

# ANNUAL REPORT 2015



**FEDERAL PUBLIC SERVICE COMMISSION**





Federal Public Service Commission has the privilege to present before  
the President of Islamic Republic of Pakistan

## **Annual Report 2015**

as required under Section 9 of the FPSC Ordinance, 1977





**Chairman**

**Mr. President,**

Pursuant to section 9 of the FPSC Ordinance, 1977, the Annual Report of the Federal Public Service Commission for 2015 is presented to the President of the Islamic Republic of Pakistan. This report gives an account of the functional performance of the Commission for the period 1<sup>st</sup> January through 31<sup>st</sup> December 2015.

Over the last 68 years, since the Federal Public Service Commission was founded, its composition, size and processes have changed, but its overall purpose has remained the same. The Commission is chartered to recruit through fair and open competitive process, a broad range of human resources to serve the Government and the people of Pakistan, effectively and efficiently.

For this purpose, the FPSC develops examination modules, conducts test and examinations for recruitment of persons to all Pakistan services, the civil services of the Federation and civil posts in connection with the affairs of the Federation in basic pay scales 16 and above and also holds examinations for promotion for such posts as the Federal Government may, from time to time, specify. Complaints/review petitions of the aggrieved candidates, if any, are also entertained and addressed. The Commission carries out all recruitments on the principles enshrined in Article 27 of the Constitution and the reservation of seats prescribed by the Government from time to time.

In this work, the Commission acts as an independent regulator. It works with Ministries/ Divisions/ Departments to renovate and professionalize recruitment processes, both as regulator and in support of their work. The statutory responsibilities of the Commission require it to advise the President on matters relating to qualifications and methods of recruitment for BS-16 and above. As the Commission processes recruitment for these posts within various Ministries/Divisions/Departments, sometimes, those responsibilities require it to stand up and speak up as an independent regulator. This report underscores the challenges faced by the Commission in this regard. The report not only identifies challenges related to the recruitment but also captures the reform initiatives.

Like each year, goals and targets were set for Year 2015. Some of the key goals and targets were to improve selection criteria, critically examine, review and timeline the procedures and processes for recruitment, enhance usage of information technology and to reduce delays.

The year's biggest achievement has, perhaps, been the 100% online application invitation and processing. As has been explained in the report until last year data entry and subsequent proof reading consumed 2 to 3 months to process and therefore the need for an automated system for processing the applications was felt, finally achieved this year. It is an important development for the Commission which will be of great benefit both for the Commission as well the aspirants.

Another important milestone was reforms in CSS Competitive Examination System. The Commission conducted an extensive and intensive round of discussions with various stakeholders including HEC designated panel of subject specialists for revision of syllabi for the CSS competitive examination. The scheme and syllabi was last revised in 1981. In view of the fast changing environment and the consequent challenges, the need to reform was strongly felt. The new scheme for competitive examination 2016 and onwards included six new subjects Anthropology, Criminology, Environmental Sciences, Gender Studies, Governance & Public Policy, Town Planning & Urban Management and revision of marks of 17 optional subjects and re-grouping of optional subjects to provide level playing field to all candidates.

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With a view to bring qualitative improvement in general (direct) recruitment for all posts in BS-16 and above in various Ministries/Divisions/Departments and to reform the ex-cadre service, the selection process was further improved through revision of syllabi and test schemes. It was meant to encourage the candidates to equip themselves with the required skills as well as knowledge and make the selection more competitive. Test schemes and syllabi for 268 recruitment cases for selection against 1864 posts in BS-16 to BS-20 were designed in 2015. It is worth mentioning that over 681940 applications were processed in one year against the aforementioned posts.

These highlights reflect a continuing increase in core workload across the board. Our Members have been involved in recruitment/ selection/ interview/ review petitions of the candidates against various posts. The Commission processed cases of recruitment against 3830 ex-cadre posts, including advertised in 2015 and carry forward cases from previous years. In 2015, 147 cases were finalized for 675 posts. The Commission interviewed 2288 candidates and made recommendations against 575 posts in BS-16 to BS-20 under general recruitment. Nominations were also made against 233 posts under CSS CE 2014 in the year 2015.

In this report, we also record the range of additional activities undertaken in support of improving the selection process as indicated in Chapters 5 and 6.

In Competitive Examination, we oversee directly and focus on the selection processes. During the year, we continued to gather data on the diversity of applications for posts at every level for statistical analysis and referencing. Under CSS CE 2014, applications to post ratio was 78. Only 2.86 percent of the candidates, who appeared, finally qualified. Out of 377 finally qualified candidates, 69% were from Punjab, 10% from Khyber Pakhtunkhwa, 9% from Sindh Rural, 5% from Sindh Urban, 3% from Balochistan, 2% from GBFATA and 2% from AJK. Out of 315 vacancies, allocations against 233(144 male & 89 female) posts/vacancies were made by the Commission. The allocation against 82 vacancies could not be made due to non-availability of qualified candidates from the respective quotas.

Similarly, 22,412 candidates applied for the Competitive Examination (CE) 2015 but only 12176 candidates appeared in the examination. The result of written part was announced on 16.10.2015 and 379 or 3.11% of total candidates qualified the written examination. Only 3.02 percent of the candidates who appeared in the examination finally qualified the examination. Applications to post ratio was 67. The Establishment Division intimated 333 vacancies to be filled through CSS Competitive Examination 2015, which were accordingly distributed amongst Merit, Provincial / Regional quotas, Women quota (10%) and Minorities quota (5%). Out of 333 vacancies, allocations against 238 (132 male or 55% & 106 females or 45%) posts/vacancies were made by the Commission. The allocation against 95 vacancies could not be made due to non-availability of qualified candidates from the respective quotas.

Final Passing Out Examinations (FPOE) for 12 services/groups and examinations for cadre and non-cadre posts were also held during 2015.

This data guided the Commission to understand better both what was happening as well as suggesting why it was happening. The report also suggests trends and contains some analysis of average age of appearing candidates in CSS, male/female ratio among successful candidates, popular choice and performance in various subjects/disciplines, comparative performance of the candidates who pass out from private, Missionary schools and Government institutions and reserved quota for the disabled and Minorities and so on. The analysis helps to ensure that the problems are clearly understood, and therefore right recommendations are made and appropriate action is taken.

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As in previous years, comparative analysis based on the data of CSS results, feedback of the examiners of the Competitive Examination and Final Passing out Examinations, assessment of the candidates during the interviews/viva voce by the Commission and the impact on the civil service landscape also forms part of the report.

### **Observations/Findings/Recommendations:**

The Commission continues to enjoy the trust and confidence of the general public in terms of competitive and merit based selection. Following are some of the observations/findings/recommendations which need immediate attention of the Government:

#### **Promoting diversity in Civil Service:**

Civil Service needs a variety of expertise and backgrounds to help solve the country's diverse needs and problems. The CE reveals that candidates who are finally selected come from various sectoral backgrounds. The Commission, therefore, continues to monitor these trends, informs the Government to take appropriate actions which could impact the future composition of the civil service.

#### **Need for Career Counseling and incentivization of Civil Service:**

There is an increasing trend for high achievers to opt for the private sector as their first career choice, primarily for fast career growth and better remuneration. There is a need to launch a country-wide career counselling program to attract and motivate the best talent towards civil service. Besides there is a need to make the service structure more incentivized. Recruitment, performance, compensation, career progression and retirement provide positive reinforcement. The civil service reforms require looking at it as one package and making it a professional service.

#### **Improving standard of education and higher learning**

The pass percentage of the candidates in CSS 2015, feedback received from the examiners on the written scripts as well as the performance of the candidates observed by the Commission in interviews indicate that the standard of education remains below par. Competencies, performance and knowledge of the candidates remain average overall. It is a candid opinion of the Commission that education both in terms of conceptual clarity, learning and instruction is deteriorating. The inadequacies/deficiencies in education system are primarily due to sub-standard school education, particularly in rural areas and need to be addressed appropriately. Enhanced efforts are needed to collaborate with Universities/institutes of higher learning and Higher Education Commission to improve the standards of instruction and learning.

#### **Affirmative actions to promote female participation in civil service**

In Competitive Examination 2015, the number of female applicants was 3754. Of the total allocated 238 candidates to various groups/services, 106 or 45% were female. Based on their good performance, female candidates qualified in written part in significant numbers and were called for interview and once interviewed, 76 were appointed on merit. Through another stream i.e. 10% reserved quota for women, another 30 candidates were allocated to various groups/services. This indicate that the Government's affirmative actions to mainstream female participation in civil service have been effective. Given such initiatives, women are likely to show a sizable number in civil service of Pakistan and an enhanced role in national development.

#### **Issue of vacant seats**

Posts under Competitive Examination remain unfilled because of non-availability of eligible candidates from respective quotas attaining the threshold. In CSS 2015, 95 seats remained vacant inclusive of the carry forward of 82 seats from year 2014.

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### **Non availability of qualified professionals against technical posts**

The Commission at times does not find qualified and suitable candidates for technical/professional posts from respective quotas. During the year 2015, nomination of candidates against 100 posts in BS 16-20 could not be made due to non-availability of qualified professionals in the specialized fields (Information Technology, Geology, Engineering, Medicine) in 65 cases. It is presumed that better qualified individuals make career choices in favor of the corporate/private sector, as it offers better remuneration and relatively better work environment.

### **Need for revision of Syllabi and training format of all Training Institutes**

Syllabi and training format of all Training Institutes needs to be reviewed. There seems to be more thrust on academics rather than professional grooming or towards building skills for acquiring professional excellence as observed by the Examiners. The Commission is of the view that there is a dire need for a comprehensive review and realignment of the FPOE syllabi, training methodology and techniques. Training Academies also need to identify potential development needs to enhance the officer's leadership and professional competencies.

### **Litigation-main cause of delay in processing of cases**

Litigation against various decisions has been one of the main hindrances in speedy disposal of recruitment cases. During the year, 314 fresh cases were filed in various courts. 382 cases were brought forward from the previous years. 212 cases were decided during the year. Thus, 484 cases were subjudice in different Courts of Law at the end of the year.

### **Observing Recruitment rules and advice of the Commission**

Irregularities and deficiencies in Recruitment Rules were also noted with concern by the Commission. As it is mandatory for all Ministries/Divisions/Departments to solicit the assent of the Commission on the recruitment rules for all civil positions, the Commission received 190 cases from Government entities for approval of rules. The Commission approved 35 cases. However, 4 cases were considered unfit and 82 cases were processed to remove deficiencies in conjunction with the concerned Government entities. In 69 cases, the sponsoring Ministry/Division did not frame recruitment rules with prior approval of the Commission and the prescribed eligibility, terms and conditions of service. Such appointments not only deprive potential candidates from applying for the posts, but also promote inefficiency and incompetence in civil service. There were 10 cases in all, 7 under which irregular appointments were made without prior approval of the Commission and in 3 cases offer of appointment was delayed by the concerned Ministry/Division/Department. There is a need to re-iterate to all Ministries/ Divisions to follow the prescribed procedure for framing recruitment rules with concurrence of the Commission.

### **Need for revision of the recruitment rules**

A set of well-defined recruitment rules is the bench mark for the whole recruitment process. The Commission has time and again observed several deficiencies in the way qualifications for various posts are spelled out by sponsoring Ministry/Department. The Commission has also repeatedly underscored the need for revision of the recruitment rules which in many cases dates back to 1974. This effects the otherwise qualified applicants holding a degree with a different title to apply as well as for the Selection Committee in selecting the right candidate. A major portion of 378 personal hearings pertained to this specific issue i.e. claim of the candidates for having studied the same or relevant discipline but under a different title. With new disciplines/fields being taught at the university level in Pakistan, there is definitely a need to realign the recruitment rules by including/adding these disciplines.



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### Revisiting the procedure for personal hearings

Efforts have been underway to speed up the recruitment process against ex-cadre posts. According to the procedural requirements given in the FPSC Ordinance 1977, the rejected candidates are allowed to make representations followed by personal hearings and then review petitions against Commission's decision which causes a delay of about two months. The Commission has observed that in personal hearings, every aspect of the aggrieved candidate is addressed; therefore, the provision of going through review petition given in section 7(3) (b) which may consume another one month's time, may be dispensed with. It will still be open to the candidates to approach through the High Court, if they still feel aggrieved.

### Human Resource requirements and recruitment planning be timely communicated to the Commission

To speed up the recruitment process, there is a need to advise all the Ministries/Divisions/Departments to keep the Commission informed about their future Human Resource requirements and recruitment planning, on a bi-annual basis.

### Commission to be on board on matters pertaining to Civil Service Reforms

The Commission should be a part of all key deliberations on the Civil Service Reforms. These recommendations aim to support merit, institutions, discipline and values in driving and sustaining high standards of governance, delivery and performance. This should enhance not just institutional excellence but also develop an integrated civil service for Pakistan.

The Commission consists of a versatile group of Members who bring both wide experience and knowledge. I am grateful to all the Member colleagues for the work they do so meticulously and for their wise advice on so many occasions.

We are also particularly grateful for the support of the Secretariat, which brings both conscientiousness and careful scrutiny to its work. They have risen to the many challenges that have been thrown at them and I am confident they will continue to do so in following years.

The Commission expresses its gratitude to the Honorable President of the Islamic Republic of Pakistan and the Government for the continued support to this institution.



Chairman

**Honourable Mr. Mamnoon Hussain,**  
**President**  
Islamic Republic of Pakistan  
Islamabad



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## Abbreviations

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



## Our Vision

“ To assist the Government of Pakistan in achieving sustained good governance by providing quality human resource through a fair, transparent and open competition.”

## FPSC Chairmen & Members

The FPSC is constituted under Article 242 of the Constitution of the Islamic Republic of Pakistan. The Constitution provides for the FPSC to have a Chairman and not more than 11 Members. As of 31<sup>st</sup> December 2015, the FPSC comprised the Chairman and 09 Members of the Commission.



**Mr. Naveed Akram Cheema**  
Chairman (Assumed office on 29.09.2015)



Major General (Retired)  
**Niaz Muhammad Khan Khattak HI(M)**  
Ex-Chairman (Tenure Completed on 29.07.2015)



**Mrs. Batool Iqbal Qureshi**  
Member (Tenure Completed on 18.12.2015)



**Mr. Abdul Wajid Rana**  
Member (Assumed Office on 18.02.2013)



**Muhammad Ayub Qazi**  
Member (Assumed Office on 22.03.2013)



**Mr. Amjad Nazir**  
Member (Assumed Office on 27.09.2013)



**Mr. Imtiaz Hussain Kazi**  
Member (Assumed Office on 06.01.2014)



**Mr. Ahmed Bakhsh Lehri**  
Member (Assumed Office on 02.04.2014)



Ambassador (Retired)  
**Rizwan-ul-Haq Mahmood**  
Member (Assumed Office on 09.10.2014)



**Mr. Akhlaq Ahmad Tarar**  
Member (Assumed Office on 06.11.2014)



**Mr. Mazhar Ali Khan**  
Member (Assumed Office on 01.12.2014)



**Mrs. Nargis Sethi**  
Member (Assumed Office on 30.12.2015)

Profile of the Chairmen and Members of the Commission who served during 2015 is given at **Appendix-1**.

## CHAPTER 1

### 2015: THE YEAR IN REVIEW



1.1. A constitutional body of the Government of Pakistan, the Federal Public Service Commission (FPSC) was established in 1947. The Commission carries out all recruitments on the principles enshrined in Article 27 of the Constitution of Islamic Republic of Pakistan, 1973 and continues to safeguard the principles of integrity, impartiality and meritocracy. An overview of the performance of the Commission for the year 2015 is as detailed below:

1.2. The Federal Public Service Commission (FPSC) undertook various initiatives to reform the internal system to bring qualitative improvement in the structures and procedures of the Commission. For 2015, goals were set to critically examine, review and timeline the procedures and processes for recruitments against federal posts; to enhance the usage of Information Technology to increase the organization's efficiency; organizational re-structuring of the FPSC and to take measures for promotion of Urdu in official business.

1.3. Against these goals, the Commission met targets for ensuring 100% online application processing; timely holding of the Competitive Examination CSS 2015, conducting the Final Passing Out Examination for all 12 services and groups, holding of professional tests for 1886 posts, interviewed 2288 candidates for recruitment to ex-cadre posts, conducting 378 personal hearings to address the grievances of both CSS and Genneral Recruitment candidates. The Commission also remained involved in the policy reform process related to General Recruitment, Civil Services and Promotion Policy in line with the Judgment of the Supreme Court of Pakistan, Examination and amendments in the Federal Public Service Commission Ordinance, 1977 as well as framing Draft Functions Rules and Draft Conduct of Business Rules.

**(Chapter 3, 4)**

1.4. The Commission finalized the process of Competitive Examination-2014. Out of the 13,170 candidates that appeared in the exam, 377 candidates finally qualified. The Commission recommended 233 candidates for allocation to various Occupational Groups and Services in BS-17. The Commission processed 22,412 applications for the CSS Competitive Examination 2015, where in 12,176 candidates appeared and 379 qualified in the written examination. After the announcement of final results, 238 candidates were allocated to various services and groups. Moreover, the Commission processed 20,717



applications for CSS Competitive Examination 2016. Socio-economic performance indicators were analyzed and statistics for various research reports were generated.

1.5. The Examiners reports for CSS CE 2015 underscored the declining standard of instruction and learning in institutions of higher learning. Common weaknesses identified were candidate's shallow knowledge of subject, grammatical mistakes, inappropriate choice of vocabulary and stereotype answers. The Examiners had noted with concern that majority of the candidates did not follow the norms of confrontational discourse.

**(Chapter 5)**

1.6. It was also observed that there was a huge difference amongst the number of candidates who applied and those who actually took the CSS exam. The Commission therefore proposed holding of a screening test so that the applications of serious candidates could be processed efficiently. Public appreciation was received for the Commission's efforts for making 100% online application system and for opening of the facilitation centre to help guide the candidates.

1.7. During 2015, the Commission processed 681,940 applications including brought forward for 3,830 posts in BS-16 and above under General (Direct) Recruitment as compared to 351,910 applications for 3260 posts in 2014. Applications to post ratio in 2015 were 178 against 108 in 2014 demonstrating high level of unemployment. 2,288 candidates were interviewed and 575 were nominated by the Commission for appointment. Due to higher number of applications and pre and post exam/test under the General recruitment, steps involved were curtailed to reduce the processing time.

**(Chapter 6)**

1.8. The Commission held Final Passing Out Examinations for all 12 Occupational services and groups after completion of the respective Specialized Training Program. 340 probationers took the FPOEs in 2015 against 319 probationers in 2014. The qualifying ratio in 2015 was better as 81 % passed the FPOE as compared to 59% in 2014. The syllabi and schedule of all Occupational Groups/Services for FPOE-2016 were approved by the Commission. The Commission also obtained approval of Rules, Syllabus and Scheme of Section Officers Promotional Examination-2015 for new requisition from Establishment Division. The Commission strongly recommends comprehensive review and realignment of the FPOE syllabi, training methodology and techniques. As earlier proposed to Establishment Division, the Commission re-iterates its proposal to review the entire system of training at various levels and to align the training modules to 21<sup>st</sup> century challenges and developing skills required to put up with these challenges. The Commission also administered other Competitive Examinations for appointments in Gilgit-Baltistan Judiciary and Survey of Pakistan.

**(Chapter 7)**

1.9. Psychological Assessment was carried out for the candidates qualifying the written part of the CSS Competitive Examination-2014 and 2015, Armed Forces Officers against civil posts and for the posts of Assistant Director in a government organization. Other proposals are also under consideration to reform and improve the method of psychological assessment, strengthening the Commission's IT services, improving the curriculum and syllabi for the posts to be filled through General (Direct) recruitment.

**(Chapter 8, 9)**

1.10. During this year, the Commission remained engaged with preparation of the test schemes and syllabi for 268 recruitment cases for selection against 1864 posts in BS-16 to BS-20, processed 106 cases of recognition and equivalence of qualifications and degrees in consultation with the Higher Education Commission and Pakistan Engineering Council. The Commission besides carrying out detailed analysis of CSS CE 2014 post selection data, also prepared a report on observations of the Examiners on performance of the candidates in compulsory and optional subjects under CSS CE 2014. The report included the shortcomings and recommendations of various Examiners for guidance of the aspiring candidates and is made a part of this Annual report for ready reference.

1.11. The Commission completed vetting and accorded approval to syllabi for FPOE of 12 occupational groups/services. The Commission also processed revision of syllabi of CSS competitive examination 2016 and beyond for 51 subjects in consultation with the Higher Education Commission. The Commission also processed new scheme and syllabi for Section Officers' Promotional Examination 2015.

1.12. In compliance with orders of Supreme Court of Pakistan, a committee was constituted in FPSC to implement various initiatives for promotion of Urdu as official language as well as printing and translation of important documents into Urdu. FPSC has been working in close collaboration with the National Language Authority for implementation of Urdu as official language.

1.13. In discharge of its statutory duties, the FPSC continued to advise Ministries/Divisions/Departments on service related matters. During 2015, the Commission also took note of the delay by various Ministries/Divisions/Departments in issuance of offer of appointment to the selected candidates.

**(Chapter 10 and 11)**

1.14. Administrative measures were also taken by the Commission to enhance the capacity of human resources and to improve the service delivery. However, budgetary constraints had been restraining the Commission in discharge of its statutory functions.

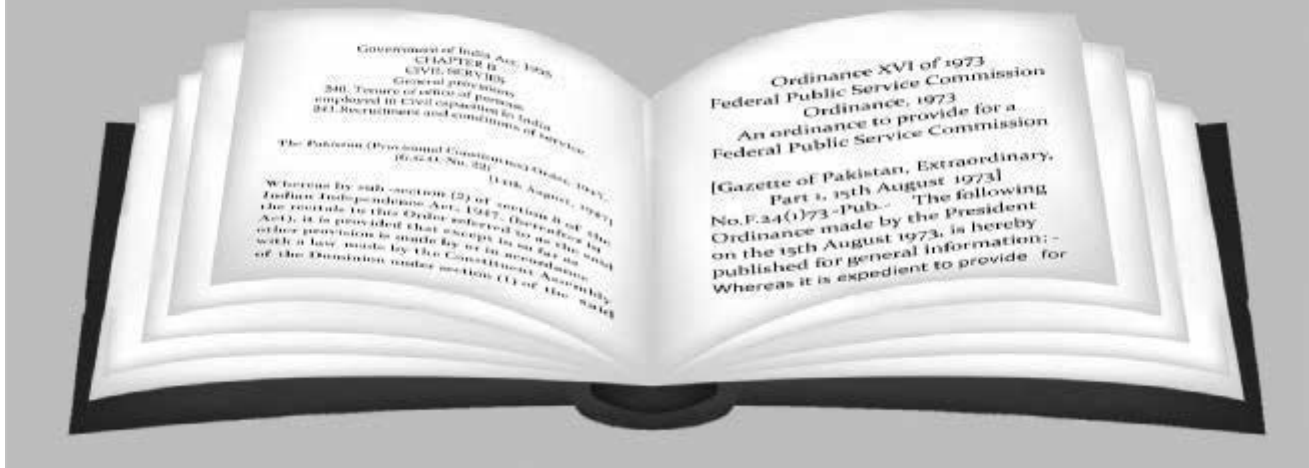
**(Chapter 12)**

1.15. During this year, the Commission remained engaged with the SAARC Public Service/Civil Service Commissions and provincial Public Service Commissions, Higher Education Commission, Pakistan Engineering Council, Pakistan Medical and Dental Council and represented the Commission on Selection Boards of the Federal Universities. The FPSC research publications included its Annual Report 2014 and Quarterly Newsletters.

**(Chapter 13)**

## CHAPTER 2

# HISTORY OF THE COMMISSION AND ITS FUNCTIONS



## Brief History of the Commission

The first Public Service Commission was set up in South-Asian Sub-Continent on October 1, 1926 under the Chairmanship of Sir Ross Barker. It was recommended by Lord Lee Commission. The Commission was composed of five members including the Chairman, appointed for a tenure of five years, which was renewable. The demand for 'indianization' of the Civil Services by the late Quaid-e-Azam Mohammad Ali Jinnah resulted in setting up of a Federal Public Service Commission under the Government of India Act, 1935. After the independence, the Government of India Act, 1935 was adopted as Provisional Constitution of Pakistan and the functioning of the Commission also continued. The nomenclature of the Commission underwent many changes: Pakistan Public Service Commission (1947-1956); Federal Public Service Commission (1956-1962); Central Public Service Commission (1962-1972); and Federal Public Service Commission (April 1972 during Interim Constitution). The Constitution of Islamic Republic of Pakistan, 1973, also recognized the Federal Public Service Commission under its Article 242. A list of Chairmen of the Commission since 1947 is given at **Appendix-2**.

### 2.1 Functions of the Commission

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

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

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

**Explanation: -**

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

- (2) 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 not exceeding two years;
  - (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 not exceeding two years 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.

## CHAPTER 3

# RECRUITMENT SYSTEM DEVELOPMENT AND ADVICE TO THE GOVERNMENT



### Governance and the Civil Service

3.1. There are new challenges every day, be it climate change, energy, food security, extremism, demographic dividend or re-birth of polio. These challenges raise highly complex issues with no simple solution. In face of such challenges a simple management response is not sufficient. As the country's demands and challenges shift, it needs different types of policy makers and professionals with a diverse range of skills and perspectives, who can form a strong team for the civil service.

3.2. It is recognized that there are civil servants that are capable of rising to this challenge but at the same time there is need to rethink policies and programs that better meet the needs. There is also a need to develop new responses and solutions to tackle today's and tomorrow's challenges. The civil servants of Pakistan need to be better equipped with skills and knowledge to handle these challenges.

3.3. Vision 2025 envisages a responsive, inclusive, transparent and accountable system of governance through adoption of a holistic approach - from policy to strategy to implementation and delivery, encompassing all administrative levels – federal and provincial. As a core component of Pakistan Vision 2025, a well-articulated strategy for the public sector was also envisioned based on the platforms of i) Reoriented and repositioned human resource ii) Deployment of new technologies and iii) Restructuring and re-engineering of institutions.

3.4. To complement these initiatives, on the human resources dimension, the Federal Public Service Commission, is constantly looking at the gaps/areas of need in the civil service. The Commission is committed to:

- (a) Strong merit based policy
- (b) Consultative process with key stakeholders on policy matters
- (c) Recruitment of the available best talent
- (d) Updating Syllabi and test schemes on contemporary footings
- (e) Strong monitoring system for output
- (f) Adoption of modern tools and technology
- (g) Access to information to general public

3.5. However, some of the challenges for the Commission are:

- (i) Outmoded rules/ procedures as recruitment rules
- (ii) Lack of motivation to join the civil service
- (iii) Understaffed human resource in the Commission
- (iv) Lack of incentives

3.6. The Commission has taken a number of initiatives to make the organization more efficient, responsive and transparent, some of which are:

(i) **Scheme, rules and syllabi of the CSS Competitive Examination:** Recognizing the need to align the subjects and syllabi of CSS Examination with the emerging global trends and for netting high talent for the civil service, with the approval of the Government, FPSC revised the scheme and syllabi of CSS Competitive Examination after a long consultative process in 2015. Optional subjects have been re-grouped to tighten the loose ends which will provide level playing field to students of Natural Sciences and Social Sciences and will make the examination more competitive. The new structure and syllabus has been notified for its implementation from CSS CE-2016. According to revised scheme of 51 subjects, the aspirants of CSS Competitive Examination are required to attempt papers of 1200 marks in the compulsory and optional subjects as given in Table-1:-

**Table 1. Scheme, Rules and Syllabi for Competitive Examination**

I. COMPULSORY SUBJECTS (600 marks)	Marks
English Essay	100
English (Precis and Composition)	100
General Science & Ability	100
Current Affairs	100
Pakistan Affairs	100
Islamic Studies OR Comparative Study of Major Religions (For Non-Muslims)	100

**II. OPTIONAL SUBJECTS (600 marks)**

The candidates are required to choose optional subjects of 600 marks from following groups as per rules indicated in the respective groups as below:

**Group-1** (One subject of 200 marks can be opted)

OPTIONAL SUBJECTS	Marks
• Accountancy & Auditing	200
• Economics	200
• Computer Science	200
• Political Science	200
• International Relations	200

**Group-2** (One subject of 200 marks or two subjects of 100 marks each can be opted)

OPTIONAL SUBJECTS	Marks
• Physics	200
• Chemistry	200
• Applied Mathematics	100
• Pure Mathematics	100
• Statistics	100
• Geology	100

**Group-3** (One subject of 100 marks can be opted)

OPTIONAL SUBJECTS	Marks
• Business Administration	100
• Public Administration	100
• Governance & Public Policies	100
• Town Planning & Urban- Management	100

**Group-4** (One subject of 100 marks can be opted)

OPTIONAL SUBJECTS	Marks
• History of Pakistan & India	100
• Islamic History & Culture	100
• British History	100
• European History	100
• History of USA	100

**Group-5** (One subject of 100 marks can be opted)

OPTIONAL SUBJECTS	Marks
• Gender Studies	100
• Environmental Sciences	100
• Agriculture & Forestry	100
• Botany	100
• Zoology	100
• English Literature	100
• Urdu Literature	100

**Group-6** (One subject of 100 marks can be opted)

OPTIONAL SUBJECTS	Marks
• Law	100
• Constitutional Law	100
• International Law	100
• Muslim Law & Jurisprudence	100
• Mercantile Law	100
• Criminology	100
• Philosophy	100

**Group-7** (One subject of 100 marks can be opted)

OPTIONAL SUBJECTS	Marks
• Journalism & Mass Communication	100
• Psychology	100
• Geography	100
• Sociology	100
• Anthropology	100
• Punjabi	100
• Sindhi	100
• Pushto	100
• Balochi	100
• Persian	100
• Arabic	100

(ii) **Screening Test for the Competitive Examination:** The number of applicants for the Competitive Examination is continuously on a rise. It has increased from 9056 applicants in CE-2009 to 22412 applicants in CE-2015. The unabated increase results in delays in completing the examination process which is already taking 18 months, compromises the objectivity in assessing the answer scripts/papers and portrays the ratio of pass candidates as low against a high ratio of failures. There has been persistent demand from all quarters, including the examiners, for holding the Preliminary Screening Test. Based on this empirical evidence and the feedback received from various quarters, the Commission proposed to hold a **Screening Test or Preliminary Examination** to filter out non-serious candidates applying for the Competitive Examination. The purpose was to allow only the qualifying/serious candidates to take the main written examination. The objective was to improve the quality of input for the Competitive Examination, ensure objectivity in paper assessment, fast tracking the entire process of Competitive Examination with the aim to reduce the time frame from 18 to 12 months and reduce the financial cost. India, Bangladesh and Sri Lanka amongst SAARC countries are already holding Screening Test before the main examination. Towards this end, a comprehensive **Screening Test Scheme** was forwarded to the Government. The proposal was submitted to the Government for approval and decision is awaited.

(iii) **New scheme for Section Officers Promotional Examination:** A strong recruitment policy for Section Officers' Promotional Examination has been notified. Salient features include enhancing minimum academic qualifications from Matric to Bachelor's degree, restricting maximum number of attempts to three instead of un-limited, augmenting the written examination from 4 to 7 papers, introducing psychological assessment for the candidates, extending the training period at par with the nominees of Competitive Examination and introducing Final Passing Out Examination to determine the seniority. The intent was to improve the quality of intake substantially and to strengthen the cadre in terms of efficiency and excellence. The Rules have been notified and to be effective from the forthcoming SOPE.



- (iv) **Data Bank:** A lot of manual work in examination system make the environment overcrowded, time consuming and cost in-effective. The Commission has taken some initiatives like in-house marking of answer sheets through Optical Mark Reader Scanners to achieve optimal level of efficiency and accuracy. The Commission is also considering developing a data bank of Multiple Choice Questions (MCQs) to set papers for different difficulty levels for Screening Tests for General Recruitment instead of relying on the external examiners only. It is expected to save time and cost in preparation of question papers and overall reduce the process of finalization of results for various posts.
- (v) **Improving Pre and Post examination/test arrangements:** Standard Operating Procedures for Pre and Post conduct of Examinations/Tests were updated to re-engineer and reduce delays in recruitment process, as per requirements of key stakeholders. These included: Specialized OMR scanning facility with appropriately trained HR; qualifying standard of MCQ tests for General Recruitment increase from 25% to 40%, Preliminary screening test for Competitive Examination (CSS) and proposal for centralized marking of CSS papers; exploring option for Video Conferencing facility at Provincial offices for personal hearings/interviews.
- vi) **Psychological Assessment Ranking Modules:** The Psychological Assessment ranking activities administered on candidates of CSS Competition Examination, officers inducted from Armed Forces into civil posts and candidates of SOPE have been revamped, tested and fine-tuned:
- the battery of tests has been made more rigorous to extract the true personality traits;
  - individual speech on the given topic by each candidate in a group has been introduced to judge the candidate's knowledge, confidence level and communication skills;
  - for role playing exercise, candidates are now asked to identify key issues in a given situation, key players, constraints, probable solutions and to record them on a sheet of paper and;
  - assessment report form has been comprehensively revised to give detailed assessment to facilitate the Viva Voce Board. The new form includes: personality assessment in terms of intellectual calibre, emotional stability, leadership qualities, integrity, practical ability and potential on a scale of 7. Each of these traits are further backed-up by assessment of sub-traits totalling 28. The psychological assessment report of each candidate is now more comprehensive and reflects candidate's background, personality traits, weaknesses, strengths, suitability for the civil service and future potentials. This is a continuous process and is improved as per feedback received from members of Viva Voce Board as well as the candidates.
- vii) **Automation in the Commission:** The system for 100% online registration and submission of applications for General Recruitment (Direct Recruitment by Selection) and Competitive Examination with appropriate filters is functional. Information pertaining to pre-selection, admission certificates for examination/test, result of screening test, final result, marks sheet and selection of candidates for General Recruitment is provided online. There is always room for implementing technology. As such, Printing/ Photocopying of question papers, counting of question papers, making sets/ stapling of question papers, affixing serial number on question papers, counting of attempted answer sheets as received from various centres/halls, scanning of OMR sheets, verification of OMR Sheets (5%), affixing fictitious numbers on the Descriptive Answer Sheets etc. have been automated. It is hoped that this shift from manual to automated would accelerate the finalization of recruitment. Since adoption of 100% Online Application Submission System, the date of conduct of test for the advertised posts is mentioned in the consolidated advertisement. This has facilitated all the Wings and Directorates of the Commission to draw and fix timelines for pre-examination activities and has helped in efficient disposal of cases.

**3.7 The Commission sent a number of proposals for seeking approval of the Government,** which were under process till and of 2015:

- i. Draft Bill to further amend the FPSC Ordinance 1977
- ii. Draft FPSC (Functions) Rules 2015
- iii. Draft FPSC (Conduct of Business) Rules 2015
- iv. Draft Rules 2015 for Induction of Officers of Armed Forces in Civil Posts
- v. Draft Rules 2015 for Induction of Provincial Management Services/Provincial Civil Services Officers into Pakistan Administrative Service
- vi. Amendments in Civil Service Occupational Groups (Probation, Training and Service) Rules 1990 and Civil Service Occupational Groups (Probation, Training and Service) Rules 2003 for the Common Training Program and Specialized Training Program

**3.8. Treatment of vacancies occurring after allocation:** The Commission was of the view that the vacancies referred to FPSC and duly announced shall be considered for allocation and vacancies occurring after allocation shall be considered as carry forward to the next year.

**3.9. Policy Regarding Provision of FPSC related information to private persons/researchers:** The Commission has approved following policy regarding sharing of FPSC's data with private persons/researchers. (i) Classified information that cannot be shared (a) name, contact numbers and particulars of examiners, paper setters and external Psychologists (b) question papers/MCQ papers of the exam yet to be held (c) all question papers including MCQ/Descriptive etc. which are required to be returned by the candidates to supervisory staff at the examination centre on conclusion of the test/exam (d) written scripts/OMR sheets of the candidates of CSS/GR/other exams (e) Psychological tests, psychological group activities, psychological written/scripts/OMR sheet of candidates, psychological test results, dossiers of candidates, psychological reports, marks of Psychological Assessment of CSS/AFI/IB (f) personal/family particulars of the candidates CSS/GR/other exams. (g) soft copy of data which can be manipulated for any ill purposes (h) Marks/position obtained by the candidates before announcement of results in Competitive exams/FPOE (i) Marks/position obtained by the candidates in GR Screening/Descriptive tests (j) Allocation charts of CSS CE (k) Copies of the noting portions (ii) Information that can be shared: (a) Annual Report, FPSC Newsletters;(b) advertisements, public notices, rules, regulations, syllabi, time tables, psychological/viva voce schedules etc; (c) secondary information derived through database after approval of the Commission; (d) personal/family particulars of candidates, if they have given consent to share the same, subject to approval of the Commission that intents of sharing such information in any way shall not be used against fame/repute of the Commission; (e) personal data of candidates can be shared with Government Security Agencies for ascertaining the facts.

## CHAPTER 4

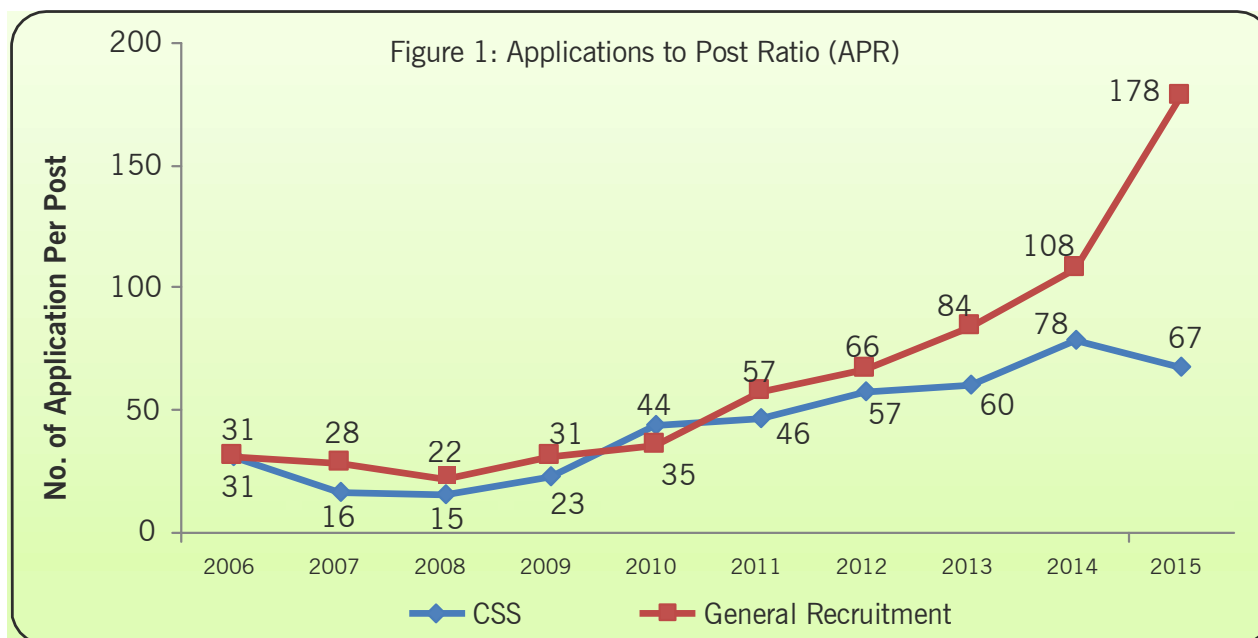
### WORK LOAD OF THE COMMISSION



4.1. The composition, size and workload of the Federal Public Service Commission have changed overtime but its overall purpose has not. The present workload of the Commission relating to the Central Superior Services Competitive Examination and General Recruitment for cadre and ex-cadre posts in Basic Pay Scale-16 and above, has increased manifold over the last decade. A comparison of the workload related to processing of cases for the competitive examination and general recruitment for the last ten years is as below:

**Table 2: Recruitment by Examination/Tests**

Year	Competitive Examination				General Recruitment			
	Applications received	No of Posts	APR	Recommended	Applications received and processed	No. of Posts	APR	Recommended
2006	7065	227	31	180	74832	2381	31	922
2007	4810	299	16	189	90922	3225	28	1184
2008	6571	445	15	357	77760	3525	22	1065
2009	9057	388	23	337	102760	3306	31	920
2010	11888	271	44	205	110444	3176	35	1383
2011	13071	285	46	239	140586	2477	57	890
2012	14335	252	57	222	134252	2012	67	929
2013	15998	266	60	195	141665	1690	84	449
2014	24640	315	78	233	351910	3260	108	794
2015	22412	333	67	238	681940	3830	178	575



**Comparison of Work Performed by the Commission**

4.2. A comparison of the workload handled by the Commission during 2015 and 2014 is reflected in Tables 3, 4, and 5.

**Table 3: Recruitment through Competitive Examination**

Tasks Performed	2015	2014
Examination conducted	1	1
Total vacancies	333	315
Applications received	22412	24640
Candidates appeared in written examination	12176	13170
Candidate qualified in written examination	379	439
Candidates finally qualified after viva voce	368	377
Nominations made for Occupational Groups & Services	238	233
Posts Carried Forward	95	82

**Table 4: General Recruitment**

Tasks Performed	2015	2014
Posts advertised including brought forward	3830	3260
Applications received including brought forward	681940	351910
Written tests conducted in number of recruitment cases	173	158
Candidates interviewed	2288	2489
Nominations issued for various jobs in BS-16 & above	575	794
Posts for which suitable candidates were not found	100	195
Recruitment for posts under process by end of year	3155	2271

**Table 5: Final Passing Out Examination**

Tasks Performed	2015	2014
Probationers from various groups/services appeared	340	319
Qualified in the FPO examinations	277	189
Failed in the FPO examinations	63	130
Percentage of failure	19%	41%

4.3. **Regularization of services/miscellaneous Appointments:** Under section 11 (b) of Civil Servant Act, 1973 and FPSC (Functions) Rules, 1978, the Commission shall, on a reference made by the appointing authority, test persons who may have been appointed to a civil post without observing the prescribed procedure or without fulfilling the prescribed qualifications, experience, age limits, as well as advise whether they are fit to hold the post to which they were appointed, and if not, whether they are fit to hold any other civil post in the same or lower Basic Scale compatible with their qualifications and experience. Often Ministries/Divisions/Departments regularize contract/daily wages employees without following the prescribed procedure or making a reference to the FPSC. The Commission received and processed seven such cases for regularization of services/miscellaneous appointments for retention/clarification in service during the year 2015. The particulars of these cases are at **Appendix-4**.

4.4. **Representations/Review Petitions by the Candidates:** During 2015, out of 1,178 rejected candidates, 254 filed representations against their rejection in 49 recruitment cases. Representations of 13 candidates were accepted on production of additional evidence and supporting documents, 19 were rejected on paper, whereas 222 rejected candidates were called for Personal Hearing by the Commission. Candidature of 36 petitioners was restored after personal hearing. 55 candidates submitted Review Petitions. One (1) candidate was restored and the remaining Review Petitions were dismissed having no merit. Hence out of 254 candidates who had filed representation against their rejection, candidature of 50 (19.7%) was restored by the Commission as detailed at **Appendix-5**.

4.5. **Conduct of Personal Hearing in Competitive Examination:** In terms of section 7 of FPSC Ordinance 1977, 103 candidates rejected in CSS Competitive Examination 2015 were accorded Personal Hearing by the Commission at Islamabad, Peshawar, Lahore and Karachi.

4.6. **Litigation:** Candidates aggrieved by the final decision of the Commission in representations/review petitions can file an appeal to the High Court under Section 7 (3)(d) of the FPSC Ordinance 1977 to seek redressal of their grievances. Apart from this mechanism, candidates may also invoke writ jurisdiction of the High Court on matters relating to recruitment through Competitive Examination, General Recruitment and related matters. Details of pending cases in various Courts of Law, related to FPSC, during the year 2015, are at Table 6.

**Table 6: Litigation by or against the Commission by end-2015**

Forum/ Court	As on 01-01-2015	Filed during 2015	Total	Decided during 2015	In hand on end of the year
Supreme Court of Pakistan	27	24	51	15	36
AJK Supreme Court	0	1	1	0	1
Islamabad High Court	138	29	167	79	88
Lahore High Court	82	22	104	45	59
High Court of Sindh	28	6	34	7	27
Peshawar High Court	16	1	17	2	15
Balochistan High Court	2	1	3	0	3
AJK High Court	4	0	4	4	0
Federal Services Tribunal	58	223	281	41	240
Gilgit Baltistan Service Tribunal	3	0	3	2	1
Supreme Appellate Court Gilgit Baltistan	5	0	5	3	2
Gilgit Baltistan Chief Court	10	6	16	8	8
Civil Courts/ Misc.	9	1	10	6	4
<b>Total</b>	<b>382</b>	<b>314</b>	<b>696</b>	<b>212</b>	<b>484</b>

4.7. **Framing/Amendment in Recruitment Rules During 2015:** Under Section 7(I) (b) of the FPSC Ordinance 1977, one of the functions of the Commission is to advise on matters relating to qualifications and methods of recruitment to services and posts under purview of the Commission. Pursuant to this provision, the Commission processed 190 cases of Recruitment Rules during the year 2015. The position of the cases is given at Table 7.

**Table 7: Recruitment Rules for BS-16 & above Case**

Tasks Performed	2015	2014
Recruitment Rules received for advice of the Commission	69	92
Recruitment Rules approved	35	62
Recruitment Rules Cases under process	82	22
Recruitment Rules closed	4	8

### Meeting of the Commission

4.8. During the year 2015, 153<sup>rd</sup> meeting of the Commission was held at the FPSC Headquarters, Islamabad which was presided over by the Chairman, FPSC. The Commission reviewed the progress of the decisions taken in the 152<sup>nd</sup> meeting of the Commission and discussed matters/challenges related to General Recruitment and Competitive Examination. The decisions taken in the meeting are at **Appendix-6**.

### Organizational Re-structuring of FPSC

4.9. In-house deliberations were held to review organizational restructuring of the FPSC. A committee was constituted to identify the workload of the officers from BS-16 to BS-20 and to suggest measures to rationalize the sanctioned strength of Wings/Directorates of FPSC.

### Meeting for Online Recruitment System Project implementation

4.10. A series of meetings of the Steering Committee for Online Recruitment System Project Phase-II were held from January to December 2015. The meetings were chaired by Mr. Akhlaq Ahmad Tarar, Member, FPSC and attended by Executive Director, National Information Technology Board (NITB),

senior officers of Ministry of Information Technology and all Heads of the Wings/ Directorates of FPSC. Important decisions for smooth execution and rollout of the project were taken in the meeting.

#### **Meeting of the Central Selection Board (CSB)**

4.11. Chairman FPSC, Major General (R) Niaz Muhammad Khan Khattak HI (M), also Chair for the Central Selection Board, presided the meetings of the Central Selection Board (CSB), held from 5.05.2015 - 11.05.2015 at Establishment Division. The CSB considered cases of promotion from BS-19 to BS-20 & BS-20 to BS-21.

#### **Visit of Federal Minister for Planning, Development and Reforms**

4.12. Mr. Ahsan Iqbal, Federal Minister for Planning, Development & Reforms visited FPSC on 8.4.2015. Views on civil service reforms were exchanged between the Chairman, FPSC, Major General (R) Niaz Muhammad Khan Khattak, HI (M) and the Federal Minister. It was agreed to bring qualitative changes in civil service.

#### **Meetings with Representatives of National Bank of Pakistan.**

4.13. A team comprising Chief (IT), Deputy Director (B&A) and Quality Assurance Officer of FPSC visited National Bank of Pakistan (NBP), HQs Karachi from 02.04.2015 to 03.04.2015 April, 2015. The purpose of the visit was to discuss the modalities for integration of FPSC's fee receipt system with National Banks' Computerized Government Receipt System (GRS). It was intended to have effective reconciliation of fee deposited by the candidates in FPSC's Head of account through treasury. An MoU was signed between the FPSC and NBP to facilitate the candidates applying online through FPSC and for cross verification of fee deposited by them.

#### **Meetings for adoption of Urdu as Official Language**

4.14. Pursuant to the directions of the Supreme Court of Pakistan, Mr. Haseeb Athar, Secretary FPSC held series of meetings with key stakeholders to discuss ways and means for promotion and implementation of National Language (Urdu). A Sub Committee was constituted and tasked to translate FPSC rules/ regulations/ general instructions in Urdu for information of the candidates.

## CHAPTER 5



5.1. Pursuant to the Section 7 of the Federal Public Service Commission Ordinance, 1977, the Federal Public Service Commission is empowered to conduct tests and examinations for recruitment to civil services. The Central Superior Services (CSS) Competitive Examination is conducted by the Commission once a year.

5.2. The competitive examination for recruitment of Basic Pay Scale 17 posts carries credibility of a merit based, open and fair selection process conducted through the Commission which also enjoys reputation of an impartial recruiting agency. The Commission conducts examination for the following Occupational Groups and Services:

- (i) Commerce & Trade Group (CTG)
- (ii) Foreign Service of Pakistan (FSP)
- (iii) Information Group (IG)
- (iv) Inland Revenue Service (IRS)
- (v) Military Lands & Cantonments Group (MLCG)
- (vi) Office Management Group (OMG)
- (vii) Pakistan Administrative Service (PAS)
- (viii) Pakistan Audit and Accounts Service (PAAS)
- (ix) Pakistan Customs Service (PCS)
- (x) Police Service of Pakistan (PSP)
- (xi) Postal Group (POSTG)
- (xii) Railways (Commercial & Transportation) Group (RCTG); and
- (xiii) Any other service or group which may be notified by the Government as such.

5.3. Currently, the spectrum of examination system covers the registration, eligibility criteria, written examination, medical examination, psychological assessment and viva voce/Interview. Reflecting on the last five years trend, Tables 8 indicates the increase in number of applications for the CSS CE to almost double but at the same time almost 50 % of applicants do not appear in the exam. This huge gap calls for an initial screening test prior to CSS CE to screen out non serious candidates. The table also reflects gradual decline in pass percentage from 7.83% in CE 2012 to 3.02 % in CE 2015. Over the last five years, most popular choice of subjects has been Journalism, Psychology and Sociology. As indicated in Table 9, over 50 % of the candidates opted for these subjects whereas Geology, Chemistry, Applied



Mathematics, Pure Mathematics and Botany remained the least popular subjects with hardly 1% of candidates taking the exam in each of these subjects as reflected in Table 10.

**Table 8: Data of Qualified Candidates**

	CE-2012	CE-2013	CE-2014	CE-2015	CE-2016
No. of Applicants	14335	15998	24640	22412	20717
No. of Candidates Appeared in CSS CE	10066	11447	13170	12176	9642
% of applicants appeared in CSS CE	70	72	53	54	47
No. of Qualified Candidates in Written Examination	799	238	439	379	--
% of Qualified Candidates out of appeared candidates	7.94	2.08	3.3	3.11	--
No. of Candidates finally qualified	788	220	377	368	--
% of candidates finally qualified	7.83	1.93	2.86	3.02	--

**Table 9: Most Popular Optional Subjects**

Optional Subjects	Candidates Appeared					% age of Candidates Appeared				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
Journalism	5167	5244	5959	7037	5299	57	52	52	53	53
Sociology	4183	5009	5350	5313	4433	46	50	47	40	52
Psychology	894	1808	3898	4705	5096	10	18	34	36	56
Punjabi	1599	2004	2865	3153	3415	18	20	25	24	55
History of Pakistan and India	6257	5641	3106	3504	3169	69	56	27	27	49
Geography	1524	2090	2559	3134	3570	17	21	22	24	56
Islamic History & Culture	1702	1676	1951	2134	2547	19	17	17	16	57
Arabic	432	608	1178	1777	753	5	6	10	13	57
History of USA	893	1335	900	876	842	10	13	8	7	50

**Table 10: Least Popular Subjects**

Optional Subjects	Candidates Appeared					% age of Candidates Appeared				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
Chemistry	135	140	180	207	177	1.0	1.0	2.0	2.0	1.0
Law	159	145	139	180	219	2.0	1.0	1.0	1.0	2.0
Philosophy	45	53	73	165	291	0.5	1.0	1.0	1.0	2.0
Balochi	76	111	123	177	193	0.8	1.1	1.0	1.2	2.0
Botany	107	115	113	171	133	1.2	1.1	1.0	1.2	1.0
Applied Mathematic	65	103	112	156	146	0.7	1.0	0.9	1.0	1.0
Pure Mathematics	39	42	36	72	85	0.4	0.4	0.3	1.0	1.0
Geology	13	24	26	53	62	0.1	0.2	0.2	0.4	1.0

**CSS Competitive Examination 2014**

5.4. Result of CSS written examination 2014 was announced on October 15, 2014. Of the 13,170 candidates that appeared, only 439 (3.33 percent) candidates qualified the written examination.

5.5. **Medical Examination:** Medical Examination of the candidates qualifying the written examination CE-2014 commenced from 22.12.2014 to 19.01.2015.

5.6. **Psychological Assessment:** Psychological Assessment of the candidates qualifying the written examination 2014 was conducted during the period 21.11.2014 to 01.04.2015.

5.7. **Viva Voce:** Viva Voce of 439 candidates was conducted by the Board comprising the Chairman of the Commission Major General (R) Niaz Muhammad Khan Khattak HI (M), Mrs. Batool Iqbal Qureshi, Member, Mr. Abdul Wajid Rana, Member and Mr. Ahmed Bakhsh Lehri, Member from 15.12.2014 to 10.04.2015 at Islamabad, Karachi, Lahore, Peshawar, Multan and Quetta.

5.8. **Final Result:** The Commission announced Final result of the Competitive Examination-2014 on 30.04.2015. Applications to post-ratio was 78. Only 2.86 percent of the candidates who appeared in the examination finally qualified. The details are at Table 11.

**Table 11: Summary of Competitive Examination-2014**

Candidates	Number	Percentage
Candidates Applied for the examination	24,640	--
Candidates Appeared in the examination	13,170	53.45
Candidates qualifying the written examination	439	3.33
Candidates finally qualified	377	2.86
Qualified Candidates failing in the Viva Voce	62	14.30
Male candidates finally qualified	256	67.91
Female candidates finally qualified	121	32.09
Vacancies	315	NA
Qualified Candidates Allocated to Services/Groups	233	61.8
Posts remained unfilled	82	26.0

**Vacancies for Competitive Examination 2014**

5.9. The Establishment Division intimated 315 (243 fresh and 72 carried over) vacancies to be filled through CSS Competitive Examination 2014, which were accordingly distributed amongst Merit, Provincial/Regional quotas, Women quota (10%) and Minorities quota (5%). Occupational Group and Services-wise details of vacancies against each category of quota is given in Table 12.

Table 12. Distribution of Vacancies for CE-2014

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

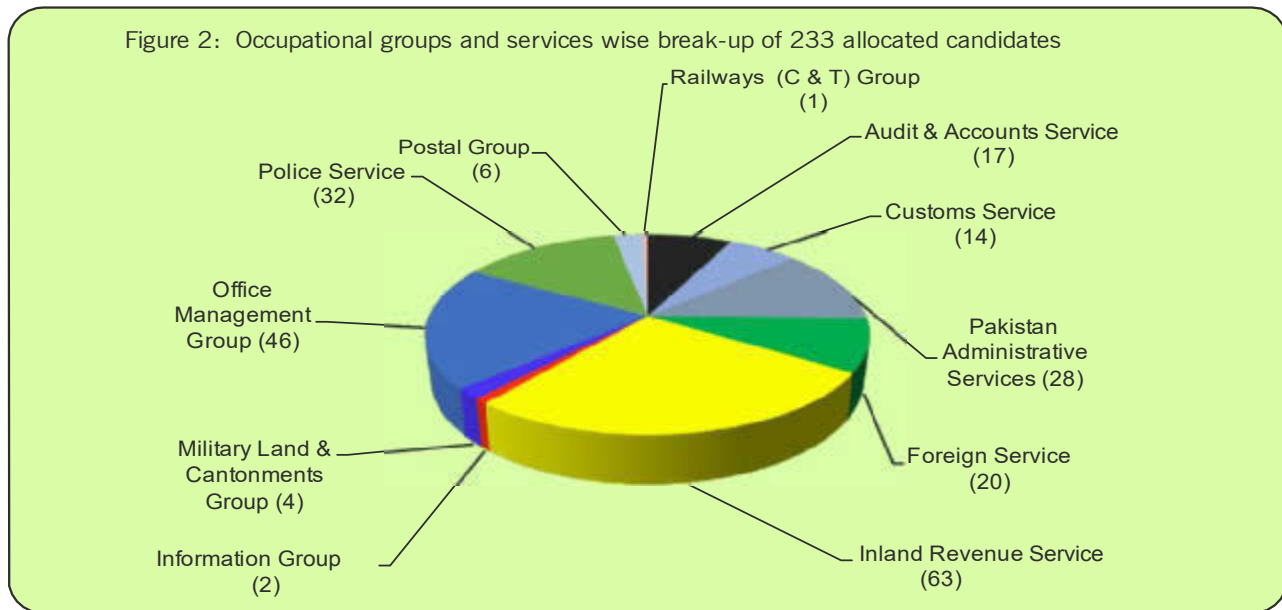
5.10. **Allocation:** Allocation of CSS CE-2014 candidates to various services/groups was conveyed to the Establishment Division on 05.05.2015. Out of 315 vacancies, allocations against 233(144 male & 89 female) candidates were made by the Commission. The allocation against 82 vacancies could not be made due to non-availability of qualified candidates from the respective quotas, as per details in Table-13:

Table 13: Vacancies Left Unfilled

Quota		CSS 2014		CSS 2013	
		Vacancies	Total	Vacancies	Total
Punjab	Minorities	18	18	12	12
Sindh (Rural)	Open	--	14	07	17
	Women	11		08	
	Minorities	03		02	
Sindh (Urban)	Open	11	20	11	20
	Women	06		06	
	Minorities	03		03	
KPK	Women	04	10	03	07
	Minorities	06		04	
Balochistan	Open	02	11	02	10
	Women	06		05	
	Minorities	03		03	
GBFATA	Open	03	07	02	05
	Women	02		02	
	Minorities	02		01	
AJK	Women	01	02	01	01
	Minorities	01		--	
<b>Total</b>			<b>82</b>	<b>72</b>	<b>72</b>

Table 14: Region-Wise Allocation of Occupational Groups and Services

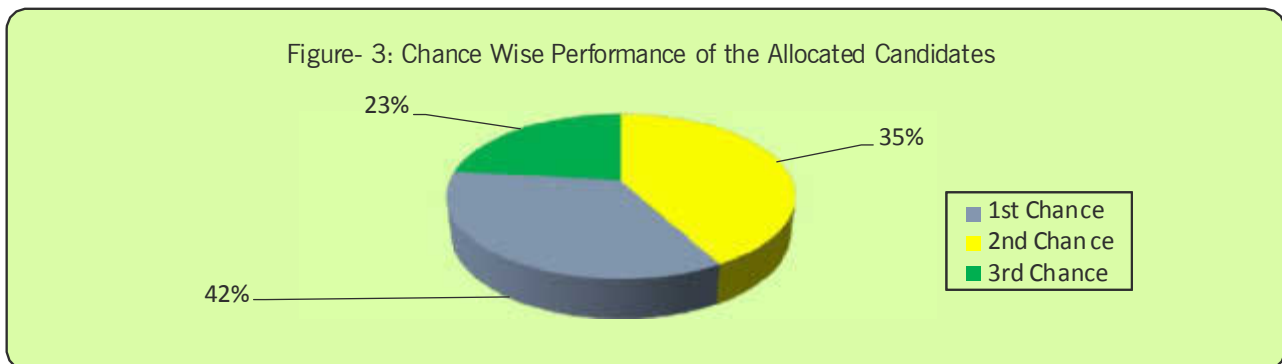
Occupational Group & Service	Merit	Punjab	Sindh (R)	Sindh (U)	KPK	Balochistan	GB/FATA	AJK	Total
Commerce & Trade Group	0	0	0	0	0	0	0	0	0
Foreign Service of Pakistan	1	9	3	1	2	2	2	0	20
Inland Revenue Service	5	30	8	8	7	3	2	0	63
Information Group	1	1	0	0	0	0	0	0	2
Military Lands & Cantonments	1	1	0	1	1	0	0	0	4
Office Management Group	4	25	6	0	6	2	2	1	46
Pakistan Administrative Services	2	13	3	3	3	2	1	1	28
Pakistan Audit & Accounts Service	1	7	2	4	2	1	0	0	17
Pakistan Customs Services	1	7	2	1	2	1	0	0	14
Police Service of Pakistan	3	16	4	2	3	2	1	1	32
Postal Group	0	4	2	0	0	0	0	0	6
Railways (C & T) Group	0	1	0	0	0	0	0	0	1
<b>Total</b>	<b>19</b>	<b>114</b>	<b>30</b>	<b>20</b>	<b>26</b>	<b>13</b>	<b>8</b>	<b>3</b>	<b>233</b>



5.11. **Performance of the Candidates in light of number of attempts available:** Out of 13170 candidates that appeared in CSS Competitive Examination 2014, 69% appeared for the 1<sup>st</sup> time, 22% attempted for 2<sup>nd</sup> time and only 9% attempted for the 3<sup>rd</sup> time or availed the last chance. In final allocations, 42% seats went to candidates who passed in 1<sup>st</sup> attempt, 35% to those who appeared in 2<sup>nd</sup> attempt and 23% to the candidates who appeared in 3<sup>rd</sup> attempt. Table-14 reflects performance of the candidates who appeared in CSS CE in more than one attempts. The details are at Table 15 and Figure 3.

**Table 15: Chance Wise Performance of the Candidates**

S.No.	Chances	Appeared	%age of Total	Finally Qualified	%age of Total	Allocated	%age of Total
1	1 <sup>st</sup> Appearance	9061	69	145	38	97	42
2	2 <sup>nd</sup> Appearance	2961	22	141	37	82	35
3	3 <sup>rd</sup> Appearance	1148	09	91	24	54	23
<b>Total</b>		<b>13170</b>	<b>100</b>	<b>377</b>	<b>100</b>	<b>233</b>	<b>100</b>



5.12. **Special Induction of Armed Forces Officers from Balochistan:** The Prime Minister, as a special dispensation, approved the induction of officers of Armed Forces domiciled from Balochistan. The decision was taken with the spirit to bridge the under representation of Balochistan in Federal Services. Under this dispensation, 05 vacancies of BS-18 were filled up with 3 officers in PAS and 2 officers in PSP. Ministry

of Defence had nominated 10 officers for scrutiny. The Psychological Assessment was held from 12-02-2015 to 13-02-2015 at Lahore and Viva Voce was scheduled on 13-04-2015 at Islamabad. The Commission recommended 05 officers in order of merit for appointment against Services/Groups as detailed in Table 16. It was observed that the quality in terms of General Knowledge/Current Affairs and analytical skill/ability of the officers nominated for induction was average barring few exceptions.

**Table 16: Officers Domiciled from Balochistan Inducted into Civil Posts**

S.No	Merit No.	Names of Officers	Department/Services	Allocated Group/Services
1.	01	Maj. Bashir Ahmed	Pak. Army	PAS
2.	02	Maj. Aurangzeb Bedini	Pak. Army	PAS
3.	03	Maj. Muhammad Alyas	Pak. Army	PAS
4.	08	Lt.Cdr (L) Atta Ullah Shah	Pak. Navy	PSP
5.	09	Sqn. Ldr. Abdul Haque Umrani	Pak. Air Force	PSP

### Regular Induction of Armed Forces Officers into Civil Services

5.13. Ministry of Defence forwarded a panel of 30 officers of Armed Forces (21 from Pakistan Army, 05 from Pakistan Air Force, 04 from Pakistan Navy) for induction against 10% reserved quota against civil posts under CSS-2014. The Psychological Assessment and Viva Voce commenced from 31.08.2015 to 04.09.2015 and 10.09.2015 to 14.09.2015 respectively. Out of 30 officers, 09 officers could not qualify the Viva Voce. The Commission recommended following officers according in order of merit for appointment against Groups/Services:-

**Table 17: Induction of Armed Forces Officers**

S.No	Merit No.	Name	Department/ Services	Domicile/ Quota	Allocated Group/Service
1.	01	Lt. Kamran Aamir Khan PN	Pak. Navy	Punjab	PSP
2.	02	Captain Sana Ullah Khan	Army	KPK	PAS
3.	03	Captain Hamzah Humayun	Army	Punjab	PSP
4.	04	Captain Qasim Ijaz	Army	Punjab	PAS
5.	05	Captain Muhammad Shahrukh Cheema	Army	Punjab	PAS
6.	07	Captain Sumair Gul	Army	Sindh(R)	FSP
7.	08	Captain Faizan Ali	Army	Sindh(R)	PSP
8.	09	Captain Abdul Bari	Army	Balochistan	FSP
9.	10	Flt.Lt. Hafiz Kamran Asghar	Pak Air Force	Punjab	PSP

### Competitive Examination (CSS) 2015

5.14. 22,412 candidates applied for the Competitive Examination (CE) 2015. The written examination was conducted by the Commission from 14.02.2015 to 28.2.2015 in 19 cities. 12176 candidates appeared in the examination. The result of written examination CSS Competitive Examination 2015 was announced on 16.10.2015 in which 379 or 3.11% of total candidates qualified the written examination. Centre-wise break-up of the candidates is at Table 18.

Table 18: Center-Wise Break-up of Candidates

City	Registered Candidates	Present Candidates	Qualified in Written Examination
Abbottabad	511	256	06
Bahawalpur	316	174	06
D.G.Khan	133	69	03
D.I.Khan	220	117	02
Faisalabad	947	520	10
Gilgit	117	66	00
Gujranwala	616	327	07
Hyderabad	1021	607	20
Islamabad	2996	1645	69
Karachi	2134	1140	25
Lahore	6359	3518	150
Larkana	304	186	05
Multan	878	422	14
Muzaffarabad	133	78	01
Peshawar	2565	1257	26
Quetta	887	492	03
Rawalpindi	1425	775	18
Sargodha	535	315	12
Sukkur	362	212	02
<b>Total</b>	<b>22412</b>	<b>12176</b>	<b>379</b>

5.15. The medical examination of the candidates qualifying the written examination was held from 15.12.2015 to 31.12.2015. Psychological Assessment of these candidates was held from 11.11.2015 to 10.03.2016.

5.16. The Viva Voce Board comprising the Chairman of the Commission Mr. Naveed Akram Cheema and Members, Mr. Imtiaz Hussain Kazi, Mr. Ahmed Bakhsh Lehri, Ambassador (R) Rizwan-ul-Haq Mahmood and Mr. Akhlaq Ahmad Tarar conducted the viva voce of the written qualified candidates from 01.12.2015 to 17.03.2016 at Islamabad, Karachi, Lahore and Peshawar. The candidates were interviewed to assess their personality, leadership qualities, integrity and knowledge. The psychological assessment reports were also considered while assessing these traits.

5.17. **Final Result:** The Commission announced Final Merit of the Competitive Examination-2015 on 26.04.2016. Applications to post ratio was 67. Only 3.02 percent of the candidates who appeared in the examination finally qualified. The details are at Table 19.

Table 19: Summary of Competitive Examination-2015

Candidates	Number
Candidates Applied for the examination	22,412
Candidates Appeared in the examination	12176
Candidates qualifying the written examination	379
Candidates finally qualified	368
Qualified Candidates failing in the Viva Voce	11
Male candidates finally qualified	220
Female candidates finally qualified	148
Vacancies	333
Qualified Candidates Allocated to Services/Groups	238
Posts remained unfilled	95

### Vacancies for Competitive Examination 2015

5.18. The Establishment Division intimated 333 (242 fresh and 91 carried over) vacancies to be filled through CSS Competitive Examination 2015, which were accordingly distributed amongst Merit, Provincial/Regional quotas, Women quota (10%) and Minorities quota (5%). Occupational Groups and Services-wise details of vacancies against each category of quota is given at Table 20.

**Table 20: Distribution of Vacancies for CE-2015**

Quota	Quota Description	Groups/Services	Vacancies
Merit 7.5%	All Pakistan Merit	PAAS-2 , CTG -2, PCS-1, PAS-3, FSP-2, IRS-2 , OMG-2 , PSP-2, POSTG- 1, RCTG-1	18
Punjab 50%	Open Merit	PAAS -13, CTG-8, PCS-8, PAS-16, FSP-10, IRS-15, IG-4, MLCG-1, OMG-8, PSP-12, POSTG-6, RCTG-5	106
	Women	PAAS -1, CTG-1, PCS-1, PAS-1, FSP-1, IRS-2, IG-1, OMG-1, PSP- 2, POSTG-1	12
	Minorities	PAAS -2, PAS-1, IRS-6, IG-1, OMG-7, PSP-2, PCS-1, FSP-1, MLCG-1, POSTG-1, RCTG-1	24
Sindh (R) 11.4%	Open Merit	PAAS -2, CTG-2, PCS-2, PAS-4, FSP-2, IRS-4, IG-2, OMG-1, MLCG-1, PSP-3, POSTG-2 , RCTG-1	26
	Women	PAAS -2, PCS-1, OMG-7, POSTG-3, RCTG- 1,	14
	Minorities	PAAS-1, OMG-2, IRS-1	04
Sindh (U) 7.6%	Open Merit	PAAS -3, CTG-1, PCS-1, PAS-2, FSP-1, IRS-2, OMG-11, PSP-2, POSTG-3, RCTG-1	27
	Women	PAS-1, FSP-1, IG-2, OMG- 1, POSTG-3	08
	Minorities	PCS-1, IRS-1, OMG-1, PSP-1	04
Khyber Pakhtunkhwa 11.5%	Open Merit	PAAS -2, CTG-2, PCS-1, PAS-4, FSP-3, IRS- 3, OMG- 2, PSP-3, IG-1, POSTG-1, RCTG-1	23
	Women	CTG-1, PCS-1, PSP-1, POSTG- 3, RCTG- 1,	07
	Minorities	IRS-2, PAAS-1, PAS-1, FSP-1, OMG-1, PSP-1	07
Balochistan 6%	Open Merit	PAAS -1, CTG-1, PCS-1, PAS-2, FSP-1, IRS-3, IG-1, MLCG-1, OMG-2, PSP-1, POSTG-2	16
	Women	PSP-1, IRS-1, IG-2, OMG- 2, POSTG-1	07
	Minorities	PAAS -1, PAS-1, IRS-1, OMG-1	04
GBFATA 4%	Open Merit	PAAS -1, CTG-1, PCS-1, PAS-1, FSP-1, IRS- 3, OMG-4, PSP-1, POSTG-1	14
	Women	POSTG-1, IRS-1, IG-1	03
	Minorities	IRS- 1, OMG-1	02
AJK 2%	Open Merit	PAAS-1, CTG-1, PAS-1, RCTG-1	04
	Women	FSP-1, OMG-1	02
	Minorities	IRS-1	01
<b>Total</b>			<b>333</b>

5.19. **Allocation:** The allocation of CE-2015 was conveyed to the Establishment Division on 13.04.2016. Out of 333 vacancies, allocations against 238 (132 male & 106 female) candidates were made by the Commission. The allocation against 95 vacancies could not be made due to non-availability of qualified candidates from the respective quotas.



### Competitive Examination (CSS), 2016

5.20. First public notice informing the candidates for holding of CSS CE was published in all daily newspapers on 18.04.2015 followed by another announcement on 27-09-2015 inviting applications from the intending candidates for CSS Competitive Examination 2016. The intending candidates were advised to apply online between 01.10.2015 to 31.10.2015. It was further instructed to provide a hard copy of online application form along with all requisite documents and treasury receipt of fee deposit for FPSC examination by 10.11.2015. In all, 20,717 applications were received, out of which only 9,643(46.54%) actually appeared in the examination. Centre-wise breakup of applications received is detailed at Table 21. The result of the written part of the examination was expected to be announced by September/October 2016.

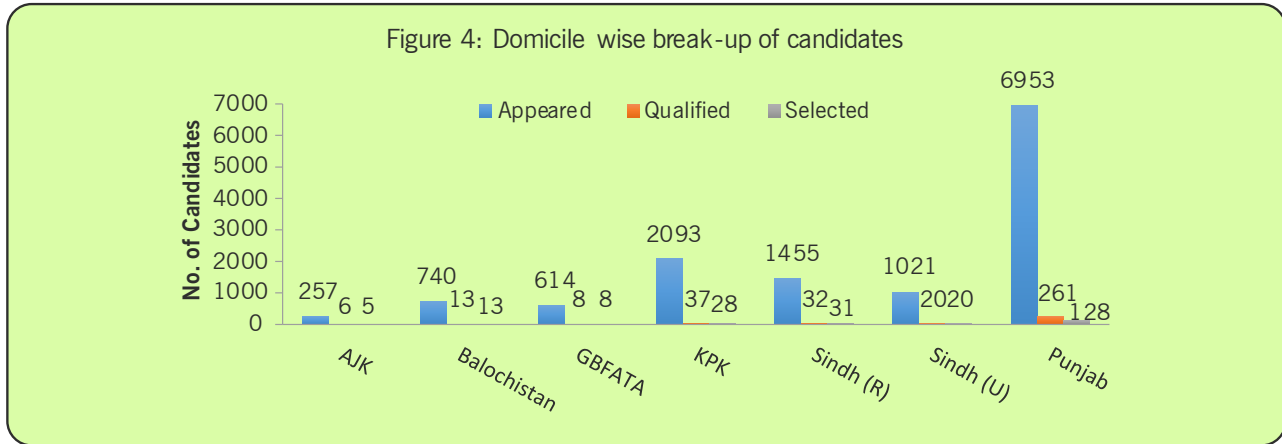
**Table 21: Center-Wise Registered for CE-2016**

Centre	Applicants	Centre	Applicants
Abbottabad	511	Lahore	5807
Bahawalpur	329	Larkana	254
D.G.Khan	127	Multan	705
D.I.Khan	197	Muzaffarabad	132
Faisalabad	817	Peshawar	2394
Gilgit	87	Quetta	567
Gujranwala	588	Rawalpindi	1395
Hyderabad	1005	Sargodha	469
Islamabad	2990	Sukkur	330
Karachi	2013	<b>Total</b>	<b>20717</b>

5.21. **Regional Performance in Competitive Examination-2014:** The region-wise performance of the candidates in CSS Competitive Examination-2014 is at Table 22 (Figure 4). Out of 13170 applicants, 53% were from Punjab, and 47% from the remaining provinces/regions. Out of 377 finally qualified candidates, 69% were from Punjab, 10% from Khyber Pakhtunkhwa, 9% from Sindh Rural, 5% from Sindh Urban, 3% from Balochistan, 2% from GBFATA and 2% from AJK. The province/region-wise allocations shows that Punjab secured 55% seats inclusive of seats reserved for general merit quota, Sindh Rural 13%, Khyber Pakhtunkhwa 12%, Sindh Urban 9%, Balochistan 6%, GBFATA 3% and AJK 2%. The unfilled seats of respective provinces shall be carried over to next CSS Examination-2015.

**Table 22: Candidate's Performance by Domicile**

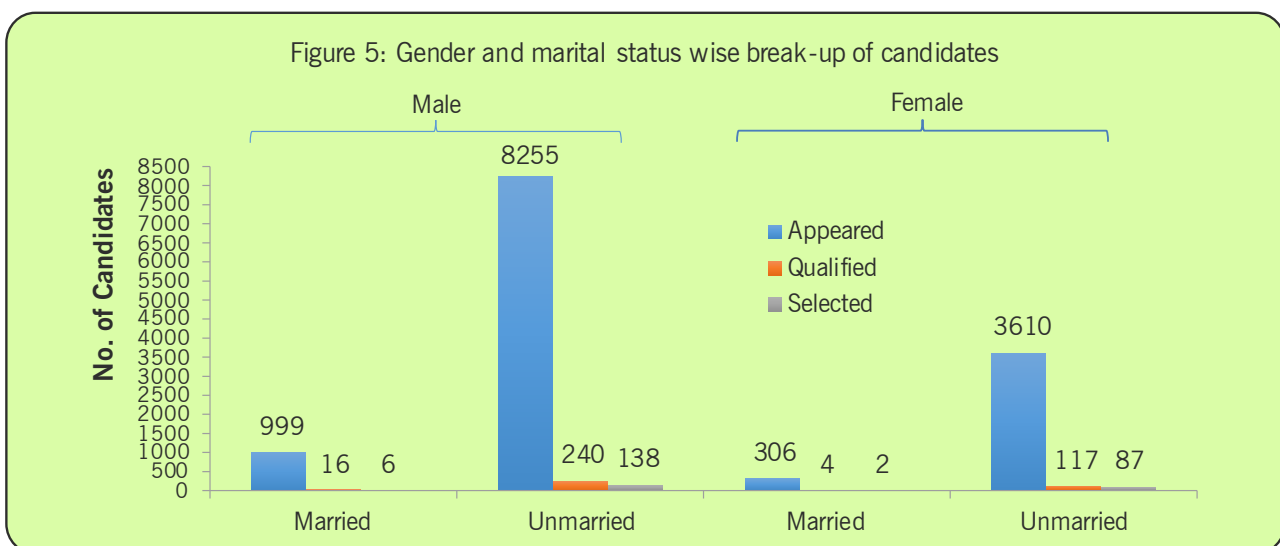
Candidates' Domicile	Appeared in CSS	%age of Total Candidates	Finally Qualified Candidates	%age of Finally Qualified	Merit of Qualified Candidates		Allocated Candidates	%age of Total Allocated
					1-100	101-200		
A.J.K.	257	2	6	2	3	2	5	2
Balochistan	740	6	13	3	1	6	13	6
FATA/GB	614	5	8	2	2	1	8	3
Khyber Pakhtunkhwa	2093	16	37	10	8	8	28	12
Sindh(Rural)	1455	11	32	9	5	10	31	13
Sindh(Urban)	1021	8	20	5	5	7	20	9
Punjab	6953	53	261	69	76	66	128	55
Not Mentioned	37	0	0	0	0	0	0	0
<b>Total</b>	<b>13170</b>	<b>100</b>	<b>377</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>233</b>	<b>100</b>



5.22. **Gender and Marital Status of Candidates:** As reflected in Table-23, out of 13,170 applicants, 71% of the candidates were male and 29% were female. Of the total 377 qualified candidates, 68% were male and 32% were female. It indicates that performance of the female candidates remained better as their ratio in final result was 3% higher (i.e. 32%) as compared to their appearance ratio of 29%. The table also indicates that 90% of the applicants were unmarried (63% male and 27% female), as indicated in Table 23 and Figure 5.

**Table 23: Distribution of Candidates as Per Gender and Marital Status**

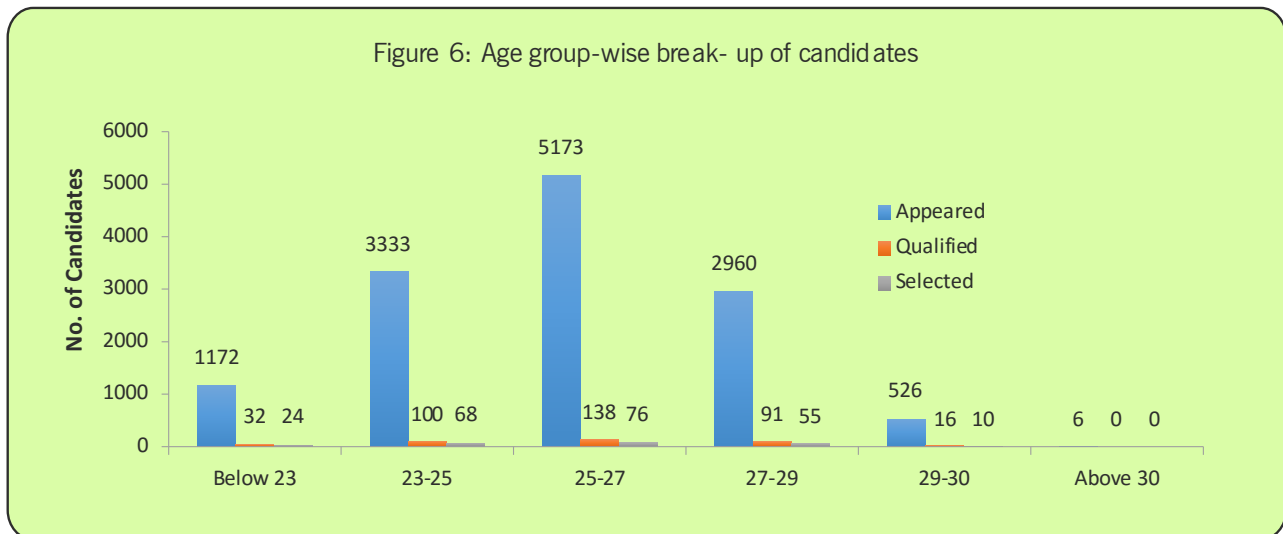
	Total	Male				Female			
		Married	%age	Un-Married	%age	Married	%age	Un-Married	%age
Appeared in Exam.	13170	999	8	8255	63	306	2	3610	27
Qualified in Written Exam	439	21	5	273	62	6	1	139	32
Finally Qualified	377	16	4	240	64	4	1	117	31
Selected for training	233	6	3	138	59	2	1	87	37



5.23. **Performance of Candidates Age Group wise:** Under the CSS CE 2015, 76 allocated candidates were in the age group of 25-27 years. It dispels the notion that present age limit discriminates the educated professionals to participate in CSS Competitive Examination. Table 24 and Figure 6 further elaborates.

**Table 24: Performance of Candidates Age Group Wise**

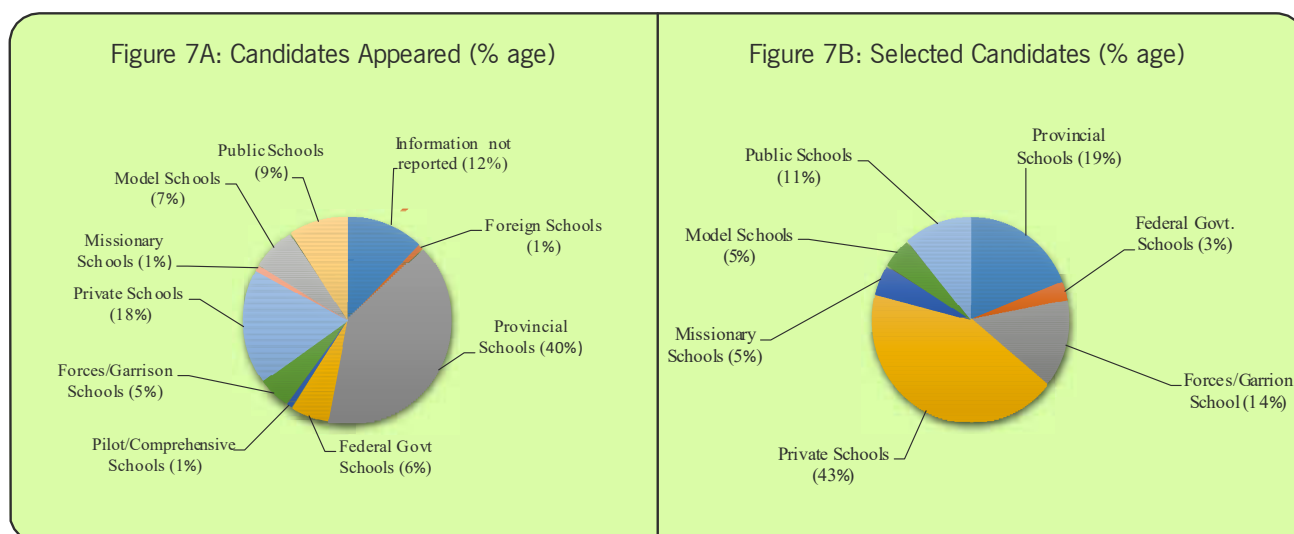
Age in years	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated Groups	%age
					1-100	101-200		
Below 23	1172	09	32	08	17	04	24	10
23-25	3333	25	100	27	28	27	68	29
25-27	5173	39	138	37	35	37	76	33
27-29	2960	22	91	24	19	22	55	24
29-30	526	04	16	04	01	10	10	04
Above 30	06	--	--	--	--	--	--	--
<b>Total</b>	<b>13170</b>	<b>100</b>	<b>377</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>233</b>	<b>100</b>



5.24. **Performance of Candidates in Relation to their Schooling:** Table-25 points to the performance of the candidates representing various streams of educational institutions. The analysis conveys that candidates educated at Private Schools have performed better and secured 43% share in allocation as compared to their appearance ratio of 18%. Similarly candidates educated at government schools have captured 22% share in allocation as compared to their appearance ratio of 46%. The candidates who have studied at Armed Forces/Garrison Schools secured 14% share in allocation as compared to their appearance ratio of 5%. The data reflects that the performance of candidates emerging from Private/Missionary educational institutions was better as compared to candidates from Government institutions or Public/Model institutions. Table 25, Figure 7A and 7B offers details.

**Table 25: Candidates' Performance in Relation to Schooling**

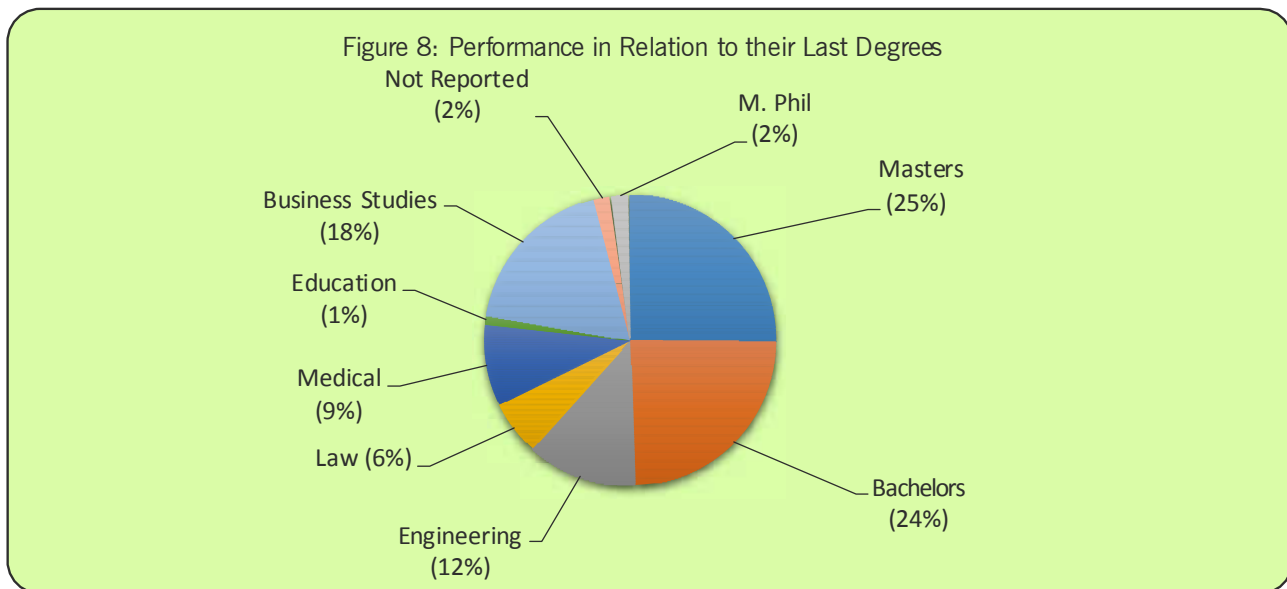
Type of school	Appeared in Exam	%age	Finally Qualified	%age	Order of Merit		Allocated to Groups	%age
					1-100	101-200		
Foreign	44	1	2	1	1	0	1	0
Provincial Government	5280	40	84	22	16	23	44	19
Federal Government	774	6	10	3	3	2	6	3
Pilot/Comprehensive	157	1	1	0	0	0	0	0
Forces/Garrison	689	5	52	14	16	16	32	14
Private	2370	18	143	38	42	39	100	43
Missionary	77	1	17	4	3	6	12	5
Model	947	7	28	7	6	8	13	5
Public	1207	9	40	11	13	6	25	11
Information not Given	1625	12	0	0	0	0	0	0
<b>Total</b>	<b>13170</b>	<b>100</b>	<b>377</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>233</b>	<b>100</b>



5.25. **Candidates' Performance in Relation to their Final Degree:** The academic background of candidates informs that 59% of the candidates who appeared in CSS-2014 had first division in their last academic degree and their ratio in final selection of CSS was 83% and the share in allocation was 82%. About 38% of the candidates that appeared had secured second division, while only 15% of them finally qualified and their share in allocation was 16%. It indicates that candidates with high division academic background performed far better than other with average academic background. The figures given in Table-26 indicates that out of the total allocated candidates under CE-2014, 2% were M.Phil, 25% held a Masters' degree, 24% held a bachelors' degree, 18% had studied Business, 12% were Engineers, 6% were Law Graduates, 9% had done medicine and 1% held a degree in Education. Details are given in Table 26 and Figure 8.

**Table 26: Candidates' Performance in Relation to their Last Degree**

Degree	Candidates Appeared					Candidates Qualified				Candidates Allocated to Groups			
	First Division	Second Division	Third Division	Sub total	%age	First Division	Second Divisio	Sub total	%age	First Division	Second Divisio	Sub total	%age
M. Phil.	103	03	01	107	01	07	00	07	02	05	00	05	02
Masters	1862	459	09	330	18	80	20	100	27	46	13	59	25
Bachelors	3343	4192	04	539	57	87	16	103	27	46	11	57	24
Engineering	629	100	00	729	06	36	06	42	11	26	03	29	12
Law	99	93	03	195	01	12	11	23	06	06	08	14	06
Medical	364	47	00	411	03	28	02	30	08	18	02	20	09
Education	57	04	00	61	00	04	00	04	01	02	00	02	01
Computer Sciences	196	38	00	234	02	02	00	02	01	00	00	00	00
Business Studies	1119	64	03	186	09	57	02	59	16	41	01	42	18
Not Reported	00	00	00	378	03	00	00	07	02	00	00	05	02
<b>Grand Total</b>	<b>7772 (59%)</b>	<b>5000 (38%)</b>	<b>20(-)</b>	<b>13170</b>	<b>100</b>	<b>313 (83%)</b>	<b>57 (15%)</b>	<b>377</b>	<b>100</b>	<b>190 (82%)</b>	<b>38 (16%)</b>	<b>233</b>	<b>100</b>

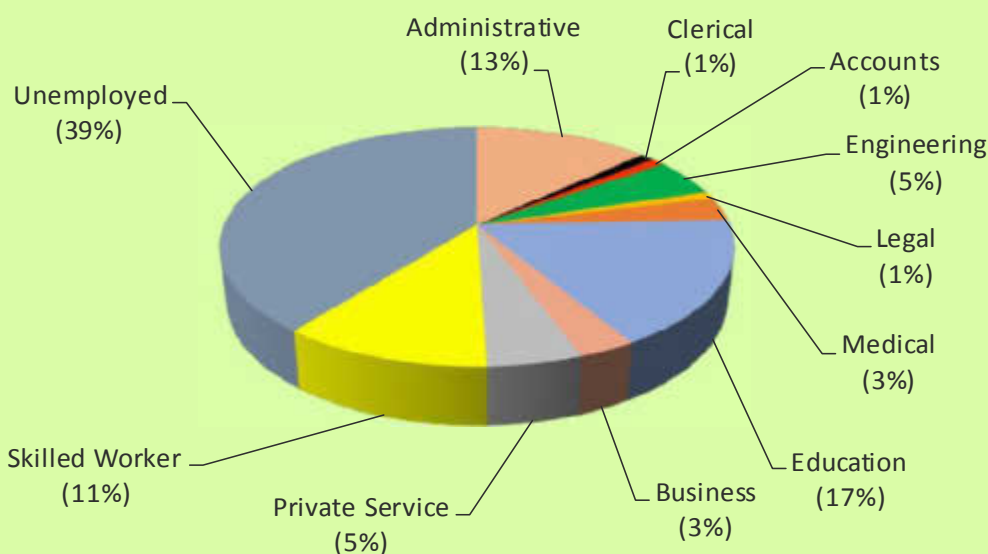


5.26. **Candidates' Performance in Relation to Previous Occupation:** Table 27 (Figure 9) indicates that 69% of the candidates who appeared in CE-2014 were previously unemployed. Of them, 31% qualified the exam and of this percentage, 39% were allocated to various groups/services. Details of candidates with previous work experience and performance in the CSS CE is tabulated in Table 27.

**Table 27: Candidates' Performance in Relation to Previous Occupation**

Candidate's Occupation	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated to Group	%age
					1-100	101-200		
Administrative	374	03	61	16	11	12	31	13
Clerical	532	04	04	01	01	01	03	01
Armed Forces/Police	234	02	09	02	00	01	01	00
Accounts	396	03	05	01	00	02	02	01
Engineering	266	02	23	06	07	02	12	05
Legal	84	01	04	01	02	00	02	01
Medical	145	01	20	05	05	02	08	03
Education	1192	09	72	19	14	15	40	17
Private service	542	04	19	05	04	05	11	05
Agriculture	3	00	00	00	00	00	00	00
Business	29	00	09	02	03	03	08	03
Skilled Worker	276	02	35	09	18	03	25	11
Unemployed	9097	69	116	31	35	54	90	39
<b>Total:</b>	<b>13170</b>	<b>100</b>	<b>377</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>233</b>	<b>100</b>

Figure 9: Candidates' Performance in Relation to Previous Occupation



5.27. **Candidates' Performance in Compulsory Subjects:** Table 28 indicates candidates' performance in compulsory subjects. The performance of the candidates in GK-I (Everyday Science) during CE- 2014 was better than the last year and 64% of the qualified candidates secured 60% and above marks. Performance in Islamiat, and GK-III (Pakistan Affairs) was also satisfactory. Conversely, in Essay and English (Precise & Composition) only 1% of the qualified candidates could get 60% or above marks. A vast majority of the qualified candidates remained in the bracket of 40% to 59% marks.

Table 28: Candidates' Performance in Compulsory Subjects

Subject	Marks	Qualified Candidates	Marks obtained					
			Below 40%	%age	40-59%	%age	60% & Above	%age
English Essay	100	377	0	0	373	99	4	01
English (Précis & Composition)	100	377	0	0	373	99	4	01
Islamiat	100	377	0	0	264	70	113	30
GK-I (Every Day Science)	100	377	1	0	136	36	240	64
GK-II (Current Affairs)	100	377	131	35	242	64	4	01
G-III (Pakistan Affairs)	100	377	7	2	257	68	113	30

### 5.28. Candidates' Performance in Pre-Familiar and Non-Familiar Optional Subjects:

Table 29 informs that a significant number of candidates without any pre-familiarity with the optional subjects, have scored 60% or above marks in the subjects of Agriculture, Arabic, Business Administration Forestry, Geography, History of USA, Muslim Law and Jurisprudence, Psychology, Punjabi, Pashto and Sociology. It indicates that selection of optional subjects was highly random. Due to enough flexibility in subject groupings, large number of candidates opted for a high score subject combination. The choice of the subject was primarily driven by the criteria whether it was scoring or not and not for any prior familiarity with the subject. During the viva voce/interviews, it was quite evident in many cases that those candidates who had not studied the subjects at academic level, lacked good comprehension of the discipline hence below average performance.

Table 29: Performance of Candidates with reference to pre-familiarity of selected Optional subjects

Optional Subject	Appeared	%age	Pre-Familiar with Subject	%age	Written Qualified		Non-familiar	%age	Written Qualified	
					33 - 59%	60% & above			33-59%	60% & above
Accountancy and Auditing	652	1	417	64	274	28	235	36	164	5
Agriculture	575	1	152	26	31	105	423	74	166	195
Applied Mathematics	160	0	108	68	21	5	52	33	11	1
Arabic	1862	3	341	18	221	43	1521	82	993	213
Balochi	178	0	8	4	3	5	170	96	89	54
Botany	175	0	102	58	67	18	73	42	47	0
British History	456	1	10	2	5	3	446	98	244	115
Business Administration	1018	2	617	61	177	380	401	39	81	283
Chemistry	207	0	156	75	100	16	51	25	20	1
Computer Science	270	0	114	42	54	45	156	58	83	34
Constitutional Law	767	1	97	13	49	5	670	87	303	32
Economics	453	1	296	65	155	13	157	35	46	15
English Literature	253	0	138	55	89	3	115	45	41	3
European History	202	0	24	12	18	2	178	88	101	15
Forestry	1066	2	122	11	43	63	944	89	406	431
Geography	3297	6	168	5	118	43	3129	95	2283	512
Geology	53	0	14	26	8	2	39	74	17	0
History of Pak & India	3575	6	170	5	106	6	3405	95	1618	26
History of the USA	945	2	25	3	11	13	920	97	538	277
International Law	2569	5	553	22	518	4	2016	78	1718	9
International Relations	1315	2	101	8	55	10	1214	92	461	68

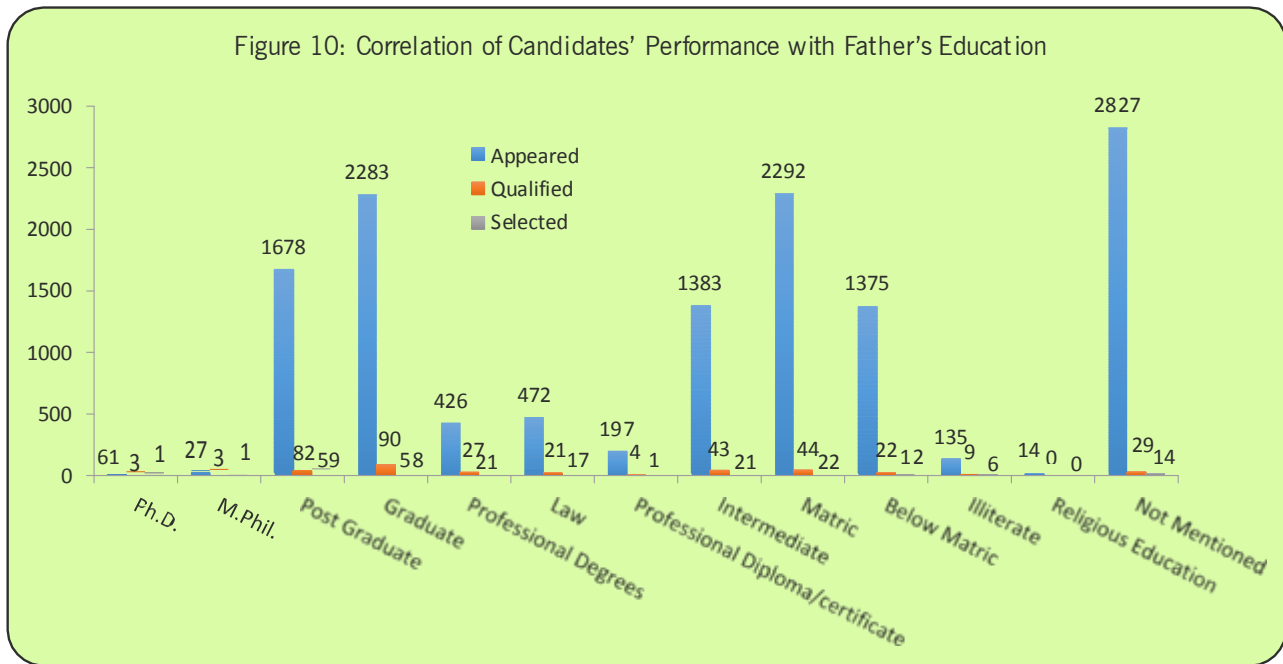
Optional Subject	Appeared	%age	Pre-Familiar with Subject	%age	Written Qualified		Non-familiar	%age	Written Qualified	
					33 - 59%	60% & above			33-59%	60% & above
Islamic History & Culture	2786	5	128	5	58	0	2658	95	1028	5
Journalism	7250	13	569	8	355	6	6681	92	3990	75
Law	188	0	113	60	82	8	75	40	37	7
Mercantile Law	767	1	428	56	296	20	339	44	218	3
Muslim Law & Jurisprudence	1537	3	223	15	158	47	1314	85	901	162
Persian	850	2	154	18	96	6	696	82	483	66
Philosophy	187	0	21	11	9	10	166	89	65	63
Physics	358	1	234	65	109	51	124	35	50	22
Political Science	1057	2	430	41	359	32	627	59	429	31
Psychology	4909	9	410	8	267	79	4499	92	2817	630
Public Administration	2416	4	77	3	47	1	2339	97	854	25
Punjabi	3922	7	403	10	279	27	3519	90	2313	329
Pure Mathematics	72	0	28	39	1	0	44	61	4	0
Pashto	1526	3	31	2	16	12	1495	98	638	747
Sindhi	1188	2	28	2	20	4	1160	98	914	65
Sociology	5463	10	508	9	423	21	4955	91	3918	219
Statistics	356	1	181	51	89	12	175	49	-21	17
Urdu	499	1	42	8	23	5	457	92	235	17
Zoology	455	1	255	56	155	45	200	44	118	17

5.29. **Correlation of Father's Education with Candidates' Performance:** Table 30 (Figure 10) reflects that candidates' performance in the examination was positively correlated with their father's educational background. Of 59 percent of the candidates allocated under CSS CE 2014, the father held a graduate, post-graduate or professional degree while 32 percent were intermediate or below and 3 percent were uneducated.

**Table No 30: Performance of Candidates in Relation to their Father's Education**

Father's Education	Appeared in Exam.	%age of Total	Finally Qualified	%age of Qualified	Order of Merit		Allocated to Groups	%age of Allocated
					1-100	101-200		
Ph.D.	61	1	03	01	00	00	01	00
M. Phil.	27	0	03	01	01	01	01	00
Post Graduate	1678	13	82	22	24	29	59	25
Graduate	2283	17	90	24	25	22	58	25
Professional Degrees	426	3	27	07	09	03	21	09
Law	472	4	21	05	11	06	17	07
Diploma/Certificate	197	2	04	01	00	01	01	00
Intermediate	1383	11	43	11	11	08	21	09
Matric	2292	17	44	12	05	12	22	09
Below Matric	1375	10	22	06	09	05	12	05
Illiterate	135	1	9	02	02	03	06	03
Religious Education	14	0	0	00	00	00	00	00
Information Not Given	2827	21	29	08	03	10	14	06
<b>Total</b>	<b>13170</b>	<b>100</b>	<b>377</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>233</b>	<b>100</b>



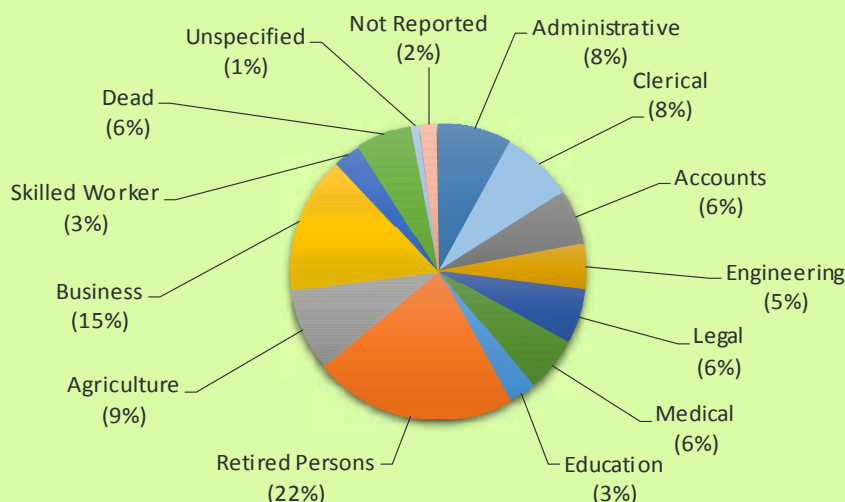


5.30. **Correlation of Father's Occupation with Candidates' Performance:** Table-31 indicates that 64% of allocated candidates were children of serving/retired government servants, and 24% belonged to businessmen/agriculturalists families. Table 31 and Figure 11 elaborate further.

**Table No 31: Correlation of Father's Occupation with Candidates' Performance**

Father's Occupation	Appeared in Exam.	%age of Candidates	Finally Qualified	%age of Qualified Candidates	Order of Merit		Allocated to Groups	%age of Allocated
					1-100	101-200		
Administrative	1445	11	28	07	08	08	18	08
Clerical	85	01	23	06	09	06	18	08
Armed Forces/Police	367	03	04	01	01	00	00	00
Accounts	358	03	21	06	07	02	13	06
Engineering	176	01	18	05	03	07	12	05
Legal	264	02	23	06	08	08	15	06
Medical	240	02	17	04	06	02	13	06
Education	597	05	14	04	01	05	08	03
Retired Person	1999	15	77	20	23	24	51	22
Agriculture	1505	11	47	13	10	10	22	09
Business	1963	15	52	14	16	15	35	15
Skilled Worker	322	02	17	05	01	05	08	03
Unskilled Worker	97	01	00	00	00	00	00	00
Unspecified	823	06	05	01	02	00	03	01
Passed away	987	07	23	06	04	07	13	06
Information not Given	1942	15	08	02	02	01	04	02
<b>Total</b>	<b>13170</b>	<b>100</b>	<b>377</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>233</b>	<b>100</b>

Figure 11: Correlation of Candidate's Performance with Father's Occupation

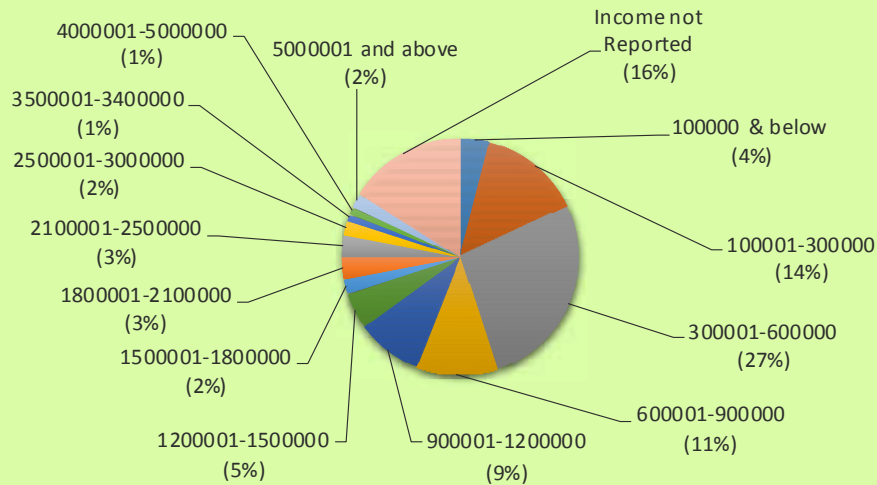


5.31. **Correlation of Candidates' Performance to Family Annual Income:** Overwhelming candidates (52%) who appeared in CE-2014 belonged to family whose annual income was below Rs 600,000. Of them many included whose family income was Rs 50,000 per month. Whereas 45% of candidates allocated to the Occupational Groups and Services were from the same income group. It indicates that predominately the candidates from the middle class form part of civil service. Details as per Table 32 and Fig. 12.

Table No 32: Correlation of Candidates' Performance with their Family Income

Family's Annual Income	Appeared in Exam.	%age of Candidates	Finally Qualified	%age of Qualified Candidate	Order of Merit		Allocated to Groups	%age of Allocated Candidate
					1-100	101-200		
100000 & below	1158	9	20	5	1	3	9	4
100001-300000	2647	20	54	14	10	17	32	14
300001-600000	3020	23	95	25	28	23	63	27
600001-900000	1001	8	39	10	8	18	26	11
900001-1200000	1019	8	37	10	9	9	21	9
1200001-1500000	321	2	18	5	8	3	11	5
1500001-1800000	165	1	10	3	1	3	4	2
1800001-2100000	145	1	9	2	3	2	6	3
2100001-2500000	138	1	11	3	3	3	7	3
2500001-3000000	116	1	7	2	1	4	5	2
3000001-3500000	31	0	1	0	1	0	1	0
3500001-4000000	44	0	6	2	1	2	3	1
4000001-5000000	46	0	3	1	3	0	3	1
5000001 & above	100	1	12	3	5	1	5	2
Income Not Reported	3219	24	55	15	18	12	37	16
<b>Total</b>	<b>13170</b>	<b>100</b>	<b>377</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>233</b>	<b>100</b>

Figure 12: Correlation of Candidate's Performance with Annual Family Income



5.32. **Observations of Examiners on Performance of Candidates in CSS-CE 2014:** The CSS 2014 examination assessment reports underscored the following observations on the candidates' performance in compulsory and optional papers:

#### A. Compulsory Subjects

**English Essay:** Question paper was set to evaluate the performance of the candidates in terms of their conceptual, linguistic and writing competencies, but common trends observed were lack of conceptual clarity, shallow knowledge of subject, grammatical mistakes, inappropriate choice of vocabulary and stereotype answers. Majority of the candidates did not follow the norms of confrontational discourse and wrote isolated sentences rather than in cohesive paragraphs. The ability required in CSS is extensive reading, holistic and appreciable performance approach in the subject but majority lacked these characteristics.

**GK-II (Current Affairs):** The candidates had good knowledge of the current issues but the expression was poor. The ranking accorded to the answer scripts was: 75% - below average, 18%- satisfactory, 5%-good and 2%-exceptionally good. There was a non-serious element and stereo style writing persisted. Only a few candidates made constructive suggestions in the best interest of the country. Our educational institutions must promote teaching of values and ethics.

**GK-III (Pakistan Affairs):** The knowledge and performance of the candidates in expression, concepts, construction and usage of the tenses was good in only 5% of the total, while 95% candidates performed as below as secondary school level and their answers did not meet the demand of the questions. Guide book based answers, crammed up information and deceiving by writing only questions on the answer sheets to fill pages with irrelevant stories was generally observed in this subject.

#### B. Optional Subjects

**Applied Mathematics-I:** Performance of majority of the candidates remained poor. Only few candidates performed well. Specific deficiency was observed in use of proper techniques in solving mathematical problems. The Examiner recommended practice and consultation from standard books like Introduction

to Mechanics by Q. K. Ghori, Vector Analysis by Shaum's outline series and Mathematical Physics by H. K. Dass for appropriate preparation of this subject.

**Applied Mathematics-II:** General performance of the candidates was not up to the mark. Only 44% qualified, while 56% failed in the subject. Even out of 56%, 65% candidates got zero or single digit marks. Most of the candidates had no ability to attempt the paper and lacked basic knowledge. Section-B of the Question Paper was ignored by majority of the candidates. In Q. No. 6, 7 candidates could not secure good marks as there seemed to be absence of knowledge on application of method. The Examiner recommended that candidates opting for Applied Mathematics must prepare according to outline of recommended syllabus for C.E.

**Arabic-II:** Performance of the candidates in Arabic Language Paper remained average. A significant number of candidates had prepared for limited and selective topics from syllabus and tried to fit the same in every answer. Answers were based on rote learning rather than proper understanding. The questions on poetry, Q. No. 6, 7 were attempted by only 5% of the candidates with poor and wrong translation, whereas 95% left these questions through the choice benefit. Excellent answers were given in response to Q.No.5 and those who attempted the same secured highest marks in this paper. Examiner was of the view that option of attempting in second language as Urdu language may benefit the candidates to understand similar terminologies in Arabic as well as Urdu. Consulting one good resource/book on Arabic Literature & History was recommended.

**Agriculture:** Overall performance of the candidates was satisfactory. Only a few candidates with sound knowledge of the subject and good expression did well. A significant number of candidates could not score well due to poor expression in English language and superficial knowledge of the subject. Without understanding of the questions, the candidates focussed on writing maximum number of pages which was neither required nor relevant. To perform better, the candidates must have in-depth study of the subject and clarity of concepts.

**Accountancy and Auditing Paper-I:** Deficiencies in the scripts included over-writing, cutting, irrelevant answers, poor comprehension and attempting the question without basic knowledge of the topic. The candidates must differentiate between the terms; final accounts and company accounts, operating ratio and operating profit ratio, classification of items under operating, inverting and financing activities rather than operating items under financing activities. In depreciation question, candidates prepared balance sheets and made entries. Majority of the candidates were unable to calculate figures like credit, purchase, sales and cash in hand in single entry system. Last question about preparation of profit and loss accounts of Commercial Banks as per banking laws in Pakistan was attempted by candidates without proper arrangement of figures or proper headings.

**Botany-I:** The overall performance of the candidates was very poor, hopeless and disappointing. Only a few candidates performed well. The Examiner observed that knowledge of classical Botany seems to be diminishing, which was quite alarming and was leading to obsolescence of the subject. The scripts showed that candidates had no knowledge of the subject terminologies i.e. Algae, Smut Fungus, Anatomy, Vascular plants, System of classification of plants and Anomalous etc. The scripts showed the answers of most of the candidates were not based on any scientific knowledge. The Examiner recommended that initiatives must be taken to bring quality education in the country and discourage culture of private academies. Further adding that initial scrutiny of the candidates should be done before appearance for final examination.

**Botany-II:** Most of the candidates were ignorant of the common practice of writing question numbers on answer sheets. With few exceptions, overall knowledge of the candidates was superficial.

**Chemistry-I:** Majority of candidates could not secure 50% marks while others secured less than 25% marks. Poor expression, dearth of knowledge, grammatical mistakes and writing irrelevant answers were some of the main reasons for low performance in the subject. The Examiner suggested preliminary examination based on MCQs, as a qualifying round, before the final CSS CE. It was strongly recommended to ensure quality result.

**Chemistry-II:** The overall performance of the candidates was average.

**European History I & II:** The performance of the candidates needs improvement in the areas like written expression, English language and indepth knowledge of the subject. Logical reasoning and analysis was missing in the answer scripts. Majority of the candidates provided narration of facts and not analytical explanation of the events.

**Economics:** A significant majority of the candidates was not well prepared for the subject. Mostly the candidates attempted questions providing irrelevant details. A vast majority was unable to explain terms like relative poverty and absolute poverty, difference between balance of trade and balance of payments. Only a few candidates knew the concept of agricultural price policy. There was a confused response to the question on characteristics of collective and cooperative farming.

**Forestry:** General performance in terms of ability to read, understand and answer the questions was found to be below average. The candidates were unable to synthesize their knowledge into proper expression. The Examiner observed that the school/college/universities must not become the certificates/degree awarding institutes but to groom the students to the level which reflects better standard of baseline education in Pakistan.

**Geography-I:** Knowledge of 50% of the candidates in Geography was poor. Candidates did not know basic Geography at school/college level. Only a few candidates having good knowledge of Geography attempted the questions fairly well with proper maps and diagrams and amongst the high scorers.

**Geography-II:** The performance of the candidates remained un-satisfactory. Out of 3089, only 20 candidates secured 60% & above marks, 1210(39%) got between 44-59% marks, 1761(57%) obtained between 33-44% marks and 98(3%) candidates failed in the subject. The Examiner opined that candidates must have thorough knowledge of basic concepts of Geography. The Examiner noted with concern that a number of questions were attempted poorly and half-heartedly. It was urged that educational institutes must teach with help of visual presentation of maps and diagrams.

**Geology-I:** Most of the candidates who opted for the subject had no prior background or formal training in the subject. The answers were based on superficial information. The Examiner recommended that the option for the subject must be limited to the candidates who have studied it at least at graduation level.

**Geology-II:** About 91.49% candidates passed the Paper and nearly 8.51% acquired less than 33% marks. Nearly 32% candidates performed in good to very good category. A significant number of candidates had poor understanding of the subject. Questions related to geophysical, geotechnical and geothermal gradients were not answered upto the mark. Question related to Chromite deposit of Muslim Bagh were attempted by only two candidates. Handwriting of 17% candidates was poor. The Examiner emphasized that candidates must concentrate on more legible handwriting writing and better preparation of the subject. The Examiner recommended that Universities and other degree awarding institutes should emphasize on manner and answering skills for the examinations.

**History of USA:** The general performance of candidates in this subject was at mediocre level while a vast majority relied on guides books rather than recommended reading material. Main deficiencies in the paper were lack of analysis and integration. Candidates performed weak in questions for which written material was difficult to get by. The Examiners urged the candidates to study standard texts on USA History rather than cheap material or small pamphlets.

**History of Pak & India-I:** The performance of the candidates has been deteriorating over the years. The candidates who performed well were due to their power of memorization. The common weaknesses were inability to express satisfactorily in English, basic language and grammar mistakes, no power of analysis, and lack of sequence or proper flow of thought. Majority of the candidates attempted first two questions in a satisfactory way but insufficient length and inadequate answers to last two questions reduced their marks considerably. Questions required analysis rather than narration of facts. Analysis was poor. The Examiner had emphasized that candidates must study books that were more analytical than descriptive and not to consult guide books.

**History of Pak & India-II:** Only 10% of the candidates understood History, 5% could cover view of contemporary situations and 0.5% had a vision to look into future, an ability, potential and art of translations of history. The expression in the scripts conveyed that religious intolerance and sectarian extremism had an adverse impact on thinking of the candidates. Only 1% candidates produced reasonable, academic and historical material. The Examiner recommended that essentially filtration process is pre-requisite to eliminate non-serious candidates.

**Islamic History & Culture-I:** The knowledge, expression and performance of the candidates was below average. Only 5% of the total candidates provided intelligent and analytical answers. One fourth of the candidates attempted the paper half-heartedly and answers were based on general information without going into specific or relevant details. Question relating to last sermon and its impact was attempted with sketchy information, without deriving any conclusion. Other questions relating to Umayyad dynasty and measures taken by Abbasids were attempted without any sound analysis.

**Islamic History & Culture-II:** The overall result was very poor. Only 6.6% passed the examination. There were issues related to expression in English language. Analytical sense was also absent.

**International Law:** The overall performance of the candidates was disappointing. The evaluation of the answer scripts reflected that the candidates did not have command over English language. Specifically, due to lack of understanding of questions, the candidates were unable to clarify the concepts or to provide relevant answers. A significant majority did not refer to International law cases and were unaware of the development of international law. The Examiner recommended for setting a qualifying standard for competitive exam to avoid non serious attitude.

**International Relations:** A large number of candidates opted for the subject but without any previous academic background in the same discipline. It was observed that answer sheets were filled either with irrelevant facts or stories. There was also undue focus on making outlines for answers and giving only headings. Many answers were based on information gathered from media debates. 80% of the candidates failed to comprehend the questions relating to core aspects of the subject. Despite all these deficiencies, 20% of the candidates performed very well and 5% attempted the paper exceptionally well. Q.No. 2, 3 & 5 were attempted poorly, consequently majority of the candidates failed to provide required knowledge/facts and analysis. The Examiner viewed that the private coaching academies were not providing appropriate service to the aspiring candidates.

**Journalism:** Majority of the candidates failed to understand the questions asked in the paper. Application of modern journalism and mass communication theories were missing in the answer scripts. Most of the candidates attempted the subject without any prior academic knowledge of the subject. The trend of opting the questions relating to role of media playing in our system today was reflective of the inability of the candidates to understand the intricate nature of media related issues as the responses lacked theoretical perspective to evaluate any media problem. Q.No. 2, 6 & 7 were attempted with maturity and sensitivity towards politics and Q.No. 8 relating to short notes on some popular terms was poorly attempted and less than 1% of candidates could answer it properly. The Examiner recommended that the candidates must consult the prescribed reading material/books for better understanding of the subject.

**Law-I:** The standard of performance in Law Papers has been deteriorating. Questions were not followed properly and lengthy answers were given reflecting irrelevancy and repetition. The Examiner recommended increase in number of Multiple Choice Questions (MCQs).

**Law-II:** The knowledge of candidates was very shallow in the subject. Q.2, 3 & 8 were attempted very poorly. An element of applied knowledge was missing and majority of the candidates avoided the use of Case Law.

**Mercantile Law:** Most of the candidates attempted questions having no knowledge of the topics, improper citation of precedents, with no knowledge of basic law on arbitration or contract. The Examiner recommended that the candidates must consult original books instead of using guide books for better performance in the subject.

**Persian:** A significant number of candidates appeared in the examination without any preparation of Persian language and literature. The performance was poor in essay writing. The Examiner was of the view that candidates must possess a sound knowledge of political, social and cultural background of Persian language and literature, particularly new streams of thoughts, concepts and notions in contemporary literature, events in Iran and the Subcontinent.

**Philosophy-I:** Evaluation of 176 answer scripts revealed that only 47 candidates obtained 60% and above marks, 80 candidates secured marks between 59-44% and remaining failed in the subject. Overall performance of the candidates was good but improvement is required in narration of facts, analysis, English language, vocabulary and handwriting.

**Philosophy-II:** The standard attained by the candidates was better as compared to previous years. The candidates appearing through 4-years course/program had a pre-dominant good performance. The Examiner underscored that candidates must concentrate on thrust of the questions. It was observed that English as a medium of instruction and communication continues to be a weak link.

**Physics-I:** The assessment of 314 answer scripts concluded performance of the candidates as satisfactory but not up to the mark. Majority of the candidates attempted questions without giving any introduction and finished without any conclusion. The main difficulty was in solving the numerical, particularly in solving differential and integral calculus. Only 5% of the candidates could attempt with proper understanding of the questions and responded with the correct and relevant answers whereas the remaining provided irrelevant answers. Q. No. 7 and 8 relating to Thermodynamics and Optics were attempted very poorly.

**Physics-II:** The candidates did not prepare well for the subject. Majority produced cramped material which was also irrelevant. There was lack of conceptual clarity and proper understanding of numerical questions.

**Public Administration:** The overall performance of the candidates was not satisfactory. Most of the candidates had not studied Public Administration at any level. The answer sheets were filled with irrelevant material/answers. For better results, the candidates must avoid such non-serious attitude.

**Punjabi:** Examination of the answer scripts conveyed that candidates had not gone through the whole syllabus or the recommended books and therefore the performance was not satisfactory. The responses of the candidates were based on guide books.

**Pure Mathematics-I:** General performance of the candidates was not up to the mark, only 9% of the total candidates were able to qualify, while 91% failed in the subject. Many candidates had no ability to attempt as per required method and lacked basic knowledge of the subject. The Examiner was of the view that candidates must pursue the syllabus fully from local as well as foreign authors.

**Pure Mathematics-II:** 53 candidates appeared in this paper, only 06 passed the paper and 20 candidates secured zero marks. Performance of the candidates was poor as there was lack of understanding of the questions. It was seen that candidates had not done proper practice.

**Statistics:** The candidates performed poorly in analyzing the mathematical and numerical questions as they lacked practice. Statistics is a technical subject and cannot be dealt as fiction or history. The candidates must emphasize on practicing the mathematical/numerical portion of the subject.

**Urdu:** The candidates neither produced good responses nor arranged the information in a systematic way. Some of the candidates expressed their literary knowledge with critical thoughts, but lacked in academic curiosity and literary development. Q.2, 3 & 4 were attempted without proper understanding of the questions. The Examiner observed that candidates must emphasize on critical readings and literary history so as to utilize this knowledge as per demand of the questions in a transparent language.

**Zoology:** Answer scripts presented quite a dismal picture. Around 10% could be rated as excellent and a larger percentage as hopeless. There was a considerable number of above and below average scores of the candidates. Below average candidates could not attempt the questions comprehensively and lacked the writing skills. The Examiner recommended that the candidates must consult quality and referable text material written by foreign authors instead of guide books.



## CHAPTER 6



### Improving the General (Direct) Recruitment Process

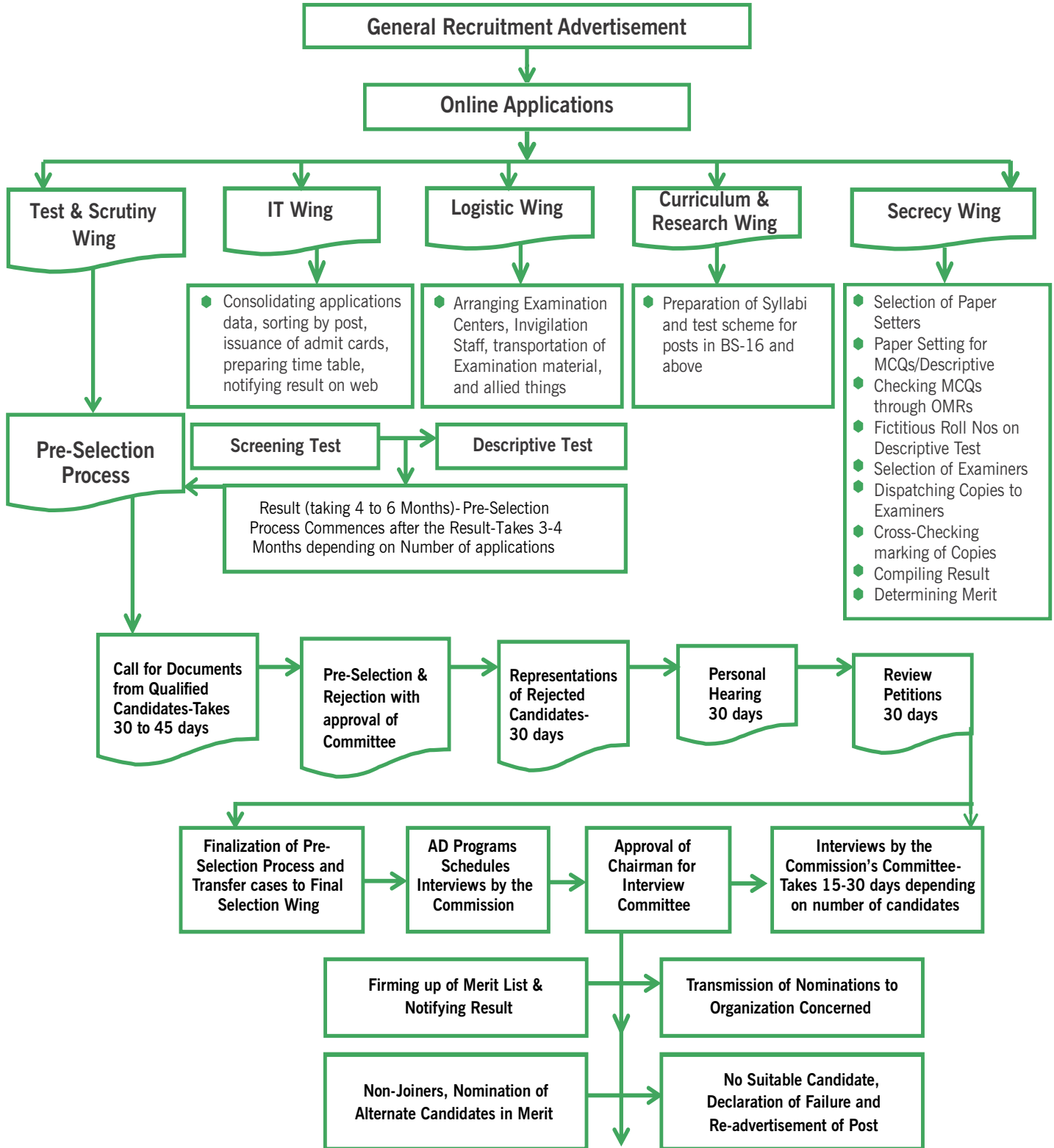
**6.1.** The Commission processed 402 cases of recruitment involving 3830 positions and 681,940 applications during the year 2015. These included 210 carried forward cases involving 2271 positions of previous years. Fresh 1559 posts in 192 cases were advertised in 2015 and in response thereof 436,170 applications were received.

**6.2.** Out of 402 cases, 147 cases dealing with 680 posts were finalized in all respects and 575 nominations were issued. For 100 positions in 65 cases, no suitable candidates could be found. Some cases are pending due to litigation and could not be finalized during the previous years. The remaining 255 cases involving 3155 posts were carried over to 2016. Details are at **Appendix-7**.

\* Cases/Posts withheld due to litigation

✦ Interviewed for Finalized cases including previous years

Figure 13: General Recruitment Process

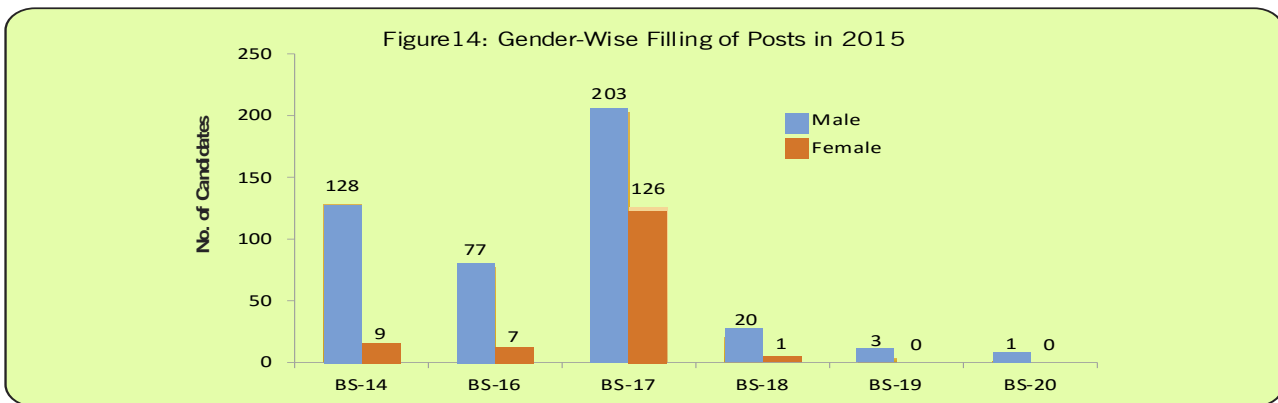


**Gender-Wise Positions Filled During the Year, 2015**

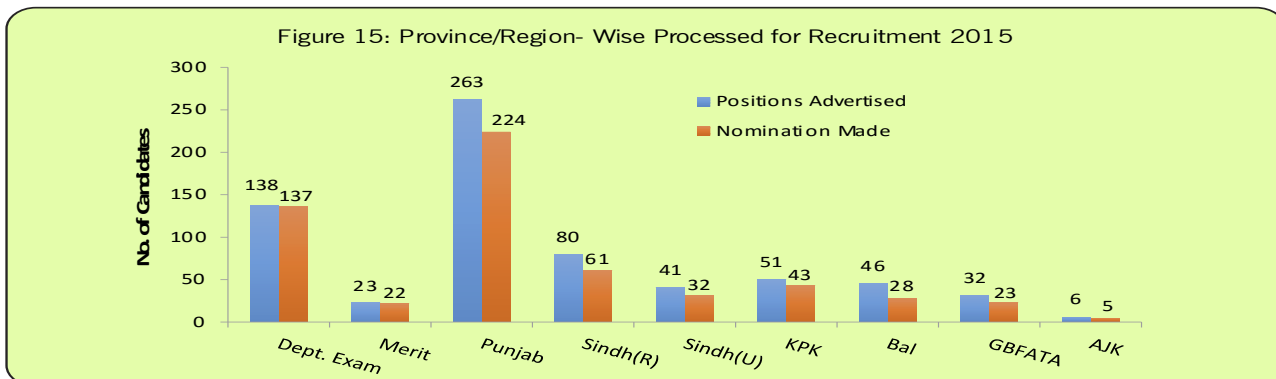
6.3. The Commission made recommendations against **575** positions during the year 2015. Out of these, **52** nominations were against the vacancies reserved for male, **87** reserved for female and **436** nominations reserved for both male and female. The Gender-wise position is available at Table 33 and the graph is at Figure 14.

**Table 33: Gender Wise Distribution of Vacancies for General Recruitment**

Basic Scale	Reserved for Male	Reserved for Female	Reserved for both genders		Grand Total
			Male	Female	
14	00	00	128	09	137
16	02	05	75	02	84
17	39	81	164	45	329
18	11	01	09	00	21
19	00	00	03	00	03
20	00	00	01	00	01
<b>Total</b>	<b>52</b>	<b>87</b>	<b>380</b>	<b>56</b>	<b>575</b>



6.4. **Recruitment against Regional Quota:** Province-wise nominations are at **Appendix-8** (Figure 15). Out of 575 recommendations, 137 were against departmental employees, 22 against merit quota, 224 against Punjab, 61 against Sindh (R), 32 against Sindh (U), 43 against KPK, 28 against Balochistan, 23 against GBFATA and 05 nominations were made against AJK quota. Accordingly, 137 nominations were made in BS-14, 84 in BS-16, 329 in BS-17, 21 in BS-18, 03 nominations were in BS-19 and 01 nomination was made in BS-20.



6.5. **Ministry/Division wise Positions finalized during 2015:** Ministry/Division/Department wise details of the 575 candidates nominated by the Commission are given at **Appendix 9**. Highest number of nominations i.e. 145 out of 575 nominations were made in the Ministry of Defence, followed by 137 nominations in the Ministry of Communications, 88 in Ministry of Finance, 56 in Capital Administration & Development Division, 39 in Cabinet Secretariat, 21 in Ministry of Railways, 21 in Ministry of Narcotics Control and 68 posts were consumed by other Ministries/Divisions.

6.6. **Fresh Cases Initiated and Processed for Recruitment during 2015:** The Commission initiated action on **192** new cases of recruitment involving **1,559** positions as detailed at **Appendix-10**.

6.7. **Cases Initiated in previous years for Recruitment but finalized during 2015:** A substantial number of cases were initiated in 2014 for recruitment but were finalized in 2015. The process took a long time as it involved scrutiny of applications, issuance of admission certificates, marking of answer sheets, disposal of representations, appeals and conduct of interviews. During 2015, **210** recruitment cases involving **2271** positions relating to previous years (2006-2014) were processed. The details are at **Appendix-11**.

6.8. **Unfilled posts during 2015:** In cases of recruitment, where there are no applicants or where applicants do not possess the qualification/ experience as required in the advertisement, the Commission has no option but to report the post as unfilled to the sponsoring Ministry. During the year 2015, the Commission reported **100** positions unfilled due to non-availability of suitable candidates in **65** cases. The details are given under **Appendix- 10 and 11**.

6.9. **Written Tests for Recruitment to Ex-Cadre Posts:** Written Tests (professional/ screening/ MCQ/ Written Descriptive/Shorthand/Typing) for Ex-Cadre posts in BS-16 & above were conducted to determine the competency level of the candidates. Candidates attaining highest merit position were selected for interviews based on the ratio 1:5 for merit vacancies and 1:3 for Provincial/Regional quota. Written Tests in **173** recruitment cases involving **1886** posts were conducted during 2015. **438,727** candidates were called for tests and **268,971** candidates appeared in tests for various posts. Details of the tests conducted during the year 2015 are at **Appendix-12, 13 and 14**.

6.10. **Cases wherein Alternate Nominations were made due to Non-Joining of the Principal Nominees:** There were a significant number of non-joiners amongst the principal nominees that were recommended by the Commission. As per request of the concerned Ministries/Divisions/Departments, the Commission recommended **112** alternate nominees in **31** recruitment cases. Details are given at **Appendix-15**.

6.11. **Statistics of visits of Interview Committees to FPSC Centers during the Year 2015:** The Commission spent 260 days for 74 visits during the year 2015 to conduct of interviews of 2869 candidates and personal hearings of 378 candidates. A list of program is given at **Appendix-17**.

6.12. **Recruitment Cases Withdrawn/Cancelled:** As per policy decision, requisition for recruitment once placed before the Commission cannot be withdrawn. During the year 2015, two cases were withdrawn by Ministries/Divisions/Departments

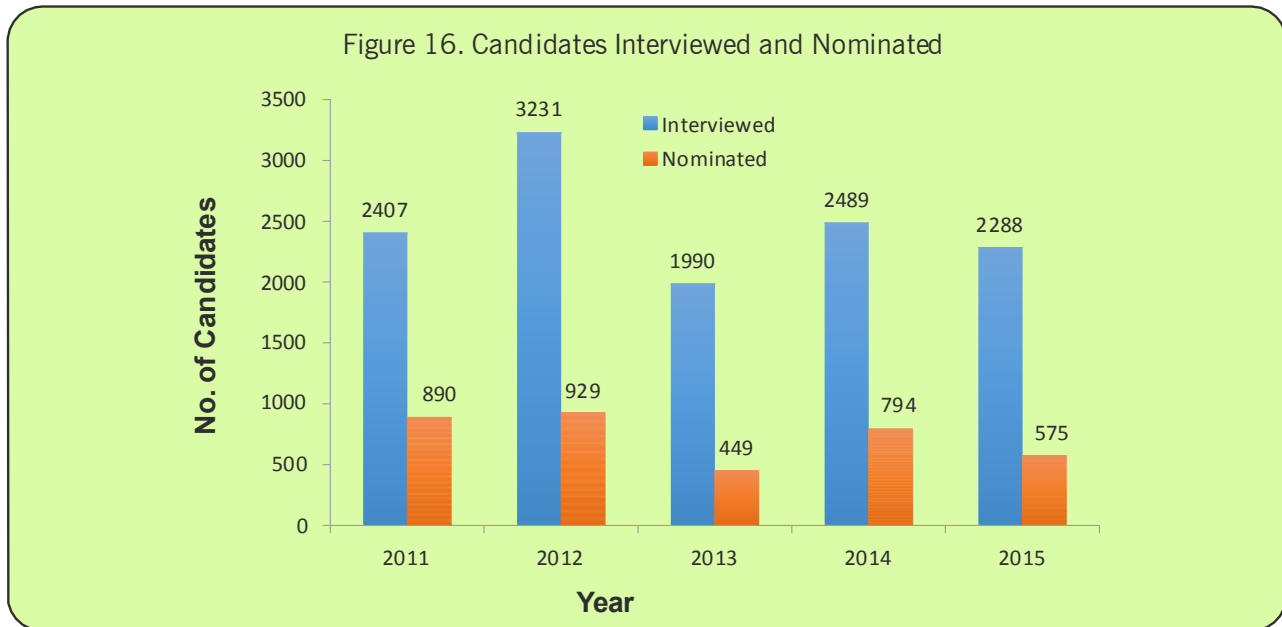
6.13. **Re-Advertisement of Failure Cases/Posts During 2015:** As per Commission's decision taken in its 130<sup>th</sup> meeting, if any post is reported unfilled, it shall be re-advertised by the Commission in its next consolidated advertisement without fresh requisitions. Accordingly, **74** recruitment cases involving **194** positions were re-advertised during the year 2015. Re-advertised cases included the posts reported as unfilled in 2013 and 2014. Some of the posts, reported unfilled in 2015, could not be re-advertised as clarification from the concerned Ministry/ Division/ Department was awaited till 31<sup>st</sup> December 2015. Details are given at **Appendix-18**.

6.14. **Nomination of Minorities against 5% Quota:** The Commission finalized **11** cases involving **15** posts for minorities' quota and recommended nomination against 07 posts as provided in **Appendix- 19 and Table 34**. Remaining 08 posts reserved for minorities could not be filled due to non-availability of qualified candidates belonging to the minorities.

**Table 34 Distribution of Vacancies for Minorities Quota in 2015**

Basic Scale	Post Advertised	Nominations Made	Reported Failure
16	03	01	02
17	11	06	05
18	01	--	01
<b>Total</b>	<b>15</b>	<b>07</b>	<b>08</b>

6.15. **Recruitment to Ex-Cadre Positions (BS-16 & above) for the Last Five Years (2011-2015):** Candidates interviewed and nominations made by the Commission for various positions in BS-16 and above during the years 2011 to 2015 are presented in Figure 16.



6.16. Efforts were also made to curtail the delays in processing and finalization of recruitment against various posts advertised by the Commission. In 2015, the Commission took the initiative to re-engineer the recruitment processes, making it more efficient as well as curtailing the overall time for finalization of recruitment cases. The Commission also took policy decisions related to Test [(MCQ and Written (Descriptive))] and, interview to substantially improve the General Recruitment system.

6.17. Going forward, there is a need to review quality of human resource at FPSC and to prepare an action plan for developing a healthy mix of professional staff while safeguarding the integrity of the system. Any meddling into the system with clandestine motives will not only compromise integrity of the system but will also damage the credibility of the Commission. Therefore, the Commission must safeguard its credibility sternly against such efforts.

## CHAPTER 7

# FINAL PASSING OUT AND PROMOTIONAL EXAMINATIONS



### Final Passing Out Examination

7.1. The Commission conducts Final Passing Out Examination (FPOE) for every group/service after completion of Common Training Program and Specialized Training Program (STP) of the probationary officers recruited through the CSS Competitive Examination. This examination is of considerable importance as inter-se seniority of the Probationers in each Occupational Group and Service is determined on the sum of marks obtained in the Competitive Examination, Initial Training, Specialized Training and FPOE. Currently, the rules provide four attempts to qualify the FPOE failing which the Probationer is liable to be discharged from Group/Service. The FPOEs conducted by the Commission during 2015 are reflected in Table 35.

**Table 35. Summary of FPOEs conducted During 2014**

S.No	Service & Occupational Group	Appeared	Pass	Fail
(i)	Commerce & Trade Group	04	04	--
(ii)	Foreign Service of Pakistan	27	27	--
(iii)	Inland Revenue Service	78	56	22
(iv)	Information Group	12	07	05
(v)	Military Lands & Cantt. Group	05	04	01
(vi)	Office Management Group	66	53	13
(vii)	Pakistan Administrative Service	61	55	06
(viii)	Pakistan Audit & Accounts Service	35	30	05
(ix)	Pakistan Customs Service	06	05	01
(x)	Police Service of Pakistan	24	18	06
(xi)	Postal Group	11	09	02
(xii)	Railways (C & T) Group	11	09	02
	<b>Total</b>	<b>340</b>	<b>277(81%)</b>	<b>63</b>

7.2. The assessment of data provided by the Civil Services Academy informed that the performance of a significant number of probationary officers during the common training program remained average. CSA also highlighted the problematic areas that included attitudinal issues and lack of motivation for

training. In this context the Commission felt the need for revisiting the training methodology and modules and urged the Establishment Division for appropriate measures.

7.3. It was also noted with concern that the Probationers did not take the FPOE seriously. Since the rules allowed passing the FPOE in four attempts, the probationers followed a casual approach and lost the spirit of competitiveness at the very beginning of their careers. The Government has already been advised by the Commission to amend the Occupational Groups and Services (Probation, Training and Seniority) Rules, 1990, to reduce the number of attempts to two, as was originally envisaged. The Commission is also reviewing the setting of papers for the FPOE particularly open book exams. It is considered that exam should be more analytical to test the knowledge to handle issues / challenges on the pattern of case studies.

7.4. Since the training methodology and techniques required comprehensive review and realignment, the Commission proposed to the Establishment Division to review the entire system of training at various levels including faculty and to align the training modules for developing skills to meet the challenges of 21<sup>st</sup> century. The Commission also proposed to constitute a Committee for the purpose. The response of the training academies and Establishment Division has not been so forthcoming in this regard.

7.5. **Section Officers Promotional Examination-2015:** The Commission in its 151<sup>st</sup> meeting constituted a Committee, comprising of Mr. Abdul Wajid Rana and Mr. Naguibullah Malik, Members of the Commission, to look into improving and updating the syllabi for SOPE. The Committee prepared an evaluation paper. On the basis of framework prepared by the Establishment Division, the Commission approved Rules & Syllabus for the SOPE-2015. The same were also shared with the Establishment Division for approval before notification. Rules and Syllabus for SOPE-2015 were notified vide SRO 418 (I)/2015 on 18.05.2015.

**Other Competitive Examination-2015:**

7.6. The Commission announced final result of 07 (open merit=06, women quota=01) posts of Civil Judge-cum-Judicial Magistrate (BS-18) in Gilgit-Baltistan Judiciary. Out of 28 written qualified candidates, only 22 candidates finally qualified after interview and nomination of 07 candidates was issued on 11.12.2015.

7.7. Competitive Examination for 04 posts of Assistant Director (BS-17), Survey of Pakistan, was held from 31.10.2015 to 06.11.2015. Out of 540 candidates, 108 candidates appeared in the examination.

## CHAPTER 8

### PSYCHOLOGICAL ASSESSMENT



8.1. Psychological Assessment is a significant part of the examination system, particularly for Competitive Examination, induction of officers of armed forces into the civil service and now Section Officers Promotion Examination. It assesses the personality traits, intellectual capability and future potential of candidates in career progression. The assessment is carried out through Verbal General Ability Test, Non-verbal Test of Abstract Reasoning, personality tests including projective techniques such as completion, association and construction, open-ended leaderless group discussions, problem solving exercises and interview with the psychologist.

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

- (a) Two statements showing 439 candidate's Roll numbers, domicile, centre, scores obtained in different tests, Psychological Assessment, written, viva-voce marks, merit order and allocated groups were prepared and completed;
- (b) To see the relationship of three modes of Assessment i.e. Psychological, Written and Viva-Voce, nine correlations co-efficient were computed on the data of 439 candidates who appeared for Psychological Assessment CE-2014. Positive correlation was computed among these three modes of assessment;
- (c) Inter correlation co-efficient were also computed between three ability tests and different modes of Assessment i.e. Written, Psychological and Viva-Voce to ensure their utility as significant component of a battery in future;
- (d) Norms which serves as a scientific base for identifying candidate's position on certain test are regularly developed and updated. In this connection nation and domicile-wise norms of three ability tests used in CE-2014 were computed. A separate norm of Psychological marks, Viva-Voce marks and written marks of CE-2014 candidates were also developed for the purpose;
- (e) Six "two way tables" of three ability tests and between Psychological Marks vs Viva-Voce, written vs Viva-Voce, written versus merit order were computed;
- (f) Three expectancy tables were computed and constructed for determining the position and performance of the candidates.



8.3. **Research Studies:** In connection with research work related to tests development, item analysis of ability and personality tests, the following analysis and studies were carried out:

- (a) Items analysis for four personality tests comprising of 35 items each were conducted. Similarly, item analysis of one ability test was also carried out for determining their efficacy.
- (b) A follow up study of CSS candidates of 41<sup>st</sup> CTP (Common Training Program CE 2012) was conducted to see the performance of top 10% (high merit) and bottom 10% (low merit), as per FPSC merit order during CTP. 12 problematic cases identified by Civil Services Academy were submitted to Viva-Voce Board. Mainly there were disciplinary issues and lack of motivation towards training.
- (c) A study titled “Association between awards of the Commission and Psychological Assessment of CE 2014” was conducted and submitted to Members of Viva-Voce Board.

8.4. **Selection of Test Battery:** In the light of research findings for inclusion of ability and personality tests in the Test Battery, this year 10 Psychological tests were selected after fulfilling all the requirements of the tests.

8.5. **Construction of New Tests:**

- (i) In the light of research findings, 6 personality tests were constructed for use in Psychological Assessment CE 2014.
- (ii) Ten Situational tests (problems) were also prepared for future use.

8.6. **Improvements in Psychological Assessment:** In order to provide acquaintance with the process of Psychological Assessment, various briefings and presentations were made during the year. A comprehensive briefing on Psychological Assessment was held for the Chairman and Members of Viva Vice Board on 21.11.2015.

8.7. **Liaison:** Mutual collaboration was also established with American Psychological Associations (APA) for annual international membership and subscription of journals. Efforts were also made to gather information from Civil Services Academy on CTP probationers (high and low scorers) for follow up. Some of the information that was provided helped to guide the assessment process.

8.8. **Conduct of Psychological Assessment of Armed Forces Officers (Local) Balochistan for induction in BS-18 Civil Service:** A special Psychological Assessment of AFO (Armed Forces Officers) of (Local) Balochistan was conducted. Psychological Assessment of 10 nominees of AFO (Local) Balochistan comprising the candidates from Army, Navy and Air Force was carried out from 11.02.2015 to 17.02.2015 and Psychological Reports were submitted to Members of Viva-Voce Board.

8.9. **Preparation and Conduct of Psychological Assessment of Armed Forces Inductees CE 2014.** For induction into civil services the Psychological Assessment of 30 nominees from Armed Forces was carried out from 31.08.2015 to 04.09.2015 as per following service-wise details:

Services	No. of Candidates
Pak Army	21
Pak. Air Force (PAF)	05
Pak Navy	04
<b>Total</b>	<b>30</b>

8.10. **Psychological Assessment of CE 2014.** The Psychological Assessment of 435 candidates of CE 2014 continued w.e.f. 21-11-2014 at Islamabad center and continued till 6 April, 2015.

8.11. **Computer based Psychological Assessment of visually impaired candidates of CE-2014:** Special arrangements were made for the three visually impaired candidates which included computerized administration of Psychological tests/tools and exercise through special software.

8.12. **Psychological Assessment of CE 2015.** The Psychological Assessment of CE 2015 commenced w.e.f. 12-11-2015 at Islamabad center and continued up till 31-12-2015. Assessment of total 192 candidates was completed.

8.13. **Psychological Assessment of the candidates for the posts of Assistant Director in a Government Organization:** For the first time, the Psychological Assessment of 06 candidates for the post of Assistant Director in a government organization was conducted at Karachi center in November, 2015. The Psychological Reports were submitted to the Interview Board.

## CHAPTER 9

### INFORMATION TECHNOLOGY SERVICES



**9.1. Online Recruitment System and Software Development:** Information Technology Wing managed the software application and ensured its smooth operation for the convenience of the candidates. As per approval of the Commission, 100% applications for CE-2016 were invited online during the month of October 2015. In compliance to the decision of the Commission, options for providing educational and experience details were added in the General Recruitment online application submission module. In view of the revised syllabi and subject combination for CSS, the software of application forms CSS-2016 was upgraded. A total of 20,717 applications for CE-2016 were received online. After processing of the applications, pre-scrutiny eligibility reports were generated for conveying the deficiencies to the applicants well before start of the examination. Multiple reports for the consumption of CE Wing were generated for smooth conduct of the examination. Summary Bio-data sheets of 379 written qualified candidates of CE-2015 were produced and applications of 30 nominees from Defence Services were processed.

**9.2. General Recruitment (GR):** Applications for General Recruitment were invited online. During the period, 436,063 applications were received against various cases advertised by the Commission. These applications were processed and reports generated for conduct of tests. Summary Bio-data sheets of 3,159 candidates were produced for conduct of interviews.

**9.3. Online Admission Certificates/Marks Sheets Generation Facility:** For the convenience of candidates of General Recruitment and Competitive examination, the facility to generate and print online admission certificate for the tests/examinations has been provided on the website of the Commission. Over 439,000 candidates of various tests for General Recruitment and 22,000 candidates of CE-2015 benefited from the said facility during the period under report.

**9.4. Professional and Promotional Examination:** IT Wing processed the data of 342 probationers of 12 Groups/Services for conduct of Final Passing Out Examinations. Admission certificates, attendance list, attendance sheets, blank result statement etc. were generated for smooth conduct of examinations. Results of eleven Services/Groups were compiled and mark sheets generated accordingly.

**9.5. SMS Based Information Delivery System:** Around 1.2 million SMS and 6,600 e-mails were sent to the candidates on their given cell phone numbers and e-mail addresses intimating them about

major activities including acknowledgment of Online applications, call for test/interviews, intimations regarding personal hearings.

9.6. **Facilitation Centre:** The IT Wing took charge of the Facilitation/Call center in May-2015 and placed technical persons to respond to queries. Over 18,000 phone calls and 14,000 e-mails were received and appropriately responded by facilitation center during the period.

9.7. **Assistance to Facilitation Centre and Control Room:** In order to respond to the queries of candidates, all required information pertaining to General Recruitment tests Phase-I,II,III and IV/2015, Competitive Examination 2015, Assistant Private Secretary and Special Phase-I & II, 2015 were provided to the Facilitation Centre and Control Room established at the FPSC HQs.

9.8. **FPSC Web Portal:** Web portal of the Commission ([www.fpsc.gov.pk](http://www.fpsc.gov.pk)) has been an important mode of dissemination of information to the public in general and candidates in particular. The website has been amongst few Government portals having traffic of over nine (09) million hits per year. All major events, advertisements, syllabi, pre-selection, recommendations, FPSC publications and tenders were uploaded well in time on the website.

9.9. **Urdu Version of Official Website:** In light of decision of the Supreme Court for adoption of Urdu language, major links and key documents on the FPSC's website have been translated in Urdu. The FPSC home-page is now bilingual.

9.10. **Process Rationalization and Efficiency Enhancement Exercise:** Regarding formulation of timeline for various segments of General Recruitment, IT Wing prepared and presented detailed process flows for General Recruitment and mapping in Gantt. Chart showing sequence of activities, time taken and the nature as sequential or parallel. The ultimate objective has been to rationalize the processes, making them more efficient while curtailing the overall time taken in finalization of recruitment cases.

9.11. **Meeting with National Bank of Pakistan:** Two meetings were held with the authorities of the National Bank of Pakistan (NBP) to deliberate upon the modalities of integration of NBP's Government Receipts Online System with that of FPSC's Online Application Submission System with the ultimate objective of addressing issues relating to re-conciliation of Treasury Receipts. FPSC showed its readiness for the proposed integration.

9.12. **Digitized Data Sharing with Provincial/Regional Offices:** Occasionally candidates contact/visit FPSC Provincial and Regional offices for seeking information relating to already submitted application(s), details about admission certificates etc. In order to effectively respond to such queries, all important parameters relating to applicants along with details of admission certificates etc. were being provided to Provincial/Regional offices by the IT Wing through electric mail.

9.13. **Meeting of the Steering Committee:** Meeting of the Steering Committee for Online Recruitment system of FPSC Phase-II Project was held under the chairmanship of Mr. Akhlaq Ahmad Tarar, Member-FPSC and also attended by senior officers of Ministry of IT and FPSC. Policy decisions regarding the project were taken in the said meeting.

## CHAPTER 10

# CURRICULUM DEVELOPMENT AND DESIGNING OF SYLLABI



**10.1. Preparation of Syllabi for Examinations/Tests:** With the spirit to assess the abilities of a candidate, the Commission emphasized to revisit and develop a comprehensive syllabi on modern lines and to recommend reading material that was up-to-date and easily available. A Committee was constituted finalized the Scheme of CSS CE and its syllabi headed by Mr. Abdul Wajid Rana, Member FPSC. During the year, 2015, following scheme and syllabi for various examinations and tests were prepared:

- a) **Syllabi designed for screening/professional tests for Ex-cadre positions:** Curriculum and Research (C&R) Wing of the Commission was assigned the task of designing schemes of tests and syllabi for all posts advertised by the Commission in Basic Pay Scale 16 and above. Test schemes and syllabi for 268 recruitment cases for selection against 1864 posts in BS-16 to BS-20 were designed in 2015.
- b) **Syllabi designed for CSS Competitive Examination:** The process of revision of syllabi for CSS Competitive Examination relating to 51 subjects was finalized in consultation with Higher Education Commission and implemented after approval of the Government. It was launched on FPSC website on 17.04.2015 for intending candidates of CSS-2016. The initiatives for updating and modernizing the syllabi of CSS Competitive Examination continue.
- c) **Vetting of Syllabi for Final Passing Out Examinations, 2015:** On receipt of requisitions from Academies/Institutes for vetting of syllabi of 12 occupational Groups/Services for Final Passing Out Examination processed for approval of the Commission.
- d) **Scheme and Syllabi designed for Section Officers Promotional Examination, 2015:** New scheme and Syllabus for the SOPE-2015 was developed, approved and notified. It was placed on FPSC website for guidance of the candidates for the next exam.

**10.2. Recognition and Equivalence of Qualifications and Degrees:** In case of any discrepancy occurring in elements of a degree possessed by a candidate required for a specified post, its equivalence is determined. Advice on recognition of the Degree Awarding Institute is also obtained and tendered to the Commission by the Curriculum and Research Wing of the Commission. Decided cases were also placed on FPSC website. During 2015, 106 cases were finalized in consultation with the Higher Education Commission and Pakistan Engineering Council.

**10.3. Civil Service Reforms:** Liaison for civil service reforms continued with Ministry of Planning, Development & Reforms. Comprehensive comments on the report were sent to Ministry of Planning,

Development & Reforms for consideration of the government recommending strong merit based policy, improving quality of education, improving capabilities of Ministries/Divisions/Departments as well as civil servants through key performance indicators linking with responsibilities and targets achieved.

**10.4. Cancellation of Degrees/Certificates of different Universities/Institutes:** Over 40 bogus/ canceled cases relating to degrees/certificates of different Universities/Institutes were reported and processed for information of all dealing wings in FPSC.

**10.5. Urdu Translation of FPSC documents:** In compliance with orders of Supreme Court of Pakistan, a committee was constituted in FPSC to implement various initiatives for promotion of Urdu as official language as well as printing and translation of important documents into Urdu. FPSC worked in close collaboration with the National Language Authority for implementation of Urdu as official language.

**10.6. Socio-economic performance indicators calculated:** Candidates' performance in CSS Competitive Examination 2014 was analyzed on the following socio-economic indicators: Gender and Marital Status of Candidates; Performance of Candidates Age Group wise; Performance of Candidates in Relation to their Schooling; Candidates' Performance in Relation to their Final Degree; Candidates' Performance in Relation to Previous Occupation; Candidates' Performance in Compulsory Subjects; Candidates' Performance in Pre-Familiar and Non-Familiar Optional Subjects; Correlation of Father's Education with Candidates' Performance; Correlation of Father's Occupation with Candidates' Performance; Correlation of Candidates' Performance to Family Annual Income. Long term data feeding relating to applications of CSS-2014 for each study were carried out and data coding of 13170 candidates that appeared was calculated to generate statistical tables to be included in the FPSC Annual Report, 2015 for ready reference and research.

**10.7. Examiners' observation report:** The Examiners have made certain observations on the candidates' performance in compulsory as well as optional papers opted in written part of the Competitive Examination 2014. C & R Wing summarized these observations for information of the Commission and the intending candidates. Examiners underscored some pre-requisite for better performance as expression to synthesize knowledge into words, logical reasoning, analysis, norms of argumentation to be followed, need for holistic approach and realistic application of knowledge and command on language. Extensive reading was strongly recommended. The comprehensive report on examiners' observations was prepared and processed for inclusion in the FPSC Annual Report, 2015 as well as for ready reference and research.



## CHAPTER 12

### ADMINISTRATION AND FINANCE



12.1. The Organogram of the Commission is at **Appendix-3**. The Commission and staff strength is at **Appendix-3A**. The details of Chairman/Members joined/left the Commission during 2015 is at **Appendix- 3B**. **Appendix-3C** reflects the details of officers/officials who joined/left the Commission, Members who ceased to hold their officer on completion of tenure and the staff that left the Commission either on superannuation or transfer during 2015. Officers/Officials promoted/granted time scale during the year 2015 is at **Appendix-3D**.

12.2. **Annual Budget:** The Ministry of Finance allocated Rs 526 millions for the Budget of FPSC for financial year 2015-16. It was distributed amongst FPSC HQs and Provincial/Regional Offices located at Lahore, Karachi, Peshawar, Quetta, Multan, Sukkur, D.I.Khan and Gilgit. Head wise budget provision is at Table 36.

**Table 36: Budget of FPSC**

MAJOR-HEADS OF ACCOUNTS	ITEM	AMOUNT IN MILLIONS (PKR)	%
A01	EMPLOYEES RELATED EXPENSES	354.000	67
A03	OPERATING EXPENSES	156.251	30
A04	EMPLOYEES RETIREMENT BENEFITS	6.877	01
A05	GRANT SUBSIDIES & WRITE OFF LOAN	3.000	01
A06	TRANSFERS	0.215	00
A09	PHYSICAL ASSETS	3.225	01
A13	REPAIR AND MAINTENANCE	2.432	00
<b>TOTAL</b>		<b>526.000</b>	<b>100</b>

12.3. The fundamental responsibility of the Commission is to hold Competitive Examination for recruitment to All-Pakistan Services and Civil Services of the Federation as well as selection by General (Direct) Recruitment for the civil posts in connection with the affairs of the Federation in BS-16 and above. Its operational budget is meant to hold these examinations throughout the year. However, this budget is generally subject to austerity cut of 20 to 30% by the Finance Division which is impeding the Commission to discharge its statutory functions. Despite strenuous efforts on part of the Commission, it continued to be restrained financially by the Finance Division during FY 2014-15. These restraints were hurdle in the way of advertising the posts, inviting applications, holding tests and



examinations of the potential candidates. Resultantly it not only adds to unemployment but also frustrates the fresh graduates. It is for these reasons; the Commission has very strongly proposed in the Draft Bill for amendment in the FPSC Ordinance that the expenditure of the Commission be declared as “Charged Expenditure” rather than “Voted Expenditure”.

12.4. **Receipts of the Commission:** Total receipts on account of fee deposited by candidates for Competitive Examination and General Recruitment for posts in BS-16 and above during Financial Year 2015-16 were **Rs.110 millions** against the budgetary target of Rs.27 millions.

12.5. **Expenditures:** Total expenditures incurred during FY2014-15 were Rs. 530.193 millions, as detailed at Table 37.

**Table 37: Expenditures during 2014-15**

Head of Account	Actual Expenditure Millions(PKR)	Budgetary Provision Millions(PKR)
A01- Employees Related Expenses	332.104	326.176
A03- Operating Expenses	184.050	148.211
A04- Employees Retirement Benefit	6.779	6.501
A05- Grant Subsidies & Write off Loan	0.060	2.000
A063- Transfer Payments	0.161	0.270
A09- Physical Assets	4.224	2.908
A13- Repair of Durable Goods	2.812	2.285
<b>Total:-</b>	<b>530.193</b>	<b>488.351</b>

12.6. **Training and Development of FPSC Staff:** Human resource plays a pivotal role in achieving the organizational objectives. Keeping in view the paramount importance of the human capital, the FPSC is committed to enhance knowledge and upgrade skills of its employees. During 2015, 34 officers/officials participated in short training courses organized by Secretariat Training Institute, Pakistan Planning Management Institute, Finance Division, Management Services Wing of Establishment Division and Pakistan Audit Accounts Academy, Lahore.

12.7. **Inauguration of Tree Plantation in FPSC Premises:** Inauguration of a graceful seasonal tree plantation ceremony was held at FPSC on 7<sup>th</sup> April, 2015. The ceremony was attended by the Chairman, Secretary and Senior Officers of the Commission. Chairman-FPSC, General (R) Niaz Muhammad Khan Khattak, HI(M) planted a tree and emphasized such activities to continue.

12.8. **Construction of Examination Halls at FPSC Provincial Offices** The construction work of two examination halls and renovation/up-gradation of FPSC office building at FPSC provincial office Karachi was completed. PC-1 for construction of additional Examination Halls at FPSC Provincial offices Lahore, Peshawar and Quetta were in progress and expected to complete by end of the year.

## CHAPTER 13

### RESEARCH, PUBLICATIONS AND LIAISON



13.1 During 2015, the Commission remained engaged in research, publications and establishing liaison with different counterparts as below:

- (i) **Workshop for Officers of Public Service Commissions of SAARC Member States:** In pursuance of decisions taken in 4<sup>th</sup> meeting of Chiefs of Public/Civil Service Commissions of SAARC Member States, UPSC India organized a workshop on “ICT and Post Examination aspects of data management” on 1-2 November 2015 at New Delhi. On invitation of the SAARC Secretariat, Dr. Syed Hyder Ali DG (Recruitment) represented the FPSC in the workshop.
- (ii) **Participation of FPSC in Pakistan Governance Forum-Expo 2015:** The Ministry of Planning, Development & Reforms organized Pakistan Governance Forum-Expo 2015 on 31.12.2015 at the International Islamic University, Islamabad. A job fare was also part of the event. Federal Public Service Commission also participated in the Expo-2015 through a team of officers headed by Mr. Amin-ur-Rehman, Deputy Director, to share information on career opportunities available under the Federal Government. Aspiring candidates and general public interacted with the FPSC team and asked questions relating to CSS Competitive Examination General Recruitment as well as different stages of selection system of FPSC.
- (iii) **Representation of the Commission on Selection Boards of Federal Universities:** As per statutory requirement under the law of different Federal Universities, following Members of the Commission were nominated as Members of Selection Boards of these Universities

Name of Member(s)	Name of University
Mr. Abdul Wajid Rana	Quaid-i-Azam University, Islamabad.
Mr. Muhammad Ayub Qazi	Allama Iqbal Open University, Islamabad.
Ambassador (R) Rizwan-ul-Haq Mehmood	National Defence University, Islamabad.

13.2 **FPSC Library:** The Commission provides the facility of library to its Members and the staff with sufficient stock of reference books in all areas of study in addition to leading newspapers. FPSC provides all relevant information to intending candidates as well as general public through provincial and regional offices of the Commission. Application forms, syllabi and informative material on recruitment system of FPSC are readily available at these offices.

All advertisements released by the Commission are also available to facilitate students and prospective candidates.

**13.3 FPSC Publications:** As required under Section 9 of the FPSC Ordinance 1977, Annual Report of the Commission for the year 2014 was submitted to the President for the consent of President of Pakistan, the Annual Report was placed before the Parliament and distributed to all Ministries/Divisions/Departments. FPSC also published quarterly Newsletters from 32 to 35 editions during the year 2015 and distributed to all Ministries/Divisions/Departments and Public Sector Universities.

## Acknowledgement

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

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

## Appendix-1

### PROFILE OF CHAIRMAN AND MEMBERS OF THE COMMISSION

Mr. Naveed Akram Cheema joined Pakistan Army in 1972 which he continued to serve till 1980. He joined the Civil Service, District Management Group (Pakistan Administrative Service) and was posted as Assistant Commissioner in Swat district. He served in various important positions in Khyber Pakhtunkhwa and Punjab such as Deputy Commissioner for 9 years in different districts and then as Director Food, Director General Local Government & Rural Development, Commissioner of Abbottabad and Peshawar divisions, Director General, Export Promotion Bureau (North) at Lahore, Commissioner Punjab Employees Social Security Institution (PESSI), Secretary to Government of Punjab in the departments of Excise & Taxation, Sports, Forest, Wildlife & Fisheries, Managing Director (Admin) WAPDA. Mr. Cheema has also worked as Federal Secretary Housing & Works in the year 2013 and thereafter as Chief Secretary Punjab till his retirement in 2015. He has vast experience of Civil Administration, Human Resource Development, Judicial and Revenue work, handling welfare projects of National importance, Policy Formulation and its implementation, Trade Promotion, Sports Development and Housing/Property Management. He also attended and remained associated with a number of training courses in the country as well as abroad and represented Pakistan in Commonwealth Seminar on "Leadership and Change in the Public Sector" held in New Zealand in collaboration with Victoria University, Wellington in 2006. He attended "Executive Leadership Development" course at John F Kennedy School, Harvard University USA in 2007. Being a Sports lover, he also served Pakistan Cricket Board in the capacity of Manager, Pakistan Cricket Team for almost four years. Mr. Naveed Akram Cheema holds the position of Chairman FPSC since 29.09.2015.



Mr. Naveed Akram Cheema,  
**Chairman**

Major General Khattak joined the Military in 1973. He was commissioned in an infantry battalion of the Azad Kashmir regiment. He is a graduate of the Command and Staff College, Quetta and the Armed Forces War College. He holds a B.Sc (Honours) in War Studies and M.Sc (War Studies) from Quaid-i-Azam University and MA (War Studies) from Kings College, University of London. Mr. Khattak has served in various command, staff and instructional assignments including Instructor in the Pakistan Military Academy. He commanded two Infantry Battalions, Infantry Brigade and 9<sup>th</sup> Infantry Division (9 Div) in 11 Corp. Staff appointment included Director Military Operations, Deputy Military Secretary and Director General (Analysis) and Foreign Relations in ISI. He has also served twice in the United Nations Peace Keeping Force as Commander UN Mission in Haiti and Chief Military Observer of the United Nations Mission in Georgia.



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

He opted to retire from Pakistan Army after 37 years of service. He was appointed as a Member of the FPSC for a period of three years and joined on 30-07-2012. Government notified Major General (R) Niaz Muhammad Khan Khattak, as Chairman FPSC on 06.11.2014. He relinquished the charge of office of the Chairman, FPSC on 29-07-2015 after completing his tenure.

Mrs. Qureshi started her career as a Desk Officer in Economic Affairs Division. She worked with multi-lateral and UN Agencies offering technical assistance to Government of Pakistan. Mrs. Qureshi also worked with the Parliamentarians at the National Assembly Secretariat as Secretary to six Standing Committees. Her assignment as Director in the National Reconstruction Bureau exposed her to policy making at the highest level. She served as Secretary, Member and finally Chairperson in National Tariff Commission. She served as Secretary in Ministries of Women Development and Human Rights. Her work was extremely challenging and involved formulation and execution of policies to bring about a qualitative change in the lives of Pakistani women. After retirement from the position of Secretary (BS-22), she was appointed as Member FPSC for a period of three years and she joined the office on 18-12-2012. She relinquished the charge of office of the Member FPSC on 18-12-2015 after completing the tenure.



Mrs. Batool Iqbal Qureshi,  
**Member**

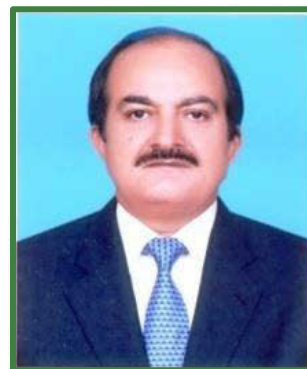
Mr. Abdul Wajid Rana is a retired BS-22 officer of the Pakistan Administrative Service (1979 batch). He earned Master's degree in Business Administration and another in Finance from Saint Louis University, USA. Mr. Rana also did Masters in Political Science from University of Punjab, Master degree from Quaid-i-Azam University and LL.B from University of Sindh. Currently, he is enrolled in M.Phil in Economics and Finance. Mr. Rana began his career as Assistant Commissioner, Shahdadpur, District Sanghar. He served in various departments of Government of Sindh, Government of Khyber Pakhtunkhwa and the Federal Government against senior positions. He has served as Deputy Commissioner Karachi South and Karachi East, Additional Home Secretary, Additional Secretary Local Government, Director General KDA, Home Secretary Sindh, Finance Secretary Sindh, Acting Chief Secretary Sindh, Finance Secretary KPK, Acting Additional Chief Secretary (Dev), KPK, Special Assistant to the Finance Minister, Principal Staff Officer to the Prime Minister, Economic Minister and Financial Advisor, Embassy of Pakistan in USA and Canada. He also served as Special Secretary Finance, Federal Secretary, Economic Affairs Division and Federal Secretary Finance Division. Mr. Rana has remained as Governor, Multilateral Investment Guarantee Agency, Alternate Governor, International Monetary Fund, Alternate Governor, the World Bank, Alternate Governor, Asian Development Bank, Alternate Governor, Islamic Development Bank, Alternate Governor, International Fund



Mr. Abdul Wajid Rana,  
**Member**

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

Mr. Qazi started his career as Assistant Commissioner in April 1981 in Government of Sindh. He worked as Section Officer, Deputy Secretary, Zonal Municipal Commissioner and Additional Secretary in the Sindh Province. Afterward, his services were entrusted to the Punjab Province, where he served as Additional Secretary, Director General, Gujranwala Development Authority, Deptt. of Social Welfare, District Coordination Officer, Secretary Social Welfare, Women Development, Government of Punjab. He also served as Special Secretary and Principal Secretary to the Prime Minister of Pakistan. After his retirement he was appointed as Member FPSC for a period of three years commencing from 22-03-2013.



Muhammad Ayub Qazi,  
**Member**

Mr. Amjad Nazir is a retired officer of BS-22 from Pakistan Administrative Service. Mr. Nazir started his career as Assistant Commissioner in District Attock in January 1982. He served as Assistant Commissioner Murree, Deputy Commissioner Kohat, Islamabad, Rawalpindi and Commissioner Kohat Division. He also served in the Ministry of Culture and Ministry of Commerce. He remained Additional Secretary, Ministry of Communications. On 04-05-2012, he was promoted to the rank of Federal Secretary (BS-22) and served in M/O Water & Power as M.D. ENERCON and Ministry of States & Frontier Regions as Federal Secretary. After retirement on 26-09-2013, he was appointed as Member FPSC for a period of three years commencing from 27-09-2013.



Mr. Amjad Nazir,  
**Member**

Mr. Kazi is a retired officer of BS-22 from Pakistan Administrative Service. Mr. Kazi did his Masters in Political Science from University of Sindh and joined PAS in 1978. After training, he started his career as Assistant Commissioner of Hala Sub-Division in Hyderabad and on promotion to BS-18, was sent to Balochistan Government for 5 years where he served in Finance, Planning and Development and as Deputy Commissioner, Lesbela. He completed his Master's in Public Administration from American University, Washington DC. On returning to Sindh province, he served as Deputy Commissioner of Jacobabad, Karachi East and Larkana districts. Mr. Kazi also served as Food & Agriculture Counselor, Embassy of Pakistan, Washington DC. On return, he served as Additional Home Secretary and then Commissioner Mirpurkhas, Hyderabad and as Secretary to the provincial Government. In 2004, he joined Federal Government as Joint Secretary in the Ministry of Commerce and went on to serve as Chief Secretary Gilgit Baltistan and then as Additional Secretary Interior. On promotion to BS-22, he served as Secretary in the Ministries of Social Welfare and Special Education; Education; Petroleum and Natural Resources; Privatization Commission, and Ministry of Water and Power. His last posting was Secretary, Wafaqi Mohtasib Secretariat. On his retirement, he was appointed as Member FPSC on 06-01-2014 for a period of three years.



Mr. Imtiaz Hussain Kazi,  
**Member**

Mr. Ahmad Bakhsh Lehri is a retired officer BS-22 from Pakistan Administrative Service. He did Masters in English and LLB from University of Balochistan. He started his career as Assistant Political Agent Nushki in May, 1982. He served as Assistant Commissioner Dalbandin, Assistant Commissioner Chaman, Addl. Commissioner Afghan Refugees Organization Quetta, Deputy Secretary S&GAD Quetta, Political Agent Chaghi, Secretary Quetta Development Authority, Deputy Commissioner Kalat, Deputy Secretary to Chief Secretary Balochistan/ Member QMC Delimitation Committee, Commissioner Kalat Division, Director Hajj Makka-Tul-Mukarma Saudi Arabia, Secretary Education Department Balochistan, Commissioner Zhob Division, Secretary Forest Department Balochistan, Additional Chief Secretary (Dev) Balochistan, Director General Hajj Jeddah, Director General Gwadar Development Authority, Additional Chief Secretary (Dev) Balochistan, Federal Secretary Ministry of Housing & Works Islamabad, Chief Secretary, Balochistan, Federal Secretary Wafaqi Mohtasib Secretariat Islamabad, Federal Secretary Ministry of National Food Security & Research Islamabad, Federal Secretary Establishment Division and Federal Secretary Education, Training and Research from where he retired on 02-03-2014. He assumed the charge as Member FPSC on 02-04-2014



Mr. Ahmad Bakhsh Lehri,  
**Member**



Ambassador (Retd) Rizwan ul Haq Mahmood was born in April, 1954. Mr. Mahmood has studied at the Government College Lahore and graduated from University of the Punjab. He appeared for Central Superior Services examination in 1977 and was allocated to Foreign Service of Pakistan, which he joined in 1979. He also attended the National Defence University Islamabad and National Defence University Washington. He served at Ministry of Foreign Affairs in various capacities and held diplomatic assignments in Pakistan Missions at Canberra (1984-1987), Muscat (1988-1991) Lisbon (1991-1995) and Abu Dhabi (2001-2004). He also served as Counsel General of Pakistan Jeddah from 1998 - 2001 as well as Ambassador of Pakistan to Morocco (2007-2011), Ambassador of Pakistan to Spain and Principality of Andorra (2011-2014). He represented Pakistan as Alternate Permanent Representative to the Organization of Islamic Conference Jeddah, the World Muslim League and the Islamic Development Bank during 1999-2001. He joined as Member FPSC on 09-10-2014.



Ambassador (R)  
Rizwan ul Haq Mahmood,  
**Member**

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



Mr. Akhlaq Ahmad Tarar,  
**Member**

Mr. Mazhar Ali Khan is a retired officer of BS-22 from Pakistan Administrative Service. He did his LL.B from Punjab University, earned his Master degree in Political Science from Baha-ud-Din Zakria University, Multan and Masters degree in Public Administration from Virginia Commonwealth University USA with distinction. He started his career as Political Assistant, Rajanpur in 1983 and revised the Gazetteer of Rajanpur. He served as Director, Local Government & Rural Development Department, Lahore Division, Deputy Secretary and Additional Secretary, Cooperatives Department, Services & General Administration Department, Finance Department, Home Department, Irrigation & Power Department, Environment Protection Department and Education Department of Government of Punjab. Also served as DG Social Welfare Punjab, Special Secretary Housing, Urban Development & Public Health Engineering Department (HUD&PHED), Secretary, Excise & Taxation Government of KPK, Cooperatives, HUD&PHED and Member Board of Revenue, Government of Punjab. Held the office of Member Incharge, Wafaqi Mohtasib Secretariat, Lahore. On his promotion to BS-22, he continued as Member Incharge, Wafaqi Mohtasib Secretariat, Punjab and also held positions of Special Secretary, Prime Minister Secretariat, Managing Director, National Book Foundation and Secretary FPSC. His areas of specialization are formulation, implementation, evaluation of public policy, institutional development, planning & development, administrative laws, monitoring and evaluation. He has also taught the subject of "Public Policy" in Institute of Administrative Sciences in Punjab University, Lahore from 2004-2006. After his retirement as Secretary FPSC, he was appointed as Member FPSC on 01-12-2014 for a period of three years.



Mr. Mazhar Ali Khan,  
**Member**

Ms. Nargis Sethi is a retired officer of BS-22 from Pakistan Administrative Service. During 34 years of her career, she served on several important positions as Secretary including Cabinet, Defence, Water & Power, Health and Economic Affairs. She worked as Principal Secretary to the Prime Minister of Pakistan. As Principal Secretary, she was at the forefront to deal with important national issues relating to democratic transition, terrorism, devolution of powers to provinces, energy and economic growth. As Secretary Cabinet Division. Her work was extremely challenging as she conducted over a hundred Cabinet meetings, Defence Committee and Economic Coordination Committee meetings. As Secretary Defence her assignment was to deal with all issues relating to the Armed Forces of Pakistan and Defence Policy. As Secretary, Economic Affairs Division she contributed by negotiating key agreements on infrastructure and social sectors with bilateral and multilateral donors in line with the Government priorities. She also performed her services as Secretary Health Division, and provided her experience to strengthen a National Health Emergency Preparedness Response Network (NHEPRN). Her



Mrs. Nargis Sethi  
**Member**

last posting was as Secretary Water & Power. Her focus was to develop an integrated generation, transmission, distribution system which could provide affordable electricity to all categories of consumers.

She holds Master of Arts in International Relations from University of Karachi, Master of Development Administration from Western Michigan University, USA and Master of Science in Defence & Strategic Studies from Quaid-e-Azam University Islamabad.

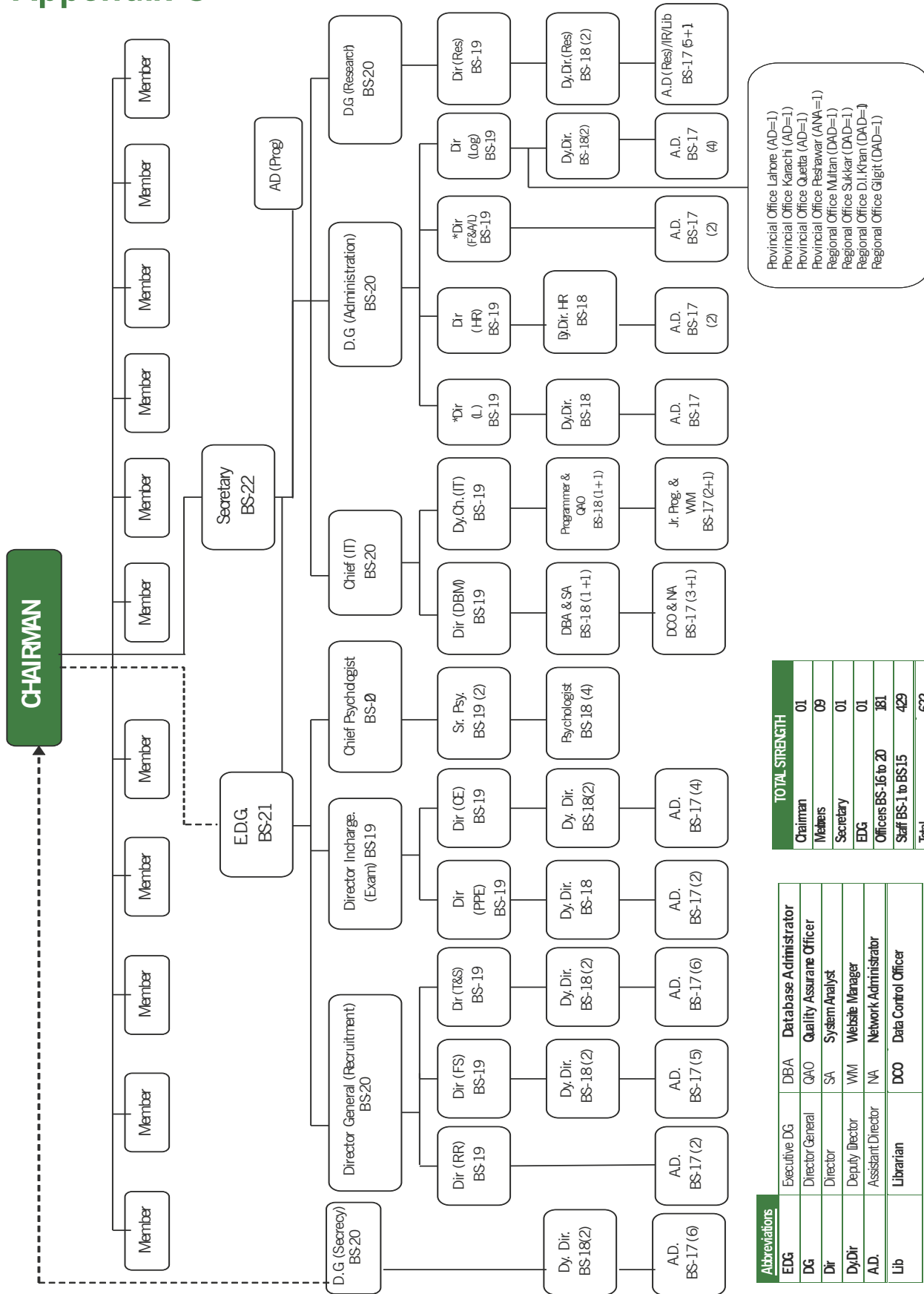
She has also worked as Secretary, National Commission on Government Reforms which gave recommendations for reforms in the Civil Service of Pakistan; and Member of the High Powered Promotion and Central Selection Boards responsible for the promotions of senior civil servants. She has served as the Administrator of the Islamabad Club, the premier government club for public and private members. President of Pakistan is the Patron in Chief of the Club. After her retirement as Secretary, Water & Power, she was appointed as Member FPSC on 30-12-2015 for a period of three years.

## Appendix-2

### FORMER CHAIRMEN OF THE FEDERAL PUBLIC SERVICE COMMISSION

Names of the Chairmen	From	To
Mian Afzal Hussain	1947	30-09-1952
Mr. Zakir Hussain	20-10-1952	19-10-1957
Mian Amin Ud Din	21-10-1957	00-03-1958
Col (Retd) A S B Shah	00-04-1958	14-06-1963
Kazi Anwar Ul Haque	15-06-1963	28-03-1965
Agha Abdul Hamid	20-04-1965	25-02-1966
Mr. Nazir Ahmad	08-03-1966	01-05-1969
Mr. Ali Asghar	19-05-1969	03-02-1972
Mr. S. Manzoor Elahi	19-02-1972	15-03-1972
Mr. Justice (Retd) Faizullah Kundi	16-05-1972	22-12-1977
Lt Gen (Retd) M Attiqur Rehman, MC	26-12-1977	25-12-1985
Admiral (Retd) M Shariff, NI(M), HJ	28-01-1986	27-01-1991
Mr. Zahur Azar	28-01-1991	28-01-1994
Mr. Justice (Retd) Zaffar Hussain Mirza	28-01-1994	28-01-1997
Lt Gen (Retd) Mumtaz Gul, HI(M), TBT	18-02-1997	17-02-2002
Air Marshal (Retd) Shafique Haider, HI(M)	25-02-2002	10-02-2003
Lt Gen (Retd) Jamshaid Gulzar, HI(M)	31-03-2003	30-03-2006
Lt Gen (Retd) Shahid Hamid, HI(M)	31-03-2006	30-03-2009
Mr. Justice (Retd) Rana Bhagwandas	17-12-2009	16-12-2012
Malik Asif Hayat	09-01-2013	14-08-2014
Major General (R) Niaz Muhammad Khan Khattak HI(M)	06.11.2014	29-07-2015

# Appendix-3



## Appendix-3A

### Commission and its Staff Position on 31<sup>st</sup> December, 2015

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts
1.	Chairman	Tenure	1	1	-
2.	Member	-do-	11	9	2
3.	Secretary	22	1	1	-
4.	Executive DG	21	1	-	1
5.	Director General	20	3	2	1
6.	Director General (Research)	20	1	-	1-
7.	Chief Psychologist	20	1	1	-
8.	Chief IT	20	1	1	-
9.	Director	19	9	5	4
10.	Director (Research)	19	1	1	-
11.	Senior Psychologist	19	2	2	-
12.	Director (DBM)	19	1	1	-
13.	Deputy Chief IT	19	1	1	-
14.	Senior Private Secretary/Private Secretary	17/18/19	14	14	-
15.	Deputy Director	18	13	10	3
16.	Psychologist	18	4	2	2
17.	Dy. Director (Research)	18	2	2	-
18.	System Analyst	18	1	-	1
19.	Programmer	18	1	1	-
20.	Data Base Administrator	18	1	1	-
21.	Quality Assurance Officer	18	1	1	-
22.	Junior Programmer	17	2	2	-
23.	Website Manager	17	1	1	-
24.	Network Administrator	17	1	1	-
25.	Data Control Officer	17	3	3	-
26.	Assist Director (Research)	17	4	4	-
27.	Assistant Director	17	35	29	6
28.	Librarian	17	1	1	-
29.	Transport Officer	17	1	1	-
30.	Superintendent (Record)	17	1	1	-
31.	Deputy Assistant Director	16	11	11	-
32.	System Operator	16	3	2	1
33.	Computer Operator	16	1	1	-
34.	Asstt Database Administrator	16	1	-	1
35.	Hardware Engineer	16	1	1	-
36.	Asstt Network Administrator	16	5	5	-
37.	Data Processing Assistant	16	18	18	-
38.	Assistant Private Secretary	16	32	19	13
39.	Draftsman-cum-Artist	16	1	1	-
40.	Assistant Incharge	15	2	2	-
41.	Assistant	14	64	59	5

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts
42.	Statistical Assistant	14	6	4	2
43.	Stenotypist	14	47	36	11
44.	Security Supervisor	14	1	1	-
45.	Library Assistant	14	1	1	-
46.	Telephone Operator	14	2	2	-
47.	DEO	12	17	16	1
48.	U.D.C.	9	35	34	-
49.	L.D.C.	7	62	58	4
50.	Security Clerk	7	2	2	-
51.	Book Sorter	5	1	1	-
52.	Drivers	4	37	31	6
53.	Dispatch Rider	4	2	2	-
54.	D.M.O.	4	3	3	-
55.	Electrician	4	1	1	-
56.	Lift operator	3	3	3	-
57.	Daftry	2	16	12	4
58.	Qasid	2	16	12	4
59.	Naib Qasid	1	74	69	5
60.	Frash	1	2	2	-
61.	Chowkidar	1	10	9	1
62.	Security Guard/ (Chowkidar)	1	9	9	-
63.	Bus Cleaner	1	1	1	-
64.	Khakroob	1	15	14	1
<b>Total:</b>			<b>622</b>	<b>540</b>	<b>82</b>

## Appendix-3B

### Chairman/Members Joined/Left the Commission during the Year 2015

S. No.	Name of officer	Designation	Date of joining/left	Remarks
1.	Mr. Naveed Akram Cheema	Chairman	29-09-2015	Joined the Commission
2.	Major. General (Retired) Niaz Muhammad Khan Khattak HI(M)	Chairman	29.07.2015	Tenure Completed
3.	Mrs. Batool Iqbal Qureshi	Member	18.12.2015	Tenure Completed
4.	Mrs. Nargis Sethi	Member	30.12.2015	Joined the Commission



## Appendix-3C

### Officers/Officials who Joined/Left the Commission during the Year 2015

S. No.	Name	Designation	Date of Joining/ Leaving	Remarks
1.	Mr. Haseeb Athar	Secretary	16.06.2015	Joined the Commission
2.	Mian Muhammad Sarwar	DG (Research)	21.03.2015	Retired
3.	Mr. Azmat Hayat Malik	Director	26.11.2015	Retired
4.	Mr. Abrar-ul-Haq Shami	Dy.Chief (IT)	17.12.2015	Posted on deputation in Aiwana-e-Saddar
5.	Mr. Amraiz Khan	SPS	03.01.2015	Retired
6.	Mr. Mushtaq Ali Channa	Psychologist	06.01.2015	Posted on deputation to SMBB University Larkana
7.	Mr. Muhammad Shamraiz	Deputy Director	10.10.2015	Retired
8.	Ch. Saleem Khan	Deputy Director	21.10.2015	Retired
9.	Mr. Mansoor Ali Shah	AD	19.03.2015	Resigned
10.	Mr. Moazzam Abbas	AD	01.09.2015 to 31.07.2018	Proceeded on Long Leave
11.	Mr. Kamran Raffat	AD	16.06.2015	Joined the Commission
12.	Ms. Sana Mahar	Website Manager	05.08.2015	Joined the Commission
13.	Mr. Ashfaq Ahmad Khan	DAD	04.04.2015	Retired
14.	Mr. Mahar Muhammad	DAD	02.07.2015	Retired
15.	Ms. Sammer Amir	System Operator	21.12.2015	Relieved on appointment as Communication Security Officer (BS-17) in Cabinet Division
16.	Mr. Muhammad Mahmood	Data Processing Assistant	09.12.2015	Joined the Commission

## Appendix-3D

### Officers/Officials Promoted/ Granted Time Scale during the Year, 2015

S. No.	Name	Time Scale/Promoted	Date
1.	Muhammad Amin Tahir, Assistant Director (BS-17)	Deputy Director (BS-18)	16.06.2015
2.	Muhammad Asif, Private Secretary (BS-17)	Private Secretary (BS-18)	23.06.2015
3.	Muhammad Azeem, Private Secretary (BS-17)	Private Secretary (BS-18)	23.06.2015
4.	Mrs. Tallat Jabeen, Private Secretary (BS-17)	Private Secretary (BS-18)	23.06.2015
5.	Mr. Muhammad Mukhtar, Private Secretary (BS-17)	Private Secretary (BS-18)	23.06.2015
6.	Mr. Javed Iqbal, Assistant Private Secretary (BS-16)	Private Secretary (BS-17)	27.08.2015
7.	Mr. Zameer-ud-din, Assistant Incharge (BS-15)	Deputy. Assistant. Director (BS-16)	02.07.2015
8.	Mr. Amer Saeed, Assistant Incharge (BS-15)	Deputy. Assistant. Director (BS-16)	15.06.2015

## Appendix-4

### Regularization of Services/Miscellaneous Issues for Appointments

S.No.	Case No.	Subject	Remarks
1.	F.8-3/2005-FS-IV	Regularization of services in respect of Mr. Mehar Khan Adhoc Assistant Executive Engineer (Civil) Ministry of Housing and Works.	Decision conveyed. Not regularized.
2.	F.9-1/2014 (FS-IV)	Regularization of services Mr Abdul Hye Agha, Communication Officer (BS-18) and Directors (BS-19), Ministry of Climate Change, Islamabad.	Clarifications received from the Ministry. Case under consideration.
3.	F.8-16/1995-2015 (FS-IV)	Regularization of the Services of Mr. Ehsan ul haq Instructor (BS-16)ad-hoc Appointee, Staff Welfare Organization.	Case forwarded to Legal Wing for comments in pursuance of the court order.
4.	F.9-1/2015-R (FS-IV)	Appointments made in Academy of Educational Planning and Management (AEPAM) During 2003	Clarifications received from the Ministry. Case under consideration.
5.	F.9-3/2015-R (FS-IV)	Recruitment to the posts of Geological Information System (BS-18), and programmer (BS-17), in the office of Chief Engineering Adviser/Chairman, Federal Flood Commission, Ministry of Water and Power.	Advice issued to forward fresh requisition.
6.	F.9-4/2015-R (FS-IV)	Recruitment to the post of Director General (Bs-20), Federal Directorate of Education, Islamabad.	Advice issued that the Commission cannot process the case as desired, however, fresh requisition can be processed if Federal Directorate of Education desires so.
7.	F.4-147/2002-R (FS-IV)	Regularization of Services of Adhoc Appointments (Lecturer Male/Female), (BS-17), Ministry of Defence.	Case under process and is being forwarded to the ministry. As the ministry is competent authority to decide the pending representation of Mr. Muhammad Yasin, as per court's order.

## Appendix-5

### Statistics of Finalized Cases Rejections/Representations/Personal Hearings/ Review Petitions/Restoration of Candidates Processed during the Year 2015

S.No.	Case No.	Rejected	Representations Received	Rejected on Paper	Restored on Paper	Called for Personal Hearing	Restored after Personal Hearing	Review Petitions Received	Restored in Review Petitions	Total Restored
1.	152/2012	14	2	0	0	2	0	0	0	0
2.	25/2013	30	13	1	0	12	1	7	0	1
3.	120/2013	362	28	6	2	20	0	3	0	2
4.	136/2013	40	18	1	0	17	2	1	0	2
5.	140/2013	19	1	0	0	1	0	0	0	0
6.	151/2013	33	15	0	0	15	3	11	0	3
7.	156/2013	97	16	2	0	14	0	4	0	0
8.	159/2013	28	12	1	0	11	5	2	1	6
9.	164/2013	9	6	0	1	5	1	0	0	2
10.	168/2013	10	4	0	0	4	0	0	0	0
11.	177/2013	18	8	0	1	7	3	3	0	4
12.	182/2013	3	1	0	0	1	0	0	0	0
13.	188/2013	18	7	0	1	6	0	0	0	1
14.	04/2014	16	1	0	0	1	0	0	0	0
15.	07/2014	34	8	0	2	6	1	1	0	3
16.	13/2014	26	13	0	0	13	4	3	0	4
17.	15/2014	0	0	0	1	0	0	0	0	0
18.	21/2014	4	1	0	0	0	0	0	0	1
19.	24/2014	4	1	0	0	1	0	0	0	0
20.	26/2014	0	0	0	0	0	0	0	0	0
21.	29/2014	45	11	0	0	11	2	2	0	2
22.	32/2014	2	1	0	0	1	0	0	0	0
23.	47/2014	3	1	1	0	0	0	0	0	0
24.	65/2014	2	1	0	1	0	0	0	0	1
25.	90/2014	2	1	0	0	1	0	0	0	0
26.	91/2014	9	2	0	0	1	0	1	0	0
27.	92/2014	39	1	0	0	1	1	0	0	1
28.	108/2014	9	5	0	0	5	0	2	0	0

S.No.	Case No.	Rejected	Representations Received	Rejected on Paper	Restored on Paper	Called for Personal Hearing	Restored after Personal Hearing	Review Petitions Received	Restored in Review Petitions	Total Restored
29.	111/2014	2	1	0	0	1	1	0	0	1
30.	114/2014	2	1	0	0	1	0	0	0	0
31.	118/2014	35	15	0	0	13	2	4	0	2
32.	122/2014	3	1	0	1	0	0	0	0	1
33.	125/2014	23	4	1	0	3	0	0	0	0
34.	127/2014	38	16	2	2	12	0	6	0	2
35.	136/2014	40	8	0	0	8	3	1	0	3
36.	139/2014	1	1	0	0	1	0	0	0	0
37.	140/2014	4	1	1	0	0	0	0	0	0
38.	147/2014	6	4	0	0	4	0	2	0	0
39.	148/2014	7	3	0	0	3	0	0	0	0
40.	159/2014	4	1	0	0	1	1	0	0	1
41.	160/2014	23	6	0	0	6	2	2	0	2
42.	162/2014	1	1	0	0	1	1	0	0	1
43.	169/2014	3	1	0	0	1	0	0	0	0
44.	186/2014	23	1	0	0	1	0	0	0	0
45.	189/2014	25	4	0	0	4	0	0	0	0
46.	193/2014	40	4	0	0	4	3	0	0	3
47.	198/2014	2	1	0	0	1	0	0	0	0
48.	13/2015	1	1	0	1	0	0	0	0	1
49.	59/2015	19	1	0	0	1	0	0	0	0
<b>Total</b>		<b>1178</b>	<b>254</b>	<b>19</b>	<b>13</b>	<b>222</b>	<b>36</b>	<b>55</b>	<b>01</b>	<b>50</b>

## Appendix-6

### HIGHLIGHTS OF THE 153<sup>rd</sup> MEETING OF THE COMMISSION HELD ON 15<sup>th</sup> APRIL, 2015

The 153<sup>rd</sup> meeting of the Commission was held on Saturday, 15<sup>th</sup> April 2015 at the Conference Room of the Federal Public Service Commission Headquarters at Islamabad. The Chairman, Members of the Commission, Secretary and Heads of all Wings of FPSC participated.

Following comments/recommendations were made:

- i) Progress on implementation of the decisions taken in 152<sup>nd</sup> meeting of the Commission was reviewed.
- ii) The need to reduce the time for processing of cases for filling up civil posts through CSS Competitive examinations and General Recruitment from advertisement to final selection was underscored.
- iii) It was announced that recommendations of the FPSC to revise the CSS CE subjects and syllabi would be effective from CSS CE 2016
- iv) A committee was constituted comprising of Chief (IT), DG (Research) and DG (Rectt.) to identify the causes of delays in recruitment as both General recruitment and CSS activity cycles took fifteen (15) months' time, on average, from receiving of applications till recommendation/final announcement of results. The Committee was also assigned to suggest remedial measures. The Committee came up with recommendations underscoring use of technology, provision of additional equipment, re-engineering of procedures and training of the HR.
- v) The Commission also discussed the need for more engaging role of the Commission in formulation/revision of the FPOE syllabi and training methodologies of various services/groups in consultation with respective Academies/Training institutions. The meeting also proposed to constitute a two-member committee for further deliberation..
- vi) Miscellaneous matters relation to administration and logistics were also discussed and appropriate instructions were issued.

## Appendix-7

### Statistics on General Recruitment (BS-16 & Above) Processed During 2015, Including the Posts Carried Forward from Preceding Years

Year	Cases	Posts	Applications received	Candidates Pre-selected	Candidates Interviewed	Cases finalized			Cases/posts carried over to 2016	
						Cases	Nomination made	Posts reported failure	Cases	Posts
2015	192	1559	436170	138	50	21	13	12	171	1534
2014	189	2125	226862	3069	1859	110	455	72	79	1598
2013	17	128	18652	363	348	15	104	13	02	11
2012	01	06	134	12	12	01	03	03	00	00*
2010	01	09	93	14	14	00	00	00	01	09*
2006	02	03	29	10	05	00	00	00	02	03*
<b>Total</b>	<b>402</b>	<b>3830</b>	<b>681940</b>	<b>3606</b>	<b>2288*</b>	<b>147</b>	<b>575</b>	<b>100</b>	<b>255</b>	<b>3155</b>

\* Cases/Posts withheld due to litigation

\* Interviewed for Finalized cases including previous years

## Appendix-8

### Vacancies Advertised and Filled During the Year, 2015 (Basic Scale and Merit/Province Wise Representation in General Recruitment in BS-16 & Above)

BPS	Particular	Dept. Exa	Merit	Punjab	Sindh (R)	Sindh (U)	KPK	Balochistan	GB-FATA	AJ&K	Total
14	Posts finalized	138	0	0	0	0	0	0	0	0	138
	Nominations made	137	0	0	0	0	0	0	0	0	137
16	Posts finalized	0	6	51	17	8	9	19	4	2	116
	Nominations made	0	6	43	13	4	8	6	3	1	84
17	Posts finalized	0	16	177	51	28	36	22	25	4	359
	Nominations made	0	15	167	46	26	32	20	19	4	329
18	Posts finalized	0	1	23	8	4	3	3	1	0	43
	Nominations made	0	1	11	2	2	2	2	1	0	21
19	Posts finalized	0	0	10	3	0	3	2	2	0	20
	Nominations made	0	0	2	0	0	1	0	0	0	3
20	Posts finalized	0	0	2	1	1	0	0	0	0	4
	Nominations made	0	0	1	0	0	0	0	0	0	1
21	Posts finalized	0	0	0	0	0	0	0	0	0	0
	Nominations made	0	0	0	0	0	0	0	0	0	0
<b>Total Finalized</b>		<b>138</b>	<b>23</b>	<b>263</b>	<b>80</b>	<b>41</b>	<b>51</b>	<b>46</b>	<b>32</b>	<b>6</b>	<b>680</b>
<b>Total Nominations Made</b>		<b>137</b>	<b>22</b>	<b>224</b>	<b>61</b>	<b>32</b>	<b>43</b>	<b>28</b>	<b>23</b>	<b>5</b>	<b>575</b>
<b>Failure Reported</b>		<b>0</b>	<b>1</b>	<b>37</b>	<b>17</b>	<b>9</b>	<b>8</b>	<b>18</b>	<b>9</b>	<b>1</b>	<b>100</b>
<b>Pending</b>		<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3*</b>
<b>Withdrawn</b>		<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>

\* Partial nomination made due to Court Cases



## Appendix-9

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

Ministry/Division/Department	Basic Scale						Total
	14	16	17	18	19	20	
Ministry of Communication	137	-	-	-	-	-	137
Ministry of Climate Change	-	-	2	-	-	-	2
Ministry of Defence	-	8	122	15	-	-	145
Ministry of Finance	-	1	87	-	-	-	88
Ministry of Housing and Works	-	1	11	-	-	-	12
Ministry of Human Resource Development	-	-	1	-	-	-	1
Ministry of Law, Justice and Human Rights	-	-	1	3	-	1	5
Ministry of Narcotics Control	-	15	6	-	-	-	21
Ministry of Ports and Shipping	-	1	2	-	-	-	3
Ministry of Religious Affairs	-	-	3	-	-	-	3
Ministry of Textile Industry	-	-	1	-	-	-	1
Ministry of Railways	-	-	20	1	-	-	21
Cabinet Secretariat	-	36	3	-	-	-	39
Capital Administration and Development Division.	-	4	52	-	-	-	56
Federal Board of Revenue	-	2	-	-	-	-	2
Kashmir Affairs and GB Division	-	1	9	-	-	-	10
Federal Public Service Commission	-	1	1	-	2	-	4
Ministry of Petroleum & Natural Resources	-	-	2	-	-	-	2
Planning and Development Division	-	-	-	2	-	-	2
Ministry of Water and Power	-	1	-	-	1	-	2
Federal Government Organization	-	10	-	-	-	-	10
Establishment Division	-	-	1	-	-	-	1
National Assembly Secretariat	-	3	5	-	-	-	8
<b>Total</b>	<b>137</b>	<b>84</b>	<b>329</b>	<b>21</b>	<b>3</b>	<b>1</b>	<b>575</b>

## Appendix-10

### Fresh Recruitment Cases (BS-16 & above) which were Advertised and Processed by the Commission during the Year 2015

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
1.	F.4-1/2015	Eye specialist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways	01 Punjab-1	8	0	-	U/P
2.	F.4-2/2015	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	01 Balochistan-1	15	5	-	U/P
3.	F.4-3/2015	Lecturers (BS-17), Federal College of Education, Capital Administration and Development Division	02 Merit-1 Sindh(R)-1	465	-	-	U/P
4.	F.4-4/2015	Associate Surgeon/ Physician (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	10 Punjab- 6 Sindh(R)-1 Sindh(U) -1 GBFATA-1 AJK-1	26	-	-	U/P
5.	F.4-5/2015	Headmistress (BS-18), F.G. Urdu Medium Female Schools, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	01 Sindh(U)-1	82	-	-	U/P
6.	F.4-6/2015	Principal (BS-18), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	01 Punjab-1	43	1	-	U/P
7.	F.4-7/2015	Assistant Communication Security Officer, (BS-16), Department of Communication Security, Cabinet Division.	01 Sindh(R)-1	477	-	-	U/P
8.	F.4-8/2015	Communications Security Officers (BS-17), Department of Communication Security, Cabinet Division.	02 Punjab-1 Sindh(R)-1	1025	10	10	R-1 R-1
9.	F.4-9/2015	Assistant Executive Engineers (E/M) (BS-17), Pak. PWD, Ministry of Housing and Works.	08 Merit-1 Punjab-4 Sindh(U) -1 KPK-1 Balochistan-1	1802	-	-	U/P
10.	F.4-10/2015	Physician/ Surgeon (BS-19), Federal Government Polyclinic, Capital Administration and Development Division.	03 Punjab-2 Sindh(R)-1	14	-	-	U/P
11.	F. 4-11/2015	Assistant Professor, Political Science (Male) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	01 Sindh(U)-1	3	-	-	F-1

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
12.	F.4-12/2015	Charge/ Staff Nurses (Female) (BS-16), Military Hospitals, Defence Division, Ministry of Defence.	46 Punjab-26 Sindh(R)-4 KPK-9 Balochistan-2 GBFATA-2 AJK-3	671	-	-	U/P
13.	F.4-13/2015	Assistant Executive Engineers (Civil), (BS-17), Pak. PWD, Ministry of Housing & Works.	04 Punjab-3 AJK-1	465	13	13	R-4
14.	F.4-14/2015	Orientation & Briefing Officers (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development.	05 Punjab-3 Sindh(R) - 1 KPK-1	299	-	-	U/P
15.	F.4-15/2015	Software Engineer (BS-17), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis And Human Resource Development.	01 Punjab-1	346	5	5	R-1
16.	F.4-16/2015	Accountants (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis And Human Resource Development.	02 Punjab-1 Sindh(R)-1	453	10	-	U/P
17.	F.4-17/2015	Web Developer (BS-17), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development.	01 Punjab-1	246	-	-	U/P
18.	F.4-18/2015	Research & Audio Visual Officer (BS-17), Management Services Wing, Establishment Division.	01 Sindh(R)-1	8	0	0	F-1
19.	F.4-19/2015	Inspectors Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue.	198 Merit-15 Punjab-99 Sindh(R)-22 Sindh(U)-15 KPK-23 Balochistan-12 GBFATA-8 AJK-4	68285	-	-	U/P
20.	F.4-20/2015	Assistant Private Secretaries (BS-16), Federal Public Service Commission.	04 Merit-1 Sindh(R)-1 GBFATA-1 AJK-1	750	3	-	U/P
21.	F.4-21/2015	Deputy Assistant Chemical Examiner (BS-16), Customs Department, Federal Board of Revenue.	01 Punjab-1	16	0	-	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
22.	F.4-22/2015	Charge/ Staff Nurse (Female) (BS-16), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	01 Balochistan-1	9	0	0	F-1
23.	F.4-23/2015	Assistant Database Administrator (BS-16), Federal Public Service Commission.	01 Sindh(R)-1	205	-	-	U/P
24.	F.4-24/2015	Librarian (BS-17), Military Engineer Services, (Defence Division) Ministry of Defence.	01 Punjab-1	120	5	-	U/P
25.	F.4-25/2015	Store Officer (BS-16), Institute of Optronics, Ministry of Defence Production.	01 Punjab-1	236	5	5	R-1
26.	F.4-26/2015	Assistant Directors (BS-17), Federal Government Organization.	30 Merit-2 Punjab- 15 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA- 2 AJK -1	28080	-	-	U/P
27.	F.4-27/2015	Assistant Private Secretaries (BS-16), Director General's Office, Pak PWD, Ministry of Housing & Works.	10 Sindh(R)- 4 Sindh(U)- 1 KPK-3 GBFATA-1 AJK-1	1068	-	-	U/P
28.	F.4-28/2015	Seed Certification Assistants/ Seed Testing Assistants (BS-17), Federal Seed Certification & Registration Department, Ministry of National Food Security & Research.	03 Punjab-2 Balochistan-1	390	9	-	U/P
29.	F.4-29/2015	Deputy Registrars (BS-17), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	03 Punjab-2 Balochistan-1	238	-	-	U/P
30.	F.4-30/2015	Assistant Private Secretaries (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	02 Punjab-1 Sindh(R)-1	233	1	-	U/P
31.	F.4-31/2015	Chief (Agriculture & Admin) (BS-20), National Energy Conservation Centre (Enercon), Ministry of Water and Power.	01 Punjab-1	9	0	-	U/P
32.	F.4-32/2015	Chief (Data Base) (BS-20), National Energy Conservation Centre (Enercon), Ministry of Water and Power.	01 Punjab-1	12	1	-	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
33.	F.4-33/2015	Chief (Programme Evaluation) (BS-20), Ministry of Water and Power.	01 Sindh(R)-1	8	-	-	U/P
34.	F.4-34/2015	Chief (industry and power) (BS-20), Ministry of Water and Power	01 Punjab-1	9	-	-	U/P
35.	F.4-35/2015	Deputy Chief (Industry & Power) (BS-19), National Energy Conservation Centre (Enercon), Ministry of Water and Power.	01 Punjab-1	11	-	-	U/P
36.	F.4-36/2015	Deputy Chief (training & outreach) (BS-19), National Energy Conservation Centre (Enercon), Ministry of Water and Power.	01 Punjab-1	10	-	-	U/P
37.	F.4-37/2015	Admin Officer (BS-17), National Energy Conservation Centre (Enercon), Ministry of Water and Power.	01 Punjab-1	530	-	-	U/P
38.	F.4-38/2015	Acupuncture Specialist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	01 Punjab-1	1	-	-	F-1
39.	F.4-39/2015	Nautical Instructor (BS-17) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 KPK-1	1	-	-	F-1
40.	F.4-40/2015	Assistant Private Secretary (BS-16), Pakistan Mint, Lahore, Finance Division.	1 Sindh(R)-1	109	-	-	F-1
41.	F.4-41/2015	Deputy Directors (BS-18), Management Services Wing, Establishment Division.	3 Punjab-1 Sindh(R)-1 KPK-1	827	-	-	U/P
42.	F.4-42/2015	Education Officer (English), (BS-17), Pakistan Marine Academy Karachi, Ministry of Ports and Shipping..	01 Punjab-1	118	5	5	R-1
43.	F.4-43/2015	Assistant Private Secretaries (BS-16), Ministry of Law, Justice and Human Rights.	74 Merit-7 Punjab-38 Sindh(R)-4 Sindh(U)-7 KPK-8 GBFATA-4 AJK-2	4741	-	-	U/P
44.	F.4-44/2015	Foreman (BS-16), ARDE, Ministry of Defence Production.	01 Sindh(R)-1	16	1	-	U/P
45.	F.4-45/2015	Psychologist (BS-18), Federal Public Service Commission.	01 KPK-1	40	1	-	U/P
46.	F.4-46/2015	Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	01 Punjab-1	22	0	-	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
47.	F.4-47/2015	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board) Ministry of Railways:	01 Punjab-1	21	1	1	R-1
48.	F.4-48/2015	Assistant Private Secretaries (BS-16), Planning and Development Division.	06 Punjab-1 Sindh (U)-3, Balochistan-1 GBFATA-1	294	0	-	U/P
49.	F.4-49/2015	Deputy Director (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab-1	14	-	-	U/P
50.	F.4-50/2015	Deputy Director (BS-18), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01 KPK-1	14	-	-	U/P
51.	F.4-51/2015	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01 Punjab-1	36	-	-	F-1
52.	F.4-52/2015	Deputy Assistant Director (BS-16), Board of Investment, Prime Minister's Secretariat (Public).	01 Punjab-1	271	5	-	U/P
53.	F.4-53/2015	Trained Graduate Teacher, Physics (Female) (BS-16), directorate of federal government Educational Institutions, (Urdu Medium Schools) (Cantt./ Garrisons), Ministry of Defence..	01 Sindh(R)-1	13	2	-	U/P
54.	F.4-54/2015	Senior Scientific Assistants (BS-16), Naval Headquarters, Ministry of Defence.	04 Merit-1 Punjab-1 Sindh(U)-1 KPK-1	163	-	-	U/P
55.	F.4-55/2015	Chemists (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	05 Punjab-3 Sindh(R)-1 Balochistan-1	408	-	-	U/P
56.	F.4-56/2015	Deputy Chief (Building) (BS-19), National Energy Conservation Centre (Enercon), Ministry of Water and Power.	01 Punjab-1	12	-	-	U/P
57.	F.4-57/2015	Deputy Chief (Transport) (BS-19), National Energy Conservation Centre (Enercon), Ministry of Water And Power	01 Punjab-1	1	-	-	F-1
58.	F.4-58/2015	Graphic Officer (Civilian) (BS-16), GHQ, Ministry of Defence.	01 Sindh(R)-1	10	-	-	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
59.	F.4-59/2015	Assistant Director/ Senior Instructor/ Commandant (BS-17), Civil Defence Training School, Ministry of Interior.	01 Balochistan-1	20	1	1	Male-1
60.	F.4-60/2015	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 GBFATA-1	106	5	-	U/P
61.	F.4-61/2015	Mining geologist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab-1	50	5	-	U/P
62.	F.4-62/2015	Chemist (BS-17), Department of Plant Protection, Ministry of National Food Security & Research.	01 Punjab-1	209	5	-	U/P
63.	F.4-63/2015-	Assistant Armament Supply Officers (Bs-16), Naval Headquarters, Ministry of Defence.	05 Merit-1 Punjab-2 Sindh(U)-1 Balochistan-1	164	-	-	U/P
64.	F.4-64/2015	Assistant Directors (BS-17), Hajj Computer Cell of Hajj Wing, Ministry of Religious Affairs and Interfaith Harmony.	02 Punjab-1 Sindh(R)-1	556	-	-	U/P
65.	F.4-65/2015	Data Control Officer (BS-16), Ministry of Religious Affairs.	01 Sindh(U)-1	83	-	-	U/P
66.	F.4-66/2015	Draftsman (BS-19), Law & Prosecution Department, Gilgit Balochistan, Ministry of Kashmir Affairs and Gilgit Balochistan.	01 GBFATA-1	4	-	-	F-1
67.	F.4-68/2015	Assistant Professor Commerce, Male (Bs-18), Islamabad Model Colleges, Capital Administration & Development Division.	01 Sindh(U)-1	6	-	-	F-1
68.	F.4-69/2015	Assistant Directors/ Research Officers, (BS-17), Akhtar Hameed Khan National Centre for Rural Development, Islamabad, Cabinet Secretariat, Establishment Division.	05 Punjab-2 Sindh(R)-1 KPK-1 AJK-1	4081	-	-	U/P
69.	F.4-70/2015	2 <sup>nd</sup> Engineers (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	03 Punjab-3	44	0	-	U/P
70.	F.4-71/2015	Assistant Director (BS-17), Ministry of Religious Affairs and Interfaith Harmony	01 Punjab-1	437	-	-	U/P
71.	F.4-72/2015	Junior Establishment And Finance Officer (BS-16), GHQ, Ministry of Defence	01 Punjab-1	342	-	-	U/P
72.	F.4-73/2015	Junior Scientific Officers (JSO) (BS-16), Ordnance Corps, Ministry of Defence .	04 Punjab-2 Sindh(R)-1 KPK-1	179	12	-	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
73.	F.4-74/2015	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board) Ministry of railways.	01 KPK-1	145	5	5	R-1
74.	F.4-75/2015	Assistant Professor Statistics (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantt./Garrisons), Ministry of Defence.	01 Sindh(R)-1	5	-	-	F-1
75.	F.4-76/2015	Assistant Director (Stores) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab-1	137	-	-	U/P
76.	F.4-77/2015	Assistant Directors (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	20 Merit-2, Punjab-10 Sindh(R) -2 Sindh(U)-2 KPK-2, Balochistan -1 GBFATA-1	1493	-	-	U/P
77.	F.4-78/2015	Statistical Officer (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab-1	223	5	5	R-1
78.	F.4-79/2015	Directors (BS-19), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	02 Punjab-1 KPK-1	13	-	-	U/P
79.	F.4-80/2015	Inspectors Customs/ Intelligence Officers (BS-16), Federal Board of Revenue, Revenue Division.	200 Merit-15 Punjab- 100 Sindh(R)-22 Sindh(U)-16 KPK-23 Balochistan-12 GBFATA-8 AJK-4	69281	-	-	U/P
80.	F.4-81/2015	Preventive Officers (BS-16), Federal Board of Revenue, Revenue Division.	180 Merit-13 Punjab-90 Sindh(R)-20 Sindh(U)-14 KPK-21 Balochistan-11 GBFATA-7 AJK-4	40435	-	-	U/P



Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
81.	F.4-82/2015	Appraising/ Valuation Officers (BS-16), Revenue Division, Federal Board of revenue.	227 Merit-17 Punjab- 113 Sindh(R)-26 Sindh(U)-17 KPK-26 Balochistan-14 GBFATA-9 AJK-5	58279	-	-	U/P
82.	F.4-83/2015	Photogrammetrist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab-1	96	-	-	U/P
83.	F.4-84/2015	Chemists (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	02 Punjab-2	209	-	-	U/P
84.	F.4-85/2015	Charge/ Staff Nurses (Female) (civilian), (BS-16), Military Hospitals, (Defence Division) Ministry of Defence	03 KPK-1 GBFATA-2	28	8	-	U/P
85.	F.4-86/2015	Demonstrators (female) (BS-16), Directorate of federal government educational institution (Cantt./ garrisons), Ministry of Defence	02 Merit-1 Punjab-1	153	-	-	U/P
86.	F.4-87/2015	Demonstrators (Male) (BS-16), Directorate of Federal Government Educational Institution (Cantt./ Garrisons), Ministry of Defence.	04 Merit-1 Punjab-2 KPK-1	316	-	-	U/P
87.	F.4-88/2015	Librarians (Male) (BS-16, Directorate of Federal Government Educational Institution (Cantt./ Garrisons), Ministry of Defence.	04 Punjab-2 Sindh(R)-1 KPK-1	265	-	-	U/P
88.	F.4-89/2015	Legislative Translation Officer (BS-18), Ministry of Law, Justice and Human Rights.	01 Punjab-1	21	0	-	U/P
89.	F.4-90/2015	Inspector (legal) (BS-16), Anti-Narcotics Force, Ministry of Narcotics Control.	01 Punjab-1	113	-	-	U/P
90.	F.4-91/2015	Senior Mining Geologist (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab-1	4	-	-	U/P
91.	F.4-92/2015	Charge/ Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	01 Balochistan-1	25	5	-	U/P
92.	F.4-93/2015	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works..	01 Punjab-1	10	-	-	F-1
93.	F.4-94/2015	Assistant Private Secretaries (BS-16), Military Finance Wing, Finance Division.	02 Merit-1 KPK-1	381	2	-	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
94.	F.4-95/2015	Drilling Engineers (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	09 Punjab-5 Sindh(u-1 KPK- 2 GBFATA-1	911	-	-	U/P
95.	F.4-97/2015	Inspectors (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division).	28 Merit-1 Punjab-15 Sindh(R)-4 Sindh(U)-2 KPK-3 Balochistan-1 GBFATA-1 AJK-1	25570	-	-	U/P
96.	F.4-98/2015	Assistant Security Officer/ Deputy Assistant Director (BS-16), Airports Security Force, Cabinet Secretariat Aviation Division.	01 Balochistan-1	459	-	-	U/P
97.	F.4-99/2015	Junior Civilian Security Officers (BS-16), GHQ, Ministry of Defence.	11 Merit- 2 Punjab-5 Sindh(R)-1 Sindh(U)-1 GBFATA-1 AJK-1	511	-	-	U/P
98.	F.4-100/2015	Ordnance Management Officer (Grade-III) (BS-17), GHQ, Ministry of Defence.	05 Punjab-3 Sindh(R)-1 KPK-1	1476	-	-	U/P
99.	F.4-101/2015	Assistant Private Secretaries (BS-16), Finance Division.	05 Merit-2 Punjab -2 GBFATA-1	467	-	-	U/P
100.	F.4-102/2015	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence, Defence Division.	20 Punjab-13 Sindh(R) -3 Sindh(U) -4	278	-	-	U/P
101.	F.4-103/2015	Assistant Private Secretaries (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	04 Punjab-3 Sindh(R)-1	306	-	-	U/P
102.	F.4-104/2015	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	29 Merit-3 Punjab-10 Sindh(R)-4 Sindh(U)-3 KPK-4 Balochistan-2 GBFATA-2 AJK-1	2428	-	-	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
103.	F.4-105/2015	Assistant Private Secretaries (BS-16), Management Services Wing, Establishment Division.	02 Merit-1 Sindh(R)-1	253	-	-	U/P
104.	F.4-106/2015	Assistant Private Secretary (BS-16), Ministry of Ports and Shipping.	01 Merit-1	237	-	-	U/P
105.	F.4-107/2015	Assistant Fisheries Development Commissioner (BS-18), Ministry of Ports and Shipping.	01 Punjab-1	17	-	-	U/P
106.	F.4-108/2015	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab-1	6	1	-	U/P
107.	F.4-109/2015	Director (BS-19), Directorate of Dock Workers Safety H.Qs. Ministry of Ports and Shipping.	01 Punjab-1	2	-	-	U/P
108.	F.4-110/2015	Charge/Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	01 Balochistan-1	6	1	-	U/P
109.	F.4-111/2015	Assistant Directors (Investigation) (BS-17), Federal Investigation Agency, Ministry of Interior.	17 Merit- 2 Punjab- 9 Sindh(U)-3 KPK-2 GBFATA-1	31697	-	-	U/P
110.	F.4-112/2015	Assistant Chief Administrative Officers (BS-17), GHQ, Ministry of Defence, (Defence division).	0 5 Punjab-3 Sindh(U) -1 Balochistan-1	1324	-	-	U/P
111.	F.4-113/2015	Assistant Professor (Fine Arts) (Female) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), ministry of Defence.	01 Sindh(R)-1	3	-	-	U/P
112.	F.4-114/2015	Librarians (Male) (BS-17), Federal Government Educational Institutions Directorate (Cantt./ Garrisons), Ministry of Defence.	05 Merit-1 Punjab-1 Sindh(U)-1 Balochistan-1	250	-	-	U/P
113.	F.4-115/2015	Deputy Chief Administrative Officers (BS-18), GHQ, Ministry of Defence, (Defence Division).	08 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1	570	-	-	U/P
114.	F.4-116/2015	Cameraman (Male) (BS-16), GHQ, Ministry of Defence, (Defence Division).	01 Punjab-1	32	-	-	U/P
115.	F.4-117/2015	Programmer Analysts (BS-17), Ministry of Defence, (Defence Division).	03 Punjab-2 Sindh(R)-1	648	-	-	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
116.	F.4-118/2015	Social Welfare Officers (BS-17) National Commission for Child Welfare and Development, Ministry of Law, Justice and Human Rights.	02 Merit-1 Punjab-1	424	-	-	U/P
117.	F.4-119/2015	Medical Officers (BS-17), Airports Security Force, Cabinet Secretariat, (Aviation Division).	03 Punjab-2 Balochistan-1	110	-	-	U/P
118.	F.4-120/2015	Junior Scientific Officer (BS-16), EME Corps, Ministry of Defence.	01 Balochistan-1	50	-	-	U/P
119.	F.4-122/2015	Deputy Assistant Directors (BS-16), Audit Bureau of Circulation, ministry of Information, Broadcasting & National Heritage.	03 Punjab-2 Sindh(R)-1	376	-	-	U/P
120.	F.4-123/2015	Inspectors (Investigation) (BS-16) Federal Investigation Agency, Ministry of Interior.	61 Merit-8 Punjab-36 Sindh(R)-2 Sindh(U)-4 KPK-8 GBFATA-2 AJK-1	52589	-	-	U/P
121.	F.4-124/2015	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01 Sindh(R)-1	173	-	-	U/P
122.	F.4-126/2015	Associate Professors (Male) (BS-19), F.G. Colleges, Directorate of federal government Educational Institutions (Cantt./ garrisons), Ministry of Defence.	02 Punjab(M)-1 Balochistan-1	6	-	-	U/P
123.	F.4-128/2015	Accounts officer (BS-17), Pakistan Mint, Lahore, Finance Division.	01 Punjab-1	910	-	-	U/P
124.	F.4-127/2015	Official Reporters (Urdu) (BS-17), National Assembly Secretariat, Islamabad.	05 Merit-1 Punjab- 2 Sindh(U) -1 Balochistan-1	132	-	-	U/P
125.	F.4-129/2015	Zoologists (BS-17), Zoological Survey of Pakistan, Ministry of Climate Change, Islamabad.	02 Punjab-2	45	-	-	U/P
126.	F.4-130/2015	General knowledge instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 Punjab-1	16	-	-	U/P
127.	F.4-131/2015	Deputy secretary (litigation) (BS-19), National Assembly Secretariat, Islamabad.	01 Punjab-1	44	-	-	U/P
128.	F.4-132/2015	Draftsman (BS-19) National Assembly Secretariat, Islamabad.	1 Punjab-1	33	-	-	U/P
129.	F.4-133/2015	Sergeant-at- Arms (BS-19), National Assembly Secretariat, Islamabad.	01 Punjab-1	15	-	-	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
130.	F.4-134/2015	Deputy Draftsman (BS-18), National Assembly Secretariat, Islamabad.	01 Punjab-1	33	-	-	U/P
131.	F.4-135/2015	Deputy director (I.R) (BS-18), National Assembly Secretariat, Islamabad.	01 Punjab-1	32	-	-	U/P
132.	F.4-136/2015	Deputy director (LAN) (BS-18), National Assembly Secretariat, Islamabad.	01 Punjab-1	146	-	-	U/P
133.	F.4-137/2015	Assistant Draftsman (BS-17), National Assembly Secretariat, Islamabad.	03 Punjab-2 Sindh(R)-1	82	-	-	U/P
134.	F.4-138/2015	Programmers (BS-17), National Assembly Secretariat, Islamabad.	02 Punjab-1 Sindh(R)-1	152	-	-	U/P
135.	F.4-139/2015	Junior Research Officers (BS-16), National Assembly Secretariat, Islamabad.	08 M-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1	956	-	-	U/P
136.	F.4-140/2015	Inspectors (BS-16), Pakistan Railways Police, Ministry of Railways.	20 Merit-2 Punjab-10 Sindh(R)-3 Sindh(U)-1 KPK-2 Balochistan- 1 GBFATA-1	12588	-	-	U/P
137.	F.4-141/2015	Professors (BS-20), Federal Medical & Dental College, Cabinet Division.	06 Merit-1 Punjab-3 Sindh(R)-1 KPK-1	10	-	-	U/P
138.	F.4-142/2015	Deputy Director (BS-18), Directorate of Dock Workers Safety, (Regional Office) Gawadar, Ministry of Ports and Shipping.	01 Punjab-1	8	-	-	U/P
139.	F.4-143/2015	Deputy Captain Superintendent (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 Punjab-1	1	-	-	U/P
140.	F.4-144/2015	Associate Professors (BS-19), Federal Medical & Dental College, Cabinet Division.	04 Punjab-2 Sindh(R)-1 KPK-1	8	-	-	U/P
141.	F.4-145/2015	Assistant Security Officers/ Deputy Assistant Directors (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division).	03 Punjab-1 KPK-2	1568	-	-	U/P
142.	F.4-146/2015	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform.	01 Sindh(U)-1	73	-	-	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
143.	F.4-147/2015	Assistant Electronic Engineers (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	02 Sindh(R)-1 GBFATA-1	96	-	-	U/P
144.	F.4-148/2015	Security Officer (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	01 Sindh(R)-1	59	-	-	U/P
145.	F.4-149/2015	Directors/ Principal Meteorologists (BS-19), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	02 Punjab-2	17	-	-	U/P
146.	F.4-150/2015	Electronic Engineers (BS-17), Pakistan Meteorological Department, , Cabinet Secretariat (Aviation Division).	10 Merit-1 Punjab-7 Sindh(R)-1 KPK-1	1290	-	-	U/P
147.	F.4-151/2015	Assistant Draftsman (BS-18), Law and Justice Division, Ministry of Law, Justice & Human Rights.	01 Sindh(R)-1	32	-	-	U/P
148.	F.4-152/2015	Nautical Instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 KPK-1	0	-	-	U/P
149.	F.4-153/2015	Administrative Officers (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	03 Punjab-2 Sindh(U)-1	360	-	-	U/P
150.	F.4-154/2015	Research & Audio Visual Officer (BS-17), Management Services Wing, Establishment Division.	01 Sindh(R)-1	6	-	-	U/P
151.	F.4-155/2015	Accounts officer (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	01 Punjab-1	727	-	-	U/P
152.	F.4-156/2015	Occupational Therapist (BS-17), Directorate General of Special Education, Capital Administration & Development Division.	01 Sindh(R)-1	7	-	-	U/P
153.	F.4-157/2015	Physiotherapist (BS-17), Directorate General of Special Education, Capital Administration & Development Division.	01 Punjab-1	163	-	-	U/P
154.	F.4-158/2015	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	01 Punjab-1	48	-	-	U/P
155.	F.4-159/2015	Assistant Private Secretaries (BS-16), Ministry of States & Frontier Regions.	02 Sindh(R)-1 GBFATA-1	106	-	-	U/P
156.	F.4-160/2015	Senior official Reporter (Urdu) (BS-18), National Assembly Secretariat, Islamabad	01 Punjab-1	20	-	-	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
157.	F.4-161/2015	Assistant Professor Statistics (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantt./Garrisons), Ministry of Defence.	01 Sindh(R)-1	4	-	-	U/P
158.	F.4-162/2015	Research Officer (Urdu) (BS-17), Finance Division.	01 Sindh(R)-1	10	-	-	U/P
159.	F.4-163/2015	Consulting Physicians/ Surgeons (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	02 Sindh(R)-1 KPK-1	4	-	-	U/P
160.	F.4-164/2015	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	18 Merit-2 Punjab-9 Sindh(R)-3 KPK-1 Balochistan-1 GBFATA-1 AJK-1	591	-	-	U/P
161.	F.4-165/2015	Senior Drilling Engineers (Bs-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	03 Punjab-1 Sindh(R)-1 KPK-1	22	-	-	U/P
162.	F.4-166/2015	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & works.	01 Punjab-1	9	-	-	U/P
163.	F.4-167/2015	Official Reporters (English) (BS-17), National Assembly Secretariat	02 Sindh(R)-1 KPK-1	190	-	-	U/P
164.	F.4-168/2015	Deputy Chief (Transport) (BS-19), National Energy Conservation Centre (Enercon), Ministry of Water and Power.	01 Punjab-1	4	-	-	U/P
165.	F.4-169/2015	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	08 Balochistan-8	3	-	-	U/P
166.	F.4-170/2015	2 <sup>nd</sup> Engineer (Electronics) (System Engineer PCBFRF) (BS-18), Pakistan Navy, Ministry of Defence.	01 Punjab-1	16	-	-	U/P
167.	F.4-171/2015	Assistant Chief Administrative Officer (BS-17), Ministry of Defence, (Defence Division).	01 Punjab-1	237	-	-	U/P
168.	F.4-172/2015	Librarian (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	01 Punjab-1	57	-	-	U/P
169.	F.4-173/2015	Programmer (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	01 Punjab-1	157	-	-	U/P

Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
170.	F.4-174/2015	Neonatologist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	01 Punjab-1	2	-	-	U/P
171.	F.4-175/2015	Pathologist-cum-bacteriologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1	1	-	-	U/P
172.	F.4-176/2015	Associate Professor, Islamic Studies (Female) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (FGEI) (Cantt./ Garrisons), Ministry of Defence.	01 KPK-1	6	-	-	U/P
173.	F.4-177/2015	Associate Professor/ Vice Principal (Computer Science) (Male) (BS-19), Islamabad Model Colleges, Capital Administration & Development Division.	01 Sindh(R)-1	9	-	-	U/P
174.	F.4-178/2015	Scientific Officers (BS-17, National Veterinary Laboratory, Ministry of National Food Security & Research.	02 Punjab-1 Sindh(R)-1	246	-	-	U/P
175.	F.4-179/2015	Deputy Assistant Solicitors (BS-17), Ministry of Law, Justice and Human Rights.	04 Merit-1 Punjab-2 Sindh(U) -1	197	-	-	U/P
176.	F.4-180/2015	Assistant Private Secretaries (BS-16), Ministry of National Health Services, Regulations & Coordination.	02 Punjab-1 Sindh(R)-1	104	-	-	U/P
177.	F.4-181/2015	Sub-Engineer (Civil) (BS-16), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	01 KPK-1	91	-	-	U/P
178.	F.4-182/2015	Subject Specialist (Pakistan Studies), (Female) (BS-17), Directorate of federal government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	01 GBFATA-1	19	-	-	U/P
179.	F.4-183/2015	Assistant Professor (Computer Science) (BS-18), Naval Headquarters (Pakistan Navy), Ministry of Defence	01 Sindh(R)-1	21	-	-	U/P
180.	F.4-184/2015	Director (BS-19), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01 Punjab-1	9	-	-	U/P
181.	F.4-185/2015	Assistant Professor, Political Science (Male), (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	01 Sindh(U)-1	2	-	-	U/P



Sr. No.	Case No.	Title of Post with Ministry/ Division/Department & Scale	No. of Post with Quota	Application Received	Candidates		Remarks
					Pre-Select	Inter-viewed	
182.	F.4-186/2015	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence.	01 KPK-1	6	-	-	U/P
183.	F.4-187/2015	Assistant Meteorologists (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	12 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-2 GBFATA-1	734	-	-	U/P
184.	F.4-188/2015	Staff Officer-III (Stat) (BS-17), GHQ, Ministry of Defence.	1 Punjab-1	36	-	-	U/P
185.	F.4-189/2015	Microfilming Officer (BS-17), National Documentation Wing, Cabinet Division.	01 Punjab-1	11	-	-	U/P
186.	F.4-191/2015	Computer operator (BS-16), National Highways and Motorways Police, Ministry of Communications.	01 Punjab-1	29	-	-	U/P
187.	F.4-192/2015	Assistant Professor (Commerce), (Male) (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	01 Sindh(U)-1	5	-	-	U/P
188.	F.4-193/2015	Director General (BS-20), Institute of Optronics, Ministry of Defence Production.	01 Punjab-1	7	-	-	U/P
189.	F.4-194/2015	Accupuncture Specialist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	01 Punjab-1	0	-	-	U/P
190.	F.4-195/2015	Director General (BS-20), National Archives of Pakistan, Cabinet Division.	01 Punjab-1	6	-	-	U/P
191.	F.4-196/2015	Director General (BFS-20), Pakistan Environmental Protection Agency (Pak-EPA), Ministry of Climate Change.	01 Punjab-1	20	-	-	U/P
192.	F.4-198/2015	Eleven Junior Ordnance Management Officers (BS-16), Ordnance Corps, GHQ, Ministry of Defence.	11 Punjab-5 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1	631	-	-	U/P
<b>Total</b>			<b>1559</b>	<b>436170</b>	<b>138</b>	<b>50</b>	

P\* = Pending due to Litigation  
W = Requisition Withdrawn  
R = Recommended  
F = Failure  
U/P = Under Process  
R/R = Requisition Returned

## Appendix-11

### Recruitment Cases (BS-16 & above) of Previous years, which were Processed during 2015

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
1.	47/2006	Senior Programmers, Directorate of Information Technology and MIS, Pakistan Railways, Lahore, Ministry of Railways, BS-18.	2 Punjab-1 Sindh(R)-1	16	5	0	P
2.	117/2006	Associate Clinical Psychologist, PIMS, Ministry of Health, BS-18	1 Punjab-1	13	5	5	U/P
3.	187/2010	Deputy Directors (BS-18), Survey of Pakistan, Ministry of Defence	07 Merit-1 Punjab-4 Sindh(U)-1 Balochistan-1	93	14	14	P
4.	152/2012	Assistant Executive Engineers (E&M), (BS-17) Water and Power, Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	06 GB-6	134	12	12	R-3 F-3
5.	25/2013	Director General, (BS-20), Ministry of Human rights.	01 Punjab-1	30	6	6	R-1
6.	62/2013	Judicial Members, (BS-21), Appellate Tribunal Inland Revenue, Ministry of Law, Justice and Parliamentary Affairs.	05 Punjab-2 Sindh(U)-1 KPK-1 Balochistan-1	26	15	-	P
7.	70/2013	Directors (BS-19), Ministry of Human Rights.	02 Punjab-1 Sindh(R)-1	11	-	-	R/R
8.	120/2013	Pharmacists, (BS-17), Military Hospitals, Ministry of Defence.	29 Punjab-16  Sindh(R)-5  Sindh(U)-3 KPK-2 Balochistan-2 AJK-1	1412	80	82	R-15 F-1 R-4 F-1 R-3 R-2 R-2 R-1
9.	136/2013	Assistant Professors (Male), (BS-18), Federal Government Educational Institutions (FGEI) Cantt./Garrisons), Ministry of Defence.	12 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 GB-1	553	54	56	R-1 R-6 F-1 R-1 R-1 R-1 R-1

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
10.	140/2013	Stenographers, (BS-16), Federal Government Organization.	12 Merit-1 Punjab-8 KPK-2 Balochistan-1	799	30	30	R-1 R-7 F-1 R-2 F-1
11.	151/2013	Assistant Draftsman (BS-18), Law and Justice Division, Ministry of Law, Justice & Human Rights.	05 Punjab-2 Sindh(R)-1 KPK-1 Balochistan-1	71	4	5	R-2 P-1 R-1 F-1
12.	152/2013	Stenographers (BS-16), Gilgit Baltistan Council Secretariat, Islamabad.	02 Punjab-1 Sindh(R)-1	110	4	4	U/P
13.	156/2013	Joint Estate Officers (General), (BS-17), Estate Office Management, Ministry of Housing and Works.	04 Punjab-2 Sindh(R)-1 KPK-1	423	9	9	R-2 R-1 R-1
14.	159/2013	Deputy Assistant Directors (BS-16), Directorate General Immigration & Passports, Ministry of Interior.	08 Merit-2 Punjab-4 Sindh(R)-1 KPK-1	2891	28	34	R-2 R-4 R-1 R-1
15.	161/2013	Assistant Security Officers/ Deputy Assistant Directors (BS-16) Airports Security Force, Cabinet Secretariat (Aviation division).	18 Merit-1 Punjab-9 Sindh(R)-2 Sindh(U)-2 KPK-2 Balochistan-1 GB-1	6277	56	56	R-1 R-9 R-2 R-2 R-2 R-1 R-1
16.	162/2013	Inspectors (BS-16), Airport Security Force, Cabinet Secretariat (Aviation Division).	13 Merit-1 Punjab-7 Sindh(R)-2 KPK-2 GB-1	5852	41	41	R-1 R-7 R-2 R-2 R-1
17.	164/2013	2 <sup>nd</sup> Engineer (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	01 Sindh(R)-1	22	2	4	R-1
18.	168/2013	Deputy Assistant Chemical Examiners (BS-16), Customs Department, Federal Board of Revenue.	05 Punjab-4  AJK-1	59	9	9	R-2 F-1 P-1 F-1
19.	177/2013	2 <sup>nd</sup> Engineers (Electronics) (System Engineer PCBRF) (Bs-18), Pakistan Navy, Ministry of Defence.	06 Punjab-5  Sindh(U)-1	65	1	5	R-2 F-3 R-1

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
20.	182/2013	Charge/ Staff Nurses (BS-16), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	03 Balochistan-3	11	2	2	R-1 F-2
21.	188/2013	Assistant Chiefs/ Assistant Economic Advisers/ Chief Research Officers/ Senior Research Officers/ Deputy Advisers (Co-Operation)/ Deputy Directors (Economics Studies)/ Deputy Directors (Farm Management)/ Deputy Directors (Agricultural Credit), (BS-18), Economists Group, Planning and Development Division.	02 Sindh(R)-1 Balochistan-1	40	4	5	R-1 R-1
22.	01/2014	Agriculture Engineers (BS-17), Agriculture Department, Directorate of Water Management, Agriculture Department, Government of Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division	06 GB-6	16	14	14	R-5 F-1
23.	04/2014	Senior Teachers (Male) (BS-17), Federal Educational Institutions, Federal Directorate of Education, Capital Administration and Development Division	02 Sindh(R)-1 Sindh(U)-1	91	9	9	R-1 R-1
24.	05/2014	Assistant Private Secretaries (BS-16), Federal Public Service Commission	08 Merit-3 Sindh(R)-1 Sindh(U)-2 KPK-2	911	-	-	U/P
25.	07/2014	Lecturers (Female), (BS-17), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	32 Punjab-18 Sindh(R)-6 Sindh(U)-3 KPK-2 Balochistan-1 GB-2	30327	129	132	R-18 R-6 R-3 R-2 R-1 R-2
26.	11/2014	Assistant Professors (Male) (BS-18), Islamabad Model Colleges, Capital Administration & Development Division	02 Sindh(R)-2	18	-	-	U/P
27.	13/2014	Directors (BS-19), Federal Public Service Commission	02 Punjab-1 KPK-1	146	5	9	R-1 R-1
28.	15/2014	Associate Professors (Male) (BS-19), Permanent, F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	02 Punjab -1 Balochistan-1	38	-	-	F-1 F-1

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
29.	21/2014	Inspector (Legal) (BS-16), Anti-Narcotics Force, Ministry of Narcotics Control.	01 Sindh(U)-1	119	5	6	R-1
30.	22/2014	Deputy Director (BS-18), Pakistan Manpower Institute, Ministry of Education and Training	01 Punjab -1	192	1	1	U/P
31.	23/2014	Inspectors, (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division)	03 Punjab -1 Sindh(R)-1 Sindh(U)-1	1813	9	9	R-1 R-1 R-1
32.	24/2014	Assistant Executive Engineers (B&R/ E&M), (BS-17), MES, Ministry of Defence	10 Punjab-6 Sindh(U)-2 KPK-1 AJK-1	1466	30	30	R-6 R-2 R-1 R-1
33.	25/2014	System Analyst, (BS-18) Federal Public Service Commission.	01 Punjab-1	172	11	11	U/P
34.	26/2014	Lecturer (Female) (Pakistan Studies) (BS-17), Permanent, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	01 Punjab-1	63	-	-	F-1
35.	27/2014	Deputy Controller (BS-18), Department of Stationery and Forms, Karachi, Cabinet Division.	01 Punjab -1	64	-	-	U/P
36.	28/2014	Assistant Director/ Senior Instructor/ Commandant (BS-17), Civil Defence Training School, Ministry of Interior.	01 Balochistan-1	23	23	23	F-1
37.	29/2014	Lecturers (Male), (BS-17), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	36 Meirt-1 Punjab-23 Sindh(R)-1 Sindh(U)-3 KPK-4 Balochistan-2 GB-2	200	155	157	R-1 R-23 R-1 R-3 R-4 R-2 R-2
38.	32/2014	Staff Officer-III (Stats) (BS-17), Pakistan Air Force, Ministry of Defence	01 Punjab-1	90	5	5	R-1
39.	33/2014	Deputy Solicitor (BS-19), Ministry of Law, Justice & Human Rights.	01 Punjab -1	17	-	-	U/P
40.	35/2014	Deputy Engineering Advisers (Power) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry Of Water And Power.	02 Punjab -1 Sindh(R)-1	10	--	-	F-1 F-1
41.	36/2014	Trained Graduate Teachers (Female) (BS-16), Directorate of Federal Government Educational Institutions (Urdu Medium Schools) (Cantt./ Garrisons), Ministry of Defence.	02 Sindh(R)-2	20	4	4	R-1 F-1

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
42.	42/2014	Senior Drilling Engineers (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	03 Punjab-1 Sindh(R)-1 KPK-1	13	-	-	F-1 F-1 F-1
43.	47/2014	Lecturers (Female) (Geography) (BS-17), Islamabad Model Colleges For Girls, Federal Directorate of Education, Capital Administration and Development Division.	02 Sindh(R)-2	21	6	6	R-2
44.	48/2014	Chief Nautical Surveyor (BS-20), Directorate General Ports & Shipping Karachi, Ministry of Ports & Shipping.	01 Punjab-1	2	1	1	W
45.	51/2014	Internal Audit Officer (BS-16), Permanent, Food Department, Civil Secretariat, Gilgit Baltistan.	01 GB-1	749	5	5	R-1
46.	52/2014	Civil Supply Officers (BS-16), Food Department, Civil Secretariat, Gilgit Baltistan	02 GB-2	1736	-	-	P
47.	54/2014	Assistant Director (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GB-1	1191	-	-	P
48.	55/2014	Lady Medical Officers (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs And Gilgit Baltistan Division	11 GB-11	41	-	-	P
49.	56/2014	Administrative Officer (BS-16) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division	01 GB-1	1217	5	5	P
50.	57/2014	Demographer (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GB-1	537	5	-	P
51.	58/2014	District Population Welfare Officers, (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs And Gilgit Baltistan Division.	05 GB-5	1901	-	-	P
52.	59/2014	Assistant Director (Technical), (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GB-1	28	5	-	P
53.	60/2014	Deputy Director (BS-18), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs And Gilgit Baltistan Division.	01 GB-1	49	-	-	P

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
54.	61/2014	Nineteen Range Forest Officers (BS-16), Forests, Wildlife And Environment Department, Gilgit Baltistan, Kashmir Affairs And Gilgit Baltistan Division	19 GB-19	140	-	-	P
55.	62/2014	Assistant Executive Engineer (Electrical) (B&R), (BS-17), Permanent, MES, Ministry of Defence	01 Punjab-1	154	5	5	R-1
56.	63/2014	Assistant Signal & Telecommunication Engineer (BS-17), Signal and Telecommunication Engineering Department of Pakistan Railways	01 Punjab -1	524	5	5	R-1
57.	65/2014	Medical officer (dental) (BS-17), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab -1	113	5	6	R-1
58.	67/2014	Film Editor (BS-16), GHQ, Ministry of Defence	01 Punjab -1	12	6	-	F-1
59.	70/2014	Veterinary Officer, (BS-17) Directorate of Livestock Dairy Development and Poultry Production Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	01 GB-1	3	1	1	F-1
60.	71/2014	Inspector (Legal) (BS-16), Temporary, Anti-Narcotics Force, Ministry of Narcotics Control	01 Punjab-1	30	-	-	F-1
61.	72/2014	Deputy Captain Superintendent (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 Punjab -1	3	1	-	F-1
62.	73/2014	Deputy Director (BS-18), Research & Reference Wing, Ministry of Religious Affairs and Interfaith Harmony	01 Punjab -1	64	-	-	U/P
63.	74/2014	Dental Officers (BS-17), Health Department, Government of Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	09 GB-9	21	-	-	P
64.	75/2014	Lecturers (Male) (BS-17) Government Colleges, Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	64 GB-64	3361	-	-	P
65.	76/2014	Lecturers (Female) (BS-17), Government Colleges, Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	28 GB-28	1742	-	-	P

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
66.	77/2014	Assistant Director (Colleges) (BS-17) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	01 GB-1	327	-	-	P
67.	78/2014	Director Physical Education (Female) (BS-16), Government Colleges, Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	01 GB-1	21	4	-	P
68.	79/2014	Librarian (Male) (BS-16), Government Colleges, Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	01 GB-1	49	-	-	P
69.	80/2014	District Attorney (BS-18) Law and Prosecution Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	01 GB-1	55	-	-	P
70.	81/2014	Assistant Private Secretaries (BS-16), Planning and Development Division	06 Punjab-1 Sindh(U)-3 Balochistan-1 GB-1	261	-	-	F-1 F-3 F-1 F-1
71.	82/2014	Agriculture Officers (BS-17), Agriculture Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	07 GB-7	205	-	-	P
72.	83/2014	Associate Professors/Vice Principals (Male) (BS-19), Islamabad Model Colleges for Boys, Federal Directorate of Education, Islamabad, Capital Administration and Development Division	04 Punjab -2 Sindh(R)-1 KPK-1	85	-	-	U/P
73.	84/2014	Associate Professors/Vice Principals (Female) (BS-19), Islamabad Model Colleges For Girls, Federal Directorate of Education, Islamabad, Capital Administration and Development Division	05 Punjab -2 Sindh(R)-1 KPK-1 AJK-1	49	-	-	F-2 F-1 F-1 F-1
74.	85/2014	Photogrammetrist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Sindh(R)-1	20	5	5	R-1
75.	86/2014	Librarian (BS-17), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division	01 Sindh(R)-1	41	5	5	R-1
76.	87/2014	Senior Statistical Officer (BS-18), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division	01 Punjab -1	59	3	-	U/P



Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
77.	88/2014	Assistant Town Planner (BS-17), Public Works Department, Gilgit Baltistan, Ministry Of Kashmir Affairs And Gilgit Baltistan	01 GB-1	236	-	-	P
78.	89/2014	SAS Accountants (Bs-16), Public Works Department, Gilgit Baltistan, Ministry Of Kashmir Affairs And Gilgit Baltistan	03 GB-3	687	-	-	P
79.	90/2014	Deputy District Attorneys, (BS-18), Islamabad Capital Territory (ICT), Ministry of Interior.	02 Punjab-1 Sindh(R)-1	59	14	-	U/P
80.	91/2014	Assistant District Attorneys (BS-17), Islamabad Capital Territory (ICT), Ministry of Interior	02 Punjab -1 Sindh(R)-1	106	10	10	R-1 R-1
81.	92/2014	Assistant Directors (BS-17), Research & Reference Wing, Ministry of Religious Affairs and Interfaith Harmony	03 Punjab -3	453	9	10	R-3
82.	94/2014	Deputy Director (BS-18), Ministry of Law, Justice & Human Rights	01 KPK-1	53	-	-	F-1
83.	95/2014	Psychologist (BS-18), Federal Public Service Commission	01 Punjab -1	41	-	-	U/P
84.	98/2014	Chief Engineer & Ship Surveyor (BS-20), Directorate General Ports & Shipping, Karachi, Ministry of Ports & Shipping.	01 Sindh(R)-1	3	-	-	W
85.	103/2014	Assistant Directors (BS-17), Permanent, Directorate General Immigration & Passports, Ministry of Interior.	12 Merit-1 Punjab-7 Sindh(R)-1 KPK-1 BAL-1 GB-1	5621	-	-	P
86.	104/2014	Directors (BS-19), Management Services Wing, Establishment Division	02 Punjab -1 Balochistan-1	136	-	-	F-1 F-1
87.	105/2014	2 <sup>nd</sup> Engineer (Electronics/ Electrical) (System Engineer Calibration), (BS-18), Pakistan Navy, Ministry of Defence	01 Punjab -1	18	1	1	
88.	106/2014	Associate Professor (Education), (BS-19), Federal College of Education, Islamabad, Capital Administration and Development Division	01 Punjab -1	27	1	1	U/P
89.	107/2014	Assistant Professors (BS-18), Federal College of Education, Islamabad, Capital Administration and Development Division.	04 Punjab -2 Sindh(R)-1 KPK-1	327	-	-	U/P

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
90.	108/2014	Lecturers (BS-17), Permanent, Pakistan Navy, Ministry of Defence	02 Punjab -1 KPK-1	463	12	12	R-1 R-1
91.	110/2014	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	01 Punjab-1	14	1	1	F-1
92.	111/2014	Superintending Engineer (Floods) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power	01 Punjab -1	5	1	1	R-1
93.	112/2014	Assistant Executive Engineers, (BS-17), Local Government and Rural Development Department Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	01 GB-1	13	--	--	P
94.	113/2014	Assistant Architect (BS-17), Pak. PWD, Ministry of Housing and Works.	03 Merit-1 Punjab-1 Sindh(R)-1	127	11	11	R-1 R-1 R-1
95.	114/2014	Assistant Librarian (BS-16), Pak. PWD, Ministry of Housing and Works.	01 Punjab -1	139	5	5	R-1
96.	116/2014	Deputy Director (Environmental Engineering and Transfer of Technology) (BS-18), Pakistan Environmental Protection Agency (Pak-Epa), Climate Change Division, Islamabad	01 Sindh(R)-1	87	2	--	U/P
97.	117/2014	Assistant Director (Admn/ Finance) (BS-17), Pakistan Environmental Protection Agency (Pak-Epa), Climate Change Division, Islamabad.	01 Sindh(R)-1	508	5	5	R-1
98.	118/2014	Sub-Engineers (Civil) (BS-16), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power	02 Punjab -1 KPK-1	88	4	6	R-1 R-1
99.	120/2014	Graphic Officer (Civilian), (BS-16), GHQ, Ministry of Defence.	01 Sindh(R)-1	2	0	-	F-1
100.	121/2014	Assistant Engineering Adviser (Civil) / Senior Engineer (Floods) / Deputy Director (Supervision and Monitoring) (BS-18), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry Of Water and Power	04 Punjab -2 Balochistan-1 GB-1	46	1	--	U/P

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
101.	122/2014	Assistant Director (Legal/ Enforcement), (BS-17), Pakistan Environmental Protection Agency (Pak-EPA), Climate Change Division, Islamabad.	01 Sindh(R)-1	275	5	6	R-1
102.	123/2014	Editor (BS-18), GHQ, Ministry of Defence	01 Sindh(R)-1	18	0		U/P
103.	124/2014	Research Officer (BS-17), Ministry of Defence.	01 Punjab -1	741	5	5	R-1
104.	125/2014	Assistant Mechanical Engineers (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board), Ministry of Railways.	15 Merit-2 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1	724	49	49	R-2 R-7 R-2 R-1 R-2 R-1
105.	126/2014	Vice Principals/ Headmasters (Male) (BS-18), Federal Educational Institutions, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	17 Merit-1 Punjab-9 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-2	1564	-	-	U/P
106.	127/2014	Lecturers (Female), (BS-17), Federal Government Colleges for Women, Federal Directorate of Education, Capital Administration and Development Division.	24 Merit-1 Punjab-12 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-2 GB-1	8581	118	118	R-1 R-12 R-3 R-2 R-3 R-2 F-1
107.	129/2014	Research Officer (Urdu) (BS-17), Permanent, Finance Division	01 Sindh(R)-1	18	-	-	F-1
108.	130/2014	Director General (BS-20), Management Services Wing, Establishment Division.	01 Punjab -1	47	3	3	U/P
109.	131/2014	Assistant Professor (Male) (Commerce) (BS-18), F.G. Colleges/ Higher Secondary Schools for Men, Federal Directorate of Education, Islamabad, Capital Administration and Development Division	01 Sindh(U)-1	22	-	-	U/P
110.	132/2014	Official Reporter (Urdu), (BS-18), National Assembly Secretariat.	01 Punjab -1	80	-	-	F-1
111.	133/2014	Official Reporters (Urdu), (BS-17), National Assembly Secretariat.	05 Merit-1 Punjab-2 Sindh(U)-1 Balochistan-1	306	-	-	F-1 F-2 F-1 F-1

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
112.	134/2014	Official Reporters (English) (BS-17), National Assembly Secretariat.	03 Sindh(R)-1 Sindh(U)-1 KPK-1	372	5	5	F-1 R-1 F-1
113.	135/2014	Editor of Debates (BS-17), National Assembly Secretariat, Islamabad	01 Punjab -1	278	5	5	U/P
114.	136/2014	Assistant Director (Telecasting), (BS-17), National Assembly Secretariat.	01 Punjab -1	80	3	6	R-1
115.	137/2014	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works	01 Punjab-1	11	-	-	F-1
116.	138/2014	Lecturers (Male) (BS-17), Federal Government Colleges for Men, Federal Directorate of Education, Islamabad, Capital Administration and Development Division	39 Meirt-3 Punjab-19 Sindh(R)-4 Sindh(U) -3 KPK-4 Balochistan-3 GB-2 AJK-1	22882	205	205	U/P
117.	139/2014	Assistant Director (BS-17), Department of Libraries, Capital Administration and Development Division.	01 Merit-1	233	5	5	R-1
118.	140/2014	Charge/ Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	01 Balochistan-1	24	5	5	R-1
119.	141/2014	Deputy Directors (BS-18), Federal Seed Certification & Registration Department, Ministry of National Food Security & Research.	04 Punjab-2 Sindh(U)-1 Balochistan-1	104	13	-	U/P
120.	142/2014	Store Officer (BS-16), Department of Libraries, Capital Administration and Development Division	01 Punjab-1	404	-	-	R-1
121.	143/2014	Editor National Bibliography (BS-17), Department of Libraries, Capital Administration and Development Division	01 Sindh(R)-1	37	5	5	R-1
122.	144/2014	Website Manager (BS-17), Federal Public Service Commission	01 Sindh(R)-1	163	5	5	R-1
123.	145/2014	Director (Statistics) (BS-19), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division.	01 Punjab -1	32	2	2	U/P

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
124.	146/2014	Deputy Secretaries (BS-19), National Assembly Secretariat, Islamabad	10 Meirt-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 BAL-1	1347	-	-	U/P
125.	147/2014	Interpreter (BS-17), National Assembly Secretariat, Islamabad.	01 Sindh(R)-1	74	3	3	R-1
126.	148/2014	Translators (BS-17), National Assembly Secretariat, Islamabad	03 Merit-1 Sindh(R)-1 Sindh(U)-1	80	2	2	R-1 F-1 F-1
127.	149/2014	Assistant Translators (BS-16), National Assembly Secretariat, Islamabad	03 Merit-1 Punjab-2	348	11	11	R-1 R-1
128.	150/2014	Senior Auditors (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	674 Merit-51 Punjab-337 Sindh(R)-77 Sindh(U)-51 KPK-78 Balochistan-40 GB-27 AJK-13	50651	474	-	U/P
129.	151/2014	Electro Medical Personnel (BS-16), Armed Forces Institute of Dentistry (AFID), Rawalpindi, Ministry of Defence	01 Sindh(R)-1	12	-	-	F-1
130.	152/2014	Assistant Professor (Female) (Fine Arts) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	01 Sindh(R)-1	5	-	-	F-1
131.	153/2014	Assistant Director (BS-17), Permanent, Ministry of Law, Justice & Human Rights	01 Sindh(R)-1	874	5	5	R-1
132.	155/2014	Lady Doctor (BS-17), Model Child Welfare Centre, Humak, Islamabad, Capital Administration and Development Division.	01 Punjab -1	48	5	5	R-1
133.	156/2014	Section Officer (BS-17), National Assembly Secretariat, Islamabad	01 KPK-1	2541	5	5	R-1
134.	159/2014	Security Officer (BS-17), Pakistan Mint, Lahore, Finance Division	01 Punjab -1	110	5	6	R-1
135.	160/2014	Bullion Superintendent (BS-17), Pakistan Mint, Lahore, Finance Division	01 Punjab -1	92	5	7	R-1
136.	161/2014	Data Processing Assistant (BS-16), Federal Public Service Commission	01 Punjab -1	515	5	5	R-1

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
137.	162/2014	Admn Officer (BS-17), Pakistan Mint, Lahore, Finance Division.	01 Punjab -1	524	5	6	R-1
138.	163/2014	Consulting Physician/ Surgeon, (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division	02 Sindh(R)-1 KPK-1	3	-	-	F-1 F-1
139.	164/2014	Sports Officer (Bs-16), Pakistan Marine Academy, Karachi, Ministry Of Ports and Shipping.	01 Punjab -1	43	3	3	Male-1
140.	165/2014	General Knowledge Instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 Punjab -1	16	-	-	F-1
141.	166/2014	Assistant Executive Engineer (Civil) (BS-17), Civil Engineering Department of Pakistan Railways (Railways Board), Ministry of Railways.	01 Sindh(U)-1	121	5	5	R-1
142.	167/2014	Veterinary Officers (BS-17), Remount Veterinary And Farms Corps, Ministry of Defence	08 Merit-1 Punjab-4 Sindh(U)-1 Balochistan-1 GBFATA-1	629	26	26	R-1 R-4 R-1 R-1 R-1
143.	168/2014	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	02 Balochistan-2	12	5	5	R-2
144.	169/2014	Assistant Director (BS-17), Office of Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01 KPK-1	70	5	5	R-1
145.	170/2014	Deputy Assistant Directors (BS-16), Office of Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	03 Punjab-2 Balochistan-1	96	6	6	U/P
146.	171/2014	Director (BS-19), Office of Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01 Punjab -1	12	-	-	F-1
147.	173/2014	Assistant Director (BS-17), Federal Government Organization.	01 Sindh(U)-1	1019	6	6	U/P
148.	175/2014	Trained Graduate Teacher (Male) (English Literature) (BS-16), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	01 Sindh(R)-1	110	5	5	R-1

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
149.	176/2014	Education Officer (Physics) (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 Balochistan-1	23	5	5	R-1
150.	177/2014	Nautical Instructor (BS-17) Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 KPK-1	3	-	-	F-1
151.	178/2014	Vice Principals/Headmistress (Female) (BS-18), Federal Education Institutions, Federal Directorate of Education, Capital Administration and Development Division.	36 Merit-3 Punjab-18 Sindh(R)-4 Sindh(U)-3 KPK-4 Balochistan-3 GB-1	2322	-	-	U/P
152.	179/2014	Director (BS-19), Zoological Survey Of Pakistan , Climate Change Division, Islamabad	01 Sindh(R)-1	27	-	-	U/P
153.	181/2014	Scientific Officer (BS-17), Pakistan Mint, Lahore, Finance Division.	01 Sindh(R)-1	180	5	5	R-1
154.	182/2014	Labor Officer (BS-16), Pakistan Mint, Lahore, Finance Division.	01 Sindh(R)-1	150	5	5	R-1
155.	183/2014	Assistant Professors (Female), (BS-18), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration & Development Division	04 Punjab -1 Sindh(R)-1 Sindh(U)-1 KPK-1	90	7	-	U/P
156.	184/2014	Assistant Professors (Male) (BS-18), Islamabad Model Colleges for boys, Federal Directorate of Education, Capital Administration & Development Division	05 Merit-1 Punjab-2 Sindh(R)-1 Balochistan-1	185	-	-	U/P
157.	185/2014	Patrol Officers (BS-14), National Highways & Motorway Police, Ministry of Communications.	183 Merit-13 Punjab -89 Sindh(R)-21 Sindh(U)-13 KPK-22 Balochistan-13 GB-8 AJK-4	40477	574	-	R-13 R-89 R-21 R-13 R-22 R-13 R-8 R-4
158.	186/2014	Patrol Officers (For Departmental Employees of NH & MP), (BS-14), National Highways & Motorway Police, Ministry of Communications.	138	542	414	382	R-137 P-1
159.	187/2014	Associate Professor/ Vice Principal (Computer Science) (Male) (BS-19), Islamabad Model Colleges, Capital Administration & Development Division	01 Sindh(R)-1	13	-	-	F-1

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
160.	188/2014	Assistant Naval Store Officer (BS-16), Naval Headquarters, (Pakistan Navy) Ministry of Defence.	08 Punjab -5 Sindh(R)-2 KPK-1	493	21	-	U/P
161.	189/2014	Assistant Manager (Works) (Bs-16), Naval Headquarters, (Pakistan Navy) Ministry Of Defence.	01 Punjab -1	60	1	1	R-1
162.	190/2014	Assistant Professor (Computer Science) (BS-18), Naval Headquarters, (Pakistan Navy) Ministry of Defence	01 Sindh(R)-1	35	-	-	F-1
163.	191/2014	Computer Operator (BS-17), Central Directorate of National Savings, Finance Division, Islamabad.	01 Balochistan-1	146	5	5	R-1
164.	192/2014	Assistant Directors, (BS-18), Central Directorate of National Savings, Finance Division, Islamabad.	43 Merit-3 Punjab-22 Sindh(R)-5 Sindh(U)-3 KPK-5 Balochistan-3 GB-1 AJK-1	1121	-	-	U/P
165.	193/2014	National Savings Officers (BS-17), Central Directorate of National Savings, Finance Division, Islamabad.	82 Merit-6 Punjab-41 Sindh(R)-10 Sindh(U)-6 KPK-10 Balochistan-5 GB-3 AJK-1	13921	255	258	R-6 R-41 R-10 R-6 R-10 R-5 R-3 R-1
166.	194/2014	Research Officer (BS-18), Ministry Of Law, Justice And Human Rights	01 Punjab -1	38	-	-	U/P
167.	195/2014	Charge/ Staff Nurses (Female) (Civilian), (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	09 KPK-1 Balochistan-8	20	1	1	R-1 F-8
168.	196/2014	Assistant Directors (BS-17), Anti-Narcotics Force (Narcotics Control Division), Ministry of Interior & Narcotics Control.	03 Punjab -2 Balochistan-1	2026	9	9	R-2 R-1
169.	197/2014	Inspectors (BS-16), Anti-Narcotics Force (Narcotics Control Division), Ministry of Interior & Narcotics Control.	03 Punjab -2 KPK-1	542	6	-	U/P
170.	198/2014	Inspectors (Legal) (BS-16), Anti-Narcotics Force (Narcotics Control Division), Ministry Of Interior & Narcotics Control.	06 Punjab -2 Sindh(R)-2 Balochistan-1 AJK-1	849	18	18	R-2 R-2 R-1 R-1



Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
171.	199/2014	Subject Specialists (Female) (BS-17), Directorate of Federal Government Educational Institutions, (Cantt./ Garrisons), F.G. Girls Higher Secondary School, COD Kala Jhelum, Ministry of Defence	04 Punjab -1 Sindh(R)-1 KPK-1 GB-1	570	15	15	R-1 R-1 R-1 F-1
172.	200/2014	Staff Officer-III (Stat) (BS-17), GHQ, Ministry of Defence.	01 Sindh(U)-1	46	3	-	U/P
173.	201/2014	Assistant Communication Security Officer, (BS-16), Department of Communication Security, Cabinet Division	01 Punjab -1	447	5	5	R-1
174.	202/2014	Communication Security Officer (BS-17), Department of Communication Security, Cabinet Division.	01 Punjab -1	196	5	5	R-1
175.	203/2014	Assistant Executive Engineers (Mechanical) (BS-17), MES, Ministry of Defence	02 KPK-1 GB-1	52	1	1	F-1 R-1
176.	204/2014	Assistant Professor, Mathematics (Female), (BS-18), F.G. Colleges, Directorate Of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	01 Sindh(R)-1	4	-	-	U/P
177.	206/2014	Engineer and Ship Surveyor (BS-18), Office of The Directorate General Ports & Shipping, Karachi, Ministry of Ports and Shipping	01 Punjab -1	5	-	-	F-1
178.	207/2014	Microfilming Officer (BS-17), National Documentation Wing, Cabinet Division	01 Punjab-1	16	1	1	F-1
179.	209/2014	Deputy Director (Bs-18), Directorate of Dock Workers Safety, Ministry of Ports and Shipping.	01 Punjab -1	6	-	-	F-1
180.	210/2014	Assistant Directors, (BS-17), Directorate of Dock Workers Safety, Ministry of Ports and Shipping.	02 Punjab -2	43	1	1	U/P
181.	211/2014	Nautical Instructors, (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	05 Punjab -2 KPK-1 Balochistan-1 GB-1	3	-	-	F-2 F-1 F-1 F-1
182.	212/2014	Assistant Professors (Female) (Commerce), (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	01 Sindh(U)-1	4	-	-	U/P
183.	213/2014	Trained Graduate Teacher Botany/Zoology (Male), (BS-16), Directorate of Federal Government Educational Institutions,(Cantt./ Garrisons), Ministry of Defence.	01 Sindh(R)-1	118	5	5	R-1

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
184.	214/2014	Headmistresses (BS-18), F.G. Urdu Medium Female Schools, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry Of Defence.	02 Sindh(R)-1 AJK-1	115	-	-	U/P
185.	215/2014	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform.	01 Sindh(U)-1	80	-	-	F-1
186.	216/2014	Senior Teacher (Male) (Chemistry) (BS-17), Federal Directorate of Education, Capital Administration and Development Division.	01 Punjab -1	4	2	2	R-1
187.	217/2014	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	01 Punjab-1	46	5	-	U/P
188.	218/2014	Mechanical Engineer (BS-18), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 Punjab -1	0	0	-	F-1
189.	219/2014	Research Superintendents, (BS-16), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division, Islamabad.	02 Sindh(R)-1 KPK-1	152	-	-	U/P
190.	220/2014	Inspector (BS-16), Anti-Narcotics Force, Narcotics Control Division, Ministry of Interior & Narcotics Control	01 Balochistan-1	11	-	-	U/P
191.	221/2014	Assistant Intensivist (ICU) (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	01 Punjab-1	7	-	-	U/P
192.	224/2014	Medical Officers, (BS-17), Federal Government Polyclinic, Capital Administration and Development Division.	20 Merit-1 Punjab-10 Sindh(R)-2 Sindh(U)-2 KPK-2 Balochistan-2 GB-1	1465	62	62	R-1 R-10 R-2 R-2 R-2 R-1
193.	225/2014	Statistical Officers, (BS-17), Military Hospitals, Ministry of Defence	02 Sindh(U)-1 Balochistan-1	92	3	-	U/P
194.	226/2014	Assistant Librarian (BS-16), Federal Government Polyclinic, Capital Administration and Development Division.	01 Punjab -1	143	5	5	R-1
195.	228/2014	Assistant Mechanical Engineer, (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board) Ministry of Railways.	01 Punjab -1	8	0	-	F-1

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
196.	229/2014	Acupuncture Specialist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	01 Punjab -1	0	-	-	F-1
197.	230/2014	2 <sup>nd</sup> Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	01 Sindh(R)-1	35	1	-	U/P
198.	231/2014	Associate Professor, Islamic Studies (Female) (BS-19), F.G. Colleges, Directorate Of Federal Government Educational Institutions (FGEI) (Cantt./ Garrisons), Ministry of Defence.	01 KPK-1	2	-	-	F-1
199.	232/2014	Neonatologist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	01 Punjab -1	3	-	-	F-1
200.	233/2014	Associate Dental Surgeons, (BS-18), Federal Government Polyclinic, Capital Administration and Development Division	02 Punjab -1 Sindh(R)-1	7	-	-	U/P
201.	234/2014	Pathologist-Cum-Bacteriologist, (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab -1	2	-	-	F-1
202.	236/2014	Pharmacist (BS-17), Federal Government Polyclinic, Capital Administration and Development Division.	01 Sindh(R)-1	135	5	5	R-1
203.	238/2014	Port Health Officer (BS-18), Permanent, Port Health Department, Karachi, (Directorate of Central Health Establishments), Ministry of National Regulation and Services.	01 Punjab -1	6	-	-	F-1
204.	239/2014	Charge/ Staff Nurses (Female), (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	300 Merit-22 Punjab-150 Sindh(R)-34 Sindh(U)-23 KPK-35 Balochistan-18 GB-12 AJK-6	1371	-	-	U/P
205.	240/2014	Doctors (BS-18), National Highways and Motorways Police, Ministry of Communications.	10 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	36	-	-	U/P

Sr. No.	Case No.	Title of Post With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Application Received	Candidates		Remarks
					Pre-Selected	Inter-viewed	
206.	241/2014	Seventeen Computer Operators, (BS-16), National Highways and Motorways Police, Ministry of Communications.	17 Merit-2 Punjab -9 Sindh(R)-1 Sindh(U)-2 KPK-1 Balochistan-1 GB-1	1529	52	-	U/P
207.	242/2014	Assistant Private Secretary (BS-16), Department of Communication Security, Cabinet Division.	01 S(R)-1	173	3	3	R-1
208.	243/2014	Director General (BS-20), Institute of Optronics, Ministry of Defence Production.	01 Punjab -1	13	-	-	F-1
209.	244/2014	Admin & Accounts Officer (BS-17), National Archives of Pakistan, Cabinet Division.	01 Punjab -1	436	5	-	U/P
210.	245/2014	Trained Graduate Teacher, Mathematics (Male), (BS-16), Directorate of Federal Government Educational Institutions. (Cantt./ Garrisons), Ministry of Defence.	01 Punjab -1	14	2	2	F-1

P\* = Pending due to Litigation  
 W = Requisition Withdrawn  
 R = Recommended  
 F = Failure  
 U/P = Under Process  
 R/R = Requisition Returned

## Appendix-12

### Recruitment Cases (BS-16 & above) where the Commission Conducted Professional/Screening (MCQ) Tests during 2015

S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
1.	11/2014	F.4-167/2014-R	Veterinary Officer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	08	629	399
2.	11/2014	F.4-210/2014-R	Assistant Director (BS-17), Directorate of Dock Workers Safety Headquarters, Karachi, Ministry of Ports and Shipping.	02	43	17
3.	11/2014	F.4-213/2014-R	Trained Graduate Teacher Botany/ Zoology (Male) (BS-16), Directorate of Federal Government Educational Institutions, (Cantt./ Garrisons), Ministry of Defence.	01	118	71
4.	11/2014	F.4-214/2014-R	Headmistress (BS-18), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	02	114	85
5.	11/2014	F.4-217/2014-R	Civilian Medical Practitioner (BS-17), Ordnance Corps, Ministry of Defence.	01	45	22
6.	11/2014	F.4-219/2014-R	Research Superintendent (BS-16), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division, Islamabad.	02	151	87
7.	11/2014	F.4-220/2014-R	Inspector (BS-16), Anti-Narcotics Force, Narcotics Control Division, Ministry of Interior & Narcotics Control.	01	11	07
8.	11/2014	F.4-225/2014-R	Statistical Officer (BS-17), Military Hospitals, Ministry of Defence.	02	92	52
9.	11/2014	F.4-226/2014-R	Assistant Librarian (BS-16), Federal Government Polyclinic, Capital Administration and Development Division.	01	143	82
10.	11/2014	F.4-230/2014-R	2 <sup>nd</sup> Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18) Pakistan Navy, Ministry of Defence.	01	35	18
11.	11/2014	F.4-236/2014-R	Pharmacist (BS-17), Federal Government Polyclinic, Capital Administration and Development Division.	01	134	80
12.	11/2014	F.4-239/2014-R	Charge/ Staff Nurse (Female) (BS-16), Military Hospitals, Defence Division, Ministry of Defence.	300	1371	847

S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
13.	11/2014	F.4-240/2014-R	Doctor (BS-18), National Highways and Motorways Police, Ministry of Communications.	10	36	13
14.	11/2014	F.4-241/2014-R	Computer Operator (BS-16), National Highways and Motorways Police, Ministry of Communications.	17	1530	858
15.	11/2014	F.4-244/2014-R	Admin & Accounts Officer (BS-17), National Archives of Pakistan, Cabinet Division.	01	436	210
16.	01/2015	F.4-2/2015-R	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	01	15	12
17.	01/2015	F.4-3/2015-R	Lecturer (BS-17), Federal College of Education, Capital Administration and Development Division. (A) Education (B) Botany	02	315 150	175 86
18.	01/2015	F.4-4/2015-R	Associate Surgeon/ Physician (BS-18) Federal Government Polyclinic, Capital Administration and Development Division. (A) Associate Surgeon (Neuro surgery) (B) Associate Surgeon (Ophthalmology) (C) Associate Surgeon (Urology) (D) Associate Physician (Psychiatry) (E) Pathologist (F) Radiologist (G) Anaesthetist	10	04 07 02 03 02 06 02	04 06 01 03 00 04 00
19.	01/2015	F.4-5/2015-R	Headmistress (BS-18), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	01	82	52
20.	01/2015	F.4-7/2015-R	Assistant Communication Security Officer (BS-16), Department of Communication Security, Cabinet Division.	01	477	245
21.	01/2015	F.4-8/2015-R	Communications Security Officer (BS-17), Department of Communication Security, Cabinet Division.	02	1025	529
22.	01/2015	F.4-9/2015-R	Assistant Executive Engineer (E/M) (BS-17), Pak. PWD, Ministry of Housing and Works.	08	1802	1112
23.	01/2015	F.4-10/2015-R	Physician/ Surgeon (BS-19), Federal Government Polyclinic, CADD (A) Physician (Psychiatry) (B) Surgeon (Ophthalmology)	03	10 04	01 03

S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
24.	01/2015	F.4-19/2015-R	Inspector Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue.	198	68285	37514
25.	02/2015	F.4-14/2015-R	Orientation & Briefing Officer (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development.	05	299	138
26.	02/2015	F.4-15/2015-R	Software Engineer (BS-17), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development.	01	348	180
27.	02/2015	F.4-16/2015-R	Accountants (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development.	02	453	176
28.	02/2015	F.4-17/2015-R	Web Developer (BS-17), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development.	01	247	110
29.	02/2015	F.4-35/2015-R	Dy. Chief (Industry & Power) (BS-19), National Energy Conservation Center (ENERCON), Ministry of Water and Power.	01	11	05
30.	02/2015	F.4-36/2015-R	Dy. Chief (Training & Outreach) (BS-19), National Energy Conservation Center (Enercon), Ministry of Water and Power.	01	10	03
31.	02/2015	F.4-37/2015-R	Admin Officer (BS-17), National Energy Conservation Center (ENERCON), Ministry of Water and Power.	01	530	243
32.	03/2015	F.4-12/2015-R	Charge/ Staff Nurse (Female) (BS-16), Military Hospitals, Defence Division, Ministry of Defence.	46	671	379
33.	03/2015	F.4-13/2015-R	Assistant Executive Engineer (Civil) (BS-17), Pak PWD, Ministry of Housing & Works.	04	465	217
34.	03/2015	F.4-23/2015-R	Assistant Database Administrator (BS-16), Federal Public Service Commission.	01	205	102
35.	03/2015	F.4-25/2015-R	Store Officer (BS-16), Institute of Optronics, Ministry of Defence Production.	01	236	112
36.	03/2015	F.4-26/2015-R	Assistant Director (BS-17), Federal Government Organization.	30	28080	18197

S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
37.	03/2015	F.4-29/2015-R	Deputy Registrar (BS-17), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	03	238	109
38.	03/2015	F.4-41/2015-R	Deputy Director (BS-18), Management Services Wing, Establishment Division.	03	827	467
39.	03/2015	F.4-44/2015-R	Foreman (BS-16), ARDE, Ministry of Defence Production.	01	16	07
40.	03/2015	F.4-45/2015-R	Psychologist (BS-18), Federal Public Service Commission.	01	40	27
41.	03/2015	F.4-46/2015-R	Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	01	22	11
42.	04/2015	F.4-21/2015-R	Dy. Assistant Chemical Examiner (BS-16), Customs Department, Federal Board of Revenue.	01	16	07
43.	04/2015	F.4-24/2015-R	Librarian (BS-17), Military Engineer Services (Defence Division), Ministry of Defence.	01	120	79
44.	04/2015	F.4-28/2015-R	Seed Certification Assistant/ Seed Testing Assistant (BS-17), Federal Seed Certification & Registration Department, Ministry of National Food Security & Research.	03	390	260
45.	04/2015	F.4-42/2015-R	Education Officer (English) (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01	118	76
46.	04/2015	F.4-49/2015-R	Dy. Director (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01	14	06
47.	04/2015	F.4-50/2015-R	Dy. Director (BS-18), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01	14	09
48.	04/2015	F.4-52/2015-R	Dy. Assistant Director (BS-16), Board of Investment, Prime Minister's Secretariat (Public).	01	271	146
49.	04/2015	F.4-53/2015-R	Trained Graduate Teacher, Physics (Female) (BS-16), Directorate of Federal Government Educational Institutions (Urdu Medium Schools), Cantt./ Garrisons), Ministry of Defence.	01	13	04
50.	04/2015	F.4-54/2015-R	Senior Scientific Assistant (BS-16), Naval Headquarters, Ministry of Defence.	04	163	107
51.	04/2015	F.4-58/2015-R	Graphic Officer (Civilian) (BS-16), GHQ, Ministry of Defence.	01	10	04
52.	02/2014	F4-52/2014-R	Civil Supply Officer (BS-16), Food Department, Civil Secretariat, Gilgit Baltistan	02	1746	640



S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
53.	03/2014	F4-77/2014-R	Assistant Director (Colleges) (BS-17), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs & Gilgit Baltistan	01	327	148
54.	03/2014	F4-89/2014-R	SAS Accountants (BS-16), Public Works Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	03	687	278
55.	05/2015	F.4-55/2015-R	Chemist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	05	408	154
56.	05/2015	F.4-64/2015-R	Assistant Director (BS-17), Hajj Computer Cell of Hajj Wing, Ministry of Religious Affairs and Interfaith Harmony.	02	556	277
57.	05/2015	F.4-71/2015-R	Assistant Director (BS-17), Ministry of Religious Affairs and Interfaith Harmony.	01	437	240
58.	05/2015	F.4-72/2015-R	Junior Establishment and Finance Officer (BS-16), OS Directorate, GHQ, Ministry of Defence.	01	342	156
59.	06/2015	F.4-77/2015-R	Assistant Director (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	20	1493	763
60.	06/2015	F.4-80/2015-R	Inspector (Customs/ Intelligence Officers (BS-16), Federal Board of Revenue, Revenue Division.	200	69281	45900
61.	06/2015	F.4-81/2015-R	Preventive Officer (BS-16), Federal Board of Revenue, Revenue Division.	180	40435	29026
62.	06/2015	F.4-87/2015-R	Demonstrator (Male) (BS-16), Directorate of Federal Government Educational Institution (Cantt./ Garrisons), Ministry of Defence.	04	316	194
63.	06/2015	F.4-88/2015-R	Librarian (Male) (BS-16), Directorate of Federal Government Educational Institution (Cantt./ Garrisons), Ministry of Defence.	04	265	163
64.	07/2015	F.4-82/2015-R	Appraising/ Valuation Officer (BS-16), Revenue Division, Federal Board of Revenue.	227	58279	40887
65.	07/2015	F.4-95/2015-R	Drilling Engineer (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	09	911	545
66.	07/2015	F.4-99/2015-R	Junior Civilian Security Officer (BS-16), OS Directorate, GHQ, Ministry of Defence.	11	511	301
67.	03/2014	F.4-78/2014-R	Director Physical Education (Female) (BS-16), , Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	01	21	08

S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
68.	03/2014	F.4-88/2014-R	Assistant Town Planner (BS-16) , Ministry of Kashmir Affairs and Gilgit Baltistan.	01	236	63
69.	05/2015	F.4-60/2015-R	Assistant Director (Geology), (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01	106	61
70.	05/2015	F.4-61/2015-R	Mining Geologist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01	50	23
71.	05/2015	F.4-62/2015-R	Chemist (BS-17), Department of Plant Protection, Ministry of National Food Security & Research.	01	208	107
72.	05/2015	F.4-63/2015-R	Assistant Armament Supply Officers (BS-16), Naval Headquarters, Ministry of Defence.	05	164	103
73.	05/2015	F.4-65/2015-R	Data Control Officer (BS-16), Ministry of Religious Affairs.	01	83	39
74.	05/2015	F.4-73/2015-R	Junior Scientific Officers (JSO), (BS-16), Ordnance Corps, Ministry of Defence.	04	180	104
75.	06/2015	F.4-74/2015-R	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board) Ministry of Railways.	01	145	90
76.	06/2015	F.4-76/2015-R	Assistant Director (Stores) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01	137	48
77.	06/2015	F.4-78/2015-R	Statistical Officer (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01	223	88
78.	06/2015	F.4-83/2015-R	Photogrammetrist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01	96	35
79.	06/2015	F.4-84/2015-R	Chemist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	02	209	92
80.	06/2015	F.4-85/2015-R	Charge/ Staff Nurse (Female) (Civilian) (BS-16), Military Hospitals, (Defence Division) Ministry of Defence.	03	28	18
81.	06/2015	F.4-86/2015-R	Demonstrator , (Female) (BS-16), Directorate of Federal Government Educational Institution (Cantt./ Garrisons), Ministry of Defence.	02	153	88
82.	06/2015	F.4-92/2015-R	Charge/ Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad Capital Administration and Development Division.	01	24	13

S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
83.	08/2015	F.4-116/2015-R	Cameraman (Male) (BS-16), GHQ, Ministry of Defence (Defence Division)	01	32	14
84.	09/2015	F.4-114/2015-R	Librarian (Male) (BS-17), Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	05	250	168
85.	09/2015	F.4-119/2015-R	Medical Officer (BS-17), Airports Security Force, Cabinet Secretariat, (Aviation Division).	03	110	68
86.	09/2015	F.4-120/2015-R	Junior Scientific Officer (BS-16), EME Corps, Ministry of Defence.	01	50	26
87.	08/2015	F.4-69/2015-R	Assistant Director/ Research Officer (BS-17), Akhtar Hameed Khan National Centre for Rural Development, Cabinet Secretariat, Establishment Division.	05	4081	2253
88.	08/2015	F.4-98/2015-R	Assistant Security Officer/ Dy. Assistant Director (BS-16), Airports Security force, Cabinet Secretariat (Aviation Division)	01	459	294
89.	08/2015	F.4-100/2015-R	Ordnance Management Officer (Grade-III) (BS-17), OS Directorate, GHQ, Ministry of Defence.	05	1477	757
90.	08/2015	F.4-102/2015-R	Charge/ Staff Nurse (Female) (Civilian), (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	20	278	117
91.	08/2015	F.4-112/2015-R	Assistant Chief Administrative Officer (BS-17), GHQ, Ministry of Defence (Defence Division)	05	1324	547
92.	08/2015	F.4-117/2015-R	Programmer Analysts, (BS-17), Ministry of Defence (Defence Division)	03	648	310
93.	08/2015	F.4-118/2015-R	Social Welfare Officer (BS-17), National Commission for Child Welfare and Development, Ministry of Law, Justice and Human Rights.	02	424	205
94.	08/2015	F.4-123/2015-R	Inspector (Investigation), (BS-16), Federal Investigation Agency, Ministry of Interior.	61	52589	29757
95.	09/2015	F.4-97/2015-R	Inspector (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division).	28	25571	15687
96.	09/2015	F.4-111/2015-R	Assistant Director (Investigation) (BS-17), Federal Investigation Agency, Ministry of Interior.	17	31698	20580
97.	09/2015	F.4-122/2015-R	Dy. Assistant Director (BS-16), Audit Bureau of Circulation, Ministry of Information, Broadcasting & National Heritage.	03	376	147
98.	09/2015	F.4-128/2015-R	Accounts Officer, (BS-17), Pakistan Mint, Lahore, Finance Division.	01	910	362

S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
99.	09/2015	F.4-140/2015-R	Inspector (BS-16), Pakistan Railways Police, Ministry of Railways.	12	12588	7949
100.	09/2015	F.4-155/2015-R	Accounts Officer, (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division.)	01	727	280
101.	10/2015	F.4-145/2015-R	Assistant Security Officer/ Dy. Assistant Director, (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division).	03	1568	1022
102.	10/2015	F.4-147/2015-R	Assistant Electronic Engineer (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	02	96	61
<b>Total</b>	=			<b>1570</b>	<b>424219</b>	<b>265032</b>

## Appendix-13

### Recruitment Cases (BS-16 & above) Where the Commission Conducted Written (Descriptive) Tests during 2015

S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
1.	08/2014	F.4-187/2014-R	Associate Professor/ Vice Principal (Computer Science) (Male) (BS-19), Islamabad Model Colleges, Capital Administration & Development Division.	01	08	03
2.	09/2014	F.4-171/2014-R	Director (BS-19), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01	04	03
3.	09/2014	F.4-183/2014-R	Assistant Professor (Female) (BS-18), Federal Directorate of Education, Islamabad, Capital Administration & Development Division. (A) Mass Communication (B) History (C) Zoology (D) Applied Psychology	04	09 10 27 10	07 07 22 09
4.	09/2014	F.4-184/2014-R	Assistant Professor (Male), (BS-18), Islamabad Model Colleges for Boys, Federal Directorate of Education, Islamabad, Capital Administration & Development Division. (A) English (B) Economics (C) Chemistry (D) Political Science	05	36 20 45 13	26 16 33 09
5.	09/2014	F.4-192/2014-R	Assistant Director (BS-18), Central Directorate of National Savings, Finance Division, Islamabad.	43	526	372
6.	09/2014	F.4-194/2014-R	Research Officer (BS-18), Ministry of Law, Justice and Human Rights.	01	19	10
7.	10/2014	F.4-190/2014-R	Assistant Professor , (Computer Science) (BS-18), Naval Headquarters, (Pakistan Navy) Ministry of Defence	01	17	11
8.	11/2014	F.4-211/2014-R	Nautical Instructor (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	05	03	00
9.	11/2014	F.4-231/2014-R	Associate Professor, Islamic, Studies (Female) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	01	02	02

S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
10.	11/2014	F.4-232/2014-R	Neonatologist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	01	03	01
11.	11/2014	F.4-233/2014-R	Associate Dental Surgeons (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	02	07	04
12.	11/2014	F.4-234/2014-R	Pathologist-cum-Bacteriologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01	02	01
13.	11/2014	F.4-243/2014-R	Director General (BS-20), Institute of Optronics, Ministry of Defence Production.	01	13	07
14.	01/2015	F.4-1/2015-R	Eye Specialist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01	08	02
15.	01/2015	F.4-6/2015-R	Principal (BS-18), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	01	07	06
16.	11/2014	F.4-214/2014-R	Headmistress (BS-18), F.G. Urdu Medium Female Schools, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	02	85	69
17.	11/2014	F.4-230/2014-R	2 <sup>nd</sup> Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	01	16	15
18.	11/2014	F.4-240/2014-R	Doctor (BS-18), National Highways and Motorways Police, Ministry of Communications.	10	13	13
19.	01/2015	F.4-4/2015-R	Associate Surgeon/ Physician (BS-18), Federal Government Polyclinic, Capital Administration and Development Division. (A) Associate Surgeon (Neuro surgery) (B) Associate Surgeon (Ophthalmology) (C) Associate Surgeon (Urology) (D) Associate Physician (Psychiatry) (E) Pathologist (F) Radiologist (G) Anaesthetist	10	04 06 01 03 00 04 00	04 04 00 03 00 04 00
20.	01/2015	F.4-5/2015-R	Headmistress (BS-18), F.G. Urdu Medium Female Schools, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	01	52	42

S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
21.	01/2015	F.4-10/2015-R	Physician/ Surgeon (BS-19), Federal Government Polyclinic, Capital Administration and Development Division. (A) Physician (Psychiatry) (B) Surgeon (Ophthalmology)	03	01 03	01 02
22.	02/2015	F.4-31/2015-R	Chief (Agriculture & Admin) (BS-20) , National Energy Conservation Center (Enercon), Ministry of Water and Power.	01	09	05
23.	02/2015	F.4-32/2015-R	Chief (Data Base) (BS-20), National Energy Conservation Center (ENERCON), Ministry of Water and Power.	01	12	07
24.	02/2015	F.4-33/2015-R	Chief (Programme Evaluation) (BS-20) , National Energy Conservation Center (ENERCON), Ministry of Water and Power.	01	08	07
25.	02/2015	F.4-34/2015-R	Chief (Industry and Power) (BS-20), National Energy Conservation Center (ENERCON), Ministry of Water and Power.	01	09	07
26.	03/2015	F.4-11/2015-R	Assistant Professor, Political Science (Male) (BS-18), F.G. Colleges, Directorate of Federal Government Educational (Cantt./ Garrisons), Ministry of Defence.	01	03	01
27.	04/2015	F.4-38/2015-R	Accupuncture Specialist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	01	01	01
28.	02/2015	F.4-35/2015-R	Dy. Chief (Industry & Power) (BS-19), National Energy Conservation Center (ENERCON), Ministry of Water and Power.	01	05	05
29.	02/2015	F.4-36/2015-R	Dy. Chief (Training & Outreach) (BS-19), National Energy Conservation Center (ENERCON), Ministry of Water and Power.	01	03	03
30.	03/2015	F.4-41/2015-R	Deputy Director (BS-18), Management Services Wing, Establishment Division.	03	468	304
31.	03/2015	F.4-45/2015-R	Psychologist (BS-18), Federal Public Service Commission.	01	27	21
32.	04/2015	F.4-49/2015-R	Dy. Director (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01	06	04
33.	04/2015	F.4-50/2015-R	Dy. Director (BS-18), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01	09	08

S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
34.	07/2015	F. 4-91/2015-R	Senior Mining Geologist (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01	04	00
35.	08/2014	F.4-173/2014-R	Assistant Director (BS-17), Federal Government Organization.	01	08	07
36.	05/2015	F.4-56/2015-R	Deputy Chief (Building) (BS-19), National Energy Conservation Centre (ENERCON), Ministry of Water and Power.	01	13	04
37.	05/2015	F.4-57/2015-R	Deputy Chief (Transport), (BS-19), National Energy Conservation Centre (ENERCON), Ministry of Water and Power.	01	01	00
38.	05/2015	F.4-66/2015-R	Draftsman (BS-19), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	01	04	02
39.	05/2015	F.4-68/2015-R	Assistant Professor Commerce, Male (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	01	06	00
40.	05/2015	F.4-70/2015-R	2 <sup>nd</sup> Engineers (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	03	44	15
41.	06/2015	F.4-75/2015-R	Assistant Professor Statistics (Male) (BS-18), Federal Government Educational Institutions (FG05EI) (Cantt./ Garrisons), Ministry of Defence.	01	05	00
42.	06/2015	F.4-79/2015-R	Director (BS-19), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	02	13	05
43.	06/2015	F.4-89/2015-R	Legislative Translation Officer (BS-18), Ministry of Law, Justice and Human Rights.	01	21	09
44.	08/2015	F.4-107/2015-R	Assistant Fisheries Development Commissioner (BS-18), Ministry of Ports and Shipping.	01	17	10
45.	08/2015	F.4-109/2015-R	Director (BS-19), Directorate of Dock Workers Safety Headquarters, Ministry of Ports and Shipping.	01	02	01
46.	09/2015	F.4-113/2015-R	Assistant Professor (Fine Arts) (Female) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	01	03	01



S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
47.	09/2015	F.4-126/2015-R	Associate Professor (Male) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence. A) Economics B) History	02	02 04	00 01
48.	09/2015	F.4-151/2015-R	Assistant Draftsman (BS-18), Law and Justice Division, Ministry of Law, Justice & Human Rights.	01	32	15
49.	03/2015	F.4-26/2015-R	Assistant Director (BS-17), Federal Government Organization.	30	250	216
50.	08/2015	F.4-115/2015-R	Dy. Chief Administrative Officer (BS-18), GHQ, Ministry of Defence (Defence Division)	08	570	219
51.	10/2015	F.4-133/2015-R	Sergeant-At-Arms (BS-19), National Assembly Secretariat, Islamabad.	01	15	11
52.	10/2015	F.4-136/2015-R	Dy. Director (LAN) (BS-18), National Assembly Secretariat, Islamabad.	01	146	75
53.	10/2015	F.4-142/2015-R	Dy. Director (BS-18), Directorate of Dock Workers Safety, (Regional Office) Gwadar, Ministry of Ports and Shipping.	01	08	02
54.	10/2015	F.4-143/2015-R	Dy. Captain Superintendent (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01	01	01
<b>Total</b>	=			<b>171</b>	<b>2706</b>	<b>1675</b>

## Appendix-14

### Recruitment Cases (BS-16 & above) Where the Commission Conducted Shorthand/ Typing Tests during 2015

S. No.	Advt. No.	Case No.	Name of post with Ministry/ Division/ Department	No. of Posts.	Candidates applied	Candidates appeared
1.	11/2014	F.4-215/2014-R	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform.	01	80	18
2.	11/2014	F.4-242/2014-R	Assistant Private Secretary (BS-16), Department of Communication Security, Cabinet Division.	01	173	41
3.	02/2015	F.4-27/2015-R	Assistant Private Secretaries (BS-16), Director General's Office, Pak. PWD, Ministry of Housing & Works.	10	1068	190
4.	02/2015	F.4-30/2015-R	Assistant Private Secretary (BS-16), Ministry of Overseas Pakistanis & Human Resource Development.	02	233	45
5.	02/2015	F.4-40/2015-R	Assistant Private Secretary (BS-16), Pakistan MINT, Lahore, Finance Division.	01	109	20
6.	03/2015	F.4-20/2015-R	Assistant Private Secretary (BS-16), Federal Public Service Commission.	04	750	107
7.	03/2015	F.4-43/2015-R	Assistant Private Secretary (BS-16), Ministry of Law, Justice and Human Rights.	74	4741	1039
8.	04/2015	F.4-48/2015-R	Assistant Private Secretary (BS-16), Planning and Development Division.	06	294	81
9.	04/2015	F.4-51/2015-R	Assistant Private Secretary (BS-16), Ministry of Textile Industry.	01	36	10
10.	07/2015	F.4-94/2015-R	Assistant Private Secretary (BS-16), Military Finance Wing, Finance Division.	02	381	80
11.	08/2015	F.4-101/2015-R	Assistant Private Secretary (BS-16), Finance Division.	05	467	87
12.	08/2015	F.4-103/2015-R	Assistant Private Secretary (BS-16), Ministry of Petroleum and Natural Resources.	04	306	68
13.	08/2015	F.4-104/2015-R	Assistant Private Secretary (BS-16), Naval Headquarters, Ministry of Defence.	29	2428	353
14.	08/2015	F.4-105/2015-R	Assistant Private Secretary (BS-16), Management Services Wing, Establishment Division.	02	253	51
15.	08/2015	F.4-106/2015-R	Assistant Private Secretary (BS-16), Ministry of Ports and Shipping.	01	237	40
16.	09/2015	F.4-124/2015-R	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01	173	21
17.	10/2015	F.4-146/2015-R	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform.	01	73	13
<b>Total</b>	=			<b>145</b>	<b>11802</b>	<b>2264</b>

## Appendix-15

### Cases (BS-16 & above) Where Alternate Nominations Were Made Due to Non-Joining of Principal Nominees of the Commission during the Year, 2015

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BPS.	Alternate Nomination made
1	23/2013	Assistant Geophysicists (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 KPK-1
2	34/2013	Assistant Directors (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	06 Punjab-2 Sindh(R)-1 Sindh (U)-1 KPK-1 AJK-1
3	44/2013	Assistant Headmistresses (BS-17), F.G. Urdu Medium Female Schools, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	05 Punjab -2 Sindh (R)-1 KPK-1 GB-1
4	46/2013	Principals (BS-18), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	12 Punjab -6 Sindh (R)-4 KPK-2
5	48/2013	Trained Graduate Teachers (male), (BS-16), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions, (Cantt./ Garrisons), Ministry of Defence.	08 Punjab -4 Sindh (U)-1 KPK-3
6	56/2013	Progress Officers (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab -1
7	59/2013	Seed Analysts (BS-17), Federal Seed Certification and Registration Department, Ministry of National Food Security & Research.	03 Punjab -2 KPK-1
8	65/2013	Assistant Information Officers (BS-16), Press Information Department, Ministry of Information and Broadcasting.	01 Punjab -1
9	72/2013	Statistical Officers (BS-17), Military Hospitals, Ministry of Defence.	04 Punjab -3 KPK-1
10	109/2013	Assistant Executive Engineers (Civil), (BS-17), MES, Ministry of Defence.	01 Punjab -1
11	136/2013	Assistant Professors (Male), (BS-18), Federal Government Educational Institutions (FGEI) (Cantt./Garrisons), Ministry of Defence.	04 Punjab -3 KPK-1
12	147/2013	Civilian Medical Practitioner (CMP), (BS-17), Ordnance Corps, Ministry of Defence.	01 Punjab -1
13	161/2013	Assistant Security Officers/ Deputy Assistant Directors (BS-16) Airports Security Force, Cabinet Secretariat (Aviation Division).	09 Punjab -7 KPK-2
14	162/2013	Inspectors (BS-16) Airport Security Force, Cabinet Secretariat (Aviation Division).	08 Punjab -6 KPK-1 GB-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BPS.	Alternate Nomination made
15	168/2013	Deputy Assistant Chemical Examiners (BS-16), Customs Department, Federal Board of Revenue.	02 Punjab -2
16	180/2013	Research Officer (BS-17), Department of Libraries, Capital Administration and Development Division.	01 Sindh (R)-1
17	181/2013	Assistant Chief Administrative Officers, (BS-17), Ministry of Defence, (Defence Division).	04 Punjab -2 Sindh (R)-1 KPK-1
18	23/2014	Inspectors, (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division)	02 Punjab -1 Sindh (R)-1
19	9/2014	Charge/Staff Nurses (Female) BS-16, Military Hospitals, Ministry of Defence.	01 Punjab-1
20	45/2014	Lady Doctor (CMP) (BS-17), Pakistan Navy, Ministry of Defence	01 Punjab -1
21	24/2014	Assistant executive engineers (B&R/ E&M) (BS-17), MES, Ministry of Defence	04 Punjab -2 Sindh (U)-2
22	62/2014	Assistant Executive Engineer (Electrical) (B&R), (BS-17), MES, Ministry of Defence	01 Punjab-1
23	07/2014	Lecturers (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	11 Punjab -5 Sindh (R)-1 Sindh (U)-3 KPK-1 GB-1
24	45/2014	lady doctor (CMP) (BS-17), Pakistan Navy, Ministry of Defence	01 Punjab -1
25	29/2014	Lecturers (Male), (BS-17), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	08 Punjab -5 Sindh (U)-1 Balochistan-1 GB-1
26	168/2014	Charge/ Staff Nurses (Female) (Civilian), (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	01 BAL-1
27	176/2014	Education Officer (Physics) (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 Balochistan-1
28	161/2014	Data Processing Assistant (BS-16), Federal Public Service Commission	01 Punjab -1
29	159/2014	Security Officer (BS-17), Pakistan Mint, Lahore, Finance Division	01 Punjab -1
30	198/2014	Inspectors (Legal) (BS-16), Anti-Narcotics Force (Narcotics Control Division), Ministry of Interior & Narcotics Control.	01 Punjab -1
31	34/2014	Seven Civilian Medical Practitioners (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	07 Punjab -4 KPK-3
<b>Total</b>			<b>112</b>

## Appendix-16

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

S.No.	Case No.	Name of Post with Ministry/Division/ Department & BS	Date of Recommendation Issued	*Offer of Appointment to be Issued by Min/Div/Dep
1	134/2014	Official Reporters (English), (BS-17), National Assembly Secretariat.	21-10-2015	Awaited
2	120/2013	Pharmacist (BS-17), Military Hospital, Ministry of Defence.	17-03-2015	Awaited
3	133/2010	Instructors (Female) (BS-17), FG Polytechnic Institute for Women, Capital Administration and Development Division	26-08-2013	Awaited

\* Communication from respective Ministry /Division/Department not reported.

## Appendix-17

## Statistics on Interview Programme conducted by the Commission during the year, 2015

Interview. Program. No.	Interview						Personal Hearing						Grand Total
	Islamabad	Lahore	Peshawar	Karachi	Quetta	Total	Islamabad	Lahore	Peshawar	Karachi	Quetta	Total	
01/2015	19	37	--	27	--	83	09	05	--	03	--	17	100
02/2015	48	42	12	36	05	143	05	08	02	05	03	23	166
03/2015	28	16	02	25	--	71	--	--	--	01	--	01	72
04/2015	55	29	06	31	11	132	--	01	--	--	--	01	133
05/2015	73	60	16	41	08	198	11	06	--	02	--	19	217
06/2015	01	02	--	05	09	17	22	42	14	10	02	90	107
07/2015	51	55	15	31	06	158	13	11	01	05	04	34	192
08/2015	66	20	04	18	11	119	--	--	--	--	--	--	119
09/2015	116	150	39	43	35	383	--	--	--	--	--	--	383
10/2015	45	166	31	41	19	303	01	08	02	--	01	12	315
11/2015	89	21	05	31	03	149	12	05	01	03	--	21	170
12/2015	75	60	26	36	17	214	03	01	01	04	02	11	225
13/2015	91	116	17	60	16	300	12	03	--	01	--	16	316
14/2015	41	48	08	10	06	113	10	20	02	04	--	36	149
15/2015	26	--	--	01	--	27	13	--	--	--	--	13	40
16/2015	36	26	05	08	01	76	09	06	01	07	--	23	99
17/2015	99	126	24	31	11	291	13	13	07	08	--	41	332
18/2015	39	21	08	21	03	92	10	08	--	02	--	20	112
<b>Total</b>	<b>998</b>	<b>996</b>	<b>218</b>	<b>496</b>	<b>161</b>	<b>2869*</b>	<b>143</b>	<b>137</b>	<b>31</b>	<b>55</b>	<b>12</b>	<b>378</b>	<b>3247</b>

\* Candidates called for interview throughout the year.

## Appendix-18

### Detail of Cases (Re-advertised) during the year, 2015

S. No.	Adv No.	Case No.	Name of Post With Ministry/ Division/ Department & BS	Posts with Quota
1.	1/2015	1/2015-R	Eye Specialist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways	01 Punjab-1
2.	1/2015	2/2015-R	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence	01 Balochistan-1
3.	1/2015	3/2015-R	Lecturers (BS-17), Federal College of Education, Capital Administration and Development Division.	02 Merit-1 Sindh(R)-1
4.	1/2015	5/2015-R	Headmistress (BS-18), F.G. Urdu Medium Female Schools, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	01 Sindh(U)-1
5.	1/2015	6/2015-R	Principal (BS-18), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	01 Punjab-1
6.	2/2015	22/2015-R	Charge/ Staff Nurse (Female) (Bs-16), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	01 Balochistan-1
7.	3/2015	11/2015-R	Assistant Professor, Political Science (Male), (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	01 Sindh(U)-1
8.	3/2015	12/2015-R	Charge/ Staff Nurses (Female) (BS-16), Military hospitals, Defence Division, Ministry of Defence.	46 Punjab-26 Sindh(R)-4 KPK-9 Balochistan-2 GBFATA-2 AJK-3
9.	3/2015	13/2015-R	Assistant Executive Engineers (Civil), (BS-17), Pak. PWD, Ministry of Housing & works	04 Punjab-3 AJK-1
10.	3/2015	44/2015-R	Foreman (BS-16, ARDE, Ministry of Defence Production	01 Sindh(R)-1
11.	3/2015	46/2015-R	Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence	01 Punjab-1
12.	3/2015	47/2015-R	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board) Ministry of Railways	01 Punjab-1
13.	4/2015	21/2015-R	Deputy Assistant Chemical Examiner, (BS-16), Customs Department, Federal Board of Revenue.	01 Punjab-1
14.	4/2015	38/2015-R	Acupuncture Specialist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division	01 Punjab -1
15.	4/2015	39/2015-R	Nautical Instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 KPK-1

S. No.	Adv No.	Case No.	Name of Post With Ministry/ Division/ Department & BS	Posts with Quota
16.	4/2015	42/2015-R	Education Officer (English), (BS-17), Pakistan Marine Academy Karachi, Ministry of Ports and Shipping	01 Punjab -1
17.	4/2015	48/2015-R	Assistant Private Secretaries (BS-16), Planning and Development Division	06 Punjab-1 Sindh(U)-3 Balochistan-1
18.	4/2015	53/2015-R	Trained Graduate Teacher, Physics (Female), (BS-16), Directorate of Federal Government Educational Institutions, (Urdu Medium Schools) (Cantt./ Garrisons), Ministry of Defence	01 Sindh(R)-1
19.	5/2015	59/2015-R	Assistant Director/ Senior Instructor/ Commandant (BS-17), Civil Defence Training School, Ministry of Interior	01 Balochistan-1
20.	5/2015	60/2015-R	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	01 GBFATA-1
21.	5/2015	65/2015-R	Data Control Officer (BS-16), Ministry of Religious Affairs	01 Sindh(U)-1
22.	5/2015	68/2015-R	Assistant Professor Commerce, Male (BS-18), Islamabad Model Colleges, CAD Division	01 Sindh(U)-1
23.	5/2015	70/2015-R	2 <sup>nd</sup> Engineers (Electronics) (System Engineer Pcbf) (BS-18), Pakistan Navy, Ministry of Defence	01 Punjab-1
24.	6/2015	74/2015-R	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board), Ministry of Railways	01 KPK-1
25.	6/2015	75/2015-R	Assistant Professor Statistics (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantt./Garrisons), Ministry of Defence	01 Sindh(R)-1
26.	6/2015	83/2015-R	Photogrammetrist (Bs-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	01 Punjab-1
27.	6/2015	84/2015-R	Chemists (BS-17), Geological Survey of Pakistan, Ministry of Petroleum And Natural Resources	02 Punjab-2
28.	6/2015	85/2015-R	Charge/ Staff Nurses (Female) (Civilian), (BS-16), Military Hospitals, (Defence Division), Ministry of Defence.	03 KPK-1 GB-2
29.	6/2015	90/2015-R	Inspector (Legal), (BS-16), Anti-Narcotics Force, Ministry of Narcotics Control	01 Punjab-1
30.	6/2015	92/2015-R	Charge/ Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division	01 Balochistan-1
31.	6/2015	93/2015-R	Assistant Executive Engineer (Civil) (BS-17), PAK. PWD, Ministry of Housing & Works	01 Punjab-1
32.	8/2015	98/2015-R	Assistant Security Officer/ Deputy Assistant director (BS-16), Airports Security Force, Cabinet Secretariat Aviation Division	01 Balochistan-1
33.	8/2015	102/2015-R	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	20 Punjab-13 Sindh(R)-3 Sindh(U)-4
34.	8/2015	108/2015-R	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	01 Punjab-1



S. No.	Adv No.	Case No.	Name of Post With Ministry/ Division/ Department & BS	Posts with Quota
35.	8/2015	110/2015-R	Charge/ Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division	01 Balochistan-1
36.	9/2015	97/2015-R	Inspectors (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division)	28 Merit-1 Punjab-15 Sindh(R)-4 Sindh(U)2 KPK-3 Balochistan-1 GBFATA-1 AJK-1
37.	9/2015	113/2015-R	Assistant professor (Fine Arts) (Female) (BS-18), F.G. Colleges, Ministry of Defence	01 Sindh(R)-1
38.	9/2015	120/2015-R	Junior Scientific Officer (BS-16), EME Corps, Ministry of Defence	1 Balochistan-1
39.	9/2015	126/2015-R	Associate Professors (Male) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence.	02 Punjab-1 Balochistan-1
40.	10/2015	130/2015-R	General Knowledge Instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 Punjab-1
41.	10/2015	142/2015-R	Deputy Director (BS-18), Ministry of Ports and Shipping.	01 Punjab -1
42.	10/2015	143/2015-R	Deputy Captain Superintendent (bs-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 Punjab -1
43.	10/2015	145/2015-R	Assistant Security Officers/ Deputy Assistant Directors (BS-16.), Airports Security Force, Cabinet Secretariat (Aviation Division).	03 Punjab -1 KPK-2
44.	10/2015	146/2015-R	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform	01 Sindh(U)-1
45.	11/2015	127/2015-R	Official Reporters (Urdu) (BS-17), National Assembly Secretariat, Islamabad	
46.	11/2015	152/2015-R	Nautical Instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	01 KPK-1
47.	11/2015	158/2015-R	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence	01 Punjab-1
48.	11/2015	161/2015-R	Assistant Professor Statistics (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantt./Garrisons), Ministry of Defence	01 Sindh(R)-1
49.	11/2015	165/2015-R	Senior Drilling Engineers (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	03 Punjab-1 Sindh(R)-1 KPK-1
50.	12/2015	160/2015-R	Senior Official Reporter (Urdu) (BS-18), National Assembly Secretariat, Islamabad	01 Punjab-1
51.	12/2015	162/2015-R	Research Officer (Urdu) (BS-17), finance division	01 Sindh(R)-1
52.	12/2015	163/2015-R	Consulting Physicians/ Surgeons (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division	02 Sindh(R)-1 kpk-1

S. No.	Adv No.	Case No.	Name of Post With Ministry/ Division/ Department & BS	Posts with Quota
53.	12/2015	166/2015-R	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works	01 Punjab(m)-1
54.	12/2015	167/2015-R	Official Reporters (English), (BS-17), National Assembly Secretariat	02 Sindh(R)-1 KPK-1
55.	12/2015	168/2015-R	Deputy Chief (Transport), (BS-19 Ministry of Water and Power	1 Punjab-1
56.	12/2015	169/2015-R	Charge/ Staff Nurses (Female) (Civilian), (BS-16), Military Hospitals, Ministry of Defence (Defence Division	08 Balochistan-8
57.	12/2015	170/2015-R	2 <sup>nd</sup> Engineer (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence	01 Punjab-1
58.	12/2015	171/2015-R	Assistant Chief Administrative Officer (BS-17), Ministry of Defence, (Defence Division)	01 Punjab-1
59.	12/2015	174/2015-R	Neonatologist, (BS-18), Federal Government Polyclinic, Capital Administration and Development Division	01 Punjab-1
60.	12/2015	175/2015-R	Pathologist-cum-Bacteriologist, (BS-18), Medical Department of Pakistan Railways, Ministry of Railways	01 Punjab-1
61.	12/2015	176/2015-R	Associate Professor, Islamic Studies (Female), (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (FGEI) (Cantt./ Garrisons), Ministry of Defence	01 KPK-1
62.	12/2015	177/2015-R	Associate Professor/ Vice Principal (Computer science) (male) (BS-19), Islamabad Model Colleges, Capital Administration & Development Division.	001 Sindh(R)-1
63.	12/2015	181/2015-R	Sub-Engineer (Civil) (BS-16), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water And Power	01 KPK-1
64.	12/2015	182/2015-R	Subject Specialist (Pakistan Studies), (female), (BS-17), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), F.G. Girls Higher Secondary School, Cod Kala Jhelum, Ministry of Defence	01 GBFATA-1
65.	12/2015	183/2015-R	Assistant Professor (Computer Science) (BS-18), Naval Headquarters (Pakistan Navy), Ministry of Defence	01 Sindh(R)-1
66.	12/2015	184/2015-R	Director, (BS-19), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01 Punjab-1
67.	12/2015	185/2015-R	Assistant Professor, Political Science (Male), (BS-18), F.G. colleges, directorate of federal Government Educational Institutions (Cantt./ Garrisons), Ministry of defence.	01 Sindh(U)-1
68.	12/2015	186/2015-R	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence	01 KPK-1
69.	12/2015	188/2015-R	Staff Officer-III (Stat) (BS-17), GHQ, Ministry of Defence	01 Punjab-1
70.	12/2015	189/2015-R	Microfilming Officer (BS-17), National Documentation Wing, Cabinet Division	01 Punjab-1
71.	12/2015	191/2015-R	Computer Operator (BS-16), National Highways and Motorways Police, Ministry of Communications	01 Punjab-1

S. No.	Adv No.	Case No.	Name of Post With Ministry/ Division/ Department & BS	Posts with Quota
72.	12/2015	192/2015-R	Assistant Professor (Commerce), (Male) (BS-18), Islamabad Model Colleges, Capital Administration & Development Division	01 Sindh(U)-1
73.	12/2015	193/2015-R	Director General (BS-20), Institute of Optronics, Ministry of Defence Production	01 Punjab-1
74.	12/2015	194/2015-R	Accupuncture Specialist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division	01 Punjab-1
<b>Total</b>				<b>Merit=03</b> <b>Punjab=94</b> <b>Balochistan=21</b> <b>Sindh(R)=23</b> <b>Sindh (U)=17</b> <b>KPK=24</b> <b>GBFATA=07</b> <b><u>AJK=05</u></b> <b>194</b>

## Appendix-19

### Posts Processed and Finalized against Minorities Quota during the Year 2015

S. No.	Case No.	Name of Post With Ministry/ Division/Department & BS	Minority Quota/ Posts	Nomination	Failure
1	120/2013	Pharmacists (BS-17), Military Hospitals, Ministry of Defence.	01 Punjab-1	--	01 Punjab-1
2	07/2014	lecturers (female), (BS-17), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	01 KPK(M)-1	01 KPK(M)-1	--
3	26/2014	Lecturer (Female), (Pakistan Studies), (BS-17), Directorate of Federal Government Educational Institutions (Cantt./ Garrisons), Ministry of Defence	01 Punjab-1	--	01 Punjab-1
4	71/2014	Inspector (Legal) (BS-16), Anti-Narcotics Force, Ministry of Narcotics Control	01 Punjab-1	--	01 Punjab-1
5	110/2014	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum And Natural Resources	01 Punjab-1	-	01 Punjab-1
6	137/2014	Assistant Executive Engineer (Civil), (BS-17), Pak. PWD, Ministry of Housing & Works	01 Punjab-1	-	01 Punjab-1
7	193/2014	National Savings Officers (BS-17), Central Directorate of National Savings, Finance Division, Islamabad.	04 Punjab -2 Sindh(R-1 KPK-1	04 Punjab-2 S(R)-1 KPK-1	--
8	195/2014	Charge/ Staff Nurses (Female) (Civilian), (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	02 KPK(M)-1 Balochistan-1	01 KPK(M)-1	01 Balochistan-1
9	47/2015	Assistant Mechanical Engineer (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board) Ministry of Railways	01 Punjab-1	01 Punjab -1	--
10	75/2015	Assistant Professor Statistics (Male), (BS-18), Federal Government Educational Institutions (FGEI) (Cantt./Garrisons), Ministry of Defence.	01 Sindh(R)-1	--	01 Sindh(R)-1
11	93/2015	Assistant Executive Engineer (Civil), (BS-17), Pak. PWD, Ministry of Housing & Works.	01 Punjab-1	--	01 Punjab-1
<b>Total</b>			<b>15</b>	<b>7</b>	<b>8</b>





## **FEDERAL PUBLIC SERVICE COMMISSION**

F-5/1, Aga Khan Road, Islamabad Ph: +92-51-9205075, 9219848  
Email: [fpssc@fpssc.gov.pk](mailto:fpssc@fpssc.gov.pk) Website: [www.fpsc.gov.pk](http://www.fpsc.gov.pk)