

FEDERAL PUBLIC SERVICE COMMISSION



ISLAMABAD, PAKISTAN

ANNUAL REPORT, 2011

ABBREVIATIONS USED IN THE REPORT

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W	=	Cases withdrawn

Further information concerning this
Annual Report may be obtained from:

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Federal Public Service Commission,
Aga Khan Road, Sector F-5/1,
Islamabad
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The Annual Report, 2011

FEDERAL PUBLIC SERVICE COMMISSION

Annual Report 2011

Mr. President,

It is a matter of great honour for me to present this Annual Report of the Federal Public Service Commission (FPSC) for the year 2011, in accordance with Section-9 of the FPSC Ordinance 1977 which, inter alia, requires causing of a copy of this report to be laid down before the National Assembly and the Senate. The report covers the functions, activities, observations and recommendations of the Commission from January 1 to December 31, 2011.

Statutory Functions

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

Conduct of Examinations and Tests

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

i) Central Superior Services Competitive Examination 2010

Written examination for Central Superior Services (CSS) was conducted from 6th to 22nd March, 2010 simultaneously at 21 cities. Result of the examination was announced on 14.10.2010 and 642 candidates were declared qualified. Psychological Assessment was carried out from 07.12.2010 to 11.04.2011, while Viva Voce was conducted from 03.01.2011 to 06.05.2011 at Islamabad, Karachi, Lahore, Peshawar and Quetta in which 637 candidates appeared. Details are as under:

<u>Candidates</u>	<u>Number</u>	<u>Percentage</u>
• Registered	= 11,888	-----
• Appeared	= 7,759	65.3
• Passed written examination	= 642	08.3
• Finally qualified after Viva Voce	= 628	08.1

Vacancies available/allocated were as under:

- Fresh vacancies reported = 210
- Carried over vacancies from previous years = 61
- Total available vacancies for Competitive Examination 2010 = 271
- Vacancies filled = 205
- Vacancies left unfilled = 66
- Following vacancies remained unfilled due to non-availability of qualified and suitable candidates:

Quota		2010		2009	
		Vacancies	Total	Vacancies	Total
Punjab	Minorities	03	03	--	--
Sindh (Rural)	Merit	08	17	05	12
	Women	08		07	
	Minorities	01		--	
Sindh (Urban)	Merit	35	40	31	35
	Women	05		04	
GBFATA	Women	02	02	--	--
Balochistan	Women	04	04	04	04
Total=		66	66	51	51

ii) Central Superior Services Competitive Examination 2011

Written Examination for CSS 2011 was conducted from 26.02.2011 to 14.03.2011 simultaneously at 21 cities. Result of the written part was announced on 29.11.2011. Psychological Assessment of those who qualified in written examination commenced from 12.12.2011 while Viva Voce has been scheduled from 02.01.2012. Summary statistics of CSS 2011 is as under:

<u>Candidates</u>	<u>Number</u>	<u>Percentage</u>
Applied	= 13,071	--
Appeared	= 9,063	69.3
Qualified in written examination	= 882	09.7

iii) General Recruitment for Technical and Professional Ex-Cadre Positions

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

- Number of posts advertised: = 2,477
- Applications received: = 140,586
- Candidates qualified written test and were interviewed: = 2,407
- Candidates recommended for appointment = 890

iv) Final Passing Out Examination 2011

Final Passing Out Examinations for Probationers of twelve occupational groups/services were conducted during the year 2011 by the Commission. Summary statistics of these examinations is as under:

<u>Probationers</u>		<u>Number</u>	<u>Percentage *</u>
• Appeared	=	420	----
• Result declared	=	368	----
• Qualified	=	229	62.2
• Failed	=	139	37.8
• Results awaited	=	52	----

(* Percentage calculated from result declared)

v) Other Competitive & Promotional Examinations

During the year 2011, the Commission also conducted examinations for the following posts:-

- Section Officers Promotional Examination (for Federal Secretariat)
- Section Officers Promotional Examination (for Azad Jammu & Kashmir Council).
- Combined Competitive Examination-2011 for posts of Assistant Commissioners (BS-17), Section Officers (BS-17), Project Managers (BS-17) and Development Officers (BS-16) in Gilgit-Baltistan.

Non-Availability of Qualified and Suitable Candidates for Some Professional and Technical Posts

4. The Commission did not find suitable candidates in 92 cases involving 223 posts. Details may be seen at Appendix VI & VII.

Recruitment Rules

5. During the year 2011, Commission received seventy two (72) cases relating to recruitment rules from various Ministries/ Divisions for proposing amendments and approvals. After processing, 45 cases were approved. Remaining proposals are pending for want of required clarifications from the sponsors.

Appeals of Candidates Against their Rejection

6. With a view to minimize litigation, provision of appeal by aggrieved candidates has been provided in the FPSC Ordinance 1977. Accordingly, candidates have been provided opportunity to redress their grievances within the Commission. Details of such cases are given below:

• Representations/review petitions received in the Commission	=	783
• Relief provided to the candidates by the Commission	=	250
• Candidates who approached Courts of Law for appeals (including those filed in previous years)	=	358
• Court cases decided during 2011	=	134
• Pending cases in courts of law	=	224

Analysis of Final Passing Out (FPO) Examinations

7. Around 62% probationers qualified the Final Passing Out Examinations conducted by the Commission during the year 2011, as compared to 59% in the year 2010. This shows marginal improvement in performance of probationers as a whole. However, failure rates of probationers of Pakistan Audit & Accounts Service and Commerce & Trade Group have remained 75% and 67% respectively, which calls for serious consideration.

Improvements in the Recruitment System

8. To bring efficiency and improvement in the recruitment system, following activities are in progress:

a) Online Application Facility

Facility to apply online (introduced in 2010) was extended to all posts in BS-17 in April 2011. Prior to that, this facility was available to applicants of BS-18 and above posts. During 2011, a total of 35,454 applications were received online against general recruitment cases. Moreover, 1,920 applications were received online for CE-2012 upto the closing date i.e. 31st December, 2011.

b) Online CNIC Verification

Online database access facility (VERISYS) from NADRA has been obtained in order to verify particulars of computerized National Identity Cards of the candidates. This system will ensure authentication of CNIC provided by the candidates to the Commission.

c) SMS Based Information Delivery System

The Commission is increasingly resorting to telecommunication applications (Short Message Service- SMS) for expeditious information sharing with candidates. Over 125,000 SMS were sent to the candidates on their given mobile phone numbers as token of acknowledgement of their applications, call for tests/interviews, intimations regarding personal hearings, etc. This facility is provided in addition to the paper-based intimations sent through postal service to the candidates.

d) Website Management

Official website of the Commission (www.fpsc.gov.pk) has been a major source of dissemination of information to the candidates. All advertisements, events and major activities relating to the awareness of candidates and general public, are uploaded well in time on the website.

e) Online Recruitment System (Phase-II)

Former Justice Rana Bhagwandas, Chairman FPSC invited Secretary Information Technology in December 2011 for a meeting to review progress on Phase-II of Online Recruitment System of FPSC. Two meetings of the Steering Committee headed by Major General Ovais Mushtaq Qureshi (Retired), Member were also held for finalization of recommendations for PC-1 of the project. Proposed system aims at providing Computer Based Testing (CBT) facility at FPSC Headquarters and Provincial Offices.

Training and Development of FPSC Staff

9. To improve the quality of human resource, 63 officers and staff of FPSC were provided training at various leading training institutions.

Promotional Examination for FPSC Employees

10. Policy of Promotional Examination for recruitment to all posts in BS-17 in FPSC was introduced after approval by the Commission during 2010 and recruitment rules were revised accordingly. The purpose of this examination is to provide opportunity for talented officials to compete for higher positions and bring improvement in the overall efficiency and working of the Commission. As per already agreed procedure and schedule, promotional examinations were held in June and December 2011. On the basis of performance in promotional examinations, 11 employees of FPSC were promoted to the posts of Assistant Director (BS-17) by end 2011.

Career Counselling by FPSC Members/Staff

11. During the year 2011, following outreach career counselling programmes were undertaken by the Members/Staff of the Commission:

a) Career Counselling at Different Districts of Sindh (Rural)

Federal Public Service Commission (FPSC) conducted career counselling seminars during 19th to 22nd March 2011 in the colleges of Sindh (Rural) areas including Mirpur Khas, Umerkot and Badin. Dr. Kaneez Sughra Junejo and Mr. Ghalib-ud-Din, Members FPSC, delivered informative lectures to students and faculties on Central Superior Services of Pakistan. The participants were also briefed about the provincial quota and the facts that several vacancies from Sindh (Urban & Rural) were not being filled for the last two-three years. The students were encouraged to appear in the CSS Examination as the Federal Government needed qualified and quality officers from Sindh to serve in the Federal Services. The seminars remained interactive and highly informative for the audience.

b) Career Counselling at Bahaud Din Zakariya University, Multan

FPSC conducted another career counselling seminar on "Awareness about Central Superior Services and General Recruitment Examination" on 22nd March 2011 at Bahaud din Zakria University, Multan, where an informative lecture was delivered by Mr. Muhammad Kashif Murtaza, Member FPSC. The Member encouraged the participants to appear in the CSS Examinations and General Recruitment tests.

c) Career Counselling Programmes at other Institutions

Career Development Centre (CDC), established by Gender Reforms Action Plan (GRAP), Govt. of Punjab, at University of Agriculture Faisalabad is working as Information Centre of Federal Public Service Commission since December 2007, as per MoU signed between both the organizations. The CDC organised Career Counselling Seminars on FPSC Competitive

Examination & General Recruitment System in collaboration with Gender Support Units (GSUs), Gender Reform Action Plan (GRAP) in Lahore College for Women University, Sub-Campus, Jhang on 21st April and Fatima Jinnah Degree College for Women, Abdullahpur Faisalabad on 23rd April 2011. These seminars were informative and appreciated by students and management of the colleges.

Meeting of Inter Public Service Commissions at Peshawar

12. Tenth (10th) meeting of Inter Public Service Commissions (IPSC) was held on 22nd October, 2011 under the Chairmanship of Former Justice Rana Bhagwandas with the courtesy of KPK Public Service Commission at Peshawar. Issues related to functioning of various Public Service Commissions and mutual cooperation within the forum were discussed. It was decided that efforts will be made to use IT based services to speed up the process of recruitment in the Commissions.

Advice to Government of Sindh and Vice Chancellors of Universities in the Province for improving standard of education in Sindh

13. Considering poor performance of candidates from Sindh in CSS Competitive Examination, the Chairman FPSC through D.O. letters to Governor and Chief Minister of Sindh Province advised on the necessity to take appropriate steps to improve educational standards. Similar advice has also been made by the Commission to Secretary Education and Vice Chancellors of prominent Universities of Sindh. It was also suggested that career counselling centres be established in all the universities of Sindh for creating awareness amongst students on recruitment process of FPSC in relation to Central Superior Services Examination and other jobs in the Federal Government. The concerned quarters have assured that necessary measures would be taken to improve the existing standard of education in the Province.

OBSERVATIONS:

14. The Commission expressed its concern over deteriorating standard of education, which is affecting the quality of candidates appearing in CSS Competitive Examination. Common short-comings observed by the Commission have been:-

- i) Poor inter-communication skills, both written and verbal, of the candidates.
- ii) Inadequate knowledge on ideology of Pakistan, civic issues and general knowledge.

- iii) Most of the candidates lack analytical skills: their intellectual faculties do not commensurate with the level required by good civil servants of the Central Superior Services.
- iv) Bright students, graduating from reputed institutions, do not usually accord first priority to Central Superior Service.
- v) Poor standard of instruction at various specialised training institutes of occupational groups/services was reported in the past to be a major cause of failures in the Final Passing Out Examinations. Unfortunately, the same trend persisted in 2011. This was reflected in the Final Passing Out Examinations of Pakistan Audit & Accounts Service (PAAS), Commerce & Trade Group (CTG), Railways and Postal Groups as their average failure rate was 65%.

15. Above situation is likely to become critical. We may face the problem of poor knowledge and educational inadequacy of the candidates in the coming years. Concerted efforts are required to improve the situation.

Recommendations:-

16. The Commission recommends that:

- i) An effective programme to enhance the level of instruction and quality of intellectual interactions in colleges and universities of Pakistan be initiated, on priority.
- ii) A plan of action to improve education standards at all levels be put in place with special emphasis on the Provinces of Sindh and Balochistan by the Provincial Governments and the Higher Education Commission, as 51 and 61 vacancies requisitioned through Competitive Examinations 2009 and 2010 respectively remained unfilled from these Provinces.
- iii) To attract graduates qualified from reputed local and international universities and institutions, package of pay, perks and privileges offered in Government jobs needs to be made more attractive.
- iv) Heads of the respective training academies of occupational groups and services should take necessary measure to improve the situation. The Commission is prepared to provide the requisite guidance.

17. Mr. President,

The Federal Public Service Commission has carried out its responsibility of recruitments for public service by ensuring strict standards of merit, transparency and proficiency. The Commission takes pride in the fact that it has pursued these goals as a mission with the hope of reassuring our youth that merit must and shall remain the sole touchstone for all Federal Government recruitments.

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

**(Former Justice Rana Bhagwandas)
Chairman**

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

Composition of the Commission during the Year 2011

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

S. No	Name	Designation	Date of Joining	
1.	Former Justice Rana Bhagwandas	Chairman	17-12-2009	
2.	Syed Asif Shah	Member	09-01-2009	
3.	Mr. Suhail Safdar	Member	26-01-2009	
4.	Maj.Gen (Retd) Ovais Mushtaq Qureshi	Member	06-05-2009	
5.	Mr. Saud Gohar	Member	10-12-2009	
6.	Mr. Muhammad Kashif Murtaza	Member	11-12-2009	
7.	Mr. Muhammad Ahmed Mian	Member	19-03-2010	

S. No	Name	Designation	Date of Joining	
8.	Dr. Kaneez Sughra Junejo	Member	25-06-2010	
9.	Mr. Naguibullah Malik	Member	03.01.2011	
10.	Mr. Ghalib-ud-Din	Member	06.01.2011	
11.	Mr. Moin-ul-Islam Bokhari	Member	04.10.2011	
12.	Mr. Mansoor Suhail	Member	13.10.2011	

Oath Taking Ceremonies of Members of FPSC



Oath Taking Ceremony of Mr. Naguib Ullah Malik
as Member on 4th January, 2011



Oath Taking Ceremony of Mr. Ghalib Ud Din
as Member on 10th January, 2011



Oath Taking Ceremony of Mr. Moin-ul-Islam Bokhari
as Member FPSC on 4th October, 2011



Oath Taking Ceremony of Mr. Mansoor Suhail
as Member FPSC on 20th October 2011

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THE REPORT

Section-I

General Information

Commission and the Staff

1.1. Former Justice Rana Bhagwandas continued as Chairman FPSC during the year 2011.

1.2. Syed Asif Shah, Mr. Suhail Safdar, Maj. Gen. (R) Ovais Mushtaq Qureshi, Mr. Saud Gohar, Mr. Muhammad Kashif Murtaza, Mr. Muhammad Ahmed Mian and Dr. Kaneez Sughra Junejo continued as Members, FPSC.

1.3. Mr. Naguibullah Malik, Mr. Ghalib-ud-Din, Mr. Moin-ul-Islam Bokhari and Mr. Mansoor Suhail assumed charge of office as Members on 03-01-2011, 06-01-2011, 04-10-2011 and 13-10-2011 respectively.

1.4. Mr. Bilal Anwar, an officer of the Secretariat Group, continued as Secretary, FPSC.

1.5. The Organogram of the Commission and its staff strength, as on 31st December 2011, is shown in Appendix-I, I-A and I-B.

Functions of the Commission

1.6. Sections 7 and 7A of the FPSC Ordinance, 1977 provide for the functions of the Commission and are reproduced hereunder:

Section 7

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

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

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

Explanation:-

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

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

- (c) *Save as provided in this Ordinance, no order made or proceeding taken under this Ordinance, or rules made thereunder, by the Commission shall be called in question in any court and no injunction shall be granted by any court in respect of any decision made or taken in pursuance of any power conferred by, or under, this Ordinance.*
- (d) *Any candidate aggrieved by a decision of the Commission under paragraph (b) may, within thirty days of the decision, prefer an appeal to the High Court.*

Section 7A: Conduct of Business of the Commission, etc:-

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

Training and Development of FPSC Staff

1.7. Human resource development plays a key role to achieve organizational efficiency. Keeping in view the paramount importance of human capital, the FPSC is committed to enhance knowledge and skills of its employees. During the year, following officers have undergone Senior Management Course (SMC) organized by National Management College (NMC) Lahore:

S.No.	Name	Designation	From	To
1	Mr. Ghulam Murtaza Awan	Director (DBM)	28.2.2011	16-07-2011
2	Miss Rehana Shujaat	Sr. Psychologist	28.2.2011	16-07-2011
3	Mr. Ramiz Ahmad	Director	28.2.2011	16-07-2011
4	Mr. Siddiq Sajid	Director	02-9-2011	22-01-2012

Annual Budget

1.8. FPSC Headquarters Islamabad alongwith its Provincial and Regional Offices at Lahore, Karachi, Peshawar, Quetta, Multan, Sukkur, D.I. Khan, and Gilgit were allocated Rs.295.214 million for the Financial Year 2011-12. Head wise budget provisions are as under:-

<u>Head of Account</u>	<u>Budget Provision</u>
A01-Employees Related Expenses	184.278
A03-Operating Expenses	104.673
A04-Employees Retirement benefit	0.401
A05-Grants, Subsidies & Write off Loan	0.400
A063-Transfer Payments	0.265
A09-Physical Assets	2.758
A13-Repair of Durable Goods	2.439
Total:-	<u>295.214</u>

Receipts

1.9. Total receipts on account of fee deposited by candidates for Competitive Examinations and General Recruitment for posts in BS-16 and above were registered at Rs.36.000 million against budgetary grant of non tax receipts of Rs. 24.000 million for the Financial Year 2010-11.

Expenditure

1.10. Total expenditures incurred during the Financial Year 2010-11 were Rs. 287.485 million against allocated budget of Rs.248.895 million as detailed below:-

<u>Head of Account</u>	<u>Actual Expenditure (Rs. in million)</u>	<u>With Respect to Budgetary Provision (Rs. in million)</u>
A01-Employees Related Expenses	184.046	144.920
A03-Operating Expenses	95.399	91.015
A04-Employees Retirement Benefit	0.527	0.404
A05-Grants subsidies & Write off Loan	0.842	0.400
A06-Transfer Payments	0.219	0.223
A09-Physical Assets	4.199	9.120
A13-Repair of Durable Goods	2.253	2.813
Total:-	287.485	248.895

Security arrangements of FPSC Headquarters, Islamabad

1.11. PC-I for security arrangements of FPSC, Headquarters, Islamabad have been approved by the Chairman subject to inclusion of some item/work in the scheme. The Pak PWD has been requested to include required work and prepare revised PC-I which is under process with them.

Construction of Examination Hall at FPSC Provincial Office Karachi

1.12. DDWP approved PC-I costing Rs.25.535 million for construction of two Examination Halls at FPSC Provincial Office, Karachi. Upto the financial year 2011-2012, an amount of Rs.15.881 million has been allocated for the project. By the end of December 2011, about 27% construction work stood completed. The slow pace of construction work is primarily due to slow allocation and release of funds.

Newly constructed building of FPSC Provincial Office, Quetta

1.13. The newly constructed building of FPSC Provincial Office, Quetta has been handed over to the FPSC by Pak. PWD, Quetta on 21.11.2011.

Viva Voce Centre at FPSC Regional Office, Multan

1.14. The Commission has decided to establish a Viva Voce centre for CSS candidates at FPSC Regional Office Multan w.e.f. CSS 2011.

Comparison of Regular Work Completed by the Federal Public Service Commission during the Years 2010 and 2011

1.15. Comparative statistics showing quantum of regular tasks performed by the Commission, during the year 2010 and 2011 are as under:

S.No.	Tasks Performed	2010	2011
I	Recruitment through CSS Competitive Examination		
	Examination conducted	1	1
	Positions advertised	271	*
	Applications received	11,888	13,071
	Candidates appeared in written examination	7,759	9,063
	Candidate qualified in written examination	642	882
	Candidates finally qualified after viva voce	628	**
	Nominations made for Occupational Groups/Services	205	**
II	General Recruitment for Positions in BS-16 & Above		
	Positions advertised/processed	3,176	2,477
	Applications received/processed	110,444	140,586
	Written tests conducted in recruitment cases	148	123
	Candidates interviewed	4,842	2,407
	Nominations issued for various jobs in BS-16 & above	1,383	890
III	Final Passing Out (FPO) Examination for CSS Probationers		
	Probationers from various groups/services appeared	285	420
	Qualified in the FPO examination	192	229
	Failed in the FPO examination	93	139
	Results awaited	--	52
IV	Recruitment Rules (For BS-16 & Above)		
	Recruitment Rules received for advice of the Commission	95	72
	Recruitment Rules finalized	68	45
	Recruitment Rules cases under process	24	26
	Rules cases pending due to different reasons	3	1

* Not yet reported

** Recruitment to be completed in 2012

1.16. During the year 2011, the Commission also conducted/processed some other examinations for recruitment to various jobs as detailed below:

S. No.	Examinations/Test conducted	Candidates
I	Promotional Examination 2010 for recruitment to the post of Section Officers in the Federal Secretariat	
	Positions advertised	50
	Candidates appeared in written examination	993
	Candidate qualified in written examination	82
	Candidates finally qualified after viva voce	78
	Nominations made	50
II	Promotional Examination 2011 for recruitment to the post of Section Officer for AJKC	
	Positions advertised	03
	Candidates appeared in written examination	18
	Candidate qualified in written examination	06
	Candidates finally qualified after viva voce	06
	Nominations made	03
III	Combined Competitive Exam-2011 of Posts in BPS 16-17(Gilgit Baltistan)	
	Positions advertised	14
	Candidates appeared in written examination	2,231
	Candidate qualified in written examination	278
	Candidates finally qualified after viva voce	In progress
	Nominations made	In progress

Section-II**General Recruitment for Ex-Cadre Positions****Recruitment in 2011**

2.1. The Commission processed **361** cases of recruitment involving **2,477** positions and **140,586** applications during the year 2011. (including **205** cases involving **1,569** positions brought forward from previous years and **156** cases and **908** positions advertised afresh in 2011 and in response thereof 69374 applications).

2.2. Out of **361** cases, **199** cases were finalized and **890** recommendations were made. Whereas, for **223** positions suitable candidates could not be made available either due to no response or no candidate coming up to the required criteria. Two cases involving **2** positions were withdrawn by concerned Ministries/ Divisions/Departments. Remaining **162** cases involving **1,362** positions were carried over to the year, 2012 (**Appendix-II**)

Summary of Vacancies Finalized During the Year 2011

2.3. Brief summary of Basic Scale wise vacancies processed, candidates interviewed, nominations made, failure posts reported and posts withdrawn during the year 2011, including the positions brought forward from the previous years, is as under:

Basic Scale	Positions/ vacancies	Candidates interviewed	Nominations made	Failure	Withdrawn
BS-16	443	798	344	99	--
BS-17	448	1,168	420	28	--
BS-18	164	339	104	58	02
BS-19	43	70	20	23	--
BS-20	16	15	02	14	--
BS-21	01	01	00	01	--
Total	1,115	2,391	890	223	02

2.4. More elaborated statistics available at **Appendix-III**

Gender-Wise and Ministry/Division Wise Positions Finalized During the Year, 2011

2.5. The Commission recommended **890** candidates for various positions during the year 2011. The gender-wise distribution of positions is available in **Appendix-IV**, while Ministry/Division wise detail of positions is given at **Appendix-V**.

Recruitment Cases Initiated and Processed During 2011

2.6. The Commission initiated action on **156** new cases of recruitment involving **908** positions (**Appendix-VI**).

Cases Initiated During Previous Years but Completed in 2011

2.7. A major portion of the cases initiated in one calendar year is invariably carried over to the next year. During the year 2011, 205 recruitment cases involving **1,569** positions relating to pre-2011 period were processed. (**Appendix-VII**)

Cases Wherein Certain Posts could not be filled During 2011

2.8. In case no applications is received for a post (s), or applicants do not possess requisite qualification/experience in consonance with the advertisement, the Commission has no option but to report the post unfilled to the sponsoring Ministry. During the year 2011, the Commission reported **223** positions unfilled due to non-availability of suitable candidates in **92** cases. (**Appendix-VI & VII**)

Written Tests for Ex-Cadre Positions

2.9. Written Tests (professional/screening) for Ex-Cadre posts in BS-16 to BS-20 were conducted to keep the number of eligible candidates within a manageable limit. Written Tests in **123** cases were conducted wherein **73,667** candidates were called for tests and **55,151** appeared in tests for various posts. Details of the tests conducted in 2011 are given at **Appendix-VIII**.

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

2.10. A total of 74 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 **74** alternate nominees in **27** cases. Detail is given at **Appendix-IX**.

Cases in Which the Commission Determined Suitability of Adhoc Appointees for Retention in Service During the Year, 2011

2.11. Under Section 11B of Civil Servants Act, 1973 and FPSC (Functions) Rules, 1978, the Commission shall, on a reference made by appointing authority, assess persons who may have been appointed to civil posts without observing the prescribed procedure or without fulfilling the prescribed qualifications, experience and age limits. The Commission advises whether such persons are fit to hold the posts to which they were appointed and if not, whether they are fit to hold any other civil post in the same or lower basic scale compatible with their qualifications and experience. The Commission conducted interviews in two **(02)** cases involving **02** ad-hoc appointees and declared one adhoc appointee "**Fit**" and one "**Unfit**" whereas in a third case, interviews of **283** adhoc/ contract appointees were scheduled but cancelled on the request of Capital Administration and Development Division (CADD) on the grounds that the Cabinet Committee was in process of formulating principles and guidelines for regularization of such employees **(Appendix-XI)**.

Extension of Adhoc Appointees During the Year, 2011

2.12. The Commission processed one case of ad-hoc appointees, involving **09** incumbents, for extension in their adhoc appointment but extension was not granted by the Commission. **(Appendix-XII)**

Recruitment Cases Withdrawn/Cancelled During the year, 2011

2.13. As per policy decision, requisition for recruitment once placed with the Commission cannot be withdrawn as a matter of routine. During the year under report, the Commission, considering certain compelling circumstances, agreed to withdrawal of **02** cases of recruitment consisting of **02** positions on a request submitted by Ministry of Environment and Health. **(Appendix-XIII)**

Representation/Review Petitions Received and Relief Granted to the Candidates

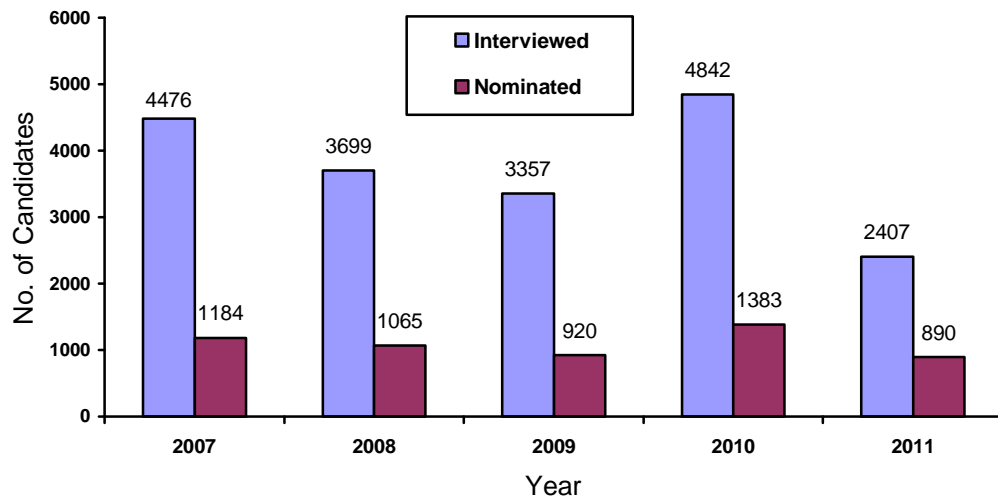
2.14. During the year 2011, out of **2,087** rejected candidates, **783** had filed representations against their rejection in **94** recruitment cases due to one reason or the other. Representations of **74** candidates were accepted on producing of required documents, whereas **708** rejected candidates were called for personal hearing. Out of them **168** were restored after personal hearing and the remaining **533** candidates remained rejected. **33** candidates had also submitted Review Petitions but these were dismissed having no merit. In one case, **7** candidates were restored in pursuance of a Court Order. Hence, **250** rejected candidates were restored by the Commission. **(Appendix-XIV)**

Re-Advertisement of Failure Cases/Posts During the Year, 2011

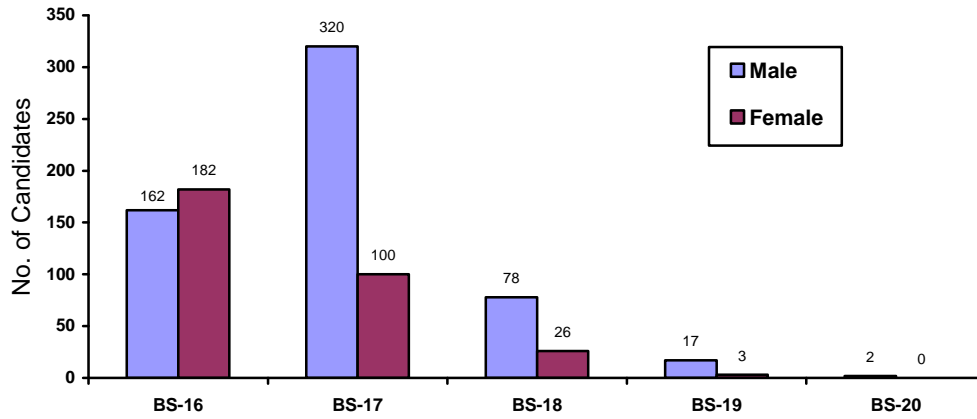
2.15. As per Commission's decision, if any post is reported unfilled, it shall be re-advertised by the Commission in its next consolidated advertisement. Accordingly, **77** cases involving **237** positions were re-advertised during the year 2011. Re-advertised cases include posts reported as unfilled in 2010 as well as 2011. Some of the posts, reported unfilled in 2011, are yet to be re-advertised after receiving clarification from the concerned Ministry/Division/Department. **(Appendix-XV)**

Graphical View of Recruitment to Ex-Cadre Positions (BS-16 & above) for the Last Five Years (2007-2011)

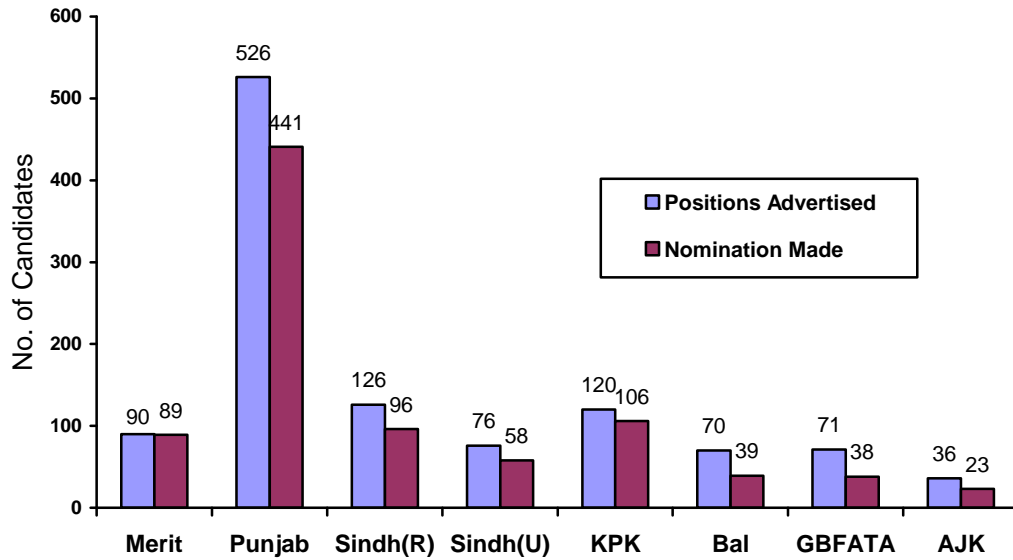
2.16. Candidates interviewed and nominations made by the Commission for various positions in BS-16 and above during the years 2007 to 2011 are presented below.



Gender-Wise Nomination against Ex-Cadre Technical and Professional Positions in BS 16 to 21 made During the Year 2011



Province/Region-Wise Positions Processed for Recruitment During the Year 2011



Section-III**Competitive Examination**

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

Competitive Examination (CSS), 2010

3.2 Result of written examination was declared on 14.10.2010. Out of 7,759 who appeared in examination, 642 candidates qualified the examination.

Medical Examination

3.3 Medical Examination of 642 qualified candidates was undertaken by the Central Medical Board (CMB) from 18.01.2011 to 12.02.2011 at Karachi, Quetta, Lahore, Islamabad, and Peshawar. Medical Examination for deferred and absent candidates was conducted on 06.04.2011, 09.05.2011 & 28.06.2011 at Lahore and Islamabad.

Psychological Assessment

3.4 Psychological Assessment of 642 candidates qualified in the written examination was conducted during the period 07.12.2010 to 11.04.2011.

Viva Voce

3.5 Viva Voce of 642 candidates was scheduled from 03.01.2011 to 06.05.2011 at Islamabad, Karachi, Lahore, Peshawar and Quetta. 637 candidates appeared in Viva Voce, while 05 remained absent.

Vacancies

3.6 Establishment Division intimated 271 (210 fresh and 61 carried over) vacancies to be filled through CSS Competitive Examination 2010, which were accordingly distributed amongst Merit, Provincial/Regional quotas, 10% vacancies reserved for Women quota and 5% for Minorities quota. Groups and Services-wise detail of vacancies against each quota is given as under:

Quota	Quota Descriptions	Groups/Services	Vacancies
Merit 7.5%		PAAS-1, PCS-1, DMG-3, FSP-2, IRS-3, MLCG-1, OMG-4, PSP-1, POSTG-1,	17
Punjab 50%	Open Merit	PAAS-8, PCS-2, DMG-16, FSP-11, IRS-17, MLCG-4, OMG-21, PSP-8, POSTG-4, RCTG-2.	93
	Women	PAAS-1, DMG-2, FSP-1, IRS-2, OMG-3, PSP-1,	10
	Minorities	PAAS-1, DMG-1, FSP-1, IRS-1, OMG-1	05

Quota	Quota Descriptions	Groups/Services	Vacancies
Sindh (R) 11.4%	Open Merit	PAAS-2, DMG-3, FSP-3, IRS-4, I.G-3, MLCG-1, OMG-4, PSP-2, POSTG-3, RCTG-1.	26
	Women	PAAS-2, CTG-1, IRS-1, IG-1, MLCG-1, OMG-1, POSTG-1, RCTG-1	09
	Minorities	OMG-1	01
Sindh (U) 7.6%	Open Merit	PAAS-7, CTG-4, DMG-2, FSP-2, IRS-3, IG-7, MLCG-1, OMG-11, PSP-1, POSTG-4, RCTG-3.	45
	Women	PAAS-1, CTG-1, DMG-1, IRS-1, IG-1, OMG-1, PSP-1,	07
K.P.K 11.5%	Open Merit	PAAS-2, PCS-1, DMG-3, FSP-3, IRS-4, MLCG-1, OMG-05, PSP-1, POSTG-2, RCTG-1.	23
	Women	OMG-1	01
Balo-chistan 6%	Open Merit	PAAS-1, DMG-2, FSP-1, IRS-2, MLCG-1, OMG-3, PSP-1, RCTG-1.	12
	Women	CTG-1, FSP-1, IG-2, OMG-1, PSP-1	06
GBFATA 4%	Open Merit	PAAS-1, CTG-1, DMG-2, FSP-1, IRS-2, IG-1, OMG-1, POSTG-1,	10
	Women	OMG-1, IG-1	02
AJK 2%	Open Merit	PAAS-1, DMG-1, IRS-1, MLCG-1,	04

Final Result

3.7 Final result of CE-2010 was declared on 23.05.2011. The salient features of the Competitive Examination were as under:-

<u>Candidates</u>	<u>Number</u>
Applied:	11,888
Appeared:	7,759
Passed (Written Part):	642
Debarred	01
Rejected:	01
Failed in Viva Voce:	07
Absent in Psychological Assessment and Viva Voce:	05
Finally Qualified:	628
Vacancies reported by Estt. Division:	271
Candidates Allocated to groups/services:	205
Posts remained unfilled:	66

Debarred Candidates

3.8 Due to submission of fake domiciles by two candidates bearing Roll Nos. 6845 & 7768, the Commission disqualified them from Competitive Examination 2010 and subsequent examinations/selections held by the FPSC and debarred them from employment under Government.

3.9 Female candidate bearing Roll No. 6845 filed writ petition in the Islamabad High Court and the Honourable Court set aside FPSC order regarding disqualifying the petitioner for CE-2010 and debarring her from employment under the Government.

3.10 In compliance with the orders of the Honourable Court her result has been announced and she finally qualified the examination with overall merit order 162. According to her merit order, she is entitled to be allocated in DMG against Sindh (U) merit quota. As there is no vacancy available, therefore, FPSC has recommended to Establishment Division that a fresh vacancy of DMG may be created to adjust the candidate.

Allocation

3.11 Out of 271 vacancies, allocations against 205 vacancies were made by the Commission. Allocation against remaining 66 vacancies could not be made due to non availability of qualified and eligible candidates. Details are given below alongwith a comparison of carried over vacancies of the previous year i.e. CSS 2009 :-

VACANCIES LEFT UNFILLED

Quota		2010		2009	
		Vacancies	Total	Vacancies	Total
Punjab	Minorities	03	03	--	--
Sindh (Rural)	Merit	08	17	05	12
	Women	08		07	
	Minorities	01		--	
Sindh (Urban)	Merit	35	40	31	35
	Women	05		04	
GBFATA	Women	02	02	--	--
Balochistan	Women	04	04	04	04
Total=		66	66	51	51

Re-allocation

3.12 Establishment Division informed that following 04 candidates, allocated to different Groups/Services on the basis of CE-2010, regretted to accept the allocated Group/Service, and FPSC was requested to make re-allocation for the vacancies that became available :

S. No.	Roll No.	Merit No.	Name	Group/Service	Quota
1.	544	03	Mr. Abdullah Nayyar Sheikh	PSP	K.P.K
2.	5521	86	Mr. Hassan Mabroor	MLCG	Punjab
3.	2460	146	Ms. Inum Ali	OMG	Punjab, beneficiary of Court judgement
4.	9343	171	Mr. Manzoor Ahmad	POSTG	K.P.K

3.13 The Commission made re-allocation against the above vacancies as per laid down procedure of re-allocation of individuals eligible for upgradation followed by fresh allocations. Details are as follows:-

S. No.	Merit No.	Roll No.	Name	Domicile	Group/Service allocated	
					Previous	Revised
1.	19	9691	Mr. Naseeb Ullah Khan	K.P.K	PCS	PSP
2.	32	1044	Mr. Sultan Muhammad Nawaz Nasir	K.P.K	-	PCS
3.	99	10842	Mr. Haider Shuja	Punjab	IRS	MLCG
4.	113	11495	Ms. Rabia Faiz	Punjab	PAAS	IRS
5.	115	5211	Ms. Eirij Rubbani	Punjab	OMG	PAAS
6.	175	10256	Mr. Zia Ud Din Ahmad	K.P.K	-	POSTG
7.	193	11139	Ms. Sabiha Parveen	Punjab	-	OMG
8.	232	3264	Ms. Shireen Malik Sher	K.P.K	POSTG	OMG
9.	218	9425	Mr. Muhammad Arif Khan	K.P.K	-	POSTG

Induction of Armed Forces Officers into Civil Services

3.14 A panel of 32 Armed Forces Officers was received form Ministry of Defence against 08 vacancies allocated for the purpose by Establishment Division i.e. DMG-04, PSP-02 and FSP-02 in CE-2010. The Psychological Assessment and Viva Voce of 32 candidates were conducted from 27-07-2011 to 11-08-2011 at Islamabad.

3.15 Out of 32 officers, 30 officers qualified the Viva Voce. In order of their merit position, provisional/regional quotas and quotas set aside for the three services, 08 Officers were recommended for induction in Civil Service of Pakistan as detailed below:-

S. No.	Merit No.	Name	Service/ Department	Province/ Region of Domicile	Allocated Group/ Service
1.	01	Capt. Syed Ali Asghar	Pak. Army	Merit	DMG
2.	02	Fit. Lt. Khan Bilal Abdul Mohsin	Pakistan Air Force	Merit	FSP
3.	04	Capt. Muhammad Ali Ijaz	Pak. Army	Sindh(R)	DMG
4.	06	Capt. Sarmad Saleem Akram	Pak. Army	Punjab	DMG
5.	07	Capt. Syed Zeeshan Haider	Pak. Army	Sindh(R)	PSP
6.	11	Capt. Muhammad Waseem	Pak. Army	Punjab	DMG
7.	15	Lt. Ahmed Mohiyuddin	Pak. Navy	Punjab	PSP
8.	18	Capt. Muhammad Adil	Pak. Army	Punjab	FSP

Competitive Examination (CSS), 2011

3.16 The Written Examination was conducted from 26.02.2011 to 14.03.2011 at 21 cities. In all 13,071 candidates had applied, out of which 9,063 candidates appeared. Centre-wise break up of the candidates was as under:

City	Registered Candidates	Present Candidates
Abbottabad	315	189
Bahawalpur	180	124
D.G.Khan	68	51
D.I.Khan	174	117
Faisalabad	497	354
Gilgit	84	47
Gujranwala	287	215
Hyderabad	585	444
Islamabad	1,642	1,132
Karachi	1,161	784

Lahore	3,468	2,537
Larkana	171	137
Multan	537	383
Muzaffarabad	82	52
Okara	95	68
Peshawar	1,931	1,182
Quetta	462	294
Rawalpindi	739	522
Sargodha	267	192
Sialkot	109	79
Sukkur	217	160
Total	13,071	9,063

3.17 Result of written part of the CE-2011 was declared on 29.11.2011 and 882 candidates qualified in the written examination.

Psychological Assessment / Viva Voce

3.18 Phase-I of Psychological Assessment commenced at Islamabad w.e.f. 12.12.2011. 120 candidates appeared till close of the year. Psychological Assessment of rest of the candidates will continue in 2012. Similarly, Viva Voce of the candidates is also scheduled w.e.f. 02-01-2012.

Competitive Examination (CSS), 2012

3.19 Public notice inviting applications for the examination was published in all leading newspapers on 04.12.2011. Last date for submission of application was 31.12.2011. Upto closing date 14,335 applications were received for CSS Competitive Examination, 2012

Court Case Related to Competitive Examination

3.20 Four (04) female candidates belonging to Punjab who appeared in Competitive Examination-2006 and could not be allocated to any Groups/Services due to their low merit, filed writ petitions in the Lahore High Court, Lahore challenging the method of induction against 10% Women quota. The Honourable Court decided the case in their favour on 27.01.2011. Consequently, ten male candidates i.e. 08 from Punjab and 02 from K.P.K lost their allocation while 10 female candidates i.e. 08 from Punjab and 02 from K.P.K were to be adjusted, instead. 08 female candidates from Punjab and 01 female candidate from K.P.K was allocated whereas allocation against remaining one vacancy of K.P.K could not be made due to non-availability of female candidate and the vacancy was carried forward to the next examination.

3.21 Since 10 male candidates who lost their allocation had completed their CTP/STP and were working in their respective Ministries/Divisions/Departments, the Commission recommended that the Government may consider creation of 10 additional vacancies to accommodate these officers so as to avoid hardship and unnecessary litigation. The Prime Minister has approved creation of additional 10 vacancies of Information Group for their adjustment.

Conduct of Personal Hearing

3.22 In terms of Section 7 of FPSC ordinance, 1977, total 50 candidates were given personal hearing by the Commission during the period under report and 17 candidates were given relief on the basis of their viewpoint/explanations given during the personal hearing.

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

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

4.2 During the year-2011, FPO Examinations conducted by the Commission and their results were as per following details:

S#.	Name of Group/ Service	Appeared	Pass	Fail	Absent
1.	Commerce & Trade Group	36	12	24	01
2.	Foreign Service of Pakistan	32	26	06	--
3.	Information Group	42	37	05	--
4.	Inland Revenue Service	65	37	28	03
5.	Military Lands & Cantt. Group	03	02	01	--
6.	Office Management Group	30	17	13	01
7.	Pakistan Audit & Accounts Service	59	15	44	06
8.	Pakistan Customs Service	42	39	03	02
9.	Police Service of Pakistan	36	35	01	--
10.	Postal Group	07	03	04	03
11.	Railways (C & T) Group	16	06	10	01
12.	District Management Group	52	Result Awaited		--
Total		420	229	139	17

Competitive & Promotional Examination

Promotional Examination 2010 for Recruitment to Posts of Section Officers

4.3 Promotional Examination 2010 for recruitment to Posts of Section Officers was conducted from 28-12-2010 to 31-12-2010 at FPSC Headquarters and its Provincial Offices. Result of written examination was declared on 23-04-2011. Out of 993 candidates who appeared in the examination, only 82 qualified in written part. Interviews of these candidates were conducted at Islamabad from 26-05-2011 to 01-07-2011. 78 candidates were declared finally qualified after interviews. 50 candidates were recommended for appointment against available vacancies of Section Officers.

Promotional Examination 2011 for Recruitment to the Posts of Section Officers for AJKC

4.4 Promotional Examination 2011 for AJK Council for recruitment to the Posts of Section Officers was held from 06-04-2011 to 09-04-2011 at Islamabad. Out of 24 applicants, 18 appeared in the written examination. Result of written examination was declared on 01-07-2011 and 06 candidates qualified the examination. Interviews of these candidates were held on 11-07-2011 at Islamabad. Final result was declared on 18-07-2011. Three candidates were nominated against three posts of SO AJK Council.

Combined Competitive Examination-2011 (G.B)

4.5 A Combined Competitive Examination for recruitment of Assistant Commissioner (BS-17), Section Officer (BS-17), Project Manager (BS-17) and Development Officer (BS-16) in Gilgit-Baltistan was held at Gilgit, Skardu, Karachi and Islamabad from 16-05-2011 to 21-05-2011. Out of 4,125 applicants, 2,231 candidates appeared in the written examination. The result of the written examination was declared on 19-12-2011. In all 278 candidates qualified the written examination. Interviews of qualified candidates are scheduled to be conducted in February and March 2012.

Psychological Assessment

Psychological Assessment of Candidates Qualified in Competitive Examination 2010

5.1 Psychological Assessment of candidates of CE-2010 which started in December 2010 continued for remaining 490 candidates during the year 2011 and was completed on 14-04-2011.

Post Selection Data Analysis

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

- a) Correlation coefficients were computed on the data of 637 candidates who appeared for Psychological Assessment CE-2010, to see the relationship of three modes of Assessment i.e. Psychological Assessment, Written Examination and Viva Voce. All coefficients of correlation were found positive in direction.
- b) Inter correlation were also computed between ability tests and different modes of assessment i.e. Written Examination, Psychological Tests and Viva-Voce to provide empirical basis for their utility in future.
- c) Norms of three ability tests and one personality test were developed and updated on the data of 637 candidates.
- d) Items analysis of two personality tests used in CE-2010 were conducted to see the efficacy of items.
- e) Expectancy tables were computed and constructed for determining the position and fall of the candidates.

Research Studies

- a) A study titled "District-Wise Allocation" was conducted on data of CE-2008-2010 to see the representation of candidates from different Regions/Districts of Pakistan.
- b) A study related to candidates suggestions in respect of flaws and improvement in CSS examination was conducted.
- c) A detailed study was carried-out on the subject "Mismatch between FPSC and CTP Ranking" in the light of CSA report on 38th (CE-2009) Common Training Programme with reference to

performance of Probationers at CTP and FPSC i.e. written examination, viva-voce, psychological marks/grading and performance in compulsory and optional subjects.

- d) As a follow-up study of CSS candidates for 37th Common Training Programme (CE-2008), 14 problematic cases identified by Civil Services Academy (CSA) in CTP were examined in detail and report was submitted to the Chairman and Members of Viva-Voce Board for their information and guidance. In the study, it was concluded that problematic probationer officers generally reflected poor discipline, casual attitude and inability to mix up with others and it was proposed that these aspects need to be especially identified and registered during psychological assessment and interviews.

Psychological Assessment of Armed Forces Officers for Induction through CE-2010

5.3 For induction into Civil Services, nomination of 32 Officers of Armed Forces was received from GHQ. Psychological Assessment of these Officers was carried out at Islamabad from 27.07.2011 to 03.08.2011.

Preparation of Psychological Assessment of CE-2011

5.4 In order to select Test Battery, psychological tests and their related materials were studied. Different tests were identified and examined. The revision and final selection was made on the basis of research data of various personality and ability tests. Following new tests were also constructed to be used for psychological assessment:-

- a) Seven personality tests for use in the Psychological Assessment of CE-2011.
- b) 140 situational tests were reviewed and new one devised for use in CE-2011

Conduct of Psychological Assessment of CE-2011

5.5 For 882 candidates qualified in written examination of CE-2011, Psychological Assessment started from 09-12-2011 at Islamabad Centre. Assessment of 160 candidates was completed till the end of the year under report. The same will continue for remaining 722 candidates during January to May 2012.

Section-VI

IT Services

6.1 During the year 2011, IT Wing kept focusing on processing of applications for various recruitment cases and strengthening of online services for the applicants. A new online facility to view admission certificate particulars including roll number, date & time of the test, centre details etc., was provided to the candidates with effect from phase-III of Professional and Screening Tests 2011 for general recruitment cases. This has been in addition to the intimation sent to the candidates through SMS and hardcopy of admission certificates dispatched through postal service. In order to verify the particulars of computerized national identity cards of the candidates of competitive examinations, the online database access facility (VERISYS) from NADRA was acquired. The process of finalization of PC-1 for Phase-II of Online Recruitment System continued. IT Security Policy for FPSC was prepared and forwarded to National Telecommunication Information Security Board (NTISB) for review.

6.2 Details of activities performed by IT Wing during the year were as follows:

Online Application Submission Facility

6.3 Facility to apply online was extended by FPSC to all posts in BS-17 in April 2011. Prior to that, the facility was available for jobs in BS-18 and above. Overall 35,454 applications were received online for general recruitment cases whereas 1,920 online applications were received for CE-2012 up to the closing date i.e. 31st December, 2011.

Online CNIC Verification

6.4 The online database access facility (VERISYS) from NADRA has been obtained to verify the particulars of Computerized National Identity Cards (CNICs) of the candidates for competitive examinations so that no concealing or forged information pertaining to CNIC could be provided by any candidate to the Commission.

SMS Based Information Delivery System

6.5 Over 125,000 SMS were sent to the candidates on their given mobile phone numbers regarding major events requiring contact with them including acknowledgement of application, call for test/interview, intimations regarding personal hearing etc. This service has been in addition to the paper based intimations sent through postal services to the candidates.

CSS Examination

6.6 All 13,071 applications for CE-2011 were processed for the conduct of Competitive Examination held in February-March 2011. Additional bio-data sheets of the written qualified candidates of CE-2011 were generated. Applications of armed forces officers for induction to CSS were also processed. Pre-scrutiny eligibility reports were generated and the identified deficiencies were conveyed to the applicants before start of written examination.

General Recruitment

6.7 A total of 69,863 applications, received for various posts of general recruitment were processed (including 35,454 applications received online for posts in BS-17 and above). Summary bio-data sheets of 2,016 candidates were produced for conduct of interviews. Reports were generated and provided to the Recruitment Wing.

Professional and Promotional Examination

6.8 4,126 applications for Competitive Examinations for Gilgit Baltistan and AJ&K were processed. Summary bio-data for 78 written qualified candidates for Promotional Examination 2010 for recruitment to posts of Section Officers were also generated.

Ministerial Staff Recruitment for FPSC

6.9 Overall 6,297 applications received for recruitment to various posts upto BS-15 for FPSC Secretariat were processed for conduct of written tests and interviews.

IT Security Policy

6.10 Keeping in view information security concerns of the digital age by virtue of widespread use of internet, and in line with directions of National Telecommunication Information Security Board (NTISB), draft IT Security Policy for FPSC was prepared and forwarded to NTISB for their review. Certain additions in the same were subsequently proposed by NTISB. The revised draft was forwarded to NTISB in December 2011 for their concurrence. The policy will be implemented upon its approval.

Human Resource Management Information System

6.11 Human Resource Management Information System for FPSC has been revamped to meet requirements of HR Directorate. A data collection proforma for this purpose was developed and circulated to all officers/officials in order to populate the database for subsequent queries and reports generation.

Online Recruitment System (Phase-II)

6.12 Former Justice Rana Bhagwandas, Chairman FPSC invited Secretary Information Technology in December 2011 for a meeting to review progress on finalization of PC-1 for Phase-II of Online Recruitment System of FPSC. Two meetings of the Steering Committee headed by Major General Ovais Mushtaq Qureshi (Retd), Member were also held for finalization of recommendations for the PC-1. The proposed system aims to provide computer based testing facility at various offices of FPSC. Heads of all the Wings of FPSC and senior officers of Electronic Government Directorate (EGD) are members of Steering Committee.

Website Management

6.13 Official website of FPSC (www.fpsc.gov.pk) has been the major source for dissemination of information to the candidates. All advertisements, events and major activities of interest to the candidates and general public were uploaded well in time on the website.

Section-VII

Curriculum Development, Research and Liaison

Designing Schemes of Tests and Syllabi

7.1. Curriculum and Research (C&R) Wing of the Commission has been assigned the task of designing schemes of tests and syllabi for all posts advertised by the Commission in Basic Scale 16 and above. In this context schemes of tests and syllabi were designed for 172 cases of recruitment comprising 733 posts during the year 2011.

Seminar for Career Counselling at Different Districts of Sindh (Rural)

7.2. Federal Public Service Commission (FPSC) conducted career counselling seminars from 19th to 22nd March 2011 in Sindh (Rural) areas at State Life Auditorium, Mirpur Khas, Suria Badshah Complex, Umerkot and Marvi Girls College, Badin. Objective of these seminars was to apprise the students about Central Superior Services & the requirements of CSS Competitive Examination and General Recruitment carried out by FPSC. Dr. Kaneez Sughra Junejo and Mr. Ghalib-ud-Din Members FPSC, delivered talks to students and faculty of above mentioned institutes on Central Superior Services of Pakistan and requirements of CSS Competitive Examination, which comprises a written examination, psychological tests and an extensive interview. The participants were also briefed about the Provincial quota of Sindh (Urban & Rural) and the facts that several vacancies from both these areas are not being filled for the last two-three years, as the candidates appearing at the CSS Examination are not able to qualify the written examination especially English (Essay) and English (Précis & Composition).

7.3. The seminars were very interactive as the students/ prospective candidates, as well as Faculty Members put many questions on various aspects of the Central Superior Services as well as the Competitive Examination. They were encouraged to appear in the CSS Examination as the Federal Government needed qualified and quality officers from Sindh to serve in the Federal Services.

Career Counselling at Bahaud Din Zakariya University, Multan

7.4. FPSC conducted another career counselling seminar on 22nd March 2011 at Bahaud din Zakria University, Multan on "Awareness about Central Superior Services and General Recruitment Examination" where an informative lecture was delivered by Mr. Muhammad Kashif Murtaza, Member

FPSC. The seminar was highly appreciated by the University management, faculty members and students.

7.5. This career counselling session was also inter-active and whole heartedly participated by the audience. The FPSC Member satisfied the audience and encouraged the intending candidates to appear in the CSS Examinations and General Recruitment tests. Certain suggestions made by the participants are under consideration of the Commission.

Career Counselling Programmes at other Institutions

7.6. Career Development Centre (CDC), established by Gender Reforms Action Plan (GRAP) at University of Agriculture Faisalabad is working as Information Centre of Federal Public Service Commission since December 2007 as per MoU signed between two Organizations. The CDC organised Career Counselling Seminars on FPSC Competitive Examinations & General Recruitment System with collaboration of Gender Support Units (GSUs), Gender Reform Action Plan (GRAP) in Lahore College for Women University, Sub-Campus, Jhang on 21st April and Fatima Jinnah Degree College for Women, Abdullahpur Faisalabad on 23rd April 2011. These seminars were organized successfully and appreciated by participants and management of the Colleges.

Meetings of Central Selection Board

7.7. Meetings of Central Selection Board (CSB) were held on 23rd & 24th September and 3rd October 2011, under the Chairmanship of Former Justice Rana Bhagwandas, Chairman FPSC. The CSB considered and recommended promotion cases of officers in BS-19 & BS-20 to BS-20 & BS-21 respectively belonging to Police Service of Pakistan, District Management Group, Secretariat Group, Railways Group, Information Group, Postal Group, Foreign Service of Pakistan, Inland Revenue Service, Planning & Development Division and Intelligence Bureau.

Visit of Islamabad High Court Bar Association to FPSC

7.8. A delegation comprising 12 Members of Islamabad High Court Bar Association led by their President visited the FPSC on 23rd July, 2011. Director General (Research) FPSC made a presentation on the composition and functions of the Commission and its recruitment procedure. During the question answer session, Former Justice Rana Bhagwandas, Chairman FPSC briefed the participants on the steps taken to ensure transparent and merit base recruitment system of the Commission. The delegation was also taken for a visit of FPSC Library, IT Wing and Examination Halls, who appreciated the element of transparency in the recruitment and selection system of the Commission.

Meeting of Inter Public Service Commissions at Peshawar

7.9. Tenth meeting of Inter Public Service Commissions (IPSC) was held on 22nd October, 2011, under the Chairmanship of Former Justice Rana Bhagwandas with the courtesy of KPK Public Service Commission Peshawar. Issues related to functioning of various Public Service Commissions and mutual cooperation within the forum were discussed. It was decided that efforts will be made to utilize IT based techniques for speeding up the process of recruitment. The Federal and Punjab Public Service Commissions, which are already benefitting from such techniques, have offered to extend their software and expertise to other Provincial Public Service Commissions. It was also decided that the candidates should be facilitated and informed of their application status. In hardship cases, candidates should be given relief on case to case basis.

Visit of ISSB Team to FPSC HQs. Islamabad

7.10. A team comprising 08 Officers from three services of Pakistan Army/Navy/Air Force headed by President ISSB visited FPSC to share experiences about Interview Techniques and Psychological Testing on 28th November, 2011. During the meeting, Mian Muhammad Sarwar D.G. (Research), made a presentation on the functioning of FPSC and Interview Techniques. Miss Fatima Zehra, EDG briefed the participants on Psychological Testing Techniques being employed in the FPSC. Maj. Gen. (R) Ovais Mushtaq Qureshi, Member FPSC shared his experience on the Interview Techniques and procedure being adopted by the Commission for selection of most suitable persons for Civil Services of Pakistan. ISSB team also shared their experiences in selecting candidates for Armed Forces and expressed appreciation to the FPSC for sharing their experiences with ISSB team.

Meeting of Chairman/Members of Public Service Commissions with Chairman, Higher Education Commission (HEC)

7.11. In pursuance of a decision taken in 10th Inter Public Service Commissions meeting held on 22nd October, 2011 in KPK Public Service Commission, a meeting was held under the Chairmanship of Former Justice Rana Bhagwandas, Chairman FPSC with Chairman and Executive Director of Higher Education Commission (HEC) as well as representatives from Provincial Public Service Commissions on 30th November, 2011 in the FPSC HQs, Islamabad. Four agenda items relating to (i) equivalence and recognition of Degrees (ii) two parallel systems of education running in Pakistan (iii) timely issuance of Degrees by Universities and (iv) varying nomenclature of Degrees issued by Universities/Degree Awarding Institutions

were discussed in detail. At the end, Chairman FPSC felt that interaction of PSCs with HEC was found very useful and should be continued in future also.

Visit of Chairman FPSC to College of Physicians and Surgeons Pakistan

7.12. While addressing Graduates at the 45th Convocation of College of Physicians and Surgeons Pakistan on 10th December, 2011, Former Justice Rana Bhagwandas, Chairman FPSC expressed his view that they must look at their graduation not as an ultimate objective but as a stepping stone towards a wider horizons that opened before them. He also advised the passing out specialists that reputation of a person in any field is dependent not only on his or her professional acumen, which formed its very base, but also on one's behaviour towards one's patients and the ethical standards one adopted for oneself. Moreover, he observed that there were many parallels between the judiciary and the medical practitioners as both were governed by the urge to serve humanity. He also appreciated the Management of the College for setting up a vast network of the Institute within the Country as well as abroad and providing highest standard of learning, training, research facilities and assessment for its fellowships and diploma programmes with international recognition.

Meeting of Chairman FPSC with Secretary IT & Telecom Division

7.13. Chairman FPSC invited Secretary IT & Telecom Division in December, 2011 for a meeting to review process of finalization of PC-I for Online Recruitment System of FPSC (Phase-II). The PC-I is being developed by Electronic Government Directorate in order to enhance the existing IT infrastructure of FPSC and provision of Computer Based Testing (CBT) System.

Recognition and Equivalence of Qualifications and Degrees

7.14. In case of any discrepancy occurring in contents of a degree possessed by candidates for the specified educational requirements, its equivalence is to be determined. Advice on recognition of the Degree Awarding Institutes is also obtained and tendered to the Commission and its Secretariat by Curriculum and Research Wing of the Commission. During the year, 75 such cases were finalized in consultation with the Higher Education Commission and Pakistan Engineering Council.

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

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

Name of Member(s)	Name of University
Mr. Suhail Safdar	Quaid-i-Azam University, Islamabad.
Mr. Muhammad Kashif Murtaza	Allama Iqbal Open University, Islamabad.
Mr. Naguibullah Malik	National Defence University

FPSC Information Centres

7.16. The Commission tries its best to provide maximum information to the intending candidates on jobs advertised by it. For this purpose, the Commission, besides its Provincial and Regional Offices, has established Information Centres in various universities and colleges in remote areas, Officer Incharge of Information Centre provide application forms, syllabi and informative material on recruitment system of FPSC to the intending candidates. All advertisements released by the Commission are displayed at the Information Centres to facilitate university students and prospective candidates. These FPSC Information Centres have been established at the following places:

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

FPSC Publications

7.17. As required under Section 9 of the FPSC Ordinance 1977, Annual Report of the Commission for the year 2010 was prepared and presented to the President's Secretariat (Public). Consent of the President of Pakistan was awaited by end of the year.

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

Policy Decisions of FPSC

7.19. Important decisions taken by the full Commission in its meetings held from 1964 to June 2011 were compiled in booklet for internal use of the Commission and its Secretariat.

Analysis of Post Selection Data Concerning CSS Competitive Examination 2010

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

Allocation of Groups and Services to Selected Candidates

7.21. There were 11,888 candidates who applied for the Competitive Examination 2010. Out of them, 7,759 (65%) appeared and 628 (8%) finally qualified the examination. Establishment Division reported 271 vacancies, whereas 205 candidates were inducted into various Occupational Groups/ Services. Allocation could not be made against 66 vacancies reserved for Sindh (R), Sindh (U), Balochistan, Punjab and GBFATA, as required numbers of qualified candidates were not available against the reserved quotas. These vacancies have been carried over to the next year and will be allocated to eligible qualifying candidates of the respective provinces/regions only. Detail is given in Appendix-XVI (Table-1). Group/ Service wise allocation of candidates is displayed in the graph as under:

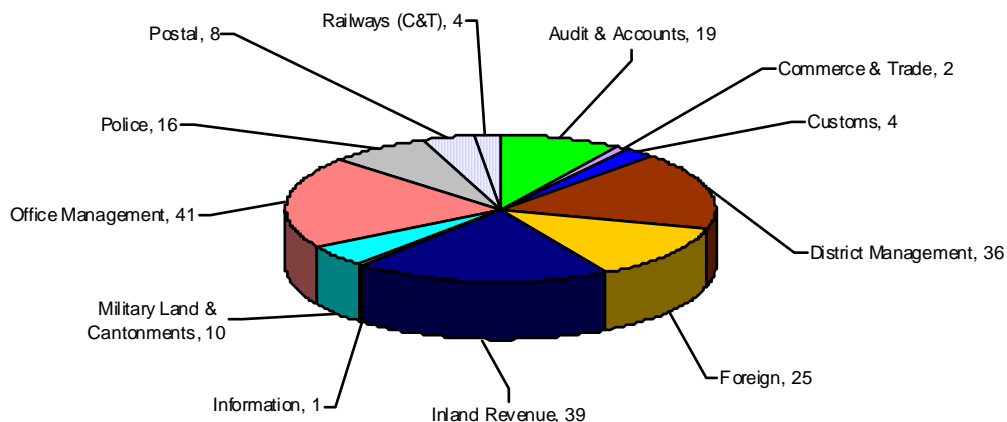


Figure 1: Occupational groups and services wise break-up of allocated candidates

Domicile-Wise Performance of Candidates

7.22. Out of 7,759 candidates who appeared in written exam, 4,210 (54%) were from Punjab, followed by KPK 1210(16%), Sindh (Rural) 903(12%), Sindh (Urban) 515(07%), Balochistan 393(05%) GBFATA 341(04%) and AJK 155 (02%). Number of candidates who finally qualified was 70% from Punjab, KPK 15%, GBFATA 05%, Balochistan 04% Sindh (Rural) 03%, and Sindh (Urban) 02%. In final selection, share of candidates from Punjab was 112 (55%), KPK 33(16%), Sindh (Rural) 19(09%), Balochistan 14(07%), Sindh (Urban) 12(6%) and GBFATA 11(05%).

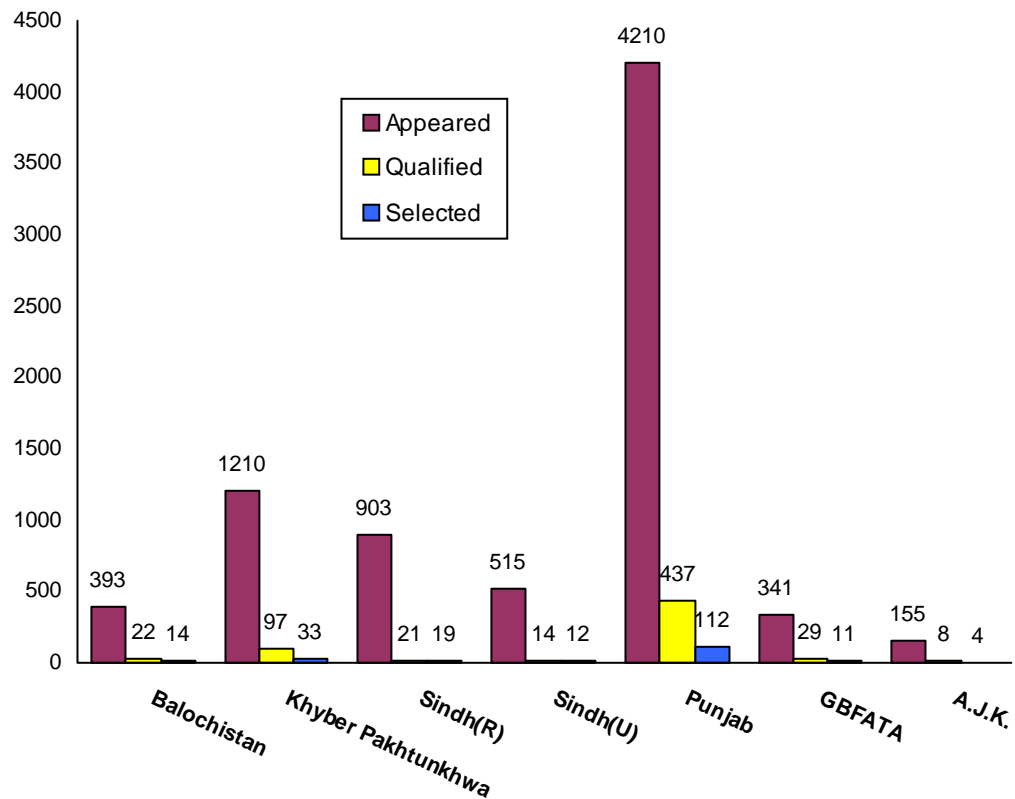


Figure 2: Domicile wise break-up of candidates

7.23. Domicile-wise ratios of appeared vs qualified candidates indicate that in written part examination, out of 4210 candidates from Punjab who appeared in the written examination, 437 qualified, giving a percentage of 10.4 which has been the highest among other domiciles. Similarly, the performance percentage of GBFATA was 8.5%, KPK 8%, Balochistan 5.6% and AJ&K 5.2%. The performance of Sindh(R) and Sindh (U) remained at 2.3% and 2.7% respectively.

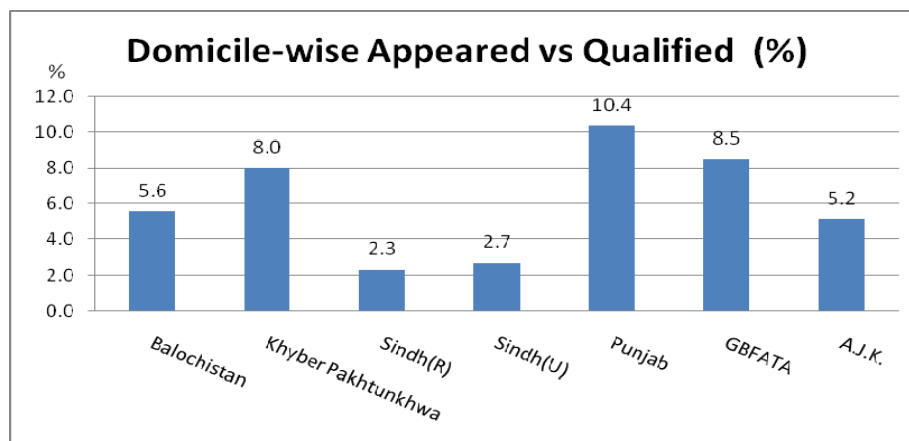


Figure 2.1: Domicile-Wise Performance Ratios of Candidates in Written Part Examination

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

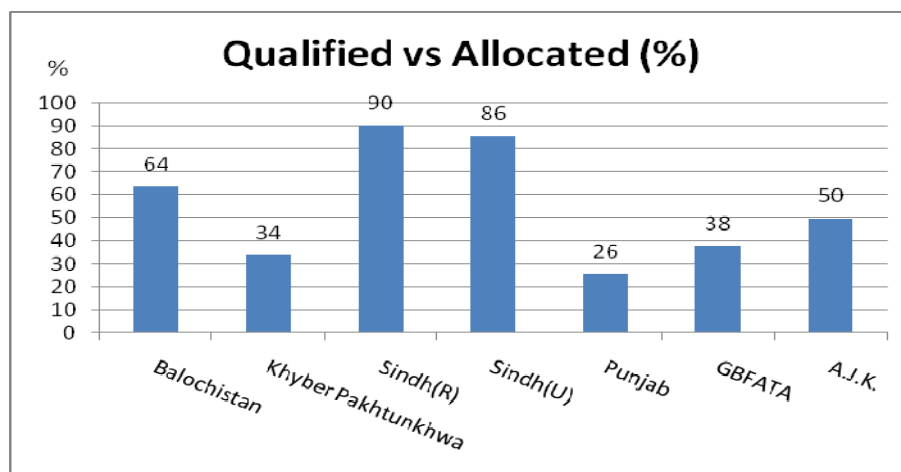


Figure 2.2: Province-Wise Ratio of Written Qualified vs Allocated Candidates

Father's Education

7.25. Statistics regarding educational status of fathers of appeared candidates in the examination, showed that 43% of them were Graduate and above or Professional Degree holders like MBBS, BSc Engineering etc. while 31% were Matriculate or below. In final selection, their share remained as 50% and 30% respectively. It was observed that performance of candidates whose father had qualification of Post Graduate or above was far better than others as they obtained 26% share in final selection against their appearance of 17% in the examination (Appendix-XVI Table-3).

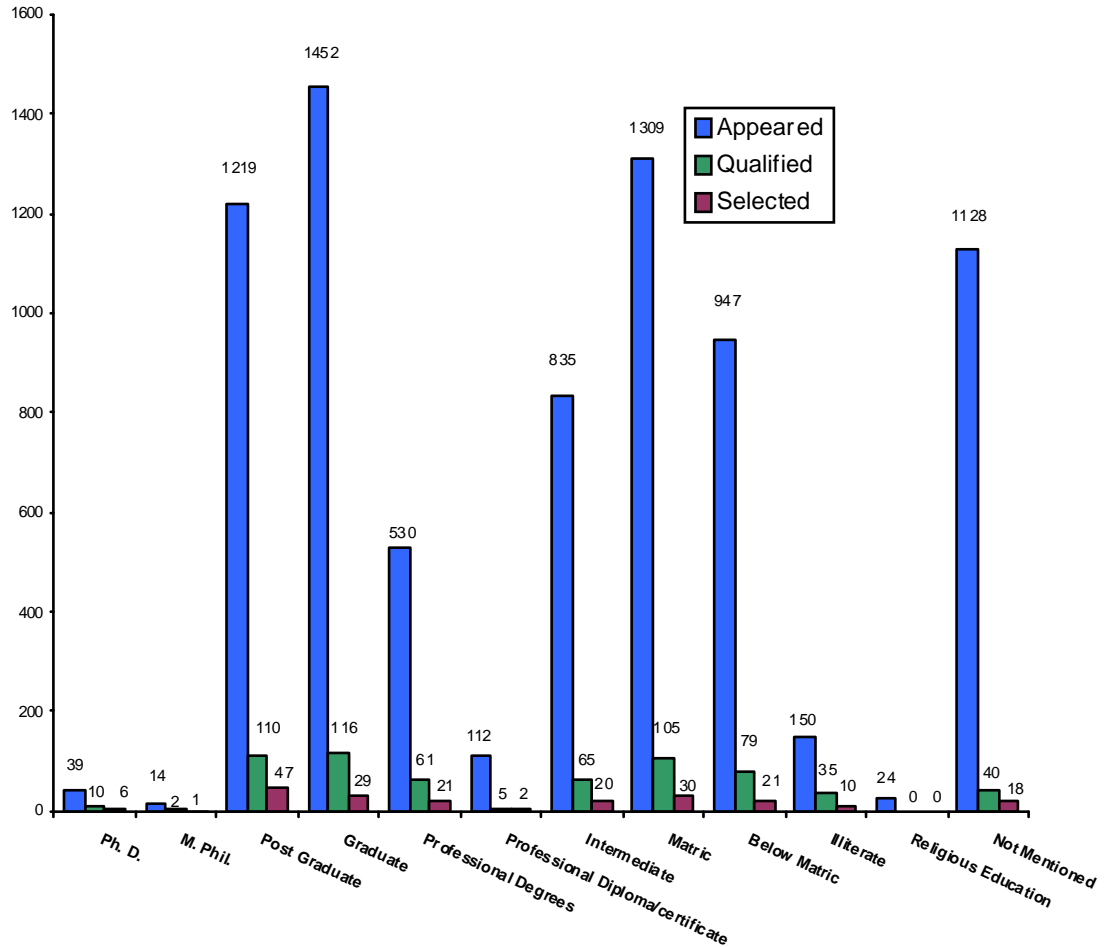


Figure 3: Fathers' education-wise break-up of candidates

7.26. Father's education-wise performance ratios of appeared vs written qualified candidates indicate that performance of the candidates whose fathers were Ph.D remained highest (26%) in qualifying written part. Overall trend shows that there has been a direct relation between father's education and performance of the candidates. However, it is to be noted that the performance of candidates whose fathers were illiterate was also good (23%).

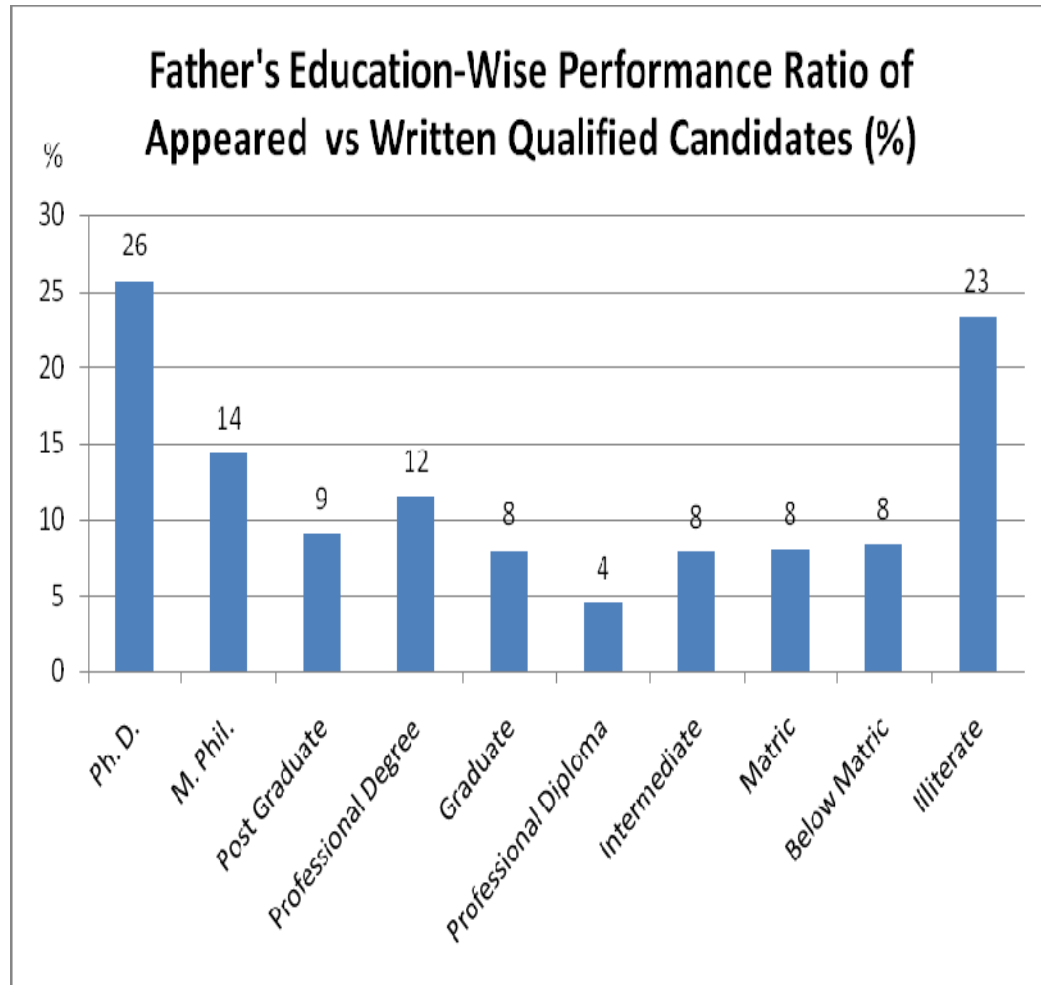


Figure 3.1 Father's Education-Wise Performance Ratio (%) of Candidates

Fathers' Occupation

7.27. Impact of fathers' occupation on performance of their offspring was studied and relative share of the candidates in final selection with respect to their father's occupation. Share of selected candidates whose parents were retired from various services was 21% followed by Agriculturists 17%, Businessmen 16% and Administrative 12%. It reveals that performance of candidates whose fathers had retired from various services (21%) and administration jobs (12%) in final selection was higher than other occupations as compared to their appearance in examination which stood at 14% and 7% respectively (Appendix-XVI, Table-4).

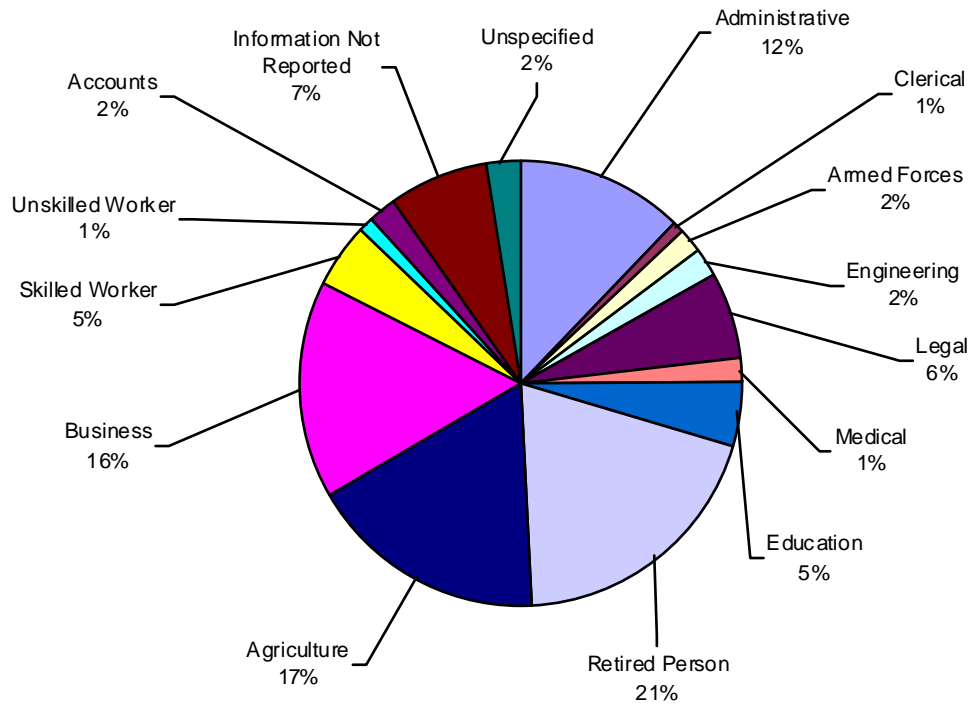


Figure 4: Share of the candidates in selection w.r.t. their father's occupation

Family's Income

7.28. Data indicates that 12% candidates who appeared in Competitive Examination belonged to families having income in the range of Rs. 4 - 6 Lac per annum while in final selection, they got 19% share. On the other hand 52% candidates who appear in examination belonged to families having income below 4 Lac while in final selection they got 40% share. However, 28% candidates appeared in written exam belonged to families with income in the range of Rs. 4 Lacs and above per annum and their share in final selection was 46%. Selection of candidates with respect to their family income range is reflected as below (Appendix-XVI Table-5):-

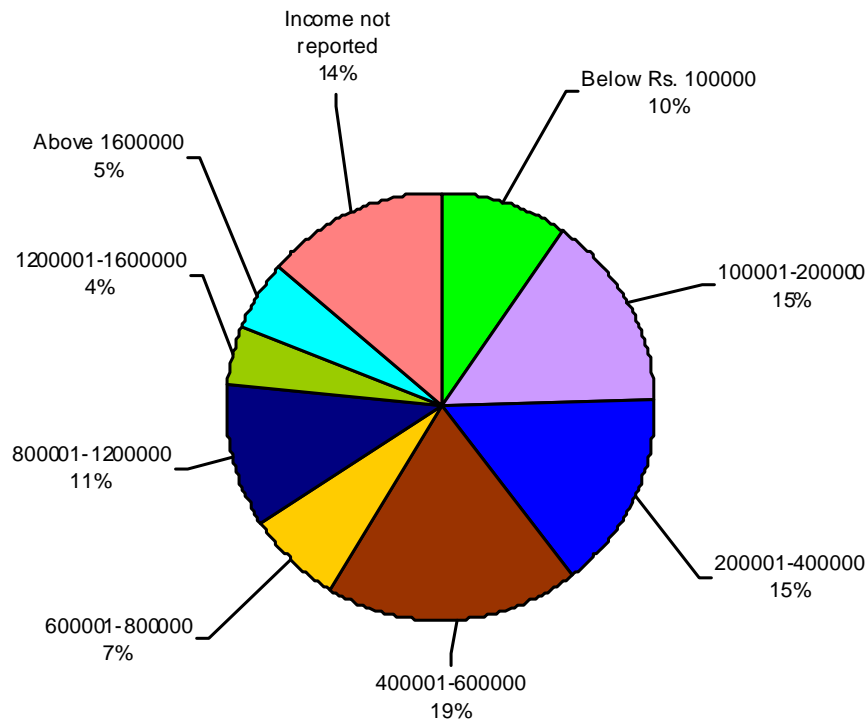


Figure 5: Selected candidates according to their family income.

Gender and Marital Status-Wise Participation

i) Gender Wise Position

7.29. Out of 7759 candidates who appeared in the written examination, 76% were male and 24% female. In final selection, 77% male and 23% female candidates were allocated to various Occupational Group/Services. The study showed that female candidates have slightly decreased their ratio in final selection against their appearance (Appendix-XVI, Table-6).

ii) Marital Status

7.30. Statistics showed that out of 7759 candidates who appeared in written exam, 76% candidates were male. Among them, 65% were unmarried and 11% were married. The same ratio remained at finally qualified stage. On the other hand 22% unmarried and 2% married female candidates appeared in the examination and got almost same share in finally qualified stage whereas 21% unmarried and 2% married female candidates were selected through CSS Competitive Examination. It reveals that unmarried male and female candidates performed slightly better against their married counter-parts (Appendix-XVI, Table-6).

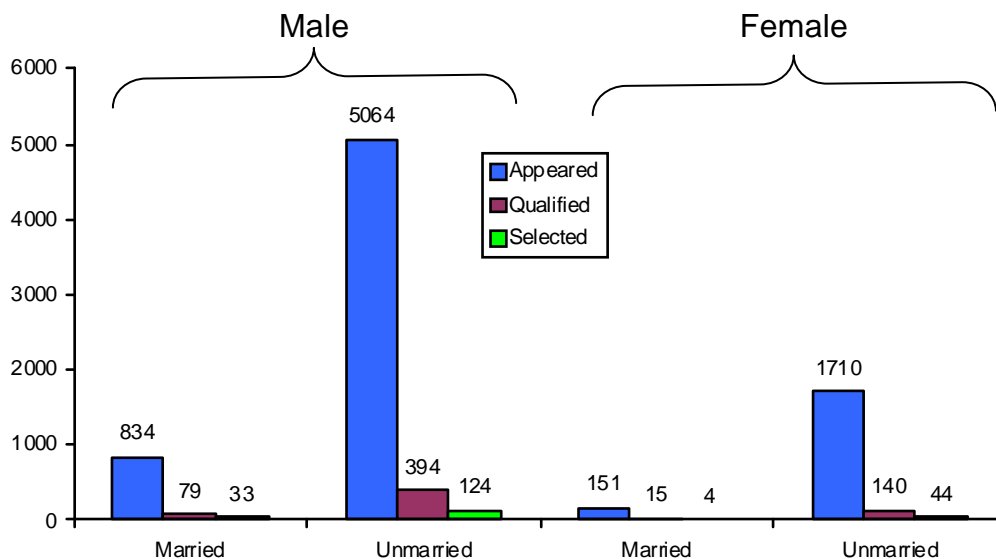


Figure 6: Gender and marital status wise break-up of candidates

Age Group of Candidates

7.31. Study revealed that majority of candidates (85%) who appeared in the examination fall within age groups of 23-29 years, out of which 76% were finally selected. However, performance of the candidates in age group of below 23 was better than other age groups with 16% share in final selection against their appearance of 9% (Appendix-XVI, Table-7).

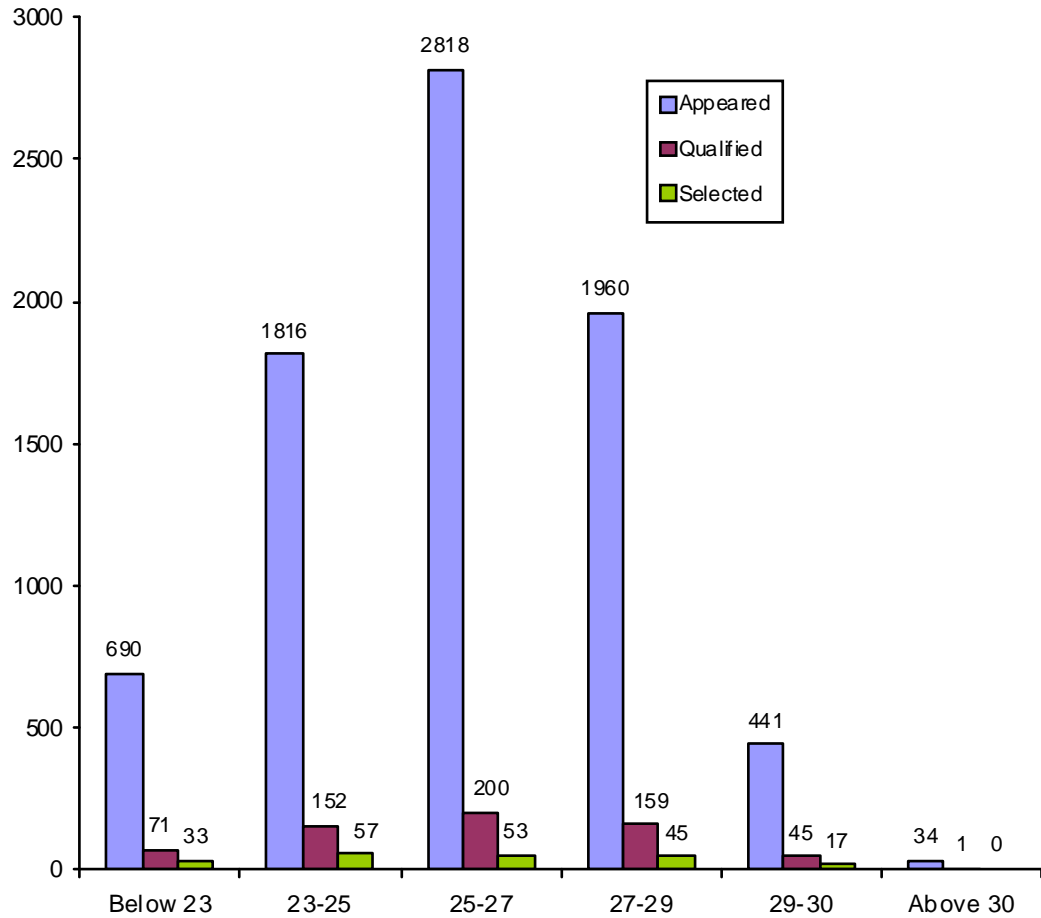


Figure 7: Age-wise break-up of candidates

Secondary Schooling

7.32. Out of 205 selected candidates, 66(32%) got their secondary education from Provincial Government Schools against their appearance of 39%, followed by 55 (27%) those who got education from Private Schools against their appearance of 25%. In final selection, the share of candidates who studied from Forces/Garrison schools was 14% against their appearance of 7%, which was comparatively far better than other schools (Appendix-XVI Table-8)

Appeared Candidates (Figure 8-a)

Selected Candidates (Figure 8-b)

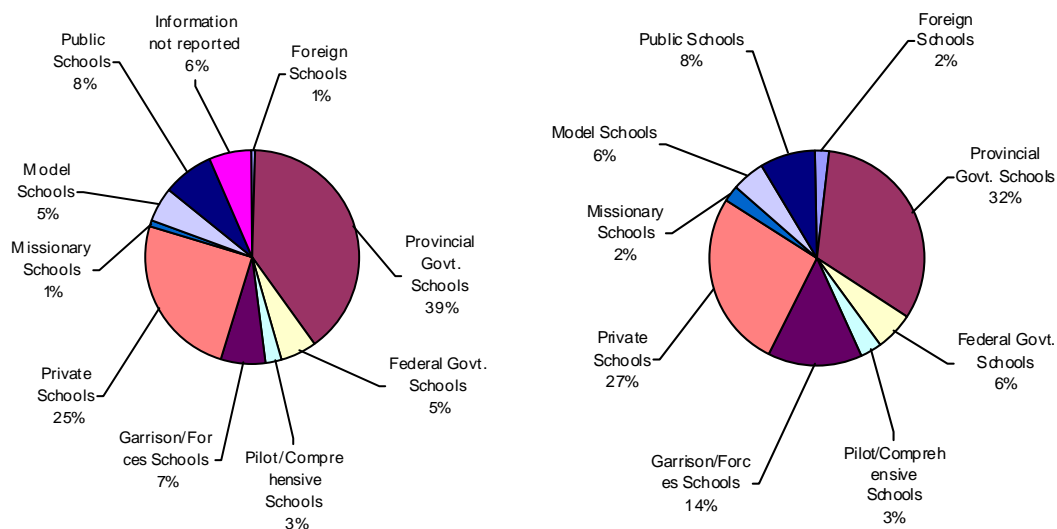


Figure 8: Appeared (8-a) and Selected (8-b) candidates according to types of secondary schools.

University Education

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

7.33. 45% of candidates who appeared in CSS written exam were 2nd Division holders in their last academic degree, followed by 44% candidates who were 1st Division holders. In final selection, 50% candidates were 1st Division holders.

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

7.34. Data shows that 38% of appeared candidates hold Masters Degree, 27% Bachelor Degree, 9% Law Graduates and 5% Engineering Degree. In final selection share of Masters Degree holders was 47%, followed by simple graduates (24%), Law Graduates (11%) and Engineering Degree Holders (8%). Analysis reveals that major share in final selection went to Master Degree Holders. It showed candidates having Law Graduation and Engineering Degrees performed better than other degree holders and got higher share in selection against their appearance percentage in the examination. More detail is shown in figure below (Appendix-XVI, Table-9).

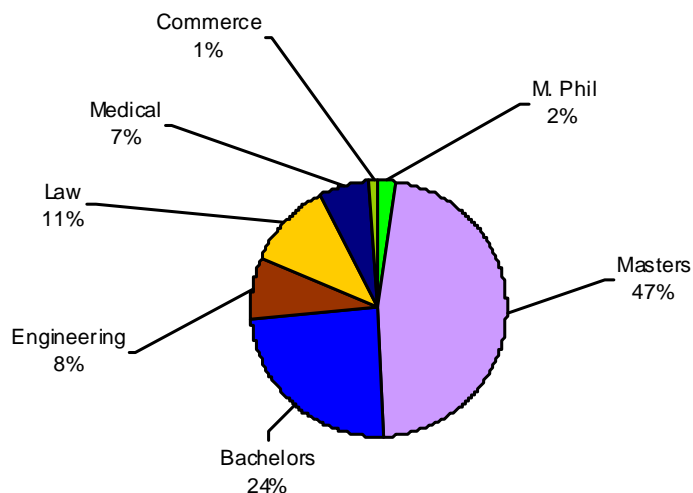


Figure 9: Share in Final Selection according to last academic degree

Previous Occupation of Candidates

7.35. Data showed that 63% candidates who appeared in the examination were unemployed, whereas 9% candidates belonged to education jobs, 8% serving in administrative jobs, 4% related to legal background, 2% related to Clerical, Accounts, Engineering, Private Services, Business, Skilled Workers and 1% each to Medical/Agriculture Jobs. In final selection, unemployed candidates got 45%, 18% candidates were serving in administrative jobs, 12% in education jobs, 8% were Skilled Workers, those with legal background were 4%, Business/Engineering/Medical Graduates were 3% each and Accounts 2%. Data showed better performance of the candidates having Administrative Positions followed by jobs in Skilled Professions, Medical Professions, Education and Engineering fields (Appendix- XVI, Table-10)

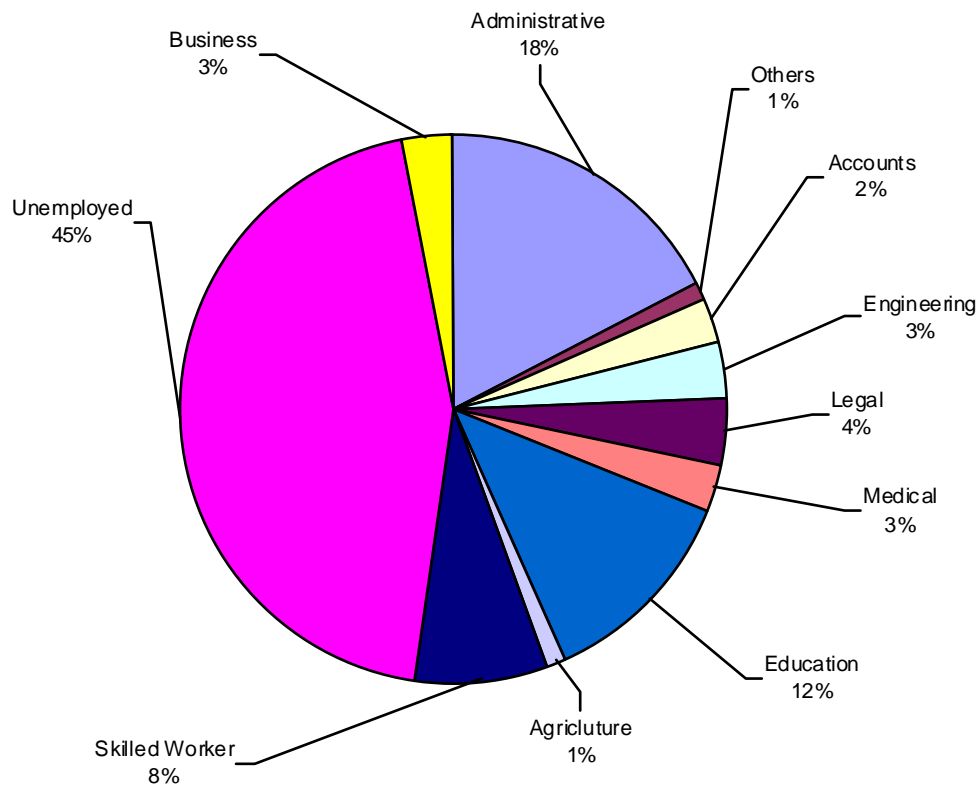


Figure 10: Occupation wise share of candidates in final selection

Performance of Candidates in Compulsory Subjects

7.36. Study of candidates qualifying written examination of CSS showed that 67% candidates in English (Precis & Composition), 23% in Islamiat, 20% in Every Day Science, 2% in English Essay and 1% in Pakistan Affairs got above 60% marks in the said subjects. Analysis showed that performance of qualified candidates in written examination in the subject of English (Precis & Composition), Islamiat and Everyday Science were much better than other compulsory subjects (Appendix-XVI, Table-11).

Observations of Examiners on Performance of Candidates in Written Part of CSS Examination 2010

7.37. Following general observations are made by the examiners on performance of candidates in written part of the CSS Competitive Examination 2010:

A. Compulsory Subjects

7.38. **English Essay:** Most of candidates lacked in presenting the relevant material, even the basics of essay writing, like paragraph and punctuation. Some candidates did not complete the essential requirements of topics and produced text without arriving at any conclusion. The candidates should try to improve their skill of writing a good essay.

7.39. **Current Affairs:** Majority of the candidates seemed to depend on the guide books which showed their lack of in-depth study of National and International Affairs whereas, some of the candidates performed well in MCQ part of the paper and secured more than 70% marks. However, their knowledge and awareness on the relevant issues was not good. Time management for answering each question was not given due consideration.

7.40. **Pakistan Affairs:** Performance of majority of the candidates was of an average level. They could not understand the spirit of the question and did not follow the instructions related to the questions. Few candidates obtained above 60% marks while a large number of candidates failed in the paper.

7.41. **Islamiat:** It appears that some candidates could not understand the key concepts asked in the question paper. Their answers were inappropriate to the questions. The substandard text produced by the candidates showed decline in our educational standard. Some answer scripts were of such a low standard that the candidates did not deserve to be CSS examination candidates.

B. Optional Subjects

7.42. **Accountancy and Auditing:** Majority of the candidates produced irrelevant material and did not deliver according to requirements of the questions. Their output was not according to the Accounting Laws. Some candidates made some basic spelling and grammatical mistakes in theoretical questions.

7.43. **Agriculture:** Total 259 candidates appeared in the subject. Out of them, 219 (85%) candidates passed and 78 candidates showed very good performance who obtained more than 60% marks, while 76 candidates secured between 44-59% marks. 65 candidates obtained just passing marks in the paper and their execution was not satisfactory.

7.44. **Arabic:** Performance of almost all the candidates who appeared in the subject was good but their knowledge and information were based on secondary sources. They should study the original sources of Arabic Knowledge with authentic reference to perform better in CSS Examination.

7.45. **Chemistry:** The performance of majority of the candidates was below average. They expressed very poor knowledge of the subject, which was not even upto Matriculation level. Vocabulary, grammar and spellings of their writing were also very poor. The spellings of technical terms were written as "malecule" for molecule, "nuclophyl" for nucleophile, "west" for waste, "Ph" for pH, "settle" for Steel etc. The symbols of elements were written as Br for Barium, Mg for Magnesium, B for Bromine etc. They could not copy some words correctly even from the question paper.

7.46. **Computer Science:** General performance of the candidates was satisfactory. Candidates achieved good marks in objective type questions as compared to subjective part. 6% candidates got outstanding marks, while 61 % candidates secured between 33 % to 64% marks, and 33 % candidates failed in the subject. Majority of the candidates did not have enough technical knowledge required in the subject. Quality of education in Computer Science must be improved in Colleges/Universities especially in Private Sector Universities.

7.47. **Constitutional Law:** Performance of the candidates was hampered due to poor expression in English. They just crammed the material available from guides and test papers by producing irrelevant material, instead of providing the answers according to the theme of questions. Moreover, candidates have not attempted the questions analytically. It was also felt that candidates failed to present their thoughts within the stipulated time. In objective type questions, their performance was also not satisfactory due to poor knowledge of the Laws.

7.48. **Economics:** Overall performance of candidates was good. A reasonable number of candidates obtained more than 60% marks, while 62 % candidates just passed in the subject.

7.49. **European History-I:** 7 Percent candidates got between 60 – 79% marks. 40 percent secured between 44-59% marks. 25 percent candidates obtained between 33-43% marks while 28 percent failed in the subject by getting less than 33 marks.

7.50. **European History-II:** 8 percent candidates got between 60 – 79% marks. 57 percent secured between 44-59% marks. 28 percent obtained between 33-43% marks while 7 percent candidates failed in the subject. The performance of the candidates was better as compared to Paper-I.

7.51. **Geography-I:** Brief descriptions of the responses are assimilated as based on their visual, auditory and tactile approaches. The ability of candidates to present relevant maps, diagram, charts, evolution of physiographic configuration and relief features lacked in many aspects and lacked conceptual designs. Majority of the candidates with casual interest and time constraints were placed in less than 50% marks slabs.

7.52. **Geography-II:** The candidates had critical and in-depth understanding of each of human geography domains such as agriculture, economics, communication, religion, family life, government and history. Candidates applied and appreciated various approaches with unique impact of one civilization on other cultures. Knowledge of candidates, ability to resource base activities with stimulating icon in the world over was fully traced positively. Majority of the candidates secured less than 70% marks.

7.53. **International Law:** Over all standards of the answer scripts was satisfactory. Very few candidates showed excellent performance and acquired marks in A+ grade. Almost, all the candidates attempted direct questions wherever the question required assertive analysis were either not attempted or required criticism was not made properly. Evaluation of papers indicates that theoretical aspects of law have been understood by the candidates but its application which requires legal and technical details had been overlooked by majority of the candidates.

7.54. **International Relations:** Overall standard of the answers were not satisfactory. Majority of the candidate had poor comprehension of the subject. For example a question on “Balance of Terror” which is a general question in the present nuclear-age could not be answered by 95 % of the candidates. They simply discussed balance of power with bookish knowledge.

7.55. **Islamic History & Culture:** Overall, result of the subject was not satisfactory. Out of 1281 candidates, only two candidates have secured 60% marks. 6 percent candidates got between 44-59% marks and 28 percent

candidates have obtained between 33-43% marks. While 66 percent candidates failed in the subject, which is an alarming situation and reflects unawareness of young generation from Islamic History and Culture. Majority of candidates suffered due to poor expression in English.

7.56. **Journalism**: Majority of the candidate had no idea of attempting a particular question and they only reproduced the bookish knowledge available in guide books without understanding of requirement of the question. Some candidates had given answers about Pakistani media whereas they were supposed to answer about the general trends of media. It was observed, that those candidates who have earned good marks in MCQs failed to get good marks in subjective part of the paper.

7.57. **Muslim Law & Jurisprudence**: Knowledge of candidates generally reflects bookish and superficial study with lack of applicability to present times. Majority of the candidates failed to comprehend the call of questions. In some cases, their approach and interpretation in Muslim Law & Jurisprudence was rigid which showed that candidates lacked vast study of the subject.

7.58. **Persian**: Performance of the candidate was satisfactory. Majority of the candidates were ignorant about the current affairs of Iran or new trends in Persian language and literature. Some candidates appeared in the examination without any background in Persian subject. Very few candidates had good Persian knowledge but they were perhaps in hurry and they mixed some questions like AVICENA with AVESTA.

7.59. **Physics**: Almost 85% to 90% of the candidates had attempted same questions and not touched the other questions in the paper. Majority of the candidates lacked in concepts and initiative. Candidates had avoided solving the numerical problems. Preparation of candidates for the examination was very selective and very unusual. Conceptual preparation with the help of latest books on prescribed syllabus is essential for better performance in the subject.

7.60. **Political Science-I**: Performance of the candidates was good as 66 percent candidates got between 40-55% marks. However, majority of the candidates depended on guide books instead of consulting original books. In MCQ part of the paper, most of the candidates got about 50% marks. Their performance was deplorable due to poor expression in English. Knowledge of the CSS candidates should be extra ordinary while answering the questions properly.

7.61. **Political Science-II**: Overall Performance of candidates was an average. It is desired that approach of the candidates in the subject should be analytical and comparative but majority of the candidates did not follow this pattern. They attempted mostly theoretical questions. Only few candidates attempted the questions related to the present condition of the Country.

7.62. **Psychology:** Majority of candidates had poor comprehension/preparation, spelling, writing and presentation of answers in the subject. The role of colleges/Universities needs to be enhanced by improving curriculum, teaching techniques and introducing refresher courses for college teachers. The candidates should develop good communication skills, presentation skills and English language to improve their performance in such competitive examinations.

7.63. **Public Administration:** Performance of the candidates was not satisfactory, only 2 percent candidates got between 60-79% marks. 24 percent secured between 44-59% marks. 46 percent candidates obtained between 33-43% marks while 28 percent failed in the subject. They depended largely on guide books. Majority of the candidates did not know much about the subject as Public Administration was not taught at graduation level.

7.64. **Punjabi:** Generally, the performance of the candidates was not upto the mark. It appeared that majority of the candidates had prepared from the guides or helping books available rather than the authentic text books. They depended upon the notes and lectures given by the academies and coaching centres.

7.65. **Pushto:** Majority of the candidates were well aware of the facts and truth as they had expressed their ideas in a very impressive manner which showed their command in the subject and language. However, performance of those candidates who attempted questions which required assertive analysis, was just average, while performance of candidates who attempted rest of the questions was excellent.

7.66. **Statistics:** Overall performance of candidates was average. Some of the candidates had shown results without showing computation. They also avoided comments and interpretation of the output/results. 20 percent candidates got 69% and above marks in the subject. 16 percent secured between 50-64% marks. 10 percent obtained between 44-49% marks. 19 percent attained between 33-43% marks whereas 35 percent candidates failed in the subject.

7.67. **Zoology:** Performance of candidates was poor as more than 60 percent candidates got below 44% marks. 7 to 9 percent candidates obtained between 60-79% marks while 30 percent candidates secured between 44-59% marks. The synthetic potentials of the candidates were generally poor and one had to struggle hard to search for the correct logic in such attempts. They have a tendency of developing some long irrelevant introduction and produced answers with unnecessary text. Their grasp on the subject was poor and the candidates lacked basic concept of the subject. Performance of majority of the candidates was spoiled by poor expression.

Section-VIII**Redressal of Grievances**

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

8.2. To minimize litigation cases, provision of appeal by aggrieved candidates has been made in Section 7 of the Federal Public Service Commission's Ordinance 1977 (XLV of 1977). With this provision, candidates have been provided enough opportunity to redress their grievances within the Commission. During the year, 783 candidates filed such appeals before the Commission. Out of these, 250 candidates got relief.

8.3. Data on petitions/appeals filed upto 31st December, 2011 in various Courts of Law is given below:

S. No	Forum/ Court	As on 01-01-11	Filed during 2011	Total	Decided during 2011	In hand on 31.12.11
1.	Supreme Court of Pakistan	14	11	25	08	17
2.	Islamabad High Court	70	62	132	33	99
3.	Lahore High Court	24	18	42	19	23
4.	High Court of Sindh	27	10	37	06	31
5.	Peshawar High Court	14	04	18	03	15
6.	High Court of Balochistan	01	02	03	02	01
7.	AJK High Court	02	02	04	-	04
8.	Federal Service Tribunal	53	36	89	63	26
9.	Chief Court Gilgit NA	06	01	07	-	07
10.	Civil Courts/ Misc.	01	-	01	-	01
TOTAL:		212	146	358	134	224

Services Matters**Framing/ Amendment in Recruitment Rules During the Year, 2011**

9.1. Under Section 7(l)(b) of the FPSC Ordinance 1977, one of the functions of the Commission is to advise on matters relating to qualifications and methods of recruitment to services and posts under purview of the Commission. In compliance of this provision, the Commission processed 72 cases of Recruitment Rules during the year 2011. The position of the cases is given below:-

Particulars	Cases	*Cases Finalized	**Cases closed	Cases under process
Framing/Amendment of Recruitment Rules during the year 2011	72	45	01	26

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

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

Advice of the Commission

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

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

10.2 In discharge of its statutory responsibilities, the FPSC continued to advise Ministries/Divisions/Departments on services related matters. During the previous years, there were 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. **During the year 2011, no such case was reported on the subject matter.**

10.3 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, 2011 various Ministries/Divisions/Departments made such delay in offer of appointment to the selected candidates in 60 cases. List of such cases is given at **Appendix-X**.

SECTION-XI

APPENDICES

Appendix-I-A

Commission and its Staff Position as on 31st December, 2011

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

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts	Remarks
32.	System Operator	16	3	2	1	Recruitment U/P
33.	Computer Operator	16	1	1	-	
34.	Transport Officer	16	1	1	-	
35.	Assistant Data Base Administrator	16	1	1	-	
36.	Hardware Engineer	16	1	1	-	
37.	Assistant Network Administrator	16	5	5	-	
38.	Data Processing Assistant	16	18	18	-	
39.	Stenographer	16	32	25	7	Recruitment U/P
40.	Assistant Inch.	15	2	2	-	
41.	Assistant	14	64	57	7	Recruitment U/P
42.	Stat. Assistant	14	6	6	-	
43.	Stenotypist	14	47	36	11	Recruitment U/P
44.	DEO	12	17	16	1	Recruitment Rules U/P
45.	Security Supervisor	11	1	1	-	
46.	Library Assistant	11	1	1	-	
47.	Draftsman	11	1	1	-	
48.	U.D.C.	9	35	30	5	Promotion/Rectt. U/P
49.	Telephone Operator	7	2	2	-	
50.	L.D.C.	7	62	58	4	Recruitment U/P
51.	Security Clerk	7	2	2	-	
52.	Drivers	4	37	32	5	Recruitment U/P
53.	D.R.	4	2	2	-	
54.	D.M.O.	4	3	3	-	
55.	Electrician	4	1	1	-	
56.	Lift operator	3	3	3	-	
57.	Book Sorter	2	1	1	-	
58.	Daftry	2	16	15	1	Promotion U/P
59.	Qasid	2	16	15	1	Promotion U/P
60.	Naib Qasid	1	58	54	4	Recruitment U/P
61.	Frash	1	2	2	-	
62.	Chowkidar	1	10	10	-	
63.	Security Guard/(Chowkidar)	1	9	8	1	Recruitment U/P
64.	Bus Cleaner	1	1	1	-	
65.	Khakroob	1	11	11	-	
Total:			602	538	64	

Appendix-I-B**Members/Officers/Officials Joined the Commission
During the Year, 2011**

S. No.	Name of officer	Designation	Date of joining
1.	Mr. Naguibullah Malik	Member	03-01-2011
2.	Mr. Ghalib-ud-Din	Member	06-01-2011
3.	Mr. Moin-ul-Islam Bokhari	Member	04-10-2011
4.	Mr. Mansoor Suhail	Member	13-10-2011
5.	Mr. Saghir Ahmad	Deputy Director (on deputation)	30-08-2011
6.	Dr. Syed Pervaiz Abbas	Director General (on deputation)	15-09-2011
7.	Mr. Abdul Saboor Nizamani	Director General (on deputation)	11-11-2011
8.	Mr. Mahmood Ahmad	Assistant Director (Research) (Repatriated from Finance Division)	14-05-2011
9.	Mr. Sarfraz Alam Khan	Assistant (Repatriated from NAVTEC P.M Secretariat)	01-10-2011
10.	Mr. Muhammad Amjad	Assistant (Repatriated from P.M Secretariat)	01-12-2011
11.	Mr. Muhammad Ramzan Malik	Stenotypist (Repatriated from Islamabad Traffic Police)	26-10-2011
12.	Muhammad Tufail,	L.D.C. (Repatriated from Bureau of Emigration)	13-05-2011
13.	Muhammad Rizwan Ali	Driver (Newly appointed on contract basis)	20-07-2011
14.	Mr. Yasir Khan,	Naib Qasid (Newly appointed on contract basis)	05-09-2011

Officers/Officials Promoted During the Year, 2011

S. No.	Name	Promoted as	Date of Promotion
1.	Miss Fatima Zehra, Chief Psychologist	EDG	14-03-2011
2.	Mr. Muhammad Jamil, Director	DG	14-03-2011
3.	Mian Muhammad Sarwar, Director (Res)	DG (Research)	14-03-2011
4.	Mr. Jawaid Hasan Ansari, AD	Deputy Director	14-04-2011
5.	Mr. Muhammad Aslam Ch. AD	Deputy Director	18-06-2011
6.	Mr. Mahmood Ahmad, AD (Research)	Deputy Director (Research)	05-07-2011
7.	Mr. Muhammad Shamraiz, PS	Deputy Director	05-07-2011
8.	Mr. Ghulam Hasan Askari, Assistant	Assistant Director	05-07-2011
9.	Mr. Muhammad Abdullah, Stenographer	Assistant Director	05-07-2011
10.	Syed Iftikhar Ahmad Shah, Assistant	Assistant Director	05-07-2011
11.	Mr. Adnan Abbasi, Assistant	Assistant Director	05-07-2011
12.	Mr. Muhammad Iqbal, Stenographer	Assistant Director	05-07-2011
13.	Mr. Muhammad Shakil Chughtai, Assistant	Assistant Director	05-07-2011
14.	Mr. Sher Muhammad, Stenographer	Private Secretary	05-07-2011
15.	Mr. Muhammad Shahid, Assistant	Assistant Director	19-07-2011
16.	Mr. Atiq Ahmad, Assistant	Assistant Director	26-07-2011
17.	Mr. Muhammad Riaz-I,	Private Secretary	06-08-2011
18.	Mr. Anwar-ul-Haq, Stenographer	Private Secretary	12-08-2011
19.	Mr. Tariq Saeed, Deputy Director	Director	27-08-2011
20.	Mr. Tanwir Ahmed Khan, DD (Research)	Director	27-08-2011
21.	Mr. Muhammad Ali, Dy. Director	Director	20-10-2011
22.	Mrs. Rehana Shujaat, Senior Psychologist	Chief Psychologist	02-11-2011
23.	Mr. Shujaat Hussain, Assistant Director	Dy. Director	04-11-2011
24.	Mr. Saeed Ahmad AD(Research)	Dy. Director	16-11-2011
25.	Mr. Irfan Tariq, Stenotypist	Assistant Director	07-12-2011
26.	Mr. Muhammad Asghar, DPA	Assistant Director	07-12-2011
27.	Mr. Abid Abdus Samad Khan. Assistant	Assistant Director	07-12-2011
28.	Mr. Sayed Nabi Bangash, Psychologist	Sr. Psychologist	27-12-2011
29.	Mr. Muhammad Jehangir, N/Q	Qasid	01-06-2011
30.	Mr. Zaheer Ahmed, N/Q	Qasid	01-06-2011
31.	Mr. Zafarullah Khan, S/T	Stenographer	08-12-2011
32.	Mr. Muhammad Ramzan Malik, S/T	Stenographer	08-12-2011

Officers/Officials Left the Commission During the Year, 2011

S. No.	Name	Designation	Date of Leaving	Remarks
1.	Mr. Muhammad Moazzam Mirza	Assistant Director	04-02-2011	Selected as Director in PPARC
2.	Mr. Nasiruddin Sheikh	Private Secretary	09-03-2011	Retired
3.	Mr. Basit Hussain	Private Secretary	03-04-2011	On LPR
4.	Mr. Jawaid Hasan Ansari	Deputy Director	18-06-2011	Retired
5.	Mr. Maazullah Khan	Assistant Director	20-06-2011	Retired
6.	Mr. Bashir Ahmad	Director	01-07-2011	On LPR
7.	Mr. Iftikhar Hussain	Assistant Director	25-07-2011	Retired
8.	Mr. Abdul Ghaffar Khan	DG (Admin)	13-09-2011	Repatriated
9.	Mr. Shaikh Faran Ali	Assistant Director	12-09-2011	Repatriated
10.	Mr. Amir Ahmed Ch.	DG	27-10-2011	Transferred to Estt. Division under Section-10
11.	Mr. Sadiq Ali Anjum,	Director	19-10-2011	Upon completion of contract period
12.	Mr. Tanwir Ahmed Khan	Director (Res)	03-11-3011	Retired
13.	Mr. Naqeeb Ali Zaheer	DAD	01-10-2011	Retired
14.	Mr. Muhammad Younis	Driver	14-02-2011	Relieved to join Directorate of Hajj, on deputation basis
15.	Mr. Muhammad Yasin	Daftry	24-02-2011	Retired
16.	Mr. Rizwan Hassan Chinna	Assistant	17-03-2011	Relieved to join as Dy. Head Master (BS-17) in Federal Directorate of Education.
17.	Mr. Kashif Ahmed,	Assistant Incharge	05-04-2011	Resigned
18.	Mr. Muhammad Tufail	L.D.C.	27-06-2011	Selected as U.D.C in Bureau of Emigration.
19.	Mr. Amanullah Khetran	UDC	16-09-2011	Removal from service
20.	Mr. Shakeel Ahmed	Stenotypist	18-12-2011	Retired
21.	Mr. Abdul Qayyum,	Daftry	16-11-2011	Retired

Appendix-II

**Statistics on General Recruitment (BS-16 & Above) Processed During 2011,
Including the Posts Carried Forward from Preceding Years**

Year	Cases	Posts Advertised	Applications received	Candidates Pre- Selected	Candidates Interviewed	Cases finalized				Cases/posts carried over to 2012	
						Cases	Nomination made	Posts reported failure	Posts withdrawn	Cases	Posts
2011	156	908	97826	109	20	25	08	26	0	131	874
2010	159	896	29117	1847	1107	131	342	71	0	28	483
2009	37	601	13204	1013	1173	37	491	110	0	0	0
2008	06	68	391	67	91	06	49	16	02	0	01*
2007	01	01	19	03	03	0	0	0	0	01	01*
2006	02	03	29	13	13	0	0	0	0	02	03*
Total	361	2477	140586	3052	2407	199	890	223	02	162	1362

* Court Cases

Appendix -III**Vacancies Advertised and Filled During the Year, 2011 (Basic Scale and Merit/Province Wise Representation in General Recruitment in BS-16 & Above)**

BS	Particulars	Merit	Punjab	Sindh(R)	Sindh(U)	KPK	Bal	GBFATA	AJK	Total
16	Posts Finalized	33	214	38	28	52	39	26	13	443
	Nominations Made	32	188	31	20	45	12	09	07	344
17	Posts Finalized	47	208	49	38	45	20	25	16	448
	Nominations Made	47	196	46	30	44	20	23	14	420
18	Posts Finalized	10	74	32	07	15	08	13	05	164
	Nominations Made	10	48	17	05	12	05	05	02	104
19	Posts Finalized	00	19	05	03	08	03	05	00	43
	Nominations Made	00	07	02	03	05	02	01	00	20
20	Posts Finalized	00	10	02	00	00	00	02	02	16
	Nominations Made	00	02	00	00	00	00	00	00	02
21	Posts Finalized	00	01	00	00	00	00	00	00	01
	Nominations Made	00	00	00	00	00	00	00	00	00
Total Posts Finalized		90	526	126	76	120	70	71	36	1115
Total Nominations Made		89	441	96	58	106	39	38	23	890
Failure Reported										223
Withdrawn										02

Appendix -IV**Gender-Wise Candidates Nominated for Appointments
During the Year, 2011**

Basic Scale	Reserved for Male	Reserved for Female	Reserved for Both Genders			Grand Total
			Male	Female	Total	
16	07	01	155	181	336	344
17	133	37	187	63	250	420
18	09	09	69	17	86	104
19	04	03	13	0	13	20
20	0	0	02	0	02	02
21	0	0	0	0	0	0
Total	153	50	426	261	687	890

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

Name of Requisitioning Ministry/ Division/ Department	Basic Pay Scale						Total
	16	17	18	19	20	21	
Azad Jammu Kashmir Council Secretariat	0	3	0	0	0	0	03
Cabinet Division	02	0	0	01	0	0	03
Ministry of Information and Broadcasting	11	0	0	0	0	0	11
Ministry of Investments	1	0	4	0	0	0	05
Ministry of Defence	48	48	34	08	0	0	138
Ministry of Environment	4	6	2	1	0	0	13
Establishment Division	0	1	1	0	0	0	02
Finance Division	32	0	0	0	0	0	32
Federal Government Organization ,IB	0	0	02	0	0	0	02
M/o Livestock and Dairy Development	0	0	1	0	0	0	01
Ministry of Health	221	65	12	2	1	0	301
Ministry of Interior	2	13	0	0	0	0	15
GBFATA & Kashmir Affairs Division	1	6	0	0	0	0	07
Ministry of Narcotics Control	15	0	0	0	0	0	15
Ministry of Food And Agriculture	0	1	4	0	0	0	05
Ministry of Housing and Works.	0	56	0	0	0	0	56
Ministry of Labour and Manpower	0	1	0	0	0	0	01
Ministry of Railways	0	35	0	0	0	0	35
Ministry of Education	4	149	1	1	1	0	156
Ministry of Religious Affairs	1	0	0	0	0	0	01
Planning & Development Division	0	14	40	7	0	0	61
Ministry of Human Rights	0	4	0	0	0	0	04
Social Welfare & Special Education Division	1	16	0	0	0	0	17
Statistical Division	0	1	1	0	0	0	02
Ministry of Women Development	0	0	2	0	0	0	02
Ministry of Textile Industry	1	0	0	0	0	0	01
Ministry of Culture	0	01	0	0	0	0	01
Total	344	420	104	20	2	0	890
Failure Withdrawn							=223 =2

Appendix-VI**Recruitment Cases (BS-16 & Above) which were Advertised and Processed by the Commission during the Year 2011**

Sr. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applications received	Candidates		Remarks
					Pre-select	Inter-viewed	
1.	1/2011	Associate Professor (Female) (BS-19), F.G. Colleges for Women, Ministry of Education	2 Sindh(R)-1 KPK-1	05	01	01	F-1 R-1
2.	3/2011	Junior Research Officer (BS-16), Directorate General Civil Defence, Ministry of Interior.	1 Punjab-1	47	03	03	R-1
3.	4/2011	Trained Graduate Teacher (Male) (BS-16), Federal Government Educational Institutions, (Cantt/ Garrisons), Ministry of Defence.	6 Sindh(R)-1 Sindh(U)-2 Baloch.-3	53	11	--	Under Process
4.	5/2011	Assistant Chief (BS-18), Nutrition Section, Planning & Development Division.	1 KPK-1	11	01	01	R-1
5.	6/2011	Engineers & Ship Surveyor (BS-18), Ministry of Ports and Shipping.	3 Punjab-2 Sindh(R)-1	01	--	--	F-2 F-1
6.	8/2011	Medical Specialist (BS-18), Health Department, Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	2 GBFATA-2	02	--	--	F-2
7.	9/2011	Associate Professor of Dentistry (BS-19), Jinnah Postgraduate Medical Centre, Karachi, Ministry of Health.	1 Punjab-1	--	--	--	F-1
8.	10/2011	Deputy Director (Technical) (BS-18), National Documentation Centre, Cabinet Division.	1 Punjab-1	9	03	--	Under Process
9.	11/2011	Trained Graduate Teacher (Female) (BS-16), Education Department of Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	1 GBFATA-1	668	03	03	R-1
10.	13/2011	Lecturer (Male) (BS-17), Directorate of Federal Government Educational Institutions, (Cantt/ Garrison), Ministry of Defence.	6 Punjab-4 KPK-1 Baloch.-1	860	22	--	Under Process

Sr. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applications received	Candidates		Remarks
					Pre-select	Inter-viewed	
11.	14/2011	Chief/ Joint Economic Adviser/ Economic Analyst/ Economic Consultant (BS-20), Economists Group, Planning & Development Division.	1 AJK-1	02	01	01	F-1
12.	15/2011	Radiologist (BS-18), Health Department Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	1 GBFATA-1	-	-	-	F-1
13.	16/2011	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	1 Punjab-1	15	03	03	R-1
14.	17/2011	National Saving Officer (BS-16), Central Directorate of National Savings, M/O Finance.	1 KPK-1	44	03	03	R-1
15.	19/2011	Deputy Chief Nursing Superintendent (BS-19), JPMC, Ministry of Health.	1 Punjab-1	--	--	--	F-1
16.	20/2011	Professor (Clinical Pathology) (BS-20), JPMC, M/O Health.	1 Punjab-1	--	--	--	F-1
17.	21/2011	Two Professors (BS-20), JPMC, Ministry of Health.	2 Punjab-1 GBFATA-1	--	--	--	F-1 F-1
18.	23/2011	Associate Professor (Female) (Islamiyat) (BS-19), Directorate of Federal Government Educational Institutions (Cantt/ Garrison), Ministry of Defence.	1 GBFATA-1	04	02	02	R-1
19.	26/2011	Assistant Drug Controller/ Vice Chairman Quality Control/ Assistant Director, CDL (BS-17), Drugs Wing, Ministry of Health.	15 Merit-2 Punjab-8 Sindh(R)-1 KPK-2 Baloch.-1 GBFATA-1	1452	49	--	Under Process
20.	27/2011	Lady Doctor (CMP) (BS-17), Pakistan Navy, Ministry of Defence.	1 Punjab-1	15	03	--	Under Process
21.	34/2011	Research Officer (BS-17), Rural Development & Local Planning Section, Planning & Development Division.	1 Punjab-1	169	03	03	R-1
22.	35/2011	Chief Nursing Superintendent (BS-20), JPMC, Karachi, Ministry of Health.	1 Punjab-1	02	-	-	F-1

Sr. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of posts with Quota	Applications received	Candidates		Remarks
					Pre-select	Inter-viewed	
23.	41/2011	Associate Professors (BS-19), Jinnah Postgraduate Medical Centre (JPMC), Karachi, Ministry of Health.	4 Punjab-02 KPK-01 GBFATA-01	01	-	-	F-2 F-1 F-1
24.	44/2011	Chest Specialist (BS-18), Health Department, Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	1 GBFATA-1	00	00	00	F-1
25.	52/2011	Chief Engineer & Ship Surveyor (BS-20), Ministry of Ports and Shipping.	1 Sindh(R)-1	-	-	-	F-1
26.	70/2011	Professor (Pediatric Medicine) (BS-20), NICH, Karachi, Ministry of Health.	1 Punjab-1	-	-	-	F-1
27.	80/2011	Associate Physician (Medicine)/Civil Surgeon (BS-18), Directorate of Central Health Establishments, Ministry of Health.	1 Punjab-1	02	00	00	F-1
28.	86/2011	Associate Professor (Radiology) (BS-19), National Institute of Child Health (NICH), Ministry of Health.	1 Punjab-1	--	--	--	F-1
29.	113/2011	Assistant Professors, (BS-18), PIMS, Islamabad, Capital Administration & Development Division.	2 Sindh(R)-2	01	-	-	F-2
30.	114/2011	Chief Engineer & Ship Surveyor (BS-20), Ministry of Ports & Shipping.	1 Sindh(R)-1	-	-	-	F-1

Remaining 126 recruitment cases with 845 posts involving 94461 applications were under pre-selection stage.

Appendix-VII**Recruitment Cases (BS-16 & above) of Pre-2011, which were Processed during 2011**

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BS	No. of Posts With Quota	Applications received	Candidates		Remarks
					Pre-selected	Inter-viewed	
1	2	3	4	5	6	7	8
1.	47/2006	Senior Programmer (BS-18), Directorate of Information Technology and MIS, M/O Railways,	2 Punjab-1 Sindh(R) -1	16	05	05	P*
2.	117/2006	Associate Clinical Psychologist, (BS-18), PIMS, Ministry of Health	1 Punjab-1	13	8	8	P*
3.	84/2007	Administrative Officer-Cum-Education Cess Officer, (BS-17), Income Tax-Cum-Excise & Sales Tax/ Excise & Taxation Department, Azad Jammu and Kashmir Council Secretariat.	1 AJK-1	19	03	03	P*
4.	176/2008	Deputy Chief (BS-19), Education Section, P & D Division.	1 Sindh(R)-1	34	07	07	R-1
5.	179/2008	Deputy Director (BS-18), in a Federal Government Organization. BS-18	4 Punjab-2 Sindh(U)-1 KPK-1	54	03	03	R-1 F-1 F-1 R-1
6.	230/2008	Logging Officer (BS-18), Pakistan Forest Institute, M/O Environment	1 Punjab-1	06	01	-	W*
7.	243/2008	Assistant Professor (BS-18), JPMC, Karachi, M/O Health	17 Merit-1 Punjab-8 Sindh(R)-1 KPK-3 Baloch.-1 GBFATA-2 AJK-1	38	09	09	R-1 F-7 W-1 R-1 R-1 F-2 R-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	
8.	284/2008	Director (Manuals & Publications), (BS-19), Establishment Division	1 Punjab-1	08	01	01	R-1
9.	305/ 2008	Assistant Chief/ Assistant Economic Adviser/ Chief Research Officer/ Senior Research Officer/ Deputy Adviser (Cooperation)/ Deputy Director (Economics Studies)/ Deputy Director (Agricultural Credit), (BS-18), Economists Group, P & D Division.	36 Merit-03 Punjab-18 Sindh(R)-04 Sindh (U)-03 KPK-04 Baloch.-02 GBFATA-01 AJK-01	251	71	71	R-3 R-18 R-3 F-1 R-3 R-4 R-1 F-1 F-1 F-1
10.	5/2009	Lecturer (Male), (BS-17), Federal Directorate of Education, Ministry of Education.	56 Merit-4 Punjab-28 Sindh(R)-6 Sindh(U)-5 KPK-6 Baloch.-3 GBFATA-2 AJK-2	3675	202	202	R-4 R-28 R-6 R-4 F-1 R-6 R-3 R-2 R-2
11.	13/2009	Assistant Director (Investigation), (BS-17) M/O Interior.	13 Merit-2 Punjab-8 Balochistan-1 GBFATA-1 AJK-1	2636	69	69	R-2 R-8 R-1 R-1 R-1
12.	14/2009	Speech Therapist (BS-17) Directorate General of Special Education M/O Social Welfare and Special Education.	14 Merit-1 Punjab-8 Sindh(R)-1 Sindh(U)-1 KPK-1 GBFATA-1 AJK-1	45	21	21	R-1 R-8 F-1 R-1 R-1 R-1 F-1
13.	17/2009	Deputy Headmaster (Male) (BS-17), M/O Education.	23 Merit-2 Punjab-11 Sindh (R)-3 Sindh(U)-2 KPK-2 Balochistan-1 GBFATA-1 AJK-1	1690	78	78	R-2 R-11 R-3 R-2 R-2 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	
14.	33/2009	Assistant Information Officer (BS-16), Ministry of Information and Broadcasting	14 Merit-1 Punjab-6 Sindh(R)-1 Sindh (U)-2 KPK-1 Balochistan-2 AJK-1	222	40	40	R-1 R-6 R-1 F-2 R-1 R-2 F-1
15.	34/2009	Joint Educational Advisor (BS-20), M/O Education	01 Punjab-1	67	11	11	R-1
16.	46/2009	Assistant Executive Engineer (Civil), (BS-17), PWD, M/O Housing & Works	42 Merit-5 Punjab-23 Sindh(R)-2 Sindh (U)-3 KPK-4 Balochistan-3 AJK-2	589	131	131	R-5 R-21 F-2 R-2 R-3 R-4 R-3 R-2
17.	52/2009	Ordnance Officer Civilian (Clerical) (BS-16), Ordnance Corps, GHQ, Ministry of Defence.,	10 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 NWFP-1 Balochistan-1	21	01	01	F-1 F-5 F-1 F-1 F-1 F-1
18.	53/2009	Ordnance Officer Civilian (Stores) (BS-16), M/O Defence	6 Merit-1 Punjab-3 Sindh(R)-1 KPK-1	22	03	03	R-1 R-2 F-1 F-1 F-1
19.	71/2009	Charge Nurse (BS-16), JPMC, M/O Health	142 Merit-12 Punjab-72 Sindh(U)-1 Sindh (R)-2 KPK-19 Baloch.-16 GBFATA-13 AJK-7	517	191	191	R-12 R-72 R-1 R-2 R-17 F-2 F-16 R-2 F-11 R-3 F-4
20.	76/2009	Deputy Director (Legal), BS-18, M/O Education.	01 Punjab-1	21	04	04	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	
21.	77/2009	Deputy Director (BS-18) Board of Investment, Ministry of Investment.	03 Punjab-1 Sindh(R)-1 KPK-1	82	12	12	R-1 R-1 R-1
22.	101/2009	National Saving Officer (BS-16), M/O Finance	32 Merit-2 Punjab-16 Sindh(R)-3 Sindh(U)-3 KPK-3 Balochistan-2 GBFATA-2 AJK-1	1026	100	100	R-2 R-16 R-3 R-3 R-2 F-1 R-2 R-2 R-1
23.	102/2009	Charge/Staff Nurse (BS-16), Federal Government Services Hospital, Ministry of Health	87 Merit-7 Punjab-43 Sindh(R)-10 Sindh(U)-7 KPK-10 Balochistan-5 GBFATA-3 AJK-2	226	140	140	R-7 R-43 R-10 R-3 F-4 R-10 F-5 F-3 R-2
24.	103/2009	Charge/ Staff Nurse (BS-16), National Institute of Child Health, Ministry of Health	54 Merit-4 Punjab-27 Sindh(R)-7 Sindh(U)-4 KPK-6 Balochistan-3 GBFATA-2 AJK-1	198	77	77	R-4 R-15 F-12 R-7 R-4 R-5 F-1 F-3 F-2 F-1
25.	109/2009	Public Relation Officer (BS-16), M/O Investment.	2 Punjab-1 KPK-1	72	06	06	R-1 F-1
26.	112/2009	Deputy Director (BS-18), Ministry of Women Development.	1 Punjab-1	50	10	10	R-1
27.	116/2009	System Analysts (BS-18), Military Accounts Department, Ministry of Defence.	5 Merit-1 Punjab-3 Sindh(R)-1	82	17	17	R-1 R-3 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	
28.	117/2009	Computer Operator (BS-16) Pakistan Military Accounts Department M/o Defence.	20 Merit-2 Punjab-7 Sindh(R)-2 Sindh (U)-2 KPK-3 Balochistan-2 GBFATA-2	474	65	65	R-2 R-7 R-1 F-1 R-2 R-3 R-2 R-2
29.	122/2009	Chief/ Joint Economic Advisor/ Economic Analyst/ Economic Consultant (BS-20), Planning & Development Division	1 AJK-1	04	01	01	F-1
30.	127/2009	Deputy Director (BS-18), M/O Investment	1 KPK-1	66	08	08	R-1
31.	133/2009	2 nd Engineer (Electronics) (BS-18), Pak Navy, M/O Defence	8 Punjab-6 Sindh(U)-1 Balochistan-1	34	01	01	F-6 F-1 F-1
32.	134/2009	Assistant Manager Personnel and Administration Department (BS-16), M/O Defence.	1 Sindh(U)-1	56	03	03	R-1
33.	135/2009	Senior Store Officer (BS-18), MES, M/o Defence.	1 Punjab-1	24	04	04	R-1
34.	156/2009	Research Officer, (BS-17), Ministry of Culture	1 Punjab-1	47	04	04	R-1
35.	167/2009	Principal FGEL (C/G) (BS-18), Ministry of Defence.	9 Merit-1 Punjab-5 KPK-1 GBFATA-1 AJK-1	303	42	42	R-1 R-5 R-1 R-1 R-1
36.	169/2009	Headmasters (BS-18), M/O Defence	3 Merit-1 Punjab-1 Balochistan-1	96	15	15	R-1 R-1 R-1
37.	170/2009	Assistant Headmasters (BS-17), M/O Defence.	7 Merit-1 Punjab-3 Sindh(R)-1 KPK-1 AJK-1	321	28	28	R-1 R-3 R-1 R-1 R-1
38.	171/2009	Headmistresses (BS-18), FGEL (C/G), M/O Defence.	4 Punjab-1 Sindh(R)-1 Balochistan-1 GBFATA-1	109	11	11	R-1 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	
39.	173/2009	Associate Professors (Male) (BS-19), M/O Defence.	7 Punjab-2 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	85	19	19	R-2 F-1 R-1 R-1 F-1 F-1
40.	174/2009	Associate Professors (Female), (BS-19), M/O Defence	2 Balochistan-1 GBFATA-1	02	01	01	R-1 F-1
41.	177/2009	Assistant Professors (Male) (BS-18) F.G Colleges Directorate of Federal Govt Educational Institutions (Cantt/Garrison) M/O, Defence,	9 Merit-1 Punjab-3 Sindh(R)-1 Sindh (U)-1 KPK-1 Balochistan-1 AJK-1	156	39	39	R-1 R-3 F-1 R-1 R-1 F-1 F-1
42.	178/2009	Assistant Professor (Female) (BS-18), FGEI (C/G), M/O Defence	9 Punjab-1 Sindh(R)-5 Sindh (U)-1 GBFATA-1 AJK-1	56	13	13	R-1 R-1 F-4 R-1 R-1 R-1
43.	192/2009	Security Officer (BS-17), Met Department, M/O Defence	1 Punjab-1	35	03	03	R-1
44.	198/2009	Assistant Controller (HQ) (BS-16) Plus Special Cabinet Division.	1 Punjab-1	24	03	03	F-1
45.	199/2009	Assistant Controller (BS-16), Cabinet Division	2 Punjab-1 Sindh (R)-1	78	06	06	R-1 R-1
46.	202/2009	Instructor (Fishing Gear), (BS-18), Marine Fisheries Department, M/O Livestock and Dairy Development.	1 Punjab-1	05	-	-	F-1
47.	2/2010	Architect (BS-18), M/O Environment	1 Sindh(R)-1	10	02	02	F-1
48.	3/2010	Assistant Animal Husbandry Commissioner (BS-18), M/O Live Stock & Dairy Development	1 KPK-1	16	02	02	R-1
49.	4/2010	Dy. Agri. Census Commissioner (BS-18), Statistics Division.	1 Punjab-1	19	04	04	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	
50.	6/2010	Assistant Executive Engineer (Civil), (BS-17) PWD, M/O Housing & Works	16 Merit-1 Punjab-9 Sindh(R)-2 Sindh (U)-1 KPK-1 Balochistan-1 GBFATA-1	420	48	48	R-1 R-8 F-1 R-2 R-1 R-1 R-1 R-1
51.	7/2010	2 nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18) M/O Defence	3 Punjab-2 Sindh(R)-1	16	-	-	F-2 F-1
52.	8/2010	Assistant Executive Engineers (E&M), (BS-17), MES, Ministry of Defence.	8 Punjab-7 AJK-1	166	26	26	R-6 F-1 R-1
53.	9/2010	Veterinary Officers (Civilian), (BS-17), M/O Defence	18 Merit-1 Punjab-10 Sindh(R)-2 Sindh(U)-2 KPK-1 Balochistan-1 GBFATA-1	225	45	45	R-1 R-8 F-2 R-2 R-2 R-1 R-1 R-1
54.	10/2010	Joint Editor (BS-17), ISPR, M/O Defence	1 Punjab-1	26	04	04	R-1
55.	11/2010	Deputy Director (BS-18), M/O Women Development	1 Merit-1	85	09	09	R-1
56.	15/2010	Urban Planner (BS-18), M/O Environment.	1 Sindh (R)-1	15	04	04	R-1
57.	16/2010	Data Processing Assistant (BS-16), M/O Religious Affairs.	1 Balochistan-1	25	01	02	R-1
58.	17/2010	Experimental Officer (BS-16), Pak Navy, M/O Defence.	1 KPK-1	24	03	03	R-1
59.	18/2010	Instructor, Civil Defence/DAD Civil Defence (BS-16), M/O Interior	2 Balochistan-1 GBFATA-1	22	01	01	R-1 F-1
60.	19/2010	Director Physical Education (BS-17), F.G. Colleges for Women, Federal Directorate of Education, Ministry of Education.	1 Sindh(U)-1	07	01	02	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	
61.	21/2010	Lecturer (Male) (BS-17), FGEI, M/O Defence	5 Sindh(R)-4 Sindh (U)-1	93	15	15	R-4 R-1
62.	22/2010	Executive Engineer (Electrical) (BS-18), MES, M/O Defence.	1 Punjab-1	04	03	03	R-1
63.	23/2010	Inspector (BS16), ANF, M/O Narcotics Control	18 Merit-1 Punjab-10 Sindh(R)-1 Sindh (U)-2 KPK-2 Balochistan-1 GBFATA-1	445	49	49	R-1 R-8 F-2 R-1 R-2 R-2 F-1 R-1
64.	25/2010	Chief Nursing Superintendent (BS-20), M/O Health	1 Punjab-1	03	-	-	F-1
65.	26/2010	Principal School of Nursing (BS-19) JPMC Karachi, Ministry of Health.	1 Punjab-1	03	-	-	F-1
66.	28/2010	Physiotherapist (Female) (BS-17), M/O Defence.	1 KPK-1	03	01	01	R-1
67.	29/2010	2 nd Engineer (Electronics), (BS18), Pak Navy, M/O Defence	1 KPK-1	11	-	-	F-1
68.	31/2010	Associate Physician (Medicine) Civil Surgeon (BS-18), M/O Health	1 Punjab-1	01	-	-	F-1
69.	33/2010	Lady Medical Officer (BS-17), GB & Kashmir Division.	8 Gilgit Baltistan-8	08	07	07	R-6 F-2
70.	34/2010	Medical Officer (BS-17), M/O Railways	27 Merit-13 Punjab-4 KPK-4 GBFATA-5 AJK-1	512	107	107	R-13 R-4 R-4 R-5 R-1
71.	35/2010	Soil Survey Research Officers (BS-17), M/O Food & Agriculture.	3 Punjab-3	25	01	01	R-1 F-2
72.	36/2010	Assistant Publication Officer (BS-16) M/o Women Development	1 Sindh(R)-1	28	-	-	F-1
73.	37/2010	Computer Analyst (BS-16), M/O Textile Industry	1 Punjab-1	14	01	01	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	
74.	39/2010	Lecturers (BS-17), Federal College of Education, Ministry of Education	7 Punjab-3 Sindh(R)-1 Sindh(U)-1 Balochistan-1 AJK-1	253	11	-	Under process
75.	41/2010	Assistant Executive Engineer (BS-17), AJK Secretariat.	2 Merit-2	60	10	10	R-2
76.	42/2010	Assistant Director (Physical Education), (BS-17), M/O Education	1 Sindh (R)-1	24	03	03	R-1
77.	43/2010	Research Officer (BS-17), Statistics Division	1 Sindh(R)-1	27	02	02	R-1
78.	44/2010	Consultant Surgeon (ENT) (BS-20), FGSH, M/O Health	1 Punjab-1	02	01	01	R-1
79.	47/2010	Assistant Chief (BS-18), Planning & Development Division.	1 Punjab-1	06	03	03	R-1
80.	48/2010	Research Officer (BS17), P&D Division.	1 KPK-1	176	03	03	R-1
81.	49/2010	Assistant Anesthetists (BS-17), M/O Health	6 Punjab-3 Sindh (U)-1 KPK-1 Balochistan-1	51	18	18	R-3 R-1 R-1 R-1
82.	50/2010	Medical Officers (BS-17), M/O Health.	20 Merit-1 Punjab-10 Sindh (R)-2 Sindh(U)-3 KPK-2 GBFATA-1 AJK-1	1082	59	59	R-1 R-9 F-1 R-2 R-3 R-2 R-1 R-1
83.	51/2010	Deputy Chief (BS-19), Energy Finance & Economic Section, Energy Wing, Planning and Development Division.	1 KPK-1	06	01	01	R-1
84.	52/2010	Chief/ Joint Economic Adviser/ Economic Analyst/ Economic Consultant. (BS-20), P & D Division.	1 Punjab-1	26	01	01	F-1
85.	53/2010	Assistant Chief (BS-18), Public Administration (Governance) Section Planning and Development Division	1 Sindh(R)-1	48	03	03	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	
86.	54/2010	Research Officer/ Planning Officer/ Survey Officer (BS-17) Planning and Development Division.	5 Merit-1 Punjab-2 Sindh(U)-1 Balochistan-1	319	17	17	R-1 R-2 R-1 R-1
87.	55/2010	Deputy Chief (BS-19), Transport and Communication Section, Planning and Development Division.	1 Punjab-1	10	--	--	Under process
88.	56/2010	Assistant Chief (BS-18) Planning and Development Division.	1 Sindh(R)-1	21	03	03	R-1
89.	57/2010	Assistant Chief (BS-18), P&D Division.	1 Punjab-1	10	03	03	R-1
90.	58/2010	Research Officer (BS-17), Planning and Development Division,	1 Merit-1	111	05	05	R-1
91.	59/2010	Research Officer (BS-17) Transport and Communication Section Planning and Development Division.	1 KPK-1	57	03	03	R-1
92.	60/2010	Research Officer (Power) (BS-17), Planning and Development Division.	1 Punjab-1	37	03	03	R-1
93.	62/2010	Assistant Naval Store Officers (BS-16) Pakistan Navy M/o Defence	07 Merit-1 Punjab-2 Sindh(R)-1 Sindh (U)-1 Balochistan-1 GB FATA-1	73	15	18	R-1 R-2 R-1 R-1 F-1 R-1
94.	64/2010	Assistant Professor (BS-18), JPMC, Karachi, Ministry of Health.	2 Sindh(R)-1 Punjab-1	14	03	03	F-1 R-1
95.	65/2010	Research Officer (BS17), Planning & Development Division.	1 Punjab-1	369	03	03	R-1
96.	66/2010	Assistant Chief (BS-18) Planning and Development Division.	1 Sindh(R)-1	39	03	04	R-1
97.	69/2010	Lecturer (Male) (Fine Arts), (BS-17), M/O Education	6 Punjab-2 Sindh (U)-4	10	02	02	R-2 F-4
98.	70/2010	Research Officer (BS-17), P&D Division.	1 Sindh(R)-1	449	03	03	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	
99.	71/2010	Deputy Chief (BS-19) Planning and Development Division.	1 Punjab-1	26	05	05	R-1
100.	72/2010	Deputy Legal Adviser (BS-19), Ministry of Foreign Affairs.	1 Sindh(R)-1	18	01	01	F-1
101.	73/2010	Senior Librarian (BS-18), Ministry of Foreign Affairs.	1 Punjab-1	26	--	--	Under process
102.	75/2010	Research Officer (Fuel) (BS-17) Planning and Development Division.	1 Merit-1	249	05	05	R-1
103.	76/2010	Research Officer (BS17), P&D Division.	1 Punjab-1	468	03	04	R-1
104.	77/2010	Associate Professor (BS-19), JPMC, Karachi, Ministry of Health.	2 Merit-1 Punjab-1	03	--	--	Under process
105.	78/2010	Director, Biodiversity Programme (BS19), M/O Environment	1 Punjab-1	27	06	06	R-1
106.	79/2010	Deputy Chief (BS-19), P&D Division	1 KPK-1	07	-	-	F-1
107.	80/2010	Assistant Chief (BS-18), P&D Division	1 Punjab-1	06	02	02	R-1
108.	81/2010	Assistant Executive Engineer (Civil) (BS-17), M/O Railways	1 Punjab-1	04	01	01	F-1
109.	82/2010	Inspector ASF (BS-16), M/O Defence	1 AJK-1	62	03	03	R-1
110.	83/2010	Deputy Chief (BS19), Planning and Development Division	2 Punjab-1 Sindh (R)-1	23	09	09	R-1 R-1
111.	85/2010	Assistant Electrical Engineer (BS-17), M/O Railways	1 KPK-1	113	03	03	R-1
112.	86/2010	Lecturer (Male) (BS-17), M/O Education,	37 Merit-3 Punjab-18 Sindh(R)-5 Sindh (U)-2 KPK-5 Balochistan-2 GB Fata-1 AJK-1	6526	184	184	R-3 R-18 R-5 R-2 R-5 R-2 R-1 R-1
113.	88/2010	Forest Ranger (BS16), M/O Environment	2 Merit-1 Punjab-1	168	08	08	R-1 R-1
114.	89/2010	Lecturer (Forestry) (BS-17), M/O Environment	2 Punjab-1 KPK-1	50	06	06	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	
115.	90/2010	Assistant Forest Genetics (BS-17), M/O Environment	1 Punjab-1	25	03	03	R-1
116.	91/2010	Assistant Wood Technology Officer (BS-17), Pak Forest Institute, M/O Environment	1 Sindh(R)-1	27	03	03	R-1
117.	92/2010	Technical Assistant (BS-16), M/O Environment	2 Punjab-1 KPK-1	98	06	06	R-1 R-1
118.	94/2010	Occupational Therapist (BS-17) M/O Social Welfare and Special Education.	3 Punjab-1 Sindh(R)-1 KPK-1	5	04	04	R-1 R-1 F-1
119.	95/2010	Lecturer (BS-17), F.G. Colleges for Men, FDE. M/O Education.	25 Merit-2 Punjab-13 Sindh(U)-1 Sindh(R)-3 KPK-3 Balochistan-1 GBFATA-1 AJK-1	5015	124	27	R-2 R-12 F-1 R-1 R-2 F-1 R-3 R-1 R-1 R-1
120.	96/2010	Lecturer (Male) (BS-17) M/o Education	3 Sindh(R)-1 Balochistan-1 AJK-1	98	09	09	R-1 R-1 F-1
121.	97/2010	Assistant Director (BS-17) Bureau of Emigration & Overseas Employment, Labour & Manpower Division.	1 AJK-1	17	02	02	R-1
122.	98/2010	Assistant Chief (BS-18) Planning and Development Division.	1 Sindh(R)-1	53	04	04	R-1
123.	99/2010	Staff/Charge Nurse (BS-16) M/o Health.	5 Punjab-3 Sindh(R)-1 KPK-1	18	05	05	R-1 F-2 F-1 R-1
124.	100/2010	Demonstrator (Physics Laboratory) (BS-16) M/O Defence.	1 Punjab-1	04	-	-	F-1
125.	101/2010	Associate Professor (Radiology) (BS-19), NICH, Karachi, M/O Health	1 Punjab-1	01	-	-	F-1
126.	102/2010	Cardiac Perfusionist/ Pump Technician (BS-17), AFIC, M/O Defence	1 Punjab-1	14	03	03	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	
127.	103/2010	Assistant Manager, CAP (BS-16), M/O Defence	1 Sindh (R)-1	03	-	-	F-1
128.	104/2010	Pulp & Paper Officer (Chemistry) (BS-17) M/O Environment.	1 Sindh(R)-1	36	03	03	R-1
129.	105/2010	Pulp and Paper Officer (Technology) (BS-17), M/O Environment	1 Punjab-1	48	03	03	R-1
130.	106/2010	Port Health Officer (BS-18), M/O Health.	1 Punjab-1	02	-	-	F-1
131.	107/2010	Assistant Professor (Radiology) (BS-18), NICH, Karachi, M/O Health	1 Sindh(R)-1	02	-	-	F-1
132.	109/2010	Deputy Chief (BS-19) Deputation Vacancy Planning and Development Division	1 KPK-1	10	05	05	R-1
133.	110/2010	Lecturer (Male) (BS-17), M/O Defence	3 Sindh (U)-3	66	06	06	R-2 F-1
134.	111/2010	Deputy Directors (BS-18) M/o Food and Agriculture.	4 Merit-1 Punjab-2 Balochistan-1	55	14	14	R-1 R-2 R-1
135.	112/2010	Associate Professor (BS-19) M/O Health,	4 Punjab-2 Sindh (U)-1 KPK-1	16	03	03	F-2 R-1 R-1
136.	113/2010	Assistant Accounts Officer (BS-16), M/O Education	1 Punjab-1	203	03	03	R-1
137.	114/2010	Inspector (BS-16), Federal Directorate of Education, Ministry of Education.	1 Punjab-1	82	02	02	R-1
138.	115/2010	Foreman Inspection (Mechanical) (BS-16) M/O Defence	1 Punjab-1	09	01	01	F-1
139.	116/2010	Assistant Engineer (Civil) (BS-16), M/O Education	1 Punjab-1	28	3	03	R-1
140.	118/2010	Superintending Engineer (BS-19) M/O Defence.	1 Balochistan-1	08	01	01	R-1
141.	119/2010	Nursing Superintendents (BS-18), M/O Health	1 Sindh(R)-1	04	01	01	R-1
142.	120/2010	Nursing Instructor (BS-18), PIMS, Islamabad, M/O Health.	3 Punjab-2 Sindh(R)-1	29	08	08	R-2 R-1
143.	121/2010	Assistant Nursing Instructor (BS-17), PIMS, M/O Health	2 Sindh(R)-1 KPK-1	41	06	06	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	
144.	122/2010	Assistant Nursing Supervisor (BS-17), M/O Health	1 Sindh (R)-1	15	03	03	R-1
145.	123/2010	Assistant Clinical Instructor (BS-17), PIMS, M/o Health	5 Punjab-2 Sindh(R)-1 Sindh(U)-1 KPK-1	62	15	15	R-2 R-1 R-1 R-1
146.	124/2010	Nursing Superintendent (BS-17), M/O Health	2 Punjab-1 Sindh(R)-1	35	06	06	R-1 R-1
147.	125/2010	Deputy Chief (BS-19), Food & Agriculture Section, Planning & Development Division.	1 Punjab-1	32	05	06	R-1
148.	126/2010	Deputy Director (BS-18) M/O Environment.	1 Sindh(R)-1	30	03	03	R-1
149.	127/2010	System Analyst (BS-18) Establishment Division.	1 Sindh(R)-1	32	03	03	R-1
150.	128/2010	Bursars (BS-16) M/O Defence	4 Punjab-2 Sindh(R)-1 Balochistan-1	112	13	13	R-2 R-1 R-1
151.	129/2010	Assistant Engineer (B&R) (BS-16), MES, Ministry of Defence	35 Merit-3 Punjab-17 Sindh(R)-4 Sindh(U)-3 KPK-4 Balochistan-2 GBFATA-1 AJK-1.	421	--	--	Under process
152.	130/2010	Assistant Engineers (E&M) (BS-16), MES, Ministry of Defence.	16 Merit-1 Punjab-8 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	149	40	--	Under process
153.	131/2010	Medical Officer (BS-17), M/O Health	30 Merit-3 Punjab-15 Sindh(R)-3 Sindh (U)-2 KPK-3 Balochistan-2 GBFATA-1 AJK-1	1160	94	94	R-3 R-14 F-1 R-3 R-2 R-3 R-2 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	
154.	132/2010	Nursing Instructor (BS-18) FGSH, M/O Health	1 Punjab-1	07	01	01	R-1
155.	133/2010	Instructor (Female)(BS-17), Government Polytechnic Institute for Women, M/O Education.	4 Merit-1 Punjab-2 Sindh(U)-1	167	--	--	Under process
156.	134/2010	Director General (BS-21), NISTE, M/O Education	1 Punjab-1	13	01	01	F-1
157.	135/2010	Store Officer (BS-16), MES, Ministry of Defence.	10 Merit-1 Punjab-5 Sindh(R)-1 KPK-1 Balochistan-1 GBFATA-1	201	11	--	Under process
158.	136/2010	Assistant Executive Engineer (B&R/ E&M) (BS-17), MES, Ministry of Defence.	81 Merit-6 Punjab-40 Sindh(R)-9 Sindh(U)-6 KPK-8 Balochistan-6 GBFATA-3 AJK-3	2480	232	--	Under process
159.	137/2010	Executive Engineer (B&R/E&M) (BS-18), MES, Ministry of Defence.	11 Merit-1 Punjab-5 Sindh(R)-3 Sindh(U)-1 AJK-1	280	--	--	Under process
160.	138/2010	Administrative Officer (BS-16), MES, Ministry of Defence.	5 Merit-1 Punjab-3 Sindh(U)-1	313	17	--	Under process
161.	139/2010	Senior Store Officer (BS-18), MES, Ministry of Defence	1 Merit-1	45	--	--	Under process
162.	141/2010	Administrative Officer (BS-17) Pakistan Meteorological Department, Ministry of Defence.	3 Merit-1 Punjab-1 KPK-1	332	11	11	R-1 R-1 R-1
163.	142/2010	Superintending Engineer (B&R/ E&M), (BS-19), MES, Ministry of Defence.	1 Sindh(U)-1	06	02	02	R-1
164.	143/2010	Lecturer (Female) (BS-17), IMCG, FDE, Ministry of Education.	3 Sindh(U)-3	32	05	05	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	
165.	144/2010	Assistant Executive Engineer (Civil) (BS-17), Pakistan Railways (Railway Board), M/O Railways.	12 Punjab-6 Sindh(R)-2 Sindh(U)-1 KPK-2 Baloch.-1	191	27	--	Under process
166.	145/2010	Charge Nurse (BS-16), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of Health	220 Merit-22 Sindh(R)-52 Sindh(U)-41 KPK-45 Baloch.-30 GBFATA-23 AJK-7	867	236	--	Under process
167.	146/2010	Head Nurse (BS-17), Pakistan Institute of Medical Sciences, Islamabad, Ministry of Health.	8 Sindh(R)-2 Sindh(U)-2 KPK-2 Balochistan-1 GBFATA-1	80	20	--	Under process
168.	147/2010	Assistant Directors (BS-17), Pakistan Manpower Institute, Ministry of Labour and Manpower	3 Punjab-2 Balochistan-1	181	03	--	Under process
169.	148/2010	Deputy Director (BS-18), Pakistan Manpower Institute, Ministry of Labour and Manpower	1 Punjab-1	36	--	--	P*
170.	149/2010	Assistant Professor(BS-18), PIMS, M/o Health.	2 Sindh(R)-2	05	--	--	F-2
171.	150/2010	Senior Registrar (Rheumatology) (BS-18), PIMS, M/o Health.	1 GBFATA-1	01	--	--	F-1
172.	151/2010	Bio-Chemist (BS-17), PIMS, Ministry of Health.	1 Punjab-1	41	03	03	R-1
173.	152/2010	Assistant Professor (Radiology), (BS-18) M/O Health.	1 Punjab-1	02	--	--	F-1
174.	153/2010	Associate Professor (Male) (BS-19), Federal Directorate of Education, Ministry of Education	3 Punjab-1 Sindh(U)-1 GBFATA-1	34	08	--	Under process
175.	154/2010	Associate Professor (Female) (BS-19), F.G. Colleges for Women, Federal Directorate of Education, Ministry of Education	4 Punjab-3 Sindh(U)-1	14	03	--	Under process

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	
176.	155/2010	Assistant Professors (Male) (BS-18) F.G. Colleges for Men, Federal Directorate of Education, Ministry of Education	4 Punjab-1 Sindh(U)-1 GBFATA-1 AJK-1	42	07	--	Under process
177.	156/2010	Assistant Professor (Female) (BS-18), F.G. Colleges for Women, Federal Directorate of Education, Ministry of Education	12 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-2 Balochistan-2	213	44	--	Under process
178.	157/2010	Director General (BS-20), Ministry of Human Rights	1 Punjab-1	15	02	--	Under process
179.	158/2010	Directors (BS-19), Ministry of Human Rights.	5 Punjab-3 Sindh(R)-1 KPK-1	78	--	--	P*
180.	159/2010	Deputy Director (BS-18), Ministry of Human Rights	10 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	210	22	--	Under process
181.	160/2010	Assistant Director (BS-17), Ministry of Human Rights.	4 Punjab-2 Sindh(R)-1 KPK-1	1376	12	12	R-2 R-1 R-1
182.	161/2010	Assistant Security Officer/ Deputy Assistant Director (BS-16) M/O Defence,	1 Balochistan-1	104	03	03	R-1
183.	162/2010	Principal (Female) (BS-17), Girls Vocational Centre, Bagh (A,K), AJ & K Council Secretariat.	1 Merit-1	15	03	03	R-1
184.	163/2010	Professor (Clinical Pathology) (BS-20), M/O Health	1 Punjab-1	-	-	-	F-1
185.	166/2010	Trained Graduate Teacher (Male) (BS-16), F.G. Educational Institutions, Urdu Med. Schools(C/G), M/o Defence.	7 Sindh(R)-2 Sindh(U)-3 Balochistan-2	46	16	16	R-1 F-1 R-2 F-1 R-2
186.	167/2010	Assistant Chemist & Metallurgist (BS-17) M/O Railways.	1 Punjab-1	19	03	03	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	
187.	168/2010	Associate Professor (BS-19), JPMC, M/O Health	4 Punjab-2 KPK-1 GBFATA-1	02	-	-	F-2 F-1 F-1
188.	169/2010	Assistant Professor (ICU) (BS-18), M/O Health	1 Punjab-1	01	-	-	F-1
189.	170/2010	Deputy Director (BS-18), Management Services Wing, Establishment Division	5 Punjab-2 Sindh(U)-1 Balochistan-1 GBFATA-1	324	15		Under process
190.	172/2010	Radiologist (BS-18), Kashmir GBFATA Affairs	1 GBFATA-1	-	-	-	F-1
191.	173/2010	Deputy Chief Nursing Superintendent (BS-19), JPMC, M/O Health	1 Punjab-1	-	-	-	F-1
192.	174/2010	Trained Graduate Teacher (Female) (BS-16), Federal Government Educational Institutions, Urdu Medium Schools, (Cantts/ Garrisons), M/O Defence	13 Sindh(R)-13	46	05		Under process
193.	175/2010	Programmer (BS-17), Establishment Division.	1 Sindh (R)-1	28	03	03	R-1
194.	176/2010	Superintending Engineer (BS-19), Azad Jammu & Kashmir Council Secretariat, Islamabad	1 Merit-1	22	05		Under process
195.	177/2010	Professors (BS-20), JPMC, Karachi, M/O Health.	2 Punjab-1 GBFATA-1	01	-	-	F-1 F-1
196.	178/2010	Assistant Electrical Engineer (BS-17) M/O Railways	1 Punjab-1	30	3	3	R-1
197.	179/2010	Film Editor (BS-16) Ministry of Defence.	1 Punjab-1	02	-	-	F-1
198.	180/2010	Chest Specialist (BS-18), Kashmir GBFATA Affairs	1 GBFATA-1	-	-	-	F-1
199.	181/2010	Lecturer (Female) (BS-17), IMCG, FDE, Ministry of Education.	4 Sindh(R)-1 Balochistan-2 GBFATA-1	39	08	09	F-1 R-2 R-1
200.	182/2010	Librarian (BS-17) M/O Social Welfare and Special Education	1 Sindh(R)-1	23	3	3	R-1
201.	183/2010	Senior Scientific Assistant (BS-16), Pakistan Navy, Ministry of Defence.	2 Punjab-2	20	05	05	R-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	
202.	184/2010	Assistant Armament Supply Officers, (BS-16), Pakistan Navy, Ministry of Defence.	2 Punjab-1 Sindh(R)-1	36	06	06	R-1 R-1
203.	185/2010	Assistant Librarian (BS-16), DG Special Education, M/o Social Welfare and Special Education.	1 Punjab-1	35	03	03	R-1
204.	187/2010	Deputy Director (BS-18), Survey Of Pakistan, Ministry Of Defence	7 Merit-1 Punjab-4 Sindh(U)-1 Baloch.-1	93			P*
205.	188/2010	Assistant System Administrator (BS-16), Policy and Planning Wing, Ministry of Education.	1 Punjab-1	30	03	03	R-1
Total			1555	43185	3145	2387	R=868, F=197, W=2

P* = Pending due to Litigation

W = Requisition Withdrawn

R = Recommended

F = Failure

In Eight Cases, major portion of nominations were made and reported in 2010, however fourteen (14) nominations were pended in 2010 and made in the year 2011, whereas one (1) is still pending due to Litigation. Therefore the following eight case though has been reported in the Annual Report 2010. Fourteen (14) partial nominations are being reported in the current year 2011, as under:

S. No.	Cases Reported in 2010	Posts with Quota	Partial Nomination made in 2010	Nomination made in 2011	Remarks
1	48/2008	9 Merit-1 Punjab-5 Sindh(U)-1 Balochistan-1 GBFATA-1	8 R-1 R-4 Pend-1 R-1 R-1 R-1	0 Pend-1	Pending due to Litigation
2	167/2008	28 Merit-3 Punjab-15 Sindh(R)-1 Sindh(U)-4 Balochistan-2 GBFATA-2 AJK-1	19 R-3 R-9 F-2(pend-4) F-1 R-4 R-1 F-1 R-2 F-1	4 R-4	Nominations made

S. No.	Cases Reported in 2010	Posts with Quota	Partial Nomination made in 2010	Nomination made in 2011	Remarks
3	239/2008	50 Merit-3 Punjab-24 Sindh(R)-7 Sindh(U)-4 KPK-5 Balochistan-4 GBFATA-2 AJK-1	46 R-3 R-23 Pend.-1 R4 F-3 R4 R-5 R-4 R-2 R-1	1 R-1	
4	255/2008	137 Merit-10 Punjab-68 Sindh(R)-16 Sindh(U)-11 KPK-15 Balochistan-9 GBFATA-5 AJK-3	125 R-10 R-68 R-8 F-7(Pend-1) R-10 Pend.-1 R-15 R-6 F-3 R-5 R-3	2 R-1 R-1	Nominations made
5	10./2009	6 Punjab-2 Sindh(R)-1 KPK-1 Balochistan-1 GBFATA-1	5 R-2 R-1 Pend-1 R-1 R-1	1 R-1	Nominations made
6	93/2009	9 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1 AJK-1	8 R-1 R-4 R-1 R-1 Pend-1 R-1	1 R-1	
7	105/2009	18 Merit-2 Punjab-8 Sindh(R)-3 Sindh(U)-1 KPK-2 Balochistan-1 AJK-1	13 R-1 Pend-1 R-4 F-1(Pend-3) R-3 R-1 R-2 R-1 R-1	4 R-1 R-3	Nominations made
8	143/2009	2 Punjab-1 Sindh(U)-1	1 R-1 Pend-1	1 R-1	

Appendix-VIII

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

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
1.	55/2010	Dy. Chief, (BS-19), Planning & Development Division, Islamabad.	01 Punjab-1	10	8
2.	59/2010	Research Officer (BS-17), Transport and Communication Section, Planning and Development Division.	01 NWFP-1	57	35
3.	129/2010	Assistant Engineer (B&R) (BS-16), MES, Ministry of Defence.	35 Merit-3 Punjab-17 Sindh (R)-4 Sindh (U)-3 KPK-4 Balochistan-2 GBFATA-1 AJK-1	421	359
4.	130/2010	Assistant Engineer (BS-16), MES, Ministry of Defence.	16 Merit-1 Punjab-8 Sindh (R)-2 Sindh (U)-1 KPK-2 Balochistan-1 GBFATA-1	149	121
5.	134/2010	Director General (BS-21), NISTE, Ministry of Education.	01 Punjab-1	13	8
6.	135/2010	Store Officers (BS-16), MES, Ministry of Defence.	10 Merit-1 Punjab-5 Sindh (R)-1 KPK-1 Balochistan-1 GBFATA-1	201	153
7.	136/2010	Assistant Executive Engineer (BS-17) (B&R/E&M), MES, Ministry of Defence.	81 Merit-6 Punjab-40 Sindh (R)-9 Sindh (U)-6 KPK-8 Balochistan-6 GBFATA-3 AJK-3	2480	1760

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
8.	138/2010	Administrative Officer (BS-16), MES, Ministry of Defence.	05 Merit-1 Punjab-3 Sindh (U)-1	313	227
9.	139/2010	Senior Store Officer (BS-18), MES, Ministry of Defence.	01 Merit-1	45	36
10.	141/2010	Administrative Officer (BS-17), Pakistan Meteorological Department, M/O Defence.	03 Merit-1 Punjab-2	332	251
11.	142/2010	Superintending Engineer (B&R/ E&M) (BS-19), MES, Ministry of Defence.	01 Sindh (U)-1	6	4
12.	143/2010	Lecturers (Female), (BS-17), IMCG, Federal Directorate of Education, M/O Education.	03 Sindh (R)-3	32	24
13.	39/2010	Lecturers (BS-17), Federal College of Education, Ministry of Education.	07 Punjab-3 Sindh (R)-1 Sindh (U)-1 Balochistan-1 AJK-1	253	191
14.	145/2010	Charge Nurse (BS-16), PIMS, Ministry of Health	220 Merit-22 Sindh (R)-52 Sindh (U)-41 KPK-45 Balochistan-30 GBFATA-23 AJK-7	867	661
15.	146/2010	Head Nurses (BS-17), Pakistan Institute of Medical Sciences, Islamabad, Ministry of Health.	08 Sindh (R)-2 Sindh (U)-2 KPK-2 Balochistan-1 GBFATA-1	80	62
16.	147/2010	A.D (BS-17) Labour & Manpower Division.	03 Punjab-2 Balochistan-1	181	126
17.	149/2010	Assistant Professor (BS-18), PIMS, Ministry of Health.	02 Sindh (R)-2	5	1
18.	151/2010	Bio-Chemist (BS-17), PIMS, Islamabad, Ministry of Health.	01 Punjab-1	41	39
19.	152/2010	Assistant Professor (Radiology) (BS-18), NICH, Karachi, Ministry of Health.	01 Punjab-1	2	1
20.	153/2010	Associate Professor (Male) (BS-19), F.G. Colleges for Men, Federal Directorate of Education, M/O Education.	03 Punjab-1 Sindh (U)-1 GBFATA-1	34	27

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
21.	154/2010	Associate Professor (Female) (BS-19), F.G. Colleges for Women, Federal Directorate of Education, Ministry of Education.	04 Punjab-3 Sindh (U)-1	14	12
22.	155/2010	Assistant Professor (Male) (BS-18) F.G. Colleges for Men, Federal Directorate of Education, M/O Education.	04 Punjab-1 Sindh (U) GBFATA-1 AJK-1	42	37
23.	156/2010	Assistant Professor (Female) (BS-18) F.G. Colleges for Women, Federal Directorate of Education, Ministry of Education.	12 Punjab-6 Sindh (R)-1 Sindh (U)-1 KPK-2 Balochistan-1 GBFATA-1	213	175
24.	157/2010	Director General (BS-20), Ministry of Human Rights.	01 Punjab-1	15	14
25.	158/2010	Director (BS-19), Ministry of Human Rights.	05 Punjab-3 Sindh (R)-1 KPK-1	78	64
26.	159/2010	Dy. Director (BS-18), Ministry of Human Rights.	10 Merit-1 Punjab-5 Sindh (R)-1 Sindh (U)-1 KPK-1 Balochistan-1	210	165
27.	160/2010	Assistant Directors (BS-17), Ministry of Human Rights.	04 Punjab-2 Sindh (R)-1 KPK-1	1376	1067
28.	161/2010	Assistant Security Officer/ Deputy Assistant Director (BS-16), ASF M/O Defence.	01 Balochistan-1	104	74
29.	162/2010	Principal (Female) (BS-17), Girls Vocational Centre, Bagh (A.K), AJ & K Council Secretariat.	01 Merit-1	15	14
30.	144/2010	Assistant Executive Engineers (BS-17), Civil Engineering Department of Pakistan Railways (Railway Board), Ministry of Railways.	12 Punjab-6 Sindh (R)-2 Sindh (U)-1 KPK-2 Balochistan-1	191	147
31.	150/2010	Senior Registrar (Rheumatology) (BS-18), PIMS, Ministry of Health	01 GBFATA-1	1	1

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
32.	166/2010	Trained Graduate Teachers (Male) (BS-16), Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	07 Sindh (R)-2 Sindh (U)-3 Balochistan-2	46	37
33.	167/2010	Assistant Chemist & Metallurgist (BS-17), Mechanical Engineering Department, Railway Board, Ministry of Railways.	01 Punjab-1	19	14
34.	169/2010	Assistant Professor (Medicine/ ICU) (BS-18), Ministry of Health.	01 Punjab-1	1	Nil
35.	174/2010	Trained Graduate Teacher (Female) (BS-16), Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	13 Sindh (R)-13	46	30
36.	175/2010	Programmer (BS-17), Establishment Division.	01 Sindh (R)-1	28	24
37.	176/2010	Superintending Engineer (BS-19), Azad Jammu & Kashmir Council Secretariat	01 Merit-1	22	17
38.	178/2010	Assistant Electric Engineer (BS-17), Ministry of Railways	01 Punjab-1	30	19
39.	179/2010	Film Editor (BS-16), GHQ, Ministry of Defence.	01 Punjab-1	2	1
40.	170/2010	Dy. Director (BS-18), Establishment Division.	05 Punjab-2 Sindh (U)-1 Balochistan-1 GBFATA-1	324	264
41.	181/2010	Lecturer (Female) (BS-17), Islamabad Model Colleges for Girls, Federal Directorate of Education, M/O Education.	04 Sindh (R)-1 Balochistan-2 GBFATA-1	39	28
42.	182/2010	Librarian (BS-17), Directorate General of Special Education, Ministry of Social Welfare and Special Education.	01 Sindh (R)-1	23	22
43.	183/2010	Senior Scientific Assistant (BS-16), Pakistan Navy, Ministry of Defence.	02 Punjab-2	20	11
44.	184/2010	Assistant Armament Supply Officer (BS-16), M/O Defence.	02 Punjab-1 Sindh (R)-1	36	28

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
45.	185/2010	Assistant Librarian (BS-16), Directorate General of Special Education, Ministry of Social Welfare and Special Education.	01 Punjab-1	35	31
46.	188/2010	Assistant System Administrator (BS-16), Policy and Planning Wing, Ministry of Education.	11 Punjab-11	30	25
47.	1/2011	Associate Professor (Female) (BS-19), Federal Directorate of Education, M/O Education.	02 Sindh (R)-1 KPK-1	05	04
48.	3/2011	Junior Research Officer (BS-16), Directorate General Civil Defence, M/O Interior.	01 Punjab-1	47	33
49.	4/2011	Trained Graduate Teacher (Male) (BS-16), Federal Government Educational Institutions, (Cantt/Garrisons), Ministry of Defence.	06 Sindh (R)-1 Sindh (U)-2 Balochistan-3	53	41
50.	5/2011	Assistant Chief (BS-18), Nutrition Section, Planning & Development Division.	01 KPK-1	11	09
51.	8/2011	Medical Specialist (BS-18), Health Department, Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	02 GBFATA-2	02	0
52.	10/2011	Deputy Director (Technical) (BS-18), National Documentation Centre, Cabinet Division.	01 Punjab-1	09	07
53.	11/2011	Trained Graduate Teacher (Female) (BS-16) Education Department, Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	01 GBFATA-1	668	539
54.	12/2011	Associate Professor (Male) (BS-19), Federal Government Educational Institutions (Cantt./ Garrison), Ministry of Defence.	03 Sindh (R)-1 Balochistan-1 GBFATA-1	07	05
55.	13/2011	Lecturer (Male) (BS-17), Federal Government Educational Institutions (Cantt./ Garrison) M/O Defence	06 Punjab-4 KPK-1 Balochistan-1	860	714
56.	14/2011	Chief/Joint Economic Adviser/ Economic Analyst/Economic Consultant (BS-20), Planning and Development Division.	01 AJK-1	2	01

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
57.	16/2011	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	01 Punjab-1	15	12
58.	17/2011	National Saving Officer (BS-16), Central Directorate of National Savings, Ministry of Finance.	01 KPK-1	44	04
59.	22/2011	Asstt. Meteorologist (BS-16), Pakistan Meteorological Department, Ministry of Defence.	19 Merit-2 Punjab-9 Sindh (R)-3 Sindh (U)-1 KPK-2 Balochistan-2	687	550
60.	23/2011	Associate Professor (Female) (Islamiyat) (BS-19), Federal Government Educational Institutions (Cantt/Garrison), Ministry of Defence.	01 GBFATA-1	4	04
61.	25/2011	Charge/Staff Nurse (BS-16), FGS (Polyclinic), Islamabad Ministry of Health.	12 Sindh (U)-4 Balochistan-5 GBFATA-3	82	49
62.	26/2011	Assistant Drug Controller/ Vice Chairman Quality Control/ Assistant Directors, CDL (BS-17), Drugs Wing, Ministry of Health.	15 Merit-2 Punjab-8 Sindh (R)-1 KPK-2 Balochistan-1 GBFATA-1	1452	1190
63.	27/2011	Lady Doctor (CMP) (BS-17), Pakistan Navy, M/O Defence.	01 Punjab-1	15	12
64.	28/2011	Assistant Executive Engineer (B&R/E&M) (Civil) (BS-17), MES, Ministry of Defence.	02 Merit-1 Punjab-1	54	54
65.	29/2011	Deputy Chief (IT) (BS-19), FPSC.	01 Punjab-1	10	06
66.	33/2011	Administrative Officer (BS-17), Institute of Optronics, M/O Defence Production.	01 Punjab-1	99	78
67.	30/2011	Veterinary Officer (Civilian) (BS-17), Ministry of Defence.	02 Punjab-2	10	10
68.	32/2011	Legislative Translation Officer (BS-18), Ministry of Law, Justice and Parliamentary Affairs.	01 Punjab-1	6	03
69.	34/2011	Research Officer (BS-17), Rural Development and Local Planning Section, Planning & Development Division.	01 Punjab-1	169	127

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
70.	36/2011	2 nd Engineer (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	08 Punjab-6 Sindh (U)-1 Balochistan-1	19	12
71.	37/2011	Deputy Director (BS-18), Prime Minister's Inspection Commission, Prime Minister's Secretariat.	02 Punjab-1 Sindh (U)-1	147	107
72.	39/2011	Drawing and Disbursing Officer (BS-16), Prime Minister's Inspection Commission, Prime Minister's Secretariat.	01 Punjab-1	97	47
73.	40/2011	Inspector (BS-16), Airports Security Force, Ministry of Defence.	25 Punjab-16 Sindh (R)-3 Sindh (U)-1 KPK-3 Balochistan-2	4495	3664
74.	43/2011	Lecturer (BS-17), Federal College of Education, Ministry of Education.	06 Merit-1 Punjab-3 Sindh (R)-1 KPK-1	539	351
75.	187/2010	Deputy Directors (BS-18), Survey of Pakistan, Ministry of Defence.	07 Merit-1 Punjab-4 Sindh (U)-1 Balochistan-1	93	50
76.	2/2011	Composer (BS-16), Directorate General of Special Education, Ministry of Social Welfare and Special Education.	01 Sindh (R)-1	7	03
77.	38/2011	Assistant Director (BS-17), Prime Minister's Inspection Commission, Prime Minister Secretariat, Islamabad.	02 Punjab-1 Sindh (R)-1	652	482
78.	46/2011	Meteorologist (BS-17), Pakistan Meteorological Department, Ministry of Defence	13 Merit-1 Punjab-8 Sindh (R)-1 Sindh (U)-1 KPK-1 Balochistan-1	1057	788
79.	47/2011	Curator (BS-17), GHQ, Ministry of Defence, Defence Division	01 Punjab-1	59	49

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
80.	49/2011	Assistant Chief/ Assistant Economic Adviser/ Chief Research Officer/ Senior Research Officer/ Dy. Director (Agricultural Credit), (BS-18) Economists Group, Planning and Development Division	04 Sindh (R)-1 Balochistan-1 GBFATA-1 AJK-1	61	50
81.	51/2011	Lecturer (Male) (Physics) (BS-17), Federal Government Educational Institutions (Cantt/Garrisons), Ministry of Defence.	01 Punjab-1	185	122
82.	54/2011	Associate Professor (Male) (BS-19), Federal Government Educational Institutions, (Cantt./ Garrisons), Ministry of Defence.	04 Punjab-3 Sindh (U)-1	45	34
83.	55/2011	Lecturer (Male) (BS-17) Federal Government Educational Institutions, (Cantt./ Garrisons), Ministry of Defence.	101 Merit-8 Punjab-51 Sindh (R)-12 Sindh (U)-8 KPK-11 Balochistan-6 GBFATA-3 AJK-2	15432	11885
84.	56/2011	Lecturers (Female) (BS-17) Federal Government Educational Institutions, (Cantt./ Garrisons), Ministry of Defence.	101 Merit-7 Punjab-46 Sindh (R)-19 Sindh (U)-7 KPK-11 Balochistan-5 GBFATA-4 AJK-2	21580	15388
85.	57/2011	Librarian (Male) (BS-16), Federal Government Educational Institutions, (Cantt./ Garrisons), Ministry of Defence.	05 Punjab-3 Sindh (U)-1 Balochistan-1	144	114
86.	58/2011	Librarian (Female) (BS-16), Federal Government Educational Institutions, (Cantt./ Garrisons), Ministry of Defence.	04 Punjab-2 Sindh (R)1 Sindh (U)-1	186	136
87.	59/2011	Physiotherapist (Male) (BS-17), Armed Forces Institute of Rehabilitation Medicine Rawalpindi, M/O Defence	02 Punjab-2	13	09

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
88.	60/2011	Lecturer (Male), Political Science (BS-17), Federal Government Educational Institutions, Cantt./Garrisons), M/O Defence.	01 Punjab-1	91	63
89.	61/2011	Lecturer (Female) (Home Economics) (BS-17), Federal Government Educational Institutions, (Cantt./ Garrisons), M/O Defence.	01 GBFATA-1	15	10
90.	62/2011	System Analyst (BS-18), M/O Defence Production.	01 Punjab-1	92	66
91.	66/2011	Dy. Director (BS-18), National Talent Pool, Ministry of Labour and Manpower.	01 Punjab-1	102	70
92.	67/2011	Assistant Director (BS-17), National Talent Pool, Ministry of Labour and Manpower.	02 Punjab-2	251	188
93.	68/2011	System Operator (BS-16), FPSC.	01 Punjab-1	117	91
94.	73/2011	2 nd Engineer (E ^l ectronics) (System Engineer PCBRF), (BS-18), Pakistan Navy, Ministry of Defence	02 Sindh (R)-1 KPK-1	23	15
95.	72/2011	Assistant Security Officer/ Dy. Assistant Director (BS-16), Airports Security Force, Ministry of Defence.	11 Punjab-6 Sindh (R)-1 Sindh (U)-2 Balochistan-2	1153	901
96.	76/2011	Public Relation Officer (BS-16), Board of Investment, Ministry of Investment.	01 KPK-1	96	77
97.	77/2011	Assistant Professor (Female) (BS-18), Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	04 Sindh (R)-4	16	08
98.	78/2011	Instructor/Deputy Assistant Director, Civil Defence (BS-16), M/O Interior.	01 GBFATA-1	17	10
99.	79/2011	National Savings Officer (BS-16), Directorate of National Savings, Ministry of Finance.	01 AJK-1	41	32
100.	82/2011	Assistant Controller (HQ) (BS-16), Department of Stationery & Forms, Karachi, Cabinet Division	01 Punjab-1	24	18
101.	83/2011	Assistant Director (BS-17), FPSC	04 Punjab-3 Sindh (R)-1	1530	1065

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
102.	84/2011	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	03 Punjab-2 Balochistan-1	110	72
103.	85/2011	Civilian Labour Officer (BS-16), EME, GHQ, Ministry of Defence	05 Merit-1 Punjab-3 KPK-1	600	439
104.	88/2011	Dy. Director (BS-18), FPSC	01 Sindh (R)-1	84	63
105.	139/2011	Psychologist (BS-18), Federal Public Service Commission, Islamabad.	02 Punjab-1 Sindh (R)-1	18	16
106.	90/2011	Assistant Information Officer (BS-16), Press Information Department, M/O Information and Broadcasting.	03 Sindh (U)-2 AJK-1	28	22
107.	93/2011	Computer Operator (BS-16), M.E.S., Ministry of Defence.	01 Sindh (R)-1	106	80
108.	94/2011	Civilian Medical Practitioner (CMP) (BS-17), Ordnance CORPS, Ministry of Defence.	11 Punjab-7 Sindh (R)-1 KPK-2 Balochistan-1	88	71
109.	95/2011	Associate Professor (Male), (BS-19), Education Department Kashmir Affairs and Gilgit Baltistan Division.	02 GBFATA-2	18	17
110.	96/2011	Assistant Professor (Male) (BS-18), Education Department, Kashmir Affairs and Gilgit Baltistan Division.	06 GBFATA-6	72	63
111.	97/2011	Medical Officer (BS-17), Federal Government Polyclinic, Islamabad, Ministry of Health.	01 Punjab-1	13	09
112.	99/2011	Associate Professor/ Vice Principal (Female) (BS-19), Islamabad Model Colleges, Capital Administration and Development Division.	06 Punjab-3 Sindh (R)-1 Sindh (U)-1 KPK-1	32	28
113.	100/2011	Associate Professor/ Vice Principal (Male) (BS-19), Islamabad Model Colleges, Capital Administration and Development Division.	14 Merit-1 Punjab-6 Sindh (R)-2 Sindh (U)-1 KPK-2 GBFATA-1 Balochistan-1	225	189

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
114.	101/2011	Assistant Professor (Female) (BS-18), Islamabad Model Colleges, Capital Administration and Development Division.	16 Merit-1 Punjab-7 Sindh (R)-2 Sindh (U)-2 KPK-2 Balochistan-1 GBFATA-1	215	187
115.	104/2011	Divisional Forest Officer (BS-18), Forest Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GBFATA-1	23	23
116.	105/2011	Sub Divisional Forest Officer (BS-17), Forest Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	02 GBFATA-2	30	28
117.	106/2011	Assistant Professor (Male) (BS-18), Islamabad Model Colleges, Capital Administration and Development Division.	18 Merit-1 Punjab-7 Sindh (R)-3 Sindh (U)-2 KPK-2 Balochistan-1 GBFATA-1 AJK-1	413	335
118.	107/2011	Programmer (BS-17), Pakistan Meteorological Department, M/O Defence.	02 Merit-1 Sindh (R)-1	153	102
119.	108/2011	Assistant Programmer (BS-16), Pakistan Meteorological Department, M/O Defence.	04 Merit-1 Punjab-2 Sindh (U)-1	74	52
120.	110/2011	Assistant Director (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	20 Merit-1 Punjab-10 Sindh (R)-3 Sindh (U)-1 KPK-2 Balochistan-1 GBFATA-1 AJK-1	8095	5642
121.	111/2011	Inspector (BS-16), Anti Narcotics Force, Ministry of Narcotics Control.	16 Merit-2 Punjab-8 Sindh (R)-3 KPK-1 Balochistan-1 GBFATA-1	1881	1430

S. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of posts with quota	Candidates applied	Candidates appeared
122.	117/2011	Pharmacist (BS-17), Pakistan Navy, Ministry of Defence.	01 Punjab-1	194	130
123.	118/2011	2nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	03 Punjab-2 Sindh (R)-1	23	12
Total				73667	55151

Appendix-IX

Cases (BS-16 & Above) Where Alternate Nominations were Made Due to Non-Joining of Principal Nominees of the Commission during the Year, 2011

S No.	Case No.	Name of Post with BS and Ministry/Division/ Department	Principal Nominations	Alternate Nominations
1.	110/2010	Lecturer (Male) (BS-17), M/O Defence	3 Sindh (U)-3	1 S(U)-1
2.	82/2010	Inspector ASF (BS-16), M/O Defence	1 AJK-1	1 AJK-1
3.	17/2010	Experimental Officer (BS-16), Pak Navy, M/O Defence.	01 KPK-1	01 KPK-1
4.	102/2009	Charge/ Staff Nurses (BS-16), Federal Government Services Hospital, Islamabad, Ministry of Health	87 Merit-7 Punjab-43 Sindh(R)-10 Sindh(U)-7 KPK-10 Balochistan-5 GBFATA-3 AJK-2	08 PB-5 S(R)-2 KPK-1
5.	17/2009	Deputy Headmasters (Male) (BS-17), M/O Education.	23 Merit-2 Punjab-11 Sindh (R)-3 Sindh(U)-2 KPK-2 Balochistan-1 GBFATA-1 AJK-1	01 PB-1
6.	22/2010	Executive Engineer (Electrical) (BS-18), MES, M/O Defence.	1 Punjab-1	1 PB-1
7.	101/2009	National Saving Officers (BS-16), M/O Finance	32 Merit-2 Punjab-16 Sindh(R)-3 Sindh(U)-3 KPK-3 Balochistan-2 GBFATA-2 AJK-1	02 PB-1 GBFATA-1
8.	34/2010	Medical Officers (BS-17), M/O Railways	27 Merit-13 Punjab-4 KPK-4 GBFATA-5 AJK-1	07 PB-2 KPK-2 GBFATA.-3
9.	57/2010	Assistant Chief (BS-18), P&D Division.	1 Punjab-1	1 PB-1

S No.	Case No.	Name of Post with BS and Ministry/Division/ Department	Principal Nominations	Alternate Nominations
10.	177/2009	Nine Assistant Professors (Male) BS-18 F.G Colleges Directorate of Federal Govt Educational Institutions (Cantt/Garrison) M/O Defence,	9 Merit-1 Punjab-3 Sindh(R)-1 Sindh (U)-1 KPK-1 Balochistan-1 AJK-1	1 PB-1
11.	305/ 2008	Assistant Chief/ Assistant Economic Adviser/ Chief Research Officers/ Senior Research Officers/ Deputy Advisers (Cooperation)/ Deputy Directors (Economics Studies)/ Deputy Directors (Farm Management)/ Deputy Directors (Agricultural Credit), (BS-18), Economists Group, P & D Division.	36 Merit-3 Punjab-18 Sindh(R)-04 Sindh (U)-3 KPK-4 Balochistan-2 GBFATA-1 AJK-1	02 PB-2
12.	54/2010	Research Officer/ Planning Officer/ Survey Officers (BS-17) Planning And Development Division.	5 Merit-1 Punjab-2 Sindh(U)-1 Balochistan-1	01 S(U)-1
13.	282/2008	Statistical Officer, Federal Bureau of Statistics, Statistics Division. BS-17	29 Merit-2 Punjab-14 Sindh(R)-3 Sindh(U)-2 KPK-4 Balochistan-2 GBFATA-1 AJK-1	06 PB-2 KPK-1 BAL.-2 GBFATA-1
14.	26/2009	Communication Security Officer (BS-17), Department of Communication Security, Cabinet Division	3 Punjab-2 Sindh(U)-1	01 PB-1
15.	95/2008	Assistant Directors, Bureau of Emigration & Overseas Employment, Labour & Manpower Division. BS-17.	5 Merit-1 Punjab-2 KPK-1 AJK-1	01 PB-1
16.	207/2008	Chief Photographer, Pakistan Navy, Ministry of Defence. BS-16.	1 Punjab-1	01 PB-1
17.	54/2009	Ordnance Officer Civilian (Stores) (BS-16), Ordnance Corps, GHQ, Ministry of Defence	2 Sindh(R)-1 KPK-1	01 KPK-1
18.	168/2009	Vice Principals (BS-17), Directorate of Federal Government Educational Institutions (Cantt/ Garrison), Ministry of Defence	5 Merit-1 Punjab-2 Sindh(U)-1 AJK-1	01 PB-1

S No.	Case No.	Name of Post with BS and Ministry/Division/ Department	Principal Nominations	Alternate Nominations
19.	63/2009	Medical Officers (BS-17) T.B. Centre, Rawalpindi, Ministry of Health	4 Punjab-2 KPK-1 Balochistan-1	02 PB-2
20.	73/2009	Statistical Officer (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	1 Punjab-1	01 PB-1
21.	48/2009	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-1 Balochistan-1	01 PB-1
22.	213/2008	Medical Officers, JPMC, Karachi, Ministry of Health. BS-17.	34 Merit-5 Punjab-17 Sindh(R)-1 Sindh(U)-2 KPK-9	14 M-1 PB-8 S(R)-1 S(U)-1 KPK-3
23.	307/2008	Data Processing Assistants, Federal Bureau Of Statistics, Statistics Division. BS-16	7 Merit-1 Punjab-3 Sindh(U)-1 Balochistan-1 AJK-1	01 S(U)-1
24.	310/2008	3rd Engineer (Textile), Pakistan Navy, Ministry of Defence. BS-17.	1 Punjab-1	01 PB-1
25.	49/2009	Assistant Signal & Telecommunication Engineer (BS-17), Signal and Telecommunication Engineering Department of Pakistan Railways, Ministry of Railways	18 Merit-1 Punjab-10 Sindh(R)-1 Sindh(U)-1 KPK-3 Balochistan-1 AJK-1	11 S(R)-1 S(U)-1 KPK-1 AJK-1
26.	105/209	Assistant Mechanical Engineer (BS-17), Ministry of Railways (Railway Board)	18 Merit-2 Punjab-8 Sindh(R)-3 Sindh(U)-1 KPK-2 Balochistan-1 AJK-1	04 PB-2 S(R)-2

S No.	Case No.	Name of Post with BS and Ministry/Division/ Department	Principal Nominations	Alternate Nominations
27	110/2009	Assistant Director (BS-17), Central Directorate of National Savings, Finance Division	11 Merit-1 Punjab-5 Sindh(R)-2 Sindh(U)-1 KPK-1 GBFATA-1	01 PB-1
Total				74

Appendix-X

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

S. No	Case No.	Name of Post with Ministry/Division/ Department & BPS.	Date of Recommendation issued	Date of Offer of Appointment issued
1	13/2009	Assistant Director (Investigation), (BS-17) M/O Interior.	30-08-2011	23-11-11
2	14/2009	Speech Therapists BS-17 Directorate General of Special Education M/O Social Welfare and Special Education.	27-07-2011	Reminder issued to CADD
3	17/2009	Deputy Headmaster (Male) (BS-17), M/O Education.	28-03-2011	Reminder issued to CADD
4	34/2009	Joint Educational Advisor (BS-20), M/O Education	01-01-2011	26-3-11
5	71/2009	Charge Nurses (BS-16), JPMC, M/O Health	16-3-11	Reminder issued to JPMC
6	76/2009	Deputy Director (Legal), BS-18, M/O Education.	6/1/2011	2/4/2011
7	109/2009	Public Relation Officer (BS-16), M/O Investment.	20-4-11	Reminder issued
8	135/2009	Senior Store Officer (BS-18), MES, M/O Defence.	21-5-11	Reminder issued
9	167/2009	Principal FGEI (C/G) (BS-18), Ministry Of Defence.	6/4/2011	9/5/2011
10	169/2009	Headmasters (BS-18), M/O Defence	26-1-11	7/3/2011
11	170/2009	Assistant Headmaster (BS-17), M/O Defence.	5/1/2011	11/2/2011
12	178/2009	Assistant Professor (Female) (BS18), FGEI (C/G), M/O Defence	28-4-11	9/9/2011
13	202/2009	Instructor (Fishing Gear), (BS-18), Marine Fisheries Department, M/O Livestock and Dairy Development.	5/4/2011	Reminder issued to Ports and Shipping Division
14	03./2010	Assistant Animal Husbandry Commissioner (BS-18), M/O Live Stock & Dairy Development	31-5-11	2/7/2011
15	06./2010	Assistant Executive Engineers (Civil), (BS-17) PWD, M/O Housing & Works	23-4-11	Reminder issued
16	10./2010	Joint Editor (BS-17), ISPR, M/O Defence	12/5/2011	5/10/2011
17	11./2010	Deputy Director (BS-18), M/O Women Development	12/5/2011	Reminder issued
18	21/2010	Lecturer (Male) (BS-17), FGEI, M/O Defence	9/4/2011	29-11-11
19	33/2010	Lady Medical Officer (BS-17), GB & Kashmir Division.	28-3-11	Reminder issued

S. No	Case No.	Name of Post with Ministry/Division/ Department & BPS.	Date of Recommendation issued	Date of Offer of Appointment issued
20	35/2010	Soil Survey Research Officers (BS-17), M/O Food & Agriculture.	7/4/2011	23-6-11
21	41/2010	Assistant Executive Engineer (BS-17), AJK Secretariat.	18-3-11	23-4-11
22	42/2010	Assistant Director (Physical Education), (BS-17), M/O Education	18-5-11	Reminder issued to CADD
23	43/2010	Research Officer (BS-17), Statistics Division	27-6-11	Reminder issued
24	48/2010	Research Officer (BS17), P&D Division.	9/5/2011	Reminder issued
25	52/2010	Chief/ Joint Economic Adviser/ Economic Analyst/ Economic Consultant. (BS-20), P & D Division.	7/9/2011	12/10/2011
26	64/2010	Assistant Professors (BS-18), JPMC, Karachi, Ministry Of Health.	17-10-11	2/12/2011
27	69/2010	Lecturer (Male) (Fine Arts), (BS-17), M/O Education	11/5/2011	Reminder issued to CADD
28	71/2010	Deputy Chief (BS-19) Planning and Development Division.	28-6-11	Reminder issued
29	76/2010	Research Officer (BS-17), P&D Division.	12/5/2011	Reminder issued
30	78/2010	Director, Bioadversity Programme (BS-19), M/O Environment	11/5/2011	Reminder issued to P & D Division.
31	80/2010	Assistant Chief (BS-18), P&D Division	14-6-11	20-8-11
32	82/2010	Inspector ASF (BS-16), M/O Defence	26-5-11	6/7/2011
33	88/2010	Forest Ranger (BS-16), M/O Environment	3/5/2011	Reminder issued to P & D Division.
34	89/2010	Lecturer In Forestry, PFI, Peshawar, (BS-17), M/O Environment	10/5/2011	Reminder issued to PFI
35	90/2010	Assistant Forest Genetics, PFI, Peshawar, (BS-17), M/O Environment	17-5-11	Reminder issued to PFI
36	92/2010	Technical Assistant (BS-16), PFI, Peshawar, M/O Environment	18-4-11	Reminder Issued to PFI
37	94/2010	Occupational Therapists (BS-17) M/O Social Welfare and Special Education.	12/7/2011	25-8-11
38	96/2010	Lecturers (Male) (BS-17) M/O Education	20-7-11	Reminder Issued
39	97/2010	Assistant Director (BS-17) Bureau of Emigration & Overseas Employment, Labour & Manpower Division.	30-6-11	8/10/2011
40	99/2010	Staff/Charge Nurses, Federal Medical Centre, Quetta, (Directorate Of Central Health Establishments) (BS-16) M/O Health.	9/7/2011	Reminder Issued to IPC
41	102/2010	Cardiac Perfusionist /Pump Technician (BS-17), AFIC, M/O Defence	12/5/2011	Reminder issued

S. No	Case No.	Name of Post with Ministry/Division/ Department & BPS.	Date of Recommendation issued	Date of Offer of Appointment issued
42	105/2010	Pulp & Paper Officer (Technology) (BS-17), M/O Environment	19-5-11	Reminder issued to PFI
43	110/2010	Lecturer (Male) (BS-17), M/O Defence	23-6-11	21-9-11
44	111/2010	Deputy Directors (BS-18), Deptt. of Plant Protection, M/O Food and Agriculture.	8/8/2011	Reminder issued to M/o commerce
45	112/2010	Associate Professors (BS-19) M/O Health,	9/9/2011	Reminder issued
46	113/2010	Assistant Accounts Officer (BS-16), M/O Education	8/6/2011	Reminder issued to CADD
47	114/2010	Inspector (BS-16), Federal Directorate of Education, Ministry Of Education.	29-9-11	Reminder issued to CADD
48	116/2010	Assistant Engineer (Civil) (BS-16), M/O Education	26-5-11	Reminder issued
49	118/2010	Superintending Engineer (B&R/ E&M) (BS-19) M/O, Defence.	18-8-11	Reminder issued
50	119/2010	Nursing Superintendents (BS-18), M/O Health	29-5-11	29-8-11
51	121/2010	Assistant Nursing Instructors (BS-17), PIMS, M/O Health	3/6/2011	Reminder issued to CADD
52	122/2010	Assistant Nursing Supervisor (BS-17), M/O Health	20-5-11	Reminder issued to CADD
53	123/2010	Assistant Clinical Instructors (BS-17), PIMS, M/O Health	8/7/2011	15-8-11
54	124/2010	Nursing Superintendents (BS-17), M/O Health	12/5/2011	2/11/2011
55	125/2010	Deputy Chief (BS-19) Food & Agriculture Section Planning Commission Planning and Development Division.	23-6-11	Reminder Issued
56	126/2010	Deputy Director (Media) Communication (BS-18) M/O Environment.	30-7-11	REMINDER ISSUED
57	127/2010	System Analyst (BS-18) Establishment Division.	28-6-11	Reminder Issued
58	151/2010	Bio-Chemist (BS-17), PIMS, Ministry Of Health.	29-11-11	Reminder Issued to CADD
59	17/2011	National Savings Officer (BS-16), Central Directorate Of National Savings, Ministry of Finance.	30-11-11	Reminder Issued
60	44/2011	Chest Specialist (BS-18), Health Department, Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	23-5-11	Reminder Issued

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

Case No.	Name of Officer, Designation/Department	Remarks		
		Fit	Unfit	Fit for any other lower post
16/1995-FS-IV	Regularization of Services of Adhoc appointment (Instructor), BS-16, Staff Welfare Organization, Establishment Division	01	--	--
01/2010-FS-IV	Regularization of Services of Deputy Director (BS-18), Directorate General of Special Education, M/o Special Education.	--	01	--
01/2011-FS-IV	Regularization of Services of Contract/ Daily Wages Teachers in Federal Directorate of Education, M/o Education.	Interviews of 283 Teachers, pending on Decision of CADD		
Total		01	01	--

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

Case No.	Name of Officer, Designation/ Department	Remarks Extension Granted/Refused
01/2007-FS-IV	Recruitment to the post of AEE (Civil) (BS-17), Pakistan Railways, on Adhoc Basis.	Nine (09) incumbents were not given extension after 31-1-2011.

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

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BPS.	No Posts with Quota	Candidates Applied.
1.	230/2008	Logging Officer (BS-18), Pakistan Forest Institute, Ministry of Environment	1 Punjab-1	06
2.	243/2008	Seventeen Assistant Professors (BS-18), Jinnah Post Graduate Medical College, Karachi, Ministry of Health	1 Punjab-1	38
Total			02	44

Appendix-XIV**Cases (BS-16 & Above) where Representations Against Decision of the Commission were Received and Processed during the Year, 2011**

S. No	Case No.	Representations Received	Review petitions Received	Restored
1	176/2008	14	9	7
2	179/2008	17	3	2
3	243/2008	9	1	1
4	284/2008	1	-	1
5	305/ 2008	71	-	14
6	05/2009	9	-	3
7	13/2009	26	-	26
8	14/2009	11	-	-
9	17/2009	9	-	5
10	33/2009	40	-	7
11	34/2009	9	1	6
12	46/2009	4	-	1
13	52/2009	5	-	-
14	53/2009	6	-	1
15	71/2009	30	-	8
16	76/2009	1	-	1
17	77/2009	22	2	8
18	101/2009	6	-	2
19	102/2009	17	-	2
20	103/2009	15	-	3
21	109/2009	17	-	3
22	112/2009	12	-	7
23	116/2009	25	-	10
24	117/2009	19	6	13
25	122/2009	1	-	1
26	127/2009	19	-	8
27	133/2009	3	-	1
28	134/2009	13	-	2
29	135/2009	6	1	4
30	156/2009	1	-	1
31	167/2009	39	2	15
32	169/2009	7	-	4
33	170/2009	5	-	5
34	171/2009	2	-	1
35	173/2009	6	-	2

S. No	Case No.	Representations Received	Review petitions Received	Restored
36	174/2009	1	-	1
37	177/2009	21	0	7
38	178/2009	2	-	2
39	192/2009	1	-	-
40	198/2009	4	-	-
41	199/2009	20	-	5
42	202/2009	2	-	-
43	02/2010	4	-	-
44	03/2010	5	2	-
45	04/2010	1	-	1
46	06/2010	-	-	-
47	07/2010	4	-	-
48	08/2010	17	-	3
49	09/2010	-	-	-
50	10/2010	9	-	3
51	11/2010	7	-	4
52	15/2010	4	1	2
53	16/2010	3	-	1
54	17/2010	2	-	-
55	18/2010	3	-	-
56	19/2010	2	-	1
57	21/2010	1	-	-
58	22/2010	1	-	1
59	23/2010	43	2	4
60	25/2010	1	-	-
61	26/2010	1	-	-
62	28/2010	2	-	-
63	29/2010	2	-	-
64	31/2010	-	-	-
65	34/2010	10	-	1
66	51/2010	3	-	1
67	62/2010	12	-	3
68	64/2010	3	-	3
69	66/2010	3	1	1
70	76/2010	1	-	1
71	78/2010	2	-	1
72	86/2010	25	-	15
73	95/2010	9	1	3
74	96/2010	6	-	1
75	98/2010	4	1	1

S. No	Case No.	Representations Received	Review petitions Received	Restored
76	99/2010	5	-	1
77	111/2010	2	-	1
78	114/2010	20	-	2
79	125/2010	1	-	1
80	128/2010	5	-	1
81	131/2010	1	-	1
82	132/2010	1	-	1
83	181/2010	3	-	1
84	01./2011	2	-	-
85	03./2011	-	-	-
86	05./2011	3	-	-
87	06./2011	-	-	-
88	16/2011	-	-	-
89	17/2011	-	-	-
90	23/2011	2	-	-
91	35/2011	-	-	-
92	41/2011	-	-	-
93	80/2011	-	-	-
94	113/2011	-	-	-
Total		783	33	250

Appendix-XV**Detail of Cases (Re-advertised) during the year, 2011**

S. No.	Case No	Advertisement No	Name Of Post With Ministry/ Division/ Department & BPS.	No. Of Posts With Quota
1	1/2011	1/2011	Associate Professor (Female) (BS-19), Federal Directorate Of Education, M/O Education	02 Sindh(R)-1 KPK-1
2	2/2011	1/2011	Composer (BS-16), Directorate General of Special Education, Ministry of Social Welfare and Special Education.	01 Sindh(R)-1
3	3/2011	1/2011	Junior Research Officer (BS-16), Directorate General Civil Defence, Ministry of Interior.	01 Punjab-1
4	4/2011	1/2011	Trained Graduate Teachers (Male) (BS-16), Federal Government Educational Institutions, (Cantt/ Garrisons), Ministry of Defence.	06 Sindh(R)-1 Sindh(U)-2 Balochistan-3
5	5/2011	1/2011	Assistant Chief (BS-18), Nutrition Section, Planning & Development Division.	01 KPK-1
6	6/2011	1/2011	Engineers & Ship Surveyor (BS-18), Mercantile Marine Department, Ministry of Ports and Shipping.	03 Punjab-2 Sindh(R)-1
7	7/2011	1/2011	Professor (General Surgery) (BS-20), Jinnah Postgraduate Medical Centre, Karachi, Ministry of Health.	01 Punjab-1
8	8/2011	1/2011	Medical Specialists (BS-18), Health Department, Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	02 GBFATA-2
9	9/2011	1/2011	Associate Professor of Dentistry (BS-19), Jinnah Postgraduate Medical Centre, Karachi, Ministry of Health.	01 Punjab-1
10	10/2011	1/2011	Deputy Director (Technical) (BS-18), National Documentation Centre, Cabinet Division.	01 Punjab-1
11	11/2011	2/2011	Trained Graduate Teacher (Female) (BS-16), Education Department of Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	01 GBFATA-1
12	12/2011	2/2011	Associate Professor (Male) (BS-19), Directorate of Federal Government Educational Institutions (Cantt/ Garrison), Ministry of Defence.	03 Sindh(R)-1 Balochistan-1 GBFATA-1
13	13/2011	2/2011	Lecturers (Male) (BS-17), Federal Government Colleges for Men, Directorate Of Federal Government Educational Institutions, (Cantt/ Garrison), Ministry of Defence.	06 Punjab-4 KPK-1 Balochistan-1

S. No.	Case No	Advertisement No	Name Of Post With Ministry/ Division/ Department & BPS.	No. Of Posts With Quota
14	14/2011	2/2011	Chief/ Joint Economic Adviser/ Economic Analyst/ Economic Consultant (BS-20), Economists Group, Planning and Development Division.	01 AJK-1
15	15/2011	2/2011	Radiologist (BS-18), Health Department Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	01 GBFATA-1
16	16/2011	2/2011	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	01 Punjab-1
17	17/2011	2/2011	National Savings Officer (BS-16), Central Directorate of National Savings, Ministry of Finance.	01 KPK-1
18	18/2011	2/2011	Charge Nurse (BS-16), Jinnah Postgraduate Medical Centre (JPMC), Karachi, Ministry of Health.	33 KPK-2 Balochistan-16 GBFATA-11 AJK-4
19	19/2011	2/2011	Deputy Chief Nursing Superintendent (BS-19), Jinnah Postgraduate Medical Centre (JPMC), Karachi, M/O Health.	01 Punjab-1
20	20/2011	2/2011	Professor (Clinical Pathology) (BS-20), JPMC, Karachi, Ministry Of Health.	01 Punjab-1
21	21/2011	2/2011	Professors (BS-20), JPMC, Karachi, M/O Health.	02 Punjab-1 GBFATA-1
22	23/2011	2/2011	Associate Professor (Female) (Islamiyat) (BS-19), F.G. Colleges, Directorate Of Federal Government Educational Institutions (Cantt/ Garrison), Ministry of Defence.	01 GBFATA-1
23	25/2011	2/2011	Assistant Drug Controllers/ Vice Chairman Quality Control/ Assistant Directors, CDL (BS-17), Drugs Wing, Ministry of Health.	15 Merit-2 Punjab-8 Sindh(R)-1 KPK-2 Balochistan-1 GBFATA-1
24	27/2011	2/2011	Lady Doctor (CMP) (BS-17), Pakistan Navy, Ministry of Defence.	01 PUNJAB-1
25	28/2011	2/2011	Assistant Executive Engineers (B&R/E&M) (Civil Engineering) (BS-17), MES, Ministry of Defence.	02 Merit-1 Punjab-1
26	30/2011	3/2011	Veterinary Officers (Civilian) (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	02 Punjab-2
27	35/2011	3/2011	Chief Nursing Superintendent (BS-20), Jinnah Postgraduate Medical Centre, Karachi, M/O Health	01 Punjab-1

S. No.	Case No	Advertisement No	Name Of Post With Ministry/ Division/ Department & BPS.	No. Of Posts With Quota
28	36/2011	3/2011	2nd Engineers (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	08 PUNJAB-6 Sindh(U)-1 Balochistan-1
29	40/2011	3/2011	Inspectors (BS-16), Airports Security Force, Ministry of Defence.	25 Punjab-16 Sindh(R)-3 Sindh(U)-1 KPK-3 Balochistan-2
30	41/2011	3/2011	Associate Professors (BS-19), Jinnah Postgraduate Medical Centre (JPMC), Karachi, Ministry of Health.	04 Punjab-02 KPK-01 GBFATA-01
31	42/2011	3/2011	Charge/ Staff Nurses (BS-16), National Institute of Child Health, Karachi, Ministry of Health.	19 Punjab-12 KPK-1 Balochistan-3 GBFATA-2 AJK-1
32	43/2011	3/2011	Lecturers (BS-17), Federal College of Education, Ministry of Education	06 Merit-1 Punjab-3 Sindh(R)-1 KPK-1
33	44/2011	4/2011	Chest Specialist (BS-18), Health Department, Gilgit Baltistan, Kashmir Affairs & G.B.Div.	01 GBFATA-1
34	45/2011	4/2011	Associate Professor Of Dentistry (BS-19), Jinnah Postgraduate Medical Centre, Karachi, Ministry of Health.	01 Punjab-1
35	48/2011	4/2011	Principal School of Nursing (BS-19), Jinnah Postgraduate Medical Centre, Karachi, M/O Health.	01 Punjab-1
36	49/2011	4/2011	Assistant Chiefs/ Assistant Economic Advisers/ Chief Research Officers/ Senior Research Officers/ Deputy Advisers (Co-Operation)/ Deputy Directors (Economic Studies)/ Deputy Directors (Farm Management)/ Deputy Directors (Agricultural Credit), BS-18, , Economists Group, Planning and Development Division.	04 Sindh(R)-1 Balochistan-1 GBFATA-1 AJK-1
37	50/2011	4/2011	Architect (BS-18), Ministry of Environment.	01 Sindh(R)-1
38	51/2011	4/2011	Lecturer (Male), Physics (BS-17), Federal Government Colleges for Men, Directorate Of Federal Government Educational Institutions (Cantt/ Garrisons), Ministry of Defence.	01 Punjab-1

S. No.	Case No	Advertisement No	Name Of Post With Ministry/ Division/ Department & BPS.	No. Of Posts With Quota
39	59/2011	4/2011	Physiotherapists (Male), BS-17, Armed Forces Institute of Rehabilitation Medicine, Rawalpindi, Ministry of Defence.	02 Punjab-2
40	60/2011	4/2011	Lecturer (Male), Political Science, (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Punjab-1
41	61/2011	4/2011	Lecturer (Female), (Home Economics), (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 GBFATA-1
42	63/2011	4/2011	Instructor (Fishing Gear), (BS- 18) Fisheries Training Centre, Marine Fisheries Department, Karachi, (Livestock & Fisheries Wing), Ministry of Livestock and Dairy Development.	01 Punjab-1
43	64/2011	5/2011	Soil Survey Research Officers (BS-17), Soil Survey of Pakistan, Ministry of Food and Agriculture.	02 Punjab-2
44	65/2011	4/2011	Lady Medical Officers (BS-17), Health Department, Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	02 GBFATA-2
45	72/2011	5/2011	Assistant Security Officers/ Deputy Assistant Directors (BS-16), Airports Security Force, Ministry of Defence.	11 Punjab-6 Sindh(R)-1 Sindh(U)-2 Balochistan-2
46	73/2011	4/2011	2nd Engineer (Electronics) (System Engineer PCBRF), (BS-18), Pakistan Navy, Ministry of Defence.	02 Sindh(R)-1 KPK-1
47	74/2011	4/2011	Associate Professors, (BS-19), Jinnah Postgraduate Medical Centre, Karachi, Ministry of Health.	02 Merit-1 Punjab-1
48	75/2011	5/2011	Assistant Professor (Radiology) (BS-18), National Institute of Child Health (NICH), Karachi, Ministry of Health	01 Sindh(R)-1
49	76/2011	5/2011	Public Relation Officer (BS-16), , Board of Investment, Ministry of Investment	01 KPK-1
50	77/2011	5/2011	Assistant Professors (Female) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	04 Sindh(R)-4
51	78/2011	5/2011	Instructor, Civil Defence/ Deputy Assistant Director, Civil Defence (BS-16), Ministry of Interior.	01 GBFATA-1
52	79/2011	5/2011	National Savings Officer (BS-16), Central Directorate of National Savings, Ministry of Finance.	01 AJK-1

S. No.	Case No	Advertisement No	Name Of Post With Ministry/ Division/ Department & BPS.	No. Of Posts With Quota
53	80/2011	5/2011	Associate Physician (Medicine)/ Civil Surgeon (BS-18), Federal Medical Centre, Lahore, (Directorate of Central Health Establishments), M/O Health.	01 Punjab-1
54	81/2011	5/2011	Assistant Manager CAP, (BS-16), GHQ, M/O Defence	01 Sindh(R)-1
55	82/2011	5/2011	Assistant Controller (HQ) (BS-16), Department of Stationery & Forms, Karachi, Cabinet Division.	01 Punjab-1
56	84/2011	5/2011	Inspectors (BS-16), Anti Narcotics Force, Ministry of Narcotics Control	03 Punjab-2 Balochistan-1
57	86/2011	5/2011	Associate Professor (Radiology) (BS-19), National Institute of Child Health (NICH), Karachi, Ministry of Health.	01 Punjab-1
58	87/2011	5/2011	Assistant Professor (Medicine ICU) (BS-18), Jinnah Postgraduate Medical Centre, Karachi, Ministry of Health.	01 Punjab-1
59	90/2011	6/2011	Assistant Information Officers (BS-16), Press Information Department, Ministry of Information and Broadcasting.	03 Sindh(U)-2 AJK-1
60	97/2011	6/2011	Medical Officer (BS-17), Federal Government Polyclinic, Islamabad, Ministry of Health.	01 Punjab-01
61	109/2011	7/2011	Lecturer (Male) Persian (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh(U)-1
62	113/2011	7/2011	Assistant Professors, (BS-18), Pakistan Institute of Medical Science (PIMS), Islamabad, Capital Administration and Development Division.	02 Sindh(R)-2
63	114/2011	7/2011	Chief Engineer & Ship Surveyor (BS-20), Ministry of Ports and Shipping.	01 Sindh(R)-1
64	115/2011	7/2011	Judicial Member (BS-21), Income Tax Appellate Tribunal, Law, Justice and Parliamentary Affairs Division.	01 AJK-1
65	118/2011	7/2011	2nd Engineers (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	03 Punjab-02 Sindh(R)-1
66	119/2011	7/2011	Lecturer (Male) (Geography) (BS-17), Federal Directorate of Education, Capital Administration and Development Division.	01 AJK-1
67	120/2011	7/2011	Demonstrator (Physics Laboratory) (BS-16), Pakistan Navy, Ministry of Defence.	01 Punjab-01
68	121/2011	8/2011	Computer Operator (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	01 Sindh(R)-1
69	123/2011 (Re-Adv)	8/2011	Agriculture Officer (BS-17), Department of Agriculture Gilgit Baltistan.	09 GBFATA-09

S. No.	Case No	Advertisement No	Name Of Post With Ministry/ Division/ Department & BPS.	No. Of Posts With Quota
70	124/2011	8/2011	Assistant Chief (BS-18), Transport and Communication Section, Planning and Development Division.	01 Sindh(R)-1
71	125/2011	8/2011	Assistant Naval Store Officer (BS-16), Pakistan Navy, Ministry of Defence.	01 Balochistan-1
72	138/2011	9/2011	Assistant Chiefs/ Assistant Economic Advisers/ Chief Research Officers/ Senior Research Officers/ Deputy Directors (Agricultural Credit), Economists Group, Planning and Development Division.	02 Punjab-2
73	152/2011	10/2011	Chief/ Joint Economic Adviser/ Economic Analyst/ Economic Consultant (BS-20), Economists Group, Planning and Development Division.	01 AJK-1
74	154/2011	11/2011	Chest Specialist (BS-18), Health Department, Gilgit Baltistan, Kashmir Affairs & Gilgit Baltistan Division.	01 GBFATA-1
75	156/2011	11/2011	Lecturer (Female) (Geography) (BS-17), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration and Development Division.	01 Sindh(R)-1
76	157/2011	11/2011	Trained Graduate Teachers (Male), (BS-16), Directorate of Federal Government Educational Institutions, Urdu Medium Schools, (Cantt/ Garrisons), Ministry of Defence.	02 Sindh(R)-1 Sindh(U)-1
77	158/2011	11/2011	Lecturer (Female) (Physics) (BS-17), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration and Development Division.	01 Sindh(R)-1
TOTAL				237 *

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

Appendix-XVI

TABLE NO. 1
Occupational Groups/Services and Provincial/
Region-wise vacancies for the year 2010

Occupational Group/Service	Merit	Punjab	Sindh (R)	Sindh (U)	KPK	Balochistan	GB-FATA	AJK	Total
Pakistan Audit & Accounts Service	01	10	02	01	02	01	01	01	19
Commerce & Trade Group	-	-	-	-	-	01	01	-	02
Pakistan Customs Services	01	02	-	-	01	-	-	-	04
District Management Group	03	19	03	03	03	02	02	01	36
Foreign Service of Pakistan	02	12	03	02	03	02	01	-	25
Inland Revenue Services	03	19	05	03	04	02	02	01	39
Information Group	-	-	-	-	-	-	01	-	01
Military Lands & Cantonments	01	04	01	01	01	01	-	01	10
Office Management Group	04	24	03	-	06	03	01	-	41
Police Service of Pakistan	01	09	02	02	01	01	-	-	16
Postal Group	01	04	-	-	02	-	01	-	08
Railways(C & T)	-	02	-	-	01	01	-	-	04
Total	17	105	19	12	24	14	10	04	205

There were 11888 candidates for the Competitive Examination 2010. Out of them, 7759 (65%) appeared and 628(8%) finally qualified the examination. Establishment Division reported 271 vacancies, whereas 205(32%) candidates were inducted into various Occupational Groups/Services out of the written qualified candidates. Allocation could not be made against 66 vacancies reserved for Sindh(R), Sindh (U), Balochistan, Punjab and GBFATA, as required numbers of qualified candidates were not available against these quotas. These vacancies have been carried over to the next year and will be allocated to eligible qualifying candidates of the respective provinces/regions only.

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

Candidate's Domicile	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Balochistan	393 (05)	22 (04)	03	04	14 (07)
Khyber Pakhtunkhwa	1210 (16)	97 (15)	25	11	33 (16)
Sindh(Rural)	903 (12)	21 (03)	02	06	19 (09)
Sindh(Urban)	515 (07)	14 (02)	-	03	12 (06)
Punjab	4210 (54)	437(70)	65	70	112 (55)
A.J.K.	155 (02)	08 (01)	01	02	4 (02)
GBFATA.	341 (04)	29 (05)	04	04	11 (05)
Not Mentioned	32 (01)	-	-	-	-
Total	7759	628	100	100	205

- Figures in bracket are the total percentage.
- Out of 7759 candidates appeared in the written exam, 4210(54%) were from Punjab, followed by KPK 1210(16%), Sindh Rural 903(12%), Sindh Urban 515(07%),, Balochistan 393(05%) GBFATA 341(04%) and AJK 155(02%). Number of candidates who finally qualified were 70% from PUNJAB , KPK 15%, GBFATA 5%, Balochistan 04% Sindh Rural 3%, and Sindh Urban 2% while in the final selection, the share of candidate from Punjab was 112(55%), KPK 33(16%), Sindh Rural 19(9%), Balochistan 14(7%), Sindh Urban 12(6%) and GBFATA 5%. It showed that candidates from Balochistan and GBFATA have more chances and less competition in final selection against their appearance ratio.

Appendix-XVI

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

Father's Education	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Ph.D.	39 (01)	10 (02)	05	01	06 (03)
M. Phil.	14 (--)	2 (--)	01	01	01 (-)
Post Graduate	1219 (16)	110 (17)	22	21	47 (23)
Graduate	1452 (19)	116 (18)	14	11	29 (14)
Professional Degrees	530 (07)	61 (10)	13	08	21 (10)
Professional diploma/ certificate	112 (01)	5 (01)	02	-	02 (01)
Intermediate	835 (11)	65 (10)	09	06	20 (10)
Matric	1309 (17)	105(17)	14	24	30 (15)
Below Matric	947 (12)	79 (13)	10	13	21 (10)
Illiterate	150 (02)	35 (06)	04	05	10 (05)
Religious Education	24 (--)	-	-	-	-
Information not reported	1128 (15)	40 (06)	06	10	18 (09)
Total	7759	628	100	100	205

Statistics regarding educational status of the father of candidates, showed that 43% of them were Graduate and above or Professional Degree holders like (MBBS, B.Sc., Eng. etc.), while 31% were Matriculate or below. In final selection their share remained as 50% and 30% respectively. It was observed that the performance of the candidates whose father had Post Graduate or above was far better than others as they obtained 26% share in final selection against their appearance of 17%.

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

Father's Occupation	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Administrative	520 (07)	70 (11)	08	17	25 (12)
Clerical	566 (07)	11 (02)	-	01	02(01)
Armed Forces	76 (01)	08 (01)	02	02	04(02)
Accounts	205 (03)	09 (01)	01	02	04 (02)
Engineering	117 (02)	09 (01)	01	02	04 (02)
Legal	424 (05)	40 (06)	07	05	13 (06)
Medical	175 (02)	7 (01)	03	-	03 (01)
Education	409 (05)	30 (05)	06	05	10 (05)
Retired Person	1071 (14)	114 (18)	26	17	40 (21)
Agriculture	1259 (16)	125 (20)	16	23	35 (17)
Business	1331 (17)	105 (17)	15	12	33 (16)
Skilled Worker	209 (03)	23 (04)	04	02	10 (05)
Unskilled Worker	93 (01)	4 (01)	01	01	02 (01)
Unspecified	1003 (13)	15(02)	04	02	05 (02)
Information not reported	301 (04)	58 (09)	06	09	15 (07)
Total	7759	628	100	100	205

Impact of Father's occupation on performance of their offspring was studied and relative share of the candidates in final selection w.r.t their father's occupation. Percentage of selected candidates whose parents were retired from various services was 21% followed by Agriculture 17%, Business 16% and Administrative 12%. It reveals that performance of the candidates whose fathers were retired from various services 21% and administration jobs (12%) was higher than other occupations as compared to their appearance in examination of 14% and 7% respectively.

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

Family's Annual Income	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Below to 100,000	885 (11)	73 (12)	12	07	20 (10)
100001 - 200,000	1626 (21)	92 (15)	14	15	30 (15)
200001 - 400,000	1568 (20)	114 (18)	15	13	31 (15)
400001 - 600,000	959 (12)	108 (17)	20	17	39 (19)
600001 - 800,000	315 (04)	44 (07)	09	10	15 (07)
800,001 & 1200,000	391 (05)	53 (08)	10	12	22 (11)
1200,001- 1600,000	104 (01)	16 (03)	04	03	09 (04)
Above 1,600,000	480 (06)	31 (05)	06	03	11 (05)
Information not reported	1431 (18)	97 (15)	10	20	28 (14)
Total	7759	628	100	100	205

The data indicates that 12% candidates who appeared in the Competitive Examination belonged to families having income in the range of Rs. 4 - 6 Lac per annum, while in final selection they got 19% share followed by appearance of 41% candidates belonged to families having income in the range of 1-4 Lac, while in final selection they got 30% share. However, 28% candidates appeared in the written exam belonged to families with income in the range of Rs. 4 Lacs and above per annum and their share in final selection was 46% Which clearly showed the best performance of last five higher income groups as compared to first three lower income groups.

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

	Total	Male		Female	
		Married	Unmarried	Married	Unmarried
Appeared in Exam.	7759	834 (11)	5064 (65)	151 (02)	1710 (22)
Finally Qualified	628	79 (13)	394 (63)	15 (02)	140 (22)
Selected for training	205	33 (16)	124 (61)	04 (02)	44 (21)

i) Gender Wise Position

Out of 7759 candidates who appeared in the written examination, 76% were male and 24% female. In final selection, 77% male and 23% female candidates were allocated to various Occupational Group/ Services. The study showed that female candidates have slightly decreased their ratio in final selection against their appearance.

ii) Marital Status

Statistics showed that out of 7759 candidates who appeared in written exam, 76% candidates were male. Among them, 65% were unmarried and 11% were married. The same ratio remained at finally qualified stage. On the other hand 22% unmarried and 2% married female candidates appeared in the examination and got almost same share in finally qualified stage whereas 21% unmarried and 2% married female candidates were selected through CSS Competitive Examination. It reveals that unmarried male and female candidates performed slightly better against their married counter-parts.

TABLE NO. 7

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

Age in years	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Below 23	690 (09)	71 (11)	17	13	33 (16)
23-25	1816 (23)	152 (24)	26	27	57 (28)
25-27	2818 (36)	200 (32)	26	25	53 (26)
27-29	1960 (25)	159 (25)	22	24	45 (22)
29-30	441 (06)	45 (07)	09	11	17 (08)
Above 31	34 (---)	1(---)	-	-	-
Total	7759	628	100	100	205

Study revealed that majority of candidates (85%) who appeared in the examination fall within age groups of 23-29 years, out of which 76% were finally selected. However, performance of the candidates in age group of below 23 was better than other age groups with 16% share in final selection against their appearance of 9%.

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

Type of school	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Foreign	46 (01)	07 (01)	02	01	04 (02)
Provincial Government	3060 (39)	266 (42)	27	41	66 (32)
Federal Government	400 (05)	33 (05)	05	06	12 (06)
Pilot/Comprehensive	198 (03)	26 (04)	06	-	06 (03)
Forces/Garrison	524 (07)	66 (11)	16	12	29 (14)
Private	1946 (25)	114 (18)	24	26	55 (27)
Missionary	80 (01)	39 (06)	05	01	05 (02)
Model	399 (05)	37(06)	06	07	11 (06)
Public	621 (08)	40 (06)	09	06	17 (08)
Information not reported	485 (06)	-	-	-	-
Total	7759	628	100	100	205

Out of 205 selected candidates, 66(32%) got their secondary education from Provincial Government Schools against their appearance of 39% followed by those 55 (27%) who got education from Private Schools against their appearance 25%, similarly 29(14%) from Forces/Garrison Schools against their appearance of 7% and 17(8%) from Public Schools against their appearance of 8%. In final selection the performance of candidates who studied from Forces/Garrison schools was 14%, which was comparatively far better than other schools against their appearance of 7%.

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

Degree	First Divisioner	Second Divisioner	Third Divisioner	Sub total
Appeared Candidates				
M. Phil.	38 (84)	7(16)	-	45 (01)
Master	1619 (51)	1266 (43)	32 (01)	2917 (38)
Bachelor	767 (37)	1254 (60)	79 (04)	2100 (27)
Engineering	175 (42)	242 (58)	-	417 (05)
Law	337 (48)	365 (52)	04(01)	706 (09)
Medical/BDS/B.Pharm./DVM Etc.	113 (58)	82 (42)	-	195 (03)
Education	209 (86)	33 (14)	-	242 (03)
Commerce	148(38)	245(62)	-	393 (05)
Information Not Reported	-	-	-	744(10)
Grand Total	3406 (44)	3494 (45)	115 (01)	7759
Finally Qualified				
M.Phil.	05 (56)	04(44)	-	09 (01)
Master	143 (51)	131 (47)	06 (02)	280 (45)
Bachelor	65 (49)	69 (51)	-	134 (21)
Engineering	21 (54)	18 (46)	-	39 (06)
Law	65 (59)	43 (39)	03(03)	111(18)
Medical/BDS/B.Pharm./DVM Etc.	17 (40)	26 (60)	-	43 (07)
Education	02 (33)	04 (66)	-	06 (01)
Commerce	03(50)	03(50)	-	06(01)
Information not reported	-	-	-	-
Grand Total	321 (51)	298 (47)	09 (01)	628
Selected for Training				
M.Phil.	03 (75)	01(25)	-	04 (02)
Master	55 (57)	42 (43)	-	97 (47)
Bachelor	18 (37)	28 (57)	03(06)	49 (24)
Engineering	07 (44)	9 (56)	-	16 (08)
Law	10 (45)	12 (55)	-	22 (11)
Medical/BDS/B.Pharm./DVM Etc.	09 (64)	05 (36)	-	14 (07)
Education	01(100)	-	-	01 (-)
Commerce	01 (50)	01(50)	-	02(01)
Information not reported	-	-	-	-
Grand Total	104 (50)	98 (48)	03 (01)	205

The table-9 above shows the percentage of appeared, qualified and selected candidates with respect to their academic background and level of their last academic degree. Share in final selection w.r.t. last degree i.e. Master, Bachelor or Professional can also be seen in the table.

Appendix-XVI**TABLE NO. 10****Performance in Relation to Previous Occupation
of Candidates**

Candidate's Occupation	Appeared in Exam.	Finally Qualified	Order of Merit		Selected for training
			1-100	101-200	
Administrative	634 (08)	102 (16)	23	20	36 (18)
Clerical	178 (02)	09 (01)	01	01	01 (--)
Armed Forces/Police	33 (--)	03 (--)	01	01	01 (--)
Accounts	161 (02)	10 (02)	02	01	05 (02)
Engineering	118 (02)	15 (02)	06	01	07 (03)
Legal	328 (04)	32 (05)	04	03	08 (04)
Medical	89 (01)	14 (02)	05	02	06 (03)
Education	700 (09)	92 (15)	07	10	25 (12)
Private service	135 (02)	06 (01)	-	01	-
Agriculture	108(01)	07 (01)	02	01	02(01)
Business	181(02)	12 (02)	04	02	06(03)
Skilled Worker	176 (02)	10 (02)	05	09	16 (08)
Unemployed	4918 (63)	316 (50)	40	48	92 (45)
Total	7759	628	100	100	205

The data showed that 63% candidates appeared in the examination were unemployed, whereas 9% candidates belonged to education jobs, 8% serving in administrative Jobs, 4% related to Legal, 2% related to Clerical, Accounts, Engineering, Private services, Business, Skilled Worker and 1% each to Medical/ Agriculture Jobs. In final selection, unemployed candidates got 45%, 18% candidates serving in administrative jobs, 12% in education jobs, 8%, Skilled Worker, Legal 4%, Business / Engineering/Medical 3% and Accounts 2%. Data showed better performance of the candidates having Administrative Positions followed by Jobs in skilled profession, Medical Professions, Education and Engineering fields.

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

Subject	Marks	Qualified Candidates	Marks obtained		
			Below 40%	40%-59%	60% & Above
English Essay	100	628	-	618 (98)	10 (02)
English (Precis & Composition)	100	628	-	210 (33)	418 (67)
Islamiat	100	628	-	481 (77)	147 (23)
General Knowledge					
Every Day Science	100	628	10 (02)	495 (79)	123 (20)
Current Affairs	100	628	41 (07)	584 (93)	03 (---)
Pakistan Affairs	100	628	44 (07)	575 (92)	09 (01)

Study of candidates qualifying written examination of CSS showed that 67% candidates in English (Precis & Composition), 23% in Islamiat, 20% in Every Day Science, 2% in English Essay and 1% in Pakistan Affairs got above 60% marks in the said subjects. Analysis showed that performance of qualified candidates in written examination in subject of English (Precis & Composition), Islamiat and Everyday Science was much better than other compulsory subjects.

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Table No. 12
Performance of Candidates in Accordance to Pre-Familiarity in their Optional Subjects

Optional Subject	Candidates Appeared	Candidates Pre-familiar	Written Qualified		Allocated	Order of Merit		Candidates non-familiar	Written Qualified		Allocated	Order of Merit	
			33-59%	60% & above		1-100	101-200		33-59%	60% & above		1-100	101-200
Accountancy and Auditing	349(4)	322(4)	162	02	01	01	0	27(-)	27	0	03	0	0
Agriculture	259(3)	60(1)	22	36	01	01	01	199(3)	116	39	07	02	06
Applied Mathematics	62(1)	41(1)	14	18	01	02	01	21(-)	11	05	02	01	01
Arabic	245(3)	114(1)	36	76	04	03	05	131(2)	51	80	10	05	05
Balochi	74(1)	16(-)	01	14	01	0	01	58(1)	03	54	03	0	0
Botany	99(1)	60(1)	52	03	0	01	0	39(1)	35	01	0	0	0
British History	383(5)	18(-)	11	04	0	0	0	365(5)	255	57	31	13	17
Business Administration	496(6)	361(5)	248	100	04	02	03	135(2)	87	48	08	0	04
Chemistry	162(2)	148(2)	70	39	0	01	0	14(-)	07	07	03	0	03
Computer Science	226(3)	203(3)	93	53	01	01	02	23(-)	05	07	02	0	0
Constitutional Law	1563(20)	293(4)	251	20	10	10	08	1270(16)	1137	38	66	28	24
Economics	297(4)	240(3)	133	06	03	05	02	57(1)	28	0	02	0	0
English Literature	252(3)	207(3)	162	42	03	03	01	45(1)	37	08	05	0	03
European History	131(2)	29(-)	22	03	01	01	02	102(1)	74	05	08	05	0
Forestry	461(6)	04(-)	03	0	0	0	0	457(6)	366	08	10	06	04
Geography	1260(16)	159(2)	142	05	02	05	06	1101(14)	981	38	55	27	26
Geology	21(-)	12(-)	08	02	0	0	0	09(-)	03	0	01	0	0
His of Pak & India	3661(47)	429(5)	344	05	07	07	07	3232(42)	2389	02	62	22	30
History of The U.S.A	707(9)	20(-)	08	11	01	01	03	687(9)	359	257	44	24	13

Optional Subject	Candidates Appeared	Candidates Pre-familiar	Written Qualified		Allocated	Order of Merit		Candidates non-familiar	Written Qualified		Allocated	Order of Merit	
			33-59%	60% & above		1-100	101-200		33-59%	60% & above		1-100	101-200
International Law	708(9)	187(2)	74	98	04	06	06	521(7)	226	229	21	08	04
International Relations	2046(26)	298(4)	222	49	04	02	05	1748(23)	1518	147	52	23	23
Islamic History & Culture	1242(16)	209(3)	65	0	01	01	01	1033(13)	264	02	18	10	09
Journalism	4341(56)	489(6)	264	09	03	05	07	3852(50)	2124	76	97	37	46
Law	177(2)	155(2)	94	10	0	02	01	22(-)	07	01	02	0	01
Mercantile Law	265(3)	20(-)	10	06	0	0	0	245(3)	106	60	03	0	0
Muslim Civil Law & Jurisprudence	1781(23)	374(5)	317	26	06	06	09	1407(18)	1213	38	34	18	14
Persian	116(01)	50(01)	22	18	01	02	02	66(1)	41	18	09	03	01
Philosophy	31(--)	11(--)	05	05	0	01	0	20(-)	08	09	04	03	0
Physics	195(3)	138(2)	61	46	02	02	01	57(1)	35	22	04	02	01
Political Science	1323(17)	748(10)	394	301	17	16	16	575(7)	358	217	41	15	07
Psychology	492(06)	141(02)	109	25	01	02	01	351(5)	257	87	18	05	08
Public Administration	1352(17)	76(01)	60	03	01	01	01	1276(16)	984	21	24	10	07
Punjabi	1034(13)	308(04)	171	109	01	02	01	726(9)	468	258	25	13	19
Pure Mathematics	38(--)	35(--)	02	02	0	01	0	03(-)	0	0	0	0	0
Pushto	913(12)	51(01)	06	45	0	01	0	862(11)	102	760	34	20	11
Sindhi	701(09)	127(02)	74	45	04	01	01	574(7)	340	198	10	01	04
Sociology	3284(42)	380(05)	87	62	05	01	01	906(12)	2254	513	64	28	33
Statistics	160(02)	106(01)	37	27	02	02	03	54(1)	31	11	04	0	0
Urdu	669(09)	101(01)	89	05	0	01	02	568(7)	497	40	07	03	04
Zoology	207(3)	127(2)	81	06	01	01	0	80(1)	44	06	07	03	03