



2018 ANNUAL REPORT

SERVING PAKISTAN

Promoting Competition, Ensuring Merit and Transparency

Federal Public Service Commission

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



ANNUAL REPORT

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

ANNUAL REPORT 2018

as required under Section 9 of the FPSC Ordinance 1977



HASEEB ATHAR
Chairman
Federal Public Service Commission

Islamabad, the 29th May, 2020

Mr. President,

As mandated under Section 9 of the FPSC Ordinance 1977, I have the privilege to present the Annual Report of the Federal Public Service Commission (FPSC) for the year 2018. The report sheds light on the Commission's statutory, administrative, financial and operational functions from January 1 to December 31, 2018. The FPSC Ordinance, inter alia, provides that a copy of this Report is to be laid before the National Assembly and the Senate.

2. The statutory functions of the Commission include; (a) conducting tests and examinations for recruitment of persons to All-Pakistan Services, the civil services of the federation and the civil posts in connection with the affairs of the federation in basic pay scales 16 and above or equivalent, (b) advisory role to tender advice to the President of Pakistan on the principles to be followed for initial appointment, appointment by promotion and appointment by transfer as well as matters referred to the Commission, and (c) holding examination for promotion.

3. In the year 2018, the Commission received 0.741 million fresh applications against 3127 advertised technical and professional ex-cadre posts which is indicative of free public access to the employment opportunities, highest level of interest and unwavering confidence of the people of Pakistan in FPSC. During the same year, a total of 1.154 million applications, inclusive of applications pending from the previous year, were processed. After tests/examination and scrutiny of documents, 7,070 candidates were interviewed and out of them 2,191 were recommended for appointment against ex-cadre posts. During the said period, the Commission finalized the result of CSS Competitive Examination (CE) 2017 and recommended 260 candidates for allocation against the twelve occupational groups and services. FPSC also conducted CSS Competitive Examination 2018 for 24,010 candidates and announced result of its written part in the same year. Despite the timeline being very steep, FPSC also expeditiously processed 23,403 applications of CSS CE 2019 to avoid delay in the conduct of CE 2019.

4. As its statutory responsibility, FPSC continued tendering advice to the government on recruitment rules of the civil posts and advice in 102 such cases was conveyed to various Ministries/ Divisions. A summary of quantum of work undertaken by the Commission is available in this report.

5. The Commission, as a part of its strategic vision for continuous improvement, took several initiatives to reform its system of recruitment. Multiple Committees of the Commission remained engaged in examining important aspects of CSS examination, General Recruitment and gave recommendations on rationalization of time to finalize cases, improving the scheme of examination, automation of the Commission's procedures and proposal for introduction of Screening Test for CSS Exam in line with the international best practices. FPSC was also engaged with the Prime Minister's Task Force on Civil Service Reforms for bringing the recruitment process in line with the needs of the future to achieve the objectives of specialization, automation, efficiency and service delivery.

6. The Commission expresses its gratitude to the Honourable President and the Government of Pakistan for their continued support in the journey of reform and development.


(Haseeb Athar)
Chairman

Honourable Dr. Arif Alvi,
President, Islamic Republic of Pakistan



EXECUTIVE SUMMARY

The Federal Public Service Commission (FPSC) under its statutory functions performed the following activities during the year under report:

I. Conduct of Tests & Examination for recruitment during 2018:

a. General Recruitment for Technical and Professional ex-Cadre Posts:

Number of vacancies advertised in 2018	3127
Applications received	741058
Vacancies (fresh + carried over) processed during 2018	6277
Cumulative applications processed	1154,448
Interviews conducted in the cases finalized during the year	7070
Personal hearings of the candidates in finalized cases	275
Candidates recommended for appointment	2,191
Vacancies withdrawn	03
Vacancies remained unfilled due to non-availability of qualified candidates	357
Vacancies under process/carried over to the next year	3,726

b. CSS Competitive Examination 2017 and 2018 & allied Examinations:

CSS CE 2017 & 2018

Category	CSS CE 2017	CSS CE 2018
Total Number of Applicants	23,025	24,010
Candidates Appeared	10,254	11,887
Qualified in written Part	312 (3.32%)	569 (4.79%)
Finally Qualified after Viva Voce	310	567
Vacancies Available	484	466
Candidates Allocated	260	278
• Male	• 154	• 168
• Female	• 106	• 110
Vacancies Carried Forward	224	188

c. Final Passing Out Examination (FPOE) held during 2018: The Commission conducts Final Passing Out Examination (FPOE) of the probationers belonging to various occupational Groups and Services to determine inter-se seniority in their respective Groups and Services. FPOE is conducted after completion of respective Specialized Training Programs. In all, 308 probationers appeared in FPOEs and 215 probationers qualified the exam.

The Commission for the first time introduced Final Passing Out Examination (FPOE) mandatory for Probationers allocated through Section Officers Promotional Examination (SOPE) 2016 and onwards. About 27 qualified candidates of SOPE-2016 participated in that exam.



d. Sectional Officers Promotional Examination (SOPE): During the period from 1st to 8th July 2018, Section Officers Promotional Examination SOPE-2017 was conducted and result of its written part was announced on 27-11-2018. Out of 478 candidates who appeared, 70 qualified and 329 failed. The psychological assessment and interview of the qualified candidates were in process till end of the year.

e. Recruitment for Government of Gilgit Baltistan (GB): The FPSC continued working as GB Public Service Commission and during the period under report conducted the following tests/exams against various vacancies of GB Government:

- Competitive Examination for four vacancies of Civil Judges/Judicial Magistrate GB Judiciary
- Competitive Examination for two vacancies of Session Judges in GB Judiciary
- Combined Competitive Examination 2017 for 36 vacancies of Assistant Commissioner/ Tehsildar/Development Officer
- Competitive Examination for seven vacancies of DSP, however its result was withheld due to litigation
- Professional/Screening tests/exams, as part of FPSC's General Recruitment, for 666 vacancies of various departments of GB Government.

f. Other exams/tests: Exam for Survey of Pakistan, and Ministerial Staff recruitments of FPSC's Secretariat were also carried out during the year under report.

II. Performing Advisory & Quasi-Judicial Functions:

The Commission remained engaged to bring qualitative improvement in selection of qualified and capable civil servants. Towards this end, following proposals were moved by the Commission for approval of the Government:

a. CSS Competitive Examination-Screening Test: Statistics and Examiners' Reports on CSS Competitive Examination reiterate the need of introducing a filter in the shape of screening test prior to written CSS Competitive Examination to sift out non-serious candidates. This will help to concentrate on remaining shortlisted real potential candidates through increased quality of evaluation and enhanced interaction with them within the limited time frame.

b. Tendering advice on methods and principles to be followed relating to recruitment: The Commission received 102 cases of recruitment rules of civil posts from government entities for concurrence of the Commission in terms of Section 7 (1) (b) of the FPSC Ordinance 1977. The Commission approved 39 cases of recruitment rules, 58 cases were referred back to the respective departments to remove deficiencies, whereas 05 cases were closed due to missing essential information and lack of interest of the referring departments. Details are available in Appendix-6.

c. Cases where implementation on advice of the Commission was delayed: The Federal Government has laid down specific instructions, clearly directing the sponsoring organizations



to issue offers of appointment to the Commission's nominees within one month after receipt of recommendations from the Commission. During the year 2018, three cases were reported wherein the Ministries/ Divisions/ Departments could not issue offers of appointment (s) to the nominees of the Commission within stipulated period, however offer was issued belatedly (Appendix-5 provides the details).

d. Cases where advice of the Commission could not be observed: Under Section-7 of the FPSC Ordinance, contract appointment against civil posts beyond 2 years requires concurrence of the Commission. During the year 2018, the Commission allowed extension in contract appointment in 10 cases and issued advice to concerned Ministries/ Divisions/ Departments to forward requisitions of the vacancies to the Commission for regular recruitment. However, due to litigation the advice of the Commission could not be implemented by the referring entities. The details are available in Appendix-3.

e. Commission's mandate in determining suitability of contract/daily wage appointees for retention in service: Under Section 11-B of Civil Servants Act, 1973 and Federal Public Service Commission (Functions) Rules, 1978, the Commission shall, on a reference made by the appointing authority of sponsoring Ministries/ Divisions/ Departments, test civil servants who have been appointed to a civil post without observing the laid down prescribed procedure or without fulfilling the prescribed qualifications, experience, domicile and age limit, and advise whether they are fit to hold the particular 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 Pay Scale compatible with their qualifications and experience. In 2018, the Commission received three cases from Ministry of Interior and Capital Administration and Development Division for regularization of services of contract employees in pursuance of the order of the Islamabad High Court in ICANo. 340/ 2017. Since regularization of contract/daily wage employees was a long standing issue, and thousands of employees may seek same relief, therefore, the Commission after threadbare discussion decided to administer written test/exam and interview to determine the suitability of contract/daily wage employees against the civil posts held by them. The cases of such employees were under process by end of the year, the details are available in Appendix-4.

f. Redressal of grievances of aggrieved candidates: Section 7 (3) (a) of the FPSC Ordinance, 1977 provides opportunity of representation, personal hearing and review petition to a candidate aggrieved by any decision of the Commission. In the recruitment cases finalized during the year under report, candidature of 1800 applicants was rejected being not fully compliant of the advertised conditions of the vacancies they have applied. Out of them, 451 preferred representations against their rejections. 170 representations were accepted on the basis of additional evidence provided by the rejected candidates, where as 275 of them were called for personal hearing before the Commission and on the basis of additional arguments offered by them, candidature of 63 was restored. The remaining 218 representations were dismissed. Under Section 7 (3) (b), 39 review petitions against dismissal of representations were also received, two of them were accepted, remaining were dismissed. Thus out of total 1800 rejected applicants, relief was granted to 235 (13%) candidates on case to case basis. Details have been provided in Appendix-7.



III. Other Miscellaneous matters:

a. Preparation of Syllabi for Examinations and Tests: Preparation of syllabi is a significant task and plays a vital role to gauge the abilities of a candidate. The Commission makes utmost efforts to research, consult and prepare up-to-date syllabi for each test and examination in consonance with what is being taught at public sector universities recognized by HEC. In 2018, following schemes and syllabi for various examinations and tests were prepared:

Type of Syllabi	2018
Syllabi designed for professional/screening tests for various ex-cadre posts in BS-16 & above	260
Requisitions processed for improvement in Syllabi of CSS Competitive Examination	5
Vetting of syllabi of Final Passing Out Examination	for 12 groups/services

b. Research and Publications: The Commission published its Annual Report 2016 & Annual Report 2017. Similarly, three Quarterly Bulletin were published during the year under report. In accordance with Section 9 of the FPSC Ordinance 1977, Annual Reports 2016 & 2017 of the Commission were presented to the President of Islamic Republic of Pakistan at Aiwan-e-Sadar, Islamabad on 13th February, 2018 and on 26th September, 2018 respectively. Both reports were also laid before both houses of the Parliament. The Senate discussed the Commission's Report on 26th January 2018. A Special Committee of the Senate was also constituted to look into the following issues:

- Realization of the mandate of the FPSC with particular relevance to contemporary needs of Pakistan;
- FPSC Ordinance 1977;
- Structural changes with a futuristic approach;
- Composition of FPSC in view of establishing a responsive and transparent system of good governance;
- Methodology and procedure for holding different types of examination;
- Relevance of curriculum to different groups.

The Committee also advised to carry out an in-depth analysis of the CSS results data and compare the selection process with other developing countries. The Commission noted suggestions of the Senate Special Committee and provided requisite analysis and briefings to them as and when desired. The Commission also maintained that for any major change/restructuring in the Commission, a prior in-depth study be conducted through experts. The recommendations of the Senate Committee were in process till end of the year.

c. Civil Service Reforms: During the year under report, the Commission remained engaged with the Prime Minister's Task Force on Civil Service Reforms on matters relating to the mandate of the FPSC. Research and analysis was conducted on various reform proposals shared by the Task Force. The Commission also looked into various options/models for induction into



the civil service keeping in view the generalists and the specialist's requirements. The diagnostic study earlier conducted by FPSC for revamping the Psychological assessment was also re-visited and various linkages were established with the universities/psychological institutes to provide capacity enhancement services for re-vamping the Psychological Assessment Wing of FPSC. An in house study on International Best Practices related to civil service induction, assessment and selection methods was also carried out.

d. Observance of Provincial/Regional representations to ensure diversity in the civil services: The Commission in compliance with the constitutional requirements strictly followed the government quota policy against all cadre and ex-cadre vacancies filled through initial appointment and provided jobs to people belonging to different provinces/regions as well as to under-represented segments like minorities and women. In CSS 2018, the Commission recommended 278 candidates for cadre posts out of which 168 were male and 110 were female allocated candidates belonging to all provinces/regions. For ex-cadre positions, out of 2191 candidates recommended for appointment, 1584 were male and 607 female. Quota wise distribution of ex-cadre appointments have been given in Appendix-9. The vacancies reserved for any province/region if could not be filled due to non-availability of qualified candidates, those vacancies were carried forward and re-advertised for the same province/region to have their complete representation in the services. So far as special candidates were concerned, previously they were allowed to participate only in four groups/services of CSS Exam. However, in light of the Lahore High Court Judgment/Cabinet decision the Commission brought changes in the Rule 9(ii) of CSS-2018, and allowed them to compete against all Occupational Groups/Services in the Competitive Examination (CSS). This is an important step towards the establishment of a civil service that is inclusive of people with special needs.

e. Public facilitation/Information dissemination Initiatives: The Commission also vigorously followed various Public facilitation/Information dissemination methods to keep the aspirants and general public informed on the matters relating to induction, recruitment, examination, tests, syllabus etc. through web portal. Facilitation centre remained active throughout the year to respond to queries on phone calls/E-mails. The control room at FPSC Headquarter and Provincial Offices also remained engaged to effectively respond to queries relating to examination/tests. Responding to the requests of various Universities/ Educational Institutions, motivational talks/seminars about CSS exam were held in 2018 at FAST National University, Islamabad, Lahore, Faisalabad campuses, National University of Modern Languages-Islamabad, National University of Science and Technology, Islamabad and Foundation University, Rawalpindi campus.

f. Donations: FPSC also responded to the government call for voluntary contribution for the Prime Minister/Chief Justice Fund for Diamir Bhasha and Mohmand Dam and donated a handsome amount in the Fund through former Chairman FPSC, Mr. Naveed Akram Cheema's meeting with Chief Justice of Pakistan on 27th September, 2018.

g. New initiatives as Computer Based Testing and Development of Question Data Bank at FPSC are in the pipeline.



IV. Challenges for the Commission:

1. Delay in decision on holding of Screening Test for CSS CE: The number of applicants for the Competitive Examinations is continuously on a rise. Statistics indicate that a significant number of the applicants are not serious as almost 50% do not appear in the exams and out of those who appear; hardly 2-3% are able to pass the exam. This indicates that Commission's resources and efforts to enhance the quality of evaluation go ineffectual due to 97% of the applicants who are unable to pass. To streamline the selection procedures the Commission intended to filter potential candidates through screening test prior to main written exam, so that quality of assessment of answer scripts of sizeable number of shortlisted candidate may become possible.
2. Recruitment rules of the civil posts lay down qualifications and experiences required for performing to desired job. However, it has often been observed that recruitment rules are not in line with latest educational qualifications taught at universities. Irregularities and deficiencies in Recruitment Rules not only deprive potential candidates from applying for the post, but also promote inefficiency and incompetence in civil service. The Commission has repeatedly underscored the need for their revision.
3. A significant percentage of reserved quotas for minorities and women remained vacant due to non availability of suitable candidates from the respective quotas.
4. The non availability of qualified professionals in the specialized fields has also been one of the primary causes of advertised post lying vacant/ unfilled in Ministries/Divisions/ Departments.
5. Strengthening human and financial resources of the Commission: The Commission considers that for the purpose of maintaining a high standard of efficiency at the Commission, the human resource and budgetary requirements need to be increased.

V. Recommendations:

1. Keeping in view the ever increasing number of CSS applicants, the non serious attitude of candidates and the drain on resources affecting both quality of assessment and efficiency, the Commission re-iterates the need for holding of a Screening Test, prior to written CSS exam.
2. From the views of the assessors and the finding of Committees constituted to diagnose the low pass percentage in competitive exams, the Commission recommends that the overall system of education be revisited and concrete measures be taken for enhancing the quality of education at all levels. FPSC has also carried out a ten year analysis of performance of candidates with various academic backgrounds from various universities/colleges. The research suggests special focus on enhancing the language proficiency both in Urdu and English.
3. Every year number of seats from reserved quotas remains unfilled due to non availability of suitable candidates. The Commission invites attention of the policy makers to take appropriate measures so that both women and minorities take full benefit of the reserved quotas.



4. Requisitions sent to FPSC needs re-alignment of recruitment rules of civil posts with modern developments in education by including latest disciplines/qualifications by the concerned Ministry/Division/Department.

5. Transformation of FPSC into a futuristic organization corresponding with increase in work volume coupled with expectations of aspirants in this modern digital world is required. This necessitates the implementation of video conferencing, Computer Based Testing and development of Question Data Bank. Budgetary provisions for FPSC need to be increased appropriately, so that migration from semi-automated work environment to a true digital paradigm become possible for offering new improved services, enhanced efficiency, transparency, better resource utilization, curtailment of time in finalization of cases.



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ABBREVIATIONS

APR	Applications to Post Ratio	PEC	Pakistan Engineering Council
Bal	Balochistan	PH	Personal Hearing
CDA	Capital Development Authority	PMI	Pakistan Manpower Institute
CE	Competitive Examination	PNAC	Pakistan National Accreditation Council
CSS	Central Superior Service	PPMI	Pakistan Planning & Management Institute
CNIC	Computerized National Identity Card	POSTG	Postal Group
CTG	Commerce and Trade Group	PREE	Process Rationalization of Efficiency Enhancement
F	Post reported failure	PSDP	Public Sector Development Programme
FSP	Foreign Service of Pakistan	PSP	Police Service of Pakistan
GR	General Recruitment	PSQCA	Pakistan Standards & Quality Control Authority
GB	Gilgit Baltistan	PTA	Pakistan Telecommunication Authority
GBFATA	Gilgit Baltistan and Federally Administered Tribal Area	R	Recommended for appointment
HUD & PHED	Housing, Urban Development & Public Health Engineering Department	RCTG	Railways(Commercial & Transport) Group
ICT	Information Communication Technology	RP	Review Petition
IG	Information Group	SAARC	South Asian Association for Regional Cooperation
IT	Information Technology	SP	Special Phase
KOICA	Korean International Cooperation Agency	STI	Secretariat Training Institute
KPK	Khyber Pakhtunkhwa	SMC	Senior Management Course
MCQ	Multiple Choice Questions	U/P	Cases under process
ML & CG	Military Lands and Cantonments Group	W	Cases withdrawn
MSW	Management & Services Wing		
NEPRA	National Electric Power Regulatory Authority		
NMC	National Management Course		
OMG	Office Management Group		
OGRA	Oil & Gas Regulatory Authority		
NITB	National Information Technology Board		
P	Cases pending due to litigation or deficient documents		
PAAS	Pakistan Audit & Accounts Service		
PAS	Pakistan Administrative Service		
PCS	Pakistan Customs Service		

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





CHAPTER 1

The Commission at a Glance

The Commission at a Glance

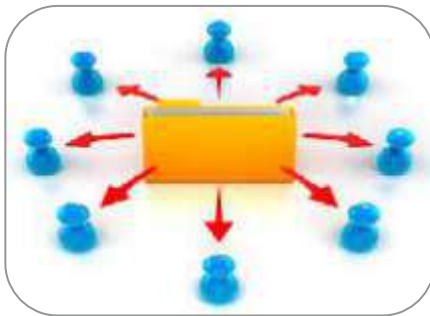


- 568
(Existing Strength)
- 158
(BS 16 & above)
- 410
(BS 15 & below)

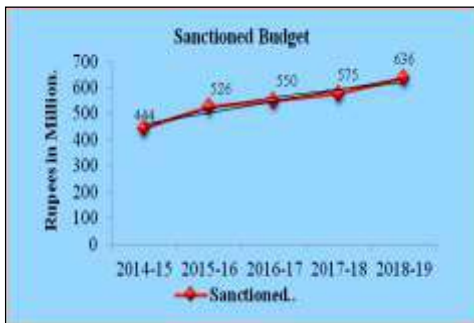
The Sanctioned Strength

Sanctioned Strength	
Chairman	01
Members	11
Secretary	01
EDG	01
Officers BS-16 to 20	185
Staff BS-1 to BS-15	433
Total	632

Distribution of Work



- The Secretariat is headed by a BS-22 officer, the Secretary
- Seven (7) Wings responsible for carrying out the functions of the Commission and each headed by an officer of BS-20 as below:
 1. Examination Wing
 2. Recruitment Wing
 3. Administration Wing
 4. Curriculum & Research Wing
 5. Psychological Assessment Wing
 6. Information Technology Wing
 7. Secrecy Wing



FPSC BUDGET

Year	Rupees in Million	
	Sanctioned Budget	Final Grant
2014-15	444	496
2015-16	526	553
2016-17	550	577
2017-18	575	666
2018-19	636	--



Volume of work

Year	Competitive Examinations			General Recruitment		
	Applications received	No of Posts	Recommended	Applications Received against Advertised posts	No. of Posts advertised	Recommended
2014	24640	315	233	256513	2205	794
2015	22412	333	238	436170	1559	575
2016	20717	351	191	295523	2207	1455
2017	23025	484	260	309990	2465	2413
2018	24010	466	278	741058	3127	2191



I About the Commission

1.1 The first Public Service Commission was set up in the South-Asian sub-continent, in light of the recommendations of the Lord Lee Commission, on October 1, 1926 under the Chairmanship of Sir Ross Barker with five members including the Chairman for a renewable tenure of five years. The demand for 'indianization' of the Civil Services by the late Quaid-e-Azam Mohammad Ali Jinnah resulted in the setting up of a Federal Public Service Commission under the Government of India Act, 1935. After independence, the Government of Pakistan inherited the 'Government of India Act 1935' as an interim Constitution. The Act provided for establishment of Federal and Provincial Public Service Commissions with the mandate of recruitment to civil services and civil posts, to conduct examinations for appointment to the services of the Federation and the Provinces, in making promotions and transfers from one service to another, all disciplinary matters and to advise on any matter so referred to them. With the subsequent constitutions (1956, 1962 and 1973) the composition, mandate and functions of the Commission kept changing progressively. Both the Federal and Provincial Governments made Statutes for the establishment of Public Service Commissions. Over the years, the Federal Public Service Commission's nomenclature also 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 since April 1972 (Interim Constitution) which continues to date under Article 242 of the Constitution of Pakistan, 1973. A list of former Chairmen of the Commission since 1947 is at Appendix-1.

II Functions of the Commission

1.2 The Federal Public Service Commission is a statutory body established under Article 242 of the Constitution of Islamic Republic of Pakistan, 1973 and is regulated by the FPSC Ordinance 1977. Section 7 of the FPSC Ordinance, 1977 states the functions of the Commission as follows:

1.3 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.



1.4 Explanation: -

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

1.5 Recruitment to the following posts shall be outside the purview of the Commission: -

- (i) in the President's Secretariat;
 - (a) 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;
Recruitment to the following posts shall be outside the purview of the Commission: -
- (iii) in the President's Secretariat;
 - (a) in the Directorate General of Inter-Services Intelligence (ISI).
- (iv) filled by appointing a person on contract for a specified period not exceeding two years;
- (v) 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;
- (vi) 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
- (vii) 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.

III Composition of the Commission

1.6 The Federal Public Service Commission established under Article 242 of the Constitution of Islamic Republic of Pakistan, 1973, is regulated by the FPSC Ordinance 1977. The composition laid down for the Commission is a Chairman and not more than 11 Members. As on 31st December 2018, the FPSC comprised a Chairman (outgoing replaced by incoming) and 09 Members of the Commission.

IV Profile of Chairman and Members of the Commission during 2018:

Mr. Haseeb Athar, Chairman FPSC



Mr. Haseeb Athar is a retired BS-22 officer of the Secretariat Group. He earned a Master's Degree in Social Policy and Planning in Developing Countries from the London School of Economics and Political Science, London, in 1991. He also holds M.A in Urdu Literature from the University of Punjab, Lahore. Mr. Athar served at various positions in the federal and provincial governments. These position included Deputy Commissioner, Deputy Secretary and Assistant Commissioner in numerous Districts and Departments in the Government of Punjab and KPK. He worked as Deputy Team Leader, Institutional Reforms Specialist in Gender Reforms Action Program (ADB-GOP Collaboration). He also worked as Fund Manager CIDA Devolution Support Program (Canada-GOP Collaboration) and later for Decentralization Support Program from Jan 2006 to Oct 2008. He worked as Commissioner, Rawalpindi Division, Government of Punjab from Nov 2008 to Mar 2009, Director General Lahore Walled City Project Conservation & Rehabilitation Project. He also performed his duties as Secretary, Higher Education Department; Information, Culture & Youth Affairs Department; Literacy & Non-Formal Education Department; Social Welfare Department; Sports, Culture, Tourism & Archaeology Department Government of the Punjab (March 2009 to December 2012). He also served as Additional Secretary Finance Division; Economic Affairs Division; Planning and Development Division, Government of Pakistan (Jan 2012 to Sep 2014). His assignments also included Secretary, Ministry of Education and Professional Training; Federal Public Service Commission; Federal Ombudsman's Secretariat Government of Pakistan (Sep 2014 to May 2017). He retired from the Secretariat Group in BS-22 in 2017. He joined the Federal Public Service Commission as a Member on 13th Nov. 2017. Government notified Mr. Haseeb Athar as Chairman, FPSC with effect from 25th October, 2018 Mr. Haseeb Athar has the unique honour of having held all three leadership positions of Secretary, Member and Chairman of FPSC.

During his term as Secretary and Member, FPSC, Mr. Haseeb Athar took keen interest in automation and computerization of FPSC's processes - spearheading an initiative titled as PREE (Process Rationalization for Efficiency Enhancement), which was designed to control processing times and to prevent case delays. Other initiatives to his credit include studies on Civil Service Recruitment System, improving Civil Service Examination System, Revamping the Psychological Assessment Wing and Questions Data Bank. Throughout his time at FPSC, he has placed great emphasis on learning from best practices and benefitting from the latest research in order to bring FPSC at par with the leading organizations of international repute.

Mr. Naveed Akram Cheema, Ex-Chairman FPSC

Mr. Naveed Akram Cheema joined Pakistan Army in 1972, which he continued to serve till 1980. He joined the Civil Service of Pakistan, District Management Group (Pakistan Administrative Service) and was posted as Assistant Commissioner in Swat district. He served on various important positions in Khyber Pakhtunkhwa and Punjab such as Deputy Commissioner for 9 years in different districts, 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 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 of Government, 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 three years as well as Vice Chairman-Pakistan Olympic Association, being President-Pakistan Bodybuilding Federation. Mr. Naveed Akram Cheema held the position of Chairman FPSC since 29.09.2015. After completing his three year tenure he relinquished the charge on 28.09.2018.

Ms. Nargis Sethi, Member

Ms. Nargis Sethi is a retired BS-22 officer 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 Divisions. She has also 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. She served as Secretary, Cabinet Division Government of Pakistan, where 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 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 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 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 most civil servants. She also served as Administrator of Islamabad Club, the premier government club for public and private members. After her retirement as Secretary, Water & Power, she was appointed as Member FPSC on 30-12-2015 for a period of three years. She completed her tenure as Member, FPSC in 2018.

Mr. Ahmad Farooq, Member



Mr. Ahmad Farooq is a retired BS-22 officer of Secretariat Group. He holds Master's degrees in European History and Administrative Sciences from the University of Punjab and an MS in Development Management from American University, Washington DC. Mr. Farooq served as Deputy Secretary and Joint Secretary in a number of Ministries/Divisions. He also held the positions of Commercial Counselor in Pakistan's missions in South Korea and Singapore; Director, Pakistan Cricket Board; Chief Finance Officer, National Telecommunication Corporation; Senior Joint Secretary, Economic Affairs Division; Managing Director, Printing Corporation of Pakistan and Additional Secretary, Cabinet Division. His last appointment in the Government was Secretary to the President of Pakistan. He has attended a number of training courses in Pakistan and abroad and has been regularly contributing articles/papers, in various journals on Development and Management themes. He has also authored a novel titled as "Demons" which has been catalogued by the Library of Congress USA, with Five Star ranking for relevance. Mr. Farooq also remained on Board of Directors/Governors of a number of academic institutions such as National Defence University, Shaheed Zulfiqar Ali Bhutto Medical University, International Islamic University, FAST and Pakistan Institute of Fashion and Design. After retirement from Government of Pakistan, he was appointed as Member, Federal Public Service Commission for a period of three years w.e.f. 18.2.2016.

Maj Gen (Retd) Muhammad Azeem Asif HI (M), Member



Major General (Retd) Muhammad Azeem Asif, Hilal-e-Imtiaz (Military) was commissioned in Pakistan Army on 26 October 1979 with Sword of Honour and Prime Minister's Gold Medal. He is a graduate of Military College of Engineering, Command & Staff College, Quetta and Asia Pacific Centre of Security Studies, USA. He did his post graduation from National Defence University, Islamabad. He is also a recipient of the President's Gold Medal in Civil Engineering. Having served on a variety of Command, Staff and Instructional assignments, his command experience includes commanding the Corps of Engineers, an Infantry Brigade, an Engineering Division and an Infantry Division. He represented Pakistan Army in a number of International Conferences and Seminars. He also holds the honour of being a faculty member at Military College of Engineering, National Defence University, Air War College, Naval War College and Command & Staff College, Quetta. His last appointment was Deputy Chairman, ERRA where he was instrumental in completion of more than 1200 state of the art development, rehabilitation and reconstruction projects in earthquake affected areas of AJK and KPK. After retirement from active service, he was appointed as Member, Federal Public Service Commission where he joined w.e.f. 7th September 2016.

Mr. Habibullah Khan Khattak, Member

Mr. Habibullah Khan Khattak an officer from the Pakistan Administrative Service (PAS) belongs to a remote village of District Nowshera (KPK). He graduated as Electrical Engineer from Peshawar University with honours and holds a Masters Degree in Economics from Peshawar University and another Masters in Public Management from Carnegie Melon University, USA. He attended professional courses in Fiscal Decentralization & Inter Government Relationship (World Bank Institute, Washington), Strategic Leadership (Oxford University, UK) and Refugee Law and Policy (University of London, UK). After joining the civil service in 1980, his first posting was as Assistant Political Agent, Malakand, followed by the assignments of leading seven Districts/Agencies including Peshawar and the most strategic tribal areas of South Waziristan and Khyber. He remained Additional Chief Secretary-FATA Secretariat, and headed Provincial Earthquake Reconstruction and Rehabilitation Agency (PERRA), Food Directorate-KPK, Municipal Corporation-Peshawar, and Directorate of the World Bank sponsored Social Action Program for Balochistan. On promotion to BS-22, he was appointed as Federal Secretary, SAFFRON Division and Secretary, Ministry of Ports and Shipping. He was seconded to UN Mission for six years in Kosovo (1999-2006) and established fully functional local government bodies and took sustainable economic development initiatives. Some of his distinctions include 'the most distinguished probationer' in the Civil Services Academy, Lahore, Super Supervisor in UNMIK (2003/4), Head of Government Negotiating Team with Taliban and Guest Speaker at NDU (Islamabad), Command & Staff College (Quetta), NSPP (Lahore), Wilton Park Workshops (UK), Middle East Institute (Washington), National Defence University, USA and John Hopkins University. He was appointed as Member, FPSC in September 2016.

Mr. Abdul Malik Abdullah, Member

Ambassador (Retired) Abdul Malik Abdullah was born in April, 1954. He studied at the Sindh Muslim Commerce College and the Institute of Business Administration and graduated from the University of Karachi. He appeared for the Central Superior Services Examination in 1978 and joined Foreign Service of Pakistan in April, 1980. He attended Foreign Service Training Institute of Japan, Tokyo for his Japanese language Diploma. During his carrier in Foreign Service of Pakistan, he served in various capacities at the Ministry of Foreign Affairs and also in the Prime Minister's Secretariat (as Additional Secretary, Foreign Affairs and Social Sector from 2008 to 2011). Besides, he held diplomatic assignments in Pakistan missions at Tokyo (1984-1989 and 1995-2000) and Washington DC (1992-1995). He was Counsel General of Pakistan in Frankfurt, Germany from 2002 to 2005. He has also served as Ambassador of Pakistan to Senegal, Gambia, Cape Verde, Ivory Coast, Guinea Conakary, Guinea Bissau and Sierra Leone (2005-2018) and Pakistan's High Commissioner to Australia and Fiji (2011-2014). He joined the Federal Public Service Commission as Member on 25th January, 2017.

Mr. Nadeem Hassan Asif, Member

Mr. Nadeem Hassan Asif is a retired BS-22 officer of Secretariat Group. He earned Marster's Degree in English Literature from Punjab University and started his career as Lecturer from Government College Sahiwal and later served in Government College, Faisalabad. He joined District Management Group in 1981. In his career, he

remained posted as Assistant Commissioner Jhang and Liaquatpur. He served as Deputy Secretary S&GAD and in departments of Planning & Development and Communication and Works Department. He also performed his duties as Deputy Commissioner, Lahore, Gujranwala and Sargodah. He worked as Additional Secretary in Finance Department as well as in Communication and works department He also served as Special Secretary Local Government, Managing Director, Punjab Small Industries Corporation and Home Secretary, Punjab. Later on he served as Commissioner Lahore, Additional Chief Secretary, Punjab and also as Principal Secretary to the Chief Minister Punjab. In the Federal Government, Mr. Asif, also held the position of Chairman, Capital Development Authority and Secretary to the President. He also remained posted as Secretary, Establishment Division. At the time of his retirement he was serving as Secretary, Cabinet Division. He joined as Member, Federal Public Service Commission w.e.f. 10.11.2017.

Mr. Abid Saeed, Member



Mr. Abid Saeed is a retired BS-22 officer of Secretariat Group. He holds Master's degrees in Economics from Government College Lahore, Punjab University and Administrative Sciences from George Washington University, USA. He belongs to the District Management Group (Pakistan Administrative Service). He served on several important positions as Assistant Commissioner, Khairpur, Jacobabad, Moro Nawabshah (1982-86); Deputy Secretary at Government of Sindh (1987-88); and Deputy Secretary, Home/Health Department (1988-92); Additional Secretary, Irrigation & Power/Education Department (1995-96); Administrator of Zila Council, Kasur/Lodhran (1996-98); Managing Director, Kasur Tanneries Water Management Agency (1997-98); Deputy Commissioner, Kasur/Lodhran/Bhakar/Faisalabad (1993-99); Additional Secretary, Local Government/Rural Development (1999-2000); Administrator, Model Town Cooperative Society Limited (2005); Acting Managing Director, Punjab Municipal Development Fund Company (2001-2002); Special Secretary, Local Government and Rural Development Department (2000-2002); Secretary, Forestry, Wildlife, Fisheries & Tourism Department/Punjab Literacy & Non-Formal Basic Education Department (2002-2006); Chief Operating Officer/Chief Executive Officer, Punjab Rural Support Programme (2006-2011) under the Government of Punjab; Additional Secretary, Ministry of Food & Agriculture, Petroleum & Natural Resources (2011) and Secretary, Ministry of Petroleum & Natural Resources (2013). He also remained associated as Member visiting faculty for Civil Services Academy; National Institute of Public Administration, Lahore; Management & Professional Development Department, Government of Punjab; Panelist in Pakistan Administrative Staff College and Lahore University of Management Sciences. He also attended several seminar/courses in Management, Organizational Change and Quality Education from Institutes of national and international repute. After retirement from his last assignment, he joined the Federal Public Service Commission as Member on 13.11.2017.

Mr. Akbar Zeb, Member



Mr. Akbar Zeb is a retired BS-22 officer of the Foreign Service of Pakistan. He studied at the Aitchison College, Lahore, Edwards College, Peshawar, and the University of Cambridge (UK). On return from Cambridge University where he studied Economics, he started to work in the Planning & Development Department, Government of NWFP. He appeared for the Central Superior Services Examination in 1979 and joined Foreign Service of Pakistan in 1980.

During his career in Foreign Service of Pakistan, he served in various capacities in the Ministry of Foreign Affairs. In 1981, he obtained a degree in French language from the National Institute of Modern Languages. During 1983-1987, he served as Second Secretary (Political) at the Pakistan Embassy in Washington D.C. where his primary responsibility was to cover the US Congress. During 1988-1994, he served as Director at the Ministry of Foreign Affairs, dealing with Afghanistan and as Director to two Foreign Secretaries. Besides, he held diplomatic assignments in India from 1994-2000, served as Political Counselor and Deputy High Commissioner at the Pakistan High Commission, New Delhi. During 2000-2003, he served as Director General dealing with the Americas and Europe in the Ministry of Foreign Affairs. From November 2003 to May 2005, he served as Pakistan's High Commissioner to South Africa with concurrent accreditation for Mozambique, Namibia, Botswana, Lesotho and Swaziland. He has served as Pakistan's Ambassador to Afghanistan from June 2005 to October 2005. From October 2005 to January 2006, he served as Director General for Disarmament issues in the Ministry of Foreign Affairs. During 2006, he completed the NMC course with distinction at the Pakistan Administrative Staff College, Lahore. From August 2006 to April 2009, as Additional Secretary in the Ministry of Foreign Affairs dealing with Europe, May 2009 to June 2014, as Pakistan's High Commissioner in Canada with concurrent accreditation for Trinidad and Tobago, Guyana and Venezuela. He retired from the Foreign Service in 2014. He joined the Federal Public Service Commission as Member, on 4th December, 2017.

Mir Zubair Mahmood Member



Mir Zubair Mahmood is a retired officer of BS 22 from Police Service of Pakistan. He was commissioned in Pakistan Army in 1979 and later joined civil service in 1985. He began his career as Assistant Superintendent of Police, Lahore. He has served in Punjab as SSP Lahore, Mandi Baha-uddin, Jhang and CID. In the province of Sindh, he served as SSP East, Investigation & CID, and as DIG East, Investigation and Administration in Karachi. In Balochistan Mr. Zubair served as CCPO, Quetta and Additional IG, Balochistan. He has also served as Director, Federal Investigation Agency and Joint Director General, Intelligence Bureau, Islamabad. He has been awarded Sitara-e-Imtiaz in recognition of his services in 2003. After retirement in August 2017, he joined FPSC, as Member in February 2018.



V Quantum of Work: 2017-2018

1.7 Work Performed by the Commission: The workload handled by the Commission during 2017 and 2018 is reflected in Table 1.

Table 1: Performance of the Commission

S.N.o	Particulars of work	2018	2017
I Recruitment through CSS Competitive Examination			
i.	Examination conducted	1	1
ii.	Total vacancies	466	484
iii.	Applications received	24010	23025
iv.	Candidates appeared in written examination	11887	10,254
v.	Candidates qualified in written examination	569	312
vi.	Candidates finally qualified after viva voce	567	310
vii.	Nominations made for Services & Occupational Groups	278	260
viii.	Posts un-filled	188	224
II General Recruitment for Ex-cadre positions in BS-16 and above			
i.	Number of vacancies advertised	3127	2465
ii.	Applications received	741058	309990
iii.	Vacancies (fresh + carried over) processed during 2018	6277	5976
iv.	Cumulative applications processed	1154,448	835,817
v.	Written tests conducted in number of recruitment cases	227	304
vi.	Candidates interviewed in finalized cases	7070	8015
vii.	Candidates recommended for appointment against various posts	2191	2413
viii.	Posts for which suitable candidates were not found	357	397
ix.	Recruitment for posts under process by year-end	3726	3150
III Final Passing Out Examination(FPOE) for CSS Probationers			
i.	Probationers from various groups/services appeared	308	323
ii.	Qualified in the FPO examinations	215	261
iii.	Pass Percentage	70%	82%
iv.	FPOE for selected through SOPE 2016	27	--
IV Advice tendered to Ministries/Divisions/Departments on Recruitment Rules			
i.	Fresh Recruitment Rules received for advice of the Commission	102	109
ii.	Recruitment Rules finalized	39	33
iii.	Recruitment Rules Cases processed to remove deficiencies	58	71
iv.	Recruitment Rules closed as considered unfit	05	05



S. No	Particulars of work	2018	2017
V	Professional/Screening Tests		
A	Screening (MCQ) Tests conducted	101	125
i.	Number of posts	2520	2579
ii.	No. of registered Candidates	518592	357437
iii.	No. of appeared Candidates	303289	208718
B	Written (Descriptive) Tests conducted	82	125
i.	Number of posts	230	253
ii.	No. of registered Candidates	8998	10185
iii.	No. of appeared Candidates	3124	4294
C	Shorthand/Typing Tests conducted	44	54
i.	Number of posts	239	217
ii.	No. of registered Candidates	25206	13412
iii.	No. of appeared Candidates	5869	3620
VI	Syllabi design and vetting		
i.	Syllabi designed for General Recruitment cases	260	307
ii.	Vetting of Syllabi for FPOE for Groups/Services	12	12
iii.	Requisitions received for improving CSS syllabi	05	03
VII	Publications		
i.	FPSC Annual Report	01	01
ii.	FPSC Bulletins	03	04
VIII	Other Competitive Examinations		
A	Recruitment of Civil Judges/Judicial Magistrate in GB Judiciary		
i.	Candidates applied	208	--
ii.	Candidates appeared	149	--
iii.	Candidates passed	42	--
iv.	Candidates failed	107	--
B	Recruitment of Session Judges in GB Judiciary		
i.	No of Posts	02	--
ii.	Candidates applied	65	--
iii.	Candidates appeared	58	--
iv.	Candidates passed	11	--
v.	Candidates failed	54	--
C	Competitive Examination for Assistant Directors Survey of Pakistan		
i.	No of Posts	08	--
ii.	Candidates applied	581	--
iii.	Candidates appeared	207	--
IX	Psychological Assessment Testing		
i.	Assessed for CSS Competitive Examination	300	312
ii.	Assessed for induction of Defence Forces Officers	29	31
iii.	Assessed for Assistant Director(IB)	109	21
iv.	Assessed for Assistant Manager(IT)	40	--
v.	Assessed for Pakistan Naval Officers	72	--



S. No	Particulars of work	2018	2017
X IT Services provided during the year			
i.	Online application processed for CSS Competitive Examination	24010	23025
ii.	Online admission certificates issued for CSS Competitive Examination	24010	23025
iii.	Online detailed marks sheets issued for CSS Competitive Examination finally qualified candidates	569	312
iv.	Online detailed marks sheets issued for CSS Competitive Examination failed candidates	11320	9079
v.	Online applications received and processed for CSS 2019	23403	--
vi.	Applications processed for Defence Forces induction into Civil posts through CE 2017	30	31
vii.	Online admission certificates issued for conduct of Competitive Examination Gilgit Baltistan	273	2656
viii.	Applications processed and admission certificates issued for conduct of FPOE 45th CTP	311	--
ix.	Online applications received and processed for SOPE	1531	--
x.	Online applications received and processed for conduct of Competitive Examination in Survey of Pakistan	581	--
xi.	CNIC verification of CSS Written qualified candidates	569	312
xii.	Online applications received and processed for Ministerial Staff recruitment in FPSC	5694	7990
xiii.	Online applications received and processed for General Recruitment	741064	309998
xiv.	Online admission certificates issued for General Recruitment	557691	384500
xv.	Online applications editing facility	88281	--
xvi.	SMS intimations to the candidates	1377967	770000
xvii.	E-mails sent to candidates	11888	15000
xviii.	Queries on Phone calls	51419	28800
xix.	Queries by E-mails	33377	24891
XI Representations/Review Petitions in cases finalized during the year			
i.	Rejected candidates	1800	4590
ii.	Representations	451	973
iii.	Representations accepted	170	113
iv.	Candidates called for personal hearing	275	849
v.	Restored after personal hearing	63	90
vi.	Review Petitions	39	101
vii.	Review Petitions accepted and candidature restored	02	03
viii.	Representations dismissed	216	767



1.8 Litigation: Under Section 7(3) (d) of the FPSC Ordinance 1977, candidates not satisfied with the decision of the Commission relating to recruitment, can file an appeal in the High Court. Similarly, on human resource matters, the employees can invoke the jurisdiction of FST. Details of cases in litigation, against the Commission in various Courts of Law, during 2018 are given in Table below:

Table 2: Litigation by or against the Commission by end-2018

Forum/ Court	As on 01-01-18	Filed during 2018	Total	Decided during 2018	Balance on 31.12.2018
Supreme Court of Pakistan	42	43	85	36	49
Islamabad High Court	120	37	157	54	103
Lahore High Court	53	16	69	20	49
Sindh High Court	33	10	43	07	36
Peshawar High Court	16	12	28	11	17
Balochistan High Court	05	02	07	01	06
AJK Supreme Court	01	--	01	--	01
Federal Service Tribunal	215	52	267	217	50
Supreme Appellate Court Gilgit Baltistan	06	05	11	04	07
Gilgit Baltistan Chief Court	23	29	52	24	28
Gilgit Baltistan Service Tribunal, Gilgit	01	01	02	--	02
Civil Courts/ Misc.	04	01	05	01	04
Wafaqi Ombudsman	05	--	05	05	--
Total	524	208	732	380	352



CHAPTER 2

Information Technology Based Key
Targets, Measures Taken and Results



KEY TARGETS, MEASURES TAKEN & RESULTS

2.1 The Commission determines its strategic priorities, set future goals and course of action on the basis of consensus in the meetings of the Commission. In the year 2018, following priorities remained under consideration of the Commission:

2.2 Task-I LESS-PAPER PARADIGM THROUGH E-ENABLING

I. Activity: Applying Online for General Recruitment cases and Competitive Examinations.

Key Targets:

- Maintaining a threshold of over 99% for receiving GR and CE application online in the year.
- No (zero) hardcopy of online applications for GR to be dispatched by the candidate.
- Fifteen days to apply online prior to closing date.
- Cut-off time to be 12:00 midnight of the closing date.

Measures Taken: Actual number of online applications increased for General Recruitment.

Results 2018:

- Applications for all General Recruitment cases were invited online. During the period, **741,064** applications (**740,969 online applications + 95 manual applications**) were received against various cases advertised by the Commission. Thus a threshold of 99.99% was achieved with respect to number of online application vs. manual application.
- No Hardcopy of online application was invited for General Recruitment Cases.
- Online application submission facility was provided at least 15 days prior to the closing date
- Cut-off time for submission of online application was 12:00 midnight of the closing date. All received applications were processed and reports generated for conduct of tests. Summary Bio-data sheets of 6,023 candidates were produced for conduct of interviews by the Commission.
- Attendance Lists/Sheets and other required reports pertaining to 562,367 candidates for professional/screening, Descriptive and APS tests of various Phases were generated.

II. Activity: Online Admission Certificates for GR and Competitive Examinations

Key Targets:

- Maintaining 100% availability of online admission certificate, for GR and CE, accessible to candidates without geographical constraints. (Exception - withheld certificates).
- No (zero) dispatch of admission certificates through postal/courier means.
- Availability - Minimum 7 days prior to start of test/examination.

Measures Taken:

- (i) Actual number of candidates appearing in the tests/examinations, except withheld candidates, vs number of online admission certificates.
- (ii) Date of placement of certificates and the date of commencement of the test/examination.

**Result 2018:**

- For the convenience of candidates, the facility to generate and print online admission certificate for the tests/examinations was provided through the web portal of the Commission. **557,691** admission certificates for GR exam, **24,008** for CE-2018, **5,694** for Ministerial posts, **1531** for Section Officers Promotional Examination, **581** for Survey of Pakistan Competitive Examination and **273** for Gilgit Baltistan Competitive Examination were placed on website. No admission certificate was dispatched through postal/courier services.
- All Admission certificates were placed about ten (10) days before start of the examination.
- No single admission certificate was dispatched through postal/courier means during the period.

III Activity: Online result/detailed marks sheet for Competitive Examinations.**Key Targets:**

- 100% detailed marks sheet of Competitive Examinations be placed online.

Measures Taken: Number of appeared candidates vs number of marks sheets made available online, except withheld candidates.

Result 2018:

- Marks sheets of 260 finally qualified candidates of CE-2017 were also placed online.
- The results of 569 written pass candidates of CE-2018 and the marks sheets of 11,318 written part failed candidates were placed online.
- Marks-sheets of Section Officers Promotional Examination were also placed online.
- 100% marks sheet of Competitive Examination were placed online.

2.3 Task-II E-COMMUNICATION

- I. Activity:** SMS based Information dissemination to the candidates about major events concerning their applications including commencement of test/examination, submission of required document, schedule of interviews etc.

Key Tragetts:

- SMSs dispatched to 100% candidates for appearing in the test/examination during the year on their given cell phone numbers.

Measures taken: Number of SMSs Vs Number of candidates called for test/examination during the year.

Result 2018:

Over **1,377,967** SMS and **11,888** e-mails were sent to candidates regarding major events, including acknowledgement of their online applications, call for test/interviews, intimations regarding personal hearings etc.

2.4 Task-III: CURTAILMENT OF TIME OF RECRUITMENT CYCLE

I Activity-I: Monitoring of the System based on Process Rationalization Exercise for Efficiency Enhancement.

Key Targets:

- Recording the cases for GR in the system within 7 days of consolidated advertisement.
- Timely update of the system
- Generation of fortnightly report(s)

Measures taken:

Status of the recruitment cases in the PREE system.

Result 2018:

- Monitoring of Process Rationalization for Efficiency Enhancement (PREE) system was activated. Reports pertaining to cases delayed beyond their projected timeline were also reported to concern Wing for attention.
- An additional report was made part of the system based on Process Rationalization for Efficiency Enhancement (PREE) exercise for better monitoring and control of activities pertaining to GR. Reports pertaining to cases delayed beyond their projected time were also reported to concerned wing for attention.
- 259 new cases pertaining to GR were entered in PREE system in year 2018. Among them, 118 cases have been finalized while 141 cases are at different stages of recruitment. The new cases in the system were timely updated within 7 days.

2.5 Task-IV: TECHNOLOGY/SOFTWARE ENHANCEMENT

I. Activity: Project for development / revamping of infrastructure and systems for capacity enhancement of FPSC.

Key Targets:

- Activities to be completed as per agreed timelines with the executer i.e. National Information Technology Board.

Measures Taken: Progress monitoring and discussions in the Steering Committee of the project.

Result 2018:

- NITB has been executing the PSDP funded project titled 'Online Recruitment System for FPSC Phase-II'. The project was extended up to 30-06-2019 on 29-10-2018 in a meeting chaired by Secretary Information Technology and Telecommunication.
- System Requirement Specification (SRS) document was approved by the head of Steering Committee on 29-03-2018. SRS document was based on the individual meetings/ discussion/ document review with all the focal persons of various Wings of FPSC.
- A meeting of Steering Committee was held on 03-12-2018 at FPSC Headquarters Islamabad. It



was chaired by the head of Steering Committee, Major General (R) Muhammad Azeem Asif, Member, FPSC. The progress was discussed and early completion of modules by NITB was underlined.

II. Activity: Value addition in the existing software application systems.

Key Targets:

- New additions/features etc. provided for convenience of internal or external users.

Measures Taken: Number of new additions/features etc.

Result 2018:

i. Editing Facility of Online Applications

A newly developed online application editing facility for the applicants was made available from February 2018. A total of 88,281 applicants availed the editing facility and amended their applications online instead of referring the request to FPSC headquarters in the year 2018.

ii. Improvement in Online Applications for GR

GR online application module was amended to incorporate parameters, additionally required for CNIC verification through NADRA VeriSys.

iii. Improved Summary Bio-data

As desired by the Commission, summary Bio-data report for conduct of interviews for General Recruitment candidates was revamped with additional information pertaining to qualification and institutions attended by the candidates.

2.6 Task -V:PUBLIC FACILITATION/INFORMATION DISSEMINATION

I. Activity: Access to information for aspirants and general public through web portal.

Key Targets:

- Availability of general information to interested aspirants.
- Placement of specific information based on events through the web portal within 24 hours of its publication.
- Aiming it to make a highly accessed web portal

Measures Taken:

- (i) Number of placements on the web portal.

Result 2018:

1. FPSC New Web Portal

- FPSC Web Portal has been the gateway to online services. New FPSC Web Portal was launched having improved layout, design and navigation facilities for convenience of aspirant. The portal now gives a better, corporate look with picture galleries etc. concerning various events.
- Online services offered by FPSC save time and money on part of Commission as well as candidates on account of printing, filing, dispatch of applications, admission certificates etc. Following online and allied services were provided through FPSC Web portal i.e.



www.fpsc.gov.pk for convenience of applicants:

- Placement of Consolidated Advertisements Nos. 01/2018, 02/2018, 03/2018, 04/2018, 05/2018, 06/2018, 07/2018, 08/2018, 09/2018, 10/2018, 11/2018, 12/2018 on FPSC Web portal.
- Inviting online applications against all advertisements.
- Placement of interview programs, syllabi, press releases and other related information of interest to general public and candidates.
- Online admission certificates for all test phases conducted during the period.
- Public notices, tenders, FPSC quarterly reports, annual reports, pre-selections, recommendations, final results, allocations and various forms for the interest of aspirants and general public were placed on web sites.
- Placement of events related specific information was placed within 24 hours.
- Web portal has been made highly accessible in comparison with other public sector organizations.

II. Activity: Call Center/helpline for the aspirants.

Key Targets:

- Number of calls/e-mails received.

Measures taken: Number of calls/e-mails received.

Result 2018:

- **Facilitation Centre**

Facilitation Centre has been a single point of contact for assisting candidates/general public by responding to their queries and providing information concerning advertised cases etc. Over **51,419** phone calls and **33,377** e-mails were received and appropriately responded to by Facilitation Centre during the period.

- **Assistance to Facilitation Centre and Control Room**

In order to effectively respond to the queries of candidates, required information pertaining to SOPE-2017, professional/Screening, Descriptive and APS tests of Phase-I, Phase-II & III, IV, V and Special Phases-III & IV/2018 was provided to Facilitation Centre and Control Room established at FPSC Headquarters and provincial offices.

2.7 Task-VI: IT BASED NEW INITIATIVES

I. Activity: New Initiatives

Key targets:

- Proposals/projects initiated.

Measures Taken: Number of proposals/projects.

Result 2018:

- **PC-I for Computer Based Testing (CBT) and Question Data Bank**

PC-I for Computer Based Testing and Question Data Bank was prepared by IT Wing in line with



the directions of the Chairman, FPSC. The Chief (IT) with his technical team held consultation with all concerned and finalized the document.

- **Provision of Call Centre Services**

Meetings with NTC, Ufone, AWT Technologies and other vendors were held to establish state of the art call centre at FPSC. A comprehensive proposal is under consideration.

2.8 Task-VII: WORKLOAD MANAGEMENT

I. Activity: Managing the Workload

Key Targets:

- Proposals/projects initiated.

Measures Taken: Workload relating to various Tests/Examinations.

Result 2018:

1. Competitive Examinations

CE-2018

- All pre-exam activities like time table, attendance lists/sheets for CE-2018 were provided for conduct of examination in the month of February, 2018. Admission Certificates were also placed online. Summary Bio data sheets of 569 written qualified candidates of CE-2018 were produced and applications of 30 nominees from Defense Services for induction into CSS were processed.
- Processing of 24,008 applications for CE-2018 and generation of pre-scrutiny eligibility reports for conveying the deficiencies to the applicants well before start of the examination were generated. Other reports for the consumption of CE Wing were generated for smooth conduct of the examination including Admission Certificates, Attendance Sheets and Attendance Lists etc. Summary Bio data sheets of 312 written qualified candidates of CE-2017 were produced for Viva Voce Board.
- Marks sheets of finally qualified candidates of CE-2017 were placed online. Attendance of CE-2018 was also marked in computer database. The results of written pass candidates of CE-2018 and the marks sheets of written failed candidates were placed online.

CE-2019

- As per approval of the Commission, 100% applications for CE-2019 were invited online during October-November, 2018. After processing of all 23,403 applications (23,365 online applications + 38 manual 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 preparation of smooth conduct of the examination.

CSS 2017-Armed Forces Inductees

- Applications for CSS Armed Forces Inductees were processed. Summary bio-data and other reports were generated for Psychological Assessment and Viva Voce.



2. Gilgit Baltistan Competitive Examination-2018

A total of 273 applications were received against different posts of Gilgit Baltistan during the year to be filled-up through competitive examination. Admission certificates/attendance lists were generated for conduct of examination. The result of candidates who passed the examination was placed on the website.

3. Final Passing Out Examination

Bio-data form entries of 314 fresh and failed probationers of various Groups for conduct of Final Passing Out Examinations for 44th CTP were completed. Admission certificates, attendance list, attendance sheets, blank result statement, marks sheets etc. were generated for smooth conduct of examinations.

4. Section Officer Promotional Examination (SOPE)

100% online applications were invited for SOPE-2017 in the month of January, 2018. A new online module was developed for the purpose. A total 1,531 applications were received online. Attendance lists/sheets, marks sheets and other outputs were generated for conduct of the examination.

5. Survey of Pakistan Competitive Examination-2018

581 online applications for competitive examination for posts of Assistant Director in the Survey of Pakistan were received and processed. Required reports were generated for the examination held in the month of October 2018. A total of 581 online applications were received and processed for the examination.

6. Ministerial Staff Recruitment for FPSC

In the month of December 2017, various posts for recruitment of BS-1 to 15 were advertised and facility to receive the online application was made available on 15-12-2017 with closing date as 01-01-2018. 5694 applications received were processed and required output including time table, admission certificates, attendance lists/sheets etc. were provided to Administration Wing for conduct of tests/interviews.

7. Provision of Treasury Receipt Data

Information pertaining to FPSC fee collection through Government Receipts/TRs for the year 2018, based on the online applications of the candidates was compiled and forwarded to Budget Section on monthly basis. All information was shared within 15 days after the closing date of consolidated advertisement.

8. CNIC Verification through NADRA VeriSys

The CNIC verification of 569 written qualified candidates of CE-2018 and recommended candidates of General Recruitment were carried out by the IT Wing through NADRA VeriSys.

9. Forensic Examination of Electronic Gadgetries

IT Wing conducted forensic examination of electronic gadgetries, found in possession of candidates in the examination halls, to evaluate their extent of use in order to assist the Commission to appropriately penalize the candidate(s) in accordance with the rules.



CHAPTER 3

CSS Competitive Examination,
General Recruitment, Miscellaneous
Examinations & Psychological
Assessment: The Annual Performance



I. CSS Competitive Examination:

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

- 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).

3.2 The CSS Competitive Examination consists of four components: Written examination, Medical examination, Psychological Assessment and Viva Voce.

3.3 CSS Competitive Examination 2017: The examination and finalization of result for CE 2017 continued in 2018. The following activities were undertaken:

- a. Medical Examination:** The Combined Medical Board (CMB) conducted regular Medical Examination of the candidates, who qualified the written part of CE 2017. Medical Re-examination of 61 deferred candidates of CE 2017 was held from 06.03.2018 to 30.03.2018 at Islamabad, Karachi and Lahore
- b. Psychological Assessment:** Psychological Assessments were held from 09.01.2018 to 16.02.2018 at Islamabad, Lahore and Multan.
- c. Viva Voce:** The Viva Voce Board comprising of the then Chairman of the Commission Mr. Naveed Akram Cheema and Members, Mr. Ahmed Bakhsh Lehri, Ambassador (R) Rizwan-ul-Haq Mahmood, Mr. Akhlaq Ahmed Tarar and Ms. Nargis Sethi conducted the viva voce of the written qualified candidates of CE 2017 at Islamabad, Karachi, Lahore, Peshawar and Quetta. On average, each candidate was interviewed for 35 to 40 minutes to assess his/her personality traits, leadership qualities, level/depth of knowledge and potential. The psychological assessment reports were also considered while assessing their traits. Viva Voce of 197 candidates were held from 02.01.2018 to 08.06.2018 as per schedule indicated in Table 3 at Islamabad, Lahore, Karachi, Peshawar and Quetta:



Table 3: Schedule of Viva Voce Board engagement during 2018

Center	From	To	No. of Working Days	No. of candidates
Islamabad (Phase-II)	02.01.2018	05.01.2018	03	16
Peshawar (Revised)	16.01.2018	18.01.2018	03	18
Lahore (Phase-II)	23.01.2018	26.01.2018	04	22
	30.01.2018	02.02.2018	04	18
Karachi	06.02.2018	10.02.2018	05	32
Islamabad (Phase-III)	13.02.2018	14.02.2018	02	12
Lahore (Phase-III)	05.03.2018	08.03.2018	04	23
	13.03.2018	16.03.2018	04	21
Lahore (Phase-IV)	30.05.2018	01.06.2018	03	14
	05.06.2018	08.06.2018	04	21
Total			36	197

- d. **Final Result:** The Commission announced final result of the CSS Competitive Examination-2017 on 28.06.2018. Applications to post ratio was 48. 3.30 percent of the candidates who appeared in the written portion finally qualified the examination. The details of CSS CE-2017 are as below:

Table 4: Summary of Competitive Examination-2017

Candidates	Number	Percentage
Candidates Applied for the examination	23,025	NA
Candidates Appeared in the examination	10,254	45
Candidates qualifying the written examination	312	3.04
Written Qualified Candidates failed/absent in the Viva Voce	02	-
Candidates finally qualified	310	3.02
• Male candidates finally qualified	199	64%
• Female candidates finally qualified	111	36%
Vacancies	484	-
Candidates recommended for appointment	260	54%
• Male candidates	154	59%
• Female candidates	106	41%
Posts remained unfilled	224	46%

- e. **Vacancies for Competitive Examination 2017:** The Establishment Division communicated 484(320 fresh and 160 carried over) vacancies were to be filled through CSS Competitive Examination 2017, which were accordingly distributed amongst various Provincial/Regional quotas and sub quotas. Occupational Groups/Services-wise distribution of vacancies against each category of quota is given in Table 5.

Table 5: Distribution of Vacancies for CE-2017

QUOTA		FRESH VACANCIES	Total Vacancies
Merit 7.5%	All Pakistan Merit	PAAS=2, CTG=1, PCS=3, PAS=2, FSP=2, IRS=4, IG=2, OMG=5, PSP=2, RCTG=1	24
Punjab 50%	Open Merit	PAAS=12, CTG=11, PCS=15, PAS=15, FSP=10, IRS=23, IG=8, MLCG=2, OMG=25, PSP=9, POSTG=3, RCTG=4,	137
	Women	PAAS=1, CTG=1, PCS=1, PAS=2, FSP= 2, IRS=2, IG=4, MLCG=1, OMG=4, PSP=2, RCTG=1	21
	Minorities	FSP=1, PSP=3, PAAS= 3, CTG=1, PCS=3, PAS=1, IRS=9, OMG=9, POSTG=2, IG=1, MLCG=1, RCTG=1	35
Sindh (R) 11.4%	Open Merit	PAAS=4, CTG=3, PCS=4, PAS=3, FSP=2, IRS=8, IG=2, MLCG=1, OMG=11, PSP=2, POSTG=1, RCTG=2	43
	Women	FSP=1, PAAS=1, OMG=4, PAS=1, IRS=1, IG=1 , POSTG=4, RCTG=1	14
	Minorities	PSP=1, PAAS=1, CTG=1, IRS=1, IG=1, OMG=2	07
Sindh (U) 7.6%	Open Merit	PAAS=2, CTG=2, PCS=2, PAS=3, FSP=1, IRS=4, IG=3, OMG=12, PSP=3, POSTG=2	34
	Women	CTG=1, OMG=2, RCTG=1, IG=2, POSTG=5	11
	Minorities	IRS=2, PAAS=1, PCS=1, OMG=1, PSP=1	06
K.P.K 11.5%	Open Merit	PAAS=5, CTG=3, PCS=3, PAS=3, FSP=1, IRS=5, IG=3, MLCG=1, OMG=11, PSP=3, POSTG=1, RCTG=2	41
	Women	PAS=1, FSP=1, IG=1, IRS=1, MLCG=1, OMG=1,	06
	Minorities	FSP=1, PCS=1, PAS=2, IRS=3, PAAS=1, OMG=2, PSP=1	11
Balochistan 6%	Open Merit	PAAS=2, CTG=4, PCS=3, PAS=2, FSP=1, IRS=8, IG=2, OMG=8, PSP=2, MLCG=1, POSTG=2, RCTG=1	36
	Women	OMG=3, POSTG=2, IRS=1, IG=2, PSP=1, RCTG=1	10
	Minorities	IG=1, PAAS=2, PAS=1, IRS=1, OMG=1	06
GBFATA 4%	Open Merit	PAAS=2, CTG=2, PCS=2, PAS=1, FSP=1, IRS=5, OMG=7, PSP=1, RCTG=1, IG=1, POSTG=1	24
	Women	CTG=1, IRS=1, IG=1, OMG=1, POSTG=1	05
	Minorities	PAS=1, IRS=1, OMG=1	03
AJK 2%	Open Merit	PAAS=1, CTG=1, PAS=1, FSP=1, IRS=1 , IG=1	6
	Women	PCS=1, RCTG=1	02
	Minorities	OMG=1, IRS=1	02
Total			484

f. **Allocation:** The final allocation of CE-2017 candidates to various occupational groups/services on the basis of merit and applicable quota was conveyed to the Establishment Division on 11.05.2018. Out of 484 vacancies, allocations against 260 posts of 154 male & 106 female candidates were made by the Commission. Allocation against 224 vacancies could not be made due to non-availability of qualified candidates from the respective quotas.

Table 6: Vacancies left un-filled

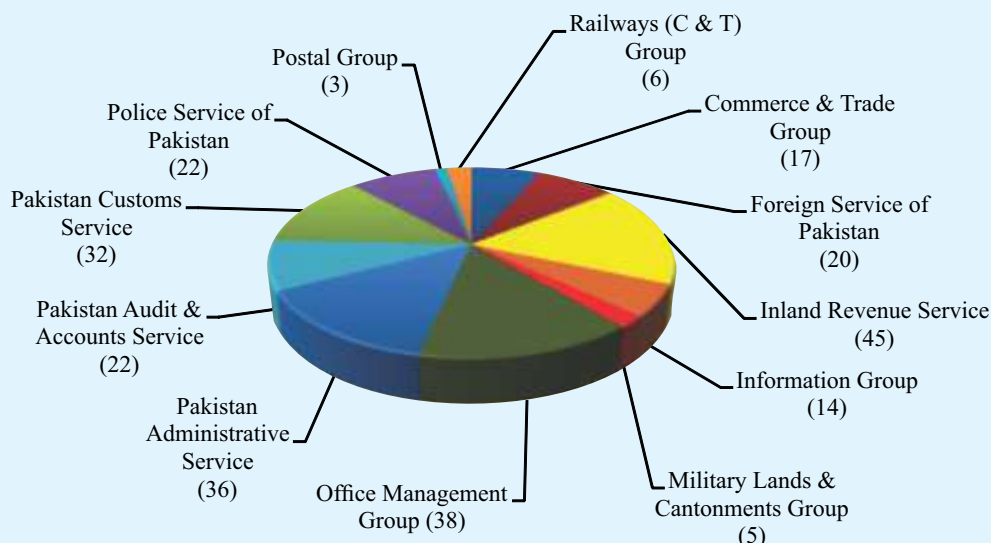
Quota		CSS 2017	
		Vacancies	Total
Punjab	Open	--	35
	Women	--	
	Minorities	35	
Sindh (Rural)	Open	29	49
	Women	13	
	Minorities	7	
Sindh (Urban)	Open	23	40
	Women	11	
	Minorities	6	
Khyber Pakhtun-khawa	Open	14	27
	Women	2	
	Minorities	11	
Balochistan	Open	31	47
	Women	10	
	Minorities	6	
GBFATA	Open	14	22
	Women	5	
	Minorities	3	
AJK	Open	0	4
	Women	2	
	Minorities	2	
Total		224	224

3.4 FPSC has taken special initiatives to encourage women, minorities and persons with special needs to join the civil service. FPSC observes 10% reserved quota for women and 5% reserved quota for minorities (Non Muslims) from the share of provinces/regions (not applicable to posts reserved for open merit) in line with policy of the Government. This affirmative action to protect rights and interests of women and minorities in federal services has been appreciated. However, the Commission is of the view that seats often go un-filled due to non availability of qualified candidates from these segments. The Commission has been highlighting these issues in its previous Annual Reports to invite attention of the policy makers to take appropriate measures so that both women and minorities take full benefit of the reserved quota.

Table 7: 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	1	12	---	---	3	---	---	1	17
Foreign Service of Pakistan	2	12	2	1	2	---	---	1	20
Inland Revenue Service	4	25	3	2	6	---	4	1	45
Information Group	2	12	---	---	---	---	---	---	14
Military Lands & Cantonments Group	---	3	---	---	2	---	---	---	5
Office Management Group	5	29	---	---	3	---	1	---	38
Pakistan Administrative Service	4	17	4	3	4	2	1	1	36
Pakistan Audit & Accounts Service	2	13	---	---	5	---	1	1	22
Pakistan Customs Service	3	16	4	2	3	1	2	1	32
Police Service of Pakistan	---	11	2	3	3	2	1	---	22
Postal Group	---	3	---	---	---	---	---	---	3
Railways (C & T) Group	1	5	---	---	---	---	---	---	6
Total	24	158	15	11	31	5	10	6	260

Figure-01: Occupational Groups and Services Wise Break-up of 260



3.5 Regular Induction of Armed Forces Officers into Civil Services: Ministry of Defence recommended a panel of 29 officers of Armed Forces for consideration against induction into civil posts against 10% reserved quota in selected federal services in line with CSS-2017. The Commission arranged Psychological Assessment and Viva Voce of 28 candidates (One candidate remained absent) from 31.07.2018 to 06.08.2018 and 27.08.2018 to 31.08.2018 respectively. The Commission recommended 08 officers in order of merit for appointment against Groups/Services as detailed below:

Table 8: Induction of Armed Forces Officers

S.No	Merit No.	Name	Department/ Services	Domicile/ Quota	Allocated Group/Service
1.	5	Capt. Zuhkruf Fida Malik	Pak Army	Punjab	PAS
2.	8	Capt. Kashan Saeed	Pak Army	Punjab	FSP
3.	12	Capt. Abdul Wahab Khan	Pak Army	Sindh(R)	PAS
4.	17	Capt. Joshua Arthur	Pak Army	Balochistan	PAS
5.	20	FLT.LT. Ahmed Haroon	PAF	Sindh(U)	FSP
6.	25	LT. Muhammad Ahmed Zaheer	Pak Navy	Punjab	PAS
7.	18	FLT.LT. Muhammad Khurram Ashraf	PAF	Punjab	PSP
8.	14	Capt. Asif Khan	Pak Army	KPK	PSP

3.6 Competitive Examination (CSS), 2018: 24,010 candidates applied for the Competitive Examination (CE) 2018. Written Examination was conducted by the Commission from 15.02.2018 to 26.2.2018 in 19 cities. 11,887(41%) candidates appeared in the written examination. The result of written portion of CSS Competitive Examination 2018 was announced on 18.09.2018. 4.79% of the appeared candidates qualified the written examination. Centre-wise break-up of the candidates is at Table 9.

**Table 9: Centre-Wise Break-up of Candidates**

City	Registered Candidates	Appeared Candidates	Qualified in Written Examination	City	Registered Candidates	Appeared Candidates	Qualified in Written Examination
Abbottabad	657	297	05	Lahore	6391	3358	229
Bahawalpur	352	167	10	Larkana	265	132	02
D.G.Khan	139	81	09	Multan	855	437	29
D.I.Khan	236	96	02	Muzaffarabad	146	77	03
Faisalabad	936	438	17	Peshawar	2598	997	12
Gilgit	731	378	01	Quetta	622	247	07
Gujranwala	101	34	15	Rawalpindi	1665	934	31
Hyderabad	1119	582	20	Sargodha	618	313	15
Islamabad	3946	2066	115	Sukkur	376	197	04
Karachi	2257	1156	43	Total	24010	11887	569

Note: The overall performance of the candidates appearing from Lahore and Islamabad centres has been better than other centres.

Table 10: Region-Wise Break-up of Written Qualified Candidates

S.No	Domicile	Male	Female	Minorities	Totals
1.	Punjab	243	165	02(Male)	410
2.	Sindh(R)	30	08	01(Male)	39
3.	Sindh(U)	21	21	-	42
4.	Khyber Pakhtun khawa	31	08	-	39
5.	Balochistan	11	02	-	13
6.	GB/FATA	13	03	-	16
7.	AJK	05	05	-	10
Total		354	212	03	569

3.7 Changes in CSS Rules CE-2018: In the light of Lahore High Court Judgement in W.P No.7572/2016 and 8157/2016, dated 14.01.2017 and Cabinet decision dated 26.09.2017, following amendments were made in the Rules, and notified in official gazette of Pakistan under SRO No. 1059(I)/2017.

- Rule 9 (ii):** The special candidates were allowed to compete against all Occupational Groups/Services in Competitive Examination.
- The word “**disable**” was replaced with “**Special**” and the word deaf, dumb ad blind were omitted in the Competitive Examination Rules

3.8 Medical Examination: the medical examination of 569 candidates qualifying the written examination was held at Karachi, Lahore, Islamabad and Peshawar centres. Accordingly, all the candidates were summoned for their Medical Examination as per following schedule at Table 11:

Table 11: Medical Examination of CSS candidates

Sr.No.	Centre	Date(s)	No. of Candidates
I.	Karachi	29.10.2018 to 31.10.2018	75
II.	Lahore	05.11.2018 to 08.11.2018	320
III.	Islamabad	12.11.2018 to 14.11.2018	160
IV.	Peshawar	16.11.2018	14
Total			569

3.9 The Psychological Assessment and Viva Voce of written qualified candidates of CSS Competitive Examination-2018 also commenced as per following schedule.

Table 12: Schedule of Psychological Assessment & Viva Voce for CSS 2018

Schedule of Psychological Assessment				Schedule of Viva Voce		
Sr. No.	Candidates	Date	No. of Candidates	Center	Date	No. of Candidates
1	Islamabad (Phase-I)	12.11.2018 to 04.12.2018	160	Islamabad (Phase-I)	10.12.2018 to 21.12.2018	74
2	Lahore (Phase-I)	14.12.2018 to 29.12.2018	140	Islamabad (Phase-II)	26.12.2018 to 10.01.2019	89
Total			300			163

3.10 The Viva Voce Board comprising the Chairman of the Commission, Mr. Haseeb Athar and Members, Major General(R) Azeem Asif HI (M), Mr. Habibullah Khan Khattak, Mr. Abdul Malik Abdullah and Mr. Abid Saeed conducted the viva voce (Phase-I) of the 56 qualifying candidates from 04.12.2018 to 29.12.2018 at Islamabad,(Phase-I) / Islamabad,(Phase-II). Viva voce continued till the end of the year and was concluded in May 2019. On average, each candidate was interviewed for 35 to 40 minutes to assess his/her personality, leadership qualities, knowledge and potential. The psychological assessment reports were also considered while assessing the potential and traits of the candidates.

3.11 CSS Competitive Examination 2019: A public notice inviting applications for CE-2019 was issued on 28.11.2018 instructing aspirants to apply online for CSS Competitive Examination 2019 between 28th November 2018 and 12th December 2018, to be followed by submission of hard copy of online form along with all documents and Treasury Receipt of Rs.2200/, so as to reach FPSC Headquarters, Islamabad within 10 days of the closing date. In all, 23,403 applications were received. For smooth conduct of CSS Competitive Examination 2019, 135 examination halls in 19 cities of Pakistan were reserved. Accordingly, a detail of centre wise breakup for conduct of CSS Competitive Examination 2019 is given below:



Table 13: Candidature in Competitive Examination-2019

Centre	Applicants	Centre	Applicants
Abbottabad	568	Lahore	6146
Bahawalpur	392	Larkana	238
D.G.Khan	171	Multan	875
D.I.Khan	270	Muzaffarabad	103
Faisalabad	845	Peshawar	2645
Gilgit	79	Quetta	569
Gujranwala	675	Rawalpindi	1555
Hyderabad	999	Sargodha	534
Islamabad	4106	Sukkur	429
Karachi	2204	Total	23403

II. General Recruitment

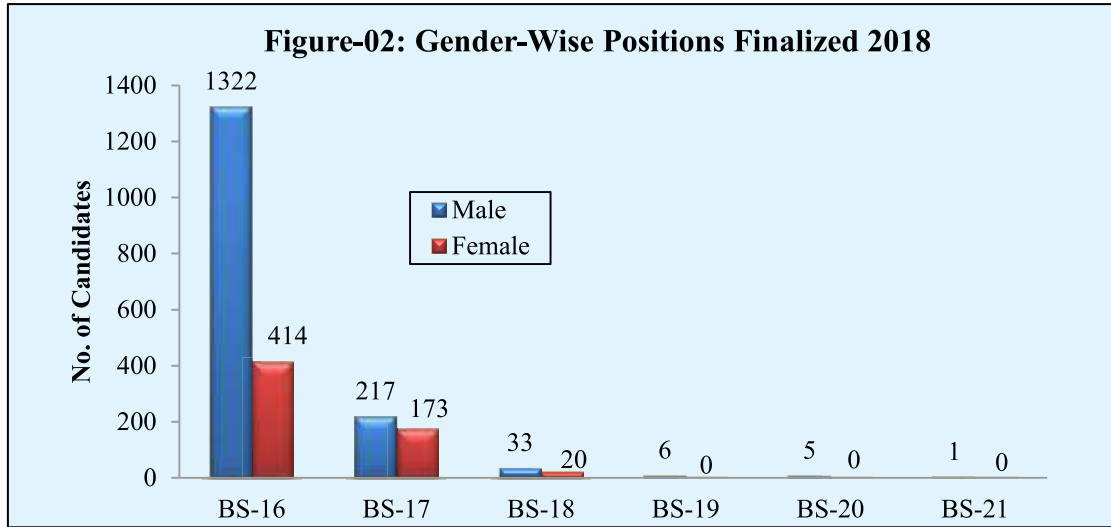
3.12. Recruitments during the Year 2018: The Commission processed **549** cases of general recruitment involving **6277** positions and **1154448** applications. These cases include **289** carried forward cases involving **3150** positions and **413390** applicants of previous years and **260** fresh cases involving **3127** vacancies and **741058** applicants.

3.13 Cases Finalized during the Year 2018: Out of **549** cases, **239** cases having **2553** vacancies were finalized and **2191** candidates were recommended for appointment. However, **357** positions in **130** cases were reported failure due to non-availability of eligible and qualified candidates from respective quotas. Some cases are pending due to litigation/ court case and could not be finalized during the previous years (2006-2017). The remaining **310** cases involving **3726** vacancies have been carried over to next calendar year vide details at **Appendix-8**.

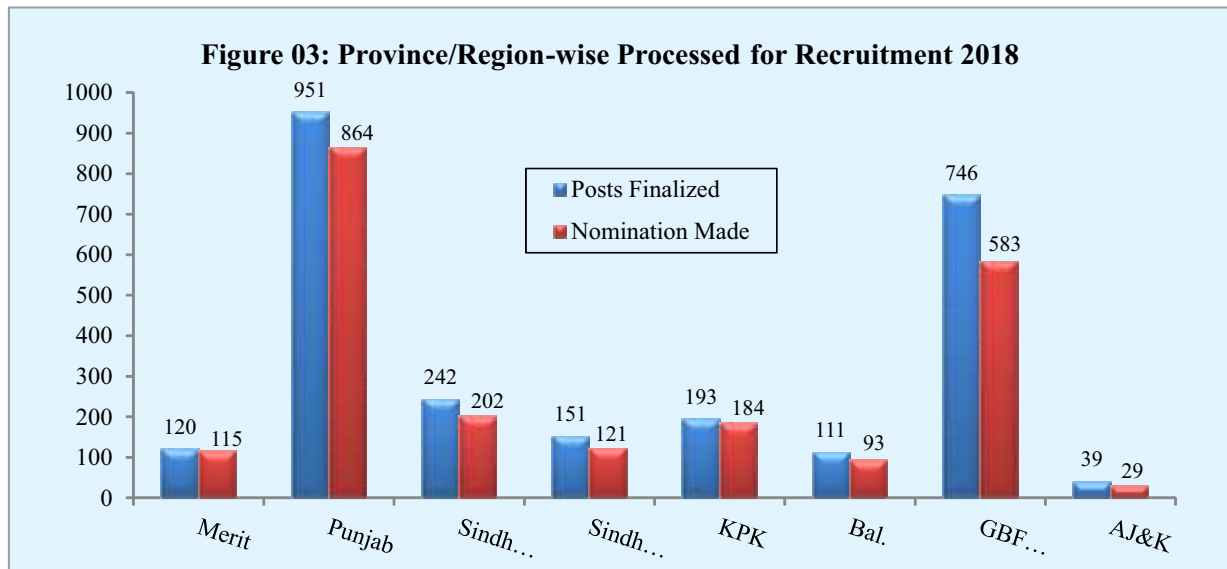
3.14 Gender-Wise vacancies finalized during 2018: The Commission made recommendations for appointment against **2191** positions out of **2553** vacancies in the year 2018. Out of these, **310** nominations were open to both genders, **343** reserved for female while **1538** nominations were open to both genders. The gender-wise statistics of posts is available at Table 14 and Figure 02.

Table 14: Gender Wise Distribution of Vacancies for General Recruitment

Basic Scale	Reserved for Male			Reserved for Female			Reserved for Both Genders				Total Nominations Made	WD	PEND	Total Vacancies Reported Failure	Total Vacancies Finalized	
	Vac	Nom	Failure	Vac	Nom	Failure	Vac	Nomination								Failure
								Male	Female	Total						
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
			(1-2)			(4-5)				(8+9)	(7-10+13+14)	(2+5+10)			(3+6+11)	(12+13+14+15)
16	284	232	52	333	262	71	1342	1090	152	1242	97	1736	1	2	220	1959
17	71	66	5	78	69	9	264	151	104	255	09	390	0	0	23	413
18	23	11	12	23	12	11	88	22	8	30	58	53	0	0	81	134
19	4	1	3	3	0	3	27	5	0	5	21	6	1	0	27	34
20	0	0	0	0	0	0	8	5	0	5	02	5	1	0	2	8
21	0	0	0	1	0	1	4	1	0	1	03	1	0	0	4	5
Total	382	310	72	438	343	95	1733	1274	264	1538	190	2191	03	02	357	2553



3.15 Distribution of Vacancies Scale wise vs. Regional Quota: Out of 2,191 recommendations/nominations, 115 were against Merit quota, 864 against Punjab, 202 against Sindh (Rural), 121 against Sindh (Urban), 184 against Khyber Pakhtunkhwa, 93 against Balochistan, 583 against GBFATA (including the posts of federal government/GB government) and 29 were made against Azad Jammu & Kashmir quota. Scale wise distribution among the candidates as comparatively performance in respect of domicile wise remained as 1736 recommendations/ nominations were made in BS-16, 390 were made in BS-17, 53 in BS-18, 6 in BS-19 and 5 were made in BS-20 and 1 in BS-21. Region wise vs. Scale wise vacancies filled are available at **Appendix-9** and the graph at Figure 03.



3.16 Ministry/Division wise Positions finalized during 2018: During the year 2018, out of 2191 nominations/ recommendations, positions finalized against each Ministry/Division is as at Table 15 and details are given at **Appendix-10**

**Table 15: Ministries/Divisions wise positions finalized during 2018**

Ministry/Division	Positions finalized during 2018
Finance Division	773
Ministry of Kashmir Affairs and Gilgit Baltistan	518
Revenue Division	468
Capital Administration and Development Division	125
Ministry of Defence	70
Federal Government Organization/Departments	44
Ministry of Overseas Pakistanis & Human Resource Development	33
Ministry of National Health Services, Regulations and Coordination	26
Ministry of Petroleum & Natural Resources	20
Ministry of Law, Justice & Human Rights	20
Cabinet Division	19
Ministry of National Food Security & Research	10
Ministry of Industries and Production	9
National Accountability Bureau	8
Aviation Division	7
Ministry of Climate Change	6
Ministry of Water and Power	6
Federal Public Service Commission	5
Establishment Division	4
Ministry of Planning, Development & Reform	4
Ministry of Federal Education & Professional Training	3
Ministry of Railways	3
Ministry of Housing & Works	2
Ministry of Information, Broadcasting and National Heritage	2
Ministry of Finance, Revenue, Economic Affairs, Privatization and Statistics	1
Ministry of Interior	1
Ministry of Narcotics Control	1
Ministry of Parliamentary Affairs	1
National Assembly	1
Ministry of Ports and Shipping	1
Total	2191

3.17 Fresh Cases initiated and processed for Recruitment during 2018: The Commission during the year under report initiated action on **260** new cases of recruitment involving **3,127** positions as detailed at **Appendix-11**.

3.18 Cases initiated in previous years for Recruitment but finalized during 2018: The process of recruitment takes a considerable amount of time as it involves scrutiny of applications, issuance of admission certificates, marking of answer sheets, disposal of representations, appeals and conduct of interviews. A major portion of the cases initiated in one calendar year, if not completed during the same year is carried over to the next year. During the year 2018 the Commission processed **289** cases of recruitment involving **3,150** positions of previous years (2006-2017). The details are at **Appendix-12**.

3.19 Un-filled posts during 2018: The Commission reported **357** positions un-filled in **130** cases due to non-availability of eligible candidates pertaining to **04** vacancies from Merit, Punjab-85, Sindh(R)-39, Sindh(U)-30, Khyberpakhtunkhawa-9, Balochistan-18, GBFATA-162, and AJK-10 against advertisement in accordance with recruitment rules. The details are given under **Appendix- 11 and 12**.

3.20 Professional Screening (MCQ/Descriptive/Written/APS Typing) Tests for recruitment to Ex-Cadre Posts conducted during the year 2018: Professional/Screening Tests formats including MCQs / Descriptive/ Written and APS Typing Tests are conducted for BPS-16 and above to short list candidates for interview. MCQs based Tests in **101** cases against **2520** vacancies were conducted in which **518,592** candidates were called for tests and **304,086** appeared. The Written/Descriptive Tests were also conducted in **82** cases against **230** vacancies, in which **8,998** candidates were called for tests and **3,124** appeared. Similarly, APS (Shorthand/ Typing) Tests were held in **44** cases against **239** vacancies, in which **25,206** candidates were called for tests and **5,869** appeared. Detailed statistics of the tests conducted during the year 2018 are at **Table-16(a), 16(b) and 17**.

Table 16 (a): Statistics on conduct of Screening (MCQ) Tests by the Commission during 2018

S. No.	Phase	No of cases	No of posts	Candidates applied	Candidates appeared
1	I	21	119	58550	31338
2	II/ III	24	638	110201	55785
3	SP-III	2	65	4459	2446
4	SP-IV	5	575	12629	10276
5	IV	28	422	162933	99068
6	V	21	701	169820	105173
TOTAL		101	2520	518592	304086

**Table 16 (b): Statistics on conduct of written (Descriptive) Tests by the Commission during 2018**

S. No.	Phase	No of cases	No of posts	Candidates applied	Candidates appeared
1	I	22	82	4188	919
2	II/ III	23	31	1533	641
3	SP-IV	4	64	802	468
4	IV	18	33	1404	630
5	V	15	20	1071	466
TOTAL		82	230	8998	3124

Table 17: Statistics on conduct of Shorthand/Typing Tests by the Commission during 2018

S. NO.	Phase	No of cases	No of posts	Candidates applied	Candidates appeared in typing	Candidates appeared in shorthand
1	I	5	21	2393	599	244
2	II/ III	20	48	5061	1161	495
3	IV	13	123	11423	2871	0
4	V	6	47	6329	1238	0
TOTAL		44	239	25206	5869	739

3.21 Cases wherein Alternate Nominations were made due to Non-Joining of the Principal Nominees: Occasionally, the nominees recommended by the Commission for different position(s) do not join the position(s) for one reason or the other. The Commission, on receipt of request from concerned Ministries/ Divisions/ Departments recommended **238** alternate nominees in **40** cases from reserve merit list. Details are given at **Appendix-13**.

3.22 Statistics of visits of Interview Committees in different Centres during the Year 2018: The Commission consumed **488** days for **88** visits/spells during the year 2018 for conduct of interviews of **5916** candidates and personal hearings of **546** candidates. However, some of the cases could not be finalized as in these cases the interview/personal hearings were still under process till end of the year under report. A list of programs is given at **Appendix-14**.

3.23 Recruitment Cases Withdrawn: As per policy decision, the requisition once placed with the Commission cannot be withdrawn as a routine matter but according to laid down procedure, during the year 2018, **03** cases involving **03** vacancies were withdrawn by Ministry/ Division/ Department. Details are given at **Appendix-15**.

3.24 Re-Advertisement of Unfilled vacancies During 2018: The Commission in its 130th meeting decided that if a vacancy remind un-filled, it shall be re-advertised by the Commission in its next consolidated advertisement, without referring back to the respective Ministry/Division. Accordingly, **139** recruitment cases involving **510** positions pertaining to the year 2016, 2017 and 2018 were re-advertised during the year 2018. Details are given at **Appendix-16**.

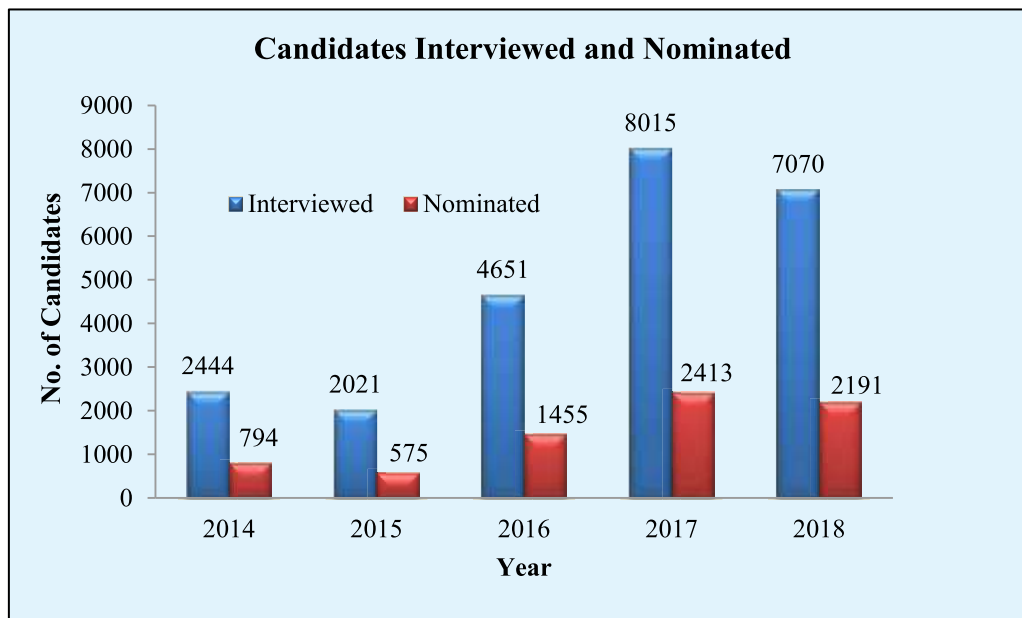
3.25 Scale wise nomination of Minorities against 5% reserved Quota: There were **35** cases involving **123** posts reserved for minorities' quota. Against these cases, Commission recommended **66** candidates for appointment, whereas **57** posts could not be filled due to non-availability of qualified candidates belonging to minorities. **Appendix-17 and Table 18.**

Table 18: Scale wise distribution of Vacancies for Minorities Quota

Basic Scale	Post Advertised	Nominations Made	Reported Failure
16	93	56	37
17	21	9	12
18	7	-	7
19	1	-	1
Total	122	65	57

3.26 Recruitment to Ex-Cadre Positions (BS-16 & above) for the last five years (2014-2018): During the last 5 years (2014-2018), out of the cases finalized in a year, the number of candidates interviewed and nominated by the Commission for various positions in BS-16 and above are presented in Figure 16.

Figure 04: Recruitment to Ex-Cadre Positions (BS-16 & above)



3.27 Processing of initial recruitment cases of Gilgit Baltistan Government: Ministry of Kashmir Affairs & Gilgit-Baltistan through order bearing SRO 257 (I)/ 2016 dated 22 March 2016 directed that till the establishment of Gilgit-Baltistan Public Service Commission, the Federal Public Service Commission shall continue its recruitment functions on behalf of Gilgit-Baltistan Government. In this regard, the Commission processed **79** requisitions received from the Gilgit-Baltistan Government. Out of which 38 were finalized against 666 vacancies (518 nominations issued) and 41 cases were under process at the end of the calendar year 2018, out of them many were withheld due to legal proceedings (**Details at Appendix-18**)



III. Final Passing Out Examinations (FPOE):

3.28 P&PE Directorate of Federal Public Service Commission conducts Final Passing Out Examinations (FPOE) each year after receiving registration forms from each Academy/Institute at the end of completion of Common Training Program and Specialized Training Program (STP) of probationers of twelve Occupational Groups/Services of CSS qualifiers. As FPOE is one of the determining factors for inter-se seniority besides marks obtained in the Competitive Examination, Common Training and Specialized Training. Currently, rules provide four attempts to qualify the FPOE, failing which the probationer is liable to be discharged from service. The results of FPOEs 44th CTP batch conducted by the Commission during 2018 was communicated to the concerned Institutes/Academies as well as the probationers and was also been placed on FPSC's website. Table 19 reflects the same:

Table 19: Summary of FPOEs conducted During 2018

S. No	Service & Occupational Group	Exam Dates	Result Date	Appeared	Pass	Fail/Deferment
(i)	Commerce & Trade Group	7.5.2018 to 19.5.2018	8.8.2018	16	16	--
(ii)	Foreign Service of Pakistan	15.1.2018 to 23.1.2018	18.5.2018	30	18	12
(iii)	Inland Revenue Service	19.3.2018 to 28.3.2018	12.6.2018	43	28	15
(iv)	Information Group	7.5.2018 to 17.5.2018	23.7.2018	06	01	05
(v)	Military Lands & Cantonments. Group	15.1.2018 to 26.1.2018	18.7.2018	03	03	--
(vi)	Office Management Group	15.1.2018 to 25.1.2018	18.5.2018	30	27	03/02
(vii)	Pakistan Administrative Service	23.4.2018 to 5.5.2018	28.8.2018	67	38	29
(viii)	Pakistan Audit & Accounts Service	19.3.2018 to 29.3.2018	23.7.2018	37	32	05
(ix)	Pakistan Customs Service	23.4.2018 to 23.5.2018	19.3.2018	22	16	06
(x)	Police Service of Pakistan	7.5.2018 to 18.5.2018	28.8.2018	31	27	04
(xi)	Postal Group	15.1.2018 to 25.1.2018	19.4.2018	12	03	09
(xii)	Railways (C & T) Group	23.4.2018 to 3.5.2018 & 8.5.2018 to 14.5.2018	18.9.2018	11	06	05
Total				308	215	93

3.29 Final Passing out Examination for 45th CTP and earlier batches: The Commission approved schedule for Final Passing Out Examinations to be conducted during 2019 for 45th CTP. Registration of Probationary Officers from various Groups/ Services, who had completed Specialized Training Program (STP) was under process during 2018. The registration forms from Academy/Institute were received as



follows:

Table 20: Registration of Probationary Officers from various Groups/ Services

S. #	Group/Service	No. of officer registered
1.	Foreign Service of Pakistan	27
2.	Postal Group	12
3.	Office Management Group	29
4.	Military Lands & Cantonment Group	03
5.	Pakistan Audit & Accounts Service	14
6.	Inland Revenue Service	56
7.	Railways (C & T) Group	09
8.	Pakistan Customs Service	32
9.	Pakistan Administrative Service	84
10.	Police Service of Pakistan	24
11.	Information Group	12
12.	Commerce & Trade Group	09
Total		311

3.30 Final Passing Out Examination (FPOE) for Section Officers Promotional Examination (SOPE): The Commission for the first time conducted Final Passing Out Examination for Probationers allocated through Section Officers Promotional Examination 2016 and onwards. Time Table and Admission Certificates were issued on 21.12.2018 to 27 qualified candidates of SOPE-2016 to settle their inter-se-seniority through FPOE merit position.

IV. Miscellaneous Examinations:

3.31 In terms of requisition received from respective Ministries/Divisions, the Commission conducted and finalize various Competitive Examinations as detailed below in Table 21:

S#	Other Competitive Examinations conducted by FPSC throughout the year	Number of posts	No. of Registered Candidates	No. of Candidates Appeared	No. of Candidates Passed
1.	Section Officer Promotional Examination 2016	45	1330	542	27
2.	Section Officer Promotional Examination 2017	53	1540	478	70
3.	Recruitment of Civil Judges/Judicial Magistrate in Gilgit Baltistan Judiciary	04	208	149	43
4.	Recruitment of Session Judges in Gilgit Baltistan Judiciary	02	65	58	11
5.	Combined Competitive Examination 2016 GB	36	4431	2687	33
6.	Recruitment of posts of DSP in Gilgit Baltistan 2016	07	1925	Under litigation process	
7.	Recruitment of Assistant Directors in Survey of Pakistan	08	581	207	U/p



V. Psychological Assessment Testing:

3.32 The Psychological Assessment is carried out in different cases of cadre positions to assist the Commission in selection for CSS Competitive Examination, induction of officers of Armed Forces into the civil service and as well as ex-cadre positions if so agreed with the respective Ministries/Divisions/Departments. Psychological Assessment toolkit is used to measure qualities, personality traits, intellectual capability and future potential of candidates. In the recent past, several reform initiatives like standard norms of ability & personality tests, co-relation between abilities/scoring, item analysis of ability tests, selection of modern test batteries and extempore speech in group activities were introduced to enhance the quality of Psychological Assessment. Various other initiatives are underway to further strengthen the Psychological Assessment Wing.

3.33 At the end of psychological assessment, for each candidate an assessment dossier and comprehensive report is prepared on the basis of activities spanning over two days, which includes written psychological assessment tests (General Ability Tests/Personality Tests), group discussion and interview with psychologist. During the year the Commission conducted psychological assesment of written qualified candidates of CSS Competitive Examination/Section Officers Promotional Examination and for the posts of Assistant Manager IT/Assistant Director Intelligence Bureau/Pakistan Navy Officers as well as for Armed Forces Officers for induction into the civil service.

3.34 Preparatory activities for Psychological Assessment Testing: Prior to holding of psychological assessment following preparatory activities were carried out:

- a. Preparation and printing of Test booklets & answer sheets
- b. Preparation of Scoring/answer keys for ability and personality tests
- c. Preparation and development of technical notes for interpretation of each test/exercise for guidance of Assessing Psychologists
- d. Preparation of tester's manual for guidance of test administrator
- e. Development of Personality Tests
- f. Revision of various proforma and instructions for use in different Psychological testing
- g. Programme for conduct of different Psychological Assessment tests prepared and communicated to branches for necessary logistic arrangements.

3.35 Construction of New Tests and Selection of Test Battery: The Psychological Assessment Wing remained engaged in research studies to devise new tests to be used in psychological assessment for different posts. Various tests were identified; revised and a test battery (a toolkit of activities for psychometric testing) was selected on the basis of study of research data of various personality and ability tests. The test battery was used for conduct of psychological tests of written qualified candidates of various exams referred to above.

3.36 Conduct and Finalization of Psychological Assessment of C.E.2017: The Psychological Assessment continued at Lahore Phase-II and Karachi respectively, written Psychological Reports of the candidates were finalized and submitted to the Commission for conduct of Viva Voce as in Table below:

Table 22: Psychological Assessment of CSS C.E.2017

Centre	From	To	No. of candidates
Lahore(Phase-II)	08.01.2018	22.01.2018	74
Karachi	25.01.2018	03.02.2018	24
Total:			98

3.37 Post selection data analysis and Research Studies: The following statistical analyses of data of CE 2017 were finalized:

- (a) Data entry of tests scores roll number wise and domicile wise
- (b) Calculation of norms of ability tests and personality tests of written, psychological and viva marks;
- (c) Calculation of two way tables, correlation and expectancy tables between ability tests, psychological, written and viva voce;
- (d) Content analyses of personality tests.

3.38 Conduct of Psychological Assessment of Armed Forces Inductees CE 2017: For induction into civil services, the Psychological Assessment of 29 nominees of Armed Forces was carried out from 31.07.2018 to 07.08.2018. Details as below:

Table 23: Psychological Assessment of Armed Forces Inductees CE 2017

Services	No. of Candidates
Pak Army	17
Pak. Air Force (PAF)	06
Pak Navy	06
Total	29

3.39 Conduct of Psychological Assessment for different recruitment cases: Psychological Assessment for different recruitment cases commenced at FPSC Headquarter, Islamabad from 06.07.2018 to 08.09.2018 and scheduled for Lahore, Peshawar, Karachi and Lahore respectively as per following details at Table 24:

Table 24: Psychological Assessment for different recruitment cases

S.No	Department	Number of Candidates
i.	IB(Assistant Director)	109
ii.	IT(Assistant Manager)	40
iii.	Various cases of Pakistan Navy Officers	72
Total		221

3.40 Conduct of Psychological Assessment of CE-2018: Psychological Assessment of 569 candidates, who qualified the written part of CSS-2018 commenced from Islamabad Headquarter as per schedule below:

Table 25: Psychological Assessment of the candidates for CE-2018

Centre	From	To	No. of candidates
Islamabad	12.11.2018	04.12.2018	160
Lahore Phase I	14.12.2018	29.12.2018	140
Total			300

3.41 The Psychological Wing endeavors to continue with quality Psychological Assessment for CSS CE 2018 / Pakistan Navy Officers and Section Officers Promotional Examination as well as related work of Data analysis, Test analysis and construction of new tests.



CHAPTER 4

Research and Analysis

Research & Analysis

4.1 Between January-December 2018, the Curriculum and Research Wing carried out an in-depth research on best practices/models for induction for the civil services, articulated various research reports, updated survey of last 10 years on applied & appeared CSS CE candidates, their last/highest academic degrees, last university/college attended and the increasing number of foreign qualified candidates opting for the civil service. The analysis provided interesting guide notes for the Commission on the emerging and divergent trends.

4.2 The Curriculum and Research Wing also remained associated to improve the quality of guidance and advice to intending candidates/all stakeholders including Ministries/Divisions/Department/ Public Sector Universities/Institutes. During 2018, the performance reports in relation to recruitments made by FPSC surveyed to learn more satisfaction of the intending candidates as well as researchers with quality of the advice and guidance provided and their interaction with the Commission. Based on the research feedback, the Commission also worked on identifying opportunities for improvement in existing recruitment policies.

4.3 Multiple stakeholders played their role and provided their views on areas where the Commission might improve, these include Commission's merit protection policies in recruitment & selections, constitutional requirements, gap between candidates' performance vs. examiners observations, non availability of outstanding skills & experience, low perks & privileges in a competitive market, inconsistency on complex matters, reduction of timelines and turnover of un-filled vacancies due to non availability of high caliber candidates. The Commission intends to pursue opportunities to improve in these areas. Survey results of applying candidates reflect satisfaction with the Commission's performance in developing merit based transparent system of recruitment. The study yielded following activities, analyses and results:

Table 26: Statistics on Recruitment by Examination/Tests

Year	CSS Competitive Examinations			General Recruitment Test		
	Applications received	No of Posts	Recommended	Applications received against Advertised posts	No. of Posts advertised	Recommended
2009	9057	388	337	23556	984	920
2010	11888	271	205	28474	924	1383
2011	13071	285	239	97826	908	890
2012	14335	252	222	30756	650	929
2013	15998	266	195	95875	1004	449
2014	24640	315	233	256513	2205	794
2015	22412	333	238	436170	1559	575
2016	20717	351	191	295523	2207	1455
2017	23025	484	260	309990	2465	2413
2018	24010	466	278	741058	3127	2191

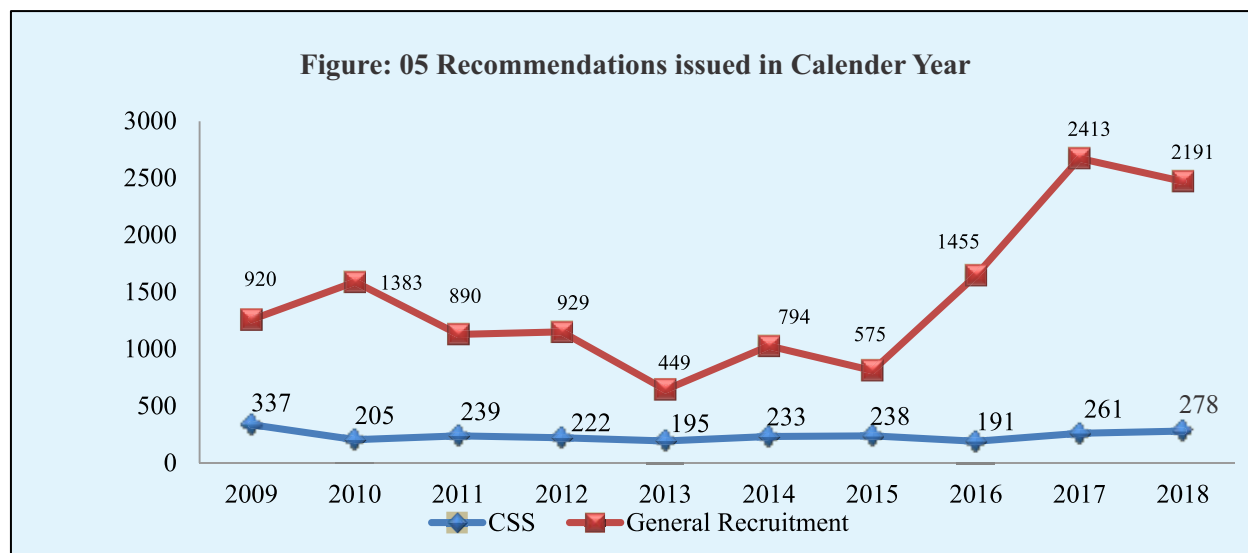


Table 27: Statistics on last five year performance in CSS Competitive Examination

Activity	CE-2014	CE-2015	CE-2016	CE-2017	CE-2018
No of Applicants	24640	22412	20717	23025	24010
No of Candidates Appeared in all papers of CSS Competitive Examination	13170	12176	9643	10254	11887
% of applicants appeared in Exam	53	54	47	45	50
No. of Qualified Candidates in Written Examination	439	379	202	312	569
% of Qualified Candidates out of candidates appeared	3.3	3.11	2.09	3.32	4.79
No of Candidates finally Passed	377	368	199	312	567
% of candidates finally passed	2.86	3.02	2.06	3.32	--
No of Candidates allocated	233	238	191	260	278

Table 28: Most Popular opted Optional Subjects

Optional Subjects	Candidates Appeared					%age of Appeared Candidates				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
International Relations	1287	1283	6006	6508	8097	10	11	62	63	68
History of USA	888	887	3142	4311	6500	7	7	33	42	55
Gender Studies	-	-	3718	4517	6106	-	-	39	44	51
International Law	2458	2685	3834	4755	6002	19	22	40	46	50
Sociology	5313	4593	2700	3085	3445	40	38	28	30	29
History of Pak & India	3504	3247	2982	2968	2366	27	27	31	29	20
Punjabi	3753	3510	1511	1692	2362	29	29	16	16	20
Environmental Science	-	-	1148	1292	2148	-	-	12	13	18
Public Administration	2349	2247	2482	2657	1956	18	19	26	26	16
Criminology	-	-	819	1094	1919	-	-	8	11	16
Business Administration	976	886	1462	1518	1500	7	7	15	15	13

Political Science	1030	1028	1591	1505	1420	8	8	17	15	12
Psychology	4705	5299	1304	1133	1079	36	44	14	11	9
Islamic History & Culture	2734	2607	1196	897	842	21	21	12	9	7
Journalism and Mass Communication	7037	5472	800	826	774	53	45	8	8	7
Muslim Law & Jurisprudence	1496	1102	1342	1135	719	11	9	14	11	6

Note: Some of the newly introduced disciplines in CSS CE Syllabus like Gender Studies, Environmental Sciences and Criminology were also amongst the most opted ones.

Table 29: Least Popular opted Optional Subjects

Optional Subjects	Candidates Appeared					%age of Appeared Candidates				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Persian	808	427	23	15	13	6	4	0.2	0.1	0.1
Arabic	1777	771	53	34	27	13	6	1	0.3	0.2
Geology	53	63	62	52	43	0.4	1	1	1	0.4
Botany	171	133	117	96	75	1	1	1	1	1
Balochi	177	195	76	76	77	1	2	1	1	1
Law	180	224	112	92	88	1	2	1	1	1
British History	406	432	241	122	88	3	4	3	1	1
Pure Mathematics	72	85	118	123	93	1	1	1	1	1
Applied Mathematics	156	150	125	136	112	1	1	1	1	1
Statistics	342	351	145	151	114	3	3	2	2	1
European History	185	193	207	190	149	1	2	2	2	1
English Literature	250	272	215	177	172	2	2	2	2	1
Philosophy	165	311	268	231	211	1	3	3	2	2
Zoology	439	461	292	276	214	3	4	3	3	2
Chemistry	207	178	290	259	255	2	1	3	3	2
Computer Science	268	290	307	329	331	2	2	3	3	3
Urdu Literature	493	462	354	308	339	4	4	4	3	3
Anthropology	-	-	70	105	341	-	-	1	1	3
Constitutional Law	739	667	580	448	346	6	5	6	4	3
Agriculture & Forestry	1578	2192	881	683	367	12	18	9	7	3
Town Planning & Urban Management	-	-	1469	511	399	-	-	15	5	3
Sindhi	1166	1055	422	457	645	9	9	4	5	5

4.4 Candidates' Performance in Compulsory Subjects: Table 30 indicates candidates' performance in compulsory subjects. The performance of the candidates in Islamiyat during CE-2017 has considerably improved as compared to the previous year and 45% of the qualified candidates got 60% and above marks. Performance in GK-I (Everyday Science), GK-II (Current Affairs) and GK-III (Pakistan Affairs) was also satisfactory. Conversely, in Essay and English (Précis & Composition) 4% and 7% of the qualified candidates could secure 60% or above. Overall, a vast majority of the qualified candidates remained in the bracket of 40% to 59% marks in compulsory subjects.

**Table 30: Candidates' Performance in Compulsory Subjects-CSS CE 2017**

Subject	Marks	Qualified Candidates	Marks obtained					
			Below 40%	%age	40-59%	%age	60% & Above	%age
English Essay	100	310	0	0	297	96	13	4
English (Précis & Composition)	100	310	0	0	288	93	22	7
Every Day Science	100	310	106	34	168	54	36	12
Current Affairs	100	310	11	4	191	62	108	35
Pakistan Affairs	100	310	8	3	242	78	60	19
Islamiat	100	310	0	0	170	55	140	45

4.5 Candidates' Performance in Pre-Familiar and Non-Familiar Optional Subjects: Table 31 informs that a vast ratio of candidates without any pre-familiarity with the optional subjects, have scored 60% or above marks in the subjects of Agriculture & Forestry, Anthropology, Arabic, Balochi, British History, Constitutional Law, Criminology, Environmental Science, European History, Gender Studies, Geography, Geology, Governance & Public Policies, History of Pak & India, History of the USA, International Law, Islamic History & Culture, Journalism & Mass Communication, Mercantile Law, Pushto, Persian, Philosophy, Physics, Political Science, Psychology, Public Administration, Punjabi, Sindhi, Sociology, Statistics, Town Planning and Urban, Management and Urdu Literature. It indicates that selection of optional subjects was highly random. During the viva voce/interviews, in many cases it was quite evident that those candidates who had not studied the subjects at academic level, lacked good comprehension of the discipline.

Table 31: Performance of Candidates w.r.t. pre-familiarity with subjects opted for-CSS CE 2017

Optional Subject	Appeared	%age	Pre-Familiar	%age	Written Qualified		Non-familiar	%age	Written Qualified	
					33-59%	60% & above			33-59%	60% & above
Accountancy and Auditing	710	8	535	75	301	134	175	25	72	63
Agriculture & Forestry	683	7	91	13	31	0	592	87	107	1
Anthropology	114	1	7	6	3	4	107	94	43	50
Applied Mathematics	137	1	51	37	9	7	86	63	6	0
Arabic	34	0	6	18	4	0	28	82	7	5
Balochi	77	1	10	13	6	0	67	87	44	8
Botany	97	1	47	48	25	12	50	52	22	8
British History	139	1	5	4	4	0	134	96	71	11
Business Administration	1573	17	763	49	438	114	810	51	320	100
Chemistry	261	3	179	69	67	21	82	31	20	1
Computer Science	332	4	227	68	145	37	105	32	38	10
Constitutional Law	448	5	43	10	38	1	405	90	294	7
Criminology	1132	12	17	2	13	0	1115	98	853	104
Economics	533	6	380	71	265	53	153	29	101	17



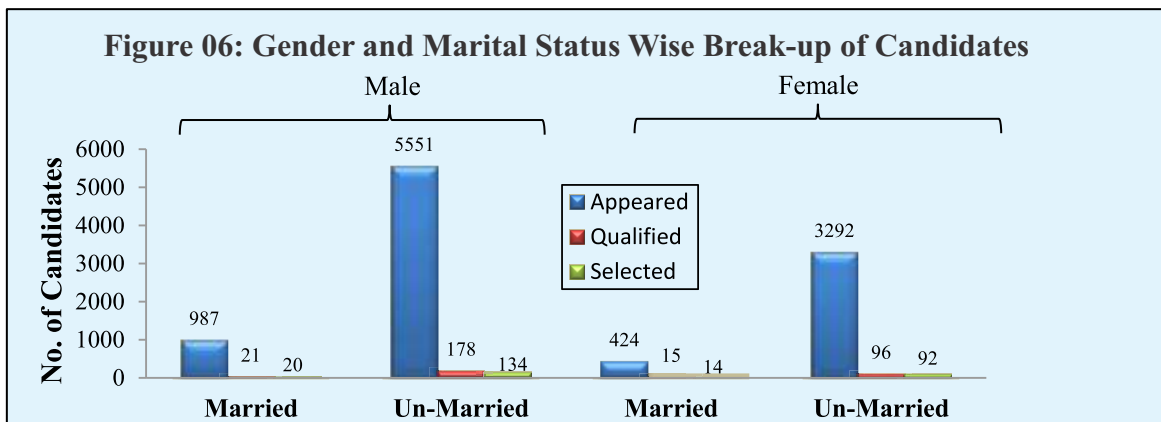
Optional Subject	Appeared	%age	Pre-Familiar	%age	Written Qualified		Non-familiar	%age	Written Qualified	
					33-59%	60% & above			33-59%	60% & above
English Literature	180	2	77	43	52	10	103	57	42	7
Environmental Science	1341	14	79	6	55	3	1262	94	595	6
European History	202	2	16	8	11	3	186	92	103	31
Gender Studies	4690	50	12	0	5	7	4678	100	833	3521
Geography	721	8	34	5	17	1	687	95	328	8
Geology	56	1	7	13	2	3	49	88	12	7
Governance & Public Policies	589	6	19	3	12	5	570	97	373	106
History of Pak & India	3012	32	90	3	62	0	2922	97	1473	2
History of the USA	4502	48	57	1	49	2	4445	99	3277	214
International Law	4949	53	424	9	259	113	4525	91	2711	973
International Relations	6692	71	383	6	148	1	6309	94	1786	1
Islamic History & Culture	905	10	30	3	13	1	875	97	473	11
Journalism & Mass Communication	826	9	128	15	38	75	698	85	230	386
Law	93	1	30	32	14	10	63	68	15	4
Mercantile Law	546	6	196	36	112	39	350	64	180	76
Muslim Law & Jurisprudence	1143	12	64	6	13	0	1079	94	82	0
Pushto	660	7	6	1	3	3	654	99	230	359
Persian	16	0	3	19	2	1	13	81	2	3
Philosophy	240	3	20	8	9	2	220	92	29	10
Physics	583	6	389	67	240	9	194	33	66	12
Political Science	1563	17	295	19	172	23	1268	81	708	85
Psychology	1179	13	142	12	92	18	1037	88	615	53
Public Administration	2711	29	107	4	33	6	2604	96	694	38
Punjabi	1751	19	68	4	41	9	1683	96	1030	265
Pure Mathematics	123	1	39	32	3	0	84	68	2	0
Sindhi	467	5	20	4	13	3	447	96	218	145
Sociology	3187	34	170	5	120	23	3017	95	2294	306
Statistics	156	2	32	21	6	2	124	79	14	5
Town Planning and Urban Management	511	5	39	8	22	9	472	92	321	43
Urdu Literature	309	3	22	7	9	11	287	93	185	67
Zoology	281	3	133	47	29	5	148	53	27	5



4.6 Candidate's Gender & Marital Status: As reflected in Table-32, of the total 312 written qualified candidates, 64 % were male and 36 % were female. The ratio of female candidates in final selection was 4 % higher (i.e. 40%) compared to their appearance ratio of 36% while male candidates ratio in final selection was 4% decreased (i.e.60%) compared to their appearance ratio of 64%. It indicates that performance of the female candidates is gradually improving. The table also indicates that 86 % of the applicants were unmarried (inclusive of 54% male and 32% female). For details, see Table 32 and Figure 6.

Table 32: Distribution of Candidates as Per Gender and Marital Status-CSS CE 2017

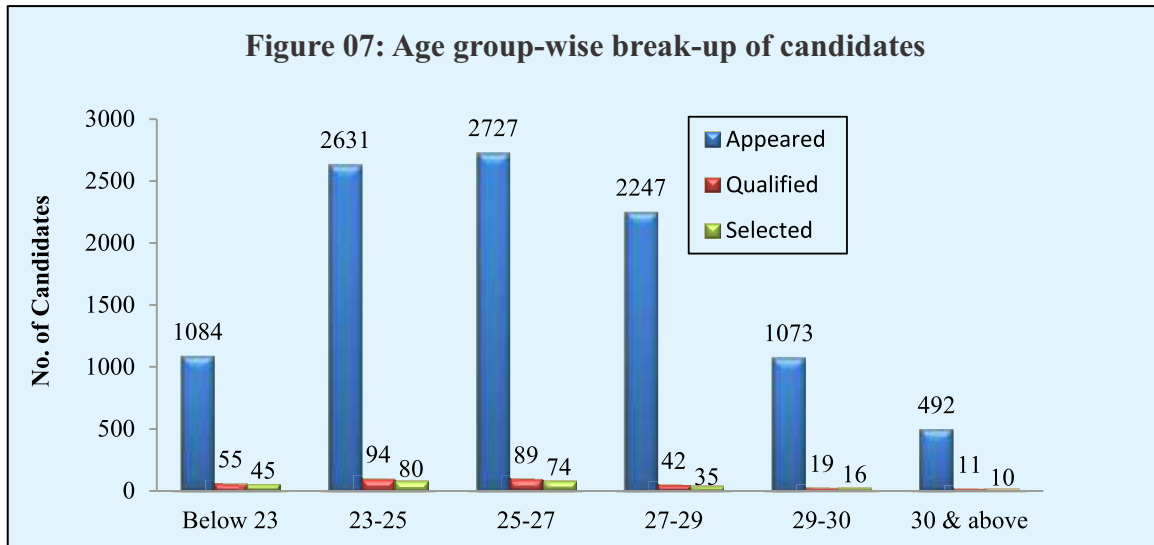
	Total	Male				Female			
		Married	% age	Un-Married	% age	Married	% age	Un-Married	% age
Appeared in Exam.	10254	987	10	5551	54	424	4	3292	32
Qualified in Written Exam	312	21	7	178	57	15	5	98	31
Finally Qualified	310	21	7	178	57	15	5	96	31
Selected for training	260	20	8	134	52	14	5	92	35



4.7 Age Wise Performance of Candidates: Table-33 given below indicates that maximum number of candidates (i.e.80) who were allocated belonged to age group of 23-25 years. It dispels the notion that present age limits discriminate against the educated professionals for participation in CSS Competitive Examination. (Table 33 and Figure 7 explain it further).

Table 33: Performance of Candidates -Age Group Wise-CSS CE 2017

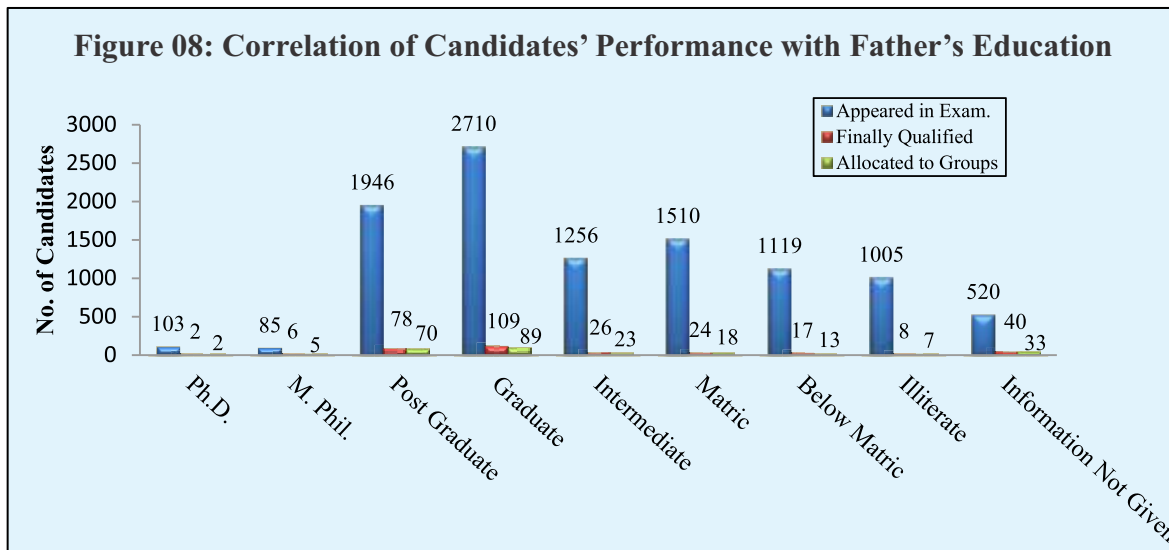
Age in years	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated Groups	%age
					1-100	101-200		
Below 23	1084	10	55	18	18	14	45	17
23-25	2631	26	94	30	27	40	80	31
25-27	2727	27	89	28	32	27	74	29
27-29	2247	22	42	14	15	10	35	13
29-30	1073	10	19	6	3	7	16	6
30 & above	492	5	11	4	5	2	10	4
Total	10254	100	310	100	100	100	260	100



4.8 Correlation of Father's Education with Candidates' Performance: Table 34 (Figure 8) reflects that candidates' performance in the examination was positively correlated with their father's educational background. 61 % of the candidates that were allocated under CSS CE 2017, their father held graduate or post-graduate degrees while 21 percent were intermediate or below and 3 % uneducated.

Table 34: Performance of Candidates in Relation to their Father's Education-CSS CE 2017

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.	103	1	2	1	1	1	2	1
M. Phil.	85	1	6	2	2	2	5	2
Post Graduate	1946	19	78	25	26	27	70	27
Graduate	2710	26	109	35	35	29	89	34
Intermediate	1256	12	26	8	6	13	23	9
Matric	1510	15	24	8	8	7	18	7
Below Matric	1119	11	17	5	6	5	13	5
Illiterate	1005	10	8	3	2	2	7	3
Information Not Given	520	5	40	13	14	14	33	12
Total	10254	100	310	100	100	100	260	100

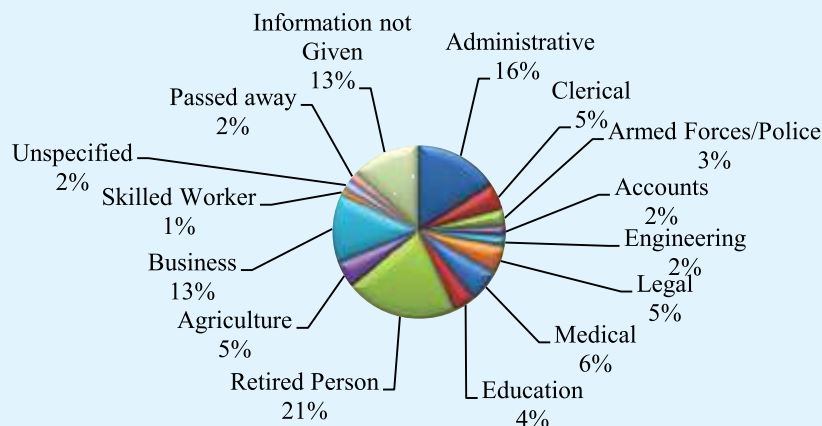


4.9 Correlation of Father's Occupation with Candidates' Performance: Table-35 indicates that approximately 65% of allocated candidates were children of serving/retired government servants, and 18% belonged to businessmen/agriculturalists families. Table 35 and Figure 09 elaborate further.

Table 35: Correlation of Father's Occupation with Candidates' Performance-CSS CE 2017

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	865	8	46	15	21	12	41	16
Clerical	652	6	19	6	6	6	15	5
Armed Forces/Police	257	3	7	2	2	1	7	3
Accounts	228	2	6	2	3	1	5	2
Engineering	208	2	6	2	1	1	6	2
Legal	235	2	16	5	3	4	12	5
Medical	307	3	17	6	7	4	16	6
Education	447	4	14	5	3	1	10	4
Retired Person	1765	17	62	20	24	20	54	21
Agriculture	1000	10	20	7	7	6	14	5
Business	1641	16	43	14	8	19	33	13
Skilled Worker	306	3	3	1	0	1	3	1
Unskilled Worker	215	2	0	0	0	0	0	0
Unspecified	67	1	7	2	2	3	6	2
Passed away	170	2	4	1	0	3	4	2
Unemployed	74	1	0	0	0		0	0
Information not Given	1817	18	40	12	13	18	34	13
Total	10254	100	310	100	100	100	260	100

Figure 09: Correlation of Candidates' Performance with Father's Occupation



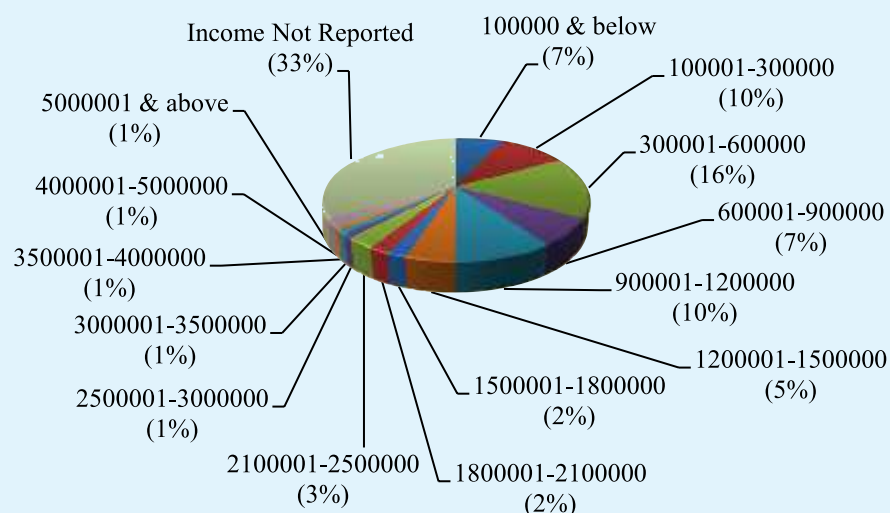
4.10 Correlation of Candidates' Performance to Family Annual Income: Overwhelming majority of the candidates (52%) who appeared in CE-2017 belonged to families whose annual income was below Rs. 1200,000 to as low as below Rs 1,00,000 per month. 50 % of candidates allocated to the Occupational Groups and Services were from the same income group. It indicates that predominately career in civil service remains first choice amongst the lower middle class and they have also secured a significant percentage in 2017 allocations. Details as per Table 36 and Fig. 10.

Table No 36: Correlation of Candidates' Performance with their Family Income-CSS CE 2017

Family's Annual Income	Appeared in Exam.	%age of Candidates	Finally Qualified	%age of Qualified Candidates	Order of Merit		Allocated to Groups	%age of Allocated Candidates
					1-100	101-200		
100000 & below	1418	7	23	7	5	9	19	7
100001-300000	1551	10	31	10	10	11	28	10
300001-600000	1846	17	52	17	17	13	43	16
600001-900000	634	7	22	7	8	4	17	7
900001-1200000	743	11	34	11	11	12	26	10
1200001-1500000	265	5	16	5	3	4	12	5
1500001-1800000	109	2	6	2	1	2	5	2
1800001-2100000	132	2	6	2	2	0	4	2
2100001-2500000	135	3	8	3	5	2	8	3
2500001-3000000	59	1	3	1	0	1	2	1
3000001-3500000	24	1	3	1	2	0	2	1
3500001-4000000	52	1	2	1	1	1	2	1
4000001-5000000	43	1	4	1	3	0	3	1
5000001 & above	59	1	3	1	2	0	3	1
Income Not Reported	3184	31	97	31	30	41	86	33
Total	10254	100	310	100	100	100	260	100



Figure 10: Correlation of Candidates' Performance with Annual Family Income

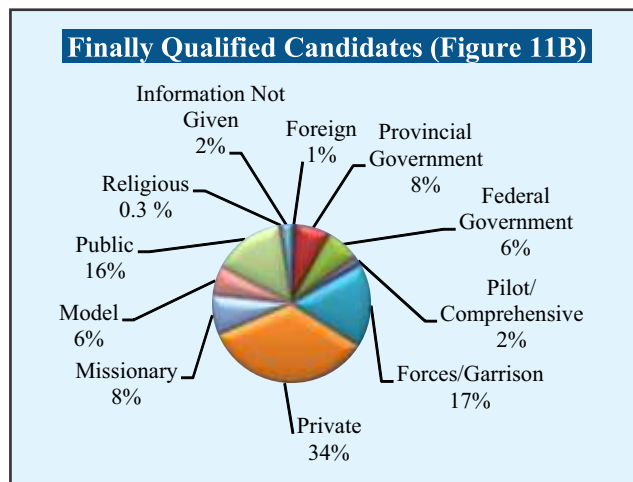
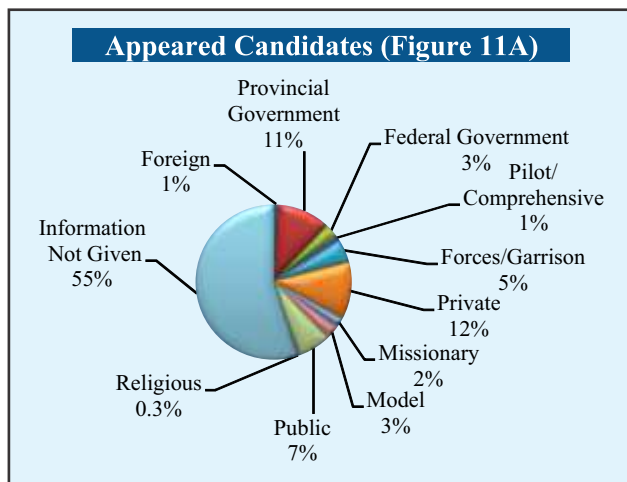


4.11 Candidates' Education

Performance of Candidates in Relation to their Schooling: Table-37, Figure 11A and 11B inform that candidates who have studied at private schools have performed better and secured 35% share in allocation as compared to their appearance ratio of 12%. Similarly, candidates who studied at Forces/Garrison and Public schools have captured 17% share in allocation as compared to their appearance ratio of 5%. The candidates who studied at Public schools have captured 15% share in allocation as compared to their appearance ratio of 7%. The candidates who studied at Missionary schools have captured 8% share in allocation as compared to their appearance ratio of 2%. The candidates who studied at Federal and Model schools have captured 7% share in allocation as compared to their appearance ratio of 3%. It clearly reflects that the performance of candidates having education from Private, Forces/Garrison, Public, Missionary, Federal and Model institutions was better as compared to Provincial or Pilot/Comprehensive Schools.

Table 37: Candidates' Performance in Relation to Schooling-CSS CE 2017

Type of school	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated to Groups	%age
					1-100	101-200		
Foreign	61	1	3	1	2	0	3	1
Provincial Government	1090	11	25	8	8	6	19	7
Federal Government	314	3	18	6	7	5	17	7
Pilot/Comprehensive	90	1	7	2	1	2	5	2
Forces/Garrison	558	5	52	17	21	12	43	17
Private	1283	12	104	34	39	34	90	35
Missionary	188	2	26	8	9	10	21	8
Model	354	3	18	6	6	9	17	6
Public	672	7	51	16	6	19	40	15
Religious	31	0.3	1	0.3	0	0	1	0.4
Information Not Given	5613	55	5	2	1	3	4	2
Total	10254	100	310	100	100	100	260	100



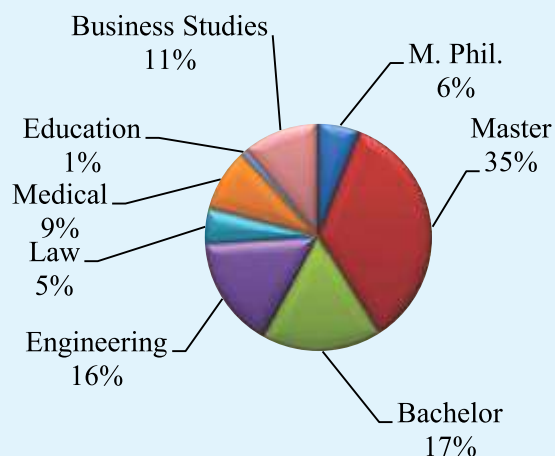
4.12 Candidates' Performance in Relation to Final Degree: 70 % of the candidates who appeared in CSS- 2017 having first division, their ratio in final result was 92 % and share in allocation was 91 %. 26 % of the candidates who appeared were second division holders, while only 8% of them finally qualified and their share in allocation was 9%. It indicates that the performance of those holding first division was far better than the candidates with second division. Table-38 and Figure-12 indicates that out of the allocated candidates under CSS CE-2017, 7% were M.Phil, 35% held Master's degrees, 17% Bachelor's degrees, 16% were Engineers, 11% had studied Business, 9% were Medical graduates, 5% were Law Graduates and 1% held Education degree. The reports reflects better performance of M.Phil, Masters, Engineering, Law and Medical degree holders as compared to other degree holders and endorse competencies in higher qualifications and professional degrees rather than non-serious attitude of simple graduates for open competition towards CSS.

Table 38: Candidates' Performance in Relation to their Last Degree-CSS CE 2017

Degree	Candidates Appeared					Candidates Qualified				Candidates Allocated			
	First Division	Second Division	Third Division	Sub total	%age	First Division	Second Division	Sub total	%age	First Division	Second Division	Sub total	%age
Ph. D	6	-	-	6	-	-	-	-	-	-	-	-	-
M. Phil.	435	2	-	437	4	18	-	18	6	17	-	17	6
Master	2738	861	19	3618	35	107	10	117	38	83	8	91	35
Bachelor	938	1218	5	2161	21	43	7	50	16	37	7	44	17
Engineering	1119	202	-	1321	13	50	2	52	17	39	2	41	16
Law	163	253	5	421	4	8	5	13	4	8	5	13	5
Medical	426	50	-	476	5	26	1	27	8	23	1	24	9
Education	163	20	-	183	2	1	1	2	1	1	1	2	1
Business Studies	1175	79	-	1254	12	31	-	31	10	28	-	28	11
Others	28	4	-	32	-	-	-	-	-	-	-	-	-
Not Reported	-	-	-	345	3	-	-	-	-	-	-	-	-
Grand Total	7180 (70%)	2686 (26%)	29 (-)	10254	100	284 (92%)	26 (8%)	310	100	236 (91%)	24 (9%)	260	100



Figure 12: Candidates' Performance in Relation to their Last Degree



4.13 Universities/Institutes wise performance: The detail of performance of the candidates, who appeared in CSS-2017 relating to universities in Public and Private Sector as well as in Foreign Universities, is provided at Table.39. Institutions wise performance of candidates, from various universities/colleges is as below:

S.No.	Name of University/Last Academic Institute	No of Appeared Candidates	No. of Failed Candidates	No. of Pass Candidates	No. of Finally Qualified Candidates	No. of Allocated Candidates
1.	University of AJK, Muzaffarabad	72	72	--	--	--
2.	Abdul Wali Khan University, Mardan.	56	55	1	1	1
3.	Association For Chartered Certified Accountant (ACCA), UK.	24	22	2	2	1
4.	Agriculture University, Faisalabad.	92	92	--	--	--
5.	Agriculture University, Peshawar.	54	54	--	--	--
6.	Agriculture University, Tandojam.	9	9	--	--	--
7.	Air University, Islamabad.	30	29	1	1	--
8.	Al-Khair University, AJK	8	8	--	--	--
9.	Allama Iqbal Open University (AIOU), Islamabad.	174	174	--	--	--
10.	Anglia Ruskin University, UK.	8	8	--	--	--
11.	Bahauddin Zakariya University, Multan	340	332	8	8	7
12.	Bahria University, Islamabad	107	107	--	--	--
13.	Balochistan University, Quetta	107	107	--	--	--
14.	Bannu University of Science and Technology, Bannu.	22	21	1	1	1
15.	Beacon House National University, Lahore.	14	12	2	2	2
16.	BPP University of Professional Studies, UK.	4	3	1	1	1
17.	Balochistan University of Information Technology and Management Sciences (BUIIMS), Quetta.	36	36	--	--	--
18.	University of Cambridge, UK.	12	11	1	1	1
19.	Cardiff University, UK.	6	6	--	--	--
20.	CECOS University of Information Technology	22	21	1	1	1



S.No.	Name of University	No of Appeared Candidates	No. of Failed Candidates	No. of Pass Candidates	No. of Finally Qualified Candidates	No. of Allocated Candidates
	and Emerging Sciences, Peshawar					
21.	Central European University, Hungary	2	1	1	1	1
22.	Chartered Financial Analyst (CFA) Institute, USA	1	--	1	1	1
23.	City University of Hong Kong	1	--	1	1	1
24.	City University of Science and Information Technology, Peshawar.	12	12	--	--	--
25.	COMSATS Institute of Information Technology, Islamabad.	238	234	4	4	4
26.	Cornell University U.S.A.	2	1	1	1	1
27.	Dawood College of Engineering and Technology, Karachi.	13	13	--	--	--
28.	Denison University, USA	1	--	1	1	--
29.	Dow University of Health Sciences, Karachi.	17	15	2	2	2
30.	Education University, Lahore	44	44	--	--	--
31.	Elam Latin American School of Medicine, Habana, Cuba.	1	--	1	1	1
32.	FAST National University of Computer and Emerging Sciences (NUCES), Islamabad.	96	93	3	3	3
33.	Fatima Jinnah Women University, Rawalpindi.	69	68	1	1	1
34.	Federal Urdu University, Karachi.	81	81	--	--	--
35.	Forman Christian College Lahore	93	88	5	5	5
36.	Foundation University, Islamabad.	29	29	--	--	--
37.	Gandhara University, Peshawar.	6	6	--	--	--
38.	Georgia Institute of Technology, USA	1	--	1	1	1
39.	Ghulam Ishaq Khan Institute Of Engg. Sciences and Technology, Topi KPK.	29	25	4	4	4
40.	GIFT University, Gujranwala.	11	11	--	--	--
41.	Glasgow Caledonian University, Scotland, UK	6	6	--	--	--
42.	Gomal University, D.I.Khan.	49	48	1	1	1
43.	Government College University, Faisalabad.	93	91	2	2	2
44.	Government College University, Lahore	163	154	9	9	6
45.	Hajvery University, Lahore.	6	6	--	--	--
46.	Hamdard University, Karachi.	38	38	--	--	--
47.	Hazara University, Mansehra .	152	152	--	--	--
48.	HITEC University, Taxila.	18	18	--	--	--
49.	Imperial College of Business Studies, Lahore	3	2	1	1	1
50.	Imperial College, London	2	1	1	1	1
51.	Institute of Management Science, Peshawar	43	42	1	1	1
52.	Institute of Business Administration, Karachi.	31	28	3	3	3
53.	Institute of Business Administration, Sukkur.	19	19	--	--	--
54.	Institute of Business Management, Karachi.	23	22	1	1	1
55.	Institute of Chartered Accountant of Pakistan (ICAP), Karachi.	11	10	1	1	1
56.	Institute of Cost and Management Accountants of Pakistan, Karachi.	7	7	--	--	--
57.	Institute of Management and Chartered Accountant, UK	1	--	1	1	1
58.	Institute Of Space Technology, Islamabad.	18	16	2	2	1
59.	International Islamic University, Islamabad.	186	185	1	1	1
60.	Iqra University, Karachi.	61	60	1	1	1
61.	Islamia College University, Peshawar.	28	27	1	1	1



S.No.	Name of University	No of Appeared Candidates	No. of Failed Candidates	No. of Pass Candidates	No. of Finally Qualified Candidates	No. of Allocated Candidates
62.	Islamia University, Bahawalpur.	162	159	3	3	3
63.	Isra University, Hyderabad.	6	6	--	--	--
64.	Ithaca College, New York	1	--	1	1	--
65.	Jinnah University For Women, Karachi.	15	15	--	--	--
66.	Karakorum International University (K.I.U), Gilgit-Baltistan.	31	30	1	1	1
67.	Karachi University, Karachi.	367	365	2	2	2
68.	Khadim Ali Shah Bukhari Institute of Technology, Karachi.	12	11	1	1	1
69.	Khyber Medical University, Peshawar.	25	22	3	3	3
70.	King Edward Medical University, Lahore.	23	21	2	2	1
71.	Kings College, London	3	2	1	1	1
72.	Kinnaird College for Women, Lahore.	60	55	5	5	5
73.	Kohat University of Science and Technology, Kohat.	54	54	--	--	--
74.	Liaquat University of Medical and Health Sciences (L.U.M.H.S), Jamshoro.	43	43	--	--	--
75.	Lahore College For Women University, Lahore.	74	71	3	3	2
76.	Lahore School of Economics, Lahore.	61	55	6	6	6
77.	London School of Economics and Political Science	3	1	2	2	2
78.	Lahore University of Management Science (LUMS), Lahore.	97	75	22	22	19
79.	Muhammad Ali Jinnah University (MAJU), Islamabad.	29	29	--	--	--
80.	Malakand University.	31	31	--	--	--
81.	Mehran University of Engineering & Technology (UET), Jamshoro.	122	120	2	2	2
82.	Minhaj University, Lahore.	7	7	--	--	--
83.	Mirpur University of Science and Technology, AJK.	17	17	--	--	--
84.	Mohi-u-Din Islamic University Narian Sharif, AJK.	6	6	--	--	--
85.	National Defence University, Islamabad.	62	57	5	5	5
86.	National Textile University, Faisalabad.	18	17	1	1	1
87.	National University of Sciences & Technology (NUST), Rawalpindi	242	213	29	28	23
88.	NED University of Engineering and Technology, Karachi.	72	69	3	3	3
89.	National University of Modern Languages (NUML), Islamabad.	153	152	1	1	1
90.	Oxford Brookes University, UK.	24	22	2	2	2
91.	PAF Karachi Institute of Economics and Technology, Karachi.	10	9	1	1	--
92.	Pakistan Military Academy, Kakul.	6	6	--	--	--
93.	Pakistan Institute of Development Economics (PIDE), Islamabad.	14	13	1	1	1
94.	Pakistan Institute of Engineering and Applied Sciences (PIEAS), Islamabad.	17	13	4	4	3
95.	Pir Mehr Ali Shah-Arid Agriculture University Rawalpindi.	64	64	--	--	--
96.	Preston University Kohat	11	10	1	1	--
97.	Preston University, Karachi.	48	48	--	--	--



S.No.	Name of University	No of Appeared Candidates	No. of Failed Candidates	No. of Pass Candidates	No. of Finally Qualified Candidates	No. of Allocated Candidates
98.	Punjab University, Lahore.	1481	1447	34	34	27
99.	Quaid-i-Azam University, Islamabad.	312	298	14	14	11
100.	Queen Mary, University of London.	10	10	--	--	--
101.	Quaid-e- Awam University of Engineering, Sciences & Technology (QUEST), Nawabshah.	41	41	--	--	--
102.	RIPHAH International University, Islamabad.	32	31	1	1	1
103.	Rochester Institute of Technology	2	1	1	1	1
104.	Sardar Bahadur Khan Women's University, Quetta.	9	9	--	--	--
105.	Sargodha University, Sargodha.	373	363	10	10	8
106.	Sarhad University of Science and Information Technology, Peshawar.	21	21	--	--	--
107.	Shah Abdul Latif University, Khairpur.	251	248	3	3	3
108.	Shaheed Benazir Bhutto Women Universtiy, Peshawar	13	13	--	--	--
109.	Shaheed Mohtarma Benazir Bhutto Medical Universtiy, Larkana	11	11	--	--	--
110.	Shifa Tameer e Millat university, Islamabad	6	5	1	1	1
111.	Sindh University, Jamshoro.	346	345	1	1	1
112.	Sir Syed University of Engineering and Technology, Karachi.	29	28	1	1	1
113.	Superior University, Lahore.	22	22	--	--	--
114.	Shaheed Zulfikar Ali Bhutto Institute of Sc. and Technology (SZABIST), Karachi.	74	72	2	2	2
115.	The City University London	3	2	1	1	--
116.	The University of Michigan U.S.A.	2	1	1	1	1
117.	The University of Manchester, UK	8	8	--	--	--
118.	University of Engineering and Technology (U.E.T.) Lahore.	222	196	26	25	19
119.	University of Engineering and Technology (U.E.T.), Peshawar.	97	94	3	3	2
120.	University of Engineering and Technology (U.E.T.), Taxila.	92	83	9	9	8
121.	University College London	1	--	1	1	1
122.	University of Birmingham, UK	1	--	1	1	1
123.	University of Central Punjab, Lahore.	81	81	--	--	--
124.	University of Duisburg-Essen, Germany	2	1	1	1	1
125.	University of Guelph Canada	1	--	1	1	--
126.	University of Gujrat, Gujrat.	120	117	3	3	1
127.	University of Health Sciences, Lahore.	99	87	12	12	11
128.	University of Huddersfield, England	1	--	1	1	--
129.	University of Lahore, Lahore.	78	78	--	--	--
130.	University of London, UK.	58	53	5	5	5
131.	University of Management and Technology, Lahore.	27	26	1	1	--
132.	University of Peshawar, Peshawar.	400	397	3	3	3
133.	University of South Asia, Lahore.	19	19	--	--	--
134.	University of Swat.	14	14	--	--	--
135.	University of Sydney	3	2	1	1	1
136.	University of Veterinary and Animal Sciences, Lahore.	30	30	--	--	--
137.	University of Wah.	21	21	--	--	--
138.	Virtual University, Lahore.	90	89	1	1	1

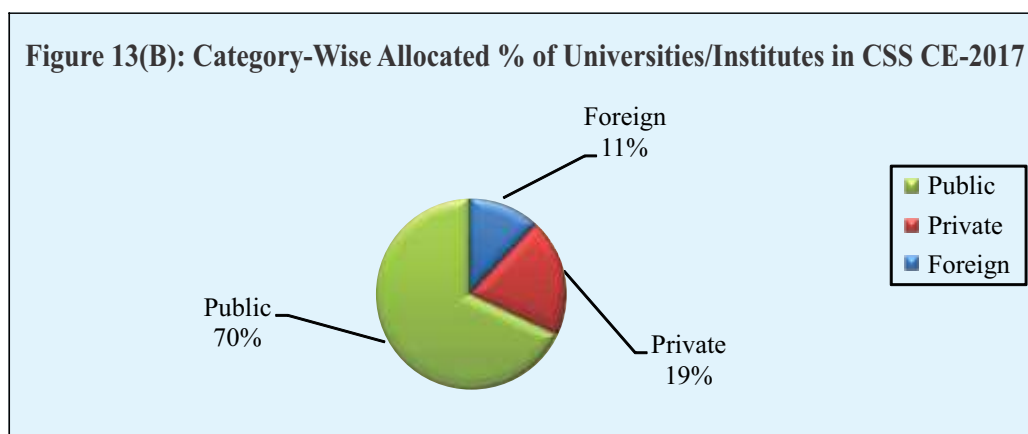
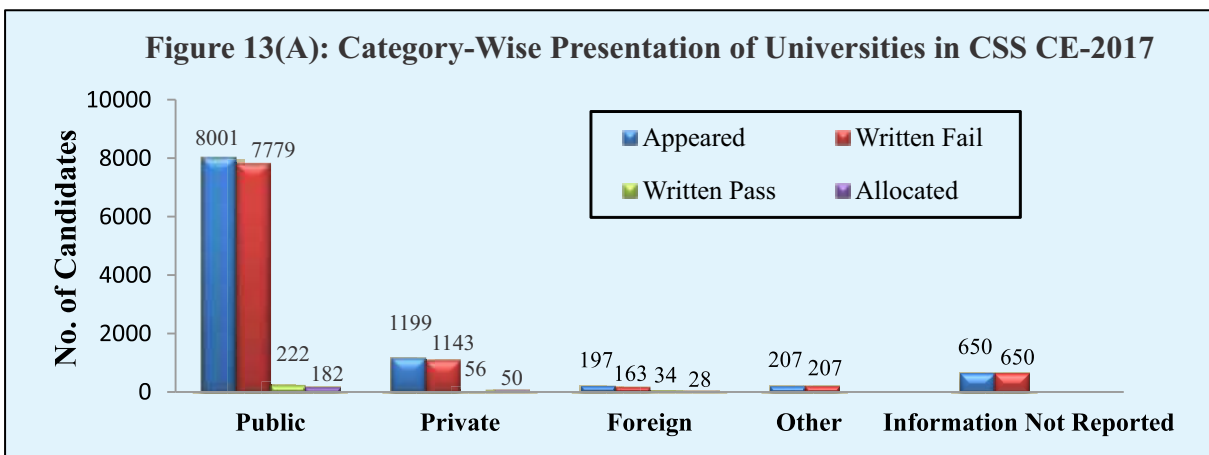


S.No.	Name of University	No of Appeared Candidates	No. of Failed Candidates	No. of Pass Candidates	No. of Finally Qualified Candidates	No. of Allocated Candidates
139.	York University, Toronto CANADA	2	1	1	1	1
140.	Other	207	207	--	--	--
141.	Not Reported	650	650	--	--	--
	Total	10254	9942	312	310	260

4.14 Category-Wise performance of Universities/Institutes in CSS-2017: The detail of performance of the candidates relating to universities in Public and Private Sector as well as in Foreign Universities is provided at Table.40 as well as at fig (13A) and fig. (13B).

Table 40: Candidates' Performance in relation to their Institutions attended.

Universities/Institutions	No. of Universities	Total Appeared	Written Fail Candidates	Fail%	Written Pass Candidates	Pass%	Allocated	Allocated %
Public	67	8001	7779	97	222	3	182	70
Private	40	1199	1143	95	56	5	50	19
Foreign	32	197	163	83	34	17	28	11
Other		207	207	--	--	--	--	--
Information Not Reported		650	650	--	--	--	--	--
Total		10254	9942		312		260	100

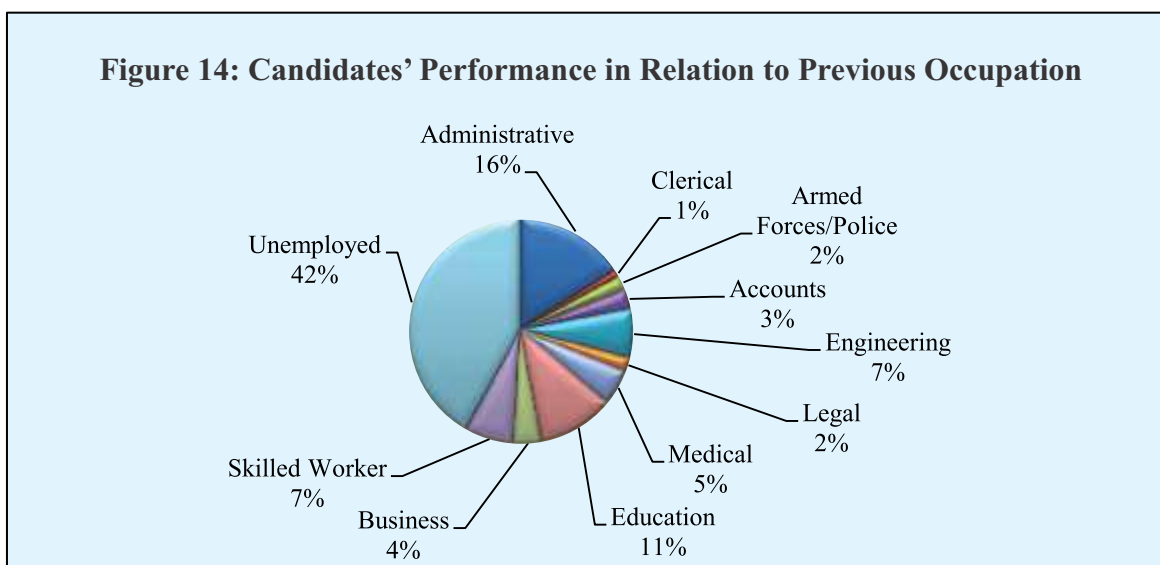


4.15 Candidates Experience

Candidates' Performance in Relation to Previous Occupation and experience: Table 41 (Figure 14) indicates that 64 % of the candidates who appeared in CE-2017 were previously unemployed. Of them, 43% qualified and of this percentage 42% were allocated to various groups/services. Details of candidates with previous work experience and performance in the CSS CE is as tabulated below:

Table 41: Candidates' Performance in Relation to Previous Occupation-CSS CE 2017

Candidate's Occupation	Appeared in Exam	%age	Finally Qualified	%age	Order of Merit		Allocated to Group	%age
					1-100	101-200		
Administrative	886	9	51	16	22	17	44	16
Clerical	232	2	2	1	2	0	2	1
Armed Forces/Police	150	2	4	1	2	2	4	2
Accounts	267	3	14	5	3	3	8	3
Engineering	316	3	24	8	6	9	18	7
Legal	71	1	4	1	1	3	4	2
Medical	206	2	15	5	4	5	13	5
Education	836	8	29	9	8	8	29	11
Private service	67	1	0	0	0	0	0	0
Agriculture	25	0	0	0	0	0	0	0
Business	216	2	11	4	3	7	11	4
Skilled Worker	354	3	22	7	6	5	18	7
Unspecified	25	0	0	0	0	0	0	0
Unemployed	6603	64	134	43	43	41	109	42
Total:	10254	100	310	100	100	100	260	100



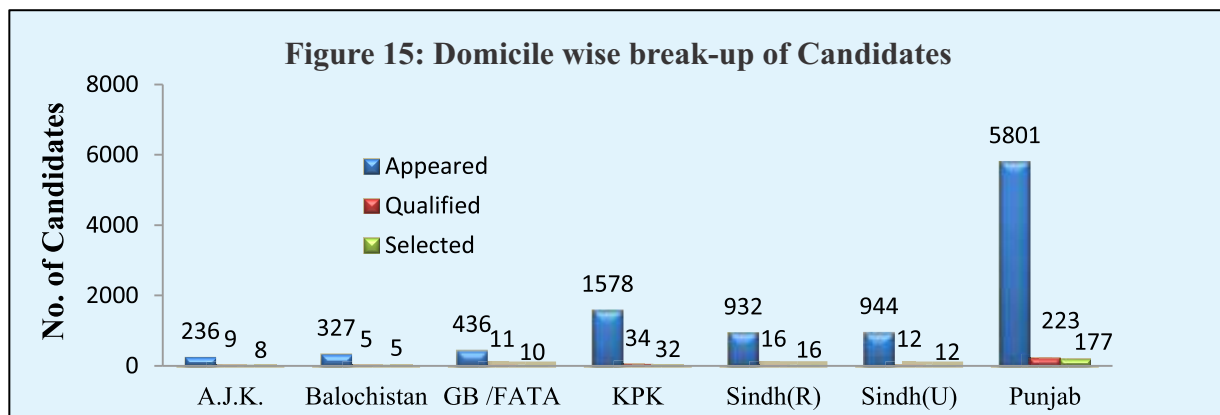
4.16 Provincial/Regional representation: The region-wise performance of the candidates in CSS Competitive Examination-2017 is at Table 42 (Figure 15). Out of 10254 applicants, 57% were from Punjab, and 43% from the remaining provinces/regions. Out of 310 finally qualified candidates, 72% were from Punjab, 11% from Khyber Pakhtunkhwa, 5% from Sindh Rural, 4% from Sindh Urban, 4% from GBFATA, 3% from AJK and 1% from Baluchistan. The province/region-wise allocations show that Punjab secured 68% seats inclusive of seats reserved for general merit quota, Khyber Pakhtunkhwa 12%, Sindh Rural 6%,



Sindh Urban 5%, GBFATA 4%, AJK 3% and Balochistan 2%. The unfilled seats of respective provinces were carried over to next CSS Examination-2018.

Table 42: Candidates' Performance by Domicile-CSS CE 2017

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.	236	2	9	3	3	4	8	3
Balochistan	327	3	5	1	2	1	5	2
GB /FATA	436	4	11	4	2	2	10	4
Khyber Pakhtunkhwa	1578	15	34	11	13	11	32	12
Sindh(Rural)	932	9	16	5	6	3	16	6
Sindh(Urban)	944	9	12	4	5	6	12	5
Punjab	5801	57	223	72	69	73	177	68
Total	10254	100	310	100	100	100	260	100



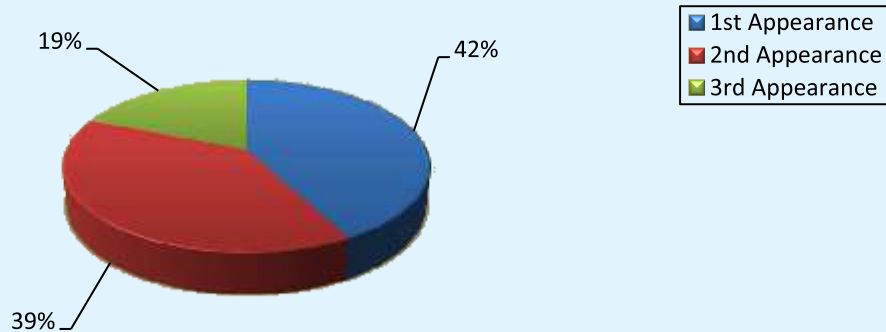
4.17 Candidates Level of success and failure

Chance Wise Performance of the Candidates: Out of 10254 candidates, who appeared in CSS Competitive Examination 2017, 69% appeared for the 1st time, 23% participated for 2nd time and only 8% appeared for the 3rd time or availed last chance. In final allocation, 42% seats went to candidates who appeared for 1st time, 39% to those who appeared 2nd time and 19% to the candidates who appeared for 3rd time. Table-43 and Figure 3 reflect better performance of the candidates who attempted CSS CE 2nd and 3rd times as compared to their appearance ratios that indicate gradual increase in maturity level of the candidates if chances are provided to them.

Table 43: Chance Wise Performance of the Candidates

S.No.	Chances	Appeared	%age	Finally Qualified	%age	Allocated	%age
1	1 st Appearance	7107	69	138	45	110	42
2	2 nd Appearance	2362	23	116	37	101	39
3	3 rd Appearance	785	8	56	18	49	19
Total		10254	100	310	100	260	100

Figure-16: Chance wise Performance of the Allocated Candidates



4.18 Examiners observations on Performance of Candidates in CSS CE-2017: The Examiners have made the following observations on the candidates' performance in compulsory and optional papers opted by candidates in written part of the CSS Competitive Examination 2017.

1. Essay:

The standard Essay was examined on footing of argumentation, content, language and intellectual signifier. The quality and level of critical argumentation on the whole was very poor. Most of the candidates were unable to identify the dormant contention in topics. In most papers content were inadequate and irrelevant. Most worrying aspect of Essays was the wrong use of English language. The sentence structure was glaringly flawed. Moreover grammatical and spellings mistakes were rife. The intellectual level of essays was mediocre and candidates were unable to even grasp the topic of the essay.

2. English (P&C):

The general performance of candidates was sub-standard, lacking originality, relevance, presence of mind, knowledge of facts and even the basics of the question. The basic rules of English grammar, sentence structure, usage of verbs, nouns, adjectives were not followed. The précis of the given text (440 words) was expected in 140 to 150 words, but many of them made précis either in more than 600 words or fewer than 50 words. Answers were mere reproduction of sentences from the paragraph in the question papers. Hand writing, in most of the cases was not legible. The candidates should understand the demand of the question and must provide relevant, to the point and comprehensive answers. Trial and error method in answering questions should be avoided. There were a very few candidates who appeared somewhat serious, relevant, to the point and really honest to their cause. Reading comprehensive, writing a Précis, grammar needs attention and improvement.

3. Current Affairs:

Candidates' understanding of current geopolitical, strategic and geo-economic trends was not encouraging, as with the exception of a few candidates, understanding current issues for a significant majority was inadequate and could not merit their appointment to the Civil Service. Poor communication/writing skills were glaringly visible from the answer scripts. It reflects the poor state of our educational system from Secondary to Graduate/Post-graduate Level. Only 8-10 % of the candidates showed satisfactory knowledge of national and international issues.



4. Pakistan Affairs:

The answer scripts reflected that internet has become a readymade source of information for our new generation. Majority of the candidates were had not prepared well for the examination. They lacked conceptual clarity and their expression was poor. A small number of candidates displayed critical thinking skills, were logical in their approach and lucid in expression. Pakistan Affairs is a very important subject and is directly related to the ideological foundations of the state and as such, greater emphasis needs to be placed on it.

5. Islamic Studies:

Most of the candidates possessed only superficial knowledge of our religion Islam and did not possess the ability to refer to original sources of Islam. It was evident that majority of candidates depended on guides books available in the market or notes provided by tuition centres. 95% candidates had no knowledge regarding important topics like inheritance of women (daughter/wife/mother), were confused about Ijma, and lacked clarity relating to election of rightly guided caliphs. In some cases, Maulawi, Mosques and Mubaligh (preacher) were also included in Masarif-e-Zakat, which exhibits the level of ignorance of the candidates.

6. Comparative of Major Religions for Non Muslims:

Candidate's knowledge in Hindi literature, types and number of puranas was placid, insufficient and disappointing. The candidates exhibited insufficient knowledge about important topics like Judaism, ethical system of Buddhism, the Zionist movement (and historical reasons for its existence), protestant / catholic beliefs & their comparative differentiation and the golden age of Hazrat Umer (R.A.), his reforms and its benefits in the current age. Responses of a small minority of the candidates produced good answers while vast majority wrote irrelevant material instead of what was asked in the question. Overall performance of the candidates and their ability was not satisfactory.

7. Accountancy & Auditing Paper-II:

Overall standard was not quality based. Merit of the candidates remained satisfactory. It has been observed that majority of the candidates had a theoretical base and had paid no attention to practical work. The result showed that only 15% to 20% attain to average passing marks.

8. Agriculture and Forestry:

A significant number of candidates assumed that the subject was easy and did not require extensive preparation, resultantly a majority could not understand depth of the questions that were asked. 90% candidates were not able to recognize the role of on-farm water management or had any knowledge of the recently announced projects of federal and provincial governments. Deficiencies in attempting question can be overcome by broadening base of knowledge and accessing quality reading materials from other parts of the world to learn about how they solved their problems. Columns/News paper editions are also helpful but the best source is research / reviewed articles.

9. Applied Mathematics:

Overall performance of the candidates was very poor. Most of them got 0-40 % marks. Mistakes and blunders showed that they were not even capable of solving F.Sc level papers of Mathematics. The paper was slightly challenging but only a few candidates attempted remarkably well.

**10. Arabic:**

Candidates were sufficiently knowledgeable about the syllabus and were also well prepared for the subject. Deficiencies included poor writing skills and weakness in Arabic grammar, Arabic composition and sentence structure. Candidates were not able to present properly due to lack of command on the medium of Arabic language and fluency of writing skills.

11. Anthropology:

A great majority of candidates delivered quality content while answering the questions. Some irrelevant or superfluous information was added to enhance the volume which should have been avoided. The subject, being a narrative science, provides space for explaining the concepts and causes some repetition which should be avoided. Care should be taken in explaining Anthropology jargon & concepts.

12. Botany:

Standard of answers was not according to the questions asked. Some candidates attempted plant physiology, plant molecular biology and evaluation related questions. Standard of English & grammar was also weak. Elaboration of answers was not according to the requirement of the questions and lacked suitable examples to explain each concept with the help of figure/diagrams.

13. British History:

Fewer numbers of candidates opted for the subject due to the range of British History from 1688 to the present day. A small number of candidates attained good to high score. Majority of the scripts reflected that the students were neither serious nor prepared for the examination. The standard of English was quite acceptable but content was weak. A possible reason for drop in quality was due to non-availability of the subject in degree awarding institutions as well as non availability of qualified & experienced teachers.

14. Business Administration:

Performance of most of the candidates was not up to the required standard. Most of the candidates were not well prepared and wrote irrelevant answers. The commonality of content, same material and same mistakes were observed in many scripts indicating guidance/coaching at specific centres for exam preparation. Apart from lack of depth of technical information, the English language expression was also weak both in vocabulary and grammar. It is recommended that candidates should consult proper text/recommended books instead of relying on their own observations or analyses.

15. Chemistry-I:

As a whole the performance of the candidates was very poor. The answers given by the candidates were not satisfactory. Only few students were found to be serious with the subject.

16. Chemistry-II:

CSS candidates should be keen observers, be to the point in their approach and have good analytical & decision making power. Most of the candidates had written what they know, not what they have been asked. Papers showed selective study and book mostly followed was text book of Organic Chemistry of B.Sc level. The standard of English was unsatisfactory. The candidates must read the instruction carefully and follow the FPSC rules/syllabus as well as attempt the question how it has been asked.

**17. Computer Science Paper-I:**

Majority attempted open ended questions which required their point of view in respect to the impact of using or limiting use of technology. Over all candidates demonstrated sufficient programming skills and the capability to think of the repercussions of technologies but were unable to handle theoretical details pertaining to concepts within computer science. The candidates could not attempt all questions that indicate selective preparation of the exam. The large scale variation in results is due to strategy of making question paper from whole syllabus.

18. Computer Science Paper-II:

The paper covered the major concepts of computer architecture, operating systems, and computer networks. The application of the paper was of a technical nature at the level of BS. The failed candidates had no required knowledge and basic concepts of the topics covered in Paper-II.

19. Constitutional Law:

The performance of the candidates was not up to the mark. In some cases candidates resorted to superficial and irrelevant answers. Few candidates attempted quite well but their answers were long while some others were quite short. Case law, the beauty of this paper seems to be extinct; only a few candidates quoted cases in their answers. Poor English was a common phenomena. There is a need for reconsidering eligibility criteria for candidates appearing for CSS examination.

20. Economics Paper-I:

Performance evaluation of answer sheets lead to the observation that candidates must pay attention to marks allocated to each question to determine the time that should be spent on each question. This was not focused upon and unnecessary irrelevant details were provided. Poor handwriting, improper diagrams, wrong formulas were the main problems of the candidates. Despite this, some answer sheets were very good and attempted accordingly.

21. Economics Paper-II:

Overall, the candidates performed well. Some students did not properly understand the questions. Question relating to 'Growth vs. Distribution' was not understood and students did not know what the examiner expected them to write. The candidates must have a clear concept and complete grasp of the subject. They are advised to provide 'to the point' answers rather than giving un-necessary details.

22. English Literature:

There is a tragic downfall of standard among CSS candidates. It is further rapidly deteriorating to an alarming situation. Candidates were poor in grammar, sentence structure/syntax and vocabulary that hinder them to expressing their thoughts with clarity and conciseness. The candidates stuffed irrelevant, superfluous and superficial material into their answers clearly visible in most of their scripts. Crammed answers were in abundance, lacking originality and depth. Candidates plunged into the examination without any good grooming of the relevant field that prevents them to get good scores. Most of the candidates gave off the track and could not grapple with the question at all. That was the main cause of their failure.

23. European History:

Rather than answering the question, the candidates seek to recreate the responses they have memorized. The candidates were evidently under the impression that examiners will not actually read their answers so it is

better to throw in splashes of color and headings, even if there is no meaningful content behind them. Reasoning ability is also very poor. Most have clearly prepared the paper from compilations of solved papers and handbooks, or invested time learning tricks from CSS academies. Reasoning ability was very poor. It is clear that with a handful of exceptions, candidates do not have a reading habit.

24. Environmental Sciences:

The calibre/competence of the candidates appearing for superior services was surprising. Paper attempting style was non-serious. Knowledge level of large majority was below satisfactory level. The subject is very technical and needs an in-depth knowledge and understanding of the problems/issues/phenomena/technologies related to the environment. Knowledge of the candidates was limited, they appear to be preparing by rote learning without paying much-needed attention to concept development. Candidates should be encouraged to follow different books and must also get latest information from the internet (free books are also available on net). Selection of questions also show that candidates did not try to go through the syllabus thoroughly.

25. Gender Studies:

Overall the quality of answers was good. Many candidates tried to explain things within religious / theological perspective despite the subject being a social science. So it was expected from the candidates to make scientific and evidence based analyses instead of banking on religious thoughts/traditions/narratives. Another tendency among candidates is to make sweeping and strong but unverified statements. For social scientists, such 'intellectual extremism' is not acceptable. Candidates need to learn objectivity / scientific rationality in argumentation / analysis. Generally, such an objective and scholarly analysis was missing in the text produced by the candidates.

26. Geography:

After evaluation of papers, it was felt that knowledge of the candidates was very superficial and questions were partially answered. What was asked was not clearly understood and answers in the papers were based on journalistic information. In most cases the depositional land forms of glacier was not clear. The candidates mixed many things together. The answers were not systematically organized, contained very long irrelevant discussions, had mistakes in heading and sub-headings and employed poor language. It also seemed that recommended books were not properly consulted.

27. Governance and Public Policy:

Almost 50% answers were based on candidate's own analysis and recommendations and 50% on factual knowledge of the subject. Majority of the candidates were found deficient in factual knowledge of events, legal/philosophical aspects of the questions and analytical aspects. A sizable number of the candidates brought religion in every aspect of answers even where it was not required. Majority were driven by unfounded social media comments/discussions instead of reading books, well reputed journals and undertaking their own judgment after due analysis. They were weak in action research. Responses were well in relating to good and bad governance indicators. Overall it was a satisfactory performance.

28. Geology:

Performance of majority of the candidates was poor and they appeared in CSS Examination without any proper preparation and guidance. Answers of many questions indicate that candidates have no idea of the subject. Apparently their answer scripts display nicely written full length answer, but all either were



irrelevant or different from the asked question. Candidates show weakness in mineralogy and paleontology. Answers of some of the candidates show similarity, reflecting a common source of preparation.

29. History of Pakistan & India:

In presentation of content, 90% of the candidates lacked the art of presenting and interpreting the information. It clearly shows that they lack the ability to comprehend and analyze content. Overall the candidates were facing the “language dilemma”. Their language was sloppy, lacking power of expression and fluency. A lot of hard work is required in both content and language, to be research-oriented with a sophisticated taste of reading primary sources or authentic sources on the subject.

30. History of USA:

The answers of the students to the required questions were nothing but compilation of some random information without any critical analysis. The students gave information which was identical not only in its letter and spirit but also in its grammatical and language skill. It shows that they got help in their preparation from some identical 'guides' easily available in the market. A comprehensive syllabi with same main and sub-themes concerning the central theme of the subject may be adopted.

31. International Law:

Overall performance of the candidates was not below the mark. Just a few scripts display quality information on the subject. Majority of the papers relied on the standard notes provided by the coaching institutions. Only a few scripts have displayed a quality of information with proper assimilation and comprehension of the analytical points. Their answers and points were supported by the relevant charts and diagrams which undoubtedly show their well-planned and well-structured preparation. Mature, compact and flawless expression should be learned by the candidates.

32. International Relations Paper-I:

Large number of scripts made no sense, leading to think why such candidates sat for highly prestigious CSS examination in the first place. Students did not read books, relying on notes available in market and utilizing these to narrate their own banal thinking and writing. The inclination of candidates was highly journalistic rather than substantive. Understanding of global issues was informed by a tendency to write things without perspective and without an element of thought as to what they are penning on paper.

33. International Relations Paper-II:

The candidates were judged in their performance on the basis of application of knowledge in different situations. Many of them were good in knowledge but lacked to apply in given situation. Mostly candidates were found non-serious, lacked the sense of outline, format to attempt the task assigned in questions. Stereo styles of thoughts written in guides were picked by the most of the candidates. Very rare candidates were able to present their sagacity in challenging situations.

34. Islamic History & Culture:

Most of the candidates failed to give satisfactory answers. Structure and sequence of answers was not focused and presented hotchpotch answers. Surprisingly, few candidates attempted paper in Urdu which were rejected as per policy & were awarded zero marks. Some candidates did not follow the instruction so they were unable to give correct number of question to answers.

35. Journalism & Mass Communication:

It can be concluded that knowledge, expression and presentation of candidates was good. They were able to understand the soul of the questions. Most of them gave proper response with facts, diagrams, logic and references. Some candidates had poor handwriting which restricted to understand the text. A few students produced original thoughts, ideas with good presentation that facilitate the evaluator to understand and read clearly.

36. Law:

Overall performance of the candidates was poor. Majority could not comprehend fundamentals of the questions, casually attempted without considering what is required from them in the questions with some exceptions.

37. Muslim Law & Jurisprudence:

It has been observed that performance of candidates in their answers was unsatisfactory. Their answers reflected poor preparation for the examination and haphazard style. Using faulty language was a common issue. Majority did not answer according to the requirements and within the framework of a question. They produced irrelevant material in their answers without understanding and focusing on the requirements of a question. Candidates are advised to read original books recommended by FPSC and have a grip/command on the subject.

38. Philosophy:

It seems that majority of the candidates never touched any book at all. Most of the candidates have never studied philosophy as a subject in their academic career. Most candidates have no idea about syllabus and examination. Poet of East, Allama Muhammad Iqbal, whom we hold in high esteem is least read and most misquoted thinker. Some strange and amazing assertions of the candidates were amusing, which also indicate the level of intellectual and academic poverty as a nation.

39. Physics Paper-I:

The performance was poor as evident from marks obtained by the candidates. Answers were not exactly according to the question and not supported by good examples from daily life. The solutions of problems were not done accordingly and were not supported by proper labelled diagrams. Most of the matter given in answers was irrelevant. Candidates must go through books instead of relying on notes.

40. Physics Paper-II:

Candidates seem to have low knowledge of the subject at the level of B.Sc Honours.

41. Political Science Paper-I:

The overall performance was poor but response of few candidates was excellent. However, a majority failed to understand the question properly. They wrote whatever they knew about the topic and did not concentrate on the examiner's interest as to why the question was asked. In questions where the applied aspect of knowledge of the candidates was to be tested, it was taken very lightly. The conceptual questions were intermingled with opinion loaded questions resulting in failure in convincing the examiner that candidate is familiar with concept of political science. It was an alarming situation, as almost all candidates responded with the same views/arguments normally used by religious militants and extremists in Pakistan.

**42. Political Science Paper-II:**

The candidates were supposed to present their answers in logical and analytical sequence but most of the candidates did not know the skill of presentation. The candidates gathered information but failed to refer basic theories or utilize models in support of their answers. The candidates were stronger in the area of Pakistan politics as compared with other parts of Political Science. The candidates must study latest foreign books and other supporting material and their communication skills must be more powerful and effective.

43. Psychology:

Candidates cannot write good answers or guess unless their concepts are clear. Those who attempted paper well with conceptual clarity obtained good marks. Conceptual clarity regarding specific concepts of reliability and validity of the test, IQ/EQ, etc. must be enhanced. Candidates may consider consulting readings by Anastasi for concepts of testing / psychological assessment and any book authored by Coleman for clinical psychology.

44. Public Administration:

After going through the examination scripts, it has been observed that general approach while attempting the paper was quite shallow on the part of candidates. Poor hand writing, spelling mistakes and grammatical errors were observed in many scripts. Most of the candidates were not aware about the concept of public service motivation.

45. Punjabi:

Majority of the candidates considered it an easy subject. However due to lack of understanding of the language and literature many relied on short-cut. They relied on stereotypical style using guides and notes available in the market. Very few candidates displayed serious preparation, wisdom and hard work in their papers.

46. Pure Mathematics:

Overall performance was poor. Most of the candidates did not know the proof techniques, consequently their performance was zero in theoretical questions. The candidates should emphasize on learning proof techniques and how to take theoretical proofs of the “if and only if” type. Similarly, the candidates should emphasize on practicing more problems of different types.

47. Pashto:

Most candidates had excellent approach for Pashto to English or vice versa translation. On the other hand, majority were found poor in understanding Pashto literature.

48. Sindhi:

It was noticed that candidates have been answering the questions vaguely. The answers showed lack of seriousness among the candidates. There is a need of some preparation classes in order to polish the candidates to get better results.

49. Sociology:

Deficiencies were observed while checking the answer scripts. Majority of the candidates answered in a general way instead of understanding what specific knowledge was required for the question they were attempting. A detailed review of literature of subject was required but candidates used only one text book

that hinders them to grasp fully the depth understanding of the subject matter. Most of the candidates did mistakes in spelling, comprehension and blunders in sentence structuring.

50. Town Planning & Urban Management:

Performance of the candidates showed an inability of expressing themselves as well as lack of basic understanding of the subject and its related technicalities. Answers were composed in a generalized and unprofessional manner. Candidates showed a tendency of writing long answers drifting away from issues that were asked in questions. Candidates must focus on structuring the answers in accordance to what was being asked and in required sequence.

51. Zoology:

Most of the candidates attempted the paper based on their general knowledge rather than specific approach. Poor hand writing, spelling mistakes and poor sentence structure were common in most of the papers. In few instances, it was extremely difficult to understand what was written. In many answer sheets, no clear concept was presented and candidates were beating about the bush.

4.19 Measures for improving the CSS Competitive Examination System:

Based on the analysis of the statistics and the studies conducted, a summary is presented below underscoring the measures taken by the Commission for improving the CSS CE system:

1. Pass percentage

- a) Analysis of results of last five years (Table 44) indicates that pass percentage has remained from 2.09% to 4.79% with five years average at 4%.
- b) There is no drastic or abnormal decrease in pass percentage.
- c) Trend over the years reveals that the Commission strictly observes merit without any fear, favour, affection or ill will.

Table 44: CSS Pass Percentages: Five Year Perspective

Year	Appeared	Written Qualified	
		No.	%
2013	11447	238	2.09
2014	13170	439	3.33
2015	12176	379	3.11
2016	9643	202	2.09
2017	9391	312	3.32
2018	11887	569	4.79
5 Years Average	11165	427	4

2. Examiners, Evaluation and Marking

- a) Best available examiners are selected after due diligence for marking the CE papers.
- b) High caliber, integrity and professional excellence are the main drivers for selection of the Examiners.
- c) Examiners evaluate scripts independently without any interference from the Commission.
- d) The choice of single examiner per subject/paper ensures a level playing field for all the Competitors.



3 Ensuring Equitable Opportunities to all Education Systems/Backgrounds

- a) Examination ensures equitable opportunities to students of all backgrounds and education systems.
- b) Total 312 candidates passed CSS 2017 Examination. 139 out of 202 such candidates i.e. 69%, pertained to the indigenous/ matriculation educational system. 63 out of 202 candidates i.e. 31 % pertained to the Cambridge educational system. It is thus statistically proven that perception as regards discrimination towards indigenous educational system is divorced from reality.

4 Quality of Intake

- a) Irrespective of the number of failures or otherwise, Commission does not compromise on quality and standards.
- b) The issue of the quality of civil services is multi dimensional, which needs to be addressed holistically.
Intake through CSS examination is just one ingredient of the issue.
- c) FPSC selects the best possible candidates as per their availability in the market - their subsequent grooming remains a different subject/purview.
- d) Many aspirants do not opt for civil service owing to unattractive remuneration and slow career growth in public sector as compared to opportunities now available in the private sector.

5 Factors Identified by the Commission

- a) Large numbers of high performing students do not apply for CSS due to more attractive opportunities for progression now available in other sectors at home and abroad.
- b) Increasing difference between the number of candidates that apply and that actually take the exam reflects that a major number of applicants is non serious.
- c) Shift from book reading towards internet for exam preparation, results in erosion of creativity and written expression.
- d) CSS academies, reliance on guess papers, guide books and notes, neither support the candidates in attempting question papers nor enhance their critical and analytical abilities.
- e) CSS CE 2017 result underscored the deteriorating standard of education in universities/colleges
- f) The Commission has been highlighting this fact in annual reports for the last many years.

6 Examiners' Viewpoint

The Examiners' Reports for many years reveals that:

- a) Candidates fail to differentiate Essay from other forms of writing i.e. Research Report or Presentation.
- b) Missing of salient features of standard Essay without implying undue obligations.
- c) Lack analytical/critical/elementary mathematical skills.
- d) The candidates must consult newspapers/magazines/research articles/international media/debates/talk shows/ expert teachers and basic knowledge of International Relations, Political Science before appearing for any examination/test.
- e) The candidates do not seem to be interested to learn about new discoveries or facts, and use only limited source of information, which they have learned. They don't try to think that information may be used in a number of ways to solve different problems.
- f) Candidates must be argumentative and evaluative while dealing with facts in their write up.
- g) Stress on proper study and crisply state what is inquired for supporting main idea.



- h) Accessibility to computers and internet is the key area of expertise/learning provided the right skills are used to discern requisite information.
- i) Prior CSS capability/fitness test to filter non serious candidates is a must.

4.20 Holding of Screening Test prior to CSS Competitive Examination:

The number of applicants for the Competitive Examinations is continuously on a rise. It has increased from 9,056 applicants in CE-2009 to 23,025 applicants in CE-2017. The unabated increase results in delays in completing the examination process which has been taking 18 months already, compromises the objectivity in assessing the answer scripts/papers and portrays the ratio of pass candidates low against a high ratio of failures. There has been persistent demand from all quarters, including the examiners, for holding the Preliminary Screening Test. With the purpose to filter out non-serious candidates and to improve the quality of competition, the Commission re-iterates the holding of a Screening Test prior to the CE. India, Bangladesh and Sri Lanka amongst SAARC countries are already holding Screening Test before the main examination.

4.21 Civil Service Reforms- The FPSC Chapter: The earliest reference to a system for merit based recruitment to the Superior Services via the Public Service Commission can be traced back to the Government of India Act, 1858. This mechanism of inducting capable individuals through a legitimate process was further developed by the recommendations of the Islington Commission (1912), the provisions of the Government of India Act, 1919 as well as the Government of India Act, 1935. This was a direct consequence of the demand for 'Indianization' of the Civil Services made by the Quaid-e-Azam Muhammad Ali Jinnah. In accordance with the wishes of the founder of the country, the Public Service Commission was set up in Pakistan and has existed during the different constitutional regimes under varying nomenclature. Currently, the Commission is mandated by Section 7 of the Federal Public Service Commission Ordinance, 1977 to conduct merit based recruitment to the Civil Services of the Federation for which the Commission annually conducts the CSS Competitive Examination.

4.22 Over the years, successive governments have brought about reforms in the Civil Services with a view to improving policy implementation, service delivery and for making them more responsive to the needs of the people. The CSS Competitive Examination, which acts as a conduit for inducting talent into the Civil Service talent pipeline, has also evolved to facilitate these reforms.

4.23 A major effort to revamp the system of the CSS (Central Superior Services) examination was made in 1981. At the request of FPSC, the President of Pakistan constituted a committee of eminent persons belonging to the fields of education and administration to be chaired by Dr. Mohammad Afzal, then Advisor to the President on Higher Education. The committee studied the then prevailing system of competitive examination for recruitment to the Federal Civil Service and also carried out a comparative study of civil service recruitment systems in USA, UK, France and India. After an exhaustive study, the committee produced the 'Report of the Afzal Committee on Competitive Examination' in 1981. The Afzal Committee recommended that a single, centralized competitive examination be held for recruitment to all the federal civil services in BS-17 and to discontinue hiring for BS-16 posts through the same exam for uniformity. Other issues like age limits, minimum academic qualification, psychological assessment, training, incentives and motivation of officers were also addressed. Most importantly, for FPSC, the committee in its report recommended a new scheme of syllabi and structure for the examination which continued till CSS Competitive Examination (CE) 2015.



4.24 In May, 2008 the National Commission on Government Reforms (NCGR) produced its report. In an extensive treatise covering almost all the facets of improvement in governance, the report also contained a substantial portion on reforming the processes of recruitment and selection of personnel in the government. The NCGR report identified that a major problem faced by FPSC was not having the right pool of candidates for the job and the decline in interest of quality human resource in joining the civil service. Other issues identified were the non-availability of job descriptions/specifications, decline in the prestige of the Civil Service and the inability of a single examination to assess aptitude/skills for increasingly complex jobs in differing services. The report made several recommendations regarding the scheme of examination and the recruitment process.

4.25 About the same time in 2008, another study to reform the examination process was commissioned by FPSC to be undertaken by W. Wien & Associates and funded by the World Bank. The Research Wing of FPSC along with the consultant firm carried out an extensive and exhaustive study of the CSS recruitment process from the application stage to the post-allocation recruitment phase. The report contained reflections and recommendations on wide ranging issues including the scheme of examination, mode of application, provincial distribution/ representation and psychometric testing. FPSC conducted an extensive exercise to review the scheme of examination, syllabi and the reading material, both for the CSS CE and General Recruitment from 2010 to 2015. Recognizing the ground realities and requirements of cadre services/groups and ex cadre technical and professional posts, the syllabi and test scheme, both for the CSS CE and General Recruitment was revised. It was a consultative process involving all key stakeholders including HEC nominated subject experts, Specialized Training Academies/Institutions and administrative Ministries/Divisions/ Departments of the posts. These reforms not only provided level playing to all CSS aspirants but also introduced improved methods for assessing professional and technical knowledge of candidates against ex cadre posts in BS 16 and above.

4.26 Recently, in 2018, the Prime Minister also approved constitution of the Task Force on Civil Service Reforms comprising renowned members of academia and the services. The Task Force was headed by eminent economist and governance expert – Dr. Ishrat Hussain. The chairperson of the task force has stated that instead of creating a large set of recommendations for the government to consider all at once, the Task Force would stagger these, bringing forward proposals as they are finalized. The Task Force on Civil Service Reforms intends to present its proposals on reforming the induction system, performance management system for promotion, security of tenure, monetization of perks, etc.

4.27 In the spirit of creating a responsive and efficient civil service, subgroups of the Task Force on civil service reform were assigned to develop recommendations across the entire value chain of the services: induction, training, performance management, career progression, compensation structure, and severance policies. In this connection, a meeting was held at FPSC HQs between the Task Force on Civil Service Reforms on Induction and the Commission to deliberate on the issues/challenges being faced by the commission and the possible reforms. The members of the Task Force included Dr. Umair Javed and Dr. Nadeem-ul-Haq. To consider and deliberate upon the recommendations and suggestions of the Task Force Members, a meeting of the Commission was convened on 3rd January 2019 and subsequently, the opinions and input of the Commission were conveyed to the Task Force.

4.28 The Commission was of the view that reforming the system of induction was an important but sensitive matter and that overhauling a functional system required further deliberation. For this, it was

opined that the expertise of professionals and experts needed to be utilized in order to ascertain the feasibility of the proposed reforms so as to arrive at conclusions that were practical and doable in view of the available resources. The Commission also brought to light the Screening Test proposal for CSS. In addition to these discussions, FPSC also collaborated with the Civil Services Academy (CSA) where the present system of CSS Competitive Examination was carefully studied and analyzed during syndicate discussions in the CSA. FPSC is also considering the input from CSA syndicate reports while developing its proposals in order to incorporate the thought process of the younger generation of administrators into the proposed future structure of the examination.

4.29 Consultative meetings were held throughout 2018 between the Commission and the Prime Minister's Task Force on Civil Service Reforms to discuss procedure of recruitment/induction through CSS Competitive Examination, General Recruitment and other examinations in connection with Civil Service Reforms in the federal government. FPSC response to the reform proposal of the Prime Minister's Task Force on Civil Service Reforms shared through the Establishment Division. Further discussions are underway.

4.30 Presentations/lectures at Universities/Institutes by Members of the Commission: The Federal Public Service Commission (FPSC) has been arranging information sessions/ motivational lectures in order to guide and attract young talent to Civil Service careers. This has helped to increase the awareness of the youth about the Civil Service as well as the role of FPSC in the provision of merit based recruitment opportunities to the promising youth. Over the last few years, Honorable Members of the Commission conducted sessions across Pakistan at almost all the provincial/regional offices of FPSC, i.e., Quetta, Lahore, Peshawar, Karachi and Gilgit as well as in institutions of higher learning like the Sir Syed University of Engineering & Technology, Karachi and Government College University, Lahore.

4.31 During the period under report, Mr. Ahmad Farooq, Member, FPSC conducted information seminars at FAST National University, Islamabad, Lahore and Faisalabad Campuses in October, 2018. The Member addressed large groups of students and informed the young graduates about the potential in a Civil Service career and urged them to make a change in life of people of Pakistan. Mr. Ahmad Farooq also highly appreciated the work of the educational institutions whose graduates had performed well in the examination. The seminar helped in increasing the awareness of candidates about the application & recruitment processes as well as generating interest of the youth in Civil Service.

4.32 Due to the success of the initial sessions, multiple requests for similar sessions/seminars were received from other universities as well. In response, Mr. Habibullah Khan Khattak, Member, FPSC conducted various sessions at HEC recognized universities. On 22nd December, 2018, Honourable Member engaged the CSS aspirants in various written activities to assess their potential for taking the examination and guided them about the exam methodology at the Foundation University, Islamabad (Rawalpindi Campus). Students from multiple departments participated in the event and the audience was well represented by a diverse range of academic disciplines.. Mr. Khattak shared with the candidates that FPSC had regularly received concerns of the examiners that candidates tend to base their preparation on the use of prepared notes and guide books. It was underscored that the practice was counterproductive in a competitive examination which encouraged originality of thought and expression.



4.33 The talk also included guidance on issues like efficient time management and effective study habits. After a detailed and engaging session, the students were inspired to explore the opportunities offered by the Civil Services of Pakistan. Enthusiastic response with demand for more sessions has also been received, with the suggestion to make such sessions a regular exercise. The initial experiment has been very successful and has resulted in the creation of linkage of FPSC with academia as well.

4.34 Recommendations:

1. Overseeing all the aspects of CSS Competitive Examination and taking into account the recommendations of the Committees and Examiners, the Commission is of the view that civil service has a direct impact on the quality of governance. If the system is not providing quality education at graduation level, then this low level of human capital does not offer a very capable talent pool for CSS administrators to choose from. Without massive, visionary and long-term reform of Pakistan's education system, improvement in the quality of human capital will be very difficult.
2. Holding of Preliminary Screening Test prior to CSS CE with the purpose to filter out non-serious candidates and to improve the quality of competition.
3. As seats from reserved quota often remain unfilled due to non availability of suitable candidates, the Commission invites attention of the policy makers to take appropriate measures so that both women and minorities take full benefit of the reserved quota.



CHAPTER 5

Management and Financial Performance

Management and Financial Performance

5.1 The Commission supports two statutory office holders; the Chairman, who heads FPSC and the Secretary, the head of the Secretariat that provides secretariat support & makes the staff available to assist the Commission in performing the prescribed functions. The Organogram of the Commission is at **Appendix-2**. The Commission's and staff's strength is at **Appendix-2A**. The detail of Chairman/Members who joined/left the Commission during 2018 is at **Appendix-2B**. **Appendix-2C** reflects the detail of officers and officials who joined/left the Commission during 2018. **Appendix-2D** contains a list of officers/officials promoted during the year 2018.

5.2 Annual Budget: The Commission's activities are funded through budgeted resources provided by the Federal Government. Ministry of Finance allocated Rs 636.000 million budget to FPSC for financial year 2018-19. 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 summarizing the Commission's financial performance is as at Table 45.

Table 45: Budget of FPSC

Major-Heads of Accounts	Item	Amounts in Millions in PKR
A01	Employees Related Expenses	417.000
A03	Operating Expenses	205.474
A04	Employees Retirement Benefits	161.600
A05	Grant Subsidies & Write off Loan	508.000
A06	Transfer Payments	599.000
A09	Physical Assets	655.900
A13	Repair and Maintenance	424.400
Total		636.000

5.3 The Commission's operational budget is meant to hold the CSS Examination/Professional Screening tests throughout the year. However, budget is generally subject to austerity cut of 20 to 30% by the Finance Division which at times impedes in the discharge of statutory functions. Due to this, the Commission was restrained from advertising the posts, inviting applications and holding tests and examinations of potential candidates.

5.4 Receipts of the Commission: The revenue is generated on account of fee deposited by candidates for Competitive Examinations and General Recruitment for posts in BS-16 and above during FY2017-18. The Commission received Rs.167.037490 million against the budgetary target of Rs.210 million.

5.5 Expenditures: Total expenditures incurred during FY2017-18 were Rs. 575.024 million, as detailed at Table 46.

**Table 46: Expenditures during 2017-18**

Head of Account	Actual Expenditure Million in PKR	Budgetary Provision Millions in PKR
A01- Employees Related Expenses	401,544,106	384.318
A03- Operating Expenses	211,151,058	178.506
A04- Employees Retirement Benefit	15,116,000	4.616
A05- Grant Subsidies & Write off Loan	21,126,595	0.258
A063- Transfer Payments	430,398	0.464
A09- Physical Assets	12,717,471	3.515
A13- Repair of Durable Goods	2,947,446	3.347
Total:-	665.033,415	575.024

5.6 Development Projects: The PSDP 2017-18 includes the following infrastructure development schemes of FPSC as per following details at Table 47:-

S.No.	Name of construction work/project	Total cost in Rs.	Allocation of funds in the PSDP 2017-18	Status
i.	Construction of Additional Examination Hall (1 st Floor at FPSC Provincial office, Lahore	49.162 (M)	24.162 (M)	Physical work 80 to 90 % completed
ii.	Construction of Additional Examination Hall (1 st floor) at FPSC Provincial office, Peshawar.	27.274 (M)	14.274 (M)	Physical work 80 to 90% completed
iii.	Construction of Additional Examination Hall (1 st floor) at FPSC Provincial office, Quetta	21.424 (M)	11.424 (M)	Physical work 80 to 90% completed
iv.	Construction of Child Day Care Centre at FPSC Headquarters office, Islamabad	5.682 (M)	5.682 (M)	Complete in all respects and will be functionalized very soon
New Schemes				
1.	Replacement of existing two lifts and installation of one new lift	PC-1 under process in Pak. PWD, Islamabad.		
2.	Replacement of existing old telephone exchange and internal wiring and installation of a new line.	PC-1 under process in Pak. PWD, Islamabad.		

5.7 FPSC Regional Office: FPSC Regional Office at Multan has been shifted at the new address mentioned below:-

Federal Public Service Commission,
Regional Office,
House No. 7 Pakistan Street, Shalimar Colony
Near Northern Bypass Metro Bus Station, Multan
Ph: 061-9330145

5.8 Training and Development of FPSC Officers: Training Programs to improve capabilities and skills of human resource plays a pivotal role in achieving the organizational objectives. Keeping in view the paramount importance of human capital, the FPSC is committed to enhance knowledge, upgrade skills and reform the attitudes of its employees. Administrative measures were taken by the Commission to enhance the capacity of human resource and improve its service delivery. However, some of its functions got affected due to budgetary constraints. During 2017, following officers participated in job related training courses:

Table 48: Training of FPSC Officers

Name of Officer	Course Name	Date	Institute
Syed Ahmad Babar Zaidi, Director	Senior Management Course	26.02.2018 to 15.06.2018	National Management College, Karachi
Mr. Liaqat Ali Khan, Director	Senior Management Course	-do-	National Management College, Peshawar
Mr. Amin-ur-Rehman, Director	Senior Management Course	-do-	National Management College, Islamabad
Mr. Muhammad Iqbal Arain, Deputy Director	Mid Career Management Course	01.01.2018 to 06.04.2018	National Institute of Management, Peshawar
Mr. Muhammad Umer Bhatti, (Programmer)	Mid Career Management Course	06.08.2018 to 09.11.2018	National Institute of Management, Islamabad
Mr. Naseer Akhtar Khokhar, Deputy Director	Mid Career Management Course	-do-	National Institute of Management, Peshawar
Miss Shehla Farouk, Psychologist	Service Laws and Rules	07.05.2018 to 11.05.2018	Secretariat Training Institute, Islamabad
Mr. Muhammad Altaf Khan, Deputy Assistant Director	SR&R	2 Weeks	Secretariat Training Institute, Islamabad

5.9 Recommendations:

- To maintain high standard of efficiency for prompt processing and finalization of recruitment cases, human resource and budgetary provisions for FPSC need to be increased appropriately.
- Regular and appropriate fund allocation from the Development Budget (PSDP) to FPSC needs to be ensured for conduct of feasibility studies (through PC-2), preparation of schemes (PC-1) and their execution for better working of the Commission.



CHAPTER 6

Advice of the Commission

Advice of the Commission

6.1 Section 9 of the FPSC Ordinance 1977 requires the Commission to present to the President annually a report on the work done by the Commission, and the President shall cause a copy of the report to be laid before the National Assembly and the Senate. The report shall be accompanied by a memorandum setting out so far as is known to the Commission:-

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

6.2 Cases where implementation on advice of the Commission was delayed: The Federal Government has laid down specific instructions, clearly directing the sponsoring organizations to issue offers of appointment to the Commission's nominees within one month after receipt of recommendations from the Commission. During the year 2018, three cases were reported wherein the Ministries/ Divisions/ Departments could not issue offers of appointment (s) to the nominees of the Commission within stipulated period, however offer was issued belatedly (**Appendix-5** provides the details).

6.3 Cases where advice of the Commission could not be observed: Under Section-7 of the FPSC Ordinance, contract appointment against civil posts beyond 2 years requires concurrence of the Commission. During the year 2018, the Commission allowed extension in contract appointment in 10 cases and issued advice to concerned Ministries/ Divisions/ Departments to forward requisitions of the vacancies to the Commission for regular recruitment. However, due to litigation the advice of the commission could not be implemented by the referring entities. The details are available in **Appendix-3**.

6.4 Commission's mandate in determining suitability of contract/daily wage appointees for retention in service: Under Section 11-B of Civil Servants Act, 1973 and Federal Public Service Commission (Functions) Rules, 1978, the Commission shall, on a reference made by the appointing authority of sponsoring Ministries/ Divisions/ Departments, test civil servants who have been appointed to a civil post without observing the laid down prescribed procedure or without fulfilling the prescribed qualifications, experience, domicile and age limit, and advise whether they are fit to hold the particular 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 Pay Scale compatible with their qualifications and experience. In 2018, the Commission received three cases from Ministry of Interior and Capital Administration and Development Division for regularization of services of contract employees in pursuance of the order of the Islamabad High Court in ICA No. 340/ 2017. Since regularization of contract/daily wage employees was a long standing issue, and thousands of employees may seek same relief, therefore, the Commission after threadbare discussion decided to administer written test/exam and interview to determine the suitability of contract/daily wage employees against the civil posts held by them. The cases of such employees were under process by end of the year, the details are available in **Appendix-4**.

6.5 Commission's advice on recruitment rules: 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 advice to Ministries/Divisions/Departments on Recruitment Rules in 102 cases during the year 2018. The details of cases are available at **Appendix-6**.



CHAPTER 7

Other Functions and Activities of the Commission

I Curriculum Development and Designing of Syllabi

7.1 Preparation of Syllabi for Examinations/Tests: Aiming to modernize and to keep in line with professional requirements, the Curriculum & Research Wing remains engaged in developing, updating and revising scheme and syllabi of technical and professional ex-cadre posts, falling under the ambit of General Recruitment. The Commission has also constituted Ministry/Division/ Department wise Committees of the honorable Members of the Commission who review and approve the recommendations on syllabi and test scheme. As per requirements of the post, the Curriculum & Research Wing holds consultation with Higher Education Commission, Pakistan Engineering Council or Pakistan Medical and Dental Council. During 2018, following scheme and syllabi for various examinations and tests schemes were prepared:

- a) **Syllabi designed for screening/professional tests for Ex-cadre positions:** Curriculum and Research Wing designed test schemes and syllabi for all posts advertised by the Commission in Basic Scale 16 and above for 260 cases of recruitment comprising 3127 posts during 2018.
- b) **Syllabi for CSS CE 2018:** Various proposals of Committees constituted under the Commission and examiner's observations relating to CSS Competitive Examination have been reviewed and discussed with key stakeholders including HEC and CSS aspirants.
- c) **Vetting of Syllabi for Final Passing Out Examinations:** Syllabus for FPOE for 12 occupational Groups/Services (44th CTP) was processed for vetting. Deletion of 81 sections from PSP Syllabus examined. The Commission approved syllabus of all occupational Groups/Services.
- d) **Vetting of Syllabi for Final Passing Out Examinations, 2018:** Syllabus for FPOE for 12 occupational Groups/Services (45th CTP) was processed for vetting and The Commission approved syllabus of Postal Group, Information Group, Pakistan Custom Service, Military Lands & Cantonments Group and Commerce & Trade Group.

7.2 Recognition and Equivalence of Qualifications and Degrees: In case of any discrepancy occurring in a degree possessed by a candidate required for a specified post, its equivalence is determined. Advice on recognition of the Degree Awarding Institution is also obtained and tendered to the Commission by the Curriculum and Research Wing. During 2018, 92 cases were finalized in consultation with the Higher Education Commission and Pakistan Engineering Council.

7.3 Cancellation of Degrees/Certificates of different Universities/Institutes: 58 Number of bogus/cancelled cases relating to degrees/certificates of different Universities/ Institutes were received and processed for information of all dealing wings of FPSC.

7.4 Urdu Translation of FPSC documents: Urdu translation of about 11 related documents regarding National Assembly and Senate questions were prepared and forwarded to quarters concerned.

II Participation in Multiple Forums, Research and Publications:

7.5 Meeting of the Senate Special Committee to discuss Annual Report of FPSC: The Special Committee of the Senate met on 26.01.2018 at Parliament House, Islamabad to examine the annual Report of Federal Public Service Commission 2015, with Senator Syed Muzafar Hussain Shah in the chair. The Special Committee was constituted after the Annual Report 2015 of the FPSC was presented in the Senate in pursuance of Section 9 of the FPSC Ordinance 1977. The Committee was directed to examine whether the



mandate, structure, syllabi and mode of examination met the contemporary needs of governance and the delivery of service and other related matters. The Committee deliberated on composition of the commission and the method of recruitment/examination. The representative of FPSC informed the committee that a draft bill/recommendation was sent to the Law Minister Mr. Zahid Hamid to deliberate on the ways and means to make FPSC a vibrant body and to examine the possibility of its conversion to a constitutional body. The meeting was also attended by Senator Taj Haider, Senator Mir Kabeer Ahmed Mohammad Shahi and Senator Nauman Wazir Khattak. The Committee directed human resource experts from two private organizations to furnish their suggestions for improving the working and examination system of the FPSC.

7.6 Chairman FPSC and Members of the Commission visited CSS examination centers: Chairman FPSC, Mr. Naveed Akram Cheema along with Deputy Commissioner, Faisalabad Mr. Salman Ghani visited various CSS examination centers on 16th February, 2018 at Faisalabad to oversee smooth conduct and process of CSS Competitive Examination-2018 relating to arrangement of furniture, lighting, parking areas and emergency services during the examination. The Chairman FPSC was satisfied with the arrangements and initiatives taken at the premises of examination centers. Similar visits were also carried out by Members of the Commission at all FPSC examination centers to monitor smooth conduct of examination.

7.7 Chairman FPSC chaired meeting of CSB: Chairman FPSC, Mr. Naveed Akram Cheema, in his capacity as Chair- Central Selection Board (CSB), presided over the meeting from 09-12 January, 2018 to decided promotion cases of officers from BS-18 to BS-19 & BS-19 to BS-20 and BS-20 to BS-21. Pending cases of officers for promotion belonging to various occupational Groups/Services/Ex-cadre positions were also evaluated during the meeting.

7.8 Meeting with Provincial/Regional Officers of FPSC: During the Last Quarter of the year 2018, a meeting with a view to flag & Focus Provincial/Regional Offices of FPSC was held on 17.12.2018 at FPSC Headquarter, Islamabad. The meeting was chaired by DG (Administration), Mr. Salman Qayum Khan. Other participants in the meeting were Mr. Qamar Hussain, Assistant Director, Branch Office Lahore, Mr. Atiq Ahmad, Assistant Director, Branch Office Karachi, Mr. Amjad Ali, Assistant Network Administrator, Branch Office Quetta, Mr. Ihtesham-ul-Haq, Assistant Network Administrator, Branch Office Peshawar and other Officers from regional offices also attended the meeting. The following Officers from FPSC Secretariat also participated in the discussion: Mr. Anser Hayat Gondal, Director (HR), Mr. M.A Rehan, Deputy Director (Log), Mr. Bashir Ahmad, Deputy Director (B&A) Mr. Muhammad Shakil Chughtai, Assistant Director (Log), Mr. Muhammad Tabassum Awan, Assistant Director (Finance), Ms. Shaista Parveen, AD (Log). Measures to improve infrastructure, financial, administrative and human resource capabilities were discussed with the objective to transform FPSC into an effective organization. Important decisions were conveyed to the Provincial/Regional Heads.

7.9 Meeting with Punjab Public Service Commission: A meeting was held on 22.03.2018 at FPSC Headquarters, Islamabad with Mirza Naseer Inayat, Secretary, Punjab Public Service Commission. The agenda of the meeting was to discuss bilateral/mutual issues relating to enhancement of present qualification for posts, introduction of new subjects re-grouping of subjects and related issues. FPSC and PPSC exchange views and shared the experiences.

7.10 Meeting of Steering Committee on online Recruitment system of FPSC Project (Phase-II): Meeting of the steering committee on online Recruitment System Phase-II project was held on 28th

February, 2018 at FPSC Headquarters, Islamabad. The meeting was chaired by Mr.Haseeb Athar, Member, FPSC. Progress of the project was reviewed and suggestions were made to finalize and improve System Recruitment Specifications (SRS) document prepared by NITB. A meeting of officers from IT Wing & NITB was held for consultations with all wings of FPSC to address issues and finalize the document and its application. In this regard, two consecutive meeting with M/o information Technology & Telecommunication and National Information Technology Board (NITB) were held on 21.06.2018 & 22.06.2018 respectively at FPSC Headquarters for further improvement of the online recruitment system of the commission.

7.11 Chairman FPSC calls on Honorable Chief Justice, Supreme Court of Pakistan: Mr. Naveed Akram Cheema, Chairman, FPSC paid a courtesy call on Honorable Chief Justice of Pakistan, Mr .Justice Mian Saqib Nisar and presented FPSC Annual Report 2017 on 27.09.2018.He also presented a cheque of Rs. 5 Lacs on behalf of his organization as donation to Supreme Court of Pakistan Diامر Basha and Mohmand Dam Fund.

7.12 Representation of Commission on Selection Boards of Federal Universities: As per statutory requirement under the law of different Federal Universities, FPSC nominated for the Selection Boards of the following universities:

Table 49: Representation of Commission on Selection Boards of Federal Universities

S #	Name of University	Nominated from FPSC on Selection Boards of Federal Universities
1	Quaid-i-Azam University, Islamabad	Mr. Ahmad Farooq
2	Allama Iqbal Open University, Islamabad	
3	National Defence University, Islamabad	

7.13 FPSC Library: Established in 1947, the Library of the Commission houses approximately 10,000 books and reference material related to disciplines offered under the Competitive Examinations, along with newspapers and journals. FPSC Annual Reports dating back to 1949 are also available. Every employee of the Commission can be a member and make use of library's extensive collection. Lists are automated and the books are classified according to the Dewey decimal classification scheme.

7.14 FPSC Publications: As required under Section 9 of the FPSC Ordinance 1977, Annual Report of the Commission for the year 2016 and 2017 were submitted to the President's Secretariat (Public) on 13.02.2018, 26.09.2018 respectively. Thereafter, 470 copies of the said Annual Reports were placed before the Parliament. Annual Reports were also distributed to Ministries/Divisions/Departments. Similarly, FPSC's three quarterly News Bulletin, 43rd - 45th editions were also published and were distributed to Ministries/Divisions/Departments and Public Sector Universities.

7.15 Recommendation:

- Need for a methodological change – through adequate research, study and analysis for a sustained change, based on international best practices and standards observed by similar organizations.



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 their Constitutional and Statutory functions.

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



Appendix-1

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
Mr. Malik Asif Hayat	09-01-2013	14-08-2014
Major General (R) Niaz Muhammad Khan Khattak HI(M)	06.11.2014	29-07-2015
Mr. Naveed Akram Cheema	29-09-2015	28-09-2018
Mr. Haseeb Athar	25-10-2018	to date



Appendix-2A

Commission & Secretariat Position on 31-12-2018

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts
1.	Chairman	Tenure	1	1	0
2.	Members	Tenure	11	8	3
3.	Secretary	22	1	0	1
4.	Executive DG	21	1	0	1
5.	Director General	20	5	4	1
6.	Chief Psychologist	20	1	0	1
7.	Chief IT	20	1	1	0
8.	Director	19	10	6	4
9.	Senior Psychologist	19	2	2	0
10.	Director (Computer)	19	1	0	1
11.	Deputy Chief IT	19	1	0	1
12.	Senior Private Secretary/PS	19/18/17	14	13	1
13.	Deputy Director	18	16	11	5
14.	Psychologist	18	4	3	1
15.	System Analyst	18	1	1	0
16.	Programmer	18	1	1	0
17.	Data Base Administrator	18	1	1	0
18.	Quality Assurance Officer	18	1	1	0
19.	Junior Programmer	17	2	2	0
20.	Website Manager	17	1	1	0
21.	Network Administrator	17	1	1	0
22.	Data Control Officer	17	3	2	1
23.	Assistant Director	17	40	37	3
24.	Librarian	17	1	1	0
25.	Transport Officer	17	1	1	0
26.	Superintendent (Record)	16	1	1	0
27.	Deputy Assistant Director	16	11	10	1
28.	System Operator	16	3	2	1
29.	Computer Operator	16	1	1	0
30.	Assistant Database Admin.	16	1	1	0
31.	Hardware Engineer	16	1	1	0
32.	Assistant Network Admin.	16	5	5	0
33.	Data Processing Assistant	16	18	16	2



S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts
34.	Assistant Private Secretary	16	33	23	10
35.	Draftsman-cum-Artist	16	1	0	1
36.	Assistant	15/16	66	59	7
37.	Statistical Assistant	14	6	4	2
38.	Steno typist	14	49	39	10
39.	Security Supervisor	14	1	1	0
40.	Library Assistant	14	1	1	0
41.	Telephone Operator	14	2	2	0
42.	Data Entry Operator	12	17	17	0
43.	Upper Division Clerk	09	35	35	0
44.	Lower Division Clerk	07	65	63	2
45.	Security Clerk	07	2	2	0
46.	Book Sorter	05	1	1	0
47.	Driver	04	37	35	2
48.	Dispatch Rider	04	2	2	0
49.	Duplicating Machine Operator	04	3	3	0
50.	Electrician	04	1	1	0
51.	Lift Operator	03	3	3	0
52.	Daftry	02	16	15	1
53.	Qasid	02	16	16	0
54.	Naib Qasid	01	77	77	0
55.	Farash	01	2	2	0
56.	Chowkidar	01	10	9	1
57.	Security Guard	01	9	9	0
58.	Bus Cleaner	01	1	1	0
59.	Khakroob	01	15	15	0
Total			632	568	64



Appendix-2B

Chairman/Members Joined/Left the Commission during 2018

S. No.	Name of officer	Designation	Date of joining/Leaving	Remarks
1.	Mr. Naveed Akram Cheema	Chairman	29.09.2018	Tenure completed
2.	Mr.Haseeb Athar	Chairman	25.10.2018	Joined the Commission
3.	Mir Zubair Mahmood S.I	Member	26.02.2018	Joined the Commission
4.	Ms. Nargis Sethi	Member	29.09.2018	Tenure completed

Appendix-2C

Officers/Officials who Joined/Left the Commission during 2018

S. No.	Name of officer	Designation	Date of joining/Leaving	Remarks
1.	Mr. Amir Tariq Zaman	Secretary (22)	16.10.2018	Retired
2.	Mr.Salman Qayum Khan	Director General (BS-20)	28.09.2018	Joined the Commission
3.	Mr. Tariq Saeed	Director(BS-19)	13.01.2018	Retired
4.	Mr. Muhammad Ashraf	Director (BS-9)	06.02.2018	Retired
5.	Mr. Amir Ahmad	SPS (BS-19)	08.04.2018	Retired
6.	Mr. Muhammad Zubair Hayat	Deputy Director (BS-18)	20.06.2018	Relieved
7.	Mr. Aqeel Muhammad Khan	Deputy Director (BS-18)	12.07.2018	Retired
8.	Mr. Muhammad Azam Qureshi	Deputy Director (BS-18)	12.10.2018	Retired
9.	Ms.Shumaila Zubair Ahmad	Psychologist (BS-18)	18.07.2018	Joined the Commission
10.	Mr. Faiq Ahmad Khan	Assistant Director (BS-17)	01.08.2018	Reversed to FPSC
11.	Ms. Naseem	Assistant Director (BS-17)	29.08.2018	Joined the Commission
12.	Mr. Israr Ahmad Khan	Assistant Director (BS-17)	04.09.2018	Joined the Commission
13.	Mr. Adnan Khalid	Assistant Director (BS-17)	30.10.2018	Joined the Commission
14.	Mr. Khalid Mahmood Akhtar	Assistant Director (BS-17)	01.01.2018	Retired
15.	Mr. Faiq Ahmad Khan	Assistant Director (BS-17)	14.05.2018	Relieved from FPSC to join the office GHQ
16.	Mr. Nisar Ahmad	Assistant Director (BS-17)	12.08.2018	Retired
17.	Mr. Muhammad Hanif	APS (16)	31.10.2018	Retired
18.	Mr. Muhammad Khan Rajput	Assistant (BS-16)	27.05.2018	Retired



Appendix-2D

Officers/Officials Promoted during 2018

S. No.	Name	Promoted/ Time Scale	Date
1.	Mr. Musharaf Khan, Assistant(BS-16)	Deputy Assistant Director (BS-16)	18.05.2018
2.	Mirza.Rashid Baig, Assistant (BS-16)	Deputy Assistant Director (BS-16)	18.05.2018
3.	Mr. Muhammad Riaz, Assistant (BS-16)	Deputy Assistant Director (BS-16)	18.05.2018
4.	Mr. Khalid Mahmood, Assistant (BS-16)	Deputy Assistant Director (BS-16)	18.05.2018
5.	Mr. Muhammad Ayaz Khan Steno Typist (BS-14)	Assistant Private Secretary(BS-16)	18.05.2018
6.	Mr. Muhammad Arif, Steno Typist (BS-14))	Assistant Private Secretary(BS-16)	18.05.2018



Appendix-3

Extension in Contract period Cases processed by the Commission during the year, 2018

S.No.	Case No.	Subject	Remarks
1.	F.9-1/ 2013-R (FS-IV)	Extension of contract services of Employees in Federal General Hospital and Federal Medical and Dental College, Islamabad	Fifth time extension granted to 13 employees of FM & DC and 21 employees of FGH for a period of six months subject to submission of requisition for filling the posts on regular basis. (letter dated 16 th November 2018)
2.	F.9-5/ 2017-R (FS-IV)	Extension in contract period of 21 officers in (BS-16) to (BS-17) of (IBMS), FIA beyond two years against regular posts	Fourth time extension granted to 21 employees for a period of six months up to June 2019 subject to submission of requisition for filling the posts on regular basis. (letter dated 16 th January 2019)
3.	F.9-11/ 2017-R (FS-IV)	Extension of Contract Services of Employees (Charge Nurses) in Federal General Hospital	Second time extension granted to 5 employees for a period of one year subject to submission of requisition for filling the posts on regular basis. (Letter dated 11 th December 2018)
4.	F.9-16/ 2017-R (FS-IV)	Extension in Contract Period of 02 (Two) Officers in BS-16 and BS-17 of Public Sector Development Programme (PSDP), Ministry of Federal Education and Professional Training	Third time extension granted to 2 employees for a period of six months up to June 2019 subject to submission of requisition for filling the posts on regular basis. (letter dated 16 th January 2019)
5.	F.9-1/ 2018-R (FS-IV)	Extension of Contract Period of Employees - Frontier Corps Hospital Quetta	Fourth time extension granted to 13 employees for a period of one year subject to submission of requisition for filling the posts on regular basis. (Letter dated 17 th May 2018)
6.	F.9-2/ 2018-R (FS-IV)	Continuation of Contracts of the Technical Employees of Project Monitoring & Evaluation Cell (PM & EC) of Federal Board of Revenue	Second time extension granted to 2 employees for a period of one year up to June 2019 subject to submission of requisition for filling the posts on regular basis. (letter dated 17 th January 2019)
7.	F.9-4/ 2018-R (FS-IV)	Contract Extension of Officers working in Civil Services Academy	Second time extension granted to 3 employees for a period of one year for various dates up to November 2019 subject to submission of requisition for filling the posts on regular basis. (letter dated 27 th September 2018)
8.	F.9-6/ 2018-R (FS-IV)	Extension in the Service Contracts of Employees of NIRC	Second time extension granted to 31 employees for a period of six months up to June 2019 subject to submission of requisition for filling the posts on regular basis. (letter dated 17 th January 2019)
9.	F.9-7/ 2018-R (FS-IV)	Extension in the Contract Period of Montessori Teachers (BS-17) Under Federal Directorate of Education, Islamabad.	First time extension granted to 10 employees for a period of one year for various dates up to April 2019 subject to submission of requisition for filling the posts on regular basis. (letter dated 11 th December 2018)
10.	F.9-8/ 2018-R (FS-IV)	Extension in the Contract Period of Area Education Officer (BS-19) Under Federal Directorate of Education, Islamabad	First time extension granted to 3 employees for a period of one year subject to submission of requisition for filling the posts on regular basis. (letter dated 11 th December 2018)



Appendix-4

Cases in which the Commission considered Contract Appointees for retention in Service during the year, 2018

S.No.	Case No.	Subject	Remarks
1	F.8-1/ 2018-R	Consideration for regularization of contractual employees of Federal Medical & Dental College (FM & DC), CAD division, Islamabad	The cases are under process and a mechanism is being devised in consultation with the Establishment Division to consider the services of contract employees for regularization in pursuance of order of the Islamabad high court in ICA No. 340/ 2017
2.	F.8-2/ 2018-R	Consideration for regularization of contractual employees of MRP/MRV project of Directorate General Immigration & Passports, Islamabad, Ministry of Interior	
3	F.8-3/ 2018-R	Consideration for regularization of contractual employees of (IBMS) Integrated Border Management System, Federal Investigation Agency	

Appendix-5

Statistics of recruitment cases wherein offers of appointment to the Commission's nominees were not issued by the Ministry/Division/Department during the year, 2018

S.No.	Case No.	Subject	Date of recommendation issued	Last reminder issued on
1	103/ 2017	Trained Graduate Science Teachers (FEMALE), (BS-16), Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan	28 th May 2018	22 nd October 2018
2.	223/2017	Assistant Director (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	16 th April 2018	24 th October 2018
3	260/ 2017	Assistant Private Secretary (BS-16), Management Services Wing, Establishment Division.	4 th April 2018	25 th January 2019



Appendix-6

Recruitment Rules Cases Processed/Approved/ Finalized during 2018

S.No.	Case No.	Subject/Department	Status of Case	Remarks/Reasons
1.	F.15-13/2010-RR	Recruitment Rules of the post of Deputy Director (BS-18), Research and Reference Wing, Ministry of Religious Affairs and Interfaith Harmony.	Department has revised the qualifications on direction of Commission.	U/P
2.	F.15-41/2011-RR	Amendment in the Recruitment Rules for the Technical Posts in the Office of Directorate General Ports and Shipping Karachi, Ministry of Ports and Shipping.	Printed Copies required.	Advice issued on 3-12-2014 but not printed. Clarification regarding converting the post into MP Scale and taking the same from the purview of the FPSC has been sought, letter issued for clarification on 03-10-2018.
3.	F.15-44/2011-RR	Amendment in the Recruitment Rules for the post of Sub Engineer and Estimator (Civil & E/M) under the Ministry of Housing and Works in the Light of Supreme Court of Pakistan CRP No.286/13 in Civil Appeal No.181/13.	Correct Printed copies required.	Advice issued on 31-08-2012, letter issued on 03-12-2018.
4.	F.15-45/2011-RR	Revision of the Recruitment Rules for the post Audit Officer (BPS-18) in the Department of Auditor General of Pakistan.	Printed copies required.	Advice issued on 3-9-2015. 4 th reminder issued on 13-12-2018.
5.	F.12-9/2012-RR	Recruitment Rules for the Posts of Assistant Secretary (BS-18), Budget, Accounts & Assistant Record Officers (BS-17) in Frontier Corps (KPK), Peshawar, Ministry of Interior.	Correct printed copies required.	Letter issued on 07-03-2018.
6.	F.15-12/2012-RR	Recruitment Rules for the Posts of National Academy for Prisons Administration (NAPA), Lahore, Ministry of Interior.	--	Finalized.
7.	F.12-3/2013-RR	Framing of Recruitment Rules for the Technical Posts Converted from Development Side MRP-Project (Phase-I) to Non-Development Budget.	Printed Copies required.	Advice issued on 15-07-2015, 9 th reminder issued on 26-10-2016.
8.	F.12-9/2013-RR	Amendment in the Recruitment Rules for the post of Senior Auditor (BS-16) and Accounts Officer (BS-18) in the Office of Controller General of Accounts (CGA)./	Original printed Copies required.	Advice issued on 22-05-2017 & 23-06-2017, letter for original printed copies issued on 13-12-2018.
9.	F.15-14/2013-RR	Insertion Of Repeal Clause in FIA APT Rules	--	Finalized.
10.	F.12-9/2014/RR	Amendments in Approved Recruitment Rules of Cooperative Department G.B.	Printed Copies required.	Advice issued on 15-05-2018, 2 nd reminder issued on 05-12-2018.
11.	F.12-17/2014-RR	Recruitment Rules for the posts of (BS-16 and above) of Clinical Cadre Posts, existing in Health and Population Welfare Department, Gilgit-Baltistan.	Revised draft Recruitment Rules in light of latest PM & DC Regulations is required.	Letter issued on 04-12-2018.
12.	F.12-22/2014-RR	Amendment in the Recruitment Rules of Water and Power Department, Gilgit-Baltistan against the Post of Executive Engineer (E & M) (BS-18), Ministry of Kashmir Affairs and Gilgit-Baltistan.	Clarification / Justification regarding method of appointment is required.	Advice issued on 12-05-2014, letter issued on 22-05-2018, 1 st reminder issued on September, 2018.



S.No.	Case No.	Subject/Department	Status of Case	Remarks/Reasons
13.	F.12-45/2014-RR	Framing of Recruitment Rules for the Posts of (BS-17 & 18), in the Air Headquarters under the Ministry of Defence.	--	Closed (File closed due to non-provision of requisite documents vide letter dated 12-10-2018.)
14.	F.12-46/2014-RR	Recruitment Rules of Federal Medical and Dental College (FM&DC), Islamabad.	Correct printed required.	Advice issued on 30-03-2017, 3 rd reminder issued on 03-10-2018.
15.	F.15-4/2014-RR	Draft amendment in the Approved Recruitment Rules of PIMS, Islamabad.	Printed Copies required.	Advice issued on 05-11-2018 1 st Reminder issued on 06-12-2018.
16.	F.15-12/2014-RR	Recruitment Rules for the Post of Admin Officer (BS-17), in Polytechnic Institute for Women (PIW), Capital Administration & Development Division Islamabad.	--	Finalized.
17.	F.15-14/2014-RR	Amendment in the Recruitment Rules for the Technical Sections of Ministry of Planning, Development and Reform.	--	Finalized.
18.	F.15-15/2014-RR	Amendment in the Recruitment Rules for the Post having vague terms i.e. preferable / desirable unspecified training period etc. and decision of the Commission not to advertise such post, M/o Defence.	Printed Copies required.	Advice issued on 23-09-2014, 5 th reminder issued on 27-12-2017.
19.	F.12-3/2015-RR	Recruitment Rules for the Posts of (BS-18) to (BS-20) in the office of Accountant General, Gilgit-Baltistan.	Clarification required.	Letter issued on 25-10-2017.
20.	F.12-6/2015-RR	Amendment in the Recruitment Rules for the Ministerial Staff Subordinate Cadre of Pak PWD, Ministry of Housing and Works.	Revised draft Recruitment Rules required.	Letter issued on 19-09-2017 to furnish fresh reference in light of Court's Order.
21.	F.12-11/2015-RR	Recruitment Rules for the posts of IT Professionals in Strategic Export Control Division, Ministry of Foreign Affairs.	---	Finalized.
22.	F.12-12/2015-RR	Recruitment Rules for the posts of System Network Administrator (BS-18) and Web Master (BS-17), Finance Division, Islamabad.	Documents / fresh draft notification required.	Letter issued on 03-03-2016 and 14-10-2016. 6 th reminder issued on 05-07-2018.
23.	F.12-15/2015-RR	Framing of Recruitment Rules for the Posts in the Commissionerate of Afghan Refugees, Khyber Pakhtunkhwa, States and Frontier Regions Division, Islamabad.	--	Finalized.
24.	F.12-18/2015-RR	Amendment in the Recruitment Rules for the post of office Superintendents (BS-16), FBR.	Printed copies required.	Advice issued on 15-03-2018, 2 nd reminder issued on 29-11-2018.
25.	F.15-8/2015-RR	Amendment in the Recruitment Rules for the Transportation (Power) and Mechanical Engineering Department, Ministry of Railways.	Documents required.	Letter issued on 30-03-2016 5 th reminder issued on 13-10-2017
26.	F.15-11/2015-RR	Amendment in the Recruitment Rules to the post of Inland Revenue Officer (BS-16) in the Income Tax Department under the Administrative Control of FBR.	--	Finalized.
27.	F.15-17/2015-RR	Up-gradation of the Post of Assistant Registrar (BS-16) to (BS-17) and Re-designation as Registrar, Customs Appellate Tribunal, Ministry of Law, Justice and Human Rights.	Printed copies required.	Advice issued on 24-10-2018, 1 st reminder issued on 04-12-2018.
28.	F.12-1/2016-RR	Draft Recruitment Rules for the Post of Architect (BS-17) and Assistant Executive Engineer (BS-17) in the Federal Board of Revenue (Headquarters), Revenue Division.	--	Finalized.



S.No.	Case No.	Subject/Department	Status of Case	Remarks/Reasons
29.	F.12-2/2016-RR	Recruitment Rules for Pakistan Bureau of Statistics (PBS), an attached Department of Statistics Division, Ministry of Finance, Revenue, Economic Affairs, Statistics and Privatization.	--	Closed (File closed due to non-provision of Requisite Documents).
30.	F.12-6/2016-RR	Creation of Additional Posts in Women Welfare & Development Centre, Capital Administration and Development Division.	--	Finalized.
31.	F.12-8/2016-RR	Recruitment Rules for the Up-graded Post of Khateeb from (BS-09) to (BS-16), Ministry of Housing and Works.	---	Finalized.
32.	F.12-9/2016-RR	Recruitment Rules for the Posts of Geologist (BS-17) and Assistant Geologist (BS-16), in the Works Department, Gilgit-Baltistan.	Printed Copies required.	Advice issued on 24-04-2018, 3 rd reminder issued on 11-12-2018.
33.	F.12-11/2016-RR	Recruitment Rules for the post of Area Education Officer (BS-19), Federal Directorate of Education, Capital Administration and Development Division.	--	Finalized.
34.	F.12-12/2016-RR	Recruitment Rules for the Post of Montessori Teacher (BS-17) in Federal Directorate of Education (FDE), Capital Administration and Development Division.	Printed Copies required.	Advice issued on 09-06-2016, 6 th reminder issued on September, 2018.
35.	F.12-18/2016-RR	Recruitment Rules – Civilian Gazetted Staff of AFIT, Rawalpindi, Ministry of Defence.	Printed Copies required.	Advice issued on 22-10-2018, 1 st reminder issued on 29-11-2018.
36.	F.12-19/2016-RR	Draft Recruitment Rules to fill the Ex-Cadre posts (BS-16 & above), Ministry of Federal Education and Professional Training.	--	Finalized.
37.	F.12-20/2016-RR	Recruitment Rules for the Post of Protocol Officer (BS-17), Ministry of Housing and Works.	Printed Copies required.	Advice issued on 28-10-2016, 5 th reminder issued on 09-10-2018.
38.	F.12-22/2016-RR	Draft Recruitment Rules for the Post of Physician Nuclear (BS-19) in Federal Government Polyclinic, Islamabad Capital Administration and Development Division.	--	Finalized.
39.	F.12-23/2016-RR	Recruitment Rules for the Posts in (BS-16) to (BS-17) in Federal Medical & Dental College (FM&DC), Islamabad, Cabinet Division.	Printed Copies required.	Advice issued on 29-11-2017, 4 th reminder issued on 13-12-2018.
40.	F.12-24/2016-RR	Framing of Recruitment Rules for the Posts in National Commission for Child Welfare and Development (NCCWD), Ministry of Human Rights.	--	Finalized.
41.	F.12-25/2016-RR	Recruitment Rules for the Post of Welfare Officer (Pension) (BS-17), Establishment Division.	Printed Copies required.	Advice issued on 27-01-2017, 6 th reminder issued on 29-11-2018.
42.	F.12-26/2016-RR	Up-dation of Recruitment Rules 1985 and its related Amendments for the Architectural Posts of (BS-17) and above, in Pak PWD, Ministry of Housing and Works.	Clarification required.	Letter issued on 09-04-2018, 1 st reminder issued 26-09-2018.
43.	F.15-1/2016-RR	Amendment in the Recruitment Rules for the post of Boiler Engineer (AC) (BS-16) under the Pakistan Post Office Department, Postal Services Wing, Ministry of Communications.	--	Finalized.
44.	F.15-3/2016-RR	Amendment in the Recruitment Rules for the Post of Foreman of Inspection (Mechanical) (BS-16) in Pakistan Navy, Ministry of Defence.	--	Finalized.



S.No.	Case No.	Subject/Department	Status of Case	Remarks/Reasons
45.	F.15-4/2016-RR	Revision / Amendment of Recruitment Rules for the Post of Assistant Director (Admn and F & A), in the department of Libraries, Capital Administration and Development Division.	Documents required.	Letter issued on 14-06-2017, 3 rd reminder issue on 05-10-2017.
46.	F.15-5/2016-RR	Amendment in the Recruitment Rules for the post of Deputy Director (BS-18), Management Services Wing, Establishment Division.	Revision of Recruitment Rules asks from the department.	U.O. letter issued on 09-08-2018.
47.	F.15-20/2016-RR	Amendment in the recruitment rules for the post of Veterinary Officer (Civilian) (BS-17) Remount Veterinary and Farms Corps, in the Ministry of Defence.	--	Finalized.
48.	F.15-22/2016-RR	Omission of Terms "Preferable and Preferably" wherever accruing in Intelligence Bureau Recruitment Rules, 2004.	--	Finalized.
49.	F.15-23/2016-RR	Draft Recruitment Rules for the newly created Post in the National Institute of Rehabilitation Medicine (NIRM), Capital Administration and Development Division.	Printed Copies required.	Advice issued on 21-10-2016 & letter issued on 25-9-2017, 4 th reminder issued on 09-10-2018.
50.	F.15-24/2016-RR	Request for amendment in Recruitment Rules of Academy of Educational Planning and Management (AEPAM).	--	Finalized.
51.	F.15-25/2016-RR	Change of Nomenclature for the One (01) vacant Post of Network / System Administrator (BS-17) to Software Engineer (BS-17), Prime Minister's Office, Board of Investment.	--	Finalized.
52.	F.15-27/2016-RR	Recruitment Rules for the Post of Assistant Information Officer (BS-16), Press Information Department, Information Broadcasting Division, Ministry of Information, Broadcasting and National Heritage.	--	Closed (File closed due to non-provision of required documents vide letter dated 06-12-2018).
53.	F.15-28/2016-RR	Amalgamation of Recruitment Rules for the Post of Research Officer (BS-18) of Ministry of Law and Justice and Office of Attorney General for Pakistan.	Printed copies required.	Advice letter issued on 03-09-2018, 1 st reminder issued on 26-11-2018.
54.	F.12-2/2017-RR	Recruitment Rules for the Technical Posts of Air Wing, Ministry of Interior.	Correct printed required.	Advice issued on 05-04-2017, 3 rd reminder issued on 31-05-2018.
55.	F.12-3/2017-RR	Recruitment Rules for the Post of Data Processing Assistant, Controller General of Accounts (CGA).	Printed copies required.	Advice issued on 21-06-2017, 4 th reminder issued on 09-10-2018.
56.	F.12-4/2017-RR	Recruitment Rules for the Teaching staff of FGEI (C/G) Setup M/o Defence.	--	Finalized.
57.	F.12-5/2017-RR	Draft Recruitment Rules NIPS M/o National Health services Regulation & Coordination.	Correct printed required.	Advice issued on 12-09-2017, 3 rd reminder issued on 28-12-2018.
58.	F.12-6/2017-RR	Recruitment Rules of the Ex-Cadre post of Ministry of National Health Services, Regulation & Coordination.	Printed Copies after Correction.	Letter issued on 12-10-2018.
59.	F.12-7/2017-RR	Recruitment Rules for the Post of Statistical Officer (BS-17), Statistical Division, Islamabad.	--	Finalized.
60.	F.12-11/2017-RR	Recruitment to the Post of Executive Engineer (Civil)(BS-17) under Pakistan Post Office Department M/o Communications (Post Service wing).	--	Closed (File closed due to non-provision of requisite documents vide letter dated 16-10-2018).
61.	12-14/2017-RR	Recruitment Rules for the Posts of IT Section in Establishment Division.	--	Finalized.



S.No.	Case No.	Subject/Department	Status of Case	Remarks/Reasons
62.	F.12-15/2017-RR	Draft Recruitment Rules to fill the Ex-Cadre posts in the National Training Bureau (NTB), Ministry of Federal Education and Professional Training.	--	Finalized.
63.	F.15-2/2017-RR	Amendment in the Recruitment Rules of General Cadre of FPSC, after Merger of C & R Wing and Legal Wing Posts.	Printed Copies required.	Advice issued in June, 2017.
64.	F.15-3/2017-RR	Amendment in the Recruitment Rules for the up-graded posts of Cooperative Societies Department, ICT, Islamabad.	--	Finalized.
65.	F.15-5/2017-RR	Amendment in the Recruitment Rules of Policy Wing, Ministry of Petroleum & Natural Resource.	Printed Copies required.	Advice letter issued on 11-07-2017, 6 th reminder issued on October, 2018.
66.	F.15-6/2017-RR	Amendment in IB Recruitment Rules (Gazetted) Eligibility Conditions for Promotion of Inspector (GD/BS-16) as Assistant Director (BS-17).	Printed Copies required.	Letter issued on 07-06-2017, 3 rd reminder issued on 01-10-2018.
67.	F.15-7/2017-RR	Up-Gradation / Career Progression Plan for Employees of Devolved Ministries / Divisions, Ministry of Religious Affairs and Interfaith Harmony.	--	Finalized.
68.	F.15-09/2017-RR	Re-designation of the Post of Protocol Officer (BS-17) to Private Secretary (BS-17) in Capital Administration & Development Division.	--	Finalized.
69.	F.15-10/2017-RR	Recruitment Rules – Civilian Gazetted Staff of AFIRM Rawalpindi, Ministry of Defence.	--	Finalized.
70.	F.15-11/2017-RR	Amendment in the Recruitment Rules of LIS Wing, Ministry of Law and Justice.	--	Finalized.
71.	F.15-12/2017-RR	Amendment in the Recruitment Rules in Department of Explosive, Ministry of Industries and Production.	--	Finalized.
72.	F.15-13/2017-RR	Request for amendment in SRO 953(I)/2012 dated 02-08-2012 to Exclude test for Promotion to the Post of Assistant Director (MIS/BS-17)	--	Finalized.
73.	F.12-1/2018-RR	Consolidation of all Amendments made so far, Insertion, Deletion and Revision of Entries in IB Recruitment Rules, 2004 (Gazetted).Intelligence Bureau	--	Finalized.
74.	F.12-2/2018-RR	Draft Recruitment Rules for Various Posts in Office of the Chief Commissioner (ICT), M/o Interior.	--	Finalized.
75.	F.12-3/2018-RR	Recruitment Rules of the Post of Acupuncture Specialist (BS-18) Federal Government Polyclinic Islamabad. Capital Administration & Development Division.	--	Finalized.
76.	F.12-5/2018-RR	Amendment in the existing Recruitment Rules of various up-graded Posts in Directorate General of Special Education (DGSE) Islamabad under Capital Administration & Development Division.	--	Closed (Case closed vide letter dated 20-06-2018 on the withdrawal request of the department).
77.	F.12-6/2018-RR	Framing of Recruitment Rules for the Various Posts in BS-17 and above of Military Intelligence under the Ministry of Defence.	Printed copies required.	Advice issued on 04-05 -2018, 2 nd Reminder issued on 24-09-2018.
78.	F.12-8/2018-RR	Recruitment Rules for the posts of Laws of Pakistan Cell under the Ministry of Law and Justice.	--	Finalized.



S.No.	Case No.	Subject/Department	Status of Case	Remarks/Reasons
79.	F.12-9/2016-RR	Recruitment Rules for the Posts of Geologist (BS-17) and Assistant Geologist (BS-16), in the Works Department, Gilgit-Baltistan.	--	Finalized.
80.	F.12-10/2018-RR	Draft Recruitment Rules for various Posts of the civil Defence Department ICT Ministry of Defence	Documents required.	Letter issued on 09-04-2018, 2 nd reminder issued on 24-09-2018.
81.	F.12-11/2018-RR	Recruitment Rules of Gazetted Employees of National Defence University.	--	Under process.
82.	F.12-12/2018-RR	Recruitment Rules of Civilian Gazetted Staff of AFIC/NIHD, Rawalpindi, Ministry of Defence.	--	Under process.
83.	F.12-14/2018-RR	Recruitment Rules to the Post of Registrar (BS-17), Anti-Dumping Appellate Tribunal, Law and Justice Division.	Printed Copies required.	Advice issued on 23-10-2018, letter issued on 26-11-2018.
84.	F.12-15/2018-RR	Recruitment Rules to the Post of Registrar (BS-17 and BS-18), Accountability Courts, Ministry of Law and Justice.	Printed Copies required.	Advice issued on 24-10-2018, 1 st reminder issued on 04-12-2018.
85.	F.12-16/2018-RR	Revision in the recruitment rules of various posts in the Law and prosecution department, Gilgit-Baltistan.	Revised amendment notification.	Letter issued on 03-10-2018.
86.	F.12-17/2018-RR	Amendment in the Recruitment Rules for the various posts of Local Govt. and Development, ICT Ministry of Interior	Printed copies required.	Advice issued on 12-06-2018, 1 st reminder issued on 26-11-2018.
87.	F.12-18/2018-RR	Draft Recruitment Rules for the post of Deputy Director (BS-18) in the Ministry of Inter Provincial Coordination.	Clarification/Comments.	Letter issued on 05-12-2018.
88.	F.12-19/2018-RR	Framing of Recruitment Rules for the post of Office Superintendent/Superintendent (Admn) (BS-16) in the Customs Department under FBR.	--	Finalized.
89.	F.12-30/2018-RR	Recruitment Rules for Civilian Gazetted Posts of BS-16 and Above in Army School of Technician (AST), Ministry of Defence.	Documents required.	Letter issued 26-10-2018, 1 st reminder issued 29-11-2018.
90.	F.12-31/2018-RR	Recruitment Rules of Technical Posts in Ministry National Food Security and Research.	Documents required.	Letter issued 03-12-2018.
91.	F.12-32/2018-RR	Recruitment Rules for the Posts of Translation Section, Ministry of Law and Justice.	Documents required.	Letter issued 20-12-2018.
92.	F.15-1/2018-RR	Amendment in the Recruitment Rules for appointment to the Post of Director General Civil Defence.	Printed copies required.	Advice issued on 15-03-2018, Letter issued on 23-11-2018.
93.	F.15-2/2018-RR	Amendment in the Recruitment rules for the Post of Senior Wildlife Preservation Officer (BS- 17), Zoological survey of Pakistan, M/O Climate Change.	Printed Copies required.	Advice letter issued on 12-07-2018, 1 st reminder issued on 24-09-2018.
94.	F.15-3/2018-RR	Revision of Method of appointment for the post of Assistant Census Commissioner (BS-17) in PBS PCO wing Ministry of Statistics.	---	Finalized.
95.	F.15-4/2018-RR	Recruitment Rules for National Institute of Rehabilitation Medicine (NIRM), Islamabad.	Printed copies required.	Advice issued on 09-08-2018, 2 nd reminder issued on 06-10-2018.
96.	F.15-5/2018-RR	Amendment in the Recruitment Rules for the post of Associate Anesthetist BS (BS-18), in Federal Hospital (FGH), Islamabad.	Clarification required.	Letter issued on 27-11-2018.
97.	F.15-6/2018-RR	Recruitment rules of gazetted Employees of BS-16 and above (Pharmacist), Federal Government Polyclinic, and Islamabad.	Supersession of previous rules required.	Letter issued on 06-06-2018, 1 st reminder issued on 05-9-2018.



S.No.	Case No.	Subject/Department	Status of Case	Remarks/Reasons
98.	F.15-7/2018-RR	Amendment in the Recruitment Rules for the post of Assistant Director (BS-17) & Director (BS-19) in the textile commissioner's organization office Karachi, an attached department of textile Division/o Commerce Textile.	Justification required.	Letter issued on 11-10-2018.
99.	F.15-8/2018-RR	Up-gradation and creation of post in zoological survey of Pakistan.	---	Finalized.
100.	F.15-9/2018-RR	Amendment in Rules for Recruitment to the posts of Junior Accountant (BS-16), A.A.O. (BS-17) and Accounts Officers (BS-18) under P.P.O.D, Ministry of Postal Services.	Documents required.	Letter issued on 04-12-2018.
101.	F.15-10/2018-RR	Amendment in Rules for Recruitment of Administrative Officers in FGEI (C/G) and its Regional Offices, Ministry Of Defence.	Clarification required.	Letter issued on 23-11-2018.
102.	F.15-12/2018-RR	Additional amendment in the Recruitment Rules of NAPA Lahore for the post of Line Officer (BS-16) for up-graded / re-designated post of Assistant Directing Staff (BS-17), Ministry of Interior.	Printed Copies required.	Advice issued on 23-11-2018.



Appendix-7

Representations/Review Petitions decided by the Commission in cases finalized during 2018

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.	62/2013	11	3	0	0	3	2	0	0	2
2.	76/2014	27	8	0	1	7	0	0	0	1
3.	37/2016	5	1	0	1	0	0	0	0	1
4.	126/2016	3	3	0	1	2	0	0	0	1
5.	187/2016	18	10	0	0	10	4	2	0	4
6.	233/2016	9	0	0	0	0	0	0	0	0
7.	261/2016	1	0	0	0	0	0	0	0	0
8.	277/2016	95	40		21	19	6	4	0	27
9.	241/2016	12	7	0	0	7	0	4	0	0
10.	304/2016	4	0	0	0	0	0	0	0	0
11.	308/2016	46	7	0	0	7	1	1	0	1
12.	8/2017	2	0	0	0	0	0	0	0	0
13.	9/2017	15	3	0	0	3	0	0	0	0
14.	11/2017	4	0	0	0	0	0	0	0	0
15.	12/2017	1	0	0	0	0	0	0	0	0
16.	13/2017	2	2	0	0	2	1	0	0	1
17.	17/2017	1	0	0	0	0	0	0	0	0
18.	18/2017	1	1	0	0	1	0	1	0	0
19.	22/2017	6	4	0	1	3	1	0	0	2
20.	27/2017	10	5		1	4	0	0	0	1
21.	29/2017	1	1	0	0	1	0	0	0	0
22.	30/2017	20	6	0	6	0	0	0	0	6
23.	37/2017	17	0	0	0	0	0	0	0	0
24.	39/2017	6	2	0	0	2	0	0	0	0
25.	43/2017	1	0	0	0	0	0	0	0	0
26.	45/2017	1	1	0	0	1	0	0	0	0
27.	47/2017	31	0	0	0	0	0	0	0	0
28.	48/2017	1	0	0	0	0	0	0	0	0
29.	49/2017	3	2	0	1	1	0	0	0	1
30.	52/2017	9	1	0	0	1	0	0	0	0
31.	54/2017	69	10	0	4	6	1	1	0	5
32.	55/2017	127	20	1	0	19	0	0	0	0
33.	56/2017	84	6	1	0	5	0	0	0	0
34.	57/2017	20	9	0	1	8	2	0	0	3
35.	58/2017	42	24	1	17	6	0	1	0	17
36.	59/2017	24	4	0	0	4	2	0	0	2
37.	60/2017	7	4	0	1	3	0	1	0	1
38.	61/2017	4	1	0	0	1	0	1	0	0
39.	64/2017	1	0	0	0	0	0	0	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
40.	66/2017	1	0	0	0	0	0	0	0	0
41.	74/2017	13	3	0	0	3	0	0	0	0
42.	75/2017	2	1	0	0	1	0	1	0	0
43.	79/2017	1	0	0	0	0	0	0	0	0
44.	80/2017	7	3	0	0	3	0	0	0	0
45.	82/2017	20	2	0	0	2	2	0	0	2
46.	87/2017	7	3		1	2	0	0	0	1
47.	90/2017	5	1	0	0	1	0	0	0	0
48.	91/2017	1	0	0	0	0	0	0	0	0
49.	92/2017	23	1	0	0	1	1	0	0	1
50.	95/2017	3	0	0	0	0	0	0	0	0
51.	100/2017	6	3	0	0	3	0	0	0	0
52.	101/2017	30	11		8	3	1	1	0	9
53.	102/2017	25	8	0	1	7	1	2	0	2
54.	103/2017	29	10	0	7	3	2	1	1	10
55.	104/2017	20	2	0	1	1	0	0	0	1
56.	105/2017	1	0	0	0	0	0	0	0	0
57.	106/2017	3	0	0	0	0	0	0	0	0
58.	108/2017	2	0	0	0	0	0	0	0	0
59.	109/2017	4	1	0	0	1	0	0	0	0
60.	111/2017	3	0	0	0	0	0	0	0	0
61.	114/2017	5	0	0	0	0	0	0	0	0
62.	117/2017	3	0	0	0		0	0	0	0
63.	118/2017	7	0	0	0	0	0	0	0	0
64.	119/2017	3	0	0	0	0	0	0	0	0
65.	122/2017	3	1	0	0	1	0	0	0	0
66.	126/2017	2	0	0	0	0	0	0	0	0
67.	133/2017	21	9		1	8	1	3	0	2
68.	135/2017	2	0	0	0	0	0	0	0	0
69.	138/2017	2	1	0	1	0	0	0	0	1
70.	140/2017	2	0	0	0	0	0	0	0	0
71.	141/2017	1	0	0	0	0	0	0	0	0
72.	142/2017	1	0	0	0	0	0	0	0	0
73.	143/2017	2	0	0	0	0	0	0	0	0
74.	145/2017	4	0	0	0	0	0	0	0	0
75.	146/2017	3	1	0	0	1	0	0	0	0
76.	147/2017	5	0	0	0	0	0	0	0	0
77.	151/2017	9	4	0	0	4	1	2	0	1
78.	152/2017	6	1	0	0	1	0	0	0	0
79.	153/2017	4	3	0	2	1	0	0	0	2
80.	154/2017	2	0	0	0	0	0	0	0	0
81.	155/2017	8	1	0	0	1	0	0	0	0
82.	156/2017	1	0	0	0	0	0	0	0	0
83.	158/2017	6	1	0	0	1	0	0	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
84.	159/2017	8	6	0	0	6	0	3	0	0
85.	160/2017	1	1	0	1	0	0	0	0	1
86.	163/2017	2	0	0	0	0	0	0	0	0
87.	167/2017	1	0	0	0	0	0	0	0	0
88.	171/2017	5	1	0	1	0	0	0	0	1
89.	172/2017	510	143	0	75	68	28	6	0	103
90.	175/2017	5	0	0	0	0	0	0	0	0
91.	176/2017	2	0	0	0	0	0	0	0	0
92.	178/2017	7	1	0	1	0	0	0	0	1
93.	181/2017	5	3	0	0	3	3	0	0	3
94.	184/2017	4	2	0	0	2	2	0	0	2
95.	185/2017	2	0	0	0	0	0	0	0	0
96.	186/2017	2	1	0	0	1	0	0	0	0
97.	189/2017	13	4	0	0	4	0	1	1	1
98.	191/2017	15	6	2	0	4	1	0	0	1
99.	192/2017	1	0	0	0	0	0	0	0	0
100.	194/2017	1	0	0	0	0	0	0	0	0
101.	195/2017	1	0	0	0	0	0	0	0	0
102.	198/2017	1	1	0	0	1	0	1	0	0
103.	203/2017	6	5	1	4	0	0	0	0	4
104.	204/2017	6	1	0	1	0	0	0	0	1
105.	205/2017	3	0	0	0	0	0	0	0	0
106.	206/2017	5	0	0	0	0	0	0	0	0
107.	209/2017	3	1	0	0	1	0	0	0	0
108.	211/2017	1	0	0	0	0	0	0	0	0
109.	213/2017	1	0	0	0	0	0	0	0	0
110.	214/2017	3	2		1	1	0	0	0	1
111.	216/2017	1	0	0	0	0	0	0	0	0
112.	219/2017	2	0	0	0	0	0	0	0	0
113.	220/2017	1	0	0	0	0	0	0	0	0
114.	236/2017	1	0	0	0	0	0	0	0	0
115.	237/2017	1	0	0	0	0	0	0	0	0
116.	238/2017	2	0	0	0	0	0	0	0	0
117.	239/2017	8	0	0	0	0	0	0	0	0
118.	240/2017	2	0	0	0	0	0	0	0	0
119.	242/2017	1	0	0	0	0	0	0	0	0
120.	244/2017	3	0	0	0	0	0	0	0	0
121.	245/2017	3	0	0	0	0	0	0	0	0
122.	249/2017	1	0	0	0	0	0	0	0	0
123.	250/2017	7	6	0	0	6	0	0	0	0
124.	251/2017	24	2	0	2	0	0	2	0	2
125.	252/2017	1	0	0	0	0	0	0	0	0
126.	254/2017	16	2	0	0	2	0	0	0	0
127.	255/2017	3	0	0	0	0	0	0	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
128.	258/2017	1	0	0	0	0	0	0	0	0
129.	262/2017	2	0	0	0	0	0	0	0	0
130.	264/2017	1	0	0	0	0	0	0	0	0
131.	265/2017	9	0	0	0	0	0	0	0	0
132.	267/2017	1	0	0	0	0	0	0	0	0
133.	268/2017	1	0	0	0	0	0	0	0	0
134.	271/2017	1	0	0	0	0	0	0	0	0
135.	272/2017	1	0	0	0	0	0	0	0	0
136.	246/2017	1	1	0	1	0	0	0	0	1
137.	282/2017	5	1		1	0	0	0	0	1
138.	284/2017	1	0	0	0	0	0	0	0	0
139.	287/2017	2	0	0	0	0	0	0	0	0
140.	288/2017	2	1	0	0	1	0	0	0	0
141.	297/2017	3	0	0	0	0	0	0	0	0
142.	299/2017	5	0	0	0	0	0	0	0	0
143.	307/2017	1	0	0	0	0	0	0	0	0
144.	314/2017	1	0	0	0	0	0	0	0	0
145.	39/2018	9	0	0	0	0	0	0	0	0
146.	72/2018	6	0	0	0	0	0	0	0	0
147.	177/2018	7	4	0	4	0	0	0	0	4
Total		1800	451	6	170	275	63	39	2	235



Appendix-8

**Statistics on General Recruitment for posts in BS-16 and above
finalized during 2018 including the posts carried forward
from previous years**

Year	Cases	Posts	Applications processed	Candidates Pre-selected	Candidates Interviewed	Cases finalized				Cases/posts carried over to 2019	
						Cases	Nomination made	Posts reported failure	Posts withdrawn	Cases	Posts
2018	260	3127	741058	1170	69	22	22	32	1	238	3072
2017	254	2376	297147	5841	5224	203	1611	310	1	51	454
2016	21	643	105782	1747	1716	11	532	8	0	10	103
2014	12	124	10419	274	82	2	25	3	1	10	95*
2013	1	5	26	17	17	1	1	4	0	0	0
2006	1	2	16	5	0	0	0	0	0	1	2*
Total	549	6277	1154448	9054	7108**	239	2191	357	3	310	3726

*Old Court Cases.

** Some of the Cases in which interviews were held have been finalized and remaining are under process.



Appendix-9

Quota Wise Vacancies (BS 16 and above) filled during 2018

BPS	Particular	Merit	Punjab	Sindh(R)	Sindh(U)	KPK	Bal.	GBFATA (Federal +GB Government)	AJ&K	Total
16	Posts Finalized	99	720	170	120	152	89	576	33	1959
	Nominations Made	97	680	152	97	149	77	460	24	1736
17	Posts finalized	16	157	37	24	32	17	125	5	413
	Nominations made	16	154	34	23	31	16	112	4	390
18	Posts finalized	0	52	23	6	6	4	43	0	134
	Nominations made	0	24	13	1	4	0	11	0	53
19	Posts finalized	3	16	10	0	2	0	2	1	34
	Nominations made	1	2	2	0	0	0	0	1	6
20	Posts finalized	2	4	2	0	0	0	0	0	8
	Nominations made	1	3	1	0	0	0	0	0	5
21	Posts finalized	0	2	0	1	1	1	0	0	5
	Nominations made	0	1	0	0	0	0	0	0	1
Total nominations made		115	864	202	121	184	93	583	29	2191
Failure reported		4	85	39	30	9	18	162	10	357
Withdrawn		0	2	0	0	0	0	1	0	3
Pending		1	0	1	0	0	0	0	0	2
Total finalized		120	951	242	151	193	111	746	39	2553



Appendix-10

Ministry/Division wise positions filled during 2018

Ministry/Division/Department	16	17	18	19	20	21	Total
Aviation Division	1	6	0	0	0	0	7
Cabinet Division	0	19	0	0	0	0	19
Cad Division	4	112	8	1	0	0	125
Climate Change	0	2	3	1	0	0	6
Defence	11	40	18	1	0	0	70
Establishment Division	1	3	0	0	0	0	4
Federal Education and Professional Training	0	0	3	0	0	0	3
Finance Division	771	0	0	1	1	0	773
Finance, Revenue, Economic Affairs, Privatization and Statistics	0	0	1	0	0	0	1
FPSC	0	3	1	1	0	0	5
Housing and Works	1	1	0	0	0	0	2
Industries and Production	2	5	2	0	0	0	9
Information Broadcasting and National Heritage	1	1	0	0	0	0	2
Intelligence Bureau/ FGO	14	30	0	0	0	0	44
Interior	0	1	0	0	0	0	1
Kashmir Affairs and Gilgit Baltistan	406	101	11	0	0	0	518
Law Justice and Human Rights	15	3	2	0	0	0	20
NAB	8	0	0	0	0	0	8
Narcotics Control	1	0	0	0	0	0	1
National Assembly	0	0	1	0	0	0	1
National Food Security and Research	0	10	0	0	0	0	10
National Health Services, Regulations and Coordination	5	21	0	0	0	0	26
Overseas Pakistanis and HRD	21	12	0	0	0	0	33
Parliamentary Affairs	0	0	0	0	0	1	1
Petroleum and Natural Resources	3	17	0	0	0	0	20
Planning Development and Reform	0	0	1	0	3	0	4
Ports and Shipping	0	1	0	0	0	0	1
Railways	2	0	1	0	0	0	3
Revenue Division	468	0	0	0	0	0	468
Water and Power	1	2	1	1	1	0	6
Total	1736	390	53	6	5	1	2191



Appendix-11

Recruitment Cases (BS-16 and above) Advertised during 2018

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
1.	6/2018	Pathologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1	-	-	-	F-1
2.	9/2018	Associate Professor/Vice Principal (Mathematics) (Male) (BS-19), Islamabad Model Colleges for boys, Federal Directorate of Education Capital Administration and Development Division.	1 Punjab-1	-	-	-	F-1
3.	10/2018	Chief Documentation Officer (BS-19) Capital Administration and Development of Educational Planning and Management, Ministry of Federal Education and Professional Training.	1 Sindh(R)-1	4	-	-	F-1
4.	11/2018	Physician Psychiatry (BS-19), Federal Govt. Polyclinic, Capital Administration and Development Division.	1 Sindh(R)-1	1	-	-	F-1
5.	12/2018	Assistant Private Secretaries (BS-16), Ministry of Planning, Development and Reform.	6 Punjab-1 Sindh(U)-3 Balochistan-1 GBFATA-1	379	-	-	F-6
6.	24/2018	Associate Anesthetist (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration and Development Division.	1 Punjab-1	2	-	-	F-1
7.	30/2018	Consultants Anesthesia (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	3 GBFATA-3	-	-	-	F-3
8.	37/2018	Agriculture Officer (BS-17), Agriculture Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	8	-	-	F-1
9.	39/2018	Charge/Staff Nurse, (BS-16), Federal Govt. Polyclinic, Islamabad Capital Administration and Development Division.	1 Balochistan-1	12	3	3	R-1
10.	42/2018	Deputy Scientific Adviser (BS-19), Ministry of Science and Technology	1 Punjab-1	62	-	-	WD-1
11.	48/2018	Assistant Private Secretaries (BS-16), Ministry of States & Frontier Regions	2 Sindh(R)-1 GBFATA-1	152	-	-	F-2
12.	50/2018	Prosthetics & Orthotics (BS-17), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Sindh(R)-1	9	-	-	F-1
13.	51/2018	Rehabilitation Specialists (BS-18), Armed Forces institute of rehabilitation Medicine, Ministry of Defence	3 Punjab-2 Sindh(R)-1	1	-	-	F-3
14.	55/2018	Assistant Private Secretary (BS-16) National Health Services, Regulations & Coordination.	2 Punjab-1 Sindh(U)-1	116	-	-	F-2
15.	60/2018	Draftsman, (BS-19), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	10	-	-	F-1
16.	61/2018	Joint Census Commissioner, (BS-19), (Geography), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economic Affairs, Privatization & Statistics.	1 Sindh(R)-1	2	-	-	F-1



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
17.	72/2018	Physical Training Instructor (Senior) (Male) (BS-16), Islamabad Model Schools & Colleges for Boys, Federal Directorate of Education, Capital Administration and Development.	1 Punjab-1	6	-	-	F-1
18.	86/2018	Associate Professor (Mathematics) (BS-19), Federal College of Education, Capital Administration and Development Division.	1 Sindh(R)-1	13	-	-	F-1
19.	104/2018	Medical Officer (Female), (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	9	-	-	F-1
20.	144/2018	Rehabilitation Specialists (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	3 Punjab-2 Sindh(R)-1	-	-	-	F-3
21.	145/2018	Assistant Professor (Mathematics) (BS-18), Military College Jhelum, Ministry of Defence.	1 Sindh(R)-1	9	-	-	F-1
22.	177/2018	Assistant Anesthetist (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination	21 Merit-1 Punjab-11 Sindh(R)-3 Sindh(U)-1 KPK-3 Balochistan-1 GBFATA-1	417	66	66	R-21
Finalized cases Total			55	1212	69	69	
23.	3/2018	Radiologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 PUNJAB- 1	4	-	-	U/P
24.	4/2018	Charge/ Staff Nurses (Female) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	38 Sindh(R)- 1 Sindh(U)-1 KPK- 7 Balochistan-24 GBFATA-4 AJK- 1	115	-	-	U/P
25.	5/2018	Official Reporter (English) (BS-17), National Assembly Secretariat	1 Sindh(R)-1	181	3	-	U/P
26.	7/2018	Engineer (Textile) (BS-17), Pakistan Navy, Ministry of Defence	1 Punjab-1	161	5	-	U/P
27.	13/2018	Assistant Meteorologist (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	1 GBFATA-1	255	5	-	U/P
28.	15/2018	Assistant Directors (BS-17), Intelligence Bureau	12 Punjab-4 Sindh(R)-3 Sindh(U)- 1 KPK-2 BAL (M)- 1 GBFATA- 1	17869	-	-	U/P
29.	18/2018	Senior Auditors (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan	2 Sindh(U)- 1 GBFATA- 1	95	5	-	U/P
30.	19/2018	Lecturer (Mathematics) (BS-17), Pakistan Navy, Ministry of Defence	1 Punjab-1	282	5	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
31.	20/2018	Assistant Managers Personnel Administration Department (BS-16), Pakistan Navy, Ministry of Defence	6 Punjab-3 Sindh (R)-1 KPK-1 Balochistan- 1	513	-	-	U/P
32.	22/2018	Lecturers (Female) (BS-17), Federal Government Colleges for Women, Federal Directorate of Education, Islamabad, Capital Administration & Development Division.	2 S(U)-1 Balochistan- 1	27	6	-	U/P
33.	25/2018	Assistant Private Secretary (BS-16), Military Finance Wing, Finance Division	1 Balochistan-1	61	-	-	U/P
34.	1/2018	Patrol Officers (BS-14), National Highways & Motorway Police, Ministry of Communications	321 Merit-23 Punjab-160 Sindh(R)-38 Sindh(U)-25 KPK-38 Balochistan-17 GBFATA-13 AJK-7	83969	-	-	U/P
35.	2/2018	Patrol Officers (for Departmental Employees of NH & MP), (BS-14), National Highways & Motorway Police, Ministry of Communications	179	952	-	-	U/P
36.	14/2018	Assistant Directors (Law) (BS-17), Anti Narcotics Force, Ministry of Narcotics Control	4 Punjab-2 Balochistan-1 GBFATA-1	815	-	-	U/P
37.	17/2018	Assistant Private Secretaries (BS-16), Policy Wing, Petroleum Division, Ministry of Energy	3 Punjab-2 Balochistan-1	419	2	-	U/P
38.	21/2018	Assistant Directors (BS-18), Central Directorate of National Savings, Finance Division	5 Punjab-4 KPK-1	308	-	-	U/P
39.	23/2018	Translator (BS-16), Ministry of Commerce	1 Punjab-1	34	-	-	U/P
40.	26/2018	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	1 Punjab-1	90	-	-	U/P
41.	27/2018	Eye Specialist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	1 Punjab-1	3	0	-	U/P
42.	28/2018	Computer Operator (BS-16), Federal Government Educational Institutions Directorate (FGEI) (Cants/ Garrisons), Ministry of Defence	1 Punjab-1	774	5	-	U/P
43.	29/2018	Junior Ordnance Management Officers (BS-16), OS Directorate, GHQ, Ministry of Defence	3 Punjab-2 GBFATA-1	568	9	-	U/P
44.	32/2018	Assistant Private Secretary (BS-16), Ministry of Ports and Shipping	1 Merit-1	358	1	-	U/P
45.	33/2018	Assistant Private Secretaries (BS-16), Director General's Office, Pak PWD, Ministry of Housing & Works	5 Sindh(R)- 3 GBFATA-1 AJK-1	506	1	-	U/P
46.	34/2018	Assistant Private Secretary (BS-16), Military Finance Wing, Finance Division	1 KPK-1	163	1	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
47.	40/2018	Assistant Technological Advisers (BS-18), Ministry of Science & Technology	2 Punjab-1 KPK-1	181	-	-	U/P
48.	41/2018	Assistant Scientific Adviser (BS-18), Ministry of Science & Technology	1 Punjab-1	121	-	-	U/P
49.	43/2018	Assistant Electronics Adviser (BS-18), Ministry of Science & Technology	1 Sindh(U)-1	55	3	-	U/P
50.	44/2018	Superintending Engineer (Floods) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power	1 Punjab-1	6	-	-	U/P
51.	46/2018	Assistant Chief Administrative Officer (BS-17), GHQ, Ministry of Defence, (Defence Division)	1 Punjab-1	288	5	-	U/P
52.	47/2018	Joint Commissioners for Indus Waters (BS-19), Office of the Pakistan Commissioner for Indus Waters, Ministry of Water and Power	2 Merit-1 Punjab-1	30	6	-	U/P
53.	49/2018	2 nd Engineers (Electronics) (System Engineer) (BS-18), Pakistan Navy, Ministry of Defence.	2 Punjab-2	52	-	-	U/P
54.	52/2018	Assistant Private Secretary (BS-16), Secretariat Training Institute, Establishment Division	1 Punjab-1	191	2	-	U/P
55.	53/2018	Assistant Armament Supply Officer (BS-16), Naval Headquarters, Ministry of Defence	1 Punjab-1	99	5	-	U/P
56.	54/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence	3 Merit-2 KPK-1	394	2	-	U/P
57.	57/2018	Data Processing Officer (BS-17), Economic Affairs Division, Ministry of Finance, Revenue and Economic Affairs	1 Punjab-1	352	5	-	U/P
58.	8/2018	Assistant Accounts Officers (BS-16), Anti Narcotics Force, Ministry of Narcotics Control	2 Punjab-1 Sindh(R)-1	1651	-	-	U/P
59.	16/2018	Social Welfare Officer (BS-17), National Commission for Child Welfare and Development, Ministry of Human Rights	1 Punjab-1	432	-	-	U/P
60.	38/2018	Deputy Director (BS-18), Directorate of Dock Workers Safety, (Regional Office) Gawadar, Ministry of Maritime Affairs	1 Punjab-1	17	-	-	U/P
61.	45/2018	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	52 Punjab-29 Sindh(R)-6 Sindh(U)-1 KPK-10 Balochistan-1 GBFATA-2 AJK-3	267	-	-	U/P
62.	56/2018	Assistant Private Secretaries (BS-16), Ministry of Law, Justice and Human Rights	7 Punjab-7	570	4	-	U/P
63.	58/2018	Assistant Private Secretaries (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development	2 Punjab-2	186	1	-	U/P
64.	59/2018	Assistant Private Secretaries (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	2 Punjab-1 Sindh(R)-1	160	-	-	U/P
65.	64/2018	Psychiatrists (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	2 Punjab-1 Sindh(R)-1	7	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
66.	65/2018	Medical Officers (BS-17), Anti Narcotics Force, Ministry of Narcotics Control.	2 Punjab-1 Sindh (R)-1	119	-	-	U/P
67.	70/2018	Lecturers (Female) (BS-17), Federal Directorate of Education, Islamabad, Capital Administration and Development Division	2 Punjab-1 Sindh(R)- 1	81	5	-	U/P
68.	73/2018	Assistant Private Secretary (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development	1 Merit-1	177	-	-	U/P
69.	76/2018	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 Resources	2 Punjab-1 Balochistan-1	44	-	-	U/P
70.	79/2018	Chief Cost Accounts Officer (BS-21), Finance Division	1 Merit-1	31	-	-	U/P
71.	35/2018	District Attorneys (BS-18) Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	3 GBFATA-3	85	-	-	U/P
72.	62/2018	Professional Social Workers (BS-17), Anti Narcotics Force, Ministry of Narcotics Control	4 Punjab-2 Sindh(R)-1 KPK-1	378	-	-	U/P
73.	63/2018	Psychologists (BS-17), Anti Narcotics Force, Ministry of Narcotics Control	4 Punjab-2 Sindh(R)-1 KPK-1	359	-	-	U/P
74.	66/2018	Programme Managers (BS-18), Anti Narcotics Force, Ministry of Narcotics Control	2 Punjab-1 Sindh(R)-1	35	-	-	U/P
75.	68/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence	5 Punjab-5	425	3	-	U/P
76.	71/2018	Assistant Private Secretary (BS-16), Pakistan Mint, Lahore, Finance Division.	1 Punjab-1	153	2	-	U/P
77.	74/2018	Surveyor/ Drawing Officer (BS-16), Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	26	-	-	U/P
78.	75/2018	Assistant Directors Industries (BS-17) Minerals & Industries Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	2 GBFATA-2	298	-	-	U/P
79.	80/2018	Assistant Private Secretary (BS-16), Federal Public Service Commission	1 Sindh(R)-1	75	1	-	U/P
80.	81/2018	Inspectors (BS-16), Pakistan Railways Police, Ministry of Railways	4 Punjab-3 KPK-1	1695	-	-	U/P
81.	82/2018	Pharmacist (BS-17), Pakistan Navy, Ministry of Defence (Defence Division)	1 KPK-1	304	5	-	U/P
82.	83/2018	Superintending Engineers (B&R/E&M), (BS-19), M.E.S, Ministry of Defence (Defence Division).	2 Punjab-1 Balochistan-1	50	5	-	U/P
83.	84/2018	Computer Programmer/ GSO-III (Civilian) (BS-17), Ministry of Defence (Defence Division).	1 Punjab-1	488	5	-	U/P
84.	85/2018	Deputy Director (Legal) (BS-18), Policy Wing, Ministry of Energy (Petroleum Division)	1 Punjab-1	27	1	-	U/P
85.	88/2018	Senior Physiotherapist (female) (BS-18), Armed forces institute of Rehabilitation medicine, Ministry of Defence	1 Punjab-1	11	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
86.	90/2018	Assistant Private Secretaries (BS-16), Ministry of Law & Justice	2 Merit-1	305	2	-	U/P
87.	36/2018	Physical Education Teachers (Female) (BS-16) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	41 GBFATA-41	108	-	-	U/P
88.	67/2018	Assistant Private Secretaries (BS-16), Ministry of Science & Technology.	6 Merit-1 Punjab-1 Sindh(R)-1 KPK-1 Balochistan-1 GBFATA-1	666	-	-	U/P
89.	69/2018	Trained Graduate Teachers (Male) (BS-16), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	19 Punjab-11 Sindh(U)-5 Balochistan-3	1263	-	-	U/P
90.	77/2018	Procurement Officer (BS-17), Pakistan Mint, Lahore, Finance Division	1 Punjab-1	722	5	-	U/P
91.	78/2018	Assistant Director (BS-17), National Documentation Wing, Cabinet Division	1 KPK-1	271	-	-	U/P
92.	87/2018	Associate Professors (Female) (BS-19), Directorate of Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence	13 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-1 AJK-1	165	-	-	U/P
93.	89/2018	Inspector Inland Revenue (BS-16), Revenue Division, Federal Board of Revenue	1 AJK-1	48	-	-	U/P
94.	91/2018	Physical Education Teachers (Male), (BS-16), Ministry of Kashmir Affairs and Gilgit Baltistan	40 GBFATA-40	128	-	-	U/P
95.	92/2018	Assistant Private Secretaries (BS-16), Special Courts/ Tribunals, Ministry of Law & Justice	41 Merit-3 Punjab-20 Sindh(R)-5 Sindh(U)-3 KPK-5 Balochistan-2 GBFATA-2 AJK-1	3779	-	-	U/P
96.	93/2018	Medical Officers (BS-17), Federal Government Polyclinic, CADD.	3 Punjab-2 KPK-1	18	3	-	U/P
97.	95/2018	Assistant Programmer (BS-17), Military Engineering Services, Ministry of Defence (Defence Division)	1 Sindh(R)-1	203	-	-	U/P
98.	96/2018	Senior Speech Therapist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1	21	-	-	U/P
99.	97/2018	Senior Prosthetics & Orthotist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1	12	-	-	U/P
100.	98/2018	Pathologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1	2	-	-	U/P
101.	99/2018	Civilian Medical Practitioner Grade-III (CMP) (BS-17), OS Directorate, GHQ, Ministry of Defence.	1 Merit-1	261	5	-	U/P
102.	100/2018	Junior Civilian Security Officer (JCSO) (BS-16), OS Directorate, GHQ, Ministry of Defence.	1 Punjab-1	27	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
103.	101/2018	Junior Scientific Officer (JSO) (BS-16), OS Directorate, GHQ, Ministry of Defence.	1 Punjab-1	40	-	-	U/P
104.	102/2018	Directors (BS-19), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division)	2 Merit-1 Punjab-1	16	-	-	U/P
105.	103/2018	Assistant Private Secretary (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development	1 Sindh(U)-1	141	-	-	U/P
106.	105/2018	Senior Drilling Engineer (BS-18), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division)	1 Sindh(R)-1	30	-	-	U/P
107.	108/2018	Deputy Director (BS-18) Women Development Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	78	-	-	U/P
108.	109/2018	Assistant Draftsman (BS-18), Ministry of Law and Justice	1 Sindh(R)-1	34	-	-	U/P
109.	110/2018	Assistant Private Secretaries (BS-16), Federal Public Service Commission.	3 Sindh(U)-1 GBFATA-1 AJK-1	167	-	-	U/P
110.	111/2018	Associate Professor/Vice Principal (Geography) (Female) (BS-19), F.G. Colleges, Federal Directorate of Education, Capital Administration and Development Division	1 Punjab-1	4	-	-	U/P
111.	112/2018	Deputy Director/ Senior Meteorologist (BS-18), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	1 KPK-1	24	-	-	U/P
112.	113/2018	Assistant Private Secretaries (BS-16), Finance Division	2 Punjab-2	63	-	-	U/P
113.	117/2018	Associate Radiologist (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration and Development Division	1 Punjab-1	10	-	-	U/P
114.	118/2018	Deputy Directors (BS-18), National Highways & Motorways Police, Ministry of Communications	2 Punjab-1 Sindh(R)-1	743	-	-	U/P
115.	119/2018	Assistant Director (BS-17), National Highways & Motorway Police, Ministry of Communications	1 Punjab-1	2552	5	-	U/P
116.	121/2018	Accounts Officers (BS-17), National Highways & Motorway Police, Ministry of Communications	3 Punjab-2 Sindh (R)-1	2913	9	-	U/P
117.	123/2018	Computer Operators (BS-16), National Highways & Motorways Police, Ministry of Communications	25 Merit-1 Punjab-12 Sindh(R)-4 Sindh(U)-1 KPK-3 Balochistan-2 GBFATA-1 AJK-1	7033	-	-	U/P
118.	124/2018	Accountants (BS-16), National Highways & Motorways Police, Ministry of Communications	20 Merit-2 Punjab-10 Sindh (R)-3 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	8454	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
119.	126/2018	Assistant Private Secretaries (BS-16) National Highways & Motorways Police, Ministry of Communications.	3 Punjab-2 Sindh(R)-1	428	-	-	U/P
120.	128/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence	15 Punjab-3 Sindh(R)-3 Sindh(U)-3 KPK-1 BAL-2 GBFATA-2 AJK-1	1361	-	-	U/P
121.	29/2018	Assistant Private Secretaries (BS-16), Board of Investment, Prime Minister's Office	2 Punjab-1 GBFATA-1	152	-	-	U/P
122.	38/2018	Assistant Chief (BS-18), Health Section, Ministry of Planning, Development and Reform	1 Punjab-1	38	-	-	U/P
123.	139/2018	Medical Officer (BS-17), Airports Security Force, Cabinet Secretariat, (Aviation Division)	1 Sindh(R)-1	254	5	-	U/P
124.	147/2018	Dietitian (BS-17), Pakistan Air Force, (Defence Division), Ministry of Defence	3 Punjab-2 Sindh(R)-1	318	-	-	U/P
125.	150/2018	Inspector Customs/ Intelligence Officer (BS-16), Revenue Division, Federal Board of Revenue	212 Merit-16 Punjab-106 Sindh(R)-25 Sindh(U)-15 KPK-24 Balochistan-13 GBFATA-9 AJK-4	129865	-	-	U/P
126.	114/2018	Assistant Professors (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence	2 KPK-1 GBFATA-1	32	3	-	U/P
127.	116/2018	Assistant Secretary (Wildlife) (BS-17), Ministry of Climate Change	1 Punjab-1	522	5	-	U/P
128.	120/2018	Director (Planning) (BS-19), National Highways & Motorway Police, Ministry of Communications	1 Punjab-1	75	-	-	U/P
129.	122/2018	Computer Programmers (BS-17), National Highways & Motorway Police, Ministry of Communications	2 Punjab-1 Sindh(R)-1	726	-	-	U/P
130.	125/2018	Land Acquiring Officers (BS-16), National Highways & Motorway Police, Ministry of Communications	2 Punjab-1 Sindh(R)-1	230	10	-	U/P
131.	127/2018	Assistant Private Secretary (BS-16), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Energy (Power Division)	1 Sindh(R)-1	133	-	-	U/P
132.	130/2018	Assistant Directors (BS-17), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division)	25 Merit-2 Punjab-12 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA-1	2604	-	-	U/P
133.	131/2018	Medical Officers (Male) (BS-17) Health Department , Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	7	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
134.	132/2018	Assistant Private Secretaries (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development	2 Sindh(U)-1 Balochistan-1	118	-	-	U/P
135.	133/2018	Assistant Private Secretary (BS-16), Ministry of Energy (Petroleum Division)	1 Punjab-1	226	-	-	U/P
136.	134/2018	Deputy Headmistress (BS-17), F.G. Schools, Federal Directorate of Education, Capital Administration and Development Division	1 KPK-1	14	-	-	U/P
137.	135/2018	Deputy Director (BS-18), Management Services Wing, Establishment Division	1 Punjab-1	98	-	-	U/P
138.	136/2018	Assistant Private Secretaries (BS-16), Ministry of Foreign Affairs	15 Merit-1 Punjab-7 Sindh(R)- 2 Sindh(U)-1 KPK=2 Balochistan-1 GBFATA-1	2526	-	-	U/P
139.	137/2018	Chemist (BS-17), Department of Plant Protection, Ministry of National Food Security & Research	1 Sindh(R)-1	304	-	-	U/P
140.	141/2018	Assistant Private Secretaries (BS-16), Ministry of Law and Justice.	31 Punjab-14 Sindh(R)-1 Sindh(U)-7 KPK (W)-1 BAL-3 GBFATA-3 AJK-2	1663	-	-	U/P
141.	142/2018	Inspector Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue	2 Sindh(R)-2	809	10	-	U/P
142.	143/2018	Associate Professor (Physics) (Male) (BS-19), F.G. Colleges Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 KPK=1	12	1	-	U/P
143.	146/2018	Staff Nurse (BS-16), Medical Department of Pakistan Railways, (Railway Board) Ministry of Railways.	1 AJK-1	21	5	-	U/P
144.	148/2018	Deputy Draftsman (BS-19), Ministry of Law and Justice.	1 Punjab-1	18	-	-	U/P
145.	149/2018	Chemists (BS-17), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division).	2 Punjab-1 KPK-1	183	-	-	U/P
146.	151/2018	Assistant Director/ Research Officer, (BS-17), Akhtar Hameed Khan National Centre for Rural Development, Cabinet Secretariat, Establishment Division.	1 Sindh(R)-1	1060	5	-	U/P
147.	153/2018	Medical Officers (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration and Development Division	12 Merit-1 Punjab- 5 Sindh(R)-1 Sindh(U)-1 KPK-2 Balochistan-1 AJK-1	1931	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
148.	160/2018	Assistant Professors (BS-18), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration And Development Division	29 Punjab-13 Sindh(R)-7 Sindh(U)-3 Balochistan-3 GBFATA-3	328	-	-	U/P
149.	164/2018	Senior Registrars (BS-18), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration And Development Division.	24 Merit-1 Punjab-11 Sindh(R)-4 Sindh(U)-2 KPK- 3 Balochistan-1 GBFATA-1 AJK-1	443	-	-	U/P
150.	166/2018	Medical Officers (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division	294 Merit-22 Punjab-146 Sindh(R)-33 Sindh(U)-23 KPK-34 BAL-19 GBFATA-12 AJK-5	6635	902	-	U/P
151.	168/2018	Senior Scientific Assistant (BS-16), Naval Headquarters, Ministry of Defence	1 KPK-1	79	5	-	U/P
152.	176/2018	Assistant Dental Surgeons/ Medical Officers (Dentistry) (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division.	14 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA- 1	1174	-	-	U/P
153.	161/2018	Associate Professors (BS-19), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration And Development Division.	7 Meirt-2 Punjab-1 Sindh(R)-2 Sindh(U)-1 Balochistan-1	23	-	-	U/P
154.	162/2018	Professors (BS-20), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration And Development Division	4 Sindh(R)-1 Sindh(U)-1 KPK-2	8	2	-	U/P
155.	186/2018	Head Nurses (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division	5 Merit-1 Sindh(R)-2 KPK-2	632	17	-	U/P
156.	187/2018	Charge Nurses (BS-16), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division	241 Merit-43 Sindh(R)-50 Sindh(U)-40 KPK-50 BAL-30 GBFATA-22 AJK-6	3774	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
157.	31/2018	Research Officers (BS-17), Planning & Development Department, Gilgit Baltistan, Ministry of Kashmir Affairs And Gilgit Baltistan	4 GBFATA-4	1120	-	-	U/P
158.	107/2018	Assistant Draftsman (BS-18), Ministry of Law and Justice	1 Balochistan-1	13	-	-	U/P
159.	115/2018	Deputy Inspector General (Forests) (BS-19), Ministry of Climate Change	1 Punjab-1	21	-	-	U/P
160.	140/2018	Vice Principals/ Headmistress (Female) (BS-18), Federal Directorate of Education, Islamabad, Capital Administration & Development Division	2 Punjab-1 Balochistan-1	66	-	-	U/P
161.	152/2018	Assistant Private Secretaries (BS-16), Ministry of Postal Services	2 Punjab-1 Sindh(R)-1	391	-	-	U/P
162.	154/2018	Trained Graduate Teachers (TGT) (Male) (BS-16), F.G. Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence	100 Merit-7 Punjab-49 Sindh(R)-11 Sindh(U)-8 KPK-12 Balochistan-6 GBFATA-4 AJK-3	8111	-	-	U/P
163.	155/2018	Assistant Private Secretary (BS-16), Director General's Office, Pak PWD, Ministry of Housing & Works	1 Sindh(U)-1	161	-	-	U/P
164.	156/2018	Trained Graduate Teachers (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	6 GBFATA-6	88	-	-	U/P
165.	157/2018	Trained Graduate Science Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	2 GBFATA-2	38	-	-	U/P
166.	158/2018	Lecturers (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence	10 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 GBFATA-1 AJK-1	4894	-	-	U/P
167.	159/2018	Lecturers (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry Of Defence	10 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	5988	-	-	U/P
168.	167/2018	Assistant Private Secretary (BS-16), Ministry of Industries & Production, Islamabad.	1 Merit-1	428	-	-	U/P
169.	171/2018	Assistant Chief (BS-18), Governance/ Public Administration Section, Ministry of Planning, Development and Reform	1 Punjab-1	310	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
170.	173/2018	Principal Technician (BS-17), Pakistan Institute of Medical Sciences (PIMS), Islamabad, Capital Administration and Development Division	15 Merit-1 PUNJAB-7 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	536	-	-	U/P
171.	178/2018	Inspector Customs/ Intelligence Officers (BS-16), Revenue Division, Federal Board of Revenue	19 Punjab-12 Sindh(R)-4 Sindh(U)-3	26125	-	-	U/P
172.	180/2018	Appraising/ Valuation Officers (BS-16), Revenue Division, Federal Board of Revenue	4 Punjab-4	6362	-	-	U/P
173.	195/2018	Judicial Members (BS-21), Appellate Tribunal Inland Revenue, Ministry of Law and Justice	10 M1 Punjab-3 Sindh(R)-1 Sindh(U)-2 KPK-1 Balochistan-1 GBFATA-1	76	-	-	U/P
174.	196/2018	Pathologist-Cum-Bacteriologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways	1 Punjab-1	4	-	-	U/P
175.	197/2018	Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence	1 Punjab-1	34	-	-	U/P
176.	199/2018	Assistant Professor (Islamic Studies) (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence	1 Punjab-1	42	-	-	U/P
177.	94/2018	Deputy Solicitor (BS-19), Ministry of Law and Justice	1 Sindh(R)-1	32	-	-	U/P
178.	163/2018	Admin Officer (BS-17), Pakistan Bureau of Statistics, Ministry Of Statistics	1 Punjab-1	1427	-	-	U/P
179.	169/2018	Assistant Professor (Mathematics) (Female) (BS-18), Federal Directorate of Education, Capital Administration & Development Division	1 Sindh(R)-1	19	-	-	U/P
180.	170/2018	Senior Librarian (BS-18), PIMS Islamabad, Capital Administration and Development Division	1 Punjab-1	102	-	-	U/P
181.	172/2018	Data Processing Officer (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics	11 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 AJK-1	2750	-	-	U/P
182.	179/2018	Consulting Physician(Cardiology) (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division	1 KPK-1	4	-	-	U/P
183.	181/2018	Assistant Professor (Statistics) (Male) (BS-18), Federal Directorate of Education, Islamabad, Capital Administration and Development Division	1 Sindh(U)-1	7	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
184.	182/2018	System Analyst (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics	15 Merit-1 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1 AJK-1	1699	-	-	U/P
185.	183/2018	Assistant Private Secretaries (BS-16), Intelligence Bureau	6 Punjab-2 Sindh(R)-1 Sindh(U)-1 Balochistan-2	1255	-	-	U/P
186.	184/2018	Assistant Executive Engineer (BS-17), Local Government and Rural Development Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	39	-	-	U/P
187.	185/2018	Test Development Specialist (BS-18), National Education Assessment System(NEAS), Ministry of Federal Education and Professional Training	1 Sindh(R)-1	129	-	-	U/P
188.	188/2018	Drawing Masters (Male) (BS-16), F.G. Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	5 Punjab-3 Sindh(R)-1 Sindh(U)-1	225	-	-	U/P
189.	189/2018	Drawing Mistress (BS-16), Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence	8 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1	790	-	-	U/P
190.	193/2018	Secondary School Teachers (SST) (Female) (BS-17), F.G. Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence	206 Merit-15 Punjab-102 Sindh(R)-23 Sindh(U)-16 KPK-23 Balochistan-14 GBFATA-8 AJK-5	60597	-	-	U/P
191.	194/2018	Secondary School Teachers (SST) (Male) (BS-17), F.G. Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence	270 Merit-21 Punjab-140 Sindh(R)-31 Sindh(U)-22 KPK-20 Balochistan-19 GBFATA-11 AJK-6	46735	-	-	U/P
192.	198/2018	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence	1 KPK-1	160	-	-	U/P
193.	203/2018	Instructor (BS-18), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics	1 Punjab-1	96	-	-	U/P
194.	204/2018	Directors (BS-19), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics	4 Punjab-2 Sindh(R)-1 Balochistan-1	210	-	-	U/P
195.	205/2018	Deputy Director Generals (BS-20), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics	2 Punjab-2	34	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
196.	206/2018	Senior Instructor (BS-19), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics	1 Sindh(R)-1	11	-	-	U/P
197.	210/2018	Assistant Private Secretary (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division)	1 Punjab-1	895	-	-	U/P
198.	211/2018	Foreman (BS-16), ARDE, Ministry of Defence Production	1 KPK-1	90	-	-	U/P
199.	213/2018	Assistant Private Secretaries (BS-16), Railway Board, Ministry of Railways	36 Merit-3 Punjab-18 Sindh(R)-4 Sindh(U)-3 KPK-4 Balochistan-2 GBFATA-1 AJK-1	3201	-	-	U/P
200.	214/2018	Data Processing Assistants (BS-16), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics	11 Punjab-6 Sindh(R)-2 KPK-2 Balochistan-1	2019	-	-	U/P
201.	174/2018	Statistical Officers (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics	111 Merit-8 Punjab-56 Sindh(R)-13 Sindh(U)-8 KPK-13 Balochistan-7 GBFATA=4 AJK=2	17554	-	-	U/P
202.	200/2018	Inspectors (Tech) (BS-16), Intelligence Bureau	8 Merit-1 Punjab-3 Sindh(R)-1 Sindh(U)-1 Balochistan-1 GBFATA-1	886	-	-	U/P
203.	201/2018	Inspectors (BS-16), Anti Narcotics Force, Ministry of Narcotics Control	3 Punjab-2 Sindh(U)-1	792	-	-	U/P
204.	202/2018	Chief Statistical Officers (BS-18), Pakistan Bureau of Statistics, Statistics Division, Ministry of Statistics Inspectors (BS-16), Anti Narcotics Force, Ministry of Narcotics Control	13 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-2 KPK-1 Balochistan-1 GBFATA-1	829	-	-	U/P
205.	207/2018	Deputy Captain Superintendent (BS-19), Pakistan Marine Academy, Karachi, Ministry of Maritime Affairs	1 Punjab-1	12	-	-	U/P
206.	208/2018	Legislative Translation Officer (BS-18), Ministry of Law and Justice	1 Punjab-1	13	-	-	U/P
207.	209/2018	Trained Graduate Science Teachers (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	3 GBFATA-3	4	0	-	U/P
208.	215/2018	Deputy Director (Medical) (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Ministry of National Health Services, Regulations & Coordination	1 Punjab-1	15	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
209.	217/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence	9 Merit-1 Punjab-4 Sindh(R)-1 KPK-3	1481	-	-	U/P
210.	230/2018	Research Officer (BS-17), ARDE, Ministry of Defence Production.	1 Sindh(U)-1	296	-	-	U/P
211.	165/2018	District Health Officers (BS-18), Ministry of Kashmir Affairs and Gilgit Baltistan.	8 GBFATA-8	26	-	-	U/P
212.	190/2018	Senior Veterinary Officers (BS-18), Remount Veterinary and Farms Corps, GHQ, Ministry of Defence	4 Punjab2 Sindh(R)-1 KPK-1	130	-	-	U/P
213.	191/2018	Executive Veterinary Officers (BS-19), Remount Veterinary and Farms Directorate, GHQ, Ministry of Defence	2 Punjab-1 Sindh(R)-1	11	-	-	U/P
214.	192/2018	Assistant Directors (MIS) (BS-17), Federal Board of Revenue, Revenue Division	20 Merit-2 Punjab-10 Sindh(R)-2 Sindh(U)-2 KPK-2 Balochistan-1 GBFATA-1	13660	-	-	U/P
215.	212/2018	Rehabilitation Specialists (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	3 Punjab-2 Sindh(R)-1	3	-	-	U/P
216.	216/2018	Deputy Director (Urdu Stenography) (BS-18), Secretariat Training Institute, Islamabad, Establishment Division	1 Punjab-1	18	-	-	U/P
217.	218/2018	Deputy Chiefs (FUEL) (BS-19), Energy Appraisal & Plan Formulation Section, Energy Wing, Ministry of Planning, Development and Reform	2 Punjab-1 KPK-1	56	-	-	U/P
218.	219/2018	Assistant Private Secretary (BS-16), Directorate General, Pakistan Post Office, Ministry of Communications	1 Sindh(U)-1	467	-	-	U/P
219.	220/2018	Assistant Professor (Mathematics) (Male) (BS-18), Ministry of Federal Education and Professional Training.	1 Punjab-1	6	-	-	U/P
220.	221/2018	Senior Auditor (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan.	1 KPK-1	139	-	-	U/P
221.	222/2018	Drug Inspectors (BS-17), Drug Control Administration, Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	5 GBFATA-5	91	-	-	U/P
222.	223/2018	Deputy Assistant Solicitor (BS-17), Ministry of Law and Justice	1 Punjab-1	773	-	-	U/P
223.	224/2018	Inspector (BS-16), Bureau Of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development	1 Punjab-1	241	-	-	U/P
224.	225/2018	Sub Divisional Forest Officer (BS-17), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	20	-	-	U/P
225.	227/2018	Assistant Professor (Chemistry) (BS-18), Military College Jhelum, Ministry of Defence	1 KPK-1	58	-	-	U/P
226.	228/2018	Prosthetics & Orthotics (BS-17), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Sindh(R)-1	11	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
227.	229/2018	Trained Graduate Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	4 GBFATA-4	77	-	-	U/P
228.	232/2018	Assistant Professors (Female) (BS-18), Federal Government Colleges for Girls, Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training	3 Punjab-1 KPK-1 Balochistan-1	32	-	-	U/P
229.	233/2018	Electronic Engineers (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	6 Punjab-3 Sindh(U)-1 KPK (W)-1 GBFATA-1	3927	-	-	U/P
230.	234/2018	Administrative Officer (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	1 Punjab-1	447	-	-	U/P
231.	236/2018	Assistant Meteorologists (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	11 Merit-1 Punjab-6 Sindh(U)-1 KPK-1 Balochistan-1	3061	-	-	U/P
232.	237/2018	Vice Principal/ Headmaster (Male) (BS-18), Federal Govt. Schools, Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training	1 Punjab-1	50	-	-	U/P
233.	238/2018	Assistant Inspector General of Forests (BS-18), Ministry of Climate Change	1 Sindh(R)-1	24	-	-	U/P
234.	239/2018	Assistant Professor (Mathematics) (Male) (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	2 Punjab-1 Sindh(U)-1	13	-	-	U/P
235.	240/2018	Assistant Naval Store Officers (BS-16), Naval Headquarters, Ministry of Defence	10 Merit-1 Punjab-5 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	1128	-	-	U/P
236.	241/2018	Administrative Officer (BS-16), Naval Headquarters, Ministry of Defence	1 Punjab-1	729	-	-	U/P
237.	242/2018	Experimental Officer (BS-16), Naval Headquarters, Ministry of Defence	1 Punjab-1	210	-	-	U/P
238.	245/2018	Physician (General Medicine) (BS-19), Federal General Hospital, Chak Shahzad, Islamabad, Ministry of National Health Services, Regulations and Coordination	1 Punjab-1	8	-	-	U/P
239.	246/2018	Chief Documentation Officer (BS-19), Academy of Educational Planning and Management, Ministry of Federal Education and Professional Training	1 Sindh(R)-1	7	-	-	U/P
240.	247/2018	Research Officer (BS-17), Ministry of Planning, Development and Reform	1 Sindh(R)-1	1171	-	-	U/P
241.	248/2018	Research Officer (BS-17), Ministry of Planning, Development and Reform	1 KPK-1	1086	-	-	U/P
242.	251/2018	Assistant Private Secretary (BS-16), Ministry of Statistics, Statistics Division	1 Punjab-1	673	-	-	U/P
243.	252/2018	Assistant Manager IT (BS-17), Intelligence Bureau	1 AJK-1	386	-	-	U/P
244.	253/2018	Assistant Director (BS-17), Geological Survey of Pakistan, Petroleum Division, Ministry of Energy	1 Balochistan-1	25	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
245.	254/2018	Inspector (BS-16), Anti Narcotics Force, (Narcotics Control Division) Ministry of Narcotics Control	1 KPK-1	106	-	-	U/P
246.	257/2018	Associate Professor (Mathematics) (BS-19), Federal College of Education, Ministry of Federal Education and Professional Training	1 Sindh(R)-1	10	-	-	U/P
247.	259/2018	Inspectors (Investigation) (BS-16), Federal Investigation Agency, Ministry of Interior	62 Merit-4 Punjab-31 Sindh(R)-7 Sindh(U)-5 KPK-7 Balochistan-4 GBFATA-3 AJK-1	146362	-	-	U/P
248.	260/2018	Assistant Directors (legal) (BS-17) Federal Investigation Agency, Ministry of Interior	17 Merit-1 Punjab-9 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1 AJK-1	5436	-	-	U/P
249.	261/2018	Assistant Directors (Investigation) (BS-17) Federal Investigation Agency, Ministry of Interior	11 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-2 AJK=1	49192	-	-	U/P
250.	263/2018	Associate Anesthetist (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Ministry of National Health Services Regulations and Coordination	1 Punjab-1	1	-	-	U/P
251.	231/2018	Civilian Medical Practitioners (CMP) (Grade-III) (BS-17), OS Directorate, GHQ, Ministry of Defence.	2 Sindh(U)-1 KPK-1	85	-	-	U/P
252.	235/2018	Assistant Electronic Engineer (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	1 Punjab-1	210	-	-	U/P
253.	243/2018	Deputy Chief (BS-19), Environment Section, Ministry of Planning, Development and Reform	1 Punjab-1	30	-	-	U/P
254.	244/2018	Assistant Chief (BS-18), Environment Section, Ministry of Planning, Development and Reform	1 Punjab-1	88	-	-	U/P
255.	249/2018	Joint Census Commissioner (Geography) (BS-19), Privatization & Statistics.	1 Sindh(R)-1	2	-	-	U/P
256.	250/2018	Assistant Private Secretaries (BS-16), (Railway Board), Ministry of Railways.	6 Punjab- 3 Sindh(U)-1 KPK-1 Balochistan-1	661	-	-	U/P
257.	256/2018	Research Officer (BS-17), Water Resources Section, Ministry of Planning, Development and Reform.	1 Merit-1	1092	-	-	U/P
258.	262/2018	Inspector of Police (Male) (BS-16), Pakistan Navy, Ministry of Defence (Defence Division).	2 Punjab-1 Sindh(R)-1	348	-	-	U/P
259.	266/2018	Draftsman (BS-19) Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	7	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
260.	276/2018	Assistant Private Secretaries (BS-16), National Accountability Bureau	7 Punjab-1 Sindh(R)-1 Sindh(U)-2 Balochistan-1 GBFATA-1 AJK-1	669	-	-	U/P
Total			3072	739846	1101	0	
Grand Total			3127	741058	1170	69	



Appendix-12

Recruitment cases (BS-16 and above) of previous years processed in 2018
A: Finalized cases

S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
1.	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	17	17	R-1
2.	76/2014	Lecturers (Female) (BS-17), Govt. Colleges Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	28 GBFATA- 28	1742	76	76	R-25 F-3
3.	78/2014	Director Physical Education (Female),(BS-16), Government Colleges, Education department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	21	4	-	W-1
4.	37/2016	Demonstrators (BS-17), Federal Medical & Dental College, Cabinet Division.	19 Merit-1 Punjab-10 Sindh (R)-2 Sindh (U)-2 KPK-2 Balochistan-1 GBFATA-1	554	58	58	R-19
5.	126/2016	Assistant Professors (Male), (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence.	6 Punjab-3 Sindh(R)-1 Sindh (U)-1 KPK-1	162	7	7	R-4 F-2
6.	187/2016	Deputy Chief Cost Accounts Officer (BS-20), Finance Division.	01 Punjab-1	50	15	15	R-1
7.	209/2016	Assistant Private Secretaries (BS-16), Military Finance Wing, Finance Division.	2 Punjab-1 Balochistan-1	122	-	-	F-2
8.	233/2016	Sub Divisional Forest Officers, Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	73	12	12	R-4 F-1
9.	238/2016	Assistant Private Secretary (BS-16), Ministry of National Health Services, Regulations & Coordination.	01 Punjab-1	75	1	1	F-1
10.	261/2016	Registrar, Gilgit Baltistan Service tribunal, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	66	5	5	R-1
11.	277/2016	Inspectors Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue.	471 M-35 PUNJAB-236 Sindh (R)-55 Sindh (U)-35 KPK-54 Balochistan-28 GBFATA-19 AJK-9	85386	1507	1507	R-468 F-1 P-2



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
12.	241/2016	Chief /Joint Economic Adviser/Economic Consultant (BS-20), Economists Group, Ministry of Planning, Development and Reform.	3 Merit-1 Punjab-1 Sindh(R)-1	82	8	8	R-3
13.	304/2016	Assistant Directors/Protector of Emigrants (BS-17), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	12 Merit-1 Punjab-6 Sindh(R)-2 Sindh (U)-1 KPK-1 Balochistan-1	4268	38	38	R-12
14.	308/2016	Inspectors (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	21 Merit-2 Punjab-11 Sindh(R)-2 Sindh (U)-2 KPK-2 Balochistan-1 GBFATA-1	2087	65	65	R-20 F-1
15.	8/2017	Senior Mining Geologist (BS-18), Ministry of Petroleum and Natural Resources	1 Punjab-1	7	-	-	F-1
16.	9/2017	Lecturer (Male) (BS-17), Federal Government Colleges for Men, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	13 Merit-1 Punjab-6 Sindh(R)-1 Sindh (U)-1 KPK-1 Balochistan-1 GBFATA-1 AJK-1	7323	71	71	R-13
17.	11/2017	Test Development Specialist (BS-18), National Education Assessment System (NEAS), Ministry of Federal Education and Professional Training.	2 Punjab-1 Sindh(R)-1	145	7	7	R-1
18.	12/2017	Deputy Director (BS-18), National Education Assessment System (NEAS), Ministry of Federal Education and Professional Training.	1 Punjab-1	156	5	5	R-1
19.	13/2017	Psychometrician (BS-18), National Education Assessment System (NEAS), Ministry of Federal Education and Professional Training	1 Punjab-1	14	1	1	R-1
20.	15/2017	Fisheries Development Commissioner (BS-20), Ministry of Ports & Shipping	1 Punjab-1	11	-	-	W
21.	17/2017	Associate Professor/Vice Principal (English) (Male) (Bs-19), Federal Directorate of Education, Capital Administration and Development Division.	1 AJK-1	3	1	1	R-1
22.	18/2017	Director (BS-19), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	1 Punjab-1	4	-	-	R-1
23.	22/2017	Cost Accountant (BS-18), Ministry of Industries & Production.	1 Sindh(R)-1	66	5	5	R-1
24.	25/2017	Draftsman (BS-19), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	6	1	1	R-1



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
25.	27/2017	Draftsman (BS-19), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 Punjab-1	844	6	6	R-1
26.	29/2017	Research Officer (BS-18), Ministry of Law, Justice and Human Rights.	1 Punjab-1	48	3	3	R-1
27.	30/2017	Medical Officer (BS-17), Federal Government Polyclinic, Capital Administration and Development Division.	100 Merit-8 Punjab-50 Sindh(R)-11 Sindh (U)-8 KPK-12 Balochistan-5 GBFATA-4 AJK-2	2829	309	309	R-97 F-3
28.	37/2017	Vice Principal/ Headmistress (female) (BS-18), F.G. Schools, Federal Directorate of Education, Islamabad, Capital Administration & Development Division.	4 Punjab-1 Sindh(R)-2 Balochistan-1	219	3	3	R-2 F-2
29.	39/2017	Lecturers (Male) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/Garrisons), Ministry of Defence	5 Punjab-3 Sindh (U)-1 Balochistan-1	945	16	16	R-5
30.	43/2017	Assistant Private Secretaries (BS-16), Ministry of National Health Services, Regulations & Coordination	6 Merit-1 Punjab-3 Sindh (U)-1 KPK-1	500	8	8	R-4 F-2
31.	44/2017	Joint Registrar Trade Union (BS-19), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab-1	5	-	-	F-1
32.	45/2017	Translator (BS-16), Ministry of Commerce	1 Punjab-1	16	1	1	F-1
33.	47/2017	Inspector (BS-16), Pakistan Railways Police, Ministry of Railways	1 Punjab-1	219	5	5	R-1
34.	48/2017	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	2 Punjab-1 Balochistan-1	21	-	-	F-2
35.	49/2017	Veterinary Officers (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	4 Punjab-3 Balochistan-1	380	13	13	R-4
36.	50/2017	Assistant Private Secretary (BS-16), Ministry of States & Frontier Regions.	2 Sindh (R)-1 GBFATA-1	126	1	1	F-2
37.	51/2017	Directors (BS-19), Geological Survey of Pakistan, Ministry of petroleum and Natural Resources.	2 Merit-1 Punjab-1	15	1	1	F-2
38.	52/2017	Assistant Director (BS-17), Directorate of Dock Workers Safety Headquarters, Karachi, Ministry of Ports and Shipping.	1 Punjab-1	51	5	5	R-1
39.	54/2017	Principal/ Headmistress/Senior Teacher/ Instructor (Female) (BS-18), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	8 GBFATA-8	769	29	29	R-8



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
40.	55/2017	Physical Education Teachers (Male) (BS-16), Education Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	53 GBFATA-53	240	14	14	R-13 F-40
41.	56/2017	Physical Education Teachers (Female) (BS-16), Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	46 GBFATA-46	142	5	5	R-5 F-41
42.	57/2017	Oriental Teacher (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	36 GBFATA-36	1059	105	105	R-34 F-2
43.	58/2017	Oriental Teacher (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	36 GBFATA-36	449	119	119	R-34 F-2
44.	59/2017	Scientific Research Officer (BS-17), Fisheries Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-1	136	12	12	R-2
45.	60/2017	Deputy Chief Administrative Officer (BS-18), GHQ, Ministry of Defence, (Defence Division).	1 Sindh (U)-1	65	2	2	R-1
46.	61/2017	Junior Civilian Security Officer (BS-16), OS Directorate, GHQ, Ministry of Defence	1 AJK-1	42	5	5	R-1
47.	62/2017	Assistant Private Secretary (BS-16), Ministry of Ports and Shipping.	1 Merit-1	176	3	3	F-1
48.	64/2017	Assistant solicitor (BS-18), Ministry of Law, Justice and Human Rights.	1 Sindh(R)-1	59	3	3	R-1
49.	66/2017	Chief Publication Officer (BS-18), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	1 Punjab-1	18	1	1	R-1
50.	74/2017	Inspector (BS-16), Anti Narcotics Force, (Narcotics Control Division) Ministry of Interior & Narcotics Control.	1 KPK-1	41	2	2	R-1
51.	75/2017	Assistant Professor (Economics) (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence.	1 Punjab-1	30	5	5	R-1
52.	79/2017	Joint Commissioners for Indus Waters (BS-19), Office of the Pakistan Commissioner For Indus Waters, Ministry of Water and Power.	2 Merit-1 Punjab-1	29	-	-	F-2
53.	80/2017	Deputy Director (Admn), (BS-18), Office of the Pakistan Commissioner for Indus Waters, Ministry of Water and Power.	1 Sindh(R)-1	93	5	5	R-1
54.	81/2017	Assistant Commissioners For Indus Waters (BS-17), Office of the Pakistan Commissioner for Indus Waters, Ministry of Water and Power.	2 Punjab-1 KPK-1	458	10	10	R-2
55.	82/2017	Assistant Engineer (BS-16), Office of the Pakistan Commissioner for Indus Waters, Ministry of Water and Power.	1 Merit-1	316	7	7	R-1
56.	86/2017	Physician Psychiatry (BS-19), Federal Government Polyclinic, Capital Administration and Development Division.	1 Sindh (R)-1	1	-	-	F-1
57.	87/2017	Assistant Manager IT (BS-17), Federal Government Organization	10 Merit-1 Punjab-3 Sindh(R)-2 Sindh (U)-1 KPK-2 AJK-1	2110	34	34	R-9 F-1



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
58.	89/2017	Assistant Private Secretaries (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	4 Punjab-3 Sindh (R)-1	136	2	2	R-2 F-2
59.	90/2017	Drilling Engineers (BS-17), Geological Survey of Pakistan, M/O Petroleum and Natural Resources.	2 Punjab-1 Sindh (U)-1	233	10	10	R-2
60.	91/2017	Deputy Director (BS-18), Directorate of Dock Workers Safety, (Regional Office), Gawadar Ministry of Ports and Shipping.	1 Punjab-1	10	1	1	F-1
61.	92/2017	Staff Welfare Officers (BS-17), Staff Welfare Organization, Establishment Division.	3 Punjab-2 Balochistan-1	201	10	10	R-3
62.	93/2017	Pathologist-Cum-Bacteriologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	1 Punjab-1	1	1	1	R-1
63.	95/2017	Assistant Professor (Islamic Studies) (Male), (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence.	1 Punjab-1	26	-	-	F-1
64.	97/2017	Research Officers (BS-17), Animal Quarantine Department, Ministry of National Food Security and Research.	3 Punjab-2 Sindh (U)-1	258	9	9	R-3
65.	99/2017	Veterinary Officers (BS-17), Animal Quarantine Department, Ministry of National Food Security and Research	7 Punjab-3 Sindh (R)-1 KPK-1 Balochistan-1 GBFATA-1	754	21	21	R-7
66.	100/2017	Deputy Director (Legal/ Enforcement), (BS-18), Pakistan Environmental Protection Agency (Pak-Epa), Ministry of Climate Change	1 Punjab-1	99	4	4	R-1
67.	101/2017	Trained Graduate Teachers (Male), (BS-16), Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	113 GBFATA-113	4174	330	330	R-107 F-6
68.	102/2017	Posts of Trained Graduate Teacher (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	100 GBFATA-100	5149	288	288	R-96 F-4
69.	103/2017	Trained Graduate Science Teachers (Female), (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	41 GBFATA-41	965	127	127	R-39 F-2
70.	104/2017	Trained Graduate Science Teachers (Male), (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	67 GBFATA-67	1062	193	193	R-64 F-3
71.	105/2017	Neonatologist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	1 Punjab-1	3	1	1	R-1
72.	106/2017	Senior Biomedical Engineer (BS-18), Armed Forces Institute Of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1	9	1	1	R-1
73.	108/2017	Senior Psychologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1	52	4	4	R-1



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
74.	109/2017	Psychologist (BS-17), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1	353	5	5	R-1
75.	111/2017	Senior Prosthetics & Orthotist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1	10	-	-	F-1
76.	114/2017	Senior Speech Therapist (Bs-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1	20	-	-	F-1
77.	115/2017	Occupational therapists (BS-17} Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	3 Punjab-2 Sindh (R)-1	30	9	9	R-3
78.	116/2017	Senior Physiotherapist (Female) (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1	27	-	-	F-1
79.	117/2017	Speech Therapists (BS-17), AFIRM, Ministry of Defence	2 Punjab-1 Sindh (R) -1	49	7	7	R-2
80.	118/2017	Senior Physiotherapist (Male), (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1	13	2	2	F-1
81.	119/2017	Social Welfare Officer (BS-17), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1	139	5	5	R-1
82.	121/2017	Nutritionist (BS-17), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1	115	5	5	R-1
83.	122/2017	Physiotherapist (Female) (BS-17), Armed Forces Institute of Rehabilitation Medicine, Ministry Of Defence.	4 Punjab-2 Sindh (U)-1 Balochistan-1	398	12	12	R-4
84.	124/2017	Overseer (BS-16), Fisheries Department, Ministry of Kashmir Affairs and Gilgit-Baltistan.	1 GBFATA-1	224	5	5	R-1
85.	125/2017	Assistant District Attorney (BS-17), Islamabad Capital Territory (ICT), Ministry of Interior	1 Punjab-1	201	5	5	R-1
86.	126/2017	Social Welfare Officers (Male) (BS-17), Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	202	10	10	R-2
87.	127/2017	Assistant Private Secretary (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division).	1 Punjab-1	212	2	2	R-1
88.	129/2017	Assistant Private Secretaries (Bs-16), Naval Headquarters, Ministry of Defence.	18 Punjab-6 Sindh(R)-3 Sindh (U)-3 KPK-1 Balochistan-2 GBFATA-2 AJK-1	1379	5	5	R-3 F-15
89.	130/2017	Senior Official Reporter (Urdu) (BS-18), Permanent, National Assembly Secretariat, Islamabad.	1 Punjab-1	45	1	1	R-1
90.	131/2017	Medical Officers (BS-17), Airports Security Force, Cabinet Secretariat, (Aviation Division).	4 Punjab-2 Sindh(R)-1 KPK-1	324	12	12	R-4



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
91.	133/2017	Assistant Chief (FUEL) (BS-18), Energy Wing, Energy Appraisal and Plan Formulation Section, Ministry of Planning, Development and Reform.	1 KPK-1	60	3	3	R-1
92.	135/2017	Director (BS-19), Zoological Survey of Pakistan, Climate Change Division, Islamabad.	1 Sindh(R)-1	16	1	1	R-1
93.	138/2017	Assistant Information Officer (BS-16), Ministry of Information, Broadcasting & National Heritage.	1 Punjab-1	171	6	6	R-1
94.	139/2017	Assistant Private Secretaries (BS-16), Director General's Office, Pak PWD, Ministry of Housing & Works	6 Sindh (R)-3 Sindh (U)-1 GBFATA-1 AJK-1	388	1	1	R-1 F-5
95.	140/2017	Assistant Directors (BS-17), Federal Government Organization.	21 Merit-2 Punjab-10 Sindh (R)-3 Sindh (U)-1 KPK-2 Balochistan-1 GBFATA-1 AJK-1	30796	105	105	R-21
96.	141/2017	Assistant Private Secretary (BS-16), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	1 Sindh(R)-1	98	1	1	F-1
97.	142/2017	Associate Engineer (BS-16), Naval Headquarters, Ministry of Defence	1 Punjab-1	65	5	5	R-1
98.	143/2017	Deputy Director (Lab/Neqs), (BS-18), Pakistan Environmental Protection Agency (Pak-Epa), Ministry of Climate Change.	1 Sindh(R)-1	75	2	2	R-1
99.	144/2017	Assistant Private Secretaries (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	2 Punjab-2	238	2	2	F-2
100.	145/2017	Junior Establishment And Finance Officer (BS-16), OS Directorate, GHQ, Ministry of Defence.	1 Punjab-1	446	5	5	R-1
101.	146/2017	Librarian (BS-16), Military College Jhelum, Ministry of Defence.	1 Punjab-1	128	5	5	R-1
102.	147/2017	Assistant Professors (BS-18), Military College Jhelum, Ministry of Defence.	4 Punjab-2 Sindh(R)-1 KPK-1	311	6	6	R-3 F-1
103.	148/2017	General Staff Officer (GSO-2 Education) Civilian (BS-17), Military College Jhelum, Ministry of Defence	1 Punjab-1	235	5	5	R-1
104.	149/2017	Medical Officer (BS-17), Military College Jhelum, Ministry of Defence	1 Punjab-1	55	5	5	R-1
105.	150/2017	Associate Professor (Mathematics) (BS-19), Military College Jhelum, Ministry of Defence	1 Punjab-1	13	1	1	R-1
106.	151/2017	Lecturers/Instructors (BS-17), Military College Jhelum, Ministry of Defence.	5 Punjab-3 Sindh(R)-1 KPK-1	2795	21	21	R-4 F-1



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
107.	152/2017	Experimental Officer (BS-16), Institute of Optronics, Ministry of Defence Production	1 Punjab-1	56	5	5	R-1
108.	153/2017	Budget Officer (BS-17), Institute of Optronics, Ministry of Defence	1 Punjab-1	340	7	7	R-1
109.	154/2017	Assistant Engineer (BS-17), Institute of Optronics, Ministry of Defence	1 Punjab-1	825	5	5	R-1
110.	155/2017	System Analysts (BS-17), Institute of Optronics, Ministry of Defence Production	2 Punjab-1 Sindh(R)-1	605	10	10	R-2
111.	156/2017	Software Engineers (BS-17), Institute of Optronics, Ministry of Defence Production	2 Punjab-1 Sindh(R)-1	408	10	10	R-2
112.	158/2017	Senior Engineers (BS-18), Institute of Optronics, Ministry of Defence Production.	3 Punjab-2 Sindh(R)-1	152	14	14	R-3
113.	159/2017	Assistant Technical Officer (BS-16), Permanent, Institute of Optronics, Ministry of Defence Production.	1 Punjab-1	274	5	5	R-1
114.	160/2017	Technical Officer (BS-17), Ministry of Defence Production	1 Punjab-1	537	6	6	R-1
115.	162/2017	Superintending Engineer (Floods) (BS-19), Office of the Chief Engineering Adviser/Chairman Federal Flood Commission, Ministry of Water and Power	1 Punjab-1	5	-	-	F-1
116.	163/2017	Assistant Professors (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence.	3 Punjab-2 GBFATA-1	108	6	6	R-2 F-1
117.	167/2017	2 nd Engineer (Electronics/Electrical) (SYS Engr Calib) (BS-18), Pakistan Navy, Ministry of Defence	1 Sindh(R)-1	49	1	1	R-1
118.	171/2017	Physical Training Instructor (Senior) (Male) (BS-16), Islamabad Model Schools & Colleges for Boys, Federal Directorate of Education, Capital Administration and Development Division	1 Punjab-1	5	1	1	F-1
119.	172/2017	Senior Auditors (BS-16), Controller General of Accounts Organization, Finance Division.	771 Merit-58 Punjab-386 Sindh(R)-88 Sindh(U)-58 KPK-89 Balochistan-46 GBFATA-31 AJK-15	82621	2524	2524	R-769 F-2
120.	175/2017	Senior Wildlife Preservation Officer (Bs-17), Permanent, Zoological Survey of Pakistan, Ministry of Climate Change.	1 Punjab-1	55	5	5	R-1
121.	176/2017	Assistant Directors (Male) (BS-17), Department of Explosives, Ministry of Industries and Production.	5 Punjab-2 Sindh(R)-1 Sindh (U)-1 KPK-1	545	15	15	R-5



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
122.	178/2017	Assistant Private Secretaries (BS-16), Intelligence Bureau.	15 Merit-1 Punjab-8 Sindh(R)-2 Sindh (U)-1 KPK-1 Balochistan-2	1599	31	31	R-9 F-6
123.	181/2017	Deputy Director (Research and Investigation) (BS-18), Pakistan Environmental Protection Agency (Pak-Epa), Ministry of Climate Change.	1 Punjab-1	93	6	6	R-1
124.	182/2017	Assistant Private Secretary (BS-16), Pakistan Mint, Lahore, Finance Division.	1 Sindh(R)-1	59	1	1	R-1
125.	184/2017	Psychologist (BS-18), Federal Public Service Commission.	1 Punjab-1	38	5	5	R-1
126.	185/2017	Chemist (Bs-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Punjab-1	29	6	6	R-1
127.	186/2017	Assistant Professors (Male) (BS-18), Federal Government Colleges for Men, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	3 Punjab-1 Sindh (U)-1 KPK-1	105	8	8	R-2 F-1
128.	189/2017	Staff Welfare Officer (Lady), (BS-17), Naval Headquarters, Ministry of Defence.	1 Sindh(R)-1	29	3	3	F-1
129.	190/2017	Deputy Armament Supply Officers (BS-18), Pakistan Navy, Ministry of Defence.	3 Punjab-2 Sindh (U)-1	22	1	-	F-3
130.	191/2017	Senior Teachers (Female), (BS-17), F.G. Schools, Federal Directorate of Education, Capital Administration and development.	2 Sindh(R)-1 Balochistan-1	82	13	13	R-2
131.	192/2017	Assistant Private Secretaries (BS-16), Ministry of Law, Justice and Human Rights.	45 Punjab-27 Sindh(R)(M)-1 Sindh (U)-7 KPK(W)-1 Balochistan-4 GBFATA-3 AJK-2	1330	20	20	R-14 F-31
132.	193/2017	Assistant Private Secretary (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Sindh(R)-1	52	1	1	R-1
133.	194/2017	Consultant Radiology (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	2	-	-	F-1
134.	195/2017	Consultants Gynecology (Female), (BS-18), Health Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	4 GBFATA-4	2	1	1	R-1 F-3
135.	196/2017	Consultant Cardiology (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	2	-	-	F-1
136.	198/2017	Consultants Pathology (BS-18), Health Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	2	-	-	F-2
137.	200/2017	Consultant Psychiatry (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	2	-	-	F-1



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
138.	201/2017	Consultant Medicine (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	5	-	-	F-1
139.	203/2017	Medical Officers (Female), (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	20 GBFATA-20	79	61	61	R-19 F-1
140.	204/2017	Medical Officers (Male) (BS-17,) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	50 GBFATA-50	100	89	89	R-45
141.	205/2017	Assistant Directors (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	4 Punjab-2 Sindh (U)-1 KPK-1	124	6	6	R-4
142.	206/2017	Lecturer (Geography) (Female) (Bs-17), Federal Government Colleges for Women, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	1 Sindh (U)-1	5	-	-	F-1
143.	208/2017	Deputy Mint Master (BS-19), Pakistan Mint, Lahore, Finance Division.	1 Punjab-1	6	1	1	R-1
144.	209/2017	Legislative Translation Officer (BS-18), Permanent, Ministry of Law, Justice and Human Rights.	1 Punjab-1	16	-	-	F-1
145.	211/2017	Agriculture Officer (BS-17), Agriculture Department, Gilgit Baltistan, Ministry of Kashmir Affairs And Gilgit Baltistan.	1 GBFATA-1	19	-	-	F-1
146.	212/2017	Associate Professor, Islamic Studies (Female) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence.	1 KPK-1	10	-	-	F-1
147.	213/2017	Assistant Professors, (Male) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	3 Punjab-1 Sindh(R)-1 Sindh (U)-1	32	1	1	R-1 F-2
148.	214/2017	Deputy Engineering Adviser (Power)/Govt. Inspector of Electricity (BS-19), Ministry of Water and Power.	2 Punjab-1 Sindh(R)-1	18	2	2	R-1 F-1
149.	216/2017	Assistant Private Secretaries (BS-16), Ministry of Industries & Production, Islamabad.	2 Punjab-2	91	3	3	R-2
150.	217/2017	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	9 Punjab-3 Sindh(R)-3 Balochistan-1 GBFATA-1 AJK-1	491	2	2	R-1 F-8
151.	218/2017	Associate Professor (Math), (BS-19), Federal College of Education, Capital Administration and Development Division	1 Sindh(R)-1	4	-	-	F-1
152.	219/2017	Assistant Professors (Male), (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	2 Sindh(R)-1 Sindh (U)-1	22	1	2	F-2
153.	220/2017	Vice Principal/ Headmaster (Male) (BS-18), Federal Govt. Schools, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	1 Punjab-1	19	1	1	F-1



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
154.	221/2017	2 nd Engineers (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence	2 Punjab-2	33	-	-	F-2
155.	222/2017	Director General (BS-20), National Archives of Pakistan, Cabinet Division	1 Merit-1	13	2	2	F-1
156.	223/2017	Assistant Director (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Sindh (U)-1	38	5	5	R-1
157.	224/2017	Joint Administrative Officer (BS-17), Permanent, Pak PWD, Ministry of Housing & Works	1 Punjab-1	347	5	5	R-1
158.	225/2017	Assistant Directors (BS-17), Federal Public Service Commission,	3 Sindh(R)-1 KPK-1 GBFATA-1	2316	9	9	R-3
159.	228/2017	Assistant Draftsman (BS-18), Law and Justice Division, Ministry of Law, Justice & Human Rights.	1 Sindh(R)-1	25	-	-	F-1
160.	229/2017	Deputy Director (Legal) (BS-18), Policy Wing, Minister of Petroleum and Natural Resources.	1 Punjab-1	20	-	-	F-1
161.	230/2017	Assistant Director (Legal) (BS-17), Policy Wing, Ministry of Petroleum and Natural Resources.	1 Punjab-1	261	5	5	R-1
162.	234/2017	Deputy Captain Superintendent (Bs-19), Pakistan Marine Capital Administration And Development, Karachi, Ministry of Ports and Shipping.	1 Punjab-1	5	-	-	F-1
163.	235/2017	Senior Research Officer (BS-18), GHQ, Ministry of Defence.	1 Punjab-1	22	-	-	F-1
164.	236/2017	Physician (General Medicine) (BS-19), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet Division.	1 Punjab-1	2	-	-	F-1
165.	237/2017	Nurse (BS-16), National Commission for Child Welfare and Development, Ministry of Human Rights.	1 Punjab-1	128	5	5	R-1
166.	238/2017	Social Case Worker (BS-17), National Commission for Child Welfare and Development, Ministry of Human Rights.	1 Punjab-1	216	5	5	R-1
167.	239/2017	Psychologist (BS-17), National Commission for Child Welfare and Development, Ministry of Human Rights.	1 Punjab-1	346	5	5	R-1
168.	240/2017	Doctor (Female) (BS-17), National Commission for Child Welfare and Development, Ministry of Human Rights.	1 Punjab-1	50	5	5	R-1
169.	241/2017	Research officer (BS-17), Policy Wing, Ministry of Petroleum and Natural Resources.	1 GBFATA-1	299	5	5	R-1
170.	242/2017	Assistant Directors (Technical) (BS-17), Policy Wing, Ministry of Petroleum and Natural Resources	7 Merit-1 Punjab-4 Sindh(R)-1 KPK-1	3163	23	23	R-7
171.	244/2017	Assistant Private Secretaries (BS-16), Intelligence Bureau.	10 Punjab-3 Sindh(R)-3 KPK-1 GBFATA-3	612	5	5	R-4 F-6



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
172.	245/2017	Deputy Chiefs (Fuel) (BS-19), Energy Appraisal & Plan Formulation Section, Energy Wing, Ministry of Planning, Development and Reform.	2 Punjab-1 KPK-1	25	-	-	F-2
173.	247/2017	Assistant Private Secretary (BS-16), Directorate General, Pakistan Post Office, Ministry of Communications.	1 Sindh (U)-1	60	-	-	F-1
174.	249/2017	Assistant Private Secretary (BS-16), Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1	110	1	1	R-1
175.	250/2017	Director (BS-19), Federal Public Service Commission.	1 Merit-1	159	5	5	R-1
176.	251/2017	Information Technology Teachers/ Instructors (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	13 GBFATA-13	391	41	41	R-13
177.	252/2017	Information Technology Teacher/ Instructor (Male) (BS-17), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	278	5	5	R-1
178.	253/2017	Assistant Professors (Male) (BS-18), Islamabad Model Colleges for Boys, Federal Directorate of Education, Capital Administration & Development Division.	2 Punjab-1 Sindh(R)-1	21	1	1	R-1 F-1
179.	254/2017	Drawing Mistresses (BS-16), F.G. Schools, Federal Directorate of Education, Capital Administration and Development Division.	4 Sindh (R)-1 Sindh (U)-2 AJK-1	44	9	9	R-3 F-1
180.	255/2017	Assistant Professors (Female) (BS-18), Federal Government Colleges for Girls, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	4 Punjab-1 Sindh(R)-1 KPK-1 Balochistan-1	51	2	2	R-1 F-3
181.	256/2017	Joint Census Commissioner (Geography) (BS-19), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economic Affairs, Privatization & Statistics.	1 Sindh(R)-1	-	-	-	F-1
182.	257/2017	Assistant Private Secretaries (BS-16), Federal Public Service Commission.	2 GBFATA-1 AJK-1	85	-	-	F-2
183.	258/2017	Senior Drilling Engineer (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	1 Sindh(R)-1	17	-	-	F-1
184.	259/2017	Assistant Private Secretaries (BS-16), Finance Division.	2 Punjab-2	47	-	-	F-2
185.	260/2017	Assistant Private Secretary (BS-16), Management Services Wing, Establishment Division.	1 Sindh (R)-1	62	1	1	R-1
186.	261/2017	Assistant Private Secretary (BS-16), Ministry of Overseas Pakistan and Human Resource Development	1 Sindh (U)-1	60	-	-	F-1



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
187.	262/2017	Assistant Private Secretaries (BS-16), National Accountability Bureau, Islamabad	15 Punjab-8 Sindh(R)-1 Sindh(U)-2 KPK-1 Balochistan-1 GBFATA-1 AJK-1	1978	11	11	F-7
188.	264/2017	Associate Dental Surgeons (BS-18), Federal Govt. Polyclinic, Capital Administration and Development Division.	2 Punjab-1 Sindh(R)-1	24	1	1	R-1 F-1
189.	265/2017	Medical Officer (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration and Development Division.	1 Punjab-1	13	4	4	F-1
190.	267/2017	Staff Nurse (BS-16), Medical Department of Pakistan Railways, (Railway Board), Ministry of Railways.	1 GBFATA-1	32	5	5	R-1
191.	268/2017	Demonstrator (Male) (BS-16), Directorate of Federal Govt. Educational Institution (Cantts/Garrisons), Ministry of Defence.	1 Punjab-1	223	5	5	R-1
192.	270/2017	Engineering adviser (Civil), (BS-20), office of the Chief Engineering Adviser/Chairman Federal Flood Commission, Ministry of Water and Power.	1 Punjab-1	4	2	2	R-1
193.	271/2017	Librarian (BS-16), Intelligence Bureau	1 Sindh(R)-1	183	5	5	R-1
194.	272/2017	Assistant Director (BS-17), Urdu Science Board, National History and Library Heritage Division, Ministry of Information, Broadcasting and National Heritage	1 Punjab-1	295	5	5	R-1
195.	246/2017	Assistant Private Secretary (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab-1	130	2	2	R-1
196.	277/2017	Consulting Surgeon (Thoracic Cardiovascular) (BS-20) FGPC, Capital Administration and Development Division	1 Sindh(R)-1	-	-	-	F-1
197.	278/2017	Associate Anesthetist (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration and Development Division.	01 Punjab-1	-	-	-	F-1
198.	282/2017	Electronic Engineers (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	2 Punjab-2	1033	11	11	R-2
199.	283/2017	Assistant Private Secretaries (BS-16), Board of Investment, Prime Minister's Office.	2 Punjab-1 GBFATA-1	172	-	-	F-2
200.	284/2017	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	1 Punjab-1	57	5	5	R-1
201.	285/2017	Assistant Draftsman (BS-18), Law and Justice Division, Ministry of Law, Justice & Human Rights.	1 Balochistan-1	10	-	-	F-1
202.	286/2017	Assistant Private Secretary (BS-16), Finance Division.	1 GBFATA-1	82	1	1	R-1
203.	287/2017	Assistant Chief (BS-18), Ministry of Industries and Production.	1 Sindh(R)-1	59	5	5	R-1



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
204.	288/2017	Associate Professors (Male) (BS-19), F.G. Colleges Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	3 Punjab-1 Sindh(R)-2	27	-	-	F-3
205.	290/2017	Consultants Ophthalmology (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	3	1	1	R-1 F-1
206.	291/2017	Consultants Chest (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	1	-	-	F-3
207.	292/2017	Consultants Surgery (BS-18) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	2	-	-	F-3
208.	293/2017	Consultants PAEDS (BS-18) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	4	-	-	F-3
209.	297/2017	Junior Scientific Officers (BS-17), Pakistan Navy, Ministry of Defence	5 Punjab-3 Sindh (U)-1 KPK-1	1475	14	14	R-5
210.	299/2017	Assistant Director (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Balochistan -1	5	-	-	F-1
211.	303/2017	Assistant Private Secretaries (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	2 Sindh (U)-1 Balochistan-1	96	-	-	F-2
212.	307/2017	Assistant District Health Officers (BS-17) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	69	9	9	R-3
213.	308/2017	District Health Officers (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	8 GBFATA-8	20	1	1	F-8
214.	309/2017	Deputy Director/ Senior Meteorologist (BS-18), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 KPK-1	10	-	-	F-1
215.	313/2017	Associate Professor/Vice Principal (Geography) (Female) (BS-19), F.G. Colleges, Federal Directorate of Education, Capital Administration and Development Division.	1 Punjab-1	1	-	-	F-1
216.	314/2017	Assistant Professor (Mathematics) (Female) (BS-18), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration & Development Division.	1 Sindh(R)-1	3	-	-	F-1
217.	317/2017	Assistant Private Secretary (BS-16), Federal Public Service Commission.	1 Sindh (U)-1	65	-	-	F-1
Total			2498	274119	7005	7001	
B: Cases pertaining to pre-2018 which are under process with the Commission after the year 2018							
218.	47/2006	Senior Programmers (BS-18), Directorate of Information Technology and MIS, Pakistan Railways, Lahore, Ministry of Railways	2 Punjab-1 Sindh(R)-1	16	5	-	P
219.	48/2014	Chief Nautical Surveyor (BS-20), Directorate General Ports & Shipping Karachi, Ministry of Ports & Shipping.	1 Punjab-1	2	1	1	U/P
220.	54/2014	Assistant Director (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and G.B Division.	1 GBFATA-1	1191	-	-	P



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
221.	56/2014	Administrative Officer (BS-16) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	1 GBFATA -1	1217	5	5	P
222.	57/2014	Demographer (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	1 GBFATA -1	537	5	-	P
223.	58/2014	District Population Welfare Officers (Bs-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	5 GBFATA -5	1901	-	-	P
224.	60/2014	Deputy Director (BS-18), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	1 GBFATA-1	249	-	-	P
225.	61/2014	Range Forest Officers (BS-16) Forests, Wildlife and Environment Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division	19 GBFATA -19	140	-	-	P
226.	75/2014	Lecturers (Male) (BS-17) Government Colleges, Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	64 GBFATA -64)	3361	-	-	P
227.	80/2014	District Attorney (BS-18) Law and Prosecution Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan Division.	1 GBFATA -1	55	-	-	P
228.	98/2014	Chief Engineer & Ship Surveyor (BS-20), Directorate General Ports & Shipping, Karachi, Ministry of Ports & Shipping.	1 Sindh(R)-1	3	-	-	U/P
229.	100/2016	Directors (BS-19), Board of Investment, Prime Minister's Office.	2 Merit-1 Punjab-1	117	-	-	U/P
230.	144/2016	Psychologist (BS-17), (Railway Board), Ministry of Railways.	01 Punjab-1	148	5	-	U/P
231.	150/2016	Assistant Signal & Telecommunication Engineers (BS-17), Signal and Telecom Engineering Department of Pakistan Railways, (Railway Board) Ministry of Railways.	10 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	2871	-	-	U/P
232.	151/2016	Assistant Electrical Engineers (BS-17), Electrical Engineering Department of Pakistan Railways (Railway Board) Ministry of Railways.	7 Merit-1 Punjab-3 Sindh(R)-1 Sindh(U)-1 KPK-1	2662	-	-	U/P
233.	152/2016	Assistant Controllers Of Store/ Purchase (BS-17), Store & Purchase Department of Pakistan Railways (Railway Board), Ministry of Railways.	8 Punjab-5 Sindh (R)-2 KPK-1	1315	-	-	U/P
234.	156/2016	Director (BS-20), Academy of Educational Planning and Management, Ministry of Federal Education And Professional Training.	01 Punjab-1	16	-	-	U/P
235.	234/2016	Subject Specialists (Female) (BS-17), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	45 GBFATA-45	2314	-	-	U/P



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
236.	235/2016	Subject Specialists (MALE) (BS-17), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs & GB.	20 GBFATA-20	2145	-	-	U/P
237.	263/2016	Deputy Superintendent Jail (BS-16), Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	1035	-	-	U/P
238.	264/2016	Superintendent Jail (BS-18), Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	234	-	-	U/P
239.	19/2017	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	1 Punjab-1	52	-	-	U/P
240.	53/2017	Principal/ Headmaster/Senior Teacher/ Instructor (Male) (BS-18), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	29 GBFATA-29	1464	-	-	P
241.	67/2017	Chief Technical Officer (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	1 Punjab-1	12	2	-	P
242.	68/2017	Assistant Census Commissioner (BS-17), Pakistan Bureau Of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	56 Merit-4 Punjab-28 Sindh(R)-7 Sindh(U)-4 KPK-7 Balochistan-3 GBFATA-2 AJK-1	2190	-	-	P
243.	69/2017	Geographer (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	10 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	290	-	-	P
244.	70/2017	Assistant Director (Admn) (BS-17), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	5 Punjab-3 Sindh(R)-1 KPK-1	667	15	-	U/P
245.	71/2017	Deputy Assistant Director (Admn) (BS-16), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	4 Punjab-2 Sindh(R)-1 KPK-1	385	12	-	U/P
246.	72/2017	Deputy Census Commissioner (BS-18), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economics Affairs, Privatization & Statistics.	2 Punjab-1 Sindh(R)-1	104	2	-	P
247.	83/2017	Joint Census Commissioner (BS-19), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economic Affairs, Privatization And Statistics	2 Punjab-1 KPK-1	33	2	-	P
248.	96/2017	Charge/ Staff Nurse (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence.	1 Balochistan-1	3	-	-	U/P
249.	98/2017	Quarantine Officers (BS-18), Animal Quarantine Department, Ministry of National Food Security and Research.	2 Punjab-1 GBFATA-1	67	-	-	U/P



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
250.	110/2017	Radiologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1	0	-	-	U/P
251.	120/2017	Statistician (BS-16), Naval Headquarters, Ministry of Defence.	1 Sindh(R)-1	46	-	-	U/P
252.	123/2017	Social Welfare Officers (Female) (BS-17) Social Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	6 GBFATA-6	139	18	-	P
253.	132/2017	Assistant Directors (BS-17), Airports Security Force, Cabinet Secretariat (Aviation Division).	65 Merit-4 Punjab-33 Sindh(R)-7 Sindh(U)-3 KPK-8 Balochistan-4 GBFATA-2 AJK-2	7162	-	-	U/P
254.	134/2017	Inspectors (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division).	59 Merit-4 Punjab-29 Sindh(R)-7 S(U)-4 KPK-6 KPK-6 Balochistan-4 GBFATA-5	36561	-	-	U/P
255.	157/2017	Senior System Analyst (BS-18), Institute of Optronics, Ministry of Defence Production	1 Punjab-1	125	5	-	U/P
256.	161/2017	Lady Welfare Officers (BS-16), Naval Headquarters, Ministry of Defence	3 Punjab-2 KPK-1	82	7	-	U/P
257.	165/2017	Assistant Professor (Mathematics) (Female) (BS-18), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration & Development Division.	1 Sindh(R)-1	3	-	-	U/P
258.	169/2017	Assistant Professors (Female) (BS-18), Permanent, Directorate of Federal Government Educational Institutions (Cantt/Garrison) Colleges, Ministry of Defence.	15 Merit-1 Punjab-8 Sindh(R)-2 KPK-2 Balochtan-1 GBFATA-1	716	32	32	U/P
259.	170/2017	Software Engineer (BS-17), Board of Investment, Prime Minister's Office	1 Punjab-1	403	5	-	U/P
260.	173/2017	Assistant Manager IT (BS-17), Intelligence Bureau.	11 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 GBFATA-1	2458	-	-	U/P
261.	174/2017	Assistant Professor (Education) (BS-18), Federal College of Education, Islamabad, Capital Administration and Development Division.	1 Sindh(R)-1	41	-	-	U/P
262.	197/2017	Consultant (Oral Surgeon) (BS-18) Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	4	-	-	U/P



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
263.	199/2017	Principals Midwifery Training School (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	37	6	-	U/P
264.	210/2017	Assistant Private Secretary (BS-16), Ministry of Petroleum and Natural Resources.	1 Punjab-1	71	-	-	U/P
265.	226/2017	Deputy Directors (BS-18), Federal Public Service Commission	3 Merit-1 Punjab-1 KPK-1	381	-	-	U/P
266.	227/2017	Data Processing Assistants (BS-16), Intelligence Bureau.	9 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	849	-	-	U/P
267.	231/2017	Directors (Non-Technical) (BS-19), Policy Wing, Ministry of Petroleum and Natural Resources.	2 Punjab-1 KPK-1	55	-	-	U/P
268.	232/2017	Fire Officers (BS-16), Pakistan Navy, Ministry of Defence.	2 Punjab-2	62	10	-	U/P
269.	233/2017	Dietitians (Female) (BS-16), Pakistan Navy, Ministry of Defence.	3 Merit-1 Punjab-1 KPK-1	83	-	-	U/P
270.	243/2017	Deputy Directors (Non-Technical) (BS-18), Policy Wing, Ministry of Petroleum and Natural Resources.	2 Punjab-1 KPK-1	151	10	-	U/P
271.	266/2017	Assistant Directors (BS-18), Central Directorate of National Savings, Finance Division, Islamabad.	31 Punjab-17 Sindh(R)-2 Sindh(U)-3 KPK-4 Balochistan-3 GBFATA-1 AJK-1	1045	-	-	U/P
272.	269/2017	Executive Engineer (BS-18), Gilgit Baltistan Council Secretariat, Islamabad.	1 Punjab-1	31	-	-	U/P
273.	273/2017	Artist (BS-17), Urdu Science Board, Ministry of Information, Broadcasting & National Heritage.	1 Punjab-1	63	-	-	U/P
274.	274/2017	Assistant Directors (BS-17), Intelligence Bureau.	31 Merit-2 Punjab-16 Sindh(R)-3 Sindh(U)-3 KPK-4 Balochistan-2 GBFATA-1	41589	-	-	U/P
275.	275/2017	Assistant Directors (Male) (BS-17), Department of Explosives, Ministry of Industries and Production.	12 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1 AJK-1	1187	-	-	U/P



S.No.	Case No.	Name of posts with ministry/ division/ department.	Posts with Quota	No. of Apps.	Candidates		Remarks
					Pre-selected	Inter-viewed	
276.	279/2017	Research Officer (BS-17), Ministry of Federal Education and Professional Training.	1 KPK-1	172	-	-	U/P
277.	281/2017	Assistant Executive Engineers (B&R/ E&M) (BS-17), MES, Ministry of Defence.	49 Merit-4 Punjab-26 Sindh(R)-5 Sindh(U)-4 KPK-5 Balochistan-3 GBFATA-1 AJK-1	13202	-	-	U/P
278.	289/2017	Bio Medical Engineers (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	81	-	-	U/P
279.	294/2017	Hospital Dietitian (BS-17) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	28	-	-	U/P
280.	296/2017	Health Education & Nutrition Officer (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	87	-	-	U/P
281.	298/2017	Junior Scientific Officer (Fumigation and Pest Control) (BS-17), Ministry of Defence.	1 Sindh(R)-1	104	-	-	U/P
282.	300/2017	Assistant Directors Tourism (BS-17), Tourism, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	7 GBFATA-7	2335	-	-	P
283.	301/2017	Assistant Director Culture (BS-17), Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	1201	-	-	U/P
284.	302/2017	Director General (BS-20), National Health Emergency Preparedness & Response Network, Ministry of National Health Services, Regulations & Coordination.	1 Merit-1	19	-	-	U/P
285.	304/2017	Assistant Chief/ Planning Officers (BS-18), Planning & Development Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	157	-	-	P
286.	305/2017	Assistant Directors (BS-17), Food Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	513	-	-	P
287.	306/2017	Civil Supply Officers (BS-16), Food Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-1	503	-	-	U/P
288.	310/2017	Assistant Mechanical Engineer (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 Punjab-1	72	-	-	U/P
289.	315/2017	Ordnance Management Officers (Grade-III) (BS-17), OS Directorate, GHQ, Ministry of Defence.	3 Merit-1 Punjab-1 Sindh(U)-1	657	-	-	U/P
Sub Total under process			652	139271	147	38	
Grand Total			3150	413390	7152	7039	

P* = Pending due to Litigation

W = Requisition Withdrawn

R = Recommended

F = Failure

U/P= Under Process



Appendix-13

Cases in which Alternate Nominations were made due to non joining of Principal Nominees

S. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Alternate Nominations
1.	54/2015	Senior Scientific Assistants (BS-16), Naval Headquarters, M/O Defence.	2
2.	63/2015	Assistant Armament Supply Officers (BS-16), Naval Headquarters, M/O Defence.	1
3.	123/2015	Inspectors (investigation) (BS-16) Federal Investigation Agency, M/O Interior.	9
4.	187/2010	Deputy Directors (BS-18), Survey of Pakistan, Ministry of Defence	3
5.	190/2016	Eight Principals (Female) (BS-18), F.G. English Medium Schools, Directorate of federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1
6.	168/2016	Medical Officers (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet Division.	1
7.	139/2016	Assistant Mechanical Engineers (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board), Ministry of Railways.	4
8.	249/2016	Assistant private secretary (bs-16), permanent, ministry of Climate Change.	1
9.	26/2016	Senior Auditors (BS-16), Pakistan Audit Department, Office of the Auditor General Of Pakistan.	53
10.	176/2016	Chemists (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	4
11.	100/2016	Directors (BS-19), Board of Investment, Prime Minister's Office.	1
12.	173/2016	Senior Auditors (BS-16), Pakistan Railway Accounts Department, Ministry of Railways.	9
13.	37/2016	Demonstrators (BS-17), Federal Medical & Dental College, Cabinet Division.	10
14.	308/2016	Inspectors (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	3
15.	196/2016	Assistant Chief Administrative Officers (BS-17), GHQ, Ministry of Defence	1
16.	231/2016	Assistant Private Secretaries (BS-16), Federal Government Organization.	4
17.	207/2016	Librarians (BS-17), Federal Government Educational Institutions Directorate (Cantts/Garrisons), Ministry of Defence.	4
18.	117/2016	Assistant Private Secretaries (BS-16), Ministry of Law, Justice and Human Rights.	2
19.	167/2016	Charge Nurses (Bs-16), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet Division.	14
20.	120/2016	Civilian Medical Practitioners (CMP) (BS-17), Ordnance Corps, Ministry of Defence	1
21.	274/2016	Assistant Private Secretaries (BS-16), Federal Public Service Commission. Domicile	2
22.	53/2016	Assistant Education Officers (BS-16), Federal Directorate of Education, Capital Administration and Development Division	2
23.	127/2016	Assistant Executive Engineers (Civil) (BS-17), Civil Engineering	5



S. No.	Case No.	Name of post with Ministry/ Division/ Department & BPS.	Alternate Nominations
		Department of Pakistan Railways, (Railway Board), Ministry of Railways	
24.	191/2016	Associate Professors (Male) (BS-19), F.G. Colleges Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	1
25.	78/2016	Deputy Headmistress (BS-17), F.G. Schools, federal directorate of Education, Capital Administration and Development Division.	3
26.	188/2016	Cost Accounts Officer (BS-19), Finance Division.	1
27.	80/2015	Inspectors Customs/ Intelligence Officers (BS-16), FBR, Revenue Division.	57
28.	85/2016	Assistant Executive Engineers (Civil) (BS-17), Pak. PWD, Ministry of Housing and Works.	4
29.	248/2016	Staff Nurses (BS-16), Medical Department of Pakistan Railways, (Railway Board) Ministry of Railways.	4
30.	236/2016	Research Officers/ Planning Officers/ Survey Officers (BS-17), Economists Group, Ministry of Planning Development and Reform.	1
31.	43/2017	Assistant Private Secretaries (BS-16), Ministry of National Health Services, Regulations & Coordination.	2
32.	81/2017	Assistant Commissioners for Indus Waters (BS-17), Office of the Pakistan Commissioner for Indus Waters, Ministry of Water and Power.	1
33.	146/2017	Librarian (BS-16), Military College Jhelum, Ministry of Defence.	1
34.	57/2017	Oriental Teacher (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2
35.	149/2017	Medical Officer (BS-17), Military College Jhelum, Ministry of Defence	1
36.	30/2017	Medical Officer (BS-17), Federal Government Polyclinic, Capital Administration and Development Division.	11
37.	31/2017	Computer Instructors (BS-17), Staff Welfare Organization Establishment Division	1
38.	3/2017	public relations officer (bs-16), board of investment, prime minister's office	2
39.	131/2017	Medical Officers (BS-17), Airports Security Force, Cabinet Secretariat, (Aviation Division).	5
40.	49/2017	Veterinary Officers (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	4
Total			238



Appendix-14

Statistics on Interviews and Personal Hearings conducted by the Commission during 2018

Interview. Program. No.	Interview						Personal Hearing						Grand Total
	Islamabad	Lahore	Peshawar	Karachi	Quetta	Total	Islamabad	Lahore	Peshawar	Karachi	Quetta	Total	
01/2018	8	-	-	-	-	8	-	-	-	-	-	-	8
02/2018	225	22	15	45	5	312	10	4	4	4	-	22	334
03/2018	347	21	6	21	-	395	6	2	-	4	-	12	407
04/2018	267	26	5	6	-	304	13	-	2	4	-	19	323
05/2018	55	41	5	18	-	119	16	8	-	9	-	33	152
06/2018	75	9	2	2	-	88	2	-	-	1	-	3	91
07/2018	297	14	1	9	2	323	21	4	-	2	1	28	351
08/2018	207	-	-	6	-	213	51	-	-	2	-	53	266
09/2018	61	29	10	27	2	129	19	9	4	14	1	47	176
10/2018	84	33	16	16	2	151	30	26	4	4	3	67	218
11/2018	254	149	3	71	-	477	2	2	-	2	-	6	483
12/2018	59	75	-	151	73	358	-	-	-	2	2	4	362
13/2018	208	150	72	74	-	504	1	1	2	-	-	4	508
14/2018	140	60	120	136	-	456	-	-	-	-	-	-	456
15/2018	38	406	32	-	-	476	1	-	-	-	-	1	477
16/2018	56	78	18	93	42	287	11	19	9	14	11	64	351
17/2018	79	69	17	34	5	204	1	1	-	-	-	2	206
18/2018	58	27	8	14	4	111	6	5	2	6	2	21	132
19/2018	4	-	-	-	-	4	-	-	-	-	-	-	4
20/2018	14	29	1	16	15	75	20	39	7	12	1	79	154
21/2018	108	11	6	23	-	148	15	1	2	3	-	21	169
22/2018	201	-	-	-	-	201	-	-	-	-	-	-	201
23/2018	201	54	72	-	-	327	-	-	-	-	-	-	327
24/2018	110	7	-	129	-	246	34	6	-	20	-	60	306
Total	3156	1310	409	891	150	5916	259	127	36	103	21	546	6462



Appendix-15

**Recruitment Cases withdrawn by the Requisitioning Ministry/
Division/ Department during 2018**

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Posts with Quota	No. of Apps.	Preselect	Interviewed	Remarks
1	78/2014	Director Physical Education (Female) (BS-16), Government Colleges, Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	21	4	0	WD-1
2	15/2017	Fisheries Development Commissioner (BS-20), Ministry of Ports & Shipping.	1 Punjab-1	11	0	0	WD-1
3	42/2018	Deputy Scientific Adviser (BS-19), Ministry of Science and Technology.	1 Punjab-1	0	0	0	WD-1
Total			3	32	4	0	WD-3



Appendix-16

Recruitment Cases re-Advertised

S. No.	Advt. No.	Case No.	Name of Posts with Ministry/ Division/ Department & BPS.	Posts with Quota
1.	1/2018	3/2018	Radiologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1
2.	1/2018	4/2018	Charge/ Staff Nurses (Female) (BS-16), Military Hospitals, Ministry of Defence (Defence Division)	38 Sindh(R)-1 Sindh(U)-1 KPK-7 Balochistan-24 GBFATA-4 AJK-1
3.	1/2018	5/2018	Official Reporter (English) (BS-17), National Assembly Secretariat.	1 Sindh(R)-1
4.	1/2018	13/2018	Assistant Meteorologist (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 GBFATA-1
5.	1/2018	15/2018	Assistant Directors (BS-17), Intelligence Bureau.	12 Punjab-4 Sindh(R)-3 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1
6.	1/2018	18/2018	Senior Auditors (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan.	2 Sindh(U)-1 GBFATA-1
7.	1/2018	22/2018	Lecturers (Female) (BS-17), Federal Government Colleges For Women, Federal Directorate of Education, Islamabad, Capital Administration & Development Division.	2 Sindh(U)-1 Balochistan-1
8.	1/2018	25/2018	Assistant Private Secretary (BS-16), Military Finance Wing, Finance Division.	1 Balochistan-1
9.	2/2018	21/2018	Assistant Directors (BS-18), Central Directorate of National Savings, Finance Division.	5 Punjab-4 KPK-1
10.	2/2018	23/2018	Translator (BS-16), Ministry of Commerce.	1 Punjab-1
11.	2/2018	26/2018	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	1 Punjab-1
12.	2/2018	27/2018	Eye Specialist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	1 Punjab-1
13.	2/2018	32/2018	Assistant Private Secretary (BS-16), Ministry of Ports and Shipping.	1 Merit-1
14.	2/2018	33/2018	Assistant Private Secretaries (BS-16), Director General's Office, Pak PWD, Ministry of Housing & Works.	5 Sindh(R)- 3 GBFATA-1 AJK-1
15.	2/2018	34/2018	Assistant Private Secretary (BS-16), Military Finance Wing, Finance Division.	1 KPK-1
16.	2/2018	44/2018	Superintending Engineer (Floods) (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water And Power.	1 Punjab-1
17.	2/2018	46/2018	Assistant Chief Administrative Officer (BS-17), GHQ, Ministry of Defence, (Defence Division)	1 Punjab-1
18.	2/2018	47/2018	Joint Commissioners for Indus Waters (BS-19), Office of the Pakistan Commissioner for Indus Waters, Ministry of Water and Power.	2 Merit-1 Punjab-1



S. No.	Advf. No.	Case No.	Name of Posts with Ministry/ Division/ Department & BPS.	Posts with Quota
19.	2/2018	49/2018	2 nd Engineers (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, Ministry of Defence.	2 Punjab-2
20.	2/2018	53/2018	Assistant Armament Supply Officer (BS-16), Naval Headquarters, Ministry of Defence	1 Punjab-1
21.	2/2018	54/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	3 Merit-2 KPK-1
22.	3/2018	16/2018	Social Welfare Officer (BS-17), National Commission For Child Welfare and Development, Ministry of Human Rights.	1 Punjab-1
23.	3/2018	38/2018	Deputy Director (BS-18), Permanent, Directorate of Dock Workers Safety, (Regional Office) Gawadar, Ministry of Maritime Affairs.	1 Punjab-1
24.	3/2018	45/2018	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	52 Punjab- 29 Sindh(R)- 6 Sindh(U)-1 KPK-10 Balochistan-1 GBFATA-2 AJK-3
25.	3/2018	56/2018	Assistant Private Secretaries (BS-16), Ministry of Law, Justice and Human Rights	7 Punjab-7
26.	3/2018	58/2018	Assistant Private Secretaries (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	2 Punjab-2
27.	3/2018	59/2018	Assistant Private Secretaries (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	2 Punjab-1 Sindh(R)-1
28.	3/2018	70/2018	Lecturers (Female) (BS-17), Federal Government Colleges for Women, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	2 Punjab-1 Sindh(R)- 1
29.	3/2018	73/2018	Assistant Private Secretary (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	1 Merit-1
30.	3/2018	76/2018	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 Resources.	2 Punjab-1 Balochistan-1
31.	3/2018	79/2018	Chief Cost Accounts Officer (BS-21), Finance Division	1 Merit-1
32.	4/2018	68/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence	5 Punjab-5
33.	4/2018	80/2018	Assistant Private Secretary (Bs-16), Federal Public Service Commission	1 Sindh(R)-1
34.	4/2018	85/2018	Deputy Director (Legal) (BS-18), Policy Wing, Ministry of Energy (Petroleum Division).	1 Punjab-1
35.	4/2018	88/2018	Senior Physiotherapist (Female) (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1
36.	4/2018	90/2018	Assistant Private Secretaries (BS-16), Ministry of Law & Justice.	2 Merit-1
37.	5/2018	36/2018	Physical Education Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	41 GBFATA-41
38.	5/2018	69/2018	Trained Graduate Teachers (Male) (BS-16), F.G. English Medium Schools, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	19 Punjab-11 Sindh(U)-5 Balochistan-3
39.	5/2018	89/2018	Inspector Inland Revenue (BS-16), Revenue Division, Federal Board of Revenue.	1 AJK-1



S. No.	Advt. No.	Case No.	Name of Posts with Ministry/ Division/ Department & BPS.	Posts with Quota
40.	5/2018	91/2018	Physical Education Teachers (Male), (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	40 GBFATA-40
41.	5/2018	93/2018	Medical Officers (BS-17), Federal Government Polyclinic, Capital Administration and Development Division.	3 Punjab-2 KPK-1
42.	5/2018	95/2018	Assistant Programmer (BS-17), Military Engineer Services, Ministry of Defence (Defence Division).	1 Sindh(R)-1
43.	5/2018	96/2018	Senior Speech Therapist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1
44.	5/2018	97/2018	Senior Prosthetics & Orthotist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Punjab-1
45.	5/2018	98/2018	Pathologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1
46.	5/2018	102/2018	Directors (BS-19), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division)	2 Merit-1 Punjab-1
47.	5/2018	103/2018	Assistant Private Secretary (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	1 Sindh(U)-1
48.	5/2018	105/2018	Senior Drilling Engineer (BS-18), Geological Survey of Pakistan, Ministry of Energy (Petroleum Division)	1 Sindh(R)-1
49.	5/2018	109/2018	Assistant Draftsman (BS-18), Ministry of Law and Justice.	1 Sindh(R)-1
50.	5/2018	110/2018	Assistant Private Secretaries (BS-16), Federal Public Service Commission	3 Sindh(U)-1 GBFATA-1 AJK-1
51.	5/2018	111/2018	Associate Professor/Vice Principal (Geography) (Female) (BS-19), F.G. Colleges, Federal Directorate of Education, Capital Administration and Development Division.	1 Punjab-1
52.	5/2018	112/2018	Deputy Director/ Senior Meteorologist (BS-18), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 KPK-1
53.	5/2018	113/2018	Assistant Private Secretaries (BS-16), Finance Division	2 Punjab-2
54.	5/2018	117/2018	Associate Radiologist (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration and Development Division.	1 Punjab-1
55.	5/2018	128/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	15 Punjab-3 Sindh(R)-3 Sindh(U)-3 KPK (W)-1 Balochistan-2 GBFATA-2 AJK-1
56.	5/2018	138/2018	Assistant Chief (BS-18), Health Section, Ministry of Planning, Development and Reform	1 Punjab-1
57.	5/2018	139/2018	Medical Officer (BS-17), Airports Security Force, Cabinet Secretariat, (Aviation Division)	1 Sindh(R)-1
58.	6/2018	114/2018	Assistant Professors (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence	2 KPK-1 GBFATA-1
59.	6/2018	127/2018	Assistant Private Secretary (BS-16), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Energy (Power Division).	1 Sindh(R)-1
60.	6/2018	131/2018	Medical Officers (Male) (BS-17) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	5 GBFATA-5



S. No.	Advf. No.	Case No.	Name of Posts with Ministry/ Division/ Department & BPS.	Posts with Quota
61.	6/2018	132/2018	Assistant Private Secretaries (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	2 Sindh(U)-1 Balochistan-1
62.	6/2018	134/2018	Deputy Headmistress (BS-17), Federal Directorate of Education, CAD Division.	1 KPK-1
63.	6/2018	135/2018	Deputy Director (BS-18), Management Services Wing, Establishment Division.	1 Punjab-1
64.	6/2018	141/2018	Assistant Private Secretaries (BS-16), Ministry of Law and Justice	31 Punjab-14 Sindh(R)-1 Sindh(U)-7 KPK-1 Balochistan-3 GBFATA-3 AJK-2
65.	6/2018	142/2018	Inspector Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue.	2 Sindh(R)-2
66.	6/2018	143/2018	Associate Professor (Physics) (Male) (BS-19), F.G. Colleges Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 KPK-1
67.	6/2018	146/2018	Staff Nurse (BS-16), Medical Department of Pakistan Railways, (Railway Board) Ministry of Railways	1 AJK-1
68.	6/2018	151/2018	Assistant Director/ Research Officer, (BS-17), Akhtar Hameed Khan National Centre for Rural Development, Cabinet Secretariat, Establishment Division.	1 Sindh(R)-1
69.	6/2018	153/2018	Medical Officers (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration and Development Division	12 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK- 2 Balochistan-1 AJK-1
70.	6/2018	168/2018	Senior Scientific Assistant (BS-16), Naval Headquarters, Ministry of Defence	1 KPK-1
71.	8/2018	107/2018	Assistant Draftsman (BS-18), Ministry of Law and Justice	1 Balochistan-1
72.	8/2018	140/2018	Vice Principals/ Headmistress (Female) (BS-18), Federal Directorate Of Education, Islamabad, Capital Administration & Development Division.	2 Punjab-1 Balochistan-1
73.	8/2018	155/2018	Assistant Private Secretary (BS-16), Director General's Office, Pak PWD, Ministry of Housing & Works.	1 Sindh(U)-1
74.	8/2018	156/2018	Trained Graduate Teachers (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	6 GBFATA-6
75.	8/2018	157/2018	Trained Graduate Science Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2
76.	8/2018	167/2018	Assistant Private Secretary (BS-16), Ministry of Industries & Production, Islamabad.	1 Merit-1
77.	8/2018	178/2018	Inspector Customs/ Intelligence Officers (BS-16), Revenue Division, Federal Board of Revenue.	19 Punjab-12 Sindh(R)-4 Sindh(U)-3
78.	8/2018	180/2018	Appraising/ Valuation Officers (BS-16), Revenue Division, Federal Board of Revenue	4 Punjab-4
79.	8/2018	196/2018	Pathologist-Cum-Bacteriologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	1 Punjab-1
80.	8/2018	197/2018	Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	1 Punjab-1



S. No.	Advt. No.	Case No.	Name of Posts with Ministry/ Division/ Department & BPS.	Posts with Quota
81.	8/2018	199/2018	Assistant Professor (Islamic Studies) (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence	1 Punjab-1
82.	9/2018	169/2018	Assistant Professor (Mathematics) (Female) (BS-18), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration & Development Division	1 Sindh(R)-1
83.	9/2018	179/2018	Consulting Physician(Cardiology) (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division	1 KPK-1
84.	9/2018	181/2018	Assistant Professor (Statistics) (Male) (BS-18), Federal Government Colleges For Men, Federal Directorate Of Education, Islamabad, Capital Administration And Development Division.	1 Sindh(U)-1
85.	9/2018	183/2018	Assistant Private Secretaries (BS-16), Intelligence Bureau	6 Punjab-2 Sindh(R)-1 Sindh(U)-1 Balochistan-2
86.	9/2018	184/2018	Assistant Executive Engineer (BS-17), Local Government and Rural Development Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1
87.	9/2018	185/2018	Test Development Specialist (BS-18), National Education Assessment System(Neas), Ministry of Federal Education and Professional Training	1 Sindh(R)-1
88.	9/2018	198/2018	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence	1 KPK-1
89.	9/2018	210/2018	Assistant Private Secretary (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division).	1 Punjab-1
90.	10/2018	207/2018	Deputy Captain Superintendent (BS-19), Pakistan Marine Academy, Karachi, Ministry of Maritime Affairs	1 Punjab-1
91.	10/2018	208/2018	Legislative Translation Officer (BS-18), Ministry of Law And Justice	1 Punjab-1
92.	10/2018	209/2018	Trained Graduate Science Teachers (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3
93.	10/2018	215/2018	Deputy Director (Medical) (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1
94.	10/2018	217/2018	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence	9 Merit-1 Punjab-4 Sindh(R)-1 KPK- 3
95.	11/2018	165/2018	District Health Officers (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	8 GBFATA-8
96.	11/2018	212/2018	Rehabilitation Specialists (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	3 Punjab-2 Sindh(R)-1
97.	11/2018	218/2018	Deputy Chiefs (FUEL) (BS-19), Energy Appraisal & Plan Formulation Section, Energy Wing, Ministry of Planning, Development and Reform.	2 Punjab-1 KPK-1
98.	11/2018	219/2018	Assistant Private Secretary (BS-16), Directorate General, Pakistan Post Office, Ministry of Communications	1 Sindh(U)-1
99.	11/2018	220/2018	Assistant Professor (Mathematics) (Male) (BS-18), Federal Directorate Of Education, Ministry of Federal Education and Professional Training.	1 Punjab-1
100.	11/2018	221/2018	Senior Auditor (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan.	1 KPK-1
101.	11/2018	223/2018	Deputy Assistant Solicitor (BS-17), Ministry of Law and Justice.	1 Punjab-1



FEDERAL PUBLIC SERVICE COMMISSION

S. No.	Advf. No.	Case No.	Name of Posts with Ministry/ Division/ Department & BPS.	Posts with Quota
102.	11/2018	224/2018	Inspector (BS-16), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab-1
103.	11/2018	225/2018	Sub Divisional Forest Officer (BS-17), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1
104.	11/2018	227/2018	Assistant Professor (Chemistry) (BS-18), Military College Jhelum, Ministry of Defence	1 KPK-1
105.	11/2018	228/2018	Prosthetics & Orthotist (BS-17), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Sindh(R)-1
106.	11/2018	229/2018	Trained Graduate Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	4 GBFATA-4
107.	11/2018	232/2018	Assistant Professors (Female) (BS-18), Federal Government Colleges For Girls, Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training.	3 Punjab-1 KPK-1 Balochistan-1
108.	11/2018	237/2018	Vice Principal/ Headmaster (Male) (BS-18), Federal Govt. Schools, Federal Directorate of Education, Islamabad, Ministry of Federal Education and Professional Training.	1 Punjab-1
109.	11/2018	239/2018	Assistant Professor (Mathematics) (Male) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cants/ Garrisons), Ministry of Defence.	2 Punjab-1 Sindh(U)-1
110.	11/2018	245/2018	Physician (General Medicine) (BS-19), Federal General Hospital, Chak Shahzad, Islamabad, Ministry of National Health Services, Regulations and Coordination.	1 Punjab-1
111.	11/2018	246/2018	Chief Documentation Officer (BS-19), Academy of Educational Planning and Management, Ministry of Federal Education And Professional Training.	1 Sindh(R)-1
112.	11/2018	252/2018	Assistant Manager IT (BS-17), Intelligence Bureau.	1 AJK-1
113.	11/2018	253/2018	Assistant Director (BS-17), Geological Survey of Pakistan, Petroleum Division, Ministry of Energy.	1 Balochistan-1
114.	11/2018	254/2018	Inspector (BS-16), Anti Narcotics Force, (Narcotics Control Division) Ministry of Narcotics Control.	1 KPK-1
115.	11/2018	257/2018	Associate Professor (Mathematics) (BS-19), Federal College of Education, Ministry of Federal Education and Professional Training.	1 Sindh(R)-1
116.	11/2018	263/2018	Associate Anesthetist (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Ministry of National Health Services Regulations and Coordination.	1 Punjab-1
117.	12/2018	249/2018	Joint Census Commissioner (Geography) (BS-19), Pakistan Bureau of Statistics, Statistics Division, Ministry of Finance, Revenue, Economic Affairs, Privatization & Statistics.	1 Sindh(R)-1
118.	12/2018	266/2018	Draftsman (BS-19), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1
119.	12/2018	276/2018	Assistant Private Secretaries (BS-16), National Accountability Bureau.	7 Punjab-1 Sindh(R)-1 Sindh(U)-2 Balochistan-1 GBFATA-1 AJK- 1
120.	1/2018	6/2018	Pathologist (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	1 Punjab-1
121.	1/2018	9/2018	Associate Professor/Vice Principal (Mathematics) (Male) (BS-19), Federal Directorate of Education Capital Administration and Development Division.	1 Punjab-1



S. No.	Advt. No.	Case No.	Name of Posts with Ministry/ Division/ Department & BPS.	Posts with Quota
122.	1/2018	10/2018	Chief Documentation Officer (BS-19), Educational Planning And Management, Ministry of Federal Education and Professional Training.	1 Sindh(R)-1
123.	2/2018	11/2018'	Physician Psychiatry (BS-19), Federal Govt. Polyclinic, Capital Administration and Development Division.	1 Sindh(R)-1
124.	1/2018	12/2018	Assistant Private Secretaries (BS-16), Ministry of Planning and Development and Reform.	6 Punjab-1 Sindh(U)-3 Balochistan-1 GBFATA-1
125.	1/2018	24/2018	Associate Anesthetist (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Capital Administration and Development Division.	1 Punjab-1
126.	2/2018	30/2018	Consultants Anesthesia (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3
127.	3/2018	37/2018	Agriculture Officer (BS-17), Agriculture Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1
128.	2/2018	39/2018	Charge/Staff Nurse, (BS-16), Federal Govt. Polyclinic, Islamabad CAD Division.	1 Balochistan-1
129.	2/2018	48/2018	Assistant Private Secretaries (BS-16), Ministry of States & Frontier Regions	2 Sindh (R)-1 GBFATA-1
130.	2/2018	50/2018	Prothetics & Orthotist (BS-17), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	1 Sindh(R)-1
131.	2/2018	51/2018	Rehabilitation Specialists (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence	3 Punjab-2 Sindh(R)-1
132.	2/2018	55/2018	Assistant Private Secretary (BS-16) National Health Services, Regulations & Coordination.	2 Punjab-1 Sindh(U)-1
133.	3/2018	60/2018	Draftsman, (BS-19), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1
134.	4/2018	61/2018	Joint Census Commissioner, (BS-19), (Geography), Pakistan Bureau Of Statistics, Statistics Division, Ministry of Finance, Revenue, Economic Affairs, Privatization & Statistics.	1 Sindh(R)-1
135.	4/2018	72/2018	Physical Training Instructor (Senior) (Male) (BS-16), Federal Directorate of Education, CAD Division.	1 Punjab-1
136.	4/2018	86/2018	Associate Professor (Mathematics) (BS-19), Federal College of Education, Capital Administration and Development Division.	1 Sindh(R)-1
137.	5/2018	104/2018	Medical Officer (Female), (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1
138.	6/2018	144/2018	Rehabilitation Specialists (BS-18), Armed Forces Institute of Rehabilitation Medicine, Ministry of Defence.	3 Punjab-2 Sindh(R)-1
139.	6/2018	145/2018	Assistant Professor (Mathematics) (BS-18), Military College Jhelum, Ministry of Defence.	1 Sindh(R)-1
Merit				12
Punjab				165
Sindh(Rural)				53
Sindh(Urban)				38
Khyber Pakhtunkhwa				212
Balochistan				218
GB/FATA				138
AJK				14
Total				510



Appendix-17

Recruitment against Minorities Quota

S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Ministry Quota/Posts	Finalized	
				Nomination	Failure
1	76/2014	Lecturers (Female) (BS-17), Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	-	1 GBFATA-1
2	37/2016	Demonstrators (BS-17), Federal Medical & Dental College, Cabinet Division.	1 Punjab-1	1 Punjab-1	-
3	126/2016	Assistant Professors (Male), (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence.	1 Punjab-1	-	1 Punjab-1
4	277/2016	Inspectors Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue.	22 Punjab-12 Sindh(R)-3 Sindh(U)-1 KPK-3 Balochistan-1 GBFATA-1 AJK-1	21 Punjab-12 Sindh(R)-3 Sindh(U)-1 KPK-3 Balochistan-1 GBFATA-1	1 AJK-1
5	308/2016	Inspectors (BS-16), Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab-1	-	1
6	9/2017	Lecturer (Male) (BS-17), Federal Government Colleges for Men, Federal Directorate of Education, Islamabad, CADD.	1 Punjab-1	1 Punjab-1	-
7	30/2017	Medical Officer (BS-17), Federal Government Polyclinic, CADD	5 Punjab-3 Sindh(U)-1 KPK-1	2 Punjab-1 Sindh(U)-1	3 Punjab-2 KPK-1
8	37/2017	Vice Principal/ Headmistress (Female) (BS-18), Federal Directorate of Education, Islamabad, CADD.	2 Punjab-1 Balochistan-1	-	2 Punjab-1 Balochistan-1
9	55/2017	Physical Education Teachers (Male) (BS-16), Education Department Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	-	3 GBFATA-3
10	56/2017	Physical Education Teachers (Female) (BS-16), Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan	2 GBFATA-2	-	2 GBFATA-2
11	57/2017	Oriental Teacher (Male) (BS-16), Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	-	2 GBFATA-2
12	58/2017	Oriental Teacher (Female) (BS-16), Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	-	2 GBFATA-2
13	101/2017	Trained Graduate Teachers (Male), (BS-16), Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	6 GBFATA-6	-	6 GBFATA-6
14	102/2017	Trained Graduate Teacher (Female) (BS-16), Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	1 GBFATA-1	4 GBFATA-4
15	103/2017	Trained Graduate Science Teachers (Female), (BS-16), Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	-	2 GBFATA-2
16	104/2017	Trained Graduate Science Teachers (Male), (BS-16), Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	-	3 GBFATA-3
17	129/2017	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	1 Punjab-1	-	1 Punjab-1



S. No.	Case No.	Name of posts with Ministry/ Division/ Department.	Ministry Quota/Posts	Finalized	
				Nomination	Failure
18	171/2017	Physical Training Instructor (Senior) (Male) (BS-16), Federal Directorate of Education, CAD Division.	1 Punjab-1	-	1 Punjab-1
19	172/2017	Senior Auditors (BS-16), Controller General of Accounts Organization, Finance Division.	36 Punjab-19 Sindh(R)-4 Sindh(U)-3 KPK-5 Balochistan-2 GBFATA-2 AJK-1	34 Punjab-19 Sindh(R)-4 Sindh(U)-3 KPK-5 Balochistan-2 GBFATA-1	2 GBFATA-1 AJK-1
20	178/2017	Assistant Private Secretaries (BS-16), Intelligence Bureau.	2 Punjab-1 Sindh(R)-1	-	2 Punjab-1 Sindh(R)-1
21	185/2017	Chemist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Punjab-1	1 Punjab-1	-
22	192/2017	Assistant Private Secretaries (BS-16), Ministry of Law, Justice and Human Rights.	3 Punjab-2 Sindh(R)-1	-	3 Punjab-2 Sindh(R)-1
23	203/2017	Medical Officers (Female) (BS-17) Health Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	-	1 GBFATA-1
24	204/2017	Medical Officers (Male) (BS-17) Health Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	-	5 GBFATA-5
25	205/2017	Assistant Directors (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	3 Punjab-1 Sindh(U)-1 KPK-1	3 Punjab-1 Sindh(U)-1 KPK-1	-
26	211/2017	Agriculture Officer (BS-17), Agriculture Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	-	1 GBFATA-1
27	213/2017	Assistant Professors, (Male) (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 Punjab-1	-	1 Punjab -1
28	220/2017	Vice Principal/ Headmaster (Male) (BS-18), Federal Directorate of Education, Islamabad, CADD.	1 Punjab-1	-	1 Punjab -1
29	244/2017	Assistant Private Secretaries (BS-16), Intelligence Bureau.	1 Punjab -1	-	1 Punjab -1
30	253/2017	Assistant Professors (Male) (BS-18), Federal Directorate of Education, CADD.	1 Punjab -1	-	1 Punjab -1
31	255/2017	Assistant Professors (Female) (BS-18), Federal Directorate Of Education, Islamabad, CADD.	1 Punjab -1	-	1 Punjab -1
32	265/2017	Medical Officer (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, CADD.	1 Punjab -1	-	1 Punjab -1
33	9/2018	Associate Professor/Vice Principal (Mathematics) (Male) (BS-19), Federal Directorate of Education CADD.	1 Punjab -1	-	1 Punjab -1
34	72/2018	Physical Training Instructor (Senior) (Male) (BS-16), Federal Directorate of Education, CADD.	1 Punjab -1	-	1 Punjab -1
35	177/2018	Assistant Anesthetist (BS-17), (PIMS), Islamabad, Ministry of National Health Services, Regulations and Coordination.	1 Punjab-1	1 Punjab-1	-
Total			122	65	57



Appendix-18

**Recruitment Cases processed for Gilgit-Baltistan Government
by the Commission during 2018**

S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
A. Finalized Cases							
1.	76/2014	Lecturers (Female) (BS-17), Govt. Colleges Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs And Gilgit Baltistan.	28 GBFATA- 28	1742	76	76	R-25 F-3
2.	78/2014	Director Physical Education (Female) (BS-16), Government Colleges, Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	21	4	-	W-1
3.	233/2016	Sub Divisional Forest Officers, (BS-17), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	73	12	12	R-4 F-1
4.	261/2016	Registrar, (BS-18), Gilgit Baltistan Service Tribunal, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	66	5	5	R-1
5.	25/2017	Draftsman (BS-19), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	6	1	1	F-1
6.	54/2017	Principal/ Headmistress/Senior Teacher/ Instructor (Female) (BS-18), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	8 GBFATA-8	769	29	29	R-8
7.	55/2017	Physical Education Teachers (Male) (BS-16), Education Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	53 GBFATA-53	240	14	14	R-13 F-40
8.	56/2017	Physical Education Teachers (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan..	46 GBFATA-46	142	5	5	R-5 F-41
9.	57/2017	Oriental Teacher (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	36 GBFATA-36	1059	105	105	R-34 F-2
10.	58/2017	Oriental Teacher (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	36 GBFATA-36	449	119	119	R-34 F-2
11.	59/2017	Scientific Research Officer (BS-17), Fisheries Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	136	12	12	R-2
12.	101/2017	Trained Graduate Teachers (Male), (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	113 GBFATA-113	4174	330	330	R-107 F-6
13.	102/2017	Trained Graduate Teacher (Female) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	100 GBFATA-100	5149	288	288	R-96 F-4
14.	103/2017	Trained Graduate Science Teachers (Female), (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	41 GBFATA-41	965	127	127	R-39 F-2
15.	104/2017	Trained Graduate Science Teachers (Male), (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	67 GBFATA-67	1062	193	193	R-64 F-3
16.	124/2017	Overseer (BS-16), Fisheries Department, Gilgit-Baltistan, Ministry of Kashmir Affairs and Gilgit-Baltistan.	1 GBFATA-1	224	5	5	R-1



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
17.	126/2017	Social Welfare Officers (Male) (BS-17), Social Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	202	10	10	R-2
18.	194/2017	Consultant Radiology (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	2	-	-	F-1
19.	195/2017	Consultants Gynecology (Female) (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	4 GBFATA-4	2	1	1	R-1 F-3
20.	196/2017	Consultant Cardiology (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	2	-	-	F-1
21.	198/2017	Consultants Pathology (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	2	-	-	F-2
22.	200/2017	Consultant Psychiatry (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	2	-	-	F-1
23.	201/2017	Consultants Medicine (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	5	-	-	F-1
24.	203/2017	Medical Officers (Female) (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	20 GBFATA-20	79	61	61	R-19 F-1
25.	204/2017	Medical Officers (Male) (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	50 GBFATA-50	100	89	89	R-45
26.	211/2017	Agriculture Officer (BS-17), Agriculture Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	19	-	-	F-1
27.	251/2017	Information Technology Teachers/Instructors (Male) (BS-16), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	13 GBFATA-13	391	41	41	R-13
28.	252/2017	Information Technology Teacher/ Instructor (Male) (BS-17), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	278	5	5	R-1
29.	290/2017	Consultants Ophthalmology (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	3	1	1	R-1 F-1
30.	291/2017	Consultants Chest (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	1	-	-	F-3
31.	292/2017	Consultants Surgery (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	2	-	-	F-3
32.	293/2017	Consultants Paeds (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	4	-	-	F-3
33.	307/2017	Assistant District Health Officers (BS-17), Health Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	69	9	9	R-3
34.	308/2017	District Health Officers (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	8 GBFATA-8	20	1	1	F-8
35.	30/2018	Consultants Anesthesia (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	-	-	-	F-3



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
36.	37/2018	Agriculture Officer (BS-17), Agriculture Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	1 GBFATA-1	8	-	-	F-1
37.	60/2018	Draftsman, (BS-19), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	10	-	-	F-1
38.	104/2018	Medical Officer (Female), (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	9	-	-	F-1
Total			666	17495	1543	1539	518
B. Under Process							
39.	54/2014	Assistant Director (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and G.B.	1 GBFATA-1	1191	-	-	P
40.	56/2014	Administrative Officer (BS-16) Health & Population Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and G.B	1 GBFATA-1	1217	5	5	P
41.	57/2014	Demographer (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	537	5	-	P
42.	58/2014	District Population Welfare Officers (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	1901	-	-	P
43.	60/2014	Deputy Director (BS-18), Health & Population Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	249	-	-	P
44.	61/2014	Range Forest Officers (BS-16) Forests, Wildlife and Environment Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	19 GBFATA-19	140	-	-	P
45.	75/2014	Lecturers (Male) (BS-17) Government Colleges, Education Department, Gilgit Baltistan, Ministry Of Kashmir Affairs and Gilgit Baltistan.	64 GBFATA-64	3361	-	-	P
46.	80/2014	District Attorney (BS-18) Law And Prosecution Department Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	55	-	-	P
47.	234/2016	Subject Specialists (Female) (BS-17) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	45 GBFATA-45	2314	-	-	P
48.	235/2016	Subject Specialists (Male) (BS-17), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	20 GBFATA-20	2145	-	-	P
49.	263/2016	Deputy Superintendent Jail (BS-16), Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	1035	-	-	P
50.	264/2016	Superintendent Jail (BS-18), Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	234	-	-	P
51.	53/2017	Principal/ Headmaster/Senior Teacher/ Instructor (Male) (BS-18), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	29 GBFATA-29	1464	-	-	U/P
52.	123/2017	Social Welfare Officers (Female) (BS-17), Social Welfare Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	6 GBFATA-6	139	18	-	P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
53.	197/2017	Consultant (Oral Surgeon) (BS-18), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	4	-	-	U/P
54.	199/2017	Principals Midwifery Training School (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	37	6	-	U/P
55.	289/2017	Bio Medical Engineers (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	81	-	-	P
56.	294/2017	Hospital Dietitian (BS-17), Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	28	-	-	U/P
57.	296/2017	Health Education And Nutrition Officer (BS-17) Health Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	87	-	-	U/P
58.	300/2017	Assistant Directors Tourism (BS-17), Tourism, Youth Affairs, Sports, Culture, Archaeology and Museum Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	7 GBFATA-7	2335	-	-	U/P
59.	301/2017	Assistant Director Culture (BS-17) Tourism, Youth Affairs, Sports, Culture, Archaeology and Museum Department Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	1201	-	-	P
60.	304/2017	Assistant Chief/ Planning Officers (BS-18) Planning & Development Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	157	-	-	P
61.	305/2017	Assistant Directors (BS-17) Food Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	513	-	-	P
62.	306/2017	Civil Supply Officers (BS-16) Food Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-1	503	-	-	U/P
63.	35/2018	District Attorneys (BS-18) Law & Prosecution Department, Ministry of Kashmir Affairs and Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	85	-	-	U/P
64.	74/2018	Surveyor/ Drawing Officer (BS-16), Minerals & Industries Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA1	26	-	-	U/P
65.	75/2018	Assistant Directors Industries (BS-17), Minerals & Industries Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA2	298	-	-	U/P
66.	36/2018	Physical Education Teachers (Female) (BS-16), Education Department, Ministry of Kashmir Affairs Gilgit Baltistan,	41 GBFATA-41	108	-	-	U/P
67.	91/2018	Physical Education Teachers (Male), (BS-16) Education Department, Kashmir Affairs Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	40 GBFATA-40	128	-	-	U/P
68.	108/2018	Deputy Director (BS-18), Women Development Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	78	-	-	U/P
69.	131/2018	Medical Officers (Male) (BS-17), Health Department, Ministry of Kashmir Affairs and Gilgit Baltistan	5 GBFATA-5	7	-	-	U/P



S. No.	Case No.	Title of Posts With Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
70.	31/2018	Research Officers (BS-17), Planning & Development Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	4 GBFATA-4	1120	-	-	U/ P
71.	156/2018	Trained Graduate Teachers (Male) (BS-16) Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	6 GBFATA-6	88	-	-	U/ P
72.	157/2018	Trained Graduate Science Teachers (Female) (BS-16), Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	38	-	-	U/ P
73.	184/2018	Assistant Executive Engineer (BS-17), Local Government and Rural Development Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	39	-	-	U/ P
74.	209/2018	Trained Graduate Science Teachers (Male) (BS-16), Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	4	-	-	U/ P
75.	165/2018	District Health Officers (BS-18), Health Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	8 GBFATA-8	26	-	-	U/ P
76.	222/2018	Drug Inspectors (BS-17) Drug Control Administration, Health Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	91	-	-	U/ P
77.	225/2018	Sub Divisional Forest Officer (BS-17), Forest, Parks & Wildlife Department, Ministry of Kashmir Affairs and Gilgit Baltistan..	1 GBFATA1	20	-	-	U/ P
78.	229/2018	Trained Graduate Teachers (Female) (BS-16) Education Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	4 GBFATA-4	77	-	-	U/ P
79.	266/2018	Draftsman (BS-19) Law & Prosecution Department, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	7	-	-	U/ P
Total			350	23168	34	5	
Grand Total			1016	40663	1577	1544	



FEDERAL PUBLIC SERVICE COMMISSION

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

Tel: +92-51-9205075, 9219848

Email: fpssc@fpssc.gov.pk

Website: www.fpssc.gov.pk