Railway Board)	01 Punjab(M)-1	3	0	0	F-1
24.	41/2014	Associate Professor (Male) (Political Science) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence	01 Sindh(U)-1	1	0	0	F-1
25.	43/2014	Mechanical Engineer (BS-18), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 Punjab-1	1	0	0	F-1
26.	44/2014	Computer Instructor (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	1 Punjab(M)-1	11	1	1	F-1

Sr. No	Case No.	Title Of Post With Ministry/ Division & Scale	Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
27.	45/2014	Lady Doctor (CMP) (BS-17), Permanent, Pakistan Navy, Ministry of Defence	01 Punjab-1	25	5	5	F-1
28.	46/2014	Assistant Security Officer/ Deputy Assistant Director (BS-16) Airports Security Force, Cabinet Division (Aviation Division)	01 Punjab-1	537	5	5	F-1
29.	49/2014	Senior Teacher (Male) (Mathematics) (BS-17), Federal Educational Institutions, Federal Directorate of Education, Islamabad, Capital Administration and Development Division	01 Sindh(R)-1	7	5	5	F-1
30.	50/2014	Composer (BS-16), Directorate General of Special Education, Capital Administration and Development Division.	01 Sindh(R)-1	9	0	0	F-1
31.	53/2014	Associate professor (Female) (Journalism) (BS-19), Federal Directorate of Education, Islamabad, Capital Administration and Development Division	01 Sindh(U)-1	1	0	0	F-1
32.	56/2014	Administrative Officer (BS-16) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division	01 GBFATA-1	1217	5	5	P
33.	57/2014	Demographer (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	001 GBFATA-1	537	5		U/P
34.	59/2014	Assistant Director (Technical) (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1	28	5		U/P
35.	64/2014	Veterinary Officer (Civilian) (BS-17), Permanent, Remount Veterinary and Farms Corps, Ministry of Defence	01 Punjab(M)-1	5	1	1	R-1
36.	66/2014	Assistant Professor (Female) (Commerce), (BS-18), Islamabad Model Colleges, Capital Administration & Development Division	01 Sindh(U)-1	2	0	0	F-1
37.	68/2014	Assistant Professors (Female) (BS-18), Permanent, F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantt/ Garrisons), Ministry of Defence.	02 Sindh(R)-2	4	0	0	F-2
38.	69/2014	Associate Professor/ Vice Principal (Arabic) (Female) (BS-19), Islamabad Model Colleges, Capital Administration & Development Division	01 Sindh(R)-1	3	0	0	F-1
39.	70/2014	Veterinary Officer (BS-17) Directorate of Livestock Dairy Development and Poultry Production Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	01 GBFATA-1	3	1		P

Sr. No	Case No.	Title Of Post With Ministry/ Division & Scale	Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
40.	93/2014	Pathologist-Cum-Bacteriologist (BS-18), Indefinitely, Medical Department of Pakistan Railways, Ministry of Railways	01 Punjab-1	3	0	0	F-1
41.	97/2014	Five Nautical Instructors (BS-19) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	05 Punjab-2 KPK-1 Balochistan-1 GBFATA-1	2	0	0	F-5
42.	99/2014	Deputy Chief Nautical Surveyor (BS-18), Directorate General Ports & Shipping, Karachi, Ministry of Ports & Shipping.	01 Punjab-1	2	0	0	F-1
43.	100/2014	Engineer and Ship Surveyor (BS-18), Directorate General Ports & Shipping, Karachi, Ministry of Ports And Shipping	01 Punjab-1	1	0	0	F-1
44.	101/2014	Nautical Surveyor (BS-18), Directorate General Ports & Shipping, Karachi, Ministry of Ports And Shipping	01 Punjab-1	3	3	3	F-1
45.	102/2014	Director Ports & Administration (BS-19), Directorate General Ports & Shipping, Karachi, Ministry of Ports & Shipping.	01 Punjab-1	7	0	0	F-1
46.	109/2014	Trained Graduate Teachers (Male) (Mathematics) (BS-16), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence	02 Punjab(M)-2	8	2	2	R-1 F-1
47.	115/2014	Engineering Instructors (BS-19) Pakistan Marine Academy, Karachi, Ministry of Ports And Shipping.	06 M-1 Punjab-2 Sindh(R)-1 KPK-1 Balochistan-1	2	0	0	F-6
48.	128/2014	Principal Officer Mercantile Marine Department (BS-20), Directorate General Ports & Shipping, Karachi, Ministry of Ports and Shipping	01 Punjab-1	10	0	0	F-1
49.	154/2014	Nautical Instructors (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports And Shipping	03 KPK-1 Balochistan-1 GBFATA-1	1	0	0	F-3
Total				63581			

Remaining 178 recruitment cases with 2031 posts involving 192,932 applications were under pre-selection stage.

Recruitment Cases (BS-16 & above) of Pre-2014, which were Processed during 2014

S. No.	Case no.	Name of post with ministry/ division/ department & BS.	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Interviewed	
1	47/2006	Senior Programmers, (BS-18), Directorate of Information Technology and MIS, Pakistan Railways, Lahore, Ministry of Railways.	02 Punjab-1 Sindh(R)-1	16	5	0	P
2	117/2006	Associate Clinical Psychologist, (BS-18)PIMS, Ministry of Health,	01 Punjab-1	13	8	0	P
3	187/2010	Deputy Directors (BS-18), Survey of Pakistan, Ministry of Defence	07 Merit-1 Punjab-4 Sindh(U)-1 Balochistan-1	93	14	14	P
4	68/2012	Veterinary Officers (BS-17) Directorate of Livestock Dairy Development and Poultry Production Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	20 GBFATA-20 (O=17+W=2 +M=1)	55	31	31	R-18 F-2
5	89/2012	Trained Graduate Science Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	04 GBFATA-4	240	13	13	R-4
6	90/2012	Trained Graduate Science Teachers (Male) (BS-16), Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	19 GBFATA-19	440	55	55	R-18 F-1
7	91/2012	Trained Graduate Teachers (Female) (BS-16), Education department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	10 GBFATA-10	1018	30	30	R-10
8	92/2012	Trained Graduate Teachers (Male) (BS-16), Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	34 GBFATA-34	1285	98	98	R-32 F-2
9	93/2012	Headmistress (Female) (BS-17), Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	04 GBFATA-4	389	12	12	R-4
10	94/2012	Headmasters (Male) (BS-17), Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	15 GBFATA-15	878	44	44	R-14 F-1
11	97/2012	Senior Teachers (Male), (BS-17), Federal Educational Institutions, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	23 Merit-2 Punjab-1 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-1 GBFATA-1	1830	84	84	R-2 R-1 F-2 F-1 R-3 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-selected	Inter-viewed	
12	152/2012	Assistant Executive Engineers (E&M) (BS-17) Water and Power Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	06 GBFATA-6	101	12	12	P
13	01/2013	Assistant Naval Store Officer (BS-16), Pakistan Navy, Ministry of Defence.	01 Balochistan-1	26	6	6	R-1
14	04/2013	Entomologists (BS-17), Permanent, Department of Plant Protection, Ministry of National Food Security & Research.	09 Punjab-5 (O=4+W=1) Sindh(R)-1 Sindh(U)-1 Balochistan-1 GBFATA-1	690	32	32	R-5 R-1 R-1 R-1
15	07/2013	Assistant Controllers Of Stores and Purchase (BS-17), Store & Purchase Department (Railway Board), Ministry of Railways.	10 Merit-5 Punjab-2 Sindh(R)-1 Sindh(U)-1 Balochistan-1	630	42	42	R-5 R-2 R-1 R-1 R-1
16	08/2013	Assistant electrical engineers (BS-17), Electrical Engineering department (Railway Board), Ministry of Railways.	09 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	1188	27	27	R-4 R-1 R-1 R-1 R-1 R-1
17	10/2013	Directors (BS-19), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	02 Punjab-1 KPK-1	17	3	3	R-1 F-1
18	11/2013	Deputy Director (Admn) (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	01 Sindh(R)-1	145	6	6	R-1
19	12/2013	Assistant executive Engineers (Civil) (BS-17) Public Works Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	13 GBFATA-13	89	28	28	R-12 F-1
20	18/2013	Assistant Executive Engineers (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	11 Punjab-8 Sindh(R)-1 Sindh(U)-1 KPK-1	747	31	31	R-7 F-1 R-1 R-1 R-1
21	19/2013	Assistant Directors (BS-17), Federal Government Organization	27 Merit-2 Punjab-13 Sindh(R)-3 Sindh(U)-3 KPK-3 Balochistan-1 GBFATA-1 AJK-1	19114	31	31	R-2 R-13 R-3 R-2 F-1 R-3 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-selected	Inter-viewed	
22	23/2013	Assistant Geophysicists (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	07 Punjab-3 Sindh(R)-1 KPK-2 AJK-1	325	26	26	R-3 R-1 R-2 R-1
23	25/2013	Director General (BS-20), Ministry of Human Rights.	01 Punjab-1	30	6	6	P
24	29/2013	Trained Graduate Teachers (Female) (BS-16), Directorate of Federal Government Educational Institutions, (Urdu Medium Schools) (Cants/ Garrisons), Ministry of Defence.	02 Sindh(R)-2	15	1	1	F-2
25	32/2013	Research Officers/ Planning Officers/ Survey Officers (BS-17), Economists Group, Planning And Development Division.	11 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-2	1028	40	40	R-1 R-5 R-1 R-1 R-2
26	34/2013	Assistant Directors (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	44 Punjab-30 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA-2 AJK-2	1003	142	142	R-29 F-1 R-3 R-2 R-3 R-2 R-2 R2
27	36/2013	Staff Officers-III (Stat) (BS-17), GHQ, Ministry of Defence	02 Punjab-1 Sindh(U)-1	95	6	6	R-1 F-1
28	38/2013	Project Officers (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	05 Punjab-3 Sindh(R)-1 KPK-1	229	15	15	R-3 R-1 R-1
29	39/2013	Assistant Network Administrators (BS-16), Federal Public Service Commission.	02 Merit-1 Punjab-1	356	10	10	R-1 R-1
30	40/2013	Photogrammetrists (BS-17), G S P, Ministry of Petroleum and Natural Resources.	02 Punjab-1 Sindh(R)-1	65	9	9	R-1 F-1
31	41/2013	Senior Drilling Engineers (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	05 Punjab-3 Sindh(R)-1 KPK-1	19	4	4	R-1 F-1 R-1
32	42/2013	Headmistresses (BS-18), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence	13 Merit-1 Punjab-7 Sindh(R)-1 Sindh(U)-1 KPK-2 AJK-1	1210	55	55	R-1 R-7 F-1 F-1 R-2 F-1

S. No.	Case no.	Name of post with ministry/ division/ department & BS.	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
33	43/2013	Assistant headmasters (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	22 Merit-1 Punjab-12 Sindh(R)-2 Sindh(U)-2 KPK-3 Balochistan-1 GBFATA-1	4813	69	69	R-1 R-12 R-2 R-2 R-3 R-1 R-1
34	44/2013	Assistant headmistresses (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	23 Merit-1 Punjab-12 Sindh(R)-3 Sindh(U)-1 KPK-3 Balochistan-1 GBFATA-1 AJK-1	6330	77	77	R-1 R-12 R-3 R-1 R-3 R-1 R-1 R-1
35	45/2013	Headmasters (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	17 Merit-1 Punjab-8 Sindh(R)-2 Sindh(U)-2 KPK-2 Balochistan-1 AJK-1	1142	67	67	R-1 R-8 R-2 R-2 R-2 R-1 R-1
36	46/2013	Principals (Bs-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	30 Merit-2 Punjab-14 Sindh(R)-4 Sindh(U)-2 KPK-4 Balochistan-2 GBFATA-1 AJK-1	2249	145	145	R-2 R-13 F-1 R-4 R-2 R-4 R-2 R-1 1
37	47/2013	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	200 Merit-15 Punjab-100 Sindh(R)-23 Sindh(U)-15 KPK-23 Balochistan-12 GBFATA-8 AJK-4	679	370	370	R-15 R-98 F-2 R-23 R-15 R-20 F-3 R-2 F-10 R-3 F-5 R-4
38	48/2013	Trained Graduate Teachers (Male), (BS-16) Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	53 Merit-4 Punjab-27 Sindh(R)-6 Sindh(U)-4 KPK-6 Balochistan-3 GBFATA-2 AJK-1	6978	188	188	R-4 R-25 F-2 R-6 R-4 R-6 R-3 R-2 R-1

S. No.	Case no.	Name of post with ministry/ division/ department & BS.	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
39	49/2013	Vice Principals (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	49 Merit-3 Punjab-25 Sindh(R)-6 Sindh(U)-3 KPK-5 Balochistan-3 GBFATA-3 AJK-1	8965	169	169	R-3 R-25 R-6 R-3 R-5 R-3 R-3 R-1
40	51/2013	Director (Works), (BS-19), Directorate General of Special Education, Ministry of Capital Administration and Development.	01 Sindh(R)-1	15	3	3	R-1
41	54/2013	Associate Professors (Male) (BS-19) Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Punjab(M)-1 Sindh(U)-1	15	1	1	
42	55/2013	Assistant Programmer/Analyst (BS-17), Computer Cell, Ministry Of Industries.	01 Punjab-1	161	5	5	R-1
43	56/2013	Progress Officers (BS-16), Geological Survey of Pakistan, Ministry of Petroleum And Natural Resources.	02 Punjab-1 Sindh(U)-1	223	7	7	R-1
44	57/2013	Deputy Engineering Advisers (Power) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	02 Punjab-1 Sindh(R)-1	17	1	1	R-1 R-1
45	58/2013	Assistant Professor (Male), (Political Science), (BS-18) Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1	3	1	1	R-1
46	59/2013	Seed Analysts (BS-17), Federal Seed Certification and Registration Department, Ministry of National Food Security & Research.	11 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	932	35	35	R-1 R-5 R-1 R-1 R-1 R-1 R-1
47	60/2013	Inspectors (BS-16), Anti Narcotics Force, Ministry of Narcotics Control	07 Punjab-3 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	1248	19	19	R-3 R-1 R-1 R-1 F-1
48	62/2013	Judicial Members (BS-21), Appellate Tribunal Inland Revenue, Ministry of Law, Justice and Parliamentary Affairs.	05 Punjab-2 Sindh(U)-1 KPK-1 Balochistan-1	26	15		P
49	64/2013	Lecturer (Female) (Physics) (BS-17), Federal Directorate of Education, Capital Administration and Development Division.	01 Sindh(R)-1	10	4	4	F-1

S. No.	Case no.	Name of post with ministry/ division/ department & BS.	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
50	65/2013	Assistant Information Officers (BS-16), Press Information Department, Ministry of Information and Broadcasting.	02 Punjab-2	156	10	10	R-2
51	66/2013	Port Health Officer (BS-18) Port Health Department, Karachi, (Directorate of Central Health Establishments), Ministry of National Regulation and Services.	01 Punjab-1	4	0	0	F-1
52	70/2013	Directors (BS-19), Ministry of Human Rights.	02 Punjab(W)-1 Sindh(R)-1				P
53	72/2013	Statistical Officers (BS-17), Military Hospitals, Ministry of Defence.	19 Punjab-9 Sindh(R)-3 Sindh(U)-1 KPK-3 Balochistan-1 GBFATA-1 AJK-1	751	50	50	R-9 R-3 F-1 R-3 F-1 R-1 R-1
54	74/2013	Assistant Professor (Female) (mathematics) (BS-18), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	01 Sindh(R)-1	2	0	0	F-1
55	80/2013	Sub-Engineers (Civil) (BS-16), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	02 Punjab-1 KPK-1	79	1	1	F-1 F-1
56	83/2013	Assistant Engineering Adviser (Civil) / Senior Engineer (Floods) / Deputy Director (Supervision And Monitoring) (BS-18), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	04 Punjab-2 Balochistan-1 GBFATA-1	38	1	1	F-2 F-1 F-1
57	84/2013	Assistant Engineers (Floods), (BS-17), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water And Power	02 Punjab-1 Sindh(R)-1	142	10	10	R-1 R-1
58	86/2013	General Knowledge Instructor (BS-17) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 Punjab-1	18			F-1
59	88/2013	Mechanical Engineer (BS-18) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 Punjab-1	4	0	0	F-1
60	89/2013	Electrical Engineer (BS-18), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 Punjab-1	13	1	1	R-1
61	93/2013	Junior Scientific Officers (JSOS) (BS-16), EME Corps, Ministry of Defence.	06 Punjab-5 Balochistan-1	114	16	16	R-5 R-1

S. No.	Case no.	Name of post with ministry/ division/ department & BS.	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Interviewed	
62	97/2013	Associate Professors (Male) (BS-19), Education Department (Colleges), Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	02 GBFATA-2	23	10	10	R-2
63	98/2013	Assistant professors (Male), (BS-18), Education Department (Colleges), Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	02 GBFATA-2	41	8	8	R-2
64	100/2013	Editor (BS-18), GHQ, Ministry of Defence.	01 Sindh(R)-1	12	1	1	F-1
65	101/2013	Stenographers (BS-16), Planning and Development Division.	08 Punjab-1 Sindh(R)-1 Sindh(U)-4 Balochistan-1 GBFATA-1	238	4	4	F-1 R-1 R-1 F-3 F-1 F-1
66	102/2013	Research Assistant Grade-I (BS-16), In Armament Research and Development Establishment (ARDE), Ministry of Defence Production.	01 Sindh(R)-1	37	5	5	R-1
67	103/2013	Assistant Professor (Male) (Mathematics), (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	01 Sindh(U)-1	8	2	2	R-1
68	104/2013	Assistant Executive Engineers (BS-17), Local Government and Rural Development Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	08 GBFATA-8	237	23	23	R-7 R-1
69	105/2013	Composer (BS-16), Directorate General of Special Education, Capital Administration and Development Division.	01 Sindh(R)-1	23	0	0	F-1
70	108/2013	Inspectors (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	02 Balochistan-1 GBFATA-1	191	10	10	R-1 R-1
71	109/2013	Assistant Executive Engineers (Civil), (BS-17), MES, Ministry of Defence.	05 Punjab-2 Balochistan-3	183	21	21	R-2 R-3
72	110/2013	Data control officers (BS-16), Hajj Computer Cell of Hajj Wing, Ministry of Religious Affairs.	04 Merit-1 Punjab-2 Sindh(U)-1	438	13	13	R-1 R-2 R-1
73	111/2013	Lecturer (female), (Geography) (BS-17), Islamabad Model Colleges For Girls, Federal Directorate of Education, Capital Administration and Development Division.	01 Sindh(R)-1	4	0	0	F-1
74	112/2013	Medical Officer (BS-17), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	01 Punjab-1	83	1	1	R-1
75	113/2013	Film editor (BS-16), GHQ, Ministry of Defence.	01 Punjab-1	25	0	0	F-1

S. No.	Case no.	Name of post with ministry/ division/ department & BS.	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
76	114/2013	Consulting Physician/ Surgeon (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	02 Sindh(R)-1 KPK-1	4	0	0	F-1 F-1
77	115/2013	Assistant Security Officer/ Deputy Assistant Director (BS-16), Airports Security Force, Ministry of Defence.	01 GBFATA-1	458	5	5	R-1
78	117/2013	Deputy Assistant Chemical Examiner (BS-16), Customs Department, Federal Board of Revenue.	01 AJK-1	11	1	1	R-1
79	120/2013	Pharmacists (BS-17), Military Hospitals, Ministry of Defence.	29 Punjab-16 Sindh(R)-5 Sindh(U)-3 KPK-2 Balochistan-2 AJK-1	1412			U/P
80	121/2013	Inspectors (legal) (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	02 Punjab-2	253	5	5	R-1 F-1
81	122/2013	Legislative Translation Officer (BS-18), Ministry of Law, Justice and Parliamentary Affairs.	01 Punjab-1	9	0	0	F-1
82	124/2013	Psychologist (BS-18), Federal Public Service Commission.	01 Punjab-1	37	0	0	F-1
83	125/2013	Graphic Officer (Civilian) (BS-16), GHQ, Ministry of Defence.	01 Sindh(R)-1	17	0	0	F-1
84	126/2013	Advisor in Human Psychology (BS-19), GHQ.	01 Sindh(R)-1	4	1	1	R-1
85	127/2013	Associate Professors/ Vice Principals (Female) (BS-19), Islamabad Model Colleges, Capital Administration & Development Division.	02 Sindh(R)-1 KPK-1	3	1	1	F-1 R-1
86	128/2013	Senior Subject Specialist (Female) (Economics), (BS-18), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons),	01 Sindh(R)-1	1	1	1	F-1
87	129/2013	Assistant Executive Engineers (BS-17), Civil Engineering Department of Pakistan Railways.	03 Punjab-2 Sindh(U)-1	148	9	9	R-2 R-1
88	130/2013	Headmaster (Male) (BS-17), Education Department, Gilgit Baltistan.	01 GB(M)-1	3	0	0	F-1
89	132/2013	Lecturer (Female), (Pakistan Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons).	01 Punjab-1	10	0	0	F-1
90	134/2013	Lecturer (female) (Computer Science), (BS-17), Federal Directorate of Education, Capital Administration and Development Division.	01 Sindh(R)-1	43	6	6	R-1

S. No.	Case no.	Name of post with ministry/ division/ department & BS.	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
91	135/2013	Head nurse (BS-17), Pakistan Institute of Medical Sciences, Islamabad, Capital Administration and Development Division.	01 Balochistan-1	5	0	0	F-1
92	136/2013	Assistant Professors (Male), (BS-18), Federal Government Educational Institutions (FGEI) (Cants/Garrisons), Ministry of Defence.	12 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 Khyber Pukhtun Khwa1-1 Balochistan-1 GB-1	553			U/P
93	137/2013	Associate Professors (Female) (BS-19), Directorate of Federal Government Educational Institutions (FGEI) (Cants/ Garrisons), Ministry of Defence.	02 Punjab-1 KPK-1	25	6	6	R-1 F-1
94	138/2013	Computer Instructor (Male) (BS-17), Directorate of Federal Government Educational Institutions (FGEI), (Cants/ Garrisons), Ministry of Defence.	01 Punjab(M)-1	2	0	0	F-1
95	139/2013	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	01 Punjab-1	25	5	5	R-1
96	140/2013	Stenographers (BS-16) Federal Government Organization.	12 Merit-1 Punjab-8 KPK-2 Balochistan-1	799			U/P
97	141/2013	Charge/ staff Nurses (Female) (Civilian), (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	09 Balochistan-9	2	1	1	F-9
98	142/2013	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department Of Pakistan Railways (Railway Board) Ministry of Railways.	01 KPK-1	4	3	3	R-1
99	143/2013	Medical Officers (Male) (BS-17), Health Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	03 GBFATA-3	3	0	0	F-3
100	144/2013	Sports Officer (BS-16), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 Punjab-1	11	0	0	F-1
101	145/2013	Drilling engineer (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab-1	10	2	2	R-1

S. No.	Case no.	Name of post with ministry/ division/ department & BS.	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
102	146/2013	Assistant Engineering Adviser (Power) (BS-18), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	01 Punjab-1	10	1	1	R-1
103	147/2013	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	01 Punjab-1	96	5	5	R-1
104	148/2013	Assistant professor (Female) (Fine Arts), (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(R)-1	3	0	0	F-1
105	149/2013	Veterinary Officer (Civilian), (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	01 Punjab(M)-1	10	0	0	F-1
106	150/2013	System Operator (BS-16), Federal Public Service Commission.	01 Sindh(R)-1	275	5	5	R-1
107	151/2013	Assistant Draftsman (BS-18) Law and Justice Division, Ministry of Law, Justice & Human Rights.	05 Punjab-2 Sindh(R)-1 KPK-1 Balochistan-1	71			U/P
108	152/2013	Stenographers (BS-16), Gilgit Baltistan Council Secretariat, Islamabad.	02 Punjab-1 Sindh(R)-1	109			U/P
109	153/2013	Assistant Executive Engineer (Civil), (BS-17), Public Works Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1	4	0	0	F-1
110	154/2013	Charge Nurses (BS-16), Pakistan Institute of Medical Sciences, Islamabad, Capital Administration and Development Division.	17 Balochistan-17	17	2	2	R-1 F-16
111	155/2013	Director General (BS-20), Institute of Optronics, Ministry of Defence Production.	01 Punjab-1	10	2	2	F-1
112	156/2013	Joint estate Officers (General) (BS-17), Estate Office Management, Ministry of Housing And Works.	04 Punjab-2 Sindh(R)-1 KPK-1	423			U/P
113	157/2013	Joint Estate Officers (Accounts) (BS-17), Estate Office Management, Ministry of Housing and Works.	02 Punjab-1 Sindh(R)-1	317	10	10	R-1 R-1
114	158/2013	Director (Production Group), (BS-19), Institute of Optronics, Ministry of Defence Production.	01 Sindh(R)-1	9	2	2	R-1
115	159/2013	Deputy Assistant Directors (BS-16), Directorate General Immigration & Passports, Ministry of Interior.	08 Merit-2 Punjab-4 Sindh(R)-1 KPK-1	2891			U/P

S. No.	Case no.	Name of post with ministry/ division/ department & BS.	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
116	160/2013	Archaeological Conservator (BS-16), Department of Archaeology And Museums, Islamabad, Ministry of National Heritage & Integration.	01 Punjab-1	19	4	4	R-1
117	161/2013	Assistant Security Officers/ Deputy Assistant Directors (BS-16) Airports Security Force, Cabinet Secretariat (Aviation Division).	18 Merit-1 Punjab-9 Sindh(R)-2 Sindh(U)-2 KPK-2 Balochistan-1 GB-1	6277			U/P
118	162/2013	Inspectors (BS-16) Airport Security Force, Cabinet Secretariat (Aviation Division).	13 Merit-1 Punjab-7 Sindh(R)-2 KPK-2 GB-1	5851			U/P
119	163/2013	2 nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	01 Sindh(R)-1	31	1	1	F-1
120	164/2013	2 nd Engineer (Electronics) (System Engineer PCBRF), (BS-18), Pakistan Navy, Ministry of Defence.	01 Sindh(R)-1	22			U/P
121	165/2013	Subject Specialist (Female) (Mathematics), (BS-17), Directorate of Federal Government Educational Institutions, (Cants/ Garrisons Ministry of Defence.	01 Sindh(R)-1	10	3	3	R-1
122	166/2013	Associate Professor (Female) (Journalism), (BS-19), Federal Directorate of Education, Islamabad, Capital Administration And Development Division.	01 Sindh(U)-1	1	0	0	F-1
123	168/2013	Deputy Assistant Chemical Examiners (BS-16), Customs Department, Federal Board of Revenue.	05 Punjab-4 AJK-1	59			U/P
124	169/2013	Assistant Executive Engineer (B&R) (Civil), (BS-17), MES Ministry of Defence.	01 Punjab-1	105	5	5	R-1
125	170/2013	Education Officers (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	03 Punjab-2 Balochistan-1	190	8	8	R-2 R-1
126	171/2013	Assistant Director (Geology), (BS-17), Geological Survey of Pakistan, Ministry Of Petroleum and Natural Resources	01 Punjab-1	7	2	0	F-1
127	172/2013	Assistant Professors (Female) (BS-18), Directorate Of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	02 Sindh(R)-2	1	0	0	F-2

S. No.	Case no.	Name of post with ministry/ division/ department & BS.	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
128	173/2013	Nautical Instructors (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	05 Punjab-2 KPK-1 Balochistan-1 GB-1	6	0	0	F-2 F-1 F-1
129	174/2013	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	01 Punjab(W)-1	61	3	3	F-1
130	175/2013	Deputy Director (BS-18), Management Services Wing, Establishment Division.	01 Punjab-1	375	5	5	F-1
131	176/2013	Assistant Professor (Male) (Commerce) (BS-18), Federal Directorate of Education, Ministry of CADD.	01 Sindh(U)-1	6	0	0	F-1
132	177/2013	2nd Engineers (Electronics) (System Engineer PCBRF), (BS-18), Pakistan Navy, Ministry of Defence.	06 Punjab-5 Sindh(U)-1	65			U/P
133	178/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways, Ministry of Railways (Railway Board).	01 Punjab-1	3	0	0	F-1
134	179/2013	Assistant Directors (BS-17) Federal Public Service Commission.	03 Punjab-2 Sindh(R)-1	2246	9	9	F-1
135	180/2013	Research Officer (BS-17), in the Department of Libraries, CADD	01 Sindh(R)-1	57	5	5	F-1
136	181/2013	Assistant Chief Administrative Officers (BS-17), Ministry of Defence, (Defence Division).	06 Merit-1 Punjab-3 Sindh(R)-1 KPK-1	1441	20	20	R-1 R-3 R-1 R-1
137	182/2013	Charge/ Staff Nurses (BS-16), Federal Government Polyclinic, Islamabad, CAAD	03 Balochistan-3	11			U/P
138	183/2013	Store officer (BS-16), MES, Ministry of Defence.	01 Punjab-1	23	6	6	R-1
139	184/2013	Deputy Captain Superintendent (BS-19) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 Punjab-1	1	0	0	F-1
140	185/2013	Assistant Network Administrator (BS-16), Federal Public Service Commission.	01 Punjab-1	291	5	5	R-1
141	186/2013	Assistant Executive Engineer (BS-17), Civil Engineering Ministry of Railways (Railway Board).	01 Balochistan-1	81	5	5	R-1

S. No.	Case no.	Name of post with ministry/ division/ department & BS.	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-selected	Inter-viewed	
142	188/2013	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	40			U/P

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

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

P* = Pending due to Litigation

W = Requisition Withdrawn

R = Recommended

F = Failure

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

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
1	F.4-1/2014-R	Agriculture Engineer (BS-17), Agriculture Department, Directorate of Water Management, Agriculture Department, Government of Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=06	36	16
2	F.4-2/2014-R	Assistant Professor (Male) (Political Science) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Sindh (U)=01	11	02
3	F.4-4/2014-R	Senior Teacher (Male) (BS-17), Federal Educational Institutions, Federal Directorate of Education, Capital Administration and Development Division. (A) Mathematics (B) Statistics	Sindh (R)=1 Sindh (U)=1 Total=02	60 31	29 14
4	F.4-5/2014-R	Assistant Private Secretary (BS-16), Federal Public Service Commission	Merit=3 Sindh (R)=1 Sindh (U)=2 KPK=2 Total=08	911	
5	F.4-7/2014-R	Lecturer (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence. (A) English (B) Urdu (C) Physics (D) Chemistry (E) Mathematics (F) Economics (G) Statistics (H) Psychology (I) Comp. Science (J) Islamiyat (K) History (L) Fine Arts (M) Health & Phy. Edu.	Punjab=18 Sindh (R)=6 Sindh (U)=3 KPK=2 Balochistan=1 GBFATA=2 Total=32	4588 3480 1239 2690 1833 3457 963 2279 2048 5183 1479 194 875	2104 1502 737 1360 1001 1614 645 1273 1084 2206 689 113 525
6	F.4-9/2014-R	Charge/ Staff Nurse (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	Punjab=2 KPK=3 Balochistan=8 GBFATA=5 Total=18	170	64
7	F.4-11/2014-R	Assistant Professor (Male) (BS-18), Islamabad Model Colleges, Capital Administration & Development Division. (A) Pol. Science (B) Commerce	Sindh (R)=02	07 11	03 06

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
8	F.4-13/2014-R	Director (BS-19), Federal Public Service Commission.	Punjab=1 KPK=1 Total=02	146	85
9	F.4-15/2014-R	Associate Professor (Male) (BS-19), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence. (A) Economics (B) History	Punjab=1 Balochistan=1 Total=02	16 22	03 05
10	F.4-16/2014-R	Foreman (BS-16), ARDE, Ministry of Defence Production.	Sindh (R)=01	18	04
11	F.4-21/2014-R	Inspector (Legal) (BS-16), Anti-Narcotics Force, Ministry of Narcotics Control.	Sindh (U)=01	119	48
12	F.4-22/2014-R	Dy. Director (BS-18), Pakistan Manpower Institute, Ministry of Education and Training.	Punjab=01	192	85
13	F.4-23/2014-R	Inspector (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division).	Punjab=1 Sindh (R)=1 Sindh (U)=1 Total=03	1813	819
14	F.4-25/2014-R	System Analyst (BS-18), Federal Public Service Commission.	Punjab=01	172	86
15	F.4-26/2014-R	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Punjab=01	63	12
16	F.4-27/2014-R	Dy. Controller (BS-18), Department of Stationery and Forms, Karachi, Cabinet Division.	Punjab=01	64	35
17	F.4-28/2014-R	Assistant Director/ Senior Instructor/ Commandant (BS-17), Civil Defence Training School, Ministry of Interior.	Balochistan=0 1	23	15
18	F.4-29/2014-R	Lecturer (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence. (A) English (B) Urdu (C) Physics (D) Chemistry (E) Mathematics (F) Biology (G) Economics (H) Psychology (I) Pol. Science (J) Comp. Science (K) Islamiyat (L) History (M) Health & Phy. Education	Merit=1 Punjab=23 Sindh (R)=1 Sindh (U)=3 KPK=4 Balochistan=2 GBFATA=2 Total=36	2747 2287 2683 2156 2106 1471 2523 275 2175 3449 4119 1538 1026	1285 1149 1570 903 1052 858 1060 168 1116 1788 1928 798 641
19	F.4-31/2014-R	Subject Specialist (Female) (Pak. Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Balochistan=0 1	15	07

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
20	F.4-14/2014-R	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department of Pakistan, Railways (Railway Board), Ministry of Railways.	Punjab=01	17	02
21	F.4-24/2014-R	Assistant Executive Engineer (B&R/E&M) (BS-17), MES, Ministry of Defence. (A) Civil Engineering (B) Electrical Engineering	Punjab=6 Sindh (U)=2 KPK=1 AJK=1 Total=10	537 929	354 550
22	F.4-32/2014-R	Staff Officer-III (Stats) (BS-17), Pakistan Air Force, Ministry of Defence.	Punjab=01	90	49
23	F.4-33/2014-R	Dy. Solicitor (BS-19), Ministry of Law, Justice & Human Rights.	Punjab=01	17	13
24	F.4-34/2014-R	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	Punjab=4 KPK=2 Balochistan=1 Total=07	64	30
25	F.4-35/2014-R	Dy. Engineering Adviser (Power) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	Punjab=1 Sindh (R)=1 Total=02	10	03
26	F.4-36/2014-R	Trained Graduate Teacher (Female) (BS-16), Directorate of Federal Government Educational Institutions (Urdu Medium Schools) (Cantts/ Garrisons), Ministry of Defence. (A) Mathematics (B) Physics	Sindh (R)=02	13 07	07 03
27	F.4-38/2014-R	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Punjab=01	14	06
28	F.4-42/2014-R	Senior Drilling Engineer (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	Punjab=1 Sindh (R)=1 KPK=1 Total=03	13	03
29	F.4-44/2014-R	Computer Instructor (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	Punjab=01	11	05
30	F.4-45/2014-R	Lady Doctor (CMP) (BS-17), Pakistan Navy, Ministry of Defence.	Punjab=01	25	10
31	F.4-46/2014-R	Assistant Security Officer/ Dy. Assistant Director (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division).	Punjab=01	537	283
32	F.4-48/2014-R	Chief Nautical Surveyor (BS-20), Directorate General Ports and Shipping, Karachi, Ministry of Ports and Shipping	Punjab=01	01 (only written test held)	01

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
33	F.4-51/2014-R	Internal Audit Officer (BS-16), Food Department, Civil Secretariat, Gilgit Baltistan.	GB=01	749	505
34	F.4-54/2014-R	Assistant Director (BS-17), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=01	1191	848
35	F.4-55/2014-R	Lady Medical Officer (BS-17), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=11	41	31
36	F.4-56/2014-R	Administrative Officer (BS-16), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=01	1217	826
37	F.4-57/2014-R	Demographer (BS-17), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division	GB=01	537	374
38	F.4-59/2014-R	Assistant Director (Technical) (BS-17), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division	GB=01	28	06
39	F.4-60/2014-R	Dy. Director (BS-18), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division	GB=01	249	175
40	F.4-61/2014-R	Range Forest Officer (BS-16), Forests, Wildlife and Environment Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	GB=19	140	86
41	F4-47/2014-R	Lecturer (Female) (Geography) (BS-17), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration and Development Division.	Sindh (R)=02	21	09
42	F4-63/2014-R	Assistant Signal & Telecommunication Engineer (BS-17), Signal and Telecommunication Engineering Department of Pakistan Railways, Ministry of Railways	Punjab=01	524	217
43	F4-65/2014-R	Medical Officer (Dental) (BS-17), Medical Department of Pakistan Railways, Ministry of Railways	Punjab=01	113	69
44	F4-67/2014-R	Film Editor (BS-16), GHQ, Ministry of Defence	Punjab=01	12	06
45	F4-71/2014-R	Inspector (Legal) (BS-16), Anti-Narcotics Force, Ministry of Narcotics Control	Punjab=01	30	12

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
46	F4-72/2014-R	Dy Captain Superintendent (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	Punjab=01	01 (only written test held)	01
47	F4-73/2014-R	Dy Director (BS-18), Research & Reference Wing, Ministry of Religious Affairs and Interfaith Harmony	Punjab=01	64	31
48	F.4-81/2014-R	Assistant Private Secretary (BS-16), Planning and Development Division.	Punjab=1 Sindh (U)=3 Balochistan=1 GBFATA=1 Total=06	261	42
49	F4-83/2014-R	Associate Professor/ Vice Principal (Male) (BS-19), Islamabad Model Colleges for Boys, Federal Directorate of Education, Islamabad Capital Administration and Development Division (A) English (B) Physics (C) Pakistan Studies (D) Computer Science	Punjab=2 Sindh (R)=1 KPK=1 Total=04	27 26 14 18	18 19 10 14
50	F4-84/2014-R	Associate Professor/ Vice Principal (Female) (BS-19), , Federal Directorate of Education, Capital Administration and Development Division (A) English (B) Urdu (C) Botany (D) Zoology (E) Applied Psychology	Punjab=2 Sindh (R)=1 KPK=1 AJK=1 Total=05	13 10 07 12 07	09 06 06 09 05
51	F4-85/2014-R	Photogrammetrist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	Sindh (R),01	20	12
52	F4-86/2014-R	Librarian (BS-17), Pakistan Public Administration Research Center, Management Services Wing, Establishment Division	Sindh (R)=01	41	31
53	F4-87/2014-R	Senior Statistical Officer (BS-18), Pakistan Public Administration Research Center, Management Services Wing, Establishment Division	Punjab=01	59	35
54	F4-90/2014-R	Dy District Attorney (BS-18), Islamabad Capital Territory (ICT), Ministry of Interior	Punjab=1 Sindh (R)=1 Total=02	96	59
55	F4-91/2014-R	Assistant District Attorney (BS-17), Islamabad Capital Territory (ICT), Ministry of Interior	Punjab= Sindh @=1 Total=02	106	50
56	F4-92/2014-R	Assistant Director (BS-17), Research & Reference Wing, Ministry of Religious Affairs and Interfaith Harmony	Punjab=03	453	220
57	F4-94/2014-R	Dy Director (BS-18), Ministry of Law, Justice & Human Rights	KPK=01	53	30

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
58	F4-95/2014-R	Psychologist (BS-18), Federal Public Service Commission, Islamabad	Punjab=01	41	22
59	F4-98/2014-R	Chief Engineer & Ship Surveyor (BS-20), Directorate General Ports & Shipping, Karachi, Ministry of Ports & Shipping	Sindh (R)=01	03 (Only Written Test held)	01
60	F4-101/2014-R	Nautical Surveyor (BS-18), Directorate General Ports & Shipping, Karachi, Ministry of Ports & Shipping	Punjab=01	03 (Only Written Test held)	00
61	F4-102/2014-R	Director Ports & Administration (BS-19), Directorate General Ports & Shipping, Karachi, Ministry of Ports & Shipping	Punjab=01	07 (Only Written Test held)	00
62	F4-103/2014-R	Assistant Director (BS-17), Directorate General Immigration & Passports, Ministry of Interior	Merit=1 Punjab=7 Sindh (R)=1 KPK=1 Balochistan=1 <u>G/B/F/A/T/A=1</u> Total=12	5620	3185
63	F4-104/2014-R	Director (BS-19), Management Services Wing, Establishment Division	Punjab=1 <u>Balochistan=1</u> Total=02	136	78
64	F4-105/2014-R	2 nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence	Punjab=01	18	07
65	F4-106/2014-R	Associate Professor (Education) (BS-19), Federal College of Education, Islamabad, Capital Administration and Development Division	Punjab=01	27	14
66	F4-107/2014-R	Assistant Professor (BS-18), Federal College of Education, Islamabad, Capital Administration and Development Division	Punjab=2 Sindh (R)=1 <u>KPK=1</u> Total=04		
		(A) Education		116	74
		(B) Mathematics		97	65
		(C) Chemistry		114	71
67	F4-108/2014-R	Lecturer (BS-17), Pakistan Navy, Ministry of Defence	Punjab=1 <u>KPK=1</u> Total=02		
		(A) Mathematics		201	115
		(B) Business Administration (Marketing/ Human Resource Management)		262	119
68	F4-110/2014-R	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	Punjab=01	14	04
69	F4-111/2014-R	Superintending Engineer (Floods) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power	Punjab=01	05 (Only Written Test held)	02
70	F4-113/2014-R	Assistant Architects (BS-17), Pak PWD, Ministry of Housing and Works	Merit=1 Punjab=1 <u>Sindh (R)=1</u> Total=03	127	81

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
71	F4-114/2014-R	Assistant Librarian (BS-16), Pak PWD, Ministry of Housing and Works	Punjab=01	138	87
72	F4-62/2014-R	Assistant Executive Engineer (Electrical) (BS-17), MES, Ministry of Defence	Punjab=01	154	67
73	F4-115/2014-R	Engineering Instructor (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	Merit=1 Punjab=2 Sindh (R)=1 KPK=1 <u>Balochistan=1</u> Total=06	02 (Only Written Test held)	00
74	F4-116/2014-R	Dy Director (Environmental Engineering and Transfer of Technology) (BS-18), Pakistan Environmental Protection Agency (Pak-EPA), Climate Change Division, Islamabad	Sindh (R)=01	87	64
75	F4-117/2014-R	Assistant Director (Admn/ Finance) (BS-17), Pakistan Environmental Protection Agency (Pak-EPA), Climate Change Division, Islamabad	Sindh (R)=01	508	235
76	F4-118/2014-R	Sub-Engineer (Civil) (BS-16), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power	Punjab=1 <u>KPK=1</u> Total=02	88	40
77	F4-121/2014-R	Assistant Engineering Adviser (Civil)/ Senior Engineer (Floods)/ Dy Director (Supervision and Monitoring) (BS-18), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power	Punjab=2 <u>Balochistan=1</u> <u>GBFATA=1</u> Total=04	46	28
78	F4-122/2014-R	Assistant Director (Legal/ Enforcement) (BS-17), Pakistan Environmental Protection Agency (Pak-EPA), Climate Change Division, Islamabad	Sindh (R)=01	275	123
79	F4-123/2014-R	Editor (BS-18), GHQ, Ministry of Defence	Sindh (R)=01	18	09
80	F4-124/2014-R	Research Officer (BS-17), Ministry of Defence	Punjab=01	741	309
81	F4-125/2014-R	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board), Ministry of Railways	Merit=2 Punjab=7 Sindh (R)=2 Sindh (U)=1 KPK=2 <u>Balochistan=1</u> Total=15	724	411
82	F4-126/2014-R	Vice Principal/ Headmaster (Male) (BS-18), Federal Govt Schools, Federal Directorate of Education, Islamabad, Capital Administration and Development Division	Merit=1 Punjab=9 Sindh (R)=2 Sindh (U)=1 KPK=2 <u>Balochistan=2</u> Total=17	1564	1118

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
83	F4-127/2014-R	Lecturer (Female) (BS-17), Federal Government Colleges for Women, Federal Directorate of Education, Islamabad, Capital Administration and Development Division (A) English (B) Computer Science (C) Mathematics (D) Economics (E) Biology (F) Physics (G) Chemistry (H) Library Science (I) Applied Psychology (J) Fine Arts (K) Sociology (L) Urdu (M) Mass Communication	Merit=1 Punjab=12 Sindh (R)=3 Sindh (U)=2 KPK=3 Balochistan=2 <u>GBFATA=1</u> Total=24	1568 835 692 885 1408 317 783 184 626 91 340 592 260	950 493 424 536 959 165 433 116 399 56 207 345 149
84	F4-128/2014-R	Principal Officer (BS-20), Mercantile Marine Department, Directorate General Ports & Shipping, Karachi, Ministry of Ports and Shipping	Punjab=01	10 (Only Written Test held)	00
85	F4-129/2014-R	Research Officer (Urdu) (BS-17), Finance Division	Sindh (R)=01	18	03
86	F4-130/2014-R	Director General (BS-20), Management Service Wing, Establishment Division	Punjab=01	47 (Only Written Test held)	31
87	F4-131/2014-R	Assistant Professor (Male) (Commerce) (BS-18) FG Colleges/ Higher Secondary Schools for Men, Federal Directorate of Education, Islamabad, Capital Administration and Development Division	Sindh (U)=01	22	12
88	F4-132/2014-R	Official Reporter (Urdu) (BS-18), National Assembly Secretariat, Islamabad	Punjab=01	80	36
89	F4-133/2014-R	Official Reporters (Urdu) (BS-17), National Assembly Secretariat, Islamabad	Merit=1 Punjab=2 Sindh (U)=1 <u>Balochistan=1</u> Total=05	306	68
90	F4-134/2014-R	Official Reporters (English) (BS-17), National Assembly Secretariat, Islamabad	Sindh (R)=1 Sindh (U)=1 <u>KPK=1</u> Total=03	372	155
91	F4-135/2014-R	Editor of Debates (BS-17), National Assembly Secretariat, Islamabad	Punjab=01	278	106
92	F4-136/2014-R	Assistant Director (Telecasting) (BS-17), National Assembly Secretariat, Islamabad	Punjab=01	80	43
93	F4-137/2014-R	Assistant Executive Engineer (Civil), (BS-17), Pak PWD, Ministry of Housing & Works	Punjab=01	11	08

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
94	F4-138/2014-R	Lecturer (Male) (BS-17), Federal Government Colleges for Men, Federal Directorate of Education, Islamabad, Capital Administration and Development Division (A) English (B) Mathematics (C) Economics (D) Arabic (E) Philosophy (F) Education (G) Statistics (H) Commerce (I) Physical Education (J) Physics (K) Chemistry (L) Urdu (M) Islamic Studies (N) Pakistan Studies (O) Political Science (P) Computer Science (Q) Persian (R) Library Science (S) Geography (T) Applied Psychology	Merit=3 Punjab=19 Sindh (R)=4 Sindh (U)=3 KPK=4 Balochistan=3 GBFATA=2 <u>AJK=1</u> Total=39	2229 1363 2225 898 71 927 819 2414 639 1743 1238 1022 2619 801 1120 1697 70 371 453 162	1419 978 1463 576 57 611 542 1576 412 1156 854 666 1887 500 684 1089 51 246 312 114
95	F4-139/2014-R	Assistant Director (BS-17), Department of Libraries, Capital Administration and Development Division	Merit=01	233	157
96	F4-140/2014-R	Charge/ Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division	Balochistan=0 1	24	17
97	F4-141/2014-R	Dy Director (BS-18), Federal Seed Certification & Registration Department, Ministry of National Food Security & Research	Punjab=2 Sindh (U)=1 <u>Balochistan=1</u> Total=04	104	73
98	F4-142/2014-R	Store Officer (BS-16), Department of Libraries, Capital Administration and Development Division	Punjab=01	404	205
99	F4-143/2014-R	Editor National Bibliography (BS-17), Department of Libraries, Capital Administration and Development Division	Sindh (R)=01	37	31
100	F4-144/2014-R	Website Manager (BS-17), Federal Public Service Commission, Islamabad	Sindh (R)=01	163	104
101	F4-146/2014-R	Dy Secretary (BS-19), National Assembly Secretariat, Islamabad. (A) Finance (B) Legislation (C) Int. Relations (D) Comp. Science (E) Matter Expert (F) HRM	Merit=1 Punjab=5 Sindh (R)=1 Sindh (U)=1 KPK=1 <u>Balochistan=1</u> Total=10	339 141 181 243 284 158	245 95 107 156 197 100
102	F4-147/2014-R	Interpreter (BS-17), National Assembly Secretariat, Islamabad.	Sindh (R)=01	73	34

(Written and Oral test held)

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
103	F4-148/2014-R	Translator (BS-17), National Assembly Secretariat, Islamabad.	Merit=1 Sindh (R)=1 Sindh (U)=1 Total=03	80 (Only Written Test held)	47
104	F4-149/2014-R	Assistant Translator (BS-16), National Assembly Secretariat, Islamabad	Merit=1 Punjab=2 Total=03	348 (Only Written Test held)	177
105	F4-150/2014-R	Senior Auditor (BS-16), Pakistan Military Accounts Department, Ministry of Defence	Merit=51 Punjab=337 Sindh (R)=77 Sindh (U)=51 KPK=78 Balochistan=40 GBFATA=27 AJK=13 Total=674	50651	32173
106	F4-151/2014-R	Electro Medical Personnel (BS-16), Armed Forces Institute of Dentistry (AFID), Rawalpindi, Ministry of Defence	Sindh (R)=01	12	07
107	F4-152/2014-R	Assistant Professor (Female) (Fine Arts) (BS-18), Government Educational Institutions (Cants/ Garrisons), Ministry of Defence	Sindh (R)=01	05	01
108	F4-153/2014-R	Assistant Director (BS-17), Ministry of Law, Justice & Human Rights	Sindh (R)=01	874	459
109	F4-154/2014-R	Nautical Instructor (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	KPK=1 Balochistan=1 GBFATA=1 Total=03	01	00
110	F4-155/2014-R	Lady Doctor (BS-17), Model Child Welfare Centre, Humak, Islamabad, Capital Administration and Development Division	Punjab=01	48	30
111	F4-156/2014-R	Section Officer (BS-17), National Assembly Secretariat, Islamabad	KPK=01	2541	1633
112	F4-145/2014-R	Director (Statistics) (BS-19), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division	Punjab=01	32	14
113	F4-159/2014-R	Security Officer (BS-17), Pakistan Mint, Lahore, Finance Division	Punjab=01	110	61
114	F4-160/2014-R	Bullion Superintendent (BS-17), Pakistan Mint, Lahore, Finance Division	Punjab=01	92	49
115	F4-161/2014-R	Data Processing Assistant (BS-16), Federal Public Service Commission	Punjab=01	515	266
116	F4-162/2014-R	Admn Officer (BS-17), Pakistan Mint, Lahore, Finance Division	Punjab=01	524	277
117	F4-163/2014-R	Consulting Physician/ Surgeon (BS-20), Federal Government Polyclinic, Islamabad, CADD (A)Consulting Surgeon (Thoracic Cardiovascular) (B)Consulting Physician (Cardiology)	Sindh (R)=1 KPK=1 Total=02	01 02	00 02

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
118	F4-164/2014-R	Sports Officer (BS-16), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	Punjab=01	43	21
119	F4-165/2014-R	General Knowledge Instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	Punjab=01	16	08
120	F4-168/2014-R	Charge/ Staff Nurse (Female) (Civilian) (BS-16), Military Hospitals, Defence Division	Balochistan=02	12	07
121	F4-169/2014-R	Assistant Director (BS-17), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry	KPK=01	70	37
122	F4-170/2014-R	Dy Assistant Director (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry	Punjab=02 Balochistan=01 Total=03	96	50
123	F4-175/2014-R	Trained Graduate Teacher (Male) (English Literature) (BS-16), FG English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	Sindh (R)=01	110	69
124	F4-176/2014-R	Education Officer (Physics) (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	Balochistan=01	23	14
125	F4-178/2014-R	Vice Principals/ Headmistresses (Female) (BS-18), FG Schools, Federal Directorate of Education, Islamabad, Capital Administration & Development Division	Merit=3 Punjab=18 Sindh (R)=4 Sindh (U)=3 KPK=4 Balochistan=3 GBFATA=1 Total=36	2320	1533
126	F4-179/2014-R	Director (BS-19), Zoological Survey of Pakistan, Climate Change Division, Islamabad	Sindh (R)=01	27	13
127	F4-185/2014-R	Patrol Officer (BS-14), National Highways & Motorway Police, Ministry of Communications	Merit=13 Punjab=89 Sindh (R)=21 Sindh (U)=13 KPK=22 Balochistan=13 GBFATA=8 AJK=4 Total=183	36288	22708
128	F4-186/2014-R	Patrol Officer (For Departmental Employees of NH & MP) (BS-14), National Highways & Motorway Police, Ministry of Communications	Merit=138 (Reserved for graduate departmental employees of the NHA)	4728	2281
129	F.4-166/2014-R	Assistant Executive Engineer (Civil) (BS-17), Department of Pakistan Railways (Railway Board), Ministry of Railways.	Sindh (U)=01	121	66

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
130	F.4-173/2014-R	Assistant Director (BS-17), Federal Government Organization.	Sindh (U)=01	1019	584
131	F.4-181/2014-R	Scientific Officer (BS-17), Pakistan Mint Department, Lahore, Finance Division.	Sindh (R)=01	180	199
132	F.4-182/2014-R	Labour Officer (BS-16), Pakistan Mint Department, Lahore, Finance Division.	Sindh (R)=01	150	76
133	F.4-187/2014-R	Associate Professor/ Vice Principal (Computer Science) (Male) (BS-19), Islamabad Model Colleges, Capital Administration & Development Division.	Sindh (R)=01	13	09
134	F.4-195/2014-R	Charge/ Staff Nurse (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	KPK=1 Balochistan=8 Total=09	20	09
135	F.4-171/2014-R	Director (BS-19), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	Punjab=01	12	04
136	F.4-183/2014-R	Assistant Professor (Female) (BS-18), Federal Directorate of Education, Islamabad, Capital Administration & Development Division. (A) Mass Communication (B) History (C) Zoology (D) Applied Psychology	Punjab=1 Sindh (R)=1 Sindh (U)=1 KPK=1 Total=04	15 14 42 19	09 10 27 10
137	F.4-184/2014-R	Assistant Professor (Male), (BS-18), Islamabad Model Colleges for Boys, Federal Directorate of Education, Islamabad, Capital Administration & Development Division. (A) English (B) Economics (C) Chemistry (D) Political Science	Merit=1 Punjab=2 Sindh (R)=1 Balochistan=1 Total=05	60 38 59 28	37 20 45 13
138	F.4-188/2014-R	Assistant Naval Store Officer (BS16), Naval Headquarters, (Pakistan Navy) Ministry of Defence.	Punjab=5 Sindh (R)=2 KPK=1 Total=08	494	257
139	F.4-189/2014-R	Assistant Manager (Works) (BS-16), Naval Headquarters, (Pakistan Navy) Ministry of Defence.	Punjab=01	60	26
140	F.4-191/2014-R	Computer Operator (BS-17), Central Directorate of National Savings, Finance Division, Islamabad.	Balochistan=01	146	81

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
141	F.4-192/2014-R	Assistant Director (BS-18), Central Directorate of National Savings, Finance Division, Islamabad.	Merit=3 Punjab=22 Sindh (R)=5 Sindh (U)=3 KPK=5 Balochistan=3 GBFATA=1 <u>AJK=1</u> Total=43	1122	527
142	F.4-193/2014-R	National Saving Officer (BS-17), Central Directorate of National Savings, Finance Division, Islamabad.	Merit=6 Punjab=41 Sindh (R)=10 Sindh (U)=6 KPK=10 Balochistan=5 GBFATA=3 <u>AJK=1</u> Total=82	13919	7657
143	F.4-194/2014-R	Research Officer (BS-18), Ministry of Law, Justice and Human Rights.	Punjab=01	38	19
144	F.4-196/2014-R	Assistant Director (BS-17), Anti-Narcotics Force (Narcotics Control Division), Ministry of Interior & Narcotics Control.	Punjab=2 <u>Balochistan=1</u> Total=03	2025	1022
145	F.4-197/2014-R	Inspector (BS-16), Anti-Narcotics Force (Narcotics Control Division), Ministry of Interior & Narcotics Control.	Punjab=2 <u>KPK=1</u> Total=03	542	207
146	F.4-198/2014-R	Inspector (Legal) (BS-16), Anti-Narcotics Force (Narcotics Control Division), Ministry of Interior & Narcotics Control.	Punjab=2 Sindh (R)=2 Balochistan=1 <u>AJK=1</u> Total=06	849	414
147	F.4-199/2014-R	Subject Specialist (Female) (BS-17), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), F.G. Girls Higher Secondary School, COD KALA Jhelum, Ministry of Defence. (A) English (B) Chemistry (C) Political Science (D) Pak. Studies	Punjab=1 Sindh (R)=1 KPK=1 <u>GBFATA=1</u> Total=04	215 135 118 100	114 77 55 46
148	F.4-200/2014-R	Staff Officer-III (STAT) (BS-17), GHQ, Ministry of Defence.	Sindh (U)=01	46	31
149	F.4-201/2014-R	Assistant Communication Security Officer (BS-16), Department of Communication Security, Cabinet Division.	Punjab=01	447	209
150	F.4-202/2014-R	Communication Security Officer (BS-17), Department of Communication Security, Cabinet Division.	Punjab=01	196	85
151	F.4-190/2014-R	Assistant Professor (Computer Science) (BS-18), Naval Headquarters, (Pakistan Navy) Ministry of Defence	Sindh (R)=01	35	17

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
152	F.4-203/2014-R	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence.	KPK=1 <u>GBFATA=1</u> Total=02	52	26
153	F.4-204/2014-R	Assistant Professor, Mathematics (Female) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	Sindh (R)=01	04 (Only Written Test held)	01
154	F.4-207/2014-R	Microfilming Officer (BS-17), National Documentation Wing, Cabinet Division.	Punjab=01	16	09
155	F.4-209/2014-R	Dy. Director (BS-18), Directorate of Dock Workers Safety, (Regional Office) Gwadar, Ministry of Ports and Shipping.	Punjab=01	06 (Only Written Test held)	01
156	F.4-212/2014-R	Assistant Professor, Commerce (Female) (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	Sindh (U)=01	04 (Only Written Test held)	01
157	F.4-221/2014-R	Assistant Intensivist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	Punjab=01	07 (Only Written Test held)	03
158	F.4-224/2014-R	Medical Officer (BS-17), Federal Government Polyclinic, Capital Administration and Development Division.	Merit=1 Punjab=10 Sindh (R)=2 Sindh (U)=2 KPK=2 Balochistan=2 <u>GBFATA=1</u> Total=20	1465	996
Total			1673	2,40,794	1,39,506

Cases (BS-16 & above) Where Alternate Nominations were Made Due to Non-Joining of Principal Nominees of the Commission during the Year, 2014

S. NO.	CASE NO.	Name of Post with Ministry/ Division/ Department & BPS.	Alternate nominations made
1	143/2012	Assistant directors (Networking) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	01 Punjab-1
2	155/2012	Charge Nurse (BS-16), Pakistan Institute of Medical Sciences, Islamabad, Capital Administration and Development Division.	01 Sindh(U)-1
3	158/2012	Inspectors (BS-16), Airports Security Force, Ministry of Defence.	02 Punjab-1 Sindh(R)-1
4	153/2012	Assistant Signal/Telecom Engineers (BS-17), Signal & Telecom Engineering Department of Pakistan Railways, Ministry of Railways.	01 Punjab(W)-1
5	54/2012	Assistant Executive Engineer (Mechanical), (BS-17), Permanent, MES, Ministry of Defence.	01 Punjab-1
6	158/2012	Inspectors (BS-16), Airports Security Force, Ministry of Defence.	01 KPK-1
7	166/2012	Lecturer (Male) (Mathematics), (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Punjab-1(MIN)
8	160/2012	System Analyst (BS-18), Pakistan Military Accounts Department, Ministry of Defence.	01 Punjab-1
9	105/2012	Deputy Assistant Director (BS-16), board of Investment, Prime Minister's Secretariat (Public).	01 Punjab-1
10	74/2012	Medical Officers (Male) (BS-17), Health Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	5 GB-5
11	97/2012	Senior teachers (Male) (BS-17), Federal Educational Institutions, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	01 KPK-1
12	175/2012	Assistant Executive Engineers (BS-17), Civil Engineering Department of Pakistan Railways (Railway Board), Ministry of Railways.	03 Punjab-2 Sindh(R)-1
13	09./2013	Assistant Mechanical Engineers (BS-17), Mechanical Engineering Department of Pakistan Railways (Railway Board), Ministry of Railways	01 Punjab-1
14	08/2013	Assistant Electrical Engineers (BS-17), Electrical Engineering Department (Railway Board), Ministry of Railways.	01 Sindh(R)-1
15	142/2013	Assistant mechanical engineer (BS-17 mechanical engineering department of Pakistan railways (railway board) ministry of railways.	01 KPK(W)-1
16	43/2013	Assistant Headmasters (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	03 Punjab-3
17	48/2013	Trained Graduate Teachers (Male) (BS-16), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	13 Punjab-8 Sindh(R)-1 Sindh(U)-1 KPK-2 Balochistan-1
18	61/2013	Assistant Directors (BS-17), Anti Narcotics Force, Ministry of Narcotics Control	01 Punjab-1

S. NO.	CASE NO.	Name of Post with Ministry/ Division/ Department & BPS.	Alternate nominations made
19	07/2013	Assistant Controllers of Stores and Purchase (BS-17), temporary, Store & Purchase Department (Railway Board), Ministry of Railways.	01 Sindh(R)-1
20	49/2013	Vice Principals (BS-17), permanent, F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), ministry of Defence.	05 Punjab-2 (O=1+W=1) KPK-2 (O=1+W=1) Balochistan-1
21	48/2013	Trained Graduate Teachers (Male) (BS-16), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions, (Cants/ Garrisons), Ministry of Defence.	03 Punjab-1 KPK-2
22	08/2013	Assistant Electrical Engineers (BS-17), Electrical Engineering Department (Railway Board), Ministry of Railways.	01 KPK-1
23	39/2013	Assistant Network Administrators (BS-16) Federal Public Service Commission.	01 Punjab-1
24	43/2013	Assistant Headmasters (BS-17), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	01 Punjab-1
25	19/2013	Assistant Directors (BS-17), Federal Government Organization	02 Punjab-1 KPK-1
26	110/2013	Data Control Officers (BS-16), Hajj Computer Cell of Hajj Wing, Ministry of Religious Affairs.	02 Punjab-1 Sindh(U)-1
27	49/2013	Vice Principals (BS-17), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	02 Punjab(W)-1 KPK(W)-1
28	47/2013	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Permanent, Military Hospitals, Ministry of Defence (Defence Division)	24 PB-16 Sindh(R)-3 Sindh(U)-5
29	18/2013	Assistant Executive Engineers (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	03 Punjab-3(O=2+W=1)
30	22/2013	Chemists (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	02 Punjab-2
31	181/2013	Assistant chief administrative officers (BS-17), Ministry of Defence, (Defence Division).	01 PB-1
Total			87

Appendix-16

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

Sr. No.	Case No.	NAME of Post with Ministry/Division/Department & BPS	Date of Recommendation Issued	Date of Offer of Appointment Issued
1	177/2012	Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	28-05-2013	12/12/2013
2	28/2013	Curator (BS-17), GHQ, Ministry of Defence.	11/12/2013	Reminder Issued
3	36/2013	Staff Officers-III (Stat) (BS-17), GHQ, Ministry of Defence	25-08-2014	Reminder Issued
4	42/2013	Headmistresses (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	26-09-2014	2/12/2014
5	44/2013	Assistant Headmistresses (BS-17), F.G. Urdu Medium Female Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	30-09-2014	16-12-2014
6	45/2013	Headmasters (BS-18) Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	5/8/2014	10/10/2014
7	137/2013	Associate Professors (Female) (BS-19), Directorate of Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence.	5/11/2014	Reminder Issued
8	147/2013	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	15-05-2014	Reminder Issued
9	181/2013	Assistant Chief Administrative Officers (BS-17), Ministry of Defence, (Defence Division).	9/6/2014	Reminder Issued
10	9/2014	Charge/staff Nurses (Female) (BS-16), Military hospitals Ministry of Defence.	5/12/2014	Reminder Issued
11	34/2014	Seven civilian medical practitioners (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	14-11-2014	Reminder Issued
12	45/2014	Lady Doctor (CMP) (BS-17), Pakistan Navy, Ministry of Defence	28-11-2014	Reminder Issued
13	99/2012	Assistant executive engineer (BS-17), Azad Jammu and Kashmir council secretariat.	31-05-2013	Reminder Issued
14	56/2013	Progress Officers (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	28-11-2014	Reminder Issued
15	59/2013	Seed Analysts (BS-17), Federal Seed Certification and Registration Department, Ministry of National Food Security & Research.	16-05-2014	8/9/2014
16	97/2013	Associate Professors (Male) (BS-19), Education Department (Colleges), Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	10/6/2014	15-09-2014
17	134/2013	Lecturer (Female) (Computer Science) (BS-17), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration and Development Division.	3/12/2014	Reminder Issued
18	46/2014	Assistant Security Officer/ Deputy Assistant Director (BS-16) Airports Security Force, Cabinet Division (Aviation Division)	31-10-2014	Reminder Issued

Detail of Cases (Re-advertised) during the year, 2014

S. NO.	Adv No.	CASE NO.	Name of Post With Ministry/ Division/ Department & BS	Posts with Quota
1	01/2014	2/2014	Assistant Professor (Male) BS-18, FGEEI (Cantts/ Garrisons) Ministry of Defence	1 Sindh(U)-1
2	01/2014	3/2014	Nautical Instructor BS-17, PMA Karachi Ministry of Ports and Shipping	01 KPK-1
3	01/2014	04/2014	Senior Teachers (Male) (BS-17), Federal Government Educational Institutions, Federal Directorate of Education, Capital Administration And Development Division	2 Sindh(R)-1 Sindh(U)-1
4	01/2014	06/2014	Assistant Executive Engineer (Civil) BS-17, PAK PWD, Ministry of Housing and Works	01 Punjab(Min)-1
5	01/2014	07/2014	Lecturers (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	32 Punjab-18 Sindh(R)-6 Sindh(U)-3 KPK-2 Balochistan-1 GBFATA-2
6	01/2014	08/2014	Engineering Instructors (BS-19) Pakistan Marine Academy, Karachi, Ministry of Ports And Shipping	06 Merit-1 Punjab-2 Sindh(R)-1 KPK-1 Balochistan-1
7	01/2014	9/2014	Charge/Staff Nurses (Female) BS-16, Military Hospitals Ministry of Defence.	18 Punjab(MIN)-2 KPK(O-2+M-1) Balochistan(O-7+M-1) GBFATA-5
8	01/2014	11/2014	Assistant Professors (Male) (BS-18), Islamabad Model Colleges, Capital Administration & Development Division	02 Sindh(R)-2
9	02/2014	14/2014	Assistant Mechanical Engineers (BS-17), Mechanical Engineering Department. of PR, Ministry of Railways	01 Punjab (MIN)-01
10	01/2014	15/2014	Associate Professors (Male) (BS-19), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	02 Punjab-1 Balochistan-1
11	10/2014	20/2014	Senior Nautical Instructor (BS-18), Pakistan Marine Department, Karachi, Ministry of Ports and Shipping	01 Punjab-1
12	01/2014	21/2014	Inspector (Legal) (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	01 Sindh(U)-1
13	01/2014	23/2014	Inspectors, (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division)	03 Punjab-1, Sindh(R)-1 Sindh(U)-1
14	02/2014	24/2014	Assistant Executive Engineers (B&R/ E&M) (BS-17), MES, Ministry of Defence	10 Punjab-6 Sindh(U)-2 KPK-1 AJK-1
15	01/2014	26/2014	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	01 Punjab(M)-1

S. NO.	Adv No.	CASE NO.	Name of Post With Ministry/ Division/ Department & BS	Posts with Quota
16	01/2014	29/2014	Lecturers (Male), (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	36 Merit-1 Punjab-23 Sindh(R)-1 Sindh(U)-3 KPK-4 Balochistan-2 GBFATA-2
17	01/2014	30/2014	Assistant Executive Engineers BS-17 Ministry of Railways	01 Sindh(R)(W)-1
18	01/2014	31/2014	Subject Specialist (Female) (Pak Studies) BS-17 Directorate of Federal Government Educational Institutions (Cantts/Garrisons) Ministry of Defence.	01 Balochistan-1
19	02/2014	34/2014	Seven Civilian Medical Practitioners (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	07 Punjab-4 KPK-2 Balochistan-1
20	02/2014	35/2014	Deputy Engineering Advisers (Power) (BS-19), Office of The Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry Of Water And Power.	02 Punjab-1 Sindh(R)-1
21	02/2014	36/2014	Trained Graduate Teachers (Female) (BS-16), Directorate of Federal Government Educational Institutions (Urdu Medium Schools) (Cantts/ Garrisons), Ministry Of Defence.	2 Sindh(R)-2
22	02/2014	37/2014	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	2 Balochistan-2
23	02/2014	38/2014	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry Of Defence	1 Punjab(M)-1
24	02/2014	39/2014	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways, Ministry Of Railways (Railway Board)	1 Punjab(M)-1
25	02/2014	41/2014	Associate professor (Male) (Political Science) (BS-19), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	1 Sindh(U)-1
26	02/2014	42/2014	Three Senior Drilling Engineers (BS-18), Geological Survey Of Pakistan, Ministry of Petroleum And Natural Resources	03 Punjab-1 Sindh(R)-1 KPK-1
27	02/2014	43/2014	Mechanical Engineer (BS-18), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 Punjab-1
28	02/2014	44/2014	Computer Instructor (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 Punjab(M)-1
29	02/2014	45/2014	Lady Doctor (CMP) (BS-17), Pakistan Navy, Ministry of Defence	01 Punjab-1
30	02/2014	46/2014	Assistant Security Officer/ Deputy Assistant Director (BS-16), Airports Security Force, Cabinet Division (Aviation Division)	01 Punjab-1
31	02/2014	47/2014	Lecturers (Female) (Geography) (BS-17), Federal Directorate of Education, Capital Administration And Development Division.	2 Sindh(R)-2
32	02/2014	49/2014	Senior Teacher (Male) (Mathematics) (BS-17), Federal Educational Institutions, Federal Directorate of Education, Islamabad, Capital Administration And Development Division	1 Sindh(R)-1

S. NO.	Adv No.	CASE NO.	Name of Post With Ministry/ Division/ Department & BS	Posts with Quota
33	02/2014	50/2014	Composer (BS-16), Directorate General of Special Education, Capital Administration and Development Division.	1 Sindh(R)-1
34	02/2014	53/2014	Associate Professor (Female) (Journalism) (BS-19), Federal Directorate of Education, Islamabad, Capital Administration and Development Division	1 Sindh(U)-1
35	03/2014	62/2014	Assistant Executive Engineer (Electrical) (B&R) (BS-17), Permanent, MES, Ministry of Defence	01 Punjab(W)-1
36	03/2014	63/2014	Assistant Signal & Telecommunication Engineer (BS-17), Signal and Telecommunication Engineering Department of Pakistan Railways	01 Punjab-1
37	03/2014	64/2014	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence	1 Punjab(M)-1
38	03/2014	65/2014	Medical officer (dental) (BS-17), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1
39	03/2014	66/2014	Assistant Professor (Female) (Commerce), (BS-18), Islamabad Model Colleges, Capital Administration & Development Division	1 Sindh (U)-1
40	03/2014	68/2014	Assistant Professors (Female) (BS-18), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	2 Sindh(R)-2
41	03/2014	69/2014	Associate Professor/ Vice Principal (Arabic) (Female) (BS-19), Islamabad Model Colleges, Capital Administration & Development Division	1 Sindh(R)-1
42	03/2014	70/2014	Veterinary Officer (BS-17) Directorate of Livestock Dairy Development and Poultry Production Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GB-1
43	03/2014	71/2014	Inspector (Legal) (BS-16), Anti Narcotics Force, Ministry of Narcotics Control	1 Punjab(M)-1
44	03/2014	72/2014	Deputy Captain Superintendent (BS-19) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 Punjab-1
45	03/2014	81/2014	Assistant Private Secretaries (BS-16), Planning and Development Division	06 Punjab(W)-1 Sindh(U)-3 Balochistan-1 GBFATA-1
46	03/2014	85/2014	Photogrammetrist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Sindh(R)-1
47	03/2014	93/2014	Pathologist-Cum-Bacteriologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways	01 Punjab-1
48	03/2014	94/2014	Deputy Director (BS-18), Ministry of Law, Justice & Human Rights	01 KPK-1
49	03/2014	95/2014	Psychologist (BS-18), Federal Public Service Commission	01 Punjab-1
50	03/2014	97/2014	Five Nautical Instructors (BS-19) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	05 Punjab-2 KPK-1 Balochistan-1 GBFATA-1
51	04/2014	105/2014	2 nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence	01 Punjab-1
52	04/2014	108/2014	Lecturers (BS-17), Pakistan Navy, Ministry of Defence	02 Punjab-1 KPK-1

S. NO.	Adv No.	CASE NO.	Name of Post With Ministry/ Division/ Department & BS	Posts with Quota
53	04/2014	109/2014	Trained Graduate Teachers (Male) (Mathematics) (BS-16), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence	02 Punjab(M)-2
54	04/2014	110/2014	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum And Natural Resources	01 PB(M)-1
55	04/2014	111/2014	Superintending Engineer (Floods) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry Of Water and Power	01 Punjab-1
56	04/2014	112/2014	Assistant Executive Engineers (BS-17), Local Government and Rural Development Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1
57	05/2014	115/2014	Engineering Instructors (BS-19) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	06 M-1 Punjab-2 Sindh(R)-1 KPK-1 Balochistan-1
58	05/2014	118/2014	Sub-Engineers (Civil) (Bs-16), Likely To Continue, Office of The Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power	02 Punjab-1 KPK-1
59	05/2014	121/2014	Assistant Engineering Adviser (Civil) / Senior Engineer (Floods) / Deputy Director (Supervision and Monitoring) (BS-18), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power	04 Punjab-2 Balochistan-1 GBFATA-1
60	05/2014	123/2014	Editor (BS-18), Indefinitely, GHQ, Ministry of Defence	01 Sindh(R)-1
61	06/2014	131/2014	Assistant Professor (Male) (Commerce) (BS-18) Federal Directorate of Education, Islamabad, Capital Administration and Development Division	01 Sindh(U)-1
62	06/2014	137/2014	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works	01 Punjab(M)-1
63	06/2014	140/2014	Charge/ Staff Nurse (BS-16), , Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	01 Balochistan-1
64	06/2014	151/2014	Electro Medical Personnel (BS-16), Armed Forces Institute of Dentistry (AFID), Rawalpindi, Ministry of Defence	01 Sindh(R)-1
65	06/2014	153/2014	Assistant Director (BS-17), Permanent, Ministry of Law, Justice & Human Rights	01 Sindh(R)-1
66	06/2014	154/2014	Nautical Instructors (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	03 KPK-1 Balochistan-1 GBFATA-1
67	07/2014	163/2014	Consulting Physician/ Surgeon (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division	02 Sindh(R)-1 KPK-1
68	07/2014	165/2014	General Knowledge Instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 Punjab-1
69	08/2014	166/2014	Assistant Executive Engineer (Civil) (BS-17), Civil Engineering Department of Pakistan Railways (Railways Board), Ministry of Railways.	01 Sindh(U)-1

S. NO.	Adv No.	CASE NO.	Name of Post With Ministry/ Division/ Department & BS	Posts with Quota
70	07/2014	175/2014	Trained Graduate Teacher (Male) (English Literature) (BS-16), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	01 Sindh(R)-1
71	07/2014	176/2014	Education Officer (Physics) (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 Balochistan-1
72	07/2014	177/2014	Nautical Instructor (BS-17) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 KPK-1
73	08/2014	181/2014	Scientific Officer (BS-17), Pakistan Mint, Lahore, Finance Division.	01 Sindh(R)-1
74	08/2014	187/2014	Associate Professor/ Vice Principal (Computer Science) (Male) (BS-19), Islamabad Model Colleges, Capital Administration & Development Division	01 Sindh(R)-1
75	08/2014	195/2014	Nine Charge/ Staff Nurses (Female) (Civilian) (BS-16), Permanent, Military Hospitals, Ministry of Defence (Defence Division).	09 KPK(M)-1 Balochistan-8
76	09/2014	200/2014	Staff Officer-III (Stat) (BS-17), GHQ, Ministry of Defence.	01 Sindh(U)-1
77	10/2014	203/2014	Assistant Executive Engineers (Mechanical) (BS-17), MES, Ministry of Defence	02 KPK-1 GB-1
78	10/2014	204/2014	Assistant Professor, Mathematics (Female), (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	01 Sindh(R)-1
79	10/2014	206/2014	Engineer and Ship Surveyor (BS-18), Office of the Directorate General Ports & Shipping, Karachi, Ministry of Ports and Shipping	01 Punjab-1
80	10/2014	207/2014	Microfilming Officer (BS-17), National Documentation Wing, Cabinet Division	01 Punjab-1
81	10/2014	212/2014	Assistant Professors (Female) (Commerce), (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	01 Sindh(U)-1
82	11/2014	213/2014	Trained Graduate Teacher Botany/Zoology (Male) (BS-16), Government Educational Institutions, (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(R)-1
83	11/2014	214/2014	Headmistresses (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Sindh(R)-1 AJK-1
84	11/2014	215/2014	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform.	01 Sindh(U)-1
85	11/2014	216/2014	Senior Teacher (Male), (Chemistry) (BS-17), Federal Directorate of Education, Capital Administration and Development Division.	01 Punjab-1
86	11/2014	217/2014	Civilian Medical Practitioner (CMP), (BS-17), Ordnance Corps, Ministry of Defence.	01 Punjab-1
87	11/2014	218/2014	Mechanical Engineer (BS-18), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 Punjab-1
88	11/2014	220/2014	Inspector (BS-16), Narcotics Control Division, Ministry of Interior & Narcotics Control	01 Balochistan(W)-1
89	11/2014	225/2014	Statistical Officers (BS-17), Military Hospitals, Ministry of Defence	02 Sindh(U)-1 Balochistan-1
90	11/2014	228/2014	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board) Ministry of Railways.	01 Punjab-1
91	11/2014	230/2014	2 nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	01 Sindh(R)-1

S. NO.	Adv No.	CASE NO.	Name of Post With Ministry/ Division/ Department & BS	Posts with Quota
92	11/2014	234/2014	Pathologist-Cum-Bacteriologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1
93	11/2014	243/2014	Director General (Bs-20), Institute of Optronics, Ministry of Defence Production.	01 Punjab-1
94	11/2014	245/2014	Trained Graduate Teacher, Mathematics (Male) (BS-16), Directorate of Federal Government Educational Institutions. (Cantts/ Garrisons), Ministry of Defence.	01 Punjab-1

Posts Processed and Finalized against Minorities Quota During the Year 2014

S. No.	Case No.	Name of Post with Ministry/Division/Department & BS	Minority Quota/ Posts	Nomination	Failure
1.	68/2012	Veterinary Officers (BS-17) Directorate of Livestock Dairy Development and Poultry Production Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1	--	1 GBFATA-1
2.	90/2012	Trained Graduate Science Teachers (Male) (BS-16), Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1	--	1 GBFATA-1
3.	92/2012	Trained Graduate Teachers (Male) (BS-16), Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	02 GBFATA-2	--	2 GBFATA-2
4.	94/2012	Headmasters (Male) (BS-17), Education Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1	--	1 GBFATA-1
5.	97/2012	Senior Teachers (Male) (BS-17), Federal Educational Institutions, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	01 Punjab-1	1 Punjab-1	--
6.	12/2013	Assistant Executive Engineers (Civil) (BS-17), Public Works Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1	--	1 GBFATA-1
7.	18/2013	Assistant Executive Engineers (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	01 Punjab-1	--	1 Punjab-1
8.	19/2013	Assistant Directors (BS-17), Federal Government Organization	02 PB-1 Sindh (R)-1	2 Punjab-1 Sindh (R)-1	--
9.	32/2013	Research Officers/ Planning Officers/ Survey Officers (BS-17), Economists Group, Planning and Development Division.	01 Punjab-1	1 Punjab-1	--
10.	43/2013	Assistant Headmasters (BS-17), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	01 Punjab-1	1 Punjab-1	--
11.	44/2013	Assistant Headmistresses (BS-17), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	01 Punjab-1	1 Punjab-1	--
12.	46/2013	Principals (BS-18), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	01 Punjab-1	--	1 Punjab-1
13.	47/2013	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	09 Punjab-5 Sindh (R)-1 Sindh(U)-1 KPK-1 Balochistan-1	5 Punjab-3 Sindh(R)-1 Sindh(U)-1	4 Punjab-2 KPK-1 BAL-1
14.	48/2013	Trained Graduate Teachers (Male) (BS-16), Directorate of Federal Government Educational Institutions, (Cants/ Garrisons), Ministry of Defence.	02 Punjab-2	--	2 Punjab-2
15.	49/2013	Vice Principals (BS-17), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	1 Punjab-1	1 Punjab-1	0
16.	54/2013	Associate Professors (Male) (BS-19), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	1 Punjab-1	0	1 Punjab-1

S. No.	Case No.	Name of Post with Ministry/Division/Department & BS	Minority Quota/ Posts	Nomination	Failure
17.	112/2013	Medical Officer (BS-17), Federal Government Polyclinic, Islamabad, CADD	1 Punjab-1	1 Punjab-1	0
18.	121/2013	Inspectors (Legal) (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	1 Punjab-1	--	1 Punjab-1
19.	130/2013	Headmaster (Male) (BS-17), Education Department, Gilgit Baltistan.	1 GBFATA-1	--	1 GBFATA-1
20.	132/2013	Lecturer (Female) (Pakistan Studies) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons).	1 Punjab-1		1 Punjab-1
21.	138/2013	Computer Instructor (Male) (BS-17), (FGEI), (Cantts/ Garrisons), Ministry of Defence.	1 Punjab-1	--	1 Punjab-1
22.	141/2013	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	01 Balochistan-1		01 Balochistan-1
23.	143/2013	Medical Officers (Male) (BS-17), Health Department, Gilgit Baltistan, Kashmir Affairs And Gilgit Baltistan Division.	3 GBFARA-3	--	3 GBFATA-3
24.	149/2013	Veterinary Officer (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	1 Punjab-1	--	1 Punjab-1
25.	153/2013	Assistant Executive Engineer (Civil) (BS-17), Public Works Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	1 GBFATA-1	--	1 GBFATA-1
26.	171/2013	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	1 Punjab-1		1 Punjab-1
27.	178/2013	Assistant Executive Engineer (BS-17), Civil Engineering Department of Pakistan Railways, Ministry of Railways (Railway Board).	1 Punjab-1	--	1 Punjab-1
28.	06/2014	Assistant Executive Engineer (Civil) (BS-17), Pak PWD, M/o Housing and Works	1 Punjab-1	--	1 Punjab-1
29.	9/2014	Charge/Staff Nurses (Female) BS-16, Military Hospitals Ministry of Defence.	4 Punjab-2 KPK-1 Balochistan-1	2 Punjab-2	2 KPK-1 Balochistan-1
30.	14/2014	Assistant Mechanical Engineers (BS-17), Mechanical Engineering M/o railways	1 Punjab-1	--	1 Punjab-1
31.	38/2014	Lecturer (Female) BS-17 FGEI (Cantts/ Garrisons), Ministry of Defence	1 Punjab-1	--	1 Punjab-1
32.	39/2014	Assistant Executive Engineer (BS-17), Ministry of Railways	1 Punjab-1	--	1 Punjab-1
33.	44/2014	Computer Instructor (Male) (BS-17), FGEI (Cantts/ Garrisons), Ministry of Defence	1 Punjab-1	1 Punjab-1	0
34.	64/2014	Veterinary Officer (Civilian), BS-17, Remount Veterinary and Farms Corps, Ministry of Defence	1 Punjab-1	1 Punjab-1	0
35.	109/2014	Trained Graduate Teachers (Male), (Mathematics), (BS-16), F.G .Educational Institution, (Cantts/ Garrisons), Ministry of Defence	2 Punjab-2	1 Punjab-1	1 Punjab-1
TOTAL			52	18	34