



Annual Report 2016



**Federal Public Service Commission
Pakistan**



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

Annual Report 2016

as required under Section 9 of the FPSC Ordinance, 1977



Chairman

Mr. President,

I have the privilege to present the Annual Report of the Federal Public Service Commission (FPSC) for the year 2016, in accordance with Section 9 of the FPSC Ordinance 1977 which, inter alia, provides that a copy of this report is to be laid before the National Assembly and the Senate. The report covers functions, activities, observations and recommendations of the Commission from 1st January to 31st December, 2016.

I Statutory Functions of FPSC:

Under the guiding principles of Articles 18, 25, 27, 34, 36, and 38 of the Constitution of the Islamic Republic of Pakistan 1973 and under Section 7 of the Federal Public Service Commission Ordinance 1977, the Commission performs its statutory functions, wherein it ensures:

- a. Conducting 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;
- b. Tendering advice to the President of Pakistan on methods and principles to be followed in making initial appointments, appointments by promotion to posts in BS 18 and above and transfer from one service or occupational group to another;
- c. Holding examinations for promotion and;
- d. Performing quasi-judicial functions by taking decisions on representations and review petitions of aggrieved candidates.

On 17th February 2016, the Prime Minister of Pakistan constituted a committee under the headship of Mr. Zahid Hamid, the then Minister for Climate Change to deliberate on the ways and means to make the Federal Public Service Commission a vibrant body and to examine the possibility of its conversion from a statutory to a constitutional body. Deliberations of the committee with key stakeholders are underway.

The Commission takes a leadership role in strengthening and revamping the recruitment system to build a competent human resource base for the civil services of Pakistan. While continuing to deliver its core services, the Commission has made significant progress in enhancing and fulfilling its goals and targets set forth for the year 2016. The Commission takes pride in the gigantic task of skillfully handling and processing 20,717 CSS and 8,75,281 applications to the posts of BS 16 and

above during the year under review. This report presents a detailed review of the Commission's performance, accomplishments and areas of concern during 2016, as given below:

II Performance Highlights:

Globalization and technological revolution has thrown severe challenges to the traditional recruitment system during the last two decades. With more erudite citizenry, extremely vigilant and liberal electronic media, intense accountability of public policy makers through a vibrant judiciary, civil servants are finding themselves under ever keener scrutiny. Ubiquitous use of internet and social media has raised the level of expectations in terms of speed, quality and personalization of public service delivery which is the hallmark of good governance. This requires adoption of an efficient, transparent and merit-based system of recruitment for the civil services of Pakistan enabling the state to deliver desired public services to the citizens in a most effective and efficient manner.

While effectively addressing growing challenges, the Federal Public Service Commission maintained trust of the public through its policies of transparency, fairness, impartiality and professionalism during the year under report. The statistics on the number of applications, conduct of tests/examinations, interviews and the nominations made during the year show a continued high level of employee engagement across FPSC. An overview of the core functions accomplished by the FPSC is as follows:

i) **Examinations and Tests Conducted during 2016:** The Commission carried out and finalized the allocation of candidates to various Occupational Groups and Services on the basis of Central Superior Services (CSS) Competitive Examination(CE) 2015 and conducted the CSS CE 2016, Final Passing Out Examination (FPOE) of twelve Occupational Groups and Services which determines the final merit and inter-se seniority and Professional Screening Tests/interviews for selection against posts in BS-16 and above requisitioned by Ministries/Divisions/Departments by General Recruitment. Summary of the same is as follows:

a) **Central Superior Services Competitive Examination 2015 and 2016:** The Commission announced final merit of CE-2015 on 24.04.2016. Highlights of CE 2015 & 2016 are as below:

	CSS CE 2015	CSS CE 2016
➤ Total Number of Applicants	22,412	20,717
➤ Total Candidates Appeared	12,176	9,643
➤ Qualified in written	379(3.11%)	202(2.09%)
➤ Finally Qualified	368 (3.02%)	-
➤ Vacancies Available	333	351
➤ Candidates Allocated	238	-
▪ Male	132 (55%)	
▪ Female	106 (45%)	
➤ Vacancies Carried Forward	95	-

The scheme of syllabi (1981) for competitive examination was reviewed by the Commission in 2015 in collaboration with the Higher Education Commission and country-wide Universities' professors/subject specialists. The Commission conducted the CSS CE 2016 based on the new syllabi which was one of the important milestones achieved during 2016. Under the new scheme, marks of many subjects were rationalized and six new optional subjects viz Governance and Public Policy, Criminology, Gender Studies, Environmental Sciences, Anthropology and Town Planning & Urban Management were added to the list. Besides, Comparative Study of Major Religions was introduced for non-Muslims. Optional subjects were also re-grouped to provide level playing field to both students of natural sciences and social sciences.

According to the CSS CE 2016 result, only 202 candidates qualified written part of the exam. A total of 20717 aspirants applied but only 9643 appeared depicting that majority of them was not serious. The Examiners also observed a decline in general performance of candidates and shared concerns on declining standard of education. The Examiners' Assessment Reports identified poor expression, lack of analytical skills and critical approach, inability to comprehend issues as some of the reasons for massive failures. To further examine the issue, the Commission constituted a Consultative Group with representation from Members of the Commission. Extensive consultations were held with Higher Education Commission, Ministry of Federal Education and Professional Training, Capital Administration & Development Division and Provincial Education Departments to suggest measures for improvement. The Consultative Group in its initial findings was critical of the coaching centres/guide books/guess papers used by the candidates. It also underlined the need for improvement in standard of education. Members of the Commission also carried out motivational talks at well reputed national universities and kept the academia informed of the performance of the respective educational institutions in national level competitive exam. A summary of Examiners' Assessment Reports has also been placed on FPSC website for general information of the public and aspiring candidates.

- b) **Recruitment for Technical and Professional Ex-Cadre Posts:** Reforms have been carried out to bring qualitative improvement in methods of general recruitment for all posts in BS-16 and above including ex-cadre services. The selection process was further improved through revision of syllabi and test schemes. The objective was to make the selection more competitive and to select those candidates who were better equipped with the skills set required to perform the job. Test schemes and syllabi for 279 recruitment cases were designed in 2016.

Highlights of General Recruitment 2016	
➤ Number of vacancies (BS 16 and above) processed during 2016	5362
➤ Applications processed	875281
➤ Candidates scheduled for interview	7563
➤ Candidates scheduled for personal hearing	1235
➤ Candidates recommended for appointment	1455
➤ Vacancies remained unfilled	396
➤ Number of vacancies which were under process and carried over to the next year	3511

- c) **Final Passing Out Examinations held during 2016:** The Commission conducted Final Passing Out Examinations for the Probationers of Occupational Groups and Services after completion of respective specialized training. The examination is important as it determines inter se seniority in their respective Groups and Services. In all, 298 probationers appeared in FPOEs and only 199 qualified the exam. The highest pass percentage was in Police Service of Pakistan and highest failure ratios were in Inland Revenue Service and Pakistan Administrative Service.
- ii) **Appeals of candidates against their rejection:** Section 7(3) (a) of the FPSC Ordinance provides opportunity of Representation and Review Petition against any decision of the Commission. During the period under report, the Commission afforded personal hearing to 1235 candidates and decided their representation on case to case basis. The candidates whose representations were accepted, were called for interview and remaining representations were dismissed. Under Section 7(3) (b) 52 review petitions against dismissal of representations were filed by the aggrieved candidates which were also examined and decided by the Commission in accordance with rules.
- iii) **Advice on Rules for Recruitment:** The Commission received 118 cases from government entities for approval of recruitment rules under Section 7 (1) (b) of the FPSC Ordinance 1977. The Commission approved 35 cases, whereas 3 cases were considered unfit and 80 cases were processed to remove deficiencies in consultation with the concerned government entities.
- iv) **Cases where implementation of Advice of the Commission was delayed:** In 5 cases, offer of appointment was delayed by the concerned Ministry/Division /Department.
- v) **Cases where Advice of the Commission was not observed:** It is mandatory for all Ministries/Divisions/Departments to solicit consent of the Commission for extension in contract appointment beyond 2 years against all civil positions. During the period under report, 6 cases of extension in contract appointments were received in the Commission. In 4 cases, extension for a period of 6 months was granted subject to requisitioning the respective vacancies for regular filling in terms of Rule 10 & 14 of the Civil Servants (Appointment, Promotion and Transfer) Rules 1973, but requisitions for the said posts were not furnished to the FPSC.

III **Key Initiatives:** A number of initiatives to cater for increased workload of the Commission were taken in the recent past. These initiatives have played an instrumental role in updating and expediting working of the Commission. An overview of the initiatives undertaken is as follows:

- a) **Online Registration System:** The Commission has moved to a complete online system of registration and submission of applications for General Recruitment (GR) and CSS Competitive Examination (CE) since 2013 and 2014 respectively. This has significantly accelerated completion of recruitment process and has facilitated the aspiring candidates.
- b) **Facilitation Centre:** A Facilitation Centre has been established at FPSC Headquarters which serves as a single contact point for aspirants seeking information/assistance over

phone, email or through personal visit. Over 42,000 phone calls and emails were received from candidates and appropriately responded during the year 2016.

- c) **E-communication:** In order to address issues related to postal delays, an e-communication system has been established whereby candidates are contacted through e-mails & SMS informing them about schedule of conduct of tests and interviews. All admission certificates for tests/examinations are placed online. Mark sheets of competitive examinations are also placed online for convenience of the candidates.
- d) **Improved Psychological Assessment:** After strenuous efforts and deliberations with the corporate sector, psychological testing process for competitive examinations has been improved with an objective to better assess personality traits, depth of knowledge, confidence level and communication skills of the candidates. In the first quarter of 2016, psychological assessment of the remaining 184 candidates of the written qualified candidates of CE 2015 was concluded. Psychological assessment for written qualified candidates of CE 2016 commenced from 02-11-2016 and was completed for 138 of the total 202 candidates by end of the year.
- e) **Process Rationalization for Efficiency Enhancement:** In an effort to institute checks that could detect bottlenecks, redundancies and duplications hampering smooth functioning, a comprehensive streamlining exercise concerning FPSC work flows and processes was carried out while using modern tools. Entire workload of the Commission relating to General Recruitment and CSS was mapped for optimal processing, superintendence and monitoring through in-house developed software PREE (Process Rationalization for Efficiency Enhancement). This has resulted in expeditious completion of recruitment cases by ensuring time-bound completion of activities.
- f) **Up gradation of Equipment and Technology:** During the period, a sizeable addition was made in the equipment, gadgets, modernization of tools and technologies at FPSC to meet in-house user requirements, in addition to improved web portal for better navigation by the aspirants and general public.

IV. **Observations/Findings:** Public administration reflecting societal trends, is grappling with the challenges of more complex issues, rapid change and disruption to accepted practices. FPSC senior management embraces the need to refresh and reform to meet the challenges. Following are some of the observations/findings which need immediate attention of the Government:

- a) **Female Participation in Civil Service:** In CSS Competitive Examination 2015, out of total 238 finally allocated candidates to various services groups, 106 were females. The statistics reflect that females are fully capable to compete with male candidates on open merit seats besides the quota reserved for them. The government's affirmative actions to mainstream female participation in civil service have proved effective.

- b) **CSS Vacancies Remained Un-filled:** A large number of vacancies also remained un-filled due to the reason that candidates from respective quotas could not pass the CSS CE. Under CSS CE 2015, 95 vacancies out of 333 remained un-filled. Most of the un-filled vacancies pertained to minorities. Moreover, significant number of vacancies from women quota of smaller provinces also remained un-filled.
- c) **Non-availability of Qualified Professionals against Technical Posts:** During 2016, nomination of candidates against 396 posts in BS 16-20 could not be made due to non-availability of qualified professionals in various specialized fields from respective quotas. The apparent reason could be non-availability of qualified youth in the respective disciplines or may be the posts were not attractive for them. At times, responses were poor against advertised posts where the pay scales were inadequate considering qualification/ experience and other requirements for the post.
- d) **Declining Standard of Education:** Examiners and the Viva Voce Board of the Commission shared concerns on declining standard of education at all levels. Examiners' Assessment Reports for CSS CE 2015 and 2016 observed that low level of general knowledge, poor written expression, grammatical mistakes and lack of analytical approach were some of the main reasons for dismal performance of candidates in competitive exams. The assessors also underscored that increasing reliance on guide books/guess papers/coaching centers do not prepare candidates to meet the required standards of CSS CE.
- e) **Litigation- Cause of Delay in finalization of Recruitment Cases:** Litigation by the candidates against rejection of their candidature due to irrelevant qualifications/experience has been one of the main barriers in speedy disposal of recruitment cases, especially for general recruitment. In 2016, 215 fresh cases were filed by the rejected candidates in various courts, in addition to 484 cases of previous years. 162 cases were decided during the year by the learned courts. In all, 537 cases were *sub judice* in different courts of law at the end of the year 2016.

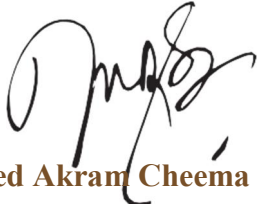
V. Recommendations:

- a) **Improving Standard of Education and Higher Learning:** The Examiners and the Viva Voce Board of the Commission were of the considered view that higher education system in the country requires urgent attention and focus of the policy makers for a comprehensive review to determine deficiencies as well as redundancies. Overall revision of syllabi at all levels of education, particularly at the Secondary School level and improving the competencies of students in general and proficiency in languages (i.e. English or Urdu as a medium of communication) in specific is strongly recommended.

- b) **CSS Competitive Examination, Screening Test:** Based on the statistics and Examiners' Assessment Reports, the Commission reiterates the need of introducing a filter/Screening Test prior to written CSS Competitive Examination. This step is likely to improve the quality of intake for the competitive examination, ensure objectivity in paper assessment, fast track entire process, reduce CE processing time and lead to substantial financial saving. India, Bangladesh and Sri Lanka amongst SAARC countries are already holding screening test before the main examination. The proposal of the Commission awaits approval of the Government.
- c) **Incentivizing the Civil Service:** The Commission is of the view that Pakistan needs a civil service staffed by high caliber individuals who have the knowledge, the persuasiveness, resilience and the conviction to do their best for the country. For Pakistan to continue to advance and prosper, it is vital that the civil service remains as an appealing career option for the future generations. It is however presumed that due to inadequate compensation package and slow vertical career growth, young talent is not inclined towards civil service and prefers to follow a career in the private sector. Therefore the government may consider incentivizing the civil service for attracting the youth.
- d) **Alignment of Recruitment Rules to incorporate new Qualifications/Disciplines:** The Commission has observed several deficiencies in the way qualifications for various posts are spelled out by sponsoring Ministries/Departments. Mismatch between job description and the job requirements often obstruct selection of persons from diverse fields or newly introduced disciplines. Recruitment Rules of departments framed years ago often do not have latest disciplines introduced in educational institutions. There is a need to realign the recruitment rules of civil posts by including latest disciplines/qualifications by the concerned Ministry/Division/Department.
- e) **Strengthening Human and Financial Resources of the Commission:** The work load of the Federal Public Service Commission has increased exponentially over time but there has not been proportional increase in human and financial resources. The Commission considers that in order 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.

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

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


Naveed Akram Cheema

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ABBREVIATIONS

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

OUR VISION

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



FPSC Chairman and Members

The FPSC is constituted under Article 242 of the constitution of the Islamic Republic of Pakistan 1973. Composition of the Commission during 2016 remained as follows:



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



Mr. Amjad Nazir
Member (Tenure completed on 26.09.2016)



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



Mr. Ahmad Bakhsh Lehri
Member (Assumed Office on 02.04.2014)



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



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



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



Mrs. Nargis Sethi
Member (Assumed Office on 30.12.2015)



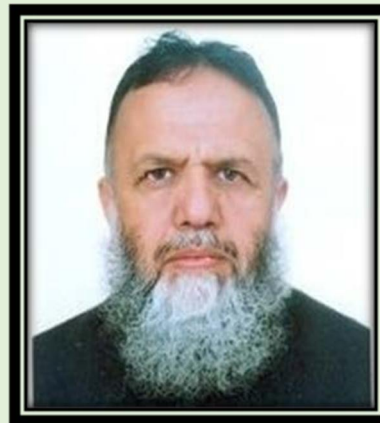
Mr. Ahmad Farooq
Member (Assumed Office on 18.02.2016)



Mr. Aziz Ahmed Bilour
Member (Assumed Office on 22.03.2016)



Maj. Gen (Retired)
Muhammad Azeem Asif HI (M)
Member (Assumed Office on 07.09.2016)



Mr. Habibullah Khan Khattak
Member (Assumed Office on 27.09.2016)

Profile of the Chairman and Members of the Commission who served during 2016 is given at **Appendix-1**

2016: The Year in Review

1. A statutory body of the Government of Pakistan, Federal Public Service Commission (FPSC) was constituted in 1947. Under the guiding principles of Articles 18, 25, 27, 34, 36, and 38 of the Constitution of the Islamic Republic of Pakistan 1973 and under Section 7 of the Federal Public Service Commission Ordinance 1977, the Commission performs its given functions. An overview of the performance of the Commission for the year 2016 is as below:

1.1. Federal Public Service Commission (FPSC) undertook various initiatives to reform the internal system to bring qualitative improvement in its structures and procedures. For 2016, goals were set to critically examine, review and timeline the procedures and processes for recruitments, to enhance the usage of Information Technology to increase the organization's efficiency and to take measures for promotion of Urdu in official business.

1.2. Against these goals, the Commission met targets for ensuring 100% online application processing, timely holding of CSS Competitive Examination 2016, conducting Final Passing Out Examination for all 12 services and groups, holding of professional tests for 5362 posts, interviewed 7563 candidates for recruitment to ex-cadre posts, conducting 1235 personal hearings for addressing the grievances of the candidates. The Commission also remained involved in policy reform process related to General Recruitment, Civil Services Examination and proposed amendments in the Federal Public Service Commission Ordinance, 1977 as well as framing Draft FPSC Functions Rules (2015), Draft FPSC Conduct of Business Rules (2014) as well as Promotion Policy in line with the Judgment of the Supreme Court of Pakistan.

(Chapter 2 & 3)

1.3. The Commission processed 22,412 applications for the Competitive Examination 2015, wherein 12,176 candidates appeared and 368 qualified in the written examination and after announcement of final results, 238 candidates were allocated to various services and groups in BS-17. Socio-economic performance indicators for CSS 2015 were calculated and statistics on various research analysis reports were generated. The Commission also processed 20,717 applications for the Competitive Examination 2016, wherein 9,643 candidates appeared and 202 qualified the written examination. The psychological assessment, medical test and viva voce of the successful candidates were also initiated in last quarter of 2016. The Commission also processed 23,025 applications for CSS Competitive Examination 2017 during 2016. The Commission implemented the decision of the government for enhancing maximum age limit for CSS CE from 28 to 30 years w.e.f. CSS CE2017.

1.4. Examiners' assessment reports for CSS 2015 and 2016 underscored the declining standard of education in institutions of higher learning. Examiner's assessment reports for CSS CE for last three years were made public and posted on FPSC website for general information and guidance. An extract of assessment reports for various subjects also forms part of this Annual Report.

1.5. It was observed that there was a huge difference amongst the number of applicants and those appearing for CSS CE, therefore holding of a screening test was proposed to improve the quality of input for CSS CE. Public appreciation was received for the Commission's efforts for making 100% online application system and for opening of facilitation centre to guide the candidates.

(Chapter 4)

1.6. FPSC follows a fair, transparent and merit based system for selection of candidates. FPSC observes implementation of 10% reserved quota for women and 5% reserved quota for minorities (Non-Muslims) from the share of provinces/regions except merit quota 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. (Chapter 4 & 5)

1.7. Under General Recruitment, the Commission processed 875281 applications for 5362 posts in BS-16 to BS-20 in 2016 as compared to 68140 for 3830 posts in 2015. Applications to post ratio in 2016 were 163 against 178 in 2015. Out of the finalized cases, 4671 candidates were interviewed and 1455 were nominated by the Commission for appointment. Due to higher number of applications and pre and post exam/test under the General recruitment, steps were also taken to reduce the processing time. (Chapter 6)

1.8. The Commission held Final Passing out Examinations for all 12 Occupational services and groups after completion of the respective Specialized Training programs. In 2016, 298 probationers took the FPOEs against 340 in 2015. The pass percentage in FPOE 2015 was 81% but in 2016 it declined to 67%. On recommendation of the FPSC, Secretariat Instructions, Rules of Business 1973, Efficiency and Discipline Rules 1973, Public Procurement Rules 2004 and Human Resource Management have been included in syllabus for all services and groups from 44thCTP onwards. (Chapter 7)

1.9. Psychological Assessment was carried out for the candidates qualifying the written part of the CSS Competitive Examination-2016, Armed Forces Officers against civil posts and for the posts of Assistant Director, Intelligence Bureau. Method of psychological assessment, further strengthening of IT services, curriculum/syllabi for the posts to be filled through general recruitment have been considerably improved. (Chapter 8, 9 &10)

1.10. During the period under report, 6 cases of extension in contract appointments were received in the Commission. Various Ministries/Division/Departments delayed the issues of offer of appointment to the selected in 05 cases. (Chapter 11)

1.11. 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. (Chapter 12)

1.12. During this year, the Commission remained engaged with the SAARC Public Service/Civil Service Commissions, Provincial Public Service Commissions, Higher Education Commission and Pakistan Engineering Council. The Commission was also represented by its Members on Special Selection Boards of the Federal Universities. The FPSC publications included its Annual Report 2014 and Quarterly Newsletters. (Chapter 13)

History of the Commission and its Functions

Introduction

2.1 After independence, Pakistan adopted the 'Government of India Act 1935' as an interim Constitution. The Act provided for Federal and the Provincial Public Service Commissions with the mandate relating to methods of recruitment to civil services and for 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 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 under Article 242 of the Constitution of Pakistan, 1973. A list of former Chairmen of the Commission since 1947 is at Appendix-2.

Functions of the Commission

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

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.

2.3 Explanation: -

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

2.4 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;
 - (iii) filled on ad-hoc basis for a period of six months or less provided that: -
 - (1) no ad-hoc appointment shall be made before placing a requisition with the Commission for regular appointment; and
 - (2) before filling the post on ad-hoc basis, prior approval shall be obtained from the Commission;
 - (iv) filled by re-employing a retired officer, provided that the re-employment is made for a specified period not exceeding two years in a post not higher than the post in which the person was employed on regular basis before retirement; and
 - (v) Filled by the employment or re-employment of persons on the recommendations of the High Powered Selection Board constituted by the President who are, or have been, officers of the Armed Forces and hold, or have held, such posts therein as are declared by the President to be equivalent to the posts to be so filled.

Chapter-3

Work load of the Commission

3.1 The present workload of the Commission relating to the Central Superior Services Competitive Examination and General Recruitment for cadre and ex-cadre posts in Basic Pay Scale-16 and above has increased manifold over the last decade. Comparison of present workload of the Commission with the last decade (2007-2016) highlighting number of applications received, candidates interviewed and recommended is shown in Table-1.

Table 1: Recruitment by Examination/Tests

Year	Competitive Examinations				General Recruitment			
	Applications received	No of Posts	APR	Recommended	Applications received and processed	No. of Posts	APR	Recommended
2007	4810	299	16	189	90922	3225	28	1184
2008	6571	445	15	357	77760	3525	22	1065
2009	9057	388	23	337	102760	3306	31	920
2010	11888	271	44	205	110444	3176	35	1383
2011	13071	285	46	239	140586	2477	57	890
2012	14335	252	57	222	134252	2012	67	929
2013	15998	266	60	195	141665	1690	84	449
2014	24640	315	78	233	351910	3260	108	794
2015	22412	333	67	238	681940	3830	178	575
2016	20717	351	59	awaited	875281	5362	163	1455
2017	23025	-	-	-	-	-	-	-

Figure 1: Applications to Post Ratio



3.2 Comparison of Work Performed by the Commission: A comparison of the workload handled by the Commission during 2016 and 2015 is reflected in Tables 2, 3 and 4.

Table 2: Recruitment through Competitive Examination

Tasks Performed	2016	2015
Examination conducted	1	1
Total vacancies	351	333
Applications received	20717	22412
Candidates appeared in written examination	9643	12176
Candidates qualified in written examination	202	379
Candidates finally qualified after viva voce	-	368
Nominations made for Services & Occupational Groups	-	238
Posts un-filled	-	95

Table 3: General Recruitment

Tasks Performed	2016	2015
Posts advertised including brought forward	5362	3830
Applications received including brought forward	875281	681940
Written tests conducted in number of recruitment cases	254	173
Candidates interviewed in finalized cases	4671	2288
Nominations issued for various jobs in BS-16 & above	1455	575
Posts for which suitable candidates were not found	396	100
Recruitment for posts under process by year-end	3511	3155

Table 4: Final Passing out Examination

Tasks Performed	2016	2015
Probationers from various groups/services appeared	298	340
Qualified in the FPO examinations	199	277
Failed in the FPO examinations	99	63
Percentage of failure	33%	19%

3.3 Regularization of services/extension in contract appointments: It is mandatory for all Ministries /Divisions/Departments to solicit consent of the Commission for extension in contract appointment beyond 2 years against all civil positions. During the period under report, 6 cases of extension in contract appointments were received in the Commission. In 4 cases, extension for a period of 6 months was granted subject to requisitioning the respective vacancies for regular filling in terms of Rule 10 & 14 of the Civil Servants (Appointment, Promotion and Transfer) Rules 1973, but requisitions for the said posts were not furnished to the FPSC with a view to protect the contract appointees. The particulars of the cases for regularization of services and extension in contract appointments are at **Appendix-4**.

3.4 Representations/Personal Hearings/Review Petitions of the aggrieved Candidates: During the period under report, 534 cases of general recruitment involving 5362 posts were processed. Out of the 270 cases finalized for nominations, there were 1170 rejected candidates. 331 of them preferred representations under Section 7 (3) (a) of Federal Public Service Commission Ordinance, 1977 against rejection of their candidature. 32 representations were accepted on the basis of additional documents/ evidence provided by them with the representations and 6 were rejected. 293 representations were called for personal hearing. On the basis of their arguments, relief was provided in 68 cases. The remaining 225 representations were dismissed. 52 candidates aggrieved with the decision on their representations, filed Review Petitions under Section 7 (3) (b) of FPSC Ordinance, 1977 but all were dismissed by the Commission having no merit in accordance with rules. However in addition to the 270 cases finalized during 2016, there were 264 other recruitment cases which remained under process during the year and in those cases, 942 candidates were called for personal hearing to address their grievances. The decision taken on their representations shall be reported on finalization of the respective cases. The details are available at **Appendix-5**.

3.5 Conduct of Personal Hearing in Competitive Examination: In terms of section 7 of FPSC Ordinance 1977, 60 candidates were provided the opportunity for Personal Hearing in the year 2016.

3.6 Litigation: Under Section 7(3) (d) of the FPSC Ordinance 1977, candidates who are not satisfied with the decision of the Commission, are provided an opportunity to seek redressal of their grievances. Apart from this mechanism, candidates also invoke writ jurisdiction of the High Court on matters relating to recruitment through Competitive Examinations, General Recruitment and Human Resource matters. Details of pending cases in various Courts of Law, relating to FPSC, during the year 2016 are given in Table-5.

Table 5: Litigation by or against the Commission by end-2016

Forum/ Court	As on 01-01-16	Filed during 2016	Total	Decided during 2016	In hand
Supreme Court of Pakistan	36	29	65	37	28
Islamabad High Court	88	58	146	46	100
Lahore High Court	59	32	91	23	68
Sindh High Court	27	10	37	04	33
Peshawar High Court	15	03	18	03	15
Balochistan High Court	03	02	05	00	05
AJK Supreme Court	01	00	01	00	01
Federal Service Tribunal	240	63	303	42	261
Service Tribunal Gilgit Baltistan	01	00	01	00	01
Supreme Appellate Court Gilgit Baltistan	02	06	08	02	06
Gilgit Baltistan Chief Court	08	07	15	04	11
Civil Courts/ Misc.	04	00	04	01	03
Wafaqi Ombudsman	00	05	05	00	05
Total	484	215	699	162	537

3.7 Framing/Amendment in Recruitment Rules during 2016: 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 118 cases of Recruitment Rules during the year 2016. The position of the cases is given at Table 6.

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

Tasks Performed	2016
Recruitment Rules received for advice of the Commission	118
Recruitment Rules approved	35
Recruitment Rules Cases processed to remove deficiencies	80
Recruitment Rules closed as considered unfit	3

3.8 Meeting of the Commission: The year 2016 brought new challenges and issues as low pass percentage in CSS CE-2016, proposal for inclusion of Urdu language as medium of expression in competitive examination and civil service reforms. Taking note of the same, the Chairman FPSC called meeting of the Commission on 19th November 2016 and discussed the issues in detail. Consultative Group/Committees were also constituted to suggest measures for improvement. The highlights of the meeting are at **Appendix-6**.

3.9 Meeting of Steering Committee for Online Recruitment System Project (Phase-II): Three meetings of the Steering Committee for Online Recruitment System Phase-II Project were held on 29.01.2016, 09.05.2016 and 20.12.2016. The meetings were chaired by Mr. Akhlaq Ahmed Tarar, Member FPSC. Meetings were attended by Senior Officers of the Ministry of Information Technology, NITB and all Heads of the Wings/ Directorates of FPSC. Important decisions regarding the ongoing project were taken.

3.10 Presentation on Process Rationalization for Efficiency Enhancement (PREE): Two consecutive meetings were held on 09.02.2016 and 14.04.2016 to adopt a system for identification of activities and formulation of timelines for Competitive Examination/General Recruitment. A presentation on Process Rationalization for Efficiency Enhancement (PREE) was made to the Commission on 15.08.2016.

3.11 Career counseling: Provision of equal opportunity to compete for public sector jobs is a fundamental right of every citizen. FPSC being apex recruiting agency for selection of qualified personnel is continuously endeavoring to create awareness about availability of jobs in Federal Government and procedure to apply or compete. In this connection, Mr. Ahmad Farooq, Member FPSC delivered a motivational talk at the Sir Syed University of Engineering & Technology, Karachi on 4th October, 2016 and Government College Lahore. Amongst the participants were young university students, faculty and senior management of the University. Mr. Ahmad underscored that the Civil Service offers merit based selection, the opportunity to make a difference to people's lives, learning on the job, good career development opportunities and encouraged the youth to apply for the civil service.

3.12 Meeting of the Central Selection Board (CSB): Chairman FPSC, Mr. Naveed Akram Cheema presided over the meeting of the Central Selection Board (CSB) from 13th to 16th December, 2016 held at Establishment Division. The CSB considered cases of promotion of officers from various services/groups from BS-19 to BS-20 & BS-20 to BS-21.

3.13 Meetings for adoption of Urdu as Official Language: A series of meetings were held at FPSC Headquarters, Islamabad to discuss the ways and means for promotion of Urdu as an official language. Urdu Committee, constituted under 154th meeting of the Commission held consultations with key stakeholders. In line with directions of the Chairman FPSC, 8 documents viz FPSC Ordinance 1977, FPSC (Functions) Rules 1978, FPSC (Composition and Condition of Service) Regulations, 1978, CSS Public Notice, Rules for Competitive Examination CE 2017, Instructions to the candidates for General Recruitment (BS-16 and above), code of conduct in General Recruitment Examination and Frequently Asked Questions were translated in Urdu in coordination with the National Language Promotion Department and vetted by the Law Division. The Urdu version is available at FPSC website. The Commission also held consultations with the Higher Education Commission to ascertain whether the subjects offered under CSS CE, particularly science subjects, were being taught in Urdu or English at graduate and post graduate levels in colleges/universities. The question of availability of examiners CSS CE subjects and their familiarity with Urdu version/terminology of the subjects was also taken up with HEC. Consultations with key stakeholders are underway.

3.14 Meeting of the Chiefs of Public/Civil Service Commissions of SAARC Member States: At the invitation from the Royal Government of Bhutan, 5th Meeting of the Chiefs of Public/Civil Service Commissions of SAARC Member States was held from 28th-30th March 2016 at Thimpu, Bhutan. Delegates from all member states participated in the meeting. Mr. Naveed Akram Cheema, Chairman FPSC and Dr. Syed Hyder Ali, DG FPSC represented Pakistan. Mr. Naveed Akram Cheema, Chairman FPSC underlined the importance of the unique and important role played by Public/Civil Service Commission in a country's governance and development system. He also shared the Commission's initiatives to select the best civil servants to serve the people of Pakistan. Dr. Syed Hyder Ali, Director General FPSC highlighted the legal framework, functions of FPSC and challenges as well as the modes of redressal. Views were also exchanged on other important matters as Data Bank of robust, calibrated and scientifically categorized questions/test items, the enhanced use of ICT in internal processes and measures to counter threats emanating from widespread use of ICT, challenges in examination process for recruitment of civil servants for Public/Civil Service Commissions of SAARC Member States.

Recruitment through Competitive Examination

4.1 The competitive examination is the prime merit-based 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); and
- xiii. Any other service or group which may be notified by the Government as such.

4.2 Currently, the examination consists of four components: written examination, medical examination, psychological assessment and viva voce. Tables 7, 8 and 9 reflect increasing number of applicants and the appearance ratio in competitive examinations, candidates qualifying CE, most and the least popular optional subjects, performance in newly introduced subjects.

Table 7: Data of Qualified Candidates under CSS CE

Activity	CE-2012	CE-2013	CE-2014	CE-2015	CE-2016
No of Applicants	14335	15998	24640	22412	20717
No of Candidates Appeared in Competitive Examination	10066	11447	13170	12176	9643
% of applicants appeared in Exam	70	72	53	54	47
No. of Qualified Candidates in Written Examination	800	238	439	379	202
% of Qualified Candidates out of candidates appeared	7.94	2.08	3.3	3.11	2.09
No of Candidates finally Passed	788	220	377	368	-
% of candidates finally passed	7.83	1.93	2.86	3.02	-
No of Candidates allocated	222	194	233	238	-

Table 8: Most Popular Optional Subjects

Optional Subjects	Candidates Appeared					%age of Appeared Candidates				
	2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
International Relations	1858	1317	1287	1283	6006	19	12	10	11	62
International Law	1766	2018	2458	2685	3834	18	18	19	22	40
*Gender Studies	-	-	-	-	3718	-	-	-	-	39
History of USA	1335	900	888	887	3142	13	8	7	7	33
History of Pak & India	3658	3106	3504	3247	2982	36	27	27	27	31
Sociology	5009	5350	5313	4593	2700	50	47	40	38	28
Public Administration	1530	1753	2349	2247	2482	15	15	18	19	26
Political Science	1131	940	1030	1028	1591	11	8	8	8	17
Punjabi	2004	2865	3753	3510	1511	20	25	29	29	16
*Town Planning & Urban Management	-	-	-	-	1469	-	-	-	-	15
Business Administration	599	765	976	886	1462	6	7	7	7	15
Muslim Law & Jurisprudence	2499	2048	1496	1102	1342	25	18	11	9	14
Psychology	1808	3898	4705	5299	1304	18	34	36	44	14
Islamic History & Culture	1676	1951	2734	2607	1196	17	17	21	21	12
*Environmental Science	-	-	-	-	1148	-	-	-	-	12

4.3 Three newly introduced subjects* under CSS CE 2016 remained amongst the most popular subjects.

Table 9: Least Popular Subjects

Optional Subjects	Candidates Appeared					%age of Appeared Candidates				
	2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
Persian	271	466	808	427	23	3.0	4.0	6.0	4.0	0.2
Arabic	608	1178	1777	771	53	6.0	10.0	13.0	6.0	1.0
Geology	24	26	53	63	62	0.2	0.2	0.4	1.0	1.0
Anthropology	-	-	-	-	70	-	-	-	-	1.0
Balochi	111	123	177	195	76	1.0	1.0	1.0	2.0	1.0
Law	145	139	180	224	112	1.0	1.0	1.0	2.0	1.0
Botany	115	113	171	133	117	1.1	1.0	1.0	1.0	1.0
Pure Mathematics	42	36	72	85	118	0.4	0.3	1.0	1.0	1.0
Applied Mathematics	103	112	156	150	125	1.0	1.0	1.0	1.0	1.0
Statistics	216	226	342	351	145	2.1	2.0	3.0	3.0	2.0
European History	186	150	185	193	207	2.0	1.0	1.0	2.0	2.0
English Literature	206	229	250	272	215	2.0	2.0	2.0	2.0	2.0
British History	314	381	406	432	241	3.1	3.0	3.0	4.0	3.0
Philosophy	53	73	165	311	268	1.0	1.0	1.0	3.0	3.0
Chemistry	140	180	207	178	290	1.0	2.0	2.0	1.0	3.0
Zoology	282	308	439	461	292	3.0	3.0	3.0	4.0	3.0
Computer Science	205	199	268	290	307	2.0	2.0	2.0	2.0	3.0
Urdu Literature	519	461	493	462	354	5.1	4.0	4.0	4.0	4.0
Sindhi	1022	1014	1166	1055	422	10.0	9.0	9.0	9.0	4.0

4.4 CSS Competitive Examination 2015: The result of CSS Competitive Examination 2015 was announced on 16.10.2015. Out of 12176 candidates those appeared only 379 or 3.11% qualified the written examination.

4.5 Medical Examination: The medical examination of the candidates qualifying the written examination was held from 15.12.2015 to 31.12.2015.

4.6 Psychological Assessment: Psychological Assessment of 379 candidates was held from 11.11.2015 to 10.03.2016.

4.7 Viva Voce: Viva Voce Board comprising Chairman of the Commission, Mr.Naveed Akram Cheema and Members, Mr. Imtiaz Hussain Kazi, Mr. Ahmad Bakhsh Lehri, Ambassador (R) Rizwan-ul-Haq Mahmood, Mr. Akhlaq Ahmad Tarar conducted viva voce of the written qualified candidates from 01.12.2015 to 17.03.2016 at Islamabad, Karachi, Lahore, Peshawar & Quetta. On average, each candidate was interviewed between 35 to 40 minutes to assess his/her personality, leadership quality, integrity, knowledge and potential. The psychological assessment reports were also considered while assessing these traits.

4.8 Final Result: The Commission announced final merit of the Competitive Examination 2015 on 26.04.2016. Applications to post ratio was 67. Only 3.02 percent of the candidates who appeared, finally qualified the examination. The details are in Table 10.

Table 10: Summary of Competitive Examination-2015

Candidates	Number	Percentage
Candidates Applied for the examination	22,412	--
Candidates Appeared in the examination	12,176	54
Candidates qualifying the written examination	379	3.11
Candidates finally qualified	368	3.02
Qualified Candidates failing in the Viva Voce	11	3
<ul style="list-style-type: none"> • Male candidates finally qualified 	220	60
<ul style="list-style-type: none"> • Female candidates finally qualified 	148	40
Vacancies	333	--
Qualified Candidates Allocated to Services/Groups	238	71
%age candidates qualified but not allocated	65	--
Posts remained unfilled	95	29

4.9 Vacancies for Competitive Examination 2015: The Establishment Division intimated 333 (242 fresh and 91 carried over) vacancies to be filled through CSS Competitive Examination 2015, which were accordingly distributed amongst merit, provincial/regional quotas, women quota (10%) and minorities quota (5%). Occupational Group and Service-wise details of vacancies against each category of quota is given at Table 11.

Table 11: Distribution of Vacancies for CE-2015

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

4.10 Allocation: The allocation of CE-2015 was conveyed to the Establishment Division on 29.04.2016. Out of 333 vacancies, allocations to 238 (132 male & 106 female) candidates were made by the Commission. Allocation against 95 vacancies could not be made due to non-availability of qualified candidates from the respective quotas, as per detail in Table 12.

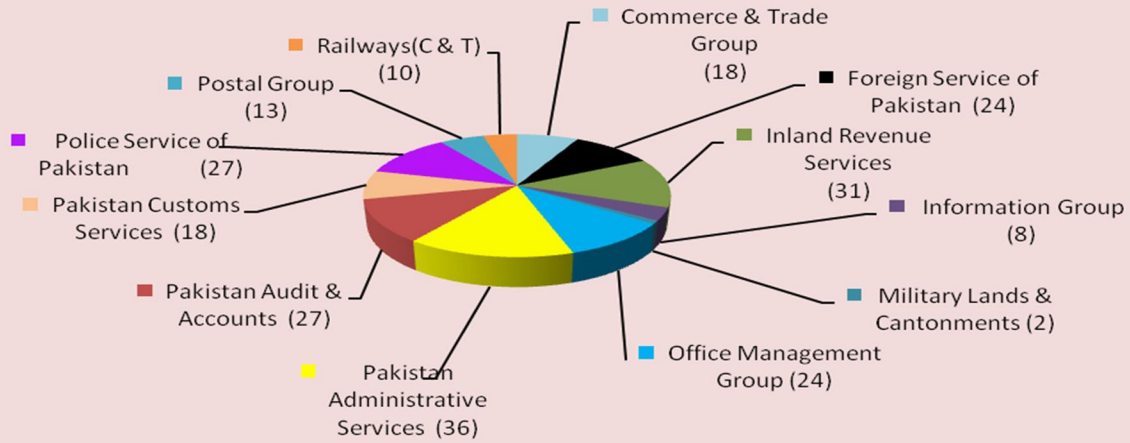
Table 12: Vacancies left un-filled

Quota		CSS 2015		CSS 2014	
		Vacancies	Total	Vacancies	Total
Punjab	Minorsitie	22	22	18	18
Sindh (Rural)	Women	08	12	11	14
	Minorsitie	04		03	
Sindh (Urban)	Open	07	19	11	20
	Women	08		06	
	Minorsitie	04		03	
KPK	Minorsitie	07	07	04	10
				06	
Balochistan	Open	10	21	02	11
	Women	07		06	
	Minorsitie	04		03	
GBFATA	Open	07	12	03	07
	Women	03		02	
	Minorsitie	02		02	
AJK	Women	01	02	01	02
	Minorities	01		01	
Total		95	95	82	82

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

Occupational Group & Service	Merit	Punjab	Sindh (R)	Sindh (U)	KPK	Balochistan	GB/ FATA	AJK	Total
Commerce & Trade Group	2	9	2	1	3	0	0	1	18
Foreign Service of Pakistan	2	12	2	2	3	1	1	1	24
Inland Revenue Services	2	17	4	2	3	1	2	0	31
Information Group	0	5	2	0	1	0	0	0	8
Military Lands & Cantonments	0	1	1	0	0	0	0	0	2
Office Management Group	2	9	5	5	2	0	0	1	24
Pakistan Administrative Services	3	18	4	3	4	2	1	1	36
Pakistan Audit & Accounts	2	14	4	3	2	0	1	1	27
Pakistan Customs Services	1	9	3	1	2	1	1	0	18
Police Service of Pakistan	2	14	3	2	4	1	1	0	27
Postal Group	1	7	1	0	4	0	0	0	13
Railways(C & T)	1	5	1	1	2	0	0	0	10
Total	18	120	32	20	30	6	7	5	238

Figure 2: Occupational groups and services wise break-up of 238 allocated candidates

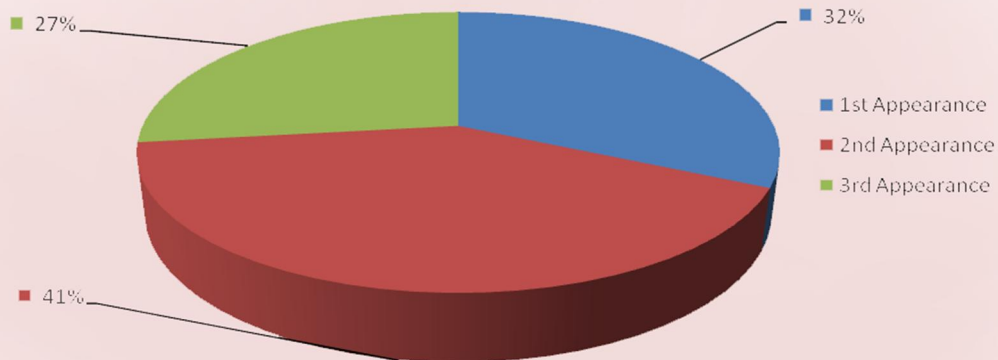


4.11 Chances Wise Performance of the Candidates: Out of 12,176 candidates, who appeared in CSS Competitive Examination 2015, 62% appeared for the 1st time, 28% participated for 2nd time and only 10% appeared for the 3rd time or availed last chance. In final allocation, 32% seats went to candidates who appeared 1st time, 41% to those who appeared 2nd time and 27% to the candidates who appeared 3rd time. Table-14 and Figure 3 reflect performance of the candidates who attempted CSS CE 2nd and 3rd times, as compared to their appearance ratios. The candidates appearing in their 2nd and 3rd chances have performed better than those who appeared first time.

Table 14: Chance Wise Performance of the Candidates

S.No.	Chances	Appeared	%age	Finally Qualified	%age	Allocated	%age
1	1 st Appearance	7499	62	121	33	76	32
2	2 nd Appearance	3424	28	159	43	98	41
3	3 rd Appearance	1253	10	88	24	64	27
Total		12176	100	368	100	238	100

Figure-3: Chance Wise Performance of the Allocated Candidates



4.12 Regular Induction of Armed Forces Officers into Civil Services: Ministry of Defense forwarded a panel of 34 officers of Armed Forces for their induction into civil posts against 10% reserved quota in CSS-2015. The Psychological Assessment and Viva Voce commenced from 03-08-2016 to 10-08-2016 and 16.08.2016 to

19.08.2016 respectively. The Commission recommended 09 officers in order of merit for appointment against Groups/Services as detailed below:

Table 15: Induction of Armed Forces Officers

S.No	Merit No.	Name	Department/ Services	Domicile/ Quota	Allocated Group/Service
1.	01	Flt.Lt. Fahad Mahmood	Air Force	Punjab	PAS
2.	02	Captain Tayyab Sami Khan	Pak Army	Punjab	PAS
3.	03	Captain Ali Raza	Pak Army	Punjab	PSP
4.	04	Captain Usman Majeed Cheema	Pak Army	Punjab	PAS
5.	05	Captain Shehryar Sherazi	Pak Army	Punjab	PAS
6.	07	Lt. Tariq Masroof (PN)	Pak Navy	KPK	FSP
7.	08	Captain Muhammad Saad Ahmed	Pak Army	Punjab	FSP
8.	09	Captain Sadam Hussain	Pak Army	Sindh (R)	PSP
9.	10	Captain Syed Aqeel Hussain	Pak Army	Sindh (U)	PSP

4.13 Competitive Examination (CSS), 2016: 20,717 candidates applied for the Competitive Examination (CE) 2016. The Written Examination was conducted by the Commission from 18.02.2016 to 27.2.2016 in 19 cities. 9643(47%) candidates appeared in the examination. The result of written examination CSS Competitive Examination 2016 was announced on 04.10.2016. 202 or 2.09% of total candidates passed the written examination. Centre-wise break-up of the candidates is at Table 16.

Table 16: Center-Wise Break-up of Candidates

City	Registered Candidates	Present Candidates	Qualified in Written Examination	City	Registered Candidates	Present Candidates	Qualified in Written Examination
Abbotabad	511	255	03	Lahore	5807	2731	91
Bahawalpur	329	147	04	Larkana	254	106	00
D.G.Khan	127	54	00	Multan	705	303	07
D.I.Khan	197	90	01	Muzaffarabad	132	50	01
Faisalabad	817	332	06	Peshawar	2394	1023	06
Gilgit	87	40	00	Quetta	567	305	01
Gujranwala	588	235	03	Rawalpindi	1395	654	18
Hyderabad	1005	469	12	Sargodha	469	226	04
Islamabad	2990	1494	39	Sukkur	330	164	01
Karachi	2013	965	05	Total	20717	9643	202

4.14 The medical examination of 202 candidates qualifying the written examination was held from 28.10.2016 to 14.11.2016 at Islamabad, Lahore and Karachi. Psychological assessment of Islamabad (Phase-I), Lahore (Phase-I), Karachi and Peshawar centers were held from 03.11.2016 to 08.11.2016, 15.11.2016 to 28.11.2016, 14.12.2016 to 16.12.2016 and 27.12.2016 respectively.

4.15 The Viva Voce Board comprising the Chairman of the Commission, Mr. Naveed Akram Cheema and Members, Mr. Ahmad Bakhsh Lehri, Ambassador (R) Rizwan-ul-Haq Mahmood, Mr. Akhlaq Ahmad Tarar, Mrs. Nargis Sethi, conducted the viva voce of the qualifying candidates from 05.12.2016 to 09.12.2016 at Islamabad, (Phase-I) and from 20.12.2016 onwards in other centres. On the average, each candidate was

interviewed between 35 to 40 minutes to assess his/her personality, leadership quality, integrity, knowledge and potential. The psychological assessment reports were also considered while assessing these traits.

Table 17: Summary of Competitive Examination-2016

Candidates	Number	Percentage
Candidates Applied for the examination	20,717	NA
Candidates Appeared in the examination	9,643	47
Candidates qualifying the written examination	202	2.09

4.16 Vacancies for Competitive Examination 2016: The Establishment Division intimated 351 vacancies (251 fresh, 95 un-filled vacancies of previous years and 5 vacancies of non joiners) to be filled through CSS Competitive Examination 2016, which were accordingly distributed amongst merit, provincial/regional quotas, women quota (10%) and minorities quota (5%). Occupational Group and Service-wise detail of vacancies against each category of quota is given in Table 18.

Table 18: Distribution of Vacancies for CE-2016

Quota	Quota Description	Groups/Services	Vacancies
Merit 7.5%	All Pakistan Merit	PAAS-1, CTG-1, PCS-2, PAS-3, FSP-1, IRS-4, IG-1, OMG-3, PSP-1, POSTG-1	18
Punjab 50%	Open Merit	PAAS-6, CTG-6, PCS-12, PAS-16, FSP-9, IRS-22, IG-7, MLCG-2, OMG-20, PSP-6, RCTG-3.	109
	Women	PAAS-1, CTG-1, PCS-1, PAS-2, FSP-1, IRS-3, IG-1, OMG-2, RCTG-1.	13
	Minorities	CTG-1, PCS-2, PAS-1, FSP-1, IRS-7, PSP-3, PAAS-2, MLCG-1, IG-1, OMG-7, POSTG-1, RCTG-1	28
Sindh (R) 11.4%	Open Merit	PAAS-2, CTG-1, PCS-3, PAS-4, FSP-2, IRS-5, IG-1, OMG-4, RCTG-1, PSP-2,	25
	Women	FSP-1, OMG-4, POSTG-4, RCTG-1	10
	Minorities	CTG-1, IG-1, IRS-1, PAAS-1, OMG-2	06
Sindh (U) 7.6%	Open Merit	CTG-1, PCS-2, PAS-2, FSP-2, IRS-3, IG-2, MLCG-1, OMG-10, POSTG-1.	24
	Women	IRS-1, PSP-1, IG-2, OMG-1, POSTG-5	10
	Minorities	PAAS-1, PCS-1, IRS-1, OMG-1, PSP-1	05
Khyber Pakhtunkhwa 11.5%	Open Merit	PAAS-2, CTG-1, PCS-3, PAS-4, FSP-2, IRS-5, OMG-5, PSP-1, IG-2, RCTG-1	26
	Women	IRS-1, MLCG-1, OMG-1.	03
	Minorities	PAAS-1, PAS-1, FSP-1, IRS-2, OMG-2, PSP-1	08
Balochistan 6%	Open Merit	PAAS-1, CTG-2, PCS-2, PAS-2, FSP-1, IRS-5, IG-1, MLCG-1, OMG-5, PSP-1, POSTG-2, RCTG-1.	24
	Women	RCTG-1, PSP-1, IRS-1, IG-2, OMG-2, POSTG-1	08
	Minorities	PAAS-2, PAS-1, IRS-1, OMG-1	05
GB/FATA 4%	Open Merit	PAAS-1, CTG-1, PCS-1, PAS-1, FSP-1, IRS-3, IG-1, OMG-5, POSTG-1	15
	Women	IG-1, POSTG-1, IRS-1, OMG-1	04
	Minorities	PAS-1, IRS-1, OMG-1	03
AJK 2%	Open Merit	PCS-1, IRS-1, IG-1, OMG-1, PSP-1	05
	Women	RCTG-1	01
	Minorities	IRS-1	01
Total			351

4.17 Competitive Examination (CSS), 2017: The Cabinet enhanced upper age limit for two years for CSS Competitive Examination-2017 and onwards. In pursuance of the Cabinet decision, a Public Notice was issued on 21.08.2016 informing the intending candidates that the age limit for CSS Competitive Examination 2017 onwards would be as follows:

Table 19: Enhancement of Age limit

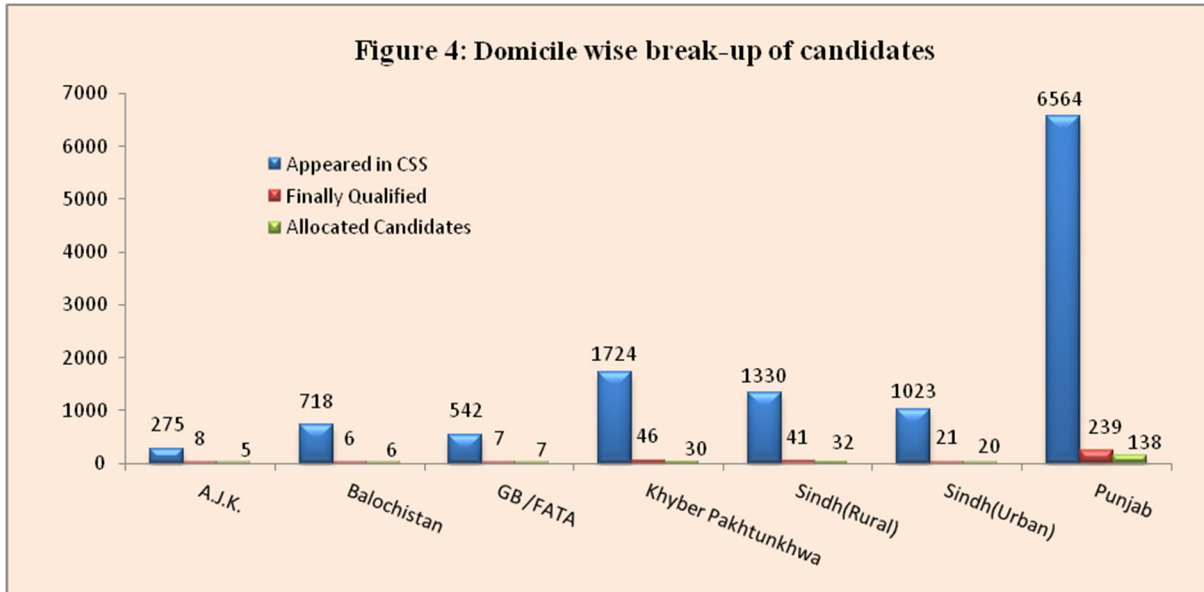
a.	For fresh candidates	21 to 30 years
b.	For the categories specified in Rule 3(ii) Of CSS Competitive Examination Rules, 2017	21- 32 years

4.18 A public notice inviting applications from the intending candidates for CSS Competitive Examination 2017 was published in all the daily newspapers on 25.09.2016 instructing to apply online between 1st October to 31st October 2016, followed by submission of hard copy of online application form along with all documents and treasury receipt fee deposit. In all, 23,025 applications were received out of which only 10,250 applicants (45%) actually appeared in the examination.

4.19 Regional Performance in Competitive Examination-2015: Region-wise performance of the candidates in CSS Competitive Examination-2015 is at Table 20 (Figure 4). Out of 12,176 applicants, 54% were from Punjab, and 46% from the remaining provinces/regions. Out of 368 finally qualified candidates, 65% were from Punjab, 12% Khyber Pakhtunkhwa, 11% Sindh Rural, 6% Sindh Urban, 2% Balochistan, 2% GBFATA and 2% AJK. The province/region-wise allocation shows that Punjab got 58% seats inclusive of seats reserved for general merit quota, Sindh Rural 13%, Khyber Pakhtunkhwa 13%, Sindh Urban 8%, Balochistan 3%, GBFATA 3% and AJK 2%. The un-filled seats of respective provinces were carried over to next CSS Examination-2016.

Table 20: Candidate's Performance by Domicile-CSS CE 2015

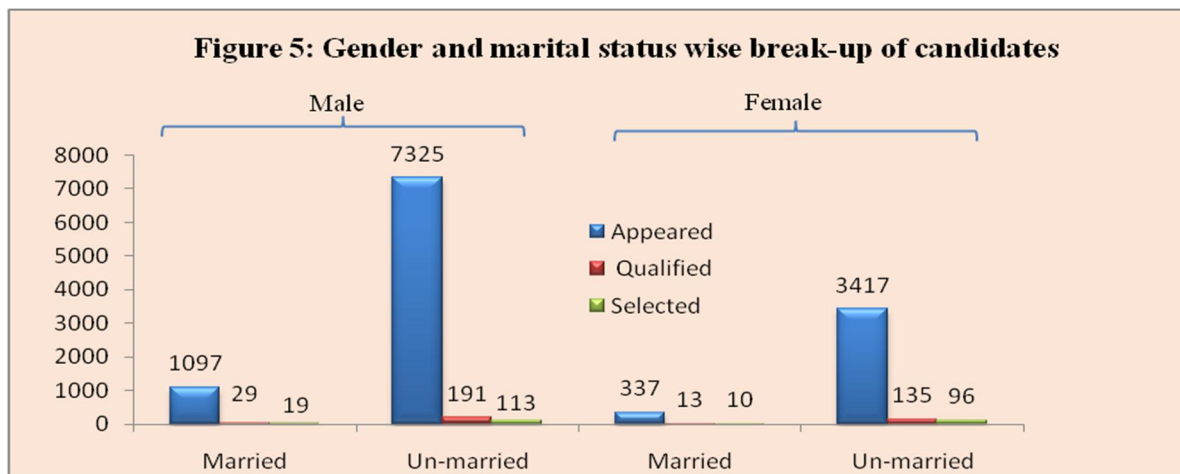
Candidates' Domicile	Appeared in CSS	%age of Total Candidates	Finally Qualified Candidates	%age of Finally Qualified	Merit of Qualified Candidates		Allocated Candidates	%age of Total Allocated
					1-100	101-200		
A.J.K.	275	2	8	2	0	2	5	2
Balochistan	718	6	6	2	2	3	6	3
GB /FATA	542	5	7	2	1	2	7	3
Khyber Pakhtunkhwa	1724	14	46	12	10	11	30	13
Sindh(Rural)	1330	11	41	11	7	16	32	13
Sindh(Urban)	1023	8	21	6	5	2	20	8
Punjab	6564	54	239	65	75	64	138	58
Not Mentioned	0	0	0	0	0	0	0	0
Total	12176	100	368	100	100	100	238	100



4.20 Gender and Marital Status of Candidates: Out of 12,176 applicants in CSS CE 2015, 69% were male and 31% were female candidates. While out of 368 finally qualified candidates, 60% were male and 40% female. It indicates that female candidates have performed better as their ratio in final result was 9% higher (i.e. 40%) as compared to their appearance ratio of 31%. Table 21 and Figure 5 indicate that 88% of the applicants were un-married (inclusive of 60% male and 28% female).

Table 21: Distribution of Candidates as Per Gender and Marital Status-CSS CE 2015

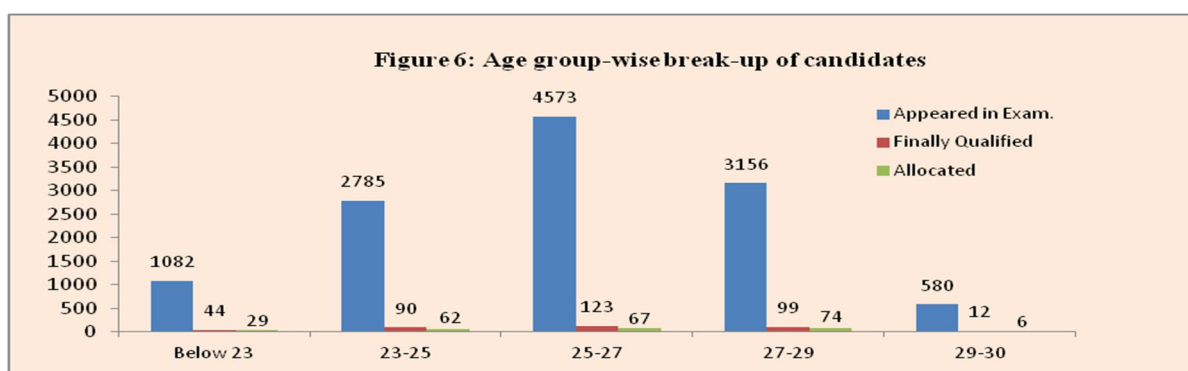
	Total	Male				Female			
		Married	%age	Un-Married	%age	Married	%age	Un-Married	%age
Appeared in Exam.	12176	1097	9	7325	60	337	3	3417	28
Qualified in Written Exam	379	29	8	195	51	14	4	141	37
Finally Qualified	368	29	8	191	52	13	3	135	37
Selected for training	238	19	8	113	48	10	4	96	40



4.21 Performance of Candidates Age Group wise: Table-22 and Figure 6 indicate that maximum number of candidates (i.e.74) allocated, were in the age group of 27-29 years. It dispels the notion that present age limit discriminates the educated professionals to participate in CSS Competitive Examination.

Table 22: Performance of Candidates Age Group Wise-CSS CE 2015

Age in years	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated Groups	%age
					1-100	101-200		
Below 23	1082	9	44	12	9	12	29	12
23-25	2785	23	90	25	26	24	62	26
25-27	4573	37	123	33	35	25	67	28
27-29	3156	26	99	27	28	34	74	31
29-30	580	5	12	3	2	5	6	3
Total	12176	100	368	100	100	100	238	100

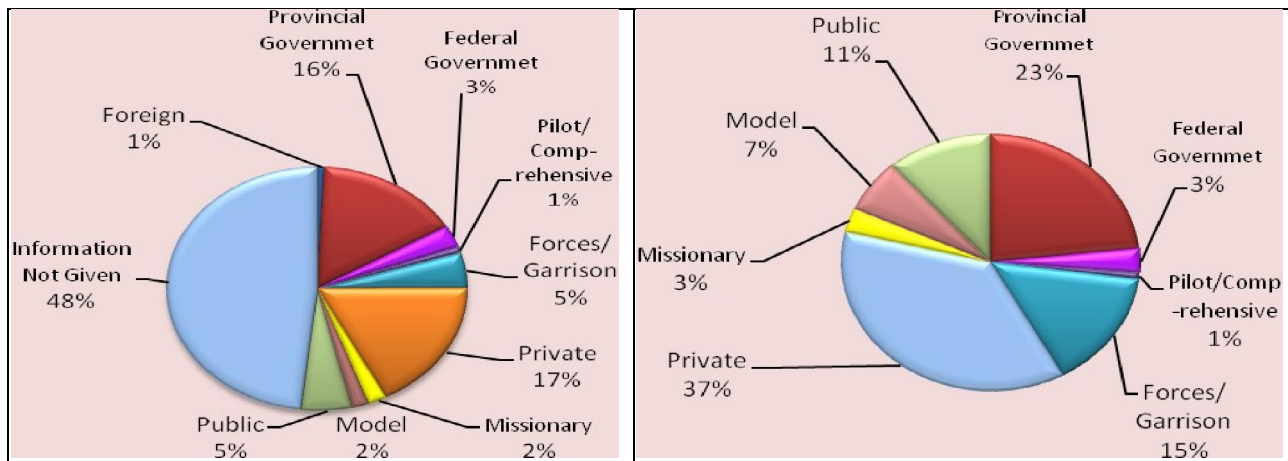


4.22 Performance of Candidates in Relation to their Schooling: Table-23, Figure 7A and 7B reveal that candidates, educated from private schools have performed better and got 37% share in allocation as compared to their appearance ratio of 17%. Similarly, candidates educated from Provincial schools have captured 23% share in allocation as compared to their appearance ratio of 16%. Whereas candidates from Forces/Garrison Schools could get 15% share in allocation as compared to their appearance ratio of 5%. It clearly reflects that the performance of candidates having education from Private and Provincial institutions was better as compared to remaining educational institutions i.e. public/model institutions.

Table 23: Candidates' Performance in Relation to Schooling-CSS CE 2015

Type of school	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated to Groups	%age
					1-100	101-200		
Foreign	90	1	1	-	-	-	1	-
Provincial Government	1917	16	84	23	25	21	55	23
Federal Government	355	3	13	4	1	4	7	3
Pilot/Comprehensive	98	1	4	1	1	1	2	1
Forces/Garrison	581	5	50	14	17	13	35	15
Private	2129	17	142	39	39	32	87	37
Missionary	245	2	10	3	2	6	7	3
Model	223	2	22	6	4	10	16	7
Public	668	5	41	11	11	12	27	11
Information Not Given	5870	48	1	-	-	1	1	-
Total	12176	100	368	100	100	100	238	100

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

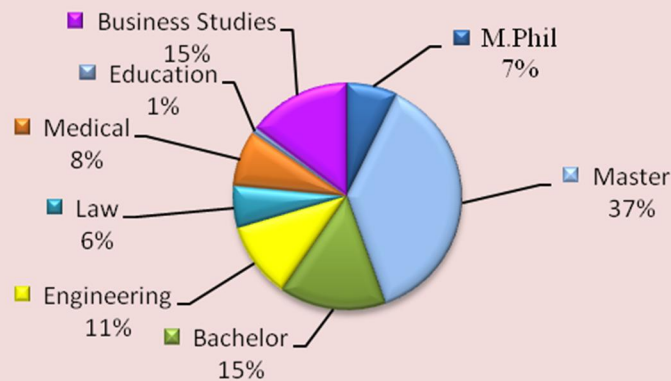


4.23 Candidates' Performance in Relation to Final Degree: 67% of the candidates who appeared in CSS-2015 having first division, their ratio in final result was 85% and share in allocation was 83%. 29% of the candidates who appeared were second division holders, while only 15% of them finally qualified and their share in allocation was 17%. It indicates that the performance of first divisioners was far better than the candidates with second division. Table-24 and Figure 8 indicates that out of the allocated candidates under CSS CE-2015, 7% were M.Phil, 37% held Master's degrees, 15% Bachelor's degrees, 11% were Engineers, 15% had studied Business, 6% were Law Graduates, 8% were Medical graduates and 1% held Education degree.

Table 24: Candidates' Performance in Relation to their Last Degree-CSS CE 2015

Degree	Candidates Appeared					Candidates Qualified				Candidates Allocated to Groups			
	First Division	Second Division	Third Division	Sub total	%age	First Division	Second Division	Sub total	%age	First Division	Second Division	Sub total	%age
M. Phil.	361	1	1	363	3	30	0	30	8	17	0	17	7
Masters	3231	1151	39	4421	36	110	21	131	36	70	19	89	37
Bachelors	1524	1656	5	3185	26	48	18	66	18	25	11	36	15
Engineering	688	125	0	813	7	33	2	35	10	25	1	26	11
Law	194	350	1	545	4	7	12	19	5	6	7	13	6
Medical	378	52	0	430	4	21	1	22	6	18	1	19	8
Education	181	33	0	214	2	3	0	3	1	2	0	2	1
Computer Sciences	143	24	0	167	1	4	0	4	1	1	0	1	0
Business Studies	1456	111	2	1569	13	55	2	57	15	34	1	35	15
Not Reported	0	0	0	469	4	1	0	1	0	0	0	0	0
Grand Total	8156	3503	47	12176	100	312	56	368	100	198	40	238	100
	(67%)	(29%)				(85%)	(15%)			(83%)	(17%)		

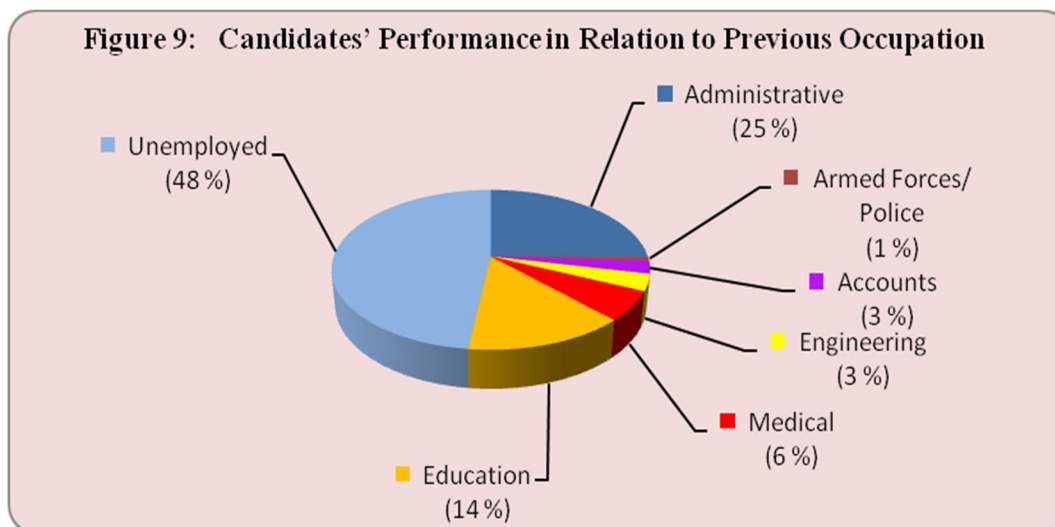
Figure 8: Candidates' Performance in Relation to their Last Degrees



4.24 Candidates' Performance in Relation to Previous Occupation: Table 25 (Figure 9) indicates that 70% of the candidates who appeared in CE-2015 were unemployed, out of them 48 % qualified the CSS CE and were allocated to various groups/services. It was further observed that 8 % with prior experience of administrative services got 25 % share in allocation.

Table 25: Candidates' Performance in Relation to Previous Occupation-CSS CE 2015

Candidate's Occupation	Appeared in Exam.	%age	Finally Qualified	%age	Order of Merit		Allocated to Group	%age
					1-100	101-200		
Administrative	1000	8	82	22	31	24	58	25
Clerical	302	2	2	1	0	0	1	0
Armed Forces/Police	230	2	5	1	0	1	2	1
Accounts	306	3	11	3	2	4	6	3
Engineering	256	2	15	4	5	4	8	3
Legal	80	1	2	1	0	1	1	0
Medical	183	2	18	5	6	7	13	6
Education	1078	9	49	13	9	12	32	14
Private service	41	0	1	0	0	0	0	0
Agriculture	12	0	1	0	0	0	1	0
Business	20	0	4	1	1	0	1	0
Skilled Worker	98	1	0	0	0	0	0	0
Unspecified	41	0	3	1	0	0	1	0
Unemployed	8529	70	175	48	46	47	114	48
Total:	12,176	100	368	100	100	100	238	100



4.25 Candidates' Performance in Compulsory Subjects: Table 26 indicates candidates' performance in compulsory subject of GK-III (Pakistan Affairs) during CE-2015 was better and 50% of the qualified candidates secured 60% and above marks. On the contrary, in English Essay none of the qualified candidates could secure 60% or above marks. A vast majority of the qualified candidates remained in the bracket of 40% to 59% marks.

Table 26: Candidates' Performance in Compulsory Subjects-CSS CE 2015

Subject	Marks	Qualified Candidates	Marks obtained					
			Below 40%	%age	40-59%	%age	60% & Above	%age
English Essay	100	368	0	0	368	100	0	0
English (Précis & Composition)	100	368	0	0	212	58	156	42
Every Day Science	100	368	4	1	241	66	123	33
Current Affairs	100	368	36	10	299	81	33	9
Pakistan Affairs	100	368	8	2	175	48	185	50
Islamiat	100	368	0	0	288	78	80	22

4.26 Candidates' Performance in Pre-Familiar and Non-Familiar Optional Subjects: Table 27 shows the figures of candidates who were pre familiar with a subject opted by them in CSS. Majority of the candidates who obtained 60% marks in a subject were pre familiar with it except Agriculture, Forestry, Regional Languages, Geography, International Law and Psychology where candidates, non-familiar with the subject obtained higher marks than those who were familiar with the subject.

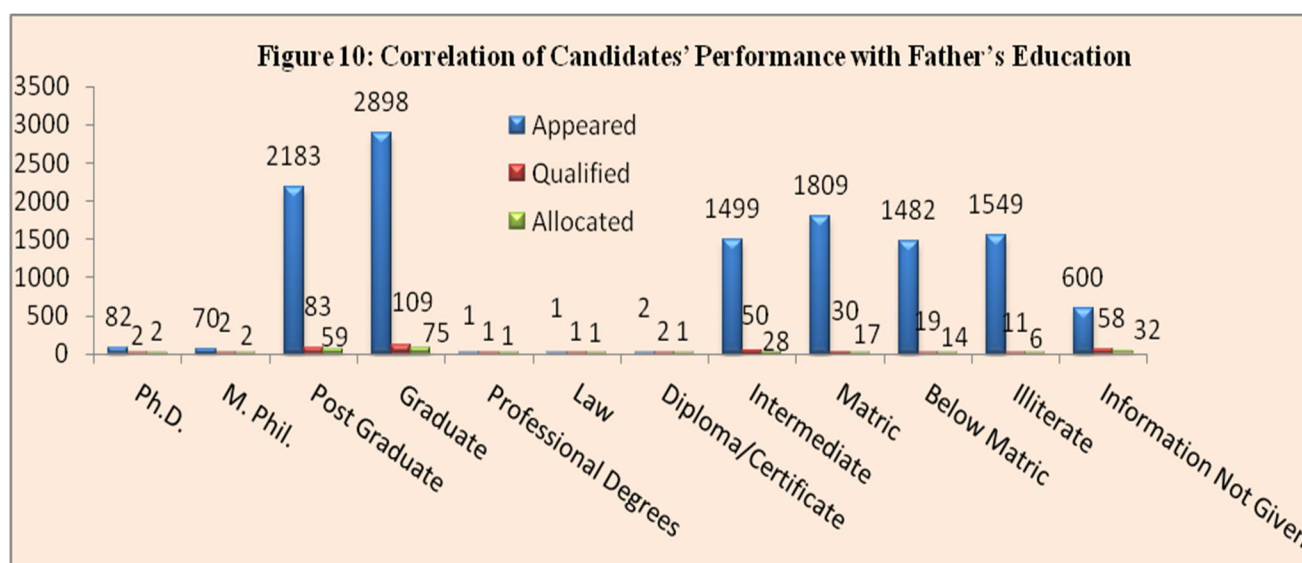
Table 27: Performance of Candidates w.r.t. Pre-Familiarity with Optional Subjects opted for-CSS CE 2015

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	636	5	495	78	211	227	141	22	46	76
Agriculture	645	5	163	25	63	86	482	75	251	136
Applied Mathematics	150	1	115	77	30	9	35	23	10	5
Arabic	771	6	138	18	67	6	633	82	247	20
Balochi	195	2	42	22	7	35	153	78	43	104
Botany	133	1	80	60	42	14	53	40	33	3
British History	432	4	6	1	5	1	426	99	281	83
Business Administration	886	7	653	74	186	418	233	26	82	113
Chemistry	178	1	140	79	95	14	38	21	18	4
Computer Science	290	2	148	51	74	20	142	49	27	5
Constitutional Law	667	5	74	11	57	6	593	89	430	71
Economics	432	4	353	82	198	100	79	18	56	8
English Literature	272	2	154	57	49	1	118	43	12	0
European History	193	2	19	10	13	2	174	90	113	-1
Forestry	1547	13	36	2	17	17	1511	98	977	192
Geography	3716	31	191	5	116	41	3525	95	2006	851
Geology	63	1	28	44	16	6	35	56	5	0
History of Pak & India	3247	27	158	5	98	37	3089	95	1987	337
History of the USA	887	7	9	1	7	2	878	99	585	127
International Law	2685	22	356	13	125	201	2329	87	901	1252
International Relations	1283	11	149	12	98	15	1134	88	702	81
Islamic History & Culture	2607	21	169	6	120	10	2438	94	1667	150
Journalism	5472	45	416	8	308	20	5056	92	3904	145
Law	224	2	136	61	70	36	88	39	35	16
Mercantile Law	689	6	424	62	242	120	265	38	147	70
Muslim Law & Jurisprudence	1102	9	137	12	94	13	965	88	678	14
Persian	427	4	66	15	23	9	361	85	177	37
Philosophy	311	3	23	7	16	4	288	93	141	58
Physics	372	3	271	73	142	10	101	27	40	3
Political Science	1028	8	445	43	306	61	583	57	338	32
Psychology	5299	44	292	6	218	16	5007	94	3482	96
Public Administration	2247	18	96	4	41	47	2151	96	832	931
Punjabi	3510	29	272	8	115	71	3238	92	1648	0
Pure Mathematics	85	1	54	64	10	9	31	36	3	1
Pushto	1264	10	80	6	42	1	1184	94	831	52
Sindhi	1055	9	46	4	20	21	1009	96	418	517
Sociology	4593	38	423	9	266	114	4170	91	2506	1038
Statistics	351	3	133	38	50	35	218	62	68	42
Urdu	462	4	37	8	21	0	425	92	186	0
Zoology	461	4	335	73	216	61	126	27	60	25

4.27 Correlation of Father’s Education with Candidates’ Performance: Table 28 (Figure 10) reflects that candidates' performance in the CSS 2015 was positively correlated with their father’s educational background. Educational levels of father of 57 percent allocated candidates were graduate and post-graduate while 25 percent were intermediate or below including 3 percent un-educated. Higher the level of father’s education, better the performance of the candidate.

Table No 28: Performance of Candidates in Relation to their Father’s Education-CSS CE 2015

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.	82	1	2	1	1	0	2	1
M. Phil.	70	1	2	1	0	1	2	1
Post Graduate	2183	17	83	23	25	26	59	25
Graduate	2898	24	109	29	32	28	75	32
Professional Degrees	1	0	1	0	0	1	1	0
Law	1	0	1	0	1	0	1	0
Diploma/Certificate	2	0	2	1	1	0	1	0
Intermediate	1499	12	50	14	14	10	28	12
Matric	1809	15	30	8	4	13	17	7
Below Matric	1482	12	19	5	5	7	14	6
Illiterate	1549	13	11	3	2	4	6	3
Religious Education	0	0	0	0	0	0	0	0
Information Not Given	600	5	58	15	15	10	32	13
Total	12176	100	368	100	100	100	238	100

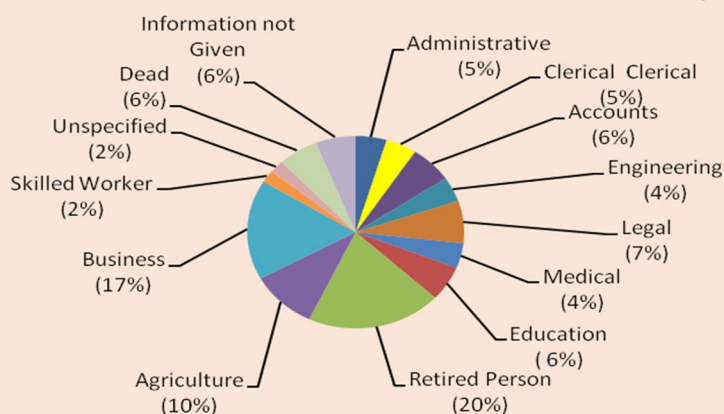


4.28 Correlation of Father’s Occupation with Candidates’ Performance: Table-29 (Figure 11) indicates that 59% of allocated candidates were children of serving/retired employees and 27% belonged to businessmen/agriculturalists families.

Table No 29: Correlation of Father's Occupation with Candidates' Performance-CSS CE 2015

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	673	6	19	5	5	4	11	5
Clerical	755	6	21	6	1	7	11	5
Armed Forces/Police	354	3	2	1	0	1	1	0
Accounts	352	3	23	6	6	5	15	6
Engineering	224	2	17	5	3	4	10	4
Legal	328	3	24	6	9	5	17	7
Medical	313	3	15	4	5	2	10	4
Education	703	6	19	5	7	4	14	6
Retired Person	1907	16	80	22	17	30	48	20
Agriculture	1579	13	38	10	11	12	25	10
Business	1985	16	56	15	22	10	40	17
Skilled Worker	335	3	6	2	1	3	5	2
Unskilled Worker	329	3	2	1	0	0	0	0
Unspecified	166	1	8	2	3	2	5	2
Passed away	201	2	17	4	5	6	13	6
Information not Given	1972	16	21	6	5	5	13	6
Total	12176	100	368	100	100	100	238	100

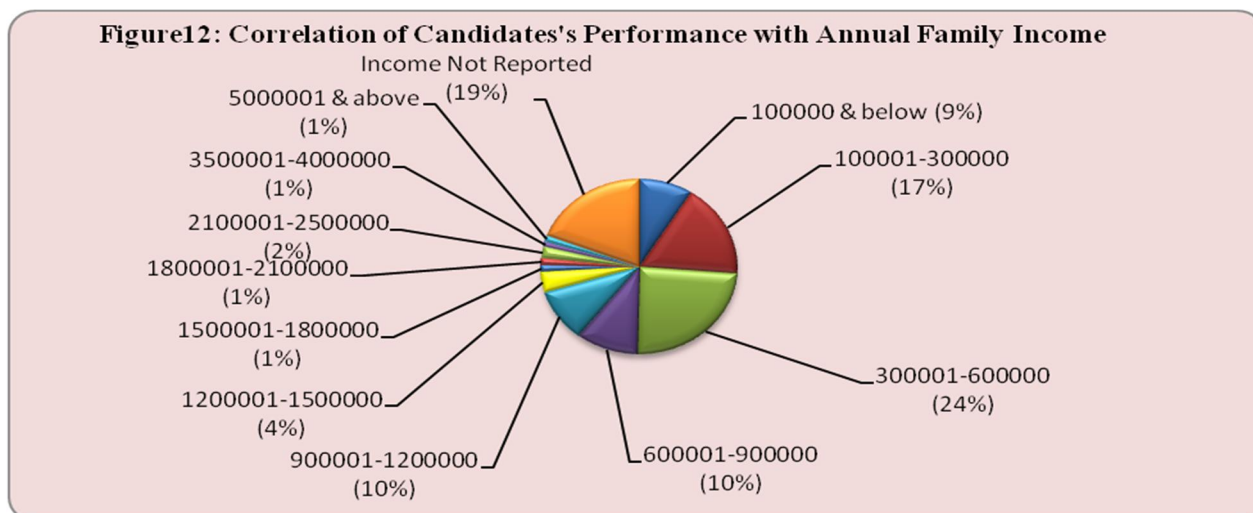
Figure 11: Correlation of Candidates' Performance with Father's Occupation



4.29 Correlation of Candidates' Performance to Family Annual Income: Large number of candidates (49%) who appeared in CE-2015 belonged to family whose annual income was between Rs. 50,000 and Rs. 600,000 per month. Whereas 50% of candidates allocated to the Occupational Groups and Services were from the same income group. It indicates that civil service predominantly belongs to the middle class. For details refer to Table 30 and Fig. 12).

Table No 30: Correlation of Candidates' Performance with their Family Income-CSS CE 2015

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	1040	9	29	8	9	9	21	9
100001-300000	2298	19	62	17	16	17	41	17
300001-600000	2566	21	88	24	18	28	57	24
600001-900000	733	6	34	10	13	10	24	10
900001-1200000	856	7	31	8	9	10	23	10
1200001-1500000	284	2	11	3	5	4	9	4
1500001-1800000	99	1	5	1	2	1	3	1
1800001-2100000	153	1	5	1	2	0	3	1
2100001-2500000	118	1	5	1	2	1	5	2
2500001-3000000	92	1	3	1	1	1	1	0
3000001-3500000	17	0	1	0	0	0	1	0
3500001-4000000	44	0	2	1	2	0	2	1
4000001-5000000	55	0	3	1	0	1	1	0
5000001 & above	71	1	4	1	2	1	3	1
Income Not Reported	3750	31	85	23	19	17	44	19
Total	12176	100	368	100	100	100	238	100



4.30 Observations of Examiners on Performance of Candidates in CE-2015: The Examiners have made the following observations on the candidates' performance in compulsory and optional papers in written part of the CSS Competitive Examination 2015:

Compulsory Subjects

4.31 Essay: The overall performance in the subject was not satisfactory and candidates underestimated the demands of writing a good Essay. In this Paper, two aspects were to be explained based on some arguments, which in turn required the candidates to explore the relation of two aspects in the topic. However

the candidates inadequately focused on only one aspect of the argument. Majority of the candidates could not develop argumentation on topics like “*The war on terror has contributed to the growing abuse of Human Rights and has lost its relevance as well as its significance.*” Any argument, no matter how strong, needs sufficient support to establish its strength and validity. The candidates provided a number of arguments but without any substantive support. Relevant, crisp and succinct outline besides good written expression is a requirement for competitive examination at this level. There were some examples of unnecessarily offensive language. Word limit was another key factor for low scoring in English essay. Candidates must focus on relevance and building arguments rather than prolonging unnecessary discussions.

4.32 English (Précis & Composition): Candidates responses were weak and replete with poor grammar. Linguistically candidates were not at ease in expressing themselves. In précis writing, the requirement was reducing the original para to 1/3rd and for providing a suitable title. In response, candidates provided extra textual information while exerting their own opinion on the text. In Question number 3, candidates failed to define context of the passage or to distinguish between two sub-questions and often repeated ideas. In Question number 4, candidates failed to give a balanced response on the topic like “*Education should be for life not for livelihood*”. Responses to Question Number 5 relating to idioms and phrases were poor. In Question Number 6, candidates failed to identify the corrections required in a sentence.

4.33 GK-II (Current Affairs): The overall standard of the responses seemed to be satisfactory as compared to previous years. A significant majority seemed to have appeared in the exam without proper preparation. It was just 5% of the candidates who provided original thoughts and analysis. From the responses, it seemed that the candidates were hesitant to attempt Qs No.2, 3, 5 and 8. Important issues like role of education in character building and critical evaluation of the counter terrorism policy of Pakistan were not adequately responded. Linguistically candidates were not at ease in expressing themselves in English. Complete responses to various parts of the questions were not provided. Instead of critical analysis or building a solid argument, the response at times was full of accusations.

4.34 Islamiat: Overall responses were not satisfactory. Candidates had failed to express their point of view on common topics of Islamic study. Analytical readings and critical approach in general was missing.

Optional Subjects

4.35 Accountancy and Auditing-I: Assessment of answer scripts established that overall standard of performance of the candidates was satisfactory. However, in some cases candidates misunderstood the contents of the question and attempted only problems and not the theoretical portion.

4.36 Accountancy and Auditing-II: Performance of the candidates demonstrated decent grasp over the subject especially in Accounting and Income Tax section as compared to Auditing or General Business. Majority of the candidates expressed well, while few candidates exhibited poor writing skills.

4.37 Applied Mathematics-I: The result of the candidates was not satisfactory as only 30% candidates could qualify the paper whereas 70% failed. Moreover 55% of the failed candidates got single digit or zero marks. The prime reason for failure of the candidates was their non-serious attitude and lack of preparation for the exam.

4.38 Applied Mathematics-II: Several candidates appeared in paper without any preparation. Only a few did relatively well.

4.39 Arabic-I: Majority of the candidates were non-serious in the subject and took the examination without any preparation. They had poor understanding of literary sense, criticism, comprehension, syntax, etymology or eloquence of Arabic literature. Their performance in short answers was good but they failed to answer in detail. CSS candidates must improve familiarity in daily usage of Arabic language through various sources.

4.40 Agriculture: The candidates pooled their knowledge without understanding of the questions asked. The spectrum of answering questions in a rationale way was also lacking. In most scripts, candidates did not go through the entire course outline and were therefore unable to answer some questions. Only a few candidates presented good critical analysis and were rewarded. The candidates must appear in CSS after good preparation rather than losing the first chance for experiencesake.

4.41 Balochi: The responses of the candidates to the questions were to the point. Majority of the candidates had keen knowledge of the subject, grammar, vocabulary. Sentence structure was also up to themark.

4.42 Botany-II: Overall performance of the candidates was satisfactory. Understanding of Molecular Biology and Biotechnology seemed to be weak and was evident the way Qs.No.4 & 5 were attempted.

4.43 British History-II: Performance of the candidates in CSS Examination has been adversely affected due to declining standard of education in our institutions. Since British History is not taught as a separate discipline in many institutions, therefore it seemed that candidates who took the subject had to prepare on their own. Good and quality reading on British History wasrecommended.

4.44 Business Administration: The marking of 816 copies ranked performance of the candidates as very good.

4.45 Constitutional Law: Examining 619 scripts informed that the performance of the candidates remained poor and unsatisfactory. Only one candidate could get marks in the range of 65% to 79% whereas no candidate could get marks in 60% to 64% range or 80% or above. It was evident from assessment of the answer scripts that candidates appeared without preparation.

4.46 Chemistry-I: Performance of majority of the candidates was good. 58% of the candidates secured 60% & above marks. For better understanding of the subject, educational institutions must arrange for teaching of basic and advanced chemistry topics with objective and analytical problem solving approach.

4.47 Chemistry-II: Majority of the candidates lacked conceptual clarity. Less than 5% of the candidates were able to write few lines while rest seemed non-serious. It was observed that the system of education was not producing good talent and had become quantitative rather than qualitative. Teachers' training, library facility and laboratories needed improvement along with up-gradation of class rooms.

4.48 European History I: A significant majority of candidates did not work hard to understand the subject. Only a few answered the questions well. Outlines prepared were different from answers. The candidates assumed that examiner do not go into details but measure by number of sheets. Candidates must learn this subject with open mind and critical approach.

4.49 European History-II: The standard of response was better as compared to previous year. Although a number of candidates who opted for the subject could not perform well but the overall result was satisfactory.

4.50 Economics-(I&II): The candidates' performance was poor and disappointing.

4.51 English Literature: 246 candidates attempted and reflected their knowledge of literary work as well as command over English language. The common errors made by the candidates were discrepancy in subject and

verb, inappropriate prepositions, incorrect spellings, punctuation mistakes and switching of verbs. Many candidates showed inability to organize and present ideas. Few candidates seemed to have read plays and could compare the characters. Answers were replete with unnecessary and wrong quotations from the text. Responses reflected limited reading of poetry. Answers relied on notes. Candidates should go for extensive reading. They should practice writing argumentative and expository essays. They should focus on interpretation of the questions being asked and practice to write the relevant answers.

4.52 Geography-II: The summary statistics of 3492 scripts revealed that only 11 candidates achieved above 80% marks while 98 candidates secured between 75% to 80% marks, 1565 Candidates fell between 60%-74% marks. 1493 candidates achieved between 41%-59% marks and 325 candidates got less than 40%. Majority of the candidates were well aware of the subject and attempted Qs.No.2, 3,4,5,7 & 8 in narration with standard sequence and analytical approach. They paid attention towards requirement of the question contents viz. title, subtitle diagrams and outline of maps. Few candidates used poetic compositions, verses in their answers and had vague idea about the South Asia as a region and its constituting countries. Some candidates were unable to distinguish between minerals & energy resources. Candidates must consult Atlas of Pakistan or Times World Atlas.

4.53 History of USA: The responses of the candidates were of low standard. There were two glaring problems with the candidates, issue of the substance and time management. Candidates should be clear that History of USA consisted of 5 components viz. history, politics, foreign policy, Political Economy and intellectual history of the USA. They should select right substance (books) instead of guides. Expression, presentation and spelling of the candidates were very weak. Candidates should manage their time in order to attempt all the questions within given time.

4.54 History of Pakistan & India-I: Overall performance of the candidates in 3000 papers was good and few were excellent in the subject. The candidates relied on low quality books. Emphasis should be given on English language than usage of terms and phrases in local language. Candidates must avoid befooling the examiners with irrelevant explanation or language as using Roman Urdu instead of English language.

4.55 History of Pakistan & India-II: The performance of the candidates deteriorated this year. Common and chronic weakness was their inability to express with fluency in English language. Our educational institutions focus on chronological details of the topic but not on analysis of the topic. Time management was also poor. Candidates should manage equal time for each question of the paper. Overall at school level, special attention should be given to English language and particularly addressing the problems related to vocabulary and grammar.

4.56 Islamic History & Culture-I: The general performance of the candidates was not good. Only one or two candidates performed up to the mark. Linguistically the expression was very weak. It seemed candidates were unable to express themselves in English. Some other glaring observations included, many candidates were unaware of Western Asia and as a result provided an inadequate response to Q.No.5 on “Islam in Western Asia”; likewise question on “Muslim Civilization in Spain” was misunderstood by the candidates. 99% candidates were weak in quoting verses from the Holy Quran and Ahadith. Candidates were also unable to differentiate between Jihad and Terrorism in light of the Holy Quran.

4.57 Islamic History & Culture-II: Superficial knowledge was demonstrated by the candidates. Overall standard was poor as the candidates did not touch the original source of the subject.

4.58 International Law: The evaluation of 2566 answer scripts informed that the level of performance was between average and good. Barring few exceptions, the responses were excellent. Candidates should prepare through recommended sources rather than relying on guidebooks.

4.59 Mercantile Law: The candidates had good knowledge about terms of the subject. Majority of the candidates had fair understanding of the Contract Act. Concepts about registration of firm, difference between company and firm, Negotiable Instruments Act were weak.

4.60 Muslim Law & Jurisprudence: Evaluating 997 answer scripts underscored poor performance of the candidates in the subject. Candidates were non-serious and provided un-necessary or irrelevant details. It seemed they had appeared for fun and left answer scripts just blank.

4.61 Persian-I: The performance of majority of the candidates remained below average. Persian Literature and History were weak areas. Majority of the candidates made grammatical mistakes or wrote incorrect and meaningless sentences. Some candidates attempted the paper as a mixture of Hindi, Urdu, Punjabi, Pashto and Persian, instead of writing in Persian language. The candidates must strengthen their reading habit.

4.62 Persian-II: The candidates overlooked the instructions, while attempting Paper-II. Candidates must read the instructions carefully, leave proper space between two answers, avoid irrelevant details while answering as well as emphasize on the quality, not quantity, to be precise and to the point. Providing unnecessary details compromises the quality of answers. Qs.No.4 & 5 were required to be answered in Persian language but mostly candidates attempted in English or Urdu, that means they had no knowledge of Persian.

4.63 Philosophy-I: The examination of 293 answer books confirmed the overall performance as not satisfactory. There is a need for bringing clarity in concepts, good writing skills, coherent data, correct reasoning and proper presentation. Majority of answers attempted were based on traditional concepts of filling more pages and getting good grades. Careless and inadequate attitude towards examiners was also noted as making personal requests, using multi-colour pens, over writing and cutting. Limited quantity of words enhances the quality of work. Concept of negative marking could be helpful in avoiding extensive cutting.

4.64 Philosophy-II: General performance of the candidates was not satisfactory. The glaring deficiency among the candidates was their inability to understand the nature of the question. Candidates were non-serious. Our educational institutions should pay special attention to develop skills of objective analysis and creative thinking in students. Language barrier was also a problem for many candidates.

4.65 Physics-II: The general performance of the candidates was extremely poor. 89% (299 out of 336) candidates scored less than 50% marks and 11% candidates secured more than 50% marks. 20 candidates did not get any marks and only 04(1%) got outstanding marks. Understanding of the subject was not even at par with F.SC level. Poor expression and grammatical mistakes were common. Non-scientific language was used to describe purely scientific subject. The answers were based on memorization. Practice on numerical problem solving techniques and reading standard/recent international books is recommended.

4.66 Political Science-II: The performance standard attained by the candidates was not satisfactory. The concept of the subject was not clear and writing expression was poor.

4.67 Public Administration: Examination of scripts indicated that the candidates had little grasp over the subject. Overwhelming majority failed to define public corporations in Q.No.3, auditing system in Pakistan and concept of Public Administration in Q.No 8. In most of the cases, lack of intellectual depth and logical inconsistency were common and did not consider the exam as a serious project. Candidates instead of tailoring the answer to demands of the question, penned down whatever came to their mind. Some other common flaws Identified were lack of critical thinking, poor handwriting, spelling mistakes and non-compliance to the norms of the written examination. Candidates should avoid selective reading. Candidates should be careful about clean & neat handwriting.

4.68 **Punjabi:** The general performance of the candidates was above average but some candidates performed extraordinary. A large number of candidates had written irrelevant or inappropriate responses. Candidates should follow the instructions, avoid guides, read the relevant text books, clear handwriting and it should be made sure not to disclose identity.

4.69 **Pure Mathematics-I:** Most of the candidates did not seem to have consulted books. More than half of the candidates were non-serious about the examination and 2/3rd had confused concepts. A couple of candidates had clear concepts, better calculating skills and made systemic attempt. The candidates must avoid reproduction of text.

4.70 **Psychology-II:** Answer formats of the candidates were clearly depicting their least conceptual understanding, irrelevancy and non-serious attitude with probably no preparation at all towards subject. Some of the candidates explained their own concept rather than to explain the actual concept. Most of the candidates depended on readymade material like notes, guide books or filtered materials due to which they did not struggle to read more books. Furthering reading amongst candidates was proposed.

4.71 **Pashto:** Shortcomings were seen. Out of 1200 candidates, only 2 candidates provided good answers and secured 60 marks out of 80, 143 attempted satisfactory answers to achieve in the third category and 1055 candidates fell in the category of bad answers. Main reason of their failure was uninterested approach towards literature. Instead of reading standard books, they seemed to have prepared through guide books. The candidates' answers could not match with the contents of the questions.

4.72 **Sindhi:** Overall performance of the candidates was good and few of them attempted the paper in an excellent manner. Question of History and Folk Lore were not attempted well.

4.73 **Sociology:** General performance of 4365 candidates was good. 20% candidates gave excellent answers, 25% response was good, 35% were satisfactory and 20% gave poor answers. The deficiencies noticed in candidates' responses were that they were not having basic knowledge of theoretical framework of the subject. The candidates should study in-depth theories, social structure of society, social problems being faced by the people and remedial measures, social development and its concepts, procedures. A thorough study of the subject was required as it is not a general knowledge subject.

4.74 **Urdu-I** Overall performance of the candidates was not satisfactory. The candidates could not understand the questions and reading of Urdu literature seemed poor. Candidates must consult quality books on History of Urdu Literature for better preparation and performance in the exam.

4.75 **Zoology-I:** Out of 438 candidates, 42% performed satisfactory, 27% candidates performance was excellent while 31% candidates seemed to appear in the examination just for fun or they wrongly opted for the subject. It is suggested that a thorough study of any best-book would be sufficient for preparing the subject.

4.76 **Zoology-II:** The performance of candidates was at par with International/Regional level. However the marks obtained were generally skewed towards the left of the Normal distribution curve. High achievers were only those who had previous knowledge of the subject. The candidates must study authentic, original and modern books written by the eminent foreign referees instead of plagiarized local guides or booklets from local publishers. No single book would suffice the reading for all topics given in the syllabus.

Chapter-5

Analysis of CSS Competitive Examination – 2016

5.1 Recognizing the need to align the subjects and syllabi of CSS Competitive Examination, last revised in 1981, with emerging global trends and for netting high talent for the Civil Service, the FPSC with approval of the Government, revised the same in 2016. CSS CE 2016 was the first exam taken after the revision of the syllabi. The new scheme of syllabi was introduced after an intensive and extensive round of deliberations with all key stakeholders. The new syllabus was considered as a step forward by aspiring candidates. Some of the key changes in syllabus were rationalization of groupings of optional subjects, re-assigning total marks to 17 subjects and addition of new subjects Criminology, *Environmental Sciences*, *Gender Studies*, *Anthropology*, *Governance and Public Policy and Town Planning and Urban Management*, replacement of Every Day Science with General Science & Ability, introducing Comparative Study of Major Religions for Non-Muslims and combining Agriculture and Forestry as one subject.

5.2 Based on the new syllabus, CSS CE 2016 was held from 18.02.2016 to 27.02.2016 in 19 cities across Pakistan. The Commission received over 20,717 applications whereas only 9643 candidates actually appeared in the exam. As per result announced on 4 October 2016, only 202 (Male: 116 & Female: 86) candidates were declared successful in the written part of the exam. Alarming, this was the lowest percentage of successful candidates in the past decade. Of the total 202 candidates, 145 were from Punjab, 13 from Sindh (Rural), 16 from Sindh (Urban), 18 from Khyber Pakhtunkhwa, 4 from Balochistan, 4 from Azad Jammu and Kashmir and 02 from GBFATA. It was a cause of concern for the Commission that performance of candidates in CSS CE has been declining over the last few years.

Analysis of failed candidates in CE 2016

5.3 There was a diverse group of candidates who appeared in the examination, coming from different academic backgrounds in different disciplines. About 6210 candidates held a Master's degree whereas 3213 candidates were graduates in different disciplines. The pass percentage was higher amongst the candidates who had done O levels.

5.4 In compulsory subjects, the maximum number of failures were in English Paper I "Precis and Composition" i.e. 92%, followed by 81 % in English Essay. Of the total 9,643 candidates, 8,894 (92%) scored below 40%, the passing threshold and therefore failed. Only 409 scored between 40-49%, 10 between 60-69%.

5.5 It was observed that performance of the candidates in optional subjects was also not satisfactory as high percentage of failures were recorded in Town, Planning and Urban Management (95.39%), Pure Mathematics (94.17%), Applied Mathematics (83.46%), Chemistry (75.08%), Arabic (73.58%) and Statistics (63.03%). Surprisingly, performance of the candidates in all newly introduced subjects except "Town Planning and Urban Management" was very encouraging. Examiners' reviews on performance of candidates in CSS CE 2016 are also part of this report. Subject-wise performance of candidates in CSS CE 2016 in optional subjects is at Table 31.

Table 31: Subject wise performance

Compulsory subject	Total appeared	Failed	Passed	
		Below 40%	40-59%	60% & above
English Essay	9358	7841	1517	0
English (Précis & Composition)	9358	8894	454	10
General Science & Ability	9358	4903	3896	559
Current Affairs	9358	4185	4424	749
Pakistan Affairs	9358	3512	5138	708
Islamic Studies/ Comparative Study of Major Religions (For non-Muslims)	9358	812	5280	3266
Optional Subject	Total appeared	Failed	Passed	
		Below 33%	33-59%	60% & above
Accountancy and Auditing	673	240	392	41
Agriculture & Forestry	865	455	404	6
Anthropology	67	11	8	48
Applied Mathematics	125	106	9	10
Arabic	53	39	10	4
Balochi	75	5	43	27
Botany	117	46	56	15
British History	229	34	152	43
Business Administration	1432	440	708	284
Chemistry	289	223	62	4
Computer Science	305	130	149	26
Constitutional Law	570	322	236	12
Criminology	801	98	405	298
Economics	552	190	338	24
English Literature	208	134	71	3
Environmental Science	1119	242	554	323
European History	203	49	125	29
Gender Studies	3636	1257	2151	228
Geography	769	258	485	26
Geology	62	26	29	7
Governance & Public Policies	769	101	658	10
History of Pak & India	2935	496	2081	358
History of the USA	3043	278	2000	765
International Law	3725	810	1707	1208
International Relations	5866	1116	4506	244
Islamic History & Culture	1183	197	924	62
Journalism and Mass Communication	787	274	467	46
Law	112	71	40	1

Optional Subject	Total appeared	Failed	Passed	
		Below 33%	33-59%	60% & above
Mercantile Law	599	171	427	1
Muslim Law & Jurisprudence	1331	274	902	155
Pashto	826	394	421	11
Persian	21	8	8	5
Philosophy	258	115	103	40
Physics	566	352	201	13
Political Science	1564	322	1174	68
Psychology	1251	116	622	513
Public Administration	2434	487	1747	200
Punjabi	1491	411	579	501
Pure Mathematics	118	113	4	1
Sindhi	420	45	273	102
Sociology	2644	817	1819	8
Statistics	145	100	43	2
Town Planning & Urban Management	1457	1408	44	5
Urdu	351	82	203	66
Zoology	287	87	158	42

5.6 In an attempt to identify flaws and failures in the system, the Chairman, FPSC constituted a three Members Consultative Group viz Mr. Ahmed Farooq as Convener, Mr. Habibullah Khan Khattak and Major General(R) Azeem Asif. Representatives from the Higher Education Commission and Federal Ministry of Education and Professional Training were also included as co-opted Members. Some of the observations reflected that candidates were disturbed by group combinations for selection of optional subjects that were changed as per revised scheme of syllabi and subjects. Apart from that, the posts increased from 185 to 333 and reserved vacancies also increased from 45 to 95. The Examiners' reports informed that a significant number of candidates were non-serious and filled the answer scripts with stories/repetitive text. Non familiarity with the subject opted for, were some of the reasons for low performance.

5.7 As the Commission oversees all the aspects of CSS Competitive Examination, it was also of the view that CSS reforms should be amongst the priorities of the state, as it has a direct impact on the quality of governance. If the education system is producing subpar graduates, then this low level of human capital does not offer a very capable talent pool for CSS administrators to choose from. Taking the long view, whether it is the civil service or any other sector, without massive, visionary and long-term reform of Pakistan's education system, improvement in the quality of human capital will be very difficult.

5.8 Moreover, for Pakistan to continue to advance and prosper, it is vital that the Civil Service remains as an appealing career option for future generation of Pakistan. It was presumed that due to inadequate compensation package and slow vertical career growth, young talent was not inclined towards civil service and preferred to follow a career in the private sector.

5.9 A report on CSS CE 2016 was also submitted to the Standing Committee of the National Assembly.

Chapter-6

General Recruitment

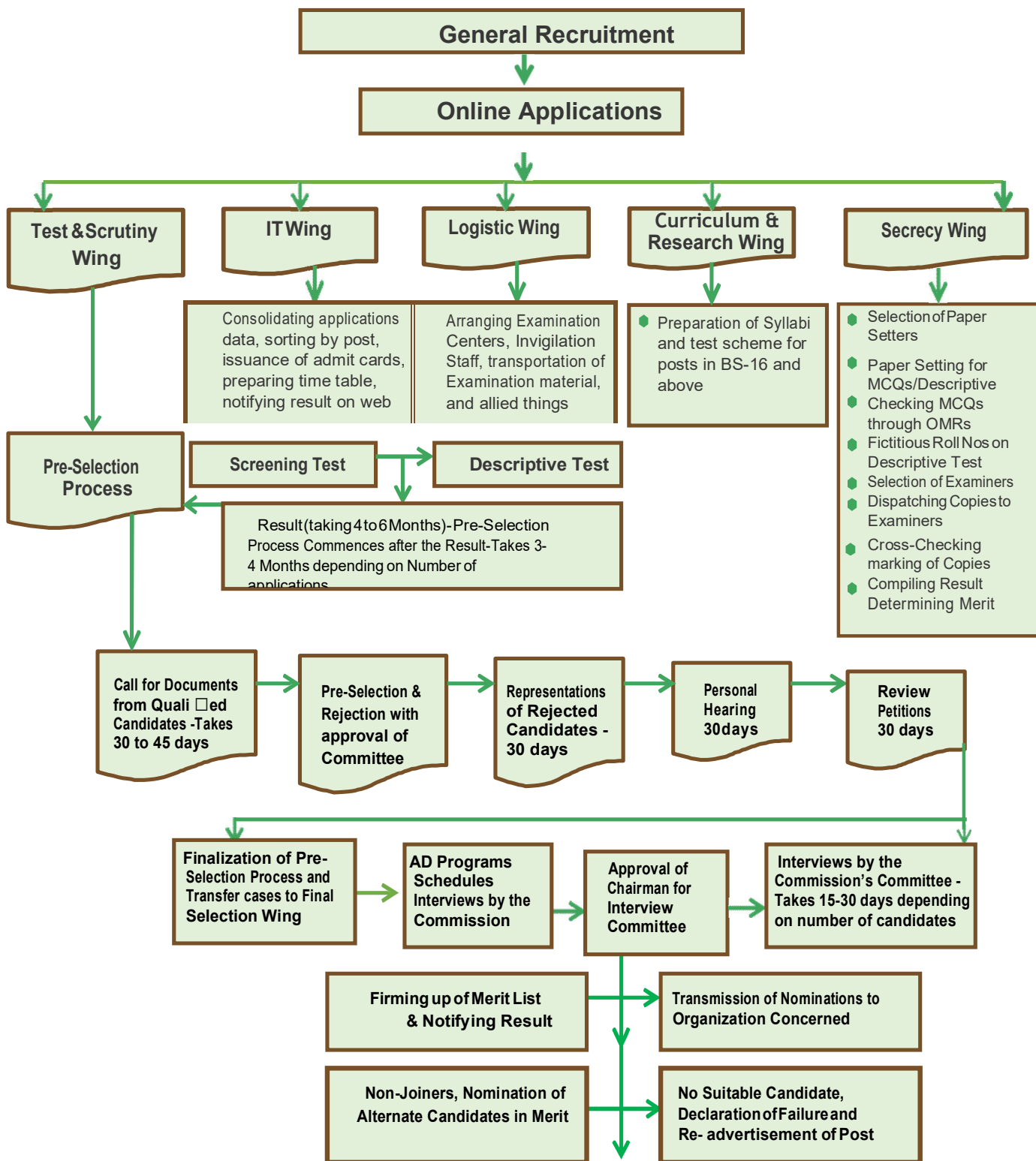
Finalization of General Recruitment Process

6.1. The Commission processed 534 cases of general recruitment involving 5362 positions and 875281 applications during the year 2016. These cases include 255 carried forward cases involving 3155 positions and 579758 applications of previous years. Fresh 2207 posts against 279 cases have been advertised during 2016 in response thereof, 295523 applications were received.

6.2. Out of 534 cases, 270 cases dealing with 1851 posts were finalized wherein 1455 nominations were issued. However, 396 positions in 142 cases were reported failure, because no suitable candidates could be found. Some cases are pending due to litigation and could not be finalized during the previous years (2006-2015). The remaining 264 cases involving 3511 posts have been carried over to next calendar year.

Details are at **Appendix-7**.

Figure 13: General Recruitment Process

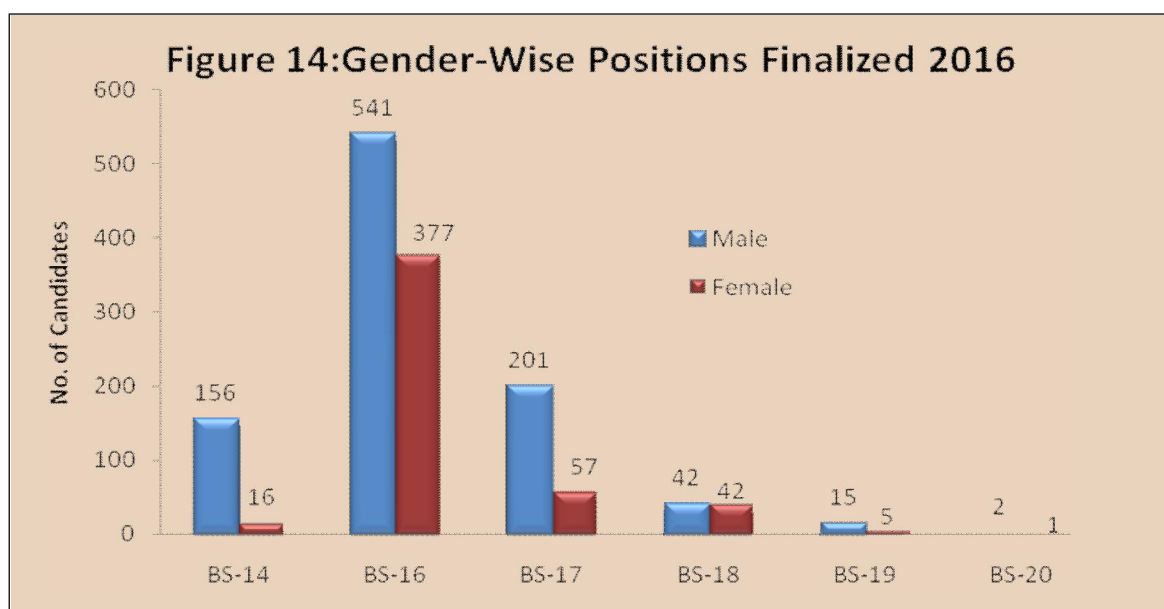


6.3. Moving forward, there is a need to review quality of human resource at FPSC and to prepare an action plan for developing a healthy mix of professional staff while safeguarding the integrity of the system. Any meddling into the system with clandestine motives will not only compromise integrity of the system but will also damage the credibility of the Commission. Therefore, the Commission must safeguard its credibility sternly against such efforts, both from within and without.

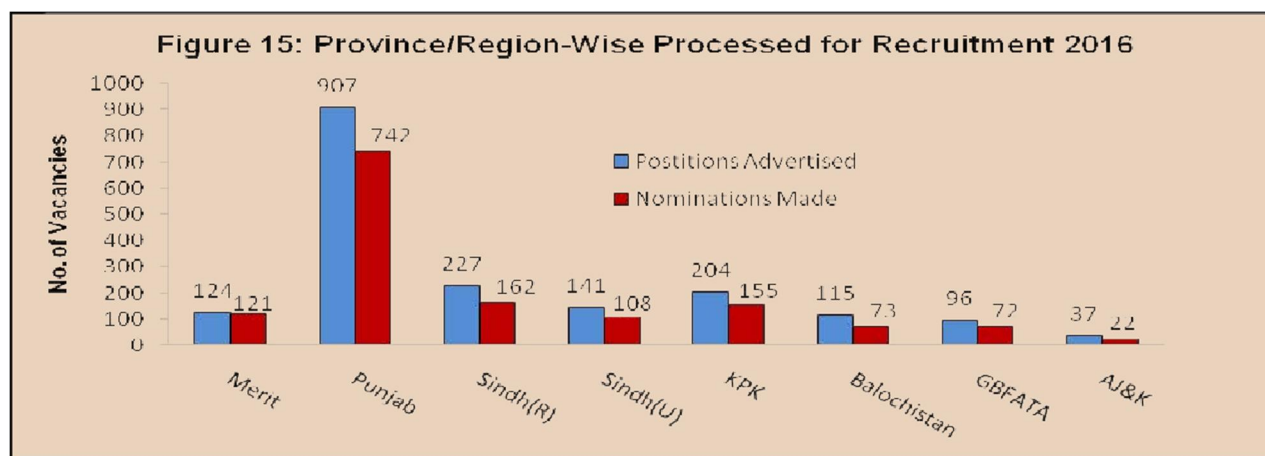
6.4. Gender-Wise Positions Filled During the Year, 2016: The Commission made recommendations against 1455 positions in the year 2016, out of these 76 nominations were against the vacancies reserved for male, 435 reserved for female while 944 nominations reserved for both male and female. The gender-wise position is available at Table 32 and Figure 14.

Table 32: Gender Wise Distribution of Vacancies for General Recruitment

Basic Scale	Reserved for Male			Reserved for Female			Reserved for Both Genders					Total Nominations Made	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
			(1-2)			(4-5)				(8+9)	(7-10)	(2+5+10)	(3+6+11)	(12+13)
14	0	0	0	21	11	10	164	156	5	161	3	172	13	185
16	9	9	0	446	355	91	713	532	22	554	159	918	250	1168
17	45	43	2	32	29	3	206	158	28	186	20	258	25	283
18	31	20	11	54	36	18	80	22	6	28	52	84	81	165
19	8	4	4	8	4	4	24	11	1	12	12	20	20	40
20	0	0	0	0	0	0	10	2	1	3	7	3	7	10
21	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	93	76	17	561	435	126	1197	881	63	944	253	1455	396	1851



6.5. Recruitment against Regional Quota: Out of 1455 recommendations/ nominations, 121 were against Merit and as per quota 742 against Punjab, 162 against Sindh (Rural), 108 against Sindh (Urban), 155 against Khyber Pakhtunkhwa, 73 against Balochistan, 72 against GBFATA and 22 were made against Azad Jammu & Kashmir. Accordingly, 172 recommendations/ nominations were made in BS-14 on specific departmental requisition, 918 were made in BS-16, 258 in BS-17, 84 in BS-18, 20 were in BS-19 and 3 were made in BS-20. The Region-Wise position is available at **Appendix- 8** and the graph at Figure 15.



6.6. Ministry/Division wise Positions finalized during 2016: During the year 2016, out of 1455 nominations/ recommendations, 427 were made in the Revenue Division which is the highest, followed by 381 nominations in the Ministry of Defence, 189 in Ministry of Communications, 113 in Capital Administration and Development Division, 72 in Cabinet Secretariat, 37 in Ministry of Interior & Narcotics Control, 36 in Ministry of Petroleum & Natural Resources, 31 in Federal Government Organization, 22 in Kashmir Affairs & Gilgit-Baltistan Division, 21 in Ministry of Railways, 20 in National Assembly Secretariat, 18 in Ministry of Overseas Pakistanis & Human Resource Development, 15 in Ministry of Law, Justice & Human Rights, 12 in Establishment Division, 10 each in Ministry of Housing & Works and Ministry of National Food Security & Research, 9 in Federal Public Service Commission, 5 in Finance Division, 4 each in Ministry of Climate Change, Water & Power, Textile Industry and Ministry of Religious Affairs & Interfaith Harmony, 3 each in Ministry of Information & Broadcasting and Ministry of Ports & Shipping, 2 in Ministry of Planning, Development & Reforms, one each in Ministry of Education & Training, Prime Minister's Secretariat and Ministry of National Health Services as detailed at **Appendix-9**

6.7. Fresh Cases initiated and processed for Recruitment during 2016: The Commission during the year under report initiated action on 279 new cases of recruitment involving 2207 positions as detailed at **Appendix-10**.

6.8. Cases initiated in previous years for Recruitment but finalized during 2016. The process took a long time as it involved scrutiny of applications, issuance of admission certificates, marking of answer sheets, disposal of representations, appeals and conduct of interviews. A major portion of the cases initiated in one calendar year is invariably carried over to the next year. During the year 2016 the Commission processed 255 cases of recruitment involving 3155 positions of previous years (2006-2015). The details are at **Appendix-11**.

6.9. Un-filled posts during 2016: The Commission reported 396 positions un-filled in 142 cases due to non-availability of eligible candidates against advertisement in accordance with recruitment rules. The details are given under **Appendix- 10 and 11**.

6.10. Written Tests for Recruitment to Ex-Cadre Posts: Written (Professional/ Screening) Tests for BPS-16 and above were conducted to keep the number of candidates for interview within a manageable limit. The written (Professional & Screening) tests in 97 cases involving 1154 posts were conducted. 145897 candidates were called for tests and 84254 appeared. The written (Descriptive) tests in 120 cases involving 228 posts were conducted in which 7769 candidates were called for tests and 3416 appeared. Shorthand/ Typing Tests in 37 cases involving 183 posts were conducted. 9794 candidates were called for tests and 2521 appeared in the test. Statistics of the tests conducted during the year 2016 are at **Appendix-12, 13 and 14.**

6.11. 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 124 alternate nominees in 47 cases from reserve merit list. Details are given at **Appendix-15.**

6.12. Statistics of visits of Interview Committees in different Centers during the Year 2016: The Commission spent 654 days for 123 visits during the year 2016 for conduct of interviews of 7563 candidates and personal hearings of 1235 candidates. A list of program is given at **Appendix-17.**

6.13. Recruitment Cases Withdrawn/Cancelled: 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 under report, no case was withdrawn by any Ministry/ Division/ Department.

6.14. Re-Advertisement of Failure Cases/Posts During 2016: As per Commission's decision taken in 130th meeting, if any post is reported un-filled, it shall be re-advertised by the Commission in its consolidated advertisement. Accordingly, 128 recruitment cases involving 409 positions were re-advertised during the year 2016. Re-advertised cases include the posts reported as un-filled in 2014, 2015 as well as 2016. Clarification from the concerned Ministry/ Division/ Department was awaited till 31st December 2016. Details are given at **Appendix-18.**

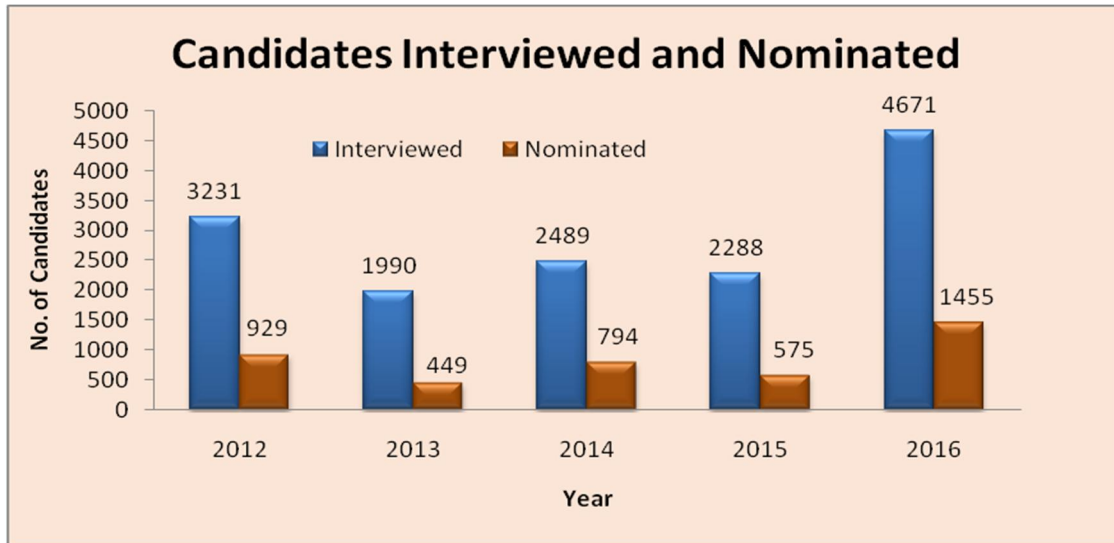
6.15. Nomination of Minorities against 5% Quota: The Commission finalized 29 cases involving 72 posts reserved for minorities' quota. Against these 39 nominations were made and 33 posts could not be filled due to non-availability of qualified candidates belonging to minorities. **Appendix-19 and Table 33.**

Table 33: Distribution of Vacancies for Minorities Quota in 2016

Basic Scale	Post Advertised	Nominations Made	Reported Failure
14	09	07	02
16	46	26	20
17	12	05	07
18	04	01	03
19	01	00	01
Total	72	39	33

6.16. Recruitment to Ex-Cadre Positions (BS-16 & above) for the last five Years (2012-2016): Candidates interviewed and nominated by the Commission for various positions in BS-16 and above from 2011 to 2016 are presented in Figure 16.

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



6.17. The Commission has been consistently reviewing its performance and is progressing well to achieve its set goals. A few significant achievements in this direction have been, the successful reduction in timeframe for processing cases in general recruitment cases by 3-4 months, ensuring 100% on-line application system for speediness of work for finalizing interviews and personal hearings.

6.18. Ministry of Kashmir Affairs & Gilgit-Baltistan through order bearing SRO 257 (I)/ 2016 dated 22 March 2016 requested that till the time an independent Gilgit-Baltistan Public Service Commission is established, the Federal Public Service Commission may continue to conduct the recruitment on behalf of Gilgit-Baltistan Government.

Chapter-7

Final Passing Out/Other Examinations

Final Passing out Examination

7.1. Federal Public Service Commission conducts Final Passing Out Examination (FPOE) after completion of Common Training Program and Specialized Training Program (STP) of probationers of twelve Occupational Groups/Services. As FPOE is one of the determining factors for inter-se seniority besides marks obtained in the Competitive Examination, Common Training and Specialized Training, it is of considerable importance. Currently, rules provide for four attempts to qualify the FPOE failing which the probationer is liable to be discharged from Group/Service. The results of FPOEs conducted by the Commission during 2016 have been communicated to the concerned Institutes/Academies as well as probationers and placed on FPSC website. Table 34 reflects the same:

Table 34: Summary of FPOEs conducted During 2016

S.No	Service & Occupational Group	Appeared	Pass	Fail
(i)	Commerce & Trade Group	--	--	--
(ii)	Foreign Service of Pakistan	22	20	02
(iii)	Inland Revenue Service	85	48	37
(iv)	Information Group	07	06	01
(v)	Military Lands & Cantt. Group	04	04	--
(vi)	Office Management Group	54	41	13
(vii)	Pakistan Administrative Service	54	23	31
(viii)	Pakistan Audit & Accounts Service	20	13	07
(ix)	Pakistan Customs Service	04	03	01
(x)	Police Service of Pakistan	33	29	04
(xi)	Postal Group	12	10	02
(xii)	Railways (C & T) Group	03	02	01
Total		298	199 (67%)	99

7.2. The Commission recommended that a paper of 100 marks relating to “Rules of Business 1973, Manual of Secretariat Instructions, Efficiency and Discipline Rules 1973, Human Resource Development and Public Procurement Rules 2004” should be made a part of the syllabus of all Groups/Services for FPOE w.e.f 44th CTP, which has been complied with. The intent was to introduce essential readings for all Civil Servants in performance of their core functions regardless of cadres.

7.3. The increasing trend of seeking deferment of initial training of successful candidates of CSS Competitive Examination continued as the Rule3(1)(ii) of the Occupational Groups and Services (Probation, Training and Seniority) Rules 1990, vests with a wide range of powers to the Competent Authority to defer the training for any reason. The probationers utilize this period to improve their existing allocation and thereby block the vacancy in the assigned Group/Service as well as affect the right of immediate next qualified candidate. Arrangement for conduct of FPOE for candidates with special needs was also jointly arranged by Logistic Directorate and IT Wing on 14.12.2016.

7.4. Section Officers Promotional Examination-2016: Consultations were held with the Establishment Division to resolve the issues related to enhancement of seats, requirement of requisition and conduct of Section Officers Promotional Examination (SOPE), 2016 as per approved scheme and syllabus. The Superintendents placed in BS-17 but holding substantive posts in BS-16 were made eligible to apply for SOPE-2016 in terms of Establishment Division OM.No.7/5/2014-T-V dated 29-12-2016 subject to observance of other conditions stipulated in SOPE Rules. Online applications were invited for Section Officers Promotional Examination-2016 from eligible candidates with the closing date of 31.01.2016. In all 1330 online/manual applications for SOPE-2016 were received and processed.

7.5. Other Competitive Examinations-2016: The Commission announced (written part) result of examination for 05 posts of Civil Judge-cum-Judicial Magistrate (BS-18) in Gilgit-Baltistan Judiciary on 27.10.2016. In all 18 candidates qualified. The interviews were held from 25.12.2016 to 26.12.2016 at FPSC Headquarter, Islamabad.

7.6. The result of written part of Competitive Examination for 04 posts of Assistant Director (BS-17), Survey of Pakistan, was declared on 16.03.2016. Out of 540 candidates, 108 candidates appeared in the examination. Only 05 candidates qualified, 64 failed and 39 were rejected. Interviews were under process.

Chapter-8

Psychological Assessment

8.1 Psychological Assessment is a two day activity carried out through written psychological assessment tests, group discussion and interview with psychologist for CSS Competitive Examination /Induction of officers of Armed Forces into the civil service /Section Officers Promotion Examination and for the posts of Assistant Director Intelligence Bureau. It assesses the personality traits, intellectual capability and future potential of candidates. The assessment dossier is prepared on the basis of Verbal General Ability Test, Non-verbal Test of abstract reasoning, personality tests including projective techniques such as completion, association and construction, open-ended leaderless group discussions, problem solving exercises, socio-economic ranking by candidates and interview with psychologist. The pen-picture report formats are passed on to the Commission for decision making and final selection for recruitments.

8.2 Post selection data analysis and Research Studies:

- (a) Post selection Data analysis provides basis for Psychological Assessment which helps not only in the development of tests construction but also helps in accuracy and further development.
- (b) Statistical analysis on data of CE-2015 and other research work was finalized including calculation of norms of ability and personality tests, formulation of two way tables between ability tests and computing various correlations between ability tests and three modes of assessment i.e. written, psychological and Viva Voce.

8.3 Selection of Test Battery: Revision and final selection of test battery was made on the basis of study of research data of various personality and ability tests.

8.4 Construction of New Tests: In the light of research findings, 4 personality tests were constructed for use in Psychological Assessment.

8.5 Preparation and Conduct of Psychological Assessment of Armed Forces Inductees CE 2015. For induction into civil services, the Psychological Assessment of 34 nominees from Armed Forces was carried out from 03.08.2016 to 10.08.2016 as per service-wise details in Table 35.

Table 35: Psychological Assessment of Armed Forces Inductees CE 2015

Services	No. of Candidates
Pak Army	21
Pak. Air Force (PAF)	06
Pak Navy	07
Total	34

8.6 Psychological Assessment of C.E. 2015. The Psychological Assessment of 377 written qualified candidates of CE 2015 commenced at start of the year. Psychological Assessment of remaining 184 candidates was completed as per centre-wise details in Table 36.

Table 36: Psychological Assessment of C.E. 2015

Centre	From	To	No. of candidates
Multan	01-01-2016	05-01-2016	07
Peshawar	07-01-2016	15-01-2016	27
Karachi	19-01-2016	02-02-2016	56
Lahore(Phase-II)	08-02-2016	02-03-2016	75
Islamabad(Phase-II)	03-03-2016	10-03-2016	19
Total			184

8.7 Psychological Assessment of C.E.2016. The Psychological Assessment of CE 2016 commenced w.e.f. 02-11-2016 and was in progress till end of the year. For total 138 candidates, Psychological Assessment have been completed as per centre-wise details in Table 37.

Table 37: Psychological Assessment of C.E.2016

Centre	From	To	No. of candidates
Islamabad(Phase-I)	02-11-2016	11-11-2016	30
Lahore(Phase-I)	14-11-2016	01-12-2016	80
Karachi	12-12-2016	21-12-2016	21
Peshawar	26-12-2016	30-12-2016	07
Total			138

8.8 Psychological Assessment of the candidates for the posts of Assistant Director I.B: Psychological Assessment of 174 candidates for the post of Assistant Director I.B (Intelligence Bureau) was conducted at various stations. The centre-wise details are given in Table 38.

Table 38: Psychological Assessment of the candidates for the posts of Assistant Director

Centre	From	To	No. of candidates
Islamabad	28-03-2016	07-04-2016	46
Karachi	08-04-2016	14-04-2016	29
Lahore	17-04-2016	26-04-2016	68
Multan	29-04-2016	02-05-2016	07
Peshawar	08-05-2016	12-05-2016	17
Quetta	15-05-2016	17-05-2016	07
Total			174

Chapter-9

Information Technology Services

9.1. IT Wing of FPSC has dual role to play. On the one hand it caters for data processing needs of various wings of the Commission and on the other it ensures 24/7 availability of online services to the aspirants and general public. This requires continuous management, maintenance and up-gradation of the software systems. The web portal of FPSC is accessible at www.fpsc.gov.pk. It is among few Government official web portals having an average traffic of nine (09) million hits annually from across the world. Some of the key accomplishments/achievements of the FPSC on technology front are:

9.2. Competitive Examination (CE-2017): 100% applications for CE-2017 were invited online during the month of October 2016. A total 23,025 applications were received online. After processing of the applications, pre-scrutiny eligibility reports were generated for conveying the deficiencies to the applicants well before start of the examination. Multiple reports for the consumption of CE Wing were generated for smooth conduct of the examination. Regarding CE-2016, Summary Bio data sheets of 202 written qualified candidates were produced and applications of 35 nominees from Defence Services processed.

9.3. General Recruitment: Applications for all General Recruitment cases are invited online. In 2016, 297,400 applications were received against various cases advertised by the Commission. These applications were processed and reports generated for conduct of tests. Summary Bio-data sheets of 9,562 candidates were produced for conduct of interviews.

9.4. Online Admission Certificates / Marks Sheets Facility: For the convenience of candidates, the facility to generate and print online admission certificate for the tests/examinations have been provided on the website of the Commission. Over 298,900 candidates of various tests for General Recruitment and 20,717 candidates of CE-2016 benefited from the facility.

9.5. Professional and Promotional Examination (P&PE): IT Wing processed the data of 299 probationers of groups/services for conduct of Final Passing out Examination (FPOE). Admission certificates, attendance lists, attendance sheets, blank result statement etc. were generated for smooth conduct of examinations.

9.6. Section Officers' Promotional Examination (2016): 100% online applications were invited during the month of December 2016. A new online module was developed for the purpose to ensure convenience of the candidates. A total 1,330 applications were received online by 31.12.2016.

9.7. Ministerial Staff recruitment for FPSC: In all 10824 applications received for recruitment against BS-1 to BS-15 posts in FPSC were processed and required outputs including, admission certificates, attendance lists/sheets etc. provided to HR-Directorate for conduct of tests/interviews.

9.8. SMS Based Information Delivery System: Over 805,000 SMS and 26,845 e-mails were sent to candidates about major events relating to their applied posts, including acknowledgement of online applications, call for test/interviews, intimations regarding personal hearings etc.

9.9. Facilitation Centre: The facilitation centre of FPSC accessible at 051-111-000-248 has been a major point of contact by the applications for clarification of their queries through phone calls or e-mail. Over 20,300 phone calls and 23,300 e-mails were received and appropriately responded by Facilitation Centre during the period.

9.10. Assistance to Control Room and Provincial Officers: In order to respond to the queries of candidates, all required details and information pertaining to General Recruitment Screening Tests Phase-I,II,III,IV/2016, and Phase-I/2017, APS Special Phase-I,II,III,IV/2016 and CE-2016 were provided to facilitation centre, provincial offices and control room established at FPSC HQs.

9.11. Proposal for Strengthening and Revamping IT Systems: A project concept paper for strengthening and revamping online systems & IT infrastructure of FPSC was developed by IT Wing and submitted to Economic Affairs Division for consideration against foreign grant funding.

9.12. Process Rationalization Exercise for Efficiency Enhancement: An exercise for process rationalization of general recruitment was carried out with an ultimate objective of speeding up finalization of cases. Software modules for effective monitoring and control were developed and rolled out after necessary training to the users.

9.13. Bi-Lingual Web Portal of FPSC: Major links of FPSC portal have been made bi-lingual (i.e. both in English and Urdu). Important documents of interest to general public/aspirants translated in Urdu language were placed at a prominent section of FPSC's official website i.e. www.fpsc.gov.pk.

9.14. CNIC Verification through NADRA VeriSys: The CNIC verification of selected candidates of General Recruitment and written qualified candidates of CSS was carried out by the IT Wing through NADRA VeriSys.

Chapter-10

Curriculum Development and Designing of Syllabi

10.1. Preparation of Syllabi for Examinations/Tests: With the spirit to assess the abilities of a candidate, the Commission emphasized to revisit and develop a comprehensive Syllabi on modern lines and to recommend reading material that is up to date and easily available. During the year 2016, following scheme and syllabi for various examinations and tests were prepared:

- a) **Syllabi designed for screening/professional tests for Ex-cadre positions:** Curriculum and Research Wing designed test schemes and syllabi for all posts advertised by the Commission in Basic Scale 16 and above for 279 cases of recruitment comprising 2207 posts during the year 2016.
- b) **New Syllabi implemented for CSS CE 2016:** On the pattern of new scheme of syllabi for CSS Competitive Examination relating to 51 subjects, FPSC conducted CSS Competitive Examination-2016, wherein large number of candidates opted for newly introduced subjects and obtained good results.
- c) **Vetting of Syllabi for Final Passing Out Examinations, 2016:** Syllabus for FPOE for 12 occupational Groups/Services (43rd CTP) was processed for vetting and approval of the Commission.

10.2. Scheme and Syllabi designed for Section Officers' Promotional Examination 2015: Consequent upon approval of New scheme & Syllabus for the SOPE-2016, a consolidated advertisement was issued inviting online applications against 45 vacancies for Section Officers Promotional Examination 2016. The last date for submission of online applications was 31.12.2016

10.3. 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 Institutes is also obtained and tendered to the Commission by the Curriculum and Research Wing of the Commission. During 2016, 110 cases were finalized in consultation with the Higher Education Commission and Pakistan Engineering Council.

10.4. Cancellation of Degrees/Certificates of different Universities/Institutes: 56 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.

10.5. Urdu Translation of FPSC documents: Major links of FPSC portal have already been made bi-lingual (i.e. both in English and Urdu). In compliance to the decision of Supreme Court, important documents translated in Urdu include CE-2017 Public Notice, CE-2017 Rules, frequently asked questions, General Instructions to the Candidates of GR Tests, General Recruitment Examination code of conduct, FPSC Ordinance 1977, FPSC Functions Rules 1978, FPSC Composition and Condition of Service 1978. Urdu translation for parliamentary questions relating to the Commission was also provided.

10.6. Socio-economic performance indicators calculated: Candidates' performance in CSS Competitive Examination were analyzed on the following socio-economic indicators: Gender and Marital Status of Candidates; Performance of Candidates Age Group wise; Performance of Candidates in Relation to their Schooling; Candidates' Performance in Relation to their Final Degree; Candidates' Performance in Relation to Previous Occupation; Candidates' Performance in Compulsory Subjects; Candidates' Performance in Pre-Familiar and Non-Familiar Optional Subjects; Correlation of Father's Education with Candidates' Performance; Correlation of Father's Occupation with Candidates' Performance; Correlation of Candidates' Performance to Family Annual Income. Long term data feeding related to applications of CSS-2015 for each study were carried out and data coding of 12176 appeared candidates was calculated to generate statistical tables to be included in the FPSC Annual Report, 2016 for ready reference and research.

10.7. Examiners' Assessment Reports: A summary of Examiners' Assessment Report for the last two CSS Competitive Examinations were placed on FPSC website.

Chapter-11

Advice of the Commission Not Accepted

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

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

11.2 It is mandatory for all Ministries/Divisions/Departments to solicit consent of the Commission for extension in contract appointment beyond 2 years against all civil positions. During the period under report, 6 cases of extension in contract appointments were received in the Commission. In 4 cases, extension for a period of 6 months was granted subject to requisitioning the respective vacancies for regular filling in terms of Rule 10 & 14 of the Civil Servants (Appointment, Promotion and Transfer) Rules 1973, but requisitions for the said posts were not furnished to the FPSC with a view to protect the contract appointees. List of such cases is given at **Appendix-4**.

11.3 Cases where Delay occurred in Implementing Advice of the Commission: The Federal Government has laid down specific instructions that after receipt of recommendations from the Commission, the offers of appointment to the Commission's nominees should be issued within one month. However, these instructions are sometime not complied with and the sponsoring Ministry/Division/Department violates these orders without sound justification. During the year 2016, various Ministries/Divisions/Departments delayed the issuance of offer of appointment to the selected candidates in 05 cases. List of such cases is given at **Appendix-16**.

Chapter-12

Administration and Finance

12.1. The Organogram of the Commission is at **Appendix-3**. The Commission and staff strength is at **Appendix-3A**. The detail of Chairman/Members joined/left the Commission during 2016 is at **Appendix-3B**. **Appendix-3C** reflects the detail of officers and officials who joined/left the Commission during 2016. **Appendix-3D** contains a list of officers/officials promoted/granted time scale during the year 2016.

12.2. Annual Budget: Ministry of Finance allocated Rs 550 million budget to FPSC for financial year 2016-17. It was distributed amongst FPSC HQs and Provincial/Regional Offices located at Lahore, Karachi, Peshawar, Quetta, Multan, Sukkur, D.I.Khan and Gilgit. Head wise budget provision is at Table 39.

Table 39: Budget of FPSC

Major-Heads of Accounts	Item	Amounts in Millions in PKR
A01	Employees Related Expenses	369.736
A03	Operating Expenses	169.597
A04	Employees Retirement Benefits	5.505
A05	Grant Subsidies & Write off Loan	0.101
A06	Transfers	0.290
A09	Physical Assets	2.868
A13	Repair and Maintenance	2.682
Total		550.779

12.3. The fundamental responsibility of the Commission is to hold Competitive Examination for recruitment to All-Pakistan Services and Civil Services of the Federation as well as selection by Direct (General) Recruitment for the civil posts in connection with the affairs of the Federation in BS-16 and above. Its operational budget is meant to hold these examinations throughout the year. However, this budget is generally subject to austerity cut of 20 to 30% by the Finance Division which at times impedes in discharge of its statutory functions. Due to this the Commission was restrained from advertising the posts, inviting applications and holding tests and examinations of the potential candidates. It is for these reasons that the Commission has strongly proposed in the Draft Bill for amendment in the FPSC Ordinance that the expenditure of the Commission be declared as “Charged Expenditure” rather than “Voted Expenditure”.

12.4. Receipts of the Commission: Total receipts on account of fee deposited by candidates for Competitive Examinations and General Recruitment for posts in BS-16 and above during FY2015-16 were Rs.150 million against the budgetary target of Rs.110 million.

12.5. Expenditures: Total expenditures incurred during FY2015-16 were Rs. 552.962 million, as detailed at Table 40.

Table 40: Expenditures during 2014-15

Head of Account	Actual Expenditure Million in PKR	Budgetary Provision Millions in PKR
A01- Employees Related Expenses	345.659	354.000
A03- Operating Expenses	186.804	156.251
A04- Employees Retirement Benefit	12.532	6.877
A05- Grant Subsidies & Write off Loan	1.096	3.000
A063- Transfer Payments	0.408	0.215
A09- Physical Assets	3.444	3.225
A13- Repair of Durable Goods	3.019	2.432
Total:-	552.962	526.000

12.6. 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 the human capital, the FPSC is committed to enhance knowledge, upgrade skills and reform the attitudes of its employees. During 2016, following officers participated in job related training courses:

Table 41: Training of FPSC Officers

Name of Officer	Course Name	Date	Institute
Syed Nabi Bangash, Senior Psychologist	Senior Management Course	15.02.2016 to 01.07.2016	National Management College, Lahore
Mr.Unsar Hayat Gondal, Deputy Director	Mid Career Management Course	01.02.2016 to 06.05.2016	National Institute of Management Peshawar
Mr. Muhammad Inam-ul-Haq Jadoon, Psychologist	Mid Career Management Course	01.02.2016 to 06.05.2016	National Institute of Management Peshawar
Mr. Muhammad Asghar, Assistant Director	Duties & Responsibilities of DDOs/Cashiers	12.12.2016 to 16.12.2016	Secretariat Training Institute Islamabad

12.7. Training on Process Rationalization for Efficiency Enhancement (PREE): Training on Process Rationalization and Efficiency Enhancement (PREE) program was held from 13.07.2016 to 19.07.2016. Training sessions for focal persons and BS-17, 18 and 19 officers were also conducted at the FPSC headquarters and 78 officers were trained.

12.8. Appointments in FPSC: During the period under report following appointments in BS 15 and below were made. Detail is at Table 42.

Table 42: Appointments in FPSC

S.No	Name of the Post	No of Posts Advertised	No. of Application received & Processed			No of Candidates appeared for Test	No of Candidates Appointed
			Within due date	After due date	Total		
1.	Assistant	07	4163	500	4668	2701	07
2.	Stenotypist	15	175	18	193	754	06
3.	DEO	01	1536	112	1648	176	01
4.	UDC	02	1420	101	1521	756	02
5.	LDC	06	2134	190	2324	2137	06
6.	Naib Qasid	12	1376	98	1474	681	12
7.	Khakroob	01	15	08	23	07	01

12.9. Construction of Examination Halls at FPSC Provincial Offices: The construction work of three examination halls in provincial offices and renovation/up-gradation of FPSC Headquarter building at Islamabad were in progress under PSDP till end of the year. FPSC initiated following infrastructure development schemes:

Table 43: Construction of Examination Halls at FPSC Provincial Offices

S.No	Name of Construction Work/Project	Total Cost in Rs.	Allocation of Funds in the PSDP 2016-17
i.	Construction of Additional Examination Hall (1 st floor) at FPSC Provincial office, Lahore	49.162 (M)	25.000 (M)
ii.	Construction of Additional Examination Hall (1 st floor) at FPSC Provincial office, Peshawar	27.274 (M)	14.000 (M)
iii.	Construction of Additional Examination Hall (1 st floor) at FPSC Provincial office, Quetta.	21.424 (M)	10.000 (M)
iv.	Renovation/Refurbishment/up-gradation of FPSC Hqs building and construction of Reception 20.436 (M) office, R&I branch and Facilitation Centre at the main gate of FPSC Hqs. Building, Islamabad	20.436 (M)	10.436 (M)

12.10. Shifting of FPSC Regional Office D.I.Khan: The location of the regional office of FPSC at D.I.Khan shifted to a new location within the city.

Chapter-13

Research, Publications and Participation in Multiple Forums

13.1 Workshop for Officers of Public Service Commissions of SAARC Member States: In pursuance of decisions taken in 4th meeting of Chiefs of Public/Civil Service Commissions of SAARC Member States, the Public Service Commission of Bangladesh organized a workshop on “Challenges in the Examination Process for Recruitment of Civil Servants” for Public/Civil Service Commissions of SAARC Member States on 15-16 January 2016 at Dhaka. On invitation of the SAARC Secretariat, Mr. Haseeb Athar, Secretary FPSC and Mr. Tahir Iqbal, Chief IT participated.

13.2 Participation of FPSC in CPEC Forum and Expo-2016: The Ministry of Planning, Development and Reforms organized a Symposium to mark the signing ceremony of China Pakistan Economic Corridor (CPEC) and Expo-2016 on 29-30th August 2016 at Pak China Friendship Center Islamabad. The forum provided an opportunity to the Federal Ministries/ Divisions/Departments, Provincial Government Departments, Academia and Private Sector to provide information on working/functions of each entity and to exchange information with all. 50 organizations participated in the Expo-2016. The Prime Minister of Pakistan along with the then Minister for Planning Mr. Ahsan Iqbal inaugurated CPEC forum/Expo and visited the stalls. The Federal Public Service Commission also participated with a team of Officers led by Mr. Naseer Akhter, Deputy Director (Research). The team shared useful information about career opportunities available under the Federal Government and briefed intending candidates and the general public about online registration for the CSS Competitive Examination and General Recruitment.

13.3 National Day for Working Women: Federal Public Service Commission celebrated National Day for Working Women on 22 December 2016 at FPSC Headquarter Islamabad. It was observed to acknowledge the role of working women in national development. Mr. Amir Tariq Zaman, Secretary-FPSC, Ms. Fatima Zahra, former Executive Director General FPSC, Mr. Tahir Iqbal, Chief (Information Technology), Syed Hyder Ali, Director General (HR), Mr. Ramiz Ahmed, Director General (Rectt), Sabina Qureshi, Director General (Research) and lady officers/officials of the Commission participated.

13.4 Representation of Commission on Selection Boards of Federal Universities: As per statutory requirement under the law of different Federal Universities, Ambassador (R) Rizwan-ul-Haq Mahmood, Member FPSC was nominated for the Selection Boards of the following universities:

Table 44: Representation of Commission on Selection Boards of Federal Universities

S #	Name of University
1	Quaid-i-Azam University, Islamabad
2	Allama Iqbal Open University, Islamabad
3	National Defence University, Islamabad

13.5 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.

13.6 FPSC Publications: As required under Section 9 of the FPSC Ordinance 1977, Annual Report of the Commission for the year 2014 was submitted to the President's Secretariat (Public) on 01.02.2016. Thereafter 470 copies of the said Annual Report were placed before the Parliament. Annual Report was distributed to all Ministries/ Divisions/Departments. Similarly, three FPSC's quarterly Newsletters/FPSC News Bulletin, 36 to 38 editions were also published and were distributed to all Ministries/Divisions/Departments and Public Sector Universities.

Acknowledgement

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

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

Appendix-1

Profile of Chairman and Members of the Commission During 2016

Mr. Naveed Akram Cheema, Chairman



Mr. Naveed Akram Cheema joined Pakistan Army in 1972, which he continued to serve till 1980. He joined the Civil Service, District Management Group (Pakistan Administrative Service) and was posted as Assistant Commissioner in Swat district. He served in various important positions in Khyber Pakhtunkhwa and Punjab as Deputy Commissioner for 9 years in different districts and then as Director Food, Director General Local Government & Rural Development, Commissioner of Abbottabad and Peshawar divisions, Director General, Export Promotion Bureau (North) at Lahore, Commissioner Punjab Employees Social Security Institution (PESSI), Secretary to Government of Punjab in the departments of Excise & Taxation, Sports, Forest, Wildlife & Fisheries, Managing Director (Admin) WAPDA.

Mr. Cheema has also worked as Federal Secretary Housing & Works in the year 2013 and thereafter as Chief Secretary Punjab till his retirement in 2015. He has vast experience of Civil Administration, Human Resource Development, Judicial and Revenue work, handling welfare projects of national importance, Policy Formulation and its implementation, Trade Promotion, Sports Development and Housing/Property Management. He also attended and remained associated with a number of training courses in the country as well as abroad and represented Pakistan in Commonwealth Seminar on “Leadership and Change in the Public Sector” held in New Zealand in collaboration with Victoria University, Wellington in 2006. He attended “Executive Leadership Development” course at John F Kennedy School 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 four years. Mr. Naveed Akram Cheema holds the position of Chairman FPSC since 29.09.2015

Mr. Abdul Wajid Rana, Member



Mr. Abdul Wajid Rana is a retired officer of the District Management Group (1979 batch), now renamed as Pakistan Administrative Service. He earned Master’s degree in Business Administration as well as Master’s Degree in Finance from Saint Louis University, USA, Master’s Degree in Political Science from University of Punjab, Master’s degree from Quaid-i-Azam University and LL.B from University of Sindh. He began his career as Assistant Commissioner, Shahdadpur, District Sanghar. He served in various departments of Government of Sindh, Government of Khyber Pakhtunkhwa and the Federal Government in various positions. He served as Deputy Commissioner Karachi South and Karachi East, Additional Home Secretary, Additional Secretary Local Government, Director General KDA, Home Secretary Sindh, Finance Secretary Sindh, Acting Chief Secretary Sindh, Finance Secretary KPK, Acting Additional Chief Secretary (Dev), KPK, Special Assistant to the Finance Minister, Principal Staff Officer to the Prime Minister, Economic Minister and Financial Advisor, Embassy of Pakistan in USA and Canada. He also served as Special Secretary Finance, Federal Secretary, Economic Affairs Division and Federal Secretary Finance Division. Mr. Rana remained as Governor, Multilateral Investment Guarantee Agency, Alternate Governor, International Monetary Fund, Alternate Governor, the World Bank, Alternate Governor, Asian Development Bank, Alternate Governor, Islamic Development Bank, Alternate Governor, International Fund for Agriculture Development, Alternate Governor, International Finance Corporation, Executive Director, Islamic Development Bank, Chairman Policy Board of Securities & Exchange Commission of Pakistan, Director State Bank of Pakistan, Pakistan Telecommunication Corporation Ltd and Pakistan International Airlines. He has vast experience in public policy at strategic, national and sub-national levels, economic policy and

economic reforms, governance, fiscal and financial management, fiscal decentralization, management, administration, poverty reduction strategy and public sector development. His publications include: Political Economy of Power Sector Reforms in Pakistan; Devolution in Pakistan: Implications for Agriculture and Rural Development with Danielle Resnick; Fiscal Responsibility Law-A Case of Pakistan, A Policy Note prepared for the World Bank, June 2014; “A Linear Goal Programming Approach to Resource Allocations: A Case for Pakistan’s Economy, Accelerating Economic Growth and Reducing Poverty: The Road Ahead, (December 2003); Assessment of the PRSP Process in Pakistan and many Articles in the Newspaper. He was appointed as Member Federal Public Service Commission w.e.f. 18.02.2013. His tenure was completed on 18.02.2016.

Mr. Muhammad Ayub Qazi, Member



Muhammad Ayub Qazi started his career as Assistant Commissioner in April 1981 in Government of Sindh. He worked as Section Officer, Deputy Secretary, Zonal Municipal Commissioner and Additional Secretary in the Sindh Province. Afterwards, his services were transferred to the Punjab Province, where he served as Additional Secretary, Director General, Gujranwala Development Authority, Department of Social Welfare, District Coordination Officer, Secretary Social Welfare, Women Development under Government of Punjab. He also served as Special Secretary and Principal Secretary to the Prime Minister of Pakistan. After his retirement, he was appointed as Member FPSC for a period of three years and joined the Commission on

22nd March 2013. His tenure completed on 21.03.2016.

Mr. Amjad Nazir, Member



Mr. Amjad Nazir is a retired officer of BS-22 from District Management Group (Pakistan Administrative Service). He started his career as Assistant Commissioner in District Attock in January 1982. He served as Assistant Commissioner Murree, Deputy Commissioner Kohat, Islamabad, Rawalpindi and Commissioner Kohat Division. He also served in Ministries of Culture, Commerce and Communications. On promotion to BS 22, he served in Ministry of Water and Power as M.D. ENERCON and Ministry of States & Frontier Regions as Federal Secretary. After retirement on 26-09-2013, he was appointed as Member FPSC and assumed the charge of the office on 05-12-2013. His tenure completed on 26.09.2016.

Mr. Imtiaz Hussain Kazi, Member



Mr. Kazi is a retired officer of BS-22 from District Management Group (Pakistan Administrative Service). He did his MA in Political Science from University of Sindh and joined District Management Group in 1978. After training, he started his career as Assistant Commissioner of Hala Sub-Division in Hyderabad. He also served in Balochistan for 5 years including Finance, Planning and Development. He was posted as Deputy Commissioner, Lesbela. During this period he obtained his Master’s degree in Public Administration from American University Washington DC. In Sindh province, he served as Deputy Commissioner of Jacobabad, Karachi East and Larkana districts. He also availed foreign posting as Food & Agriculture Counselor, Embassy of Pakistan, Washington DC. On return, he served as Additional Home Secretary,

Commissioner Mirpurkhas, Hyderabad and Secretary to the provincial government Sindh. In 2004, he joined Federal Government as Joint Secretary in the Ministry of Commerce and later served as Chief Secretary Gilgit Baltistan and Additional Secretary Interior. On promotion to BS-22, he served as Secretary Ministry of Social Welfare and Special Education; Ministry of Education; Ministry of Petroleum and Natural Resources, Privatization Commission and Ministry of Water and Power. His last posting was Secretary Wafaqi Mohtasib Secretariat from where he retired in 2013. He joined FPSC in the first week of January 2014.

Mr. Ahmad Bakhsh Lehri, Member



Mr. Ahmad Bakhsh Lehri is a retired BS-22 officer from District Management Group (Pakistan Administrative Service). He got his MA (English) and LLB from University of Balochistan. He started his career as Assistant Political Agent Nushki in May, 1982. He served as Assistant Commissioner Dalbandin, Assistant Commissioner Chaman, Addl. Commissioner Afghan Refugees Organization Quetta, Deputy Secretary S&GAD Quetta, Political Agent Chaghi, Secretary Quetta Development Authority, Deputy Commissioner Kalat, Deputy Secretary to Chief Secretary Balochistan/ Member QMC Delimitation Committee, Commissioner Kalat Division, Director Haj Makka-Tul-Mukarma Saudi Arabia, Secretary Education Department

Balochistan, Commissioner Zhob Division, Secretary Forest Department Balochistan, Additional Chief Secretary (Dev) Balochistan, Director General Haj Jaddah, Director General Gwadar Development Authority, Additional Chief Secretary (Dev) Balochistan, Federal Secretary Ministry of Housing & Works Islamabad, Chief Secretary Balochistan, Federal Secretary Wafaqi Mohtasib Secretariat Islamabad, Federal Secretary Ministry of National Food Security & Research Islamabad, Federal Secretary Establishment Division and Federal Secretary Education, Training and Research from where he retired on 02 March 2014. He assumed the charge as Member FPSC on 02 April 2014.

Ambassador (R) Rizwan ul Haq Mahmood, Member



Ambassador (Retd) Rizwan ul Haq Mahmood was born in April, 1954. He studied at the Government College Lahore and later graduated from University of the Punjab. He joined Foreign Service of Pakistan in 1979. He also attended the National Defence University Islamabad and National Defence University Washington. He served at Ministry of Foreign Affairs in various capacities and held diplomatic assignments in Pakistan Missions at Canberra (1984-1987), Muscat (1988-1991) Lisbon (1991-1995) and Abu Dhabi (2001-2004). He also served as Counsel General of Pakistan Jeddah from 1998 - 2001 as well as Ambassador of Pakistan to Morocco (2007 to 2011), Ambassador of Pakistan to Spain and Principality of Andorra (2011-2014). He

represented Pakistan as Alternate Permanent Representative to the Organization of Islamic Conference Jeddah, the World Muslim League and the Islamic Development Bank during 1999 - 2001. He joined as Member FPSC on 9th October 2014.

Mr. Akhlaq Ahmad Tarar, Member



Mr. Akhlaq Ahmad Tarar, an officer of Pakistan Administrative Service (BS-22) retired as Secretary Cabinet in 2014. He earned Master's Degree in Administrative Sciences from George Washington University USA. He holds Bachelor's Degree in Law (LLB) and Bachelor of Arts from University of Punjab Lahore. He has more than 30 years of experience of Public Administration, Strategic Planning and Management. Auction of 3G/4G licenses in Telecom sector in Pakistan which fetched 1.2 billion US dollars was held under his supervision as Secretary IT & Telecom. He served as Deputy Commissioner in 4 Districts and later as Provincial Secretary Local Government Department, Secretary Housing, Secretary Livestock, Secretary Excise &

Taxation, Director General LDA, Chairman Chief Minister's Inspection Team and Senior Member Board of Revenue in Punjab province. He supervised the affairs of Regulatory Authorities like PSQCA, PNAC, PEC, PTA, OGRA, NEPRA and CDA in his career as Federal Secretary Cabinet, IT & Telecom and Science & Technology. A major project of computerization of land records in the Province of Punjab was initiated, pilot tested and rolled out under his supervision as Senior Member Board of Revenue. He was appointed as Member Federal Public Service Commission for a period of three years w.e.f. 06-11-2014.

Mr. Mazhar Ali Khan, Member



Mr. Mazhar Ali Khan is a retired officer of BS-22 from Pakistan Administrative Service. He did his LL.B from Punjab University, earned his Master degree in Political Science from Baha-ud-Din Zakria University Multan and Master's degree in Public Administration from Virginia Commonwealth University USA with distinction. He started his career as Political Assistant, Rajanpur in 1983 and revised the Gazetteer of Rajanpur. He served as Director, Local Government & Rural Development Department, Lahore Division, Deputy Secretary and Additional Secretary, Cooperatives Department, Services & General Administration Department, Finance Department, Home Department, Irrigation & Power Department, Environment

Protection Department and Education Department of the Government of Punjab. He also served as DG Social Welfare Punjab, Special Secretary Housing, Urban Development & Public Health Engineering Department (HUD&PHED) Secretary, Excise & Taxation Government of KPK, Cooperatives, HUD&PHED and Member Board of Revenue, Government of Punjab. He held the office of Member Incharge, Wafaqi Mohtasib Secretariat Lahore. On his promotion to BS-22, he continued as Member Incharge, Wafaqi Mohtasib Secretariat Punjab and also held positions of Special Secretary, Prime Minister Secretariat; Managing Director, National Book Foundation and Secretary FPSC. After his retirement as Secretary FPSC, he was appointed as Member FPSC on 1.12.2014 for a period of three years. His areas of specialization are formulation, implementation, evaluation of public policy, institutional development, planning & development, administrative laws, monitoring and evaluation. He also taught "Public Policy" in Institute of Administrative Sciences in Punjab University Lahore from 2004 to 2006.

Ms. Nargis Sethi



Ms. Nargis Sethi is a retired officer of BS-22 from Pakistan Administrative Service. During 34 years of her career, she served on several important positions as Secretary including Cabinet, Defence, Water & Power, Health and Economic Affairs Divisions. She worked as Principal Secretary to the Prime Minister of Pakistan. As Principal Secretary she was at the forefront to deal with important national issues relating to democratic transition, terrorism, devolution of powers to provinces, energy and economic growth. 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. President of Pakistan is the Patron-in-Chief of the Club. After her retirement as Secretary Water & Power, she was appointed as Member FPSC on 30-12-2015 for a period of three years.

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 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 as 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 currently holds seats 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.

Mr. Aziz Ahmed Bilour, Member



Mr. Aziz Ahmed Bilour is a retired BS-22 officer of Secretariat Group. He earned Master's degree in Defence & Strategic Studies from National Defence University, B.A from Edwards College Peshawar, M.A Pol. Science and LLB from University of Peshawar. He served as Commissioner Income Tax Khyber Pakhtunkhwa, Chief (Legal Wing) FBR Islamabad, Director General (Regional Tax Office) Islamabad, Chief Commissioner in Peshawar and Islamabad, Member (Special Initiatives, Operation, FATE) Islamabad, Executive Director/Secretary Prime Minister Secretariat Islamabad, Secretary/ (Additional Secretary In charge) in Ministry of Sports as well as in Ministry of Industries & Production Islamabad and Secretary in Ministry of Industries, Islamabad. He attended Capacity Building course from Directorate of

Training Income Tax Lahore, Advance Management Course from National Institute of Public Administration Peshawar and National Defence College course. He obtained Diploma from Lahore University of Management Sciences (LUMS) on Model A: Program on Development of Change Leadership, Model B: Program on Leading and Management Change. He participated in Apprenticeship Implementation Model (UK); International Conference on Global Skills for Employability Program in UK and functions of various Technical & Industrial Vocational Education Centres (Turkey). He received Special Invitation to witness 16th Korea Open International Taekwondo Championship (South Korea). He visited India & China as head of the Pakistan Delegation for participation in the 19th Commonwealth Games & 16th Asian Games respectively. He paid good will visit to Russia with President representing as Secretary Industries. He visited Vienna/Austria to attend International UNDP Conference where he had the privilege to speak to World Body and gave them the view point of Pakistan. After retirement from his last assignment, he was appointed as Member Federal Public Service Commission for a period of three years w.e.f. 22-03-2016.

Major General (Retired) Muhammad Azeem Asif HI (M), Member



Major General Muhammad Azeem Asif, Hilal e Imtiaz (Mil) was commissioned on 26 October 1979 with Sword of Honour, 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 was awarded President's Gold Medal in Civil Engineering. He served on variety of Command, Staff and Instructional assignments. His command experience includes Commanding Corps Engineers, Infantry Brigade, Engineering Division and Infantry Division. He represented Pakistan Army in a number of International Conferences and seminars. He also has the honour of being the member of the faculty at Military College of Engineering, National Defence University and War College and Command & Staff College Quetta. He has been on the visiting faculty list of NDU, Air War College and Naval War College. His last appointment was Deputy Chairman ERRA where he was instrumental in completion of more than 1200 state of the art development, rehab and reconstruction projects in earthquake affected areas of AJK and KPK. After retirement, 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 of Pakistan Administrative Service belongs to a remote village of District Nowshera (KPK). He is a graduate Electrical Engineer, from Peshawar University with honours, and holds two Masters Degrees; Economics (Peshawar University) and Public Management (Carnegie Mellon University, USA). He attended professional courses in Fiscal Decentralization & Inter Govt relationship (World Bank Institute, Washington), Strategic Leadership (Oxford University, UK) and Refugee Law and Policy (University of London, UK). He joined civil service in 1980. His first posting was as Assistant Political Agent, Malakand, followed by 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, SAFRON Division and Secretary, Ministry of Ports and Shipping. He was second 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 Govt Negotiating Team with Taliban and Guest Speaker at NDU (Islamabad), Command & Staff College (Quetta), NSPP (Lahore), Wilton Park Workshops (UK) and Washington- based Middle East Institute, National Defence University USA and John Hopkins University. He was appointed as Member FPSC in September 2016.

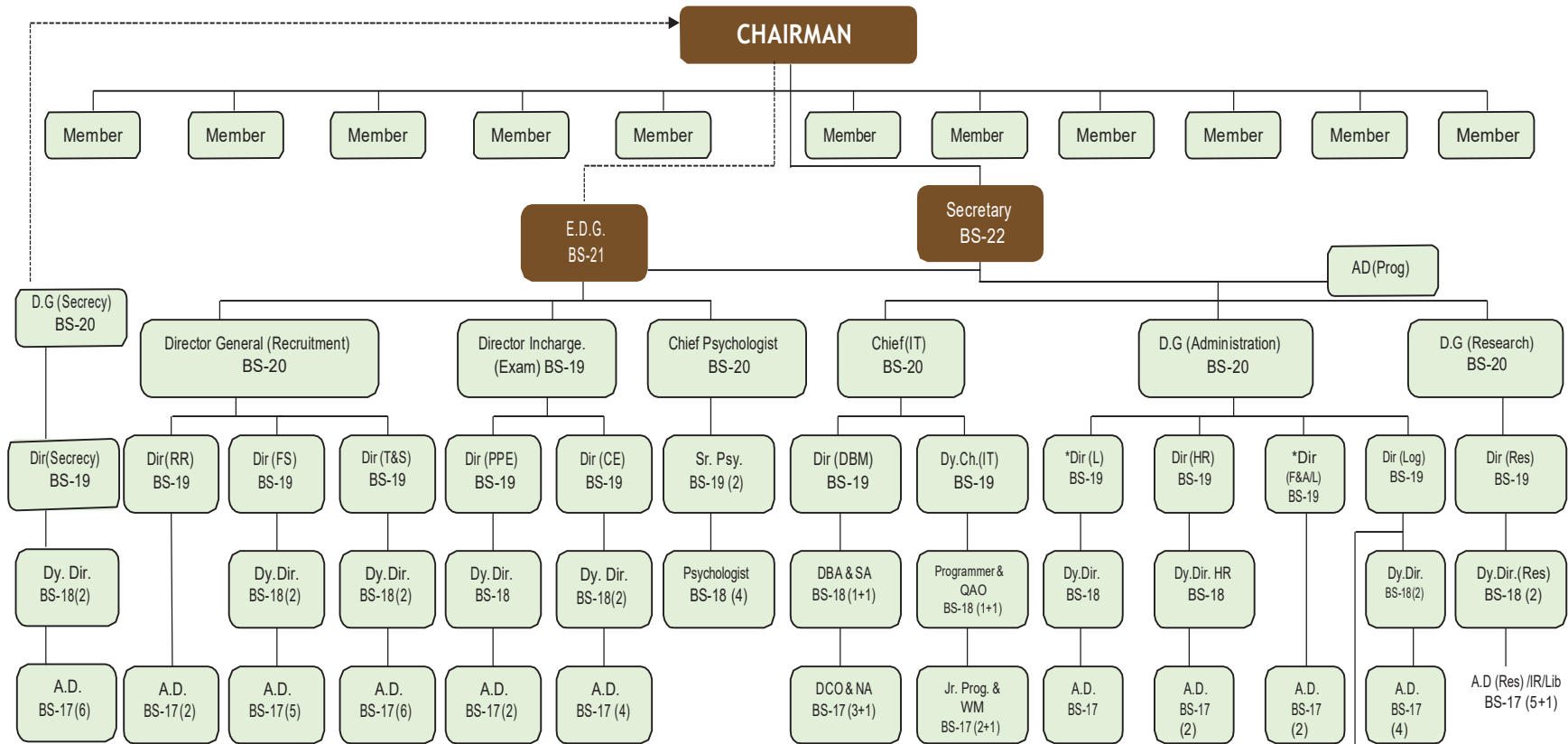
Appendix-2

Former Chairmen of the Federal Public Service Commission

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

Appendix -3

Present Structure of the Federal Public Service Commission



Abbreviations

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

TOTAL STRENGTH

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

Provincial Office Lahore (AD=1)
 Provincial Office Karachi (AD=1)
 Provincial Office Quetta (AD=1)
 Provincial Office Peshawar (ANA=1)
 Regional Office Multan (DAD=1)
 Regional Office Sukkar (DAD=1)
 Regional Office D.I.Khan (DAD=1)
 Regional Office Gilgit (DAD=1)

Appendix-3A

Commission & Staff Position on 31-12-2016

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts
1.	Chairman	Tenure	1	1	0
2.	Member	-do-	11	10	1
3.	Secretary	22	1	1	0
4.	Executive DG	21	1	0	1
5.	Director General	20	3	2	1
6.	Director General (Research)	20	1	1	0
7.	Chief Psychologist	20	1	0	1
8.	Chief IT	20	1	1	0
9.	Director General(L &R)	20	1	0	1
10.	Director	19	9	7	2
11.	Director (Research)	19	1	0	1
12.	Senior Psychologist	19	2	2	0
13.	Director (DBM)	19	1	0	1
14.	Deputy Chief IT	19	1	1	0
15.	Senior Private Secretary/Private Secretary	17/18/19	14	14	0
16.	Deputy Director	18	13	11	2
17.	Psychologist	18	4	3	1
18.	Dy. Director (Research)	18	2	1	1
19.	Dy. Director (L & R)	18	1	0	1
20.	System Analyst	18	1	1	0
21.	Programmer	18	1	1	0
22.	Data Base Administrator	18	1	1	0
23.	Quality Assurance Officer	18	1	1	0
24.	Junior Programmer	17	2	1	1
25.	Website Manager	17	1	1	0
26.	Network Administrator	17	1	1	0
27.	Data Control Officer	17	3	2	1
28.	Assist Director (Research)	17	4	4	0
29.	Assistant Director	17	35	26	9
30.	Assist Director (L &R)	17	1	0	1
31.	Librarian	17	1	1	0
32.	Transport Officer	17	1	1	0
33.	Superintendent (Record)	17	1	1	0
34.	Deputy Assistant Director	16	11	11	0
35.	System Operator	16	3	2	1
36.	Computer Operator	16	1	1	0
37.	Asstt Database Administrator	16	1	1	0
38.	Hardware Engineer	16	1	1	0
39.	Asstt Network Administrator	16	5	5	0

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts
40.	Data Processing Assistant	16	18	18	0
41.	Assistant Private Secretary	16	33	25	8
42.	Draftsman-cum-Artist	16	1	1	0
43.	Assistant Incharge	15	2	2	0
44.	Assistant	15/16	64	64	0
45.	Statistical Assistant	14	6	6	0
46.	Steno typist	14	49	34	15
47.	Security Supervisor	14	1	1	0
48.	Library Assistant	14	1	1	0
49.	Telephone Operator	14	2	2	0
50.	DEO	12	17	17	0
51.	U.D.C.	9	35	33	2
52.	L.D.C.	7	63	60	3
53.	Security Clerk	7	2	2	0
54.	Book Sorter	5	1	1	0
55.	Drivers	4	37	31	6
56.	Dispatch Rider	4	2	2	0
57.	D.M.O.	4	3	3	0
58.	Electrician	4	1	1	0
59.	Lift operator	3	3	3	0
60.	Daftry	2	16	16	0
61.	Qasid	2	16	14	2
62.	Naib Qasid	1	77	76	1
63.	Frash	1	2	2	0
64.	Chowkidar	1	10	9	1
65.	Security Guard/ (Chowkidar)	1	9	9	0
66.	Bus Cleaner	1	1	1	0
67.	Khakroob	1	15	14	1
Total:			632	566	66

Appendix-3B

Chairman/Members Joined/Left the Commission during 2016

S. No.	Name of officer	Designation	Date of joining/Leaving	Remarks
1.	Mr. Ahmad Farooq	Member	18.02.2016	Joined the Commission
2.	Mr. Aziz Ahmed Bilour	Member	22.03.2016	Joined the Commission
3.	Maj.Gen (R) Muhammad Azeem Asif	Member	07.09.2016	Joined the Commission
4.	Mr. Habibullah Khan Khattak	Member	27.09.2016	Joined the Commission
5.	Mr. Abdul Wajid Rana	Member	17.02.2016	Tenure completed
6.	Mr. Muhammad Ayub Qazi	Member	21.03.2016	Tenure completed
7.	Mr. Amjad Nazir	Member	26.09.2016	Tenure completed

Appendix-3C

Officers/Officials who Joined/Left the Commission during 2016

S. No.	Nomenclature of Post	BS	Sanctioned Strength	Existing Strength	Vacant Posts
1.	Mr. Haseeb Athar	Secretary	20.09.2016	(Relieved)	0
2.	Mr. Amir Tariq Zaman	Secretary	20.09.2016	Joined the Commission	1
3.	Mr. Amir Ahmed Ch.	Director General (BS-20)	08.01.2016	Retired	0
4.	Ms. Rehana Shujaat	Chief Psychologist (BS-20)	09.05.2016	Retired	1
5.	Ms. Sabina Qureshi	Director General (BS-20)	16.05.2016	Joined FPSC	1
6.	Mr. Saeed Ahmed	Director (BS-19)	10.03.2016	Retired	0
7.	Mr. Mushtaq Ahmed	Director (BS-19)	31.03.2016	Retired	1
8.	Mr. Ghulam Murtaza Awan	Director (BS-19)	01.06.2016	Retired	0
9.	Mr. Muhammad Khalil	Director (BS-19)	25.06.2016	Retired	1
10.	Mr. Muhammad Sharif	Senior Private Secretary (BS-19)	12.07.2016	Retired	2
11.	Syed Ahmed Baber Zaidi	Director (BS-19)	17.02.2016	Joined FPSC	1
12.	Mr. Liaquat Ali Khan	Director (BS-19)	21.03.2016	Joined FPSC	0
13.	Mr. Muhammad Arif Kayani	Deputy Director (BS-18)	12.08.2016	Retired	1
14.	Mr. Saghir Ahmad	Deputy Director (BS-18)	29.08.2016	Relived on Completion of Deputation	0
15.	Mr. Shabbir Hussain	System Analyst (BS-18)	22.01.2016	Joined FPSC	0
16.	Mr. Abid Farooq	Quality Assurance Officer (BS-18)	16.03.2016	Joined FPSC after Repatriation from Deputation	2
17.	Mr. Mushtaque Ali Channa	Psychologist (BS-18)	28.10.2016	Joined FPSC after Repatriation from Deputation	1
18.	Mr. Bashir Hussain	Deputy Director (BS-18)	20.10.2016	Joined on Deputation	1
19.	Ms. Madeeha Sauood	Psychologist (BS-18)	05.05.2016	Terminated on 28.10.2016	1
20.	Mr. Tahir Mehmood Sheikh	Assistant Director (BS-17)	18.03.2016	Retired	0
21.	Mr. Muhammad Munir	Data Control Officer (BS-17)	12.11.2016	Retired	0
22.	Mr. Muhammad Ismail	Assistant Director (BS-17)	27.06.2016	Joined FPSC after availing long leave	0
23.	Mr. Muhammad Mursaleen	Deputy Assistant Director (BS-16)	09.02.2016	Retired	0
24.	Mr. Abdul Rasool	Assistant Private Secretary (BS-16)	16.02.2016	Joined FPSC	1
25.	Mr. Tanveer Hussain	Assistant Private Secretary (BS-16)	01.03.2016	Joined FPSC	0
26.	Mr. Muhammad Shabbir	Assistant Private Secretary (BS-16)	06.04.2016	Joined FPSC	0
27.	Mr. Muhammad Azhar Hussain	Assistant Private Secretary (BS-16)	06.04.2016	Joined FPSC	1
28.	Mr. Atta Hussain Qazi	Assistant Private Secretary (BS-16)	19.05.2016	Joined FPSC	0

Appendix-3D

Officers/Officials Promoted/Granted Time Scale during 2016

S. No.	Name	Promoted/ Time Scale	Date
1.	Mr. Mushtaq Ahmed, Deputy Director (BS-18)	Director (BS-19)	03.03.2016
2.	Mr. Amin-Ur-Rehman, Deputy Director (BS-18)	Director (BS-19)	03.03.2016
3.	Mr. Saeed Ahmed, Deputy Director (Research) (BS-18)	Director (Research) (BS-19)	03.03.2016
4.	Mr. Ansar Hayat Gondal, Deputy Director (BS-18)	Director (BS-19)	01.11.2016
5.	Mr. Ali Aksar, Assistant Director (BS-17)	Deputy Director (BS-18)	31.05.2016
6.	Mr. Khan Muhammad, Assistant Director (BS-17)	Deputy Director (BS-18)	31.05.2016
7.	Mr. Qamar Masud Kayani, Assistant Incharge (BS-15)	Deputy. Assistant. Director (BS-16)	08.03.2016

Appendix-4

Regularization of Services/Extension in Contract Appointments

S.No.	Case No.	Subject	Remarks
1.	F.8-16/1995-2015 (FS-IV)	Regularization of the services of Mr. Ehsan ul Haq Instructor (BS-16) Ad-Hoc Appointee, Staff Welfare Organization.	Response of the Ministry was still awaited regarding bio data/ information of the Incumbent
2.	F.4-147/2002-R (FS-IV)	Regularization of services of Adhoc appointments (Lecturer Male/Female), BS-17, Ministry of Defence.	As per court's order, eligibility of Mr. Muhammad Yasin was considered and was declared fit for retention in service.
3	F.9-1/2016-R (FS-IV)	NOC for filling the posts of various cadres on contract basis in Federal General Hospital (FGH) Islamabad, Cabinet Division.	Advice issued to forward requisition for initial appointments of the posts. Meanwhile extension has been accorded for a period of 06 months.
4	F.9-3/2016-R (FS-IV)	Extension in service contract period in respect of Mr. Saifullah Librarian (BS-16), Pildat's Islamabad	Advice issued that the matter does not fall under the purview of the commission.
5	F.9-7/2016 (FS-IV)	NOC for appointment to the posts in BS-16 & above in Capital Administration and Development Division.	Advice issued that the department may make appointment on contract basis as per prescribed procedure for a period of one year or till the availability of FPSC nominee, whichever is earlier but subject to submission of requisition to the FPSC.
6	F.9-8/2016-R (FS-IV)	Contract Appointment of 48 Lecturers of GB Department and re-employment beyond two years against posts BS-16 and above	Advice issued to process the case through Ministry of Kashmir Affairs and GB
7	F.9-13/ 2016-R (FS-IV)	Extension in contract of officers appointed on contractual basis in ministry of industries and production (MOIP)	Extension granted subject to submission of requisition for initial appointment
8	F.9-14/ 2016-R (FS-IV)	Extension of contract appointment of major (Retired) Basalat Shah, additional director/ explosive, counter terrorism wing, Federal Investing Agency (BS-19)	Extension granted subject to submission of requisition for initial appointment

Appendix-5

Representations/Review Petitions decided by the Commission in cases finalized during 2016

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	117/2006	10	4	0	2	2	1	2	0	3
2	11/2014	2	1	0	0	1	0	0	0	0
3	22/2014	15	1	0	0	1	0	0	0	0
4	25/2014	12	2	0	0	2	2	0	0	2
5	27/2014	7	5	0	0	5	3	0	0	3
6	33/2014	2	2	0	0	2	2	0	0	2
7	73/2014	5	1	0	0	1	0	1	0	0
8	77/2014	7	1	0	0	1	1	0	0	1
9	83/2014	13	6	1	2	3	1	0	0	3
10	84/2014	6	4	0	0	4	2	0	0	2
11	87/2014	9	4	0	1	3	2	0	0	3
12	90/2014	4	1	0	0	1	1	0	0	1
13	103/2014	22	11	1	0	10	1	4	0	1
14	104/2014	10	5	0	0	5	0	2	0	0
15	105/2014	3	1	0	0	1	0	0	0	0
16	106/2014	6	3	0	0	3	1	0	0	1
17	107/2014	51	18	0	6	12	4	3	0	10
18	116/2014	20	10	0	0	10	5	3	0	5
19	121/2014	8	2	0	0	2	1	0	0	1
20	123/2014	2	2	0	0	2	0	0	0	0
21	138/2014	70	12	1	1	10	0	3	0	1
22	141/2014	22	3	0	1	2	1	1	0	2
23	145/2014	1	1	0	0	1	0	0	0	0
24	178/2014	197	68	0	3	65	5	13	0	8
25	183/2014	5	3	1	0	2	2	0	0	2
26	184/2014	3	2	0	0	2	0	0	0	0
27	185/2014	63	13	0	1	12	0	2	0	1

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
28	214/2014	17	4	0	0	4	1	0	0	1
29	219/2014	43	11	0	0	11	1	4	0	1
30	220/2014	7	1	0	0	1	1	0	0	1
31	225/2014	48	11	0	0	11	1	5	0	1
32	240/2014	8	3	0	0	3	0	1	0	0
33	241/2014	49	9	0	1	8	1	0	0	2
34	02./2015	2	1	0	0	1	0	0	0	0
35	03./2015	28	3	0	0	3	1	0	0	1
36	05./2015	6	1	0	0	1	1	0	0	1
37	10./2015	2	1	0	0	1	1	0	0	1
38	16/2015	8	1	0	0	1	1	0	0	1
39	17/2015	2	1	0	0	1	0	0	0	0
40	31/2015	3	3	0	0	3	0	0	0	0
41	33/2015	5	2	0	0	2	0	1	0	0
42	34/2015	6	3	0	0	3	0	0	0	0
43	35/2015	2	1	0	0	1	0	0	0	0
44	37/2015	2	2	0	0	2	2	0	0	2
45	12./2015	78	15	2	8	5	0	0	0	8
46	23/2015	4	2	0	1	1	0	0	0	1
47	29/2015	5	1	0	0	1	0	0	0	0
48	44/2015	5	4	0	1	3	0	1	0	1
49	45/2015	4	1	0	0	1	0	0	0	0
50	46/2015	10	1	0	0	1	0	0	0	0
51	52/2015	4	1	0	0	1	1	0	0	1
52	61/2015	4	1	0	0	1	0	0	0	0
53	64/2015	3	3	0	1	2	0	0	0	1
54	65/2015	11	2	0	0	2	0	0	0	0
55	73/2015	1	1	0	0	1	0	0	0	0
56	76/2015	13	2	0	0	2	1	0	0	1
57	79/2015	1	1	0	0	1	0	1	0	0
58	84/2015	14	8	0	0	8	7	0	0	7
59	89/2015	1	1	0	0	1	0	1	0	0
60	90/2015	8	1	0	1	0	0	0	0	1

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
61	100/2015	4	1	0	0	1	0	0	0	0
62	107/2015	5	1	0	0	1	1	0	0	1
63	116/2015	13	1	0	0	1	0	0	0	0
64	122/2015	12	1	0	0	1	0	0	0	0
65	133/2015	7	7	0	0	7	4	1	0	4
66	136/2015	9	3	0	0	3	1	0	0	1
67	147/2015	17	2	0	0	2	0	0	0	0
68	129/2015	8	2	0	0	2	1	0	0	1
69	132/2015	3	3	0	1	2	0	2	0	1
70	134/2015	1	1	0	0	1	1	0	0	1
71	138/2015	9	1	0	0	1	0	0	0	0
72	153/2015	4	4	0	0	4	1	1	0	1
73	154/2015	5	1	0	0	1	1	0	0	1
74	139/2015	6	3	0	1	2	2	0	0	3
75	162/2015	10	1	0	0	1	0	0	0	0
76	181/2015	50	6	0	0	6	0	0	0	0
77	183/2015	3	1	0	0	1	1	0	0	1
78	184/2015	1	1	0	0	1	0	0	0	0
79	189/2015	8	1	0	0	1	0	0	0	0
80	29/2016	11	0	0	0	0	0	0	0	0
81	35/2016	5	1	0	0	1	0	0	0	0
Total		1170	331	6	32	293	68	52	0	100

Appendix-6

Highlights of the 154th Meeting of the Commission

1. The 154th meeting of the Commission was held on Saturday, 19th November 2016 at the Federal Public Service Commission Headquarters Islamabad. Mr. Naveed Akram Cheema, Chairman FPSC chaired the meeting. Members of the Commission, Secretary FPSC and senior officers of Secretariat attended the meeting.

Chairman's message:

2. The Chairman, FPSC commended the Members of the Commission and the Secretariat for their untiring efforts and successful initiatives taken during past year which included launch and completion of the development projects for FPSC HQ and the provincial offices. Initiatives such as introduction of Process Re-engineering for Enhancement of Efficiency program, reducing the time span for processing cases of both the general recruitment and competitive examination, revision of CSS syllabi, test schemes and its successful implementation during 2016 exams were appreciated. Efforts towards translation of FPSC rules, regulations and statutes in Urdu language and 100% online application processing were also lauded. The Chair acknowledged the speediness in holding of interviews and personal hearings. FPSC participation in annual meeting of the Heads of Public Service Commission of SAARC Countries was appreciated. The Chair underscored that accomplishments should not make FPSC complacent but should serve as a stimulator for even higher performance.

Agenda Item 1: Implementation status of past decisions of the Commission in 153rd Meeting and subsequent special meeting Decision:

The Commission considered and approved the reported progress.

Agenda Item 2: Low pass percentage of CSS CE2016: FPSC response and discussion for the way forward Decisions:

- i. Formation of a Consultative Group of three Members including Mr. Ahmed Farooq, Mr. Habibullah Khan Khattak and Maj. Gen. (Retd)HI (M) Muhammad Azeem Asif to look into the issues and make recommendations within a period of three and half months.
- ii. Placing last two years Examiners' reports for each discipline on FPSC website for general information of the aspiring candidates.
- iii. Share concerns with the Higher Education Commission, Vice Chancellors of the Universities/Educational Institutions/Colleges and Education Departments of the provinces on deteriorating standard of education/instruction and the immediate need to take appropriate measures in particular to enhance English language proficiency and written expression.
- iv. Review of English Modules of Essay and Precis & Composition in CSS CE

Agenda Item 3: Urdu as Medium of Expression in CSS Competitive Examination Decision:

A two member Committee comprising Mr. Ahmad Bakhsh Lehri and Mr. Aziz Ahmad Bilour was constituted to study the issue and make recommendations.

Agenda Item 4: Opening of CSS examination centres at Pakistan Embassies/High Commissions abroad Decision:

A two Member Committee comprising Ambassador (Retd.) Rizwan-ul-Haq Mahmood and Mr. Ahmad Farooq was constituted to study the idea of attracting talent and the prospects of opening Centres abroad.

Agenda Item 5: Equivalence of Degrees, Diplomas, Certificates and other educational Qualifications
Decisions:

The Commission agreed to uphold the decision of HEC for determining the equivalence of a degree held by a candidate.

Agenda Item 6: Subsequent claim of experience by the candidates from private organizations **Decision:**

The Commission agreed to refer the issue of subsequent claim of experience by the candidates from private organizations to a two member Committee comprising Mr. Mazhar Ali Khan and Maj. Gen. (Retd) H I (M) Muhammad Azeem Asif, Members of the Commission, for further examination

Appendix-7

Statistics on General Recruitment for posts in BS-16 and above finalized during 2016 including the posts carried forward from previous years

Year	Cases	Posts	Applications received	Candidates Pre-selected	Candidates Interviewed	Cases finalized			Cases/posts carried over to 2017	
						Cases	Nomination made	Posts reported failure	Cases	Posts
2016	279	2207	295523	2498	74	53	19	54	226	2134
2015	171	1534	430588	2769	2768	157	824	215	14	495
2014	79	1598	148911	2289	1806	58	606	126	21	866
2013	2	11	136	19	4	1	5	1	1	5 *
2010	1	9	93	14	14	0	0	0	1	9 *
2006	2	3	30	10	5	1	1	0	1	2 *
Total	534	5362	875281	7599	4671	270	1455	396	264	3511

* Old Court Cases

Appendix-8

Quota Wise Vacancies (BS 16 and above) filled during 2016

BPS	Particular	Merit	Punjab	Sindh(R)	Sindh(U)	KPK	Balochistan.	GBFATA	AJ&K	Total
14	Posts Finalized	13	91	21	13	22	13	8	4	185
	Nominations made	13	87	17	12	19	13	8	3	172
	Failure Reported	0	4	4	1	3	0	0	1	13
16	Posts Finalized	87	558	142	91	137	75	52	26	1168
	Nominations Made	85	458	113	70	105	39	31	17	918
	Failure Reported	2	100	29	21	32	36	21	9	250
17	Posts Finalized	18	144	24	21	24	16	33	3	283
	Nominations Made	18	134	22	20	18	14	31	1	258
	Failure Reported	0	10	2	1	6	2	2	2	25
18	Posts Finalized	6	83	31	16	15	9	3	2	165
	Nominations Made	5	46	7	6	11	6	2	1	84
	Failure Reported	1	37	24	10	4	3	1	1	81
19	Posts Finalized	0	25	6	0	5	2	0	2	40
	Nominations made	0	14	3	0	2	1	0	0	20
	Failure reported	0	11	3	0	3	1	0	2	20
20	Posts finalized	0	6	3	0	1	0	0	0	10
	Nominations made	0	3	0	0	0	0	0	0	3
	Failure reported	0	3	3	0	1	0	0	0	7
21	Posts finalized	0	0	0	0	0	0	0	0	0
	Nominations made	0	0	0	0	0	0	0	0	0
	Failure reported	0	0	0	0	0	0	0	0	0
Total Finalized		124	907	227	141	204	115	96	37	1851
Total nominations made		121	742	162	108	155	73	72	22	1455
Total failure reported		3	165	65	33	49	42	24	15	396

Appendix-9

Ministries/Division wise positions filled during 2016

Ministry/ Division/ Departments	14	16	17	18	19	20	TOTAL
Revenue division	0	427	0	0	0	0	427
Ministry of Defence	0	345	30	5	0	1	381
Ministry of Communications	172	17	0	0	0	0	189
Capital Administration and Development Division	0	2	46	55	10	0	113
Cabinet Secretariat	0	48	21	1	2	0	72
Ministry of Interior and Narcotics Control	0	7	29	1	0	0	37
Ministry of Petroleum and Natural Resources	0	0	33	1	2	0	36
Federal Government Organization	0	0	31	0	0	0	31
Kashmir Affairs and Gilgit-Baltistan Division	0	1	21	0	0	0	22
Ministry of Railways	0	20	0	1	0	0	21
National Assembly Secretariat	0	8	7	3	2	0	20
Ministry of Overseas Pakistanis and HRD	0	9	9	0	0	0	18
Ministry of Law, Justice and Human Rights	0	7	6	1	1	0	15
Establishment Division	0	3	1	4	3	1	12
Ministry of Housing and Works	0	2	8	0	0	0	10
Ministry of National Food Security and Research	0	0	6	4	0	0	10
Federal Public service Commission	0	7	0	2	0	0	9
Finance Division	0	4	1	0	0	0	5
Climate Change Division	0	0	2	1	0	1	4
Ministry of Water and Power	0	1	1	2	0	0	4
Textile Industry	0	3	0	1	0	0	4
Ministry of Religious Affairs and Interfaith Harmony	0	1	3	0	0	0	4
Ministry of Information and Broadcasting	0	3	0	0	0	0	3
Ministry of Ports and Shipping	0	0	2	1	0	0	3
Ministry of Planning, Development and Reform	0	1	1	0	0	0	2
Ministry of Education and Training	0	0	0	1	0	0	1
Prime Minister's Secretariat	0	1	0	0	0	0	1
Ministry of National Health Services	0	1	0	0	0	0	1
TOTAL	172	918	258	84	20	3	1455

Appendix-10

Recruitment cases (BS-16 and above) advertised during 2016

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
1.	01./2016	Principal (BS-18), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 Sindh(R)-1	124	3	-	U/P
2.	2./2016	Lecturer (Fine Arts) (Female) (BS-17), Federal Government colleges for Women, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	1 GBFATA-1	17	6	6	R-1
3.	3./2016	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	1 Punjab-1	41	-	-	F-1
4.	4./2016	Statistical Officer (BS-17), Board of Investment, Prime Minister's Office.	1 Sindh (R)-1	195	5	-	U/P
5.	5./2016	Assistant Private Secretary (BS-16), Pakistan Mint, Lahore, Finance Division.	1 Sindh (R)-1	99			F-1
6.	6./2016	Deputy Directors (BS-18), Board of Investment, Prime Minister's Office.	2 Punjab -1 GBFATA-1	235	10	-	U/P
7.	7./2016	Assistant Private Secretaries (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	3 Merit-1 Punjab -2	202	1	1	R-1 F-2
8.	8./2016	Deputy Registrars (BS-17), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	4 Punjab -2 Sindh (U)-1 KPK-1	231	12	12	R-4
9.	10./2016	Assistant Solicitors (BS-18), Ministry of Law, Justice and Human Rights.	2 Punjab -1 Sindh (R)-1	136	6	-	U/P
10.	11./2016	Senior Mining Geologist (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	1 Punjab -1	2	-	-	F-1
11.	12./2016	Deputy District Attorney (BS-18), Islamabad Capital Territory (ICT), Ministry of Interior.	1 Sindh (R)-1	68	4	-	U/P
12.	13/2016	Director (BS-19), Directorate of Dock Workers Safety H.Qs. Ministry of Ports and Shipping.	1 Punjab -1	2	-	-	F-1

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
13.	14/2016	Deputy Director (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Punjab -1	6	1	1	F-1
14.	15/2016	Assistant Private Secretaries (BS-16), in a Federal Government Organization.	2 Punjab (W)-1 Balochistan-1	88	-	-	F-2
15.	16/2016	Translators (BS-17), National Assembly Secretariat, Islamabad.	2 Sindh (R)-1 Sindh (U)-1	91	8	-	U/P
16.	17/2016	Deputy Assistant Director (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	1 Punjab -1	2	2	2	R-1
17.	9./2016	Assistant Programmer (BS-17), Military Engineer Services, Ministry of Defence (Defence Division).	1 Sindh (R)-1	169	5	-	U/P
18.	18/2016	2 nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	1 Punjab -1	41	2	-	U/P
19.	19/2016	Assistant Professor (Fine Arts) (Female) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 Sindh (R)-1	2	-	-	F-1
20.	20/2016	Director General (BS-20), Board of Investment, Prime Minister's Office.	1 Sindh (R)-1	45	1	-	U/P
21.	21/2016	Nautical Instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	1 KPK-1	1	-	-	F-1
22.	22/2016	Research Officer (BS-17), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab -1	1042	5	5	R-1
23.	24/2016	Director (BS-19), Management Services Wing. Establishment Division.	1 Punjab -1	126	3	-	U/P
24.	25/2016	Assistant Private Secretaries (BS-16), Board of Investment, Prime Minister's office.	4 Merit-1 Punjab (W)-1 KPK-1 GBFTA-1	578	6	-	U/P
25.	26/2016	Senior Auditors (BS-16), Pakistan Audit Department, Office of the Auditor General of Pakistan.	343 Merit-26 Punjab -171 Sindh (R)-39 Sindh (U)-26 KPK-39 Balochistan-21 GBFATA-14 AJK-7	53051	1079	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
26.	28/2016	Lecturer (Male) (Persian)(BS-17), Federal Government Colleges for Men, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	1 AJK-1	6	0	0	F-1
27.	29/2016	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Punjab (M)-1	14	3	3	R-1
28.	30/2016	Assistant Professors (Female) (BS-18), Federal Government Colleges for Girls, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	8 Punjab -5 Sindh (R)-1 KPK-1 Balochistan-1	431	U/P	-	U/P
29.	32/2016	Lecturers (Male) (BS-17), Federal Government Colleges for Boys, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	10 Merit-1 Punjab -6 Sindh (R)-1 Sindh (U)-1 KPK-1	4179	52	-	U/P
30.	33/2016	Assistant Professors (Male) (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	2 Sindh (R)-2	22	-	-	U/P
31.	34/2016	Progress Officer (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab -1	163	5	-	U/P
32.	35/2016	Estate Officer (BS-17), Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	1 Punjab -1	169	5	5	R-1
33.	36/2016	Assistant Professors (BS-18) Federal Medical & Dental College, Cabinet Division.	4 Punjab -2 Sindh (R)-1 KPK-1	49	-	-	W
34.	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	57	-	U/P
35.	38/2016	Research Associate (BS-17), Ministry of Information, Broadcasting & National Heritage.	1 Punjab -1	343	5	5	F-1
36.	39/2016	Research Officers (BS-17), Food & Agriculture Section, Ministry of Planning, Development and Reform.	3 Sindh (R)-1 Sindh (U)-1 AJK-1	458	9	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
37.	40/2016	Mining Geologist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Punjab -1	50	5	-	U/P
38.	42/2016	Assistant Directors (BS-17), Anti-Narcotics Force, (Narcotics Control division), Ministry of Interior & Narcotics Control.	3 Punjab -1 Sindh (U)-1 KP (W)-1	2456	9	-	U/P
39.	31/2016	Assistant Professors (Male) (BS-18), Federal Government Colleges for Men, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	7 Punjab -4 Sindh (U)-1 KPK-2	486	10	-	U/P
40.	43/2016	2 nd Engineers (Electronics) (System Engineer PCB RF) (BS-18), Pakistan Navy, Ministry of Defence.	3 Punjab -3	44	1	-	U/P
41.	44/2016	Deputy Headmasters (Male) (BS-17), FG Boys schools, Federal Directorate of Education, Capital Administration and Development division.	20 Merit-1 Punjab -11 Sindh (R)-2 Sindh (U)-1 KPK-3 Balochistan-1 GBFATA-1	5674	62	-	U/P
42.	46/2016	Deputy Director (BS-18), Research & Reference Wing, Ministry of Religious Affairs and Interfaith Harmony.	1 Punjab -1	83	-	-	U/P
43.	48/2016	Associate Professor/ Vice Principal (English) (Male) (BS-19), F.G. Colleges, Federal Directorate of Education, Capital Administration and Development Division.	1 AJK-1	3	-	-	F-1
44.	49/2016	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
45.	51/2016	Lecturers (Female) (BS-17), Federal Government Colleges for Women, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	14 Merit-2 Punjab -6 Sindh (R)-1 Sindh (U)-2 KPK-1 Balochistan-1 AJK-1	5685	102	-	U/P
46.	52/2016	Assistant Director (Physical Education) (BS-17), Federal Directorate of Education, Capital Administration and Development Division.	1 Sindh (R)-1	76	5	5	R-1

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
47.	53/2016	Assistant Education Officers (BS-16), Federal Directorate of Education, Capital Administration and Development Division.	3 Punjab -2 Sindh (R)-1	936	9	-	U/P
48.	54/2016	Bursar (BS-16), F.G. Colleges, Federal Directorate of Education, Capital Administration and Development Division.	01 Punjab -1	91	5	-	U/P
49.	55/2016	Directors (BS-19), Federal Directorate of Education, Capital Administration and Development Division.	3 Punjab -1 Sindh (R)-1 KPK-1	504	-	-	U/P
50.	56/2016	Deputy Director (BS-18), Federal Directorate of Education, Capital administration and development division.	1 Punjab -1	431	5	-	U/P
51.	57/2016	Human Resource Advisor (BS-19), Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab -1	21	1	-	U/P
52.	58/2016	Acupuncture Specialist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	1 Punjab -1		-	-	F-1
53.	59/2016	Associate Professors / Vice Principals (Male) (BS-19), Islamabad Model Colleges for Boys, Federal Directorate of Education, Capital Administration and Development Division.	5 Punjab -3 Sindh (R)-1 AJK-1	137	-	-	U/P
54.	62/2016	Physical Training Instructors (Senior)(Male)(BS-16), Islamabad Model Schools & Colleges for Boys, Federal Directorate of Education, Capital Administration and Development Division.	25 Merit-2 Punjab -13 Sindh (R)-3 Sindh (U)-2 KPK-3 Balochistan-1 GBFATA-1	630	76	-	U/P
55.	63/2016	Inspectors (BS-16), Anti-Narcotics Force, (Narcotics Control Division) Ministry of Interior & Narcotics Control.	10 M-1 Punjab -4 Sindh (R)-1 Sindh (U)-1 KPK -2 AJK-1	1594	30	-	U/P
56.	64/2016	Subject Specialist (Chemistry) (Female) (BS-17), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), F.G Girls Higher Secondary School, Cod Kala Jhelum, Ministry of Defence.	1 Punjab -1	117	5	5	R-1
57.	65/2016	Eye Specialist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	1 Punjab -1	3	1	-	U/P
58.	67/2016	Research Officer (BS-17), Physical Planning & Housing Section, Ministry of Planning, Development and Reform.	1 Merit-1	519	5	5	R-1

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
59.	68/2016	Senior Teachers (Male) (BS-17), F.G. Boys Schools, Federal Directorate of Education, Capital Administration and Development Division.	2 Punjab -1 Balochistan-1	157	12	-	U/P
60.	71/2016	Assistant Private Secretaries (BS-16), Planning, Development and Reform.	6 Punjab (W)-1 Sindh (U)-3 Balochistan-1 GBFATA-1	221	1	1	R-1 F-5
61.	72/2016	Inspectors (Legal) (BS-16), Anti-Narcotics Force, (Narcotics Control Division), Ministry of Interior & Narcotics Control.	3 Punjab -2 KPK-1	705	9	9	R-3
62.	74/2016	Assistant Professors (Female) (BS-18), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration & Development Division.	5 Merit-1 Punjab-3 Sindh (R)-1	255	15	-	U/P
63.	75/2016	Deputy Headmistress (Female) (BS-19), Islamabad Model Colleges, Federal Directorate of Education, Capital Administration and Development Division.	2 Merit-1 Punjab-1	170	10	-	U/P
64.	80/2016	Civilian Labour Officers (BS-16), Corps of EME, Ministry of Defence.	13 Merit-1 Punjab-7 Sindh (R)-1 Sindh (U)-1 KPK-2 Balochistan-1	3032	41	-	U/P
65.	81/2016	Assistant Private Secretary (BS-16), Implementation Tribunal for Newspaper Employees (ITNE), Ministry of Information, Broadcasting & National Heritage.	1 Sindh (R)-1	94	2	-	U/P
66.	82/2016	Lady Doctor (CMP) (BS-17), Pakistan Navy, Ministry of Defence.	1 Punjab-1	37	5	5	R-1
67.	83/2016	Foreman (BS-16), ARDE, Ministry of Defence Production.	1 Sindh (R)-1	29	4	4	R-1
68.	84/2016	Assistant private secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	1 Sindh (R)-1	84	1	-	U/P
69.	85/2016	Assistant Executive Engineers (Civil) (BS-17), Pak. PWD, Ministry of Housing and Works.	31 Merit-3 Punjab-15 Sindh (R)-4 Sindh (U)-2 KPK-4 Balochistan-2 GBFATA-1	2741	99	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
70.	87/2016	Assistant Professors (Male) (BS-18), Islamabad Model Colleges For Boys, Federal Directorate of Education, Capital Administration & Development Division.	11 Merit-1 Punjab-6 Sindh (R)-2 KPK-1 Balochistan-1	615	-	-	U/P
71.	91/2016	Assistant Private Secretaries (BS-16), Federal Public Service Commission.	2 GBFATA-1 AJK-1	112	0	0	F-2
72.	41/2016	Assistant Professor (Commerce) (Female), (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	1 Sindh (R)-1	8	-	-	U/P
73.	69/2016	Assistant Chief (BS-18), Demography / Population & Social Planning Section, Ministry of Planning, Development and Reform.	1 KPK-1	125	-	-	U/P
74.	70/2016	Assistant Chief (BS-18), Education Section, Ministry of Planning, Development and Reform.	1 Punjab-1	97	-	-	U/P
75.	73/2016	Assistant Chief (BS-18), Health Section, Ministry of Planning, Development and Reform.	2 M-1 Punjab-1	45	-	-	U/P
76.	76/2016	Assistant Chief (BS-18), Social Welfare Section, Ministry of Planning, Development and Reform.	1 Punjab-1	54	-	-	U/P
77.	86/2016	Assistant Private Secretary (BS-16) Ministry of Planning, Development and Reform.	1 Sindh (U)-1	83	-	-	F-1
78.	88/2016	Research Officer (BS-17), Water Resources Section, Ministry of Planning, Development and Reform.	1 Sindh (U)-1	94	5	-	U/P
79.	89/2016	Research Officer (BS-17), Industries & Commerce Section, Ministry of Planning, Development and Reform.	1 KPK-1	745	5	-	U/P
80.	90/2016	Deputy Chief (BS-19), Energy Information System & Computer Section, Energy Wing, Ministry of Planning, Development and Reform.	1 Punjab-1	29	-	-	U/P
81.	92/2016	Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	1 Punjab-1	13	-	-	F-1
82.	93/2016	Assistant private secretary (BS-16), Ministry of Ports and Shipping.	1 Merit -1	170	-	-	U/P
83.	94/2016	Deputy Directors (BS-18) Management Services Wing, Establishment Division.	3 Merit-1 Punjab-2	472	11	-	U/P
84.	95/2016	Assistant Private Secretary (BS-16) Military Finance Wing, Finance Division.	1 KPK-1	103	-	-	F-1

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
85.	96/2016	Assistant Private Secretary (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab-1	143	-	-	F-1
86.	97/2016	Deputy Mint Master (BS-19), Pakistan Mint, Lahore, Finance Division.	1 Punjab-1	9	-	-	U/P
87.	98/2016	Associate Professors (Male) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	2 Punjab(M)-1 Balochistan-1	6	-	-	U/P
88.	99/2016	Assistant Geophysicist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 KPK-1	110	5	-	U/P
89.	102/2016	Assistant Director (BS-17), Directorate of Dock Workers Safety Headquarters, Karachi, Ministry of Ports and Shipping.	1 Punjab-1	29	-	-	U/P
90.	103//2016	Deputy Chief (Fuel) (BS-19), ENERGY Appraisal & Plan Formulation Section, Energy Wing, Ministry of Planning, Development and Reform.	3 Merit-1 Punjab-1 KPK-1	24	-	-	U/P
91.	104/2016	Assistant Professor (Economics) (Male), (BS-18) Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence.	1 Punjab-1	16	-	-	U/P
92.	27/2016	Nursery School Teacher (Female) (BS-16), F.G. Colleges Islamabad, Federal Directorate of Education, Capital Administration and Development Division.	1 Punjab-1	101	5	-	U/P
93.	47/2016	Assistant Librarian (Female) (BS-16), F.G. Colleges, Federal Directorate of Education, Capital Administration and Development Division.	1 Punjab-1	130	5	-	U/P
94.	50/2016	Librarian (Male) (BS-17), F.G. Colleges, Federal Directorate of Education, Capital Administration and Development Division.	1 Punjab-1	75	5	-	U/P
95.	66/2016	Principal (BS-18), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 Sindh (R)-1	206	-	-	U/P
96.	77/2016	Drawing Mistresses (BS-16), F.G. Girls Schools, Federal Directorate of Education, Capital Administration and Development Division.	20 Merit -4 Punjab-3 Sindh (R)-5 Sindh (U)-3 KPK-1 Balochistan-1 GBFATA-2 AJK-1	204	40	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
97.	78/2016	Deputy Headmistress (BS-17), F.G. Schools, Federal Directorate of Education, Capital Administration and Development Division.	39 Merit -3 Punjab-19 Sindh (R)-5 Sindh (U)-3 KPK-5 Balochistan-2 GBFATA-1 AJK-1	6173	123	-	U/P
98.	100/2016	Directors (BS-19), Board of Investment, Prime Minister's Office.	2 Merit -1 Punjab-1	117	-	-	U/P
99.	105/2016	Assistant Chief (BS-18), Water Resources Section, Ministry of Planning, Development and Reform.	1 KPK-1	28	-	-	U/P
100.	106/2016	Deputy Director (BS-18), Directorate of Dock Workers Safety, (Regional Office) Gawadar, Ministry of Ports and Shipping.	1 Punjab-1	3	-	-	F-1
101.	107/2016	Assistant Private Secretary (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Sindh (R)-1	126	-	-	F-1
102.	108/2016	Physician (General Medicine) (BS-19), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet Division.	1 Punjab-1	7	-	-	U/P
103.	109/2016	Associate anesthetist (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet Division.	1 Punjab-1	1	-	-	F-1
104.	110/2016	Associate Physician (PEADS) (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet Division.	1 Punjab-1	6	-	-	U/P
105.	111/2016	Associate Radiologist (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet Division.	1 Punjab-1	3	-	-	U/P
106.	112/2016	Associate Surgeon (Eye) (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet Division.	1 Punjab-1	4	-	-	U/P
107.	113/2016	Pharmacist (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet Division.	1 Punjab-1	296	5		U/P
108.	114/2016	Physiotherapist (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet Division.	1 Punjab-1	84	5	-	U/P
109.	115/2016	Deputy Director (Medical) (BS-18), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet Division.	1 Punjab-1	4	-	-	U/P
110.	116/2016	Physician Psychiatry (BS-19), Federal Government Polyclinic, Capital Administration and Development Division.	1 Sindh (R)-1	2	-	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
111.	117/2016	Assistant Private Secretaries (BS-16), Ministry of Law, Justice and Human Rights.	67 Punjab-38 Sindh (R)-4 Sindh (U)-7 KPK-8 Balochistan-4 GBFATA-4 AJK-2	3126	34	-	U/P
112.	118/2016	Head Nurse (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet Division.	4 Punjab-2 Sindh (R)-1 KPK-1	138	-	-	P
113.	119/2016	Assistant Chief Administrative Officer (BS-17), Ministry of Defence, (Defence Division).	1 KPK-1	400	5	-	U/P
114.	120/2016	Civilian Medical Practitioners (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	3 Punjab-2 KPK-1	60	9	-	U/P
115.	121/2016	Deputy Captain Superintendent (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	1 Punjab-1	2	-	-	U/P
116.	122/2016	Assistant Executive Engineer (civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	1 Punjab (M)-1	6	0	0	F-1
117.	124/2016	Lecturer (Mathematics) (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 Sindh (U)-1	53	5	-	U/P
118.	125/2016	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence.	1 KPK (M)-1	3	0	0	F-1
119.	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	161	-	-	U/P
120.	127/2016	Assistant Executive Engineers (Civil) (BS-17), Civil Engineering Department of Pakistan Railways, (Railway Board), Ministry of Railways.	15 Merit-1 Punjab-7 Sindh (R)-2 Sindh (U)-1 KPK-2 Balochistan-1 GBFATA-1	1394	47	-	U/P
121.	128/2016	Assistant Librarian (BS-16), Pak. PWD, Ministry of Housing and Works.	1 Sindh (R)-1	83	5	-	U/P
122.	129/2016	Associate Dental Surgeons (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	2 Punjab-1 Sindh (R)-1	11	-	-	U/P
123.	130/2016	Assistant Private Secretaries (BS-16), Federal Public Service Commission.	4 Sindh (R)-1 Sindh (U)-1 KPK-2	224	-	-	F-4

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
124.	131/2016	Chief Librarian (BS-19), Directorate General of Special Education, Capital Administration and Development Division.	1 Punjab-1	14	-	-	U/P
125.	132/2016	Assistant Private Secretaries (BS-16), Director General's Office, Pak PWD, Ministry of Housing & Works.	8 Sindh (R)-4 Sindh (U)-1 KPK-1 GBFATA-1 AJK-1	458	4	-	U/P
126.	133/2016	Assistant Geophysicists (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	5 Punjab-3 Sindh (U)-1 Balochistan-1	243	15	-	U/P
127.	134/2016	Deputy Chief (Transport) (BS-19), National Energy Conservation Centre (ENERCON), Ministry of Water and Power.	1 Punjab-1	5	-	-	F-1
128.	79/2016	Senior Teachers (Female) (BS-17), F.G Schools, Federal Directorate of Education, Capital Administration and Development Division.	24 Merit -3 Punjab-7 Sindh (R)-5 Sindh (U)-3 KP-3 Balochistan-2 GBFATA-1	4272	96	-	U/P
129.	123/2016	Chief Documentation Officer (BS-19), Academy of Educational Planning and Management, Ministry of Federal Education and Professional Training.	1 Sindh (R)-1	6	-	-	F-1
130.	135/2016	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	1 Punjab-1	67	-	-	F-1
131.	136/2016	Deputy Assistant Director (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01 Punjab-1	41	5	-	U/P
132.	137/2016	Neonatologist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	1 Punjab-1	3	-	-	U/P
133.	138/2016	Assistant Professor, Commerce (Male) (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	1 Sindh (U)-1	8	-	-	F-1
134.	139/2016	Assistant Mechanical Engineers (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board), Ministry of Railways.	19 Merit-1 Punjab-10 Merit -1 Sindh (R)-1 Sindh (U)-2 KPK-2 Balochistan-1 GBFATA-1 AJK-1	1722	57		U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
135.	140/2016	Editor (BS-18), GHQ, Ministry of Defence.	1 Sindh (R)-1	16			F-1
136.	141/2016	Associate Surgeon/ Physician (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	10 Punjab-6 Sindh (R)-1 Sindh (U)-1 GBFATA-1 AJK-1	24	1	-	U/P
137.	142/2016	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	5	-	-	F-1
138.	143/2016	Assistant Professor, Political Science (Male) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 Sindh (U)-1	3	-	-	F-1
139.	144/2016	Psychologist (BS-17), (Railway Board), Ministry of Railways.	1 Punjab-1	148	5		U/P
140.	145/2016	Trained Graduate Teachers (Male) (BS- 16), F.G. English Medium Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	112 Merit-9 Punjab-56 Sindh (R)-13 Sindh (U)-9 KP-12 Balochistan-7 GBFATA-4 AJK-2	5796	-	-	U/P
141.	146/2016	Assistant Private Secretary (BS-16), Management Services Wing, Establishment Division.	1 Sindh (R)-1	124	2	-	U/P
142.	147/2016	Director General (BS-20), National Archives of Pakistan, Cabinet Division.	1 Punjab-1	8	-	-	U/P
143.	148/2016	Legislative Translation Officer (BS-18), Ministry of Law, Justice and Human Rights.	1 Punjab-1	12	-	-	F-1
144.	149/2016	Assistant Draftsman (BS-18), law and justice division, Ministry of law, justice & human rights.	1 Sindh (R)-1	20	-	-	F-1
145.	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

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
146.	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
147.	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
148.	153/2016	Accountant (BS-16), Academy of Educational Planning and Management, Ministry of Federal Education and Professional Training.	1 Punjab-1	582	5	-	U/P
149.	154/2016	Deputy Director (Academic) (BS-18), Academy of Educational Planning and Management, Ministry of Federal Education and Professional Training.	1 Punjab-1	28	-	-	U/P
150.	155/2016	Research Officers (BS-17), Academy of Educational Planning and Management, Ministry of Federal Education and Professional Training.	2 Merit-1 Punjab-1	247	10	-	U/P
151.	156/2016	Director (BS-20), Academy of Educational Planning and Management, Ministry of Federal Education and Professional Training.	1 Punjab-1	16	-	-	U/P
152.	157/2016	Plant Protection Adviser and Director General (BS-20), Department of Plant Protection, Karachi, Ministry of National Food Security and Research.	1 Punjab-1	14	4	-	U/P
153.	158/2016	Director (BS-19), Directorate of Dock Workers Safety H.Qs. Ministry of Ports and Shipping.	1 Punjab-1	1	-	-	F-1
154.	159/2016	National Savings Officer (BS-17), Central Directorate of National Savings, Finance Division, Islamabad.	1 GBFATA(W)-1	83	5	-	U/P
155.	160/2016	Assistant Private Secretaries (BS-16), Ministry of States & Frontier Regions.	2 Sindh (R)-1 GBFATA-1	125	-	-	U/P
156.	161/2016	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	31	-	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
157.	162/2016	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	27 Merit-1 Punjab-10 Sindh (R)-4 Sindh (U)-3 KPK-4 Balochistan-2 GBFATA-2 AJK-1	1321	10	-	U/P
158.	163/2016	Headmistress (BS-18), F.G. Urdu Medium Female Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 Sindh (R)-1	149	2	-	U/P
159.	164/2016	Assistant Private Secretaries (BS-16), National Industrial Relations commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	2 Punjab-1 Sindh (U)-1	128	1	-	U/P
160.	165/2016	Training cum safety officer (BS-17), Central Inspectorate of Mines, Ministry of Petroleum and Natural Resources.	1 Punjab-1	26	5	-	U/P
161.	167/2016	Charge Nurses (BS-16), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet division.	59 Merit-4 Punjab-30 Sindh (R)-7 Sindh (U)-4 KPK-7 Balochistan-4 GBFATA-2 AJK-1	2071	-	-	P
162.	168/2016	Medical Officers (BS-17), Federal General Hospital, Chak Shahzad, Islamabad, Cabinet division.	19 Merit-1 Punjab-10 Sindh (R)-2 Sindh (U)-2 KPK-2 Balochistan-1 GBFATA-1	1086	59	-	U/P
163.	170/2016	Senior Mining Geologist (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Punjab-1	1	-	-	F-1
164.	171/2016	Assistant Professor, Statistics (Male) (BS-18), Federal Government Educational Institutions (FGEL) (Cantts/Garrisons), Ministry of Defence.	1 Sindh (R)-1	3	-	-	F-1
165.	173/2016	Senior Auditors (BS-16), Pakistan Railway Accounts Department, Ministry of Railways.	50 Merit-4 Punjab-25 Sindh (R)-5 Sindh (U)-4 KPK-6 Balochistan-3 GBFATA-2 AJK-1	5323	-	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
166.	166/2016	Associate Professor (Mathematics) (BS-19), Federal college of education, capital administration and Development Division.	1 Sindh (R)-1	5	-	-	F-1
167.	169/2016	Assistant Chief (FUEL) (BS-18) Energy Appraisal and Plan Formulation Section, Energy Wing, Ministry of Planning, Development and Reform.	1 KPK-1	23	-	-	U/P
168.	172/2016	Deputy Director (Research and investigation) (BS-18), Pakistan Environmental Protection Agency (Pak-EPA), Ministry of climate change.	1 Punjab-1	59	-	-	U/P
169.	174/2016	Assistant Professor, Chemistry (Male) (BS-18), Islamabad Model Colleges for Boys, Federal Directorate of Education, Islamabad, Capital Administration & Development Division.	1 Sindh (R)-1	10	-	-	U/P
170.	175/2016	Administrative Officer (BS-17), institute of Optronics, Ministry of Defence production.	1 Punjab-1	322	5	-	U/P
171.	176/2016	Chemists (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	10 M-1 Punjab-5 Sindh (R)-1 Sindh (U)W-1 KPK-1 GBFATA-1	513		-	U/P
172.	177/2016	Drilling Engineer (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Punjab(N/M)-1	27	2	-	U/P
173.	178/2016	Programmer (BS-17) Pakistan Post office, Ministry of Communications.	1 Punjab-1	174	5	-	U/P
174.	179/2016	Executive Engineer (Civil) (BS-18), Pakistan Post Office, Ministry of Communications.	1 Punjab-1	45	1	-	U/P
175.	180/2016	Research Officers (BS-17), Food & Agriculture Section, Ministry of Planning, Development and Reform.	2 Merit-1 Punjab-1	615	10	-	U/P
176.	181/2016	Research Officers (BS-17), National Fertilizer Development Centre, Ministry of Planning, Development and Reform.	3 Punjab-1 Sindh (R)-1 Balochistan-1	601	9	-	U/P
177.	182/2016	Assistant Private Secretaries (BS- 16), in a Federal Government Organization.	2 Punjab (W)-1 Balochistan-1	88	-	-	F-1

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
178.	183/2016	Associate Professor/Vice Principal (Botany) (Female) (BS-19), Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	1 AJK-1	3	-	-	U/P
179.	184/2016	Assistant Professors (Female) (BS-18), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration & Development Division.	3 Sindh (R)-1 Sindh (U)-1 KPK-1	10	-	-	F-3
180.	185/2016	Assistant Private Secretary (BS-16), Pakistan Mint, Lahore, Finance division.	1 Sindh (R)-1	51	-	-	F-1
181.	186/2016	Assistant Chief (BS-18), Physical Planning & Housing Section, Ministry of Planning, Development and Reform.	1 Sindh (U)-1	42	-	-	U/P
182.	187/2016	Deputy Chief Cost Accounts Officer (BS- 20), Finance Division.	1 Punjab-1	50	-	-	U/P
183.	188/2016	Cost Accounts Officer (BS-19), Finance Division.	1 Punjab-1	69	-	-	U/P
184.	189/2016	Chief Cost Accounts Officer (BS-21), Finance Division.	1 Punjab-1	12	-	-	U/P
185.	190/2016	Principals (Female) (BS-18), F.G. English Medium Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	8 Sindh (R)-3 Sindh (U)-2 KPK-1 Balochistan-1	449	-	-	U/P
186.	192/2016	Assistant Private Secretaries (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	4 Punjab-3 Sindh (R)-1	292	-	-	F-4
187.	193/2016	Doctors (BS-18), National Highways and Motorways Police, Ministry of Communications.	10 Merit-1 Punjab-5 Sindh (R)-1 Sindh (U)-1 KPK-1 Balochistan-1	32	-	-	U/P
188.	194/2016	Junior Librarians (BS-16), Department of Libraries, Capital Administration and Development Division.	7 Merit-1 Punjab-3 Sindh (R)-1 Sindh (U)-1 KPK-1	398	-	-	U/P
189.	195/2016	Senior Official Reporter (Urdu) (BS- 18), National Assembly Secretariat, Islamabad	1 Punjab-1	41	-	-	U/P
190.	196/2016	Assistant Chief Administrative Officers (BS-17), GHQ, Ministry of Defence.	5 Punjab-2 Sindh (R)-1 KPK-1 GBFATA-1	1670	15	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
191.	197/2016	Cameraman (Male) (BS-16), GHQ, Ministry of Defence,	1 Sindh (R)-1	13	3	-	U/P
192.	198/2016	Assistant Directors (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	20 Merit-1 Punjab-10 Sindh (R)-2 Sindh (U)-2 KPK-3 Balochistan-1 AJK-1	1448	-	-	U/P
193.	200/2016	Director (BS-19), Zoological Survey of Pakistan, Climate Change Division, Islamabad.	1 Sindh (R)-1	7	-	-	U/P
194.	201/2016	Senior Drilling Engineers (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	2 Punjab-1 Sindh (R)-1	21	-	-	U/P
195.	206/2016	Deputy Director (bs-18), Federal Public Service Commission,	1 Punjab-1	181	-	-	U/P
196.	191/2016	Associate Professors (Male) (BS-19), F.G. Colleges Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	10 Merit-1 Punjab-5 Sindh (R)-2 KPK-2	150	-	-	U/P
197.	202/2016	Statistical Officers (BS-17), Military Hospitals, Ministry of Defence.	2 Punjab-2	112	-	-	U/P
198.	203/2016	Assistant Professor (Islamic Studies) (Male), (BS-18), Federal Government Educational Institutions (Cantts/Garrisons), Ministry of Defence.	1 Punjab-1	21	-	-	U/P
199.	204/2016	Assistant Private Secretary (BS-16), Management Services Wing, Establishment Division.	1 Merit-1	194	-	-	U/P
200.	205/2016	Assistant Private Secretaries (BS-16), Finance Division.	2 Punjab(W)-2	22	-	-	U/P
201.	208/2016	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
202.	209/2016	Assistant Private Secretaries (BS-16), Military Finance Wing, Finance Division.	2 Punjab-1 Balochistan-1	122	-	-	F-2
203.	210/2016	Assistant Private Secretaries (BS-16), Federal Public Service Commission.	2 GBFATA-1 AJK-1	71	-	-	U/P
204.	211/2016	Inspector (BS-16), Pakistan Railways Police, Ministry of Railways.	1 Balochistan-1	405	-	-	U/P
205.	212/2016	Assistant Private Secretary (BS-16), Gilgit Baltistan Council Secretariat, Islamabad.	1 Sindh (R)-1	61	1	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
206.	213/2016	Assistant Professor (Education) (BS-18), Federal College of Education, Islamabad, Capital Administration and Development Division.	1 Sindh (R)-1	41	-	-	U/P
207.	101/2016	Research officer (Urdu) (BS-17), Finance Division.	1 Sindh (R)-1	30	-	-	U/P
208.	207/2016	Librarians (BS-17)Federal Government Educational institutions Directorate (Cantts/Garrisons), Ministry of Defence.	10 Merit-1 Punjab-5 Sindh (R)-1 Sindh (U)-1 KPK-1 Balochistan-1	515	-	-	U/P
209.	215/2016	Assistant Private Secretaries (BS-16), Directorate General, Pakistan Post Office Ministry of Communications.	2 Merit-1 Sindh (U)-1	200	-	-	U/P
210.	216/2016	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	1 Punjab(M)-1	13	2	-	U/P
211.	217/2016	Associate Professor/Vice Principal (Computer Science) (Male) (BS-19), Islamabad Model Colleges for Boys, Federal Directorate of Education, Islamabad, Capital administration and Development Division.	1 KPK-1	16	-	-	U/P
212.	218/2016	Charge/Staff Nurse (Female) (BS- 16), Military Hospitals, Ministry of Defense (Defense Division).	71 Punjab-22 Sindh (R)-2 Sindh (U)-1 KPK-12 Balochistan-24 GBFATA-8 AJK-2	365	-	-	U/P
213.	219/2016	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence.	1 KPK (N/M)-1	11	-	-	F-1
214.	220/2016	Assistant private secretaries (BS- 16), Naval Headquarters, Ministry of Defence.	15 Punjab-9 Sindh (R)-3 Balochistan-1 GBFATA-1 AJK-1	945	-	-	U/P
215.	221/2016	Draftsman (BS-19) Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	5	-	-	U/P
216.	223/2016	Assistant Directors (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	2 Balochistan(W)- GBFATA(W)-1	39	-	-	U/P
217.	224/2016	Assistant Private Secretary (BS-16), Finance division.	1 GBFATA-1	97	-	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
218.	226/2016	Deputy Director Colleges (Budget & Development) (BS-18), Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	251	-	-	U/P
219.	227/2016	Administrative Officers (BS-16), Administration Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	4 GBFATA-4	1767	-	-	U/P
220.	230/2016	Assistant Directors (BS-17), Federal Public Service Commission.	5 Punjab-3 Sindh (U)-1 AJK-1	4942	15	-	U/P
221.	231/2016	Assistant Private Secretaries (BS- 16), in a Federal Government Organization.	15 Punjab-7 Sindh (R)-4 KPK (W)-1 GBFATA-3	1221	-	-	U/P
222.	236/2016	Research Officers/ Planning Officers/ Survey Officers (BS-17), Economists Group, Ministry of Planning Development and Reform.	26 Merit-1 Punjab-13 Sindh (R)-3 Sindh (U)-2 KPK-3 Balochistan-2 GBFATA-1 AJK-1	2302	-	-	U/P
223.	237/2016	Executive Director (BS-21), Federal Government Polyclinic, Capital Administration and Development Division.	01 Punjab-1	7	-	-	U/P
224.	240/2016	Assistant Directors (BS-17), In a Federal Government Organization.	30 Merit-2 PUNJAB-15 Sindh (R)-3 Sindh (U)-3 KPK-4 Balochistan-2 GBFATA-1	29201	-	-	U/P
225.	199/2016	Senior Research Officer (BS-18), GHQ, Ministry of Defence.	1 Punjab-1	22	-	-	U/P
226.	214/2016	Boiler Engineer (BS-16), Office of the Director General Pakistan Post, Postal Services Wing, Ministry of Communications.	1 Sindh (R)-1	40	-	-	U/P
227.	225/2016	Sub Treasury Officers (BS-16), Finance Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	4 GBFATA-4	1887	-	-	U/P
228.	229/2016	Treasury Officers (BS-17), Finance Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	661	-	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
229.	232/2016	Deputy Assistant Chemical Examiner (BS-16), Customs Department, Federal Board of Revenue.	1 Punjab-1	32	-	-	U/P
230.	233/2016	Sub Divisional Forest Officers (BS-17), Forest, Parks & Wildlife Department, Gilgit Baltistan, Ministry of Kashmir Affairs Gilgit Baltistan.	5 GBFATA-5	73	-	-	U/P
231.	234/2016	Subject Specialists (Female) (BS-17) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	45 GBFATA-45	2314			U/P
232.	235/2016	Subject Specialists (Male) (BS-17) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	20 GBFATA-20	2145	-	-	U/P
233.	238/2016	Assistant Private Secretary (BS-16), Ministry of National Health Services, Regulations & Coordination.	1 Punjab-1	75	-	-	U/P
234.	239/2016	Consulting Surgeon (Thoracic cardiovascular) (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	1 Sindh (R)-1		-	-	F-1
235.	242/2016	Deputy Director (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Punjab-1	21	-	-	U/P
236.	243/2016	Assistant Private Secretaries (BS-16) , National Industrial Relations commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	2 Punjab-2	145	-	-	U/P
237.	244/2016	Assistant Private Secretaries (BS-16), Ministry of Law, Justice and Human Rights.	2 Merit-2	317	-	-	U/P
238.	245/2016	Lecturers (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	2 Punjab-2	578	-	-	U/P
239.	246/2016	Programmers (BS-17) GHQ, Ministry of Defence.	7 Punjab-4 Sindh (R)-1 KPK-1 AJK-1	995	-	-	U/P
240.	247/2016	Assistant Chief (BS-18), National Fertilizer Development Centre (NFDC), Ministry of Planning Development and Reform.	1 GBFATA-1	59	-	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
241.	248/2016	Staff Nurses (BS-16), Medical Department of Pakistan Railways, (Railway Board) Ministry of Railways.	20 Merit-3 Punjab-6 Sindh (R)-4 KPK-3 Balochistan-2 GBFATA-1 AJK-1	632	-	-	U/P
242.	249/2016	Assistant Private Secretary (BS-16), Ministry of Climate Change.	1 Punjab-1	82	-	-	U/P
243.	250/2016	Assistant Professor (Computer Science) (BS-18), Naval Headquarters, (Pakistan Navy) Ministry of Defence.	1 Sindh (R)-1	31	-	-	U/P
244.	251/2016	Research Officers (BS-17), Institute of Optronics, Ministry of Defence production.	6 Merit-1 Punjab-2 Sindh (U)-1 KPK-1 Balochistan-1	1001	-	-	U/P
245.	253/2016	Assistant Private Secretaries (BS-16), Ministry of Industries & Production, Islamabad.	3 Merit-1 Punjab-2	150	-	-	U/P
246.	255/2016	Programmer (BS-17), Hajj it cell of Hajj Wing, Ministry of Religious Affairs and Interfaith Harmony.	1 Punjab-1	385	-	-	U/P
247.	256/2016	Works Manager (BS-18), Pakistan Mint, Lahore, Finance Division.	1 Sindh (R)-1	27	-	-	U/P
248.	257/2016	Readers (BS-16), Gilgit Baltistan Service Tribunal, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	149	-	-	U/P
249.	258/2016	Superintendent (BS-16), Gilgit Baltistan Service Tribunal, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	139	-	-	U/P
250.	259/2016	Director (BS-19), Directorate of Dock Workers Safety H.Qs. Ministry of Ports and Shipping.	1 Punjab-1	1	-	-	U/P
251.	260/2016	Pathologist-cum-Bacteriologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	1 Punjab-1	2	-	-	F-1
252.	261/2016	Registrar (BS-18) Gilgit Baltistan Service Tribunal, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	66	-	-	U/P
253.	263/2016	Deputy Superintendent Jail (BS-16), Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	5 GBFATA-5	1035	-	-	U/P
254.	264/2016	Superintendent Jail (BS-18), Prisons Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	2 GBFATA-2	234	-	-	P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
255.	265/2016	Computer Operators (BS-16), Gilgit Baltistan Service Tribunal, Gilgit Baltistan, ministry of Kashmir Affairs and Gilgit Baltistan.	3 GBFATA-3	409	-	-	U/P
256.	267/2016	Associate professor/vice principal (English) (Male) (BS-19), F.G. Colleges, Federal Directorate of Education, Capital Administration and Development Division.	1 AJK-1	3	-	-	U/P
257.	277/2016	Inspectors Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue.	471 Merit-35 Punjab-236 Sindh (R)-55 Sindh (U)-35 KPK-54 Balochistan-28 GBFATA-19 AJK-9	85378	-	-	U/P
258.	281/2016	Executive Director (BS-20), National institute of rehabilitation Medicine, Islamabad, Capital Administration and Development Division.	1 Punjab-1	14	-	-	U/P
259.	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	-	-	U/P
260.	252/2016	Security Officer (BS-17), Institute of Optronics, Ministry of Defence Production.	1 Punjab-1	29	-	-	U/P
261.	268/2016	Research Associate (BS-17), Ministry of Information, Broadcasting & National Heritage.	1 Punjab-1	246	-	-	U/P
262.	271/2016	Assistant Private Secretary (BS-16), Military Finance Wing, Finance Division.	1 KPK-1	109	-	-	U/P
263.	272/2016	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform.	1 Sindh (R)-1	32	-	-	U/P
264.	273/2016	Assistant Private Secretaries (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	2 Merit-1 Punjab-1	150	-	-	U/P
265.	274/2016	Assistant Private Secretaries (BS-16), Federal public service commission.	4 Sindh (R)-1 Sindh (U)-1 KPK-2	219	-	-	U/P
266.	275/2016	Medical Officer (BS-17), Airports security force, cabinet secretariat, (aviation division) . .	1 Punjab-1	68	-	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
267.	276/2016	Associate Professor/Vice Principal (geography) (female) (BS-19), F.G. Colleges, Federal Directorate of Education, Capital Administration and Development Division.	1 Punjab-1	2	-	-	U/P
268.	279/2016	Assistant Professor (Fine Arts) (female) (bs-18), F.G. Colleges, directorate of Federal Government educational institutions (Cantts/ garrisons), Ministry of Defence.	1 Sindh (R)-1		-	-	F-1
269.	280/2016	Assistant Private Secretary (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Sindh (R)-1	32	-	-	U/P
270.	287/2016	Assistant Private Secretary (BS-16), Pakistan Mint, Lahore, Finance Division.	1 Sindh (R)-1	41	-	-	U/P
271.	288/2016	Assistant Private Secretaries (BS-16), Ministry of Planning, Development And Reform.	5 Punjab(W)-1 Sindh (U)-2 Balochistan-1 GBFATA-1	132	-	-	U/P
272.	290/2016	Assistant Mechanical Engineers (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board), Ministry of Railways.	2 Punjab-1 KPK-1	255	-	-	U/P
273.	302/2016	Assistant Private Secretaries (BS-16), in a Federal Government Organization.	2 Punjab(W)-1 Balochistan-1	98	-	-	U/P
274.	303/2016	Deputy Director/Protector of Emigrants (BS-18), bureau of emigration & overseas employment, Ministry of overseas Pakistanis & Human Resource Development.	2 Punjab-1 Sindh (R)-1	224	-	-	U/P
275.	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	4269	-	-	U/P
276.	305/2016	Network System Engineer (BS-17), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	1 Punjab-1	351	-	-	U/P
277.	307/2016	Assistant Private Secretaries (BS-16), Bureau Of Emigration & Overseas Employment, Ministry of Overseas Pakistanis & Human Resource Development.	3 Merit-1 Sindh (U)-1 Balochistan-1	130	-	-	U/P

S. NO.	Case No.	Title of Post with Ministry/ Division/ Department & Scale	No. of Posts with Quota	Applications Received	Candidates		Remarks
					Pre-select	Inter-viewed	
278.	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	-	-	U/P
279.	313/2016	Consulting Physician/ Surgeon (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	2 Sindh (R)-1 KPK-1	3	-	-	U/P
Total			2207	295523	2498	74	

Appendix-11

Recruitment cases (BS-16 and above) of previous years processed during 2016

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
1	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	0	P
2	117/2006	Associate Clinical Psychologist, (BS-17), PIMS, Ministry of Health (CAD Division)	1 Punjab-1	14	5	5	R-1
3	187/2010	Deputy Directors (BS-18), Survey of Pakistan, Ministry of Defence	7 Merit-1 Punjab-4 Sindh(U)-1 Balochistan-1	93	14	14	P
4	62/2013	Judicial Members (BS-21), Appellate Tribunal Inland Revenue, Ministry of Law, Justice and Parliamentary Affairs.	5 Punjab-2 Sindh(U)-1 KPK-1 Balochistan-1	26	15	-	P
5	152/2013	Stenographers (BS-16), Gilgit Baltistan Council Secretariat, Islamabad.	2 Punjab-1 Sindh(R)-1	110	4	4	R-1 F-1
6	05/2014	Assistant Private Secretaries (BS-16), Federal Public Service Commission	8 Merit-3 Sindh(R)-1 Sindh(U)-2 KPK-2	911	11	11	R-4 F-4
7	11/2014	Assistant Professors (Male) (BS-18), Islamabad Model Colleges, Capital Administration & Development Division	2 Sindh(R)-2	18	-	-	F-2
8	22/2014	Deputy Director (BS-18), Pakistan Manpower Institute, Ministry Of Education and Training	1 Punjab-1	192	1	1	R-1
9	25/2014	System Analyst (BS-18) Federal Public Service Commission.	1 Punjab-1	172	13	13	R-1
10	27/2014	Deputy Controller (BS-18), Department of Stationery And Forms, Karachi, Cabinet Division.	1 Punjab-1	64	3	3	R-1
11	33/2014	Deputy Solicitor (BS-19), Ministry of Law, Justice & Human Rights.	1 Punjab-1	17	2	2	R-1
12	48/2014	Chief Nautical Surveyor (BS-20), Directorate General Ports & Shipping Karachi, Ministry of Ports & Shipping.	1 Punjab-1	2	1	1	W
13	52/2014	Civil Supply Officers (BS-16), Food Department, Civil Secretariat, G.B.	2 GBFATA-2	1736	-	-	U/P
14	54/2014	Assistant Director (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and G.B Division.	1 GBFATA-1	1191	-	-	P

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
15	55/2014	Lady Medical Officers (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs And Gilgit Baltistan Division	11 GBFATA-11	41	28	28	R-10 F-1
16	56/2014	Administrative Officer (BS-16) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and G.B	1 GBFATA-1	1217	5	5	P
17	57/2014	Demographer (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and Gilgit Baltistan Division.	1 GBFATA-1	537	5	-	P
18	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
19	59/2014	Assistant Director (Technical) (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs and G.B Division.	1 GBFATA-1	28	5	5	R-1
20	60/2014	Deputy Director (BS-18), Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs And Gilgit Baltistan Division.	1 GBFATA-1	49	-	-	P
21	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
22	73/2014	Deputy Director (BS-18), Research & Reference Wing, Ministry Of Religious Affairs And Interfaith Harmony	1 Punjab-1	64	-	-	F-1
23	74/2014	Dental Officers (BS-17) Health Department, Government Of Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	9 GBFATA-9	21	16	16	R-9
24	75/2014	Sixty Four Lecturers (Male) (BS-17) Government Colleges, Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	64 GBFATA-64	3361	-	-	P
25	76/2014	Lecturers (Female) (BS-17), Government Colleges, Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan	28 GBFATA-28	1742	-	-	P
26	77/2014	Assistant Director (Colleges) (BS-17) Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and Gilgit Baltistan.	1 GBFATA-1	327	6	6	R-1
27	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	-	P
28	79/2014	Librarian (Male) (BS-16), Government Colleges, Education Department, Gilgit Baltistan, Ministry of Kashmir Affairs and GBFATA.	1 GBFATA-1	49	-	-	F-1
29	80/2014	District Attorney (BS-18) Law and Prosecution Department Gilgit Baltistan, Ministry of Kashmir Affairs and G.B	1 GBFATA-1	55	-	-	P

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
30	82/2014	Agriculture Officers (BS-17), Agriculture Department, Gilgit Baltistan, Ministry of Kashmir Affairs and G.B	7 GBFATA-7	205	-	-	F-7
31	83/2014	Associate Professors/Vice Principals (Male) (BS-19), Islamabad Model Colleges for Boys, Federal Directorate of Education, Islamabad, CAD Division.	4 Punjab-2 Sindh(R)-1 KPK-1	85	23	23	R-3 F-1
32	84/2014	Associate Professors/Vice Principals (Female) (BS-19), Islamabad Model Colleges For Girls, Federal Directorate Of Education, Islamabad, Capital Administration And Development Division	5 Punjab-2 Sindh(R)-1 KPK-1 AJK-1	49	19	19	R-4 F-1
33	87/2014	Senior Statistical Officer (BS-18), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division	01 Punjab-1	59	6	6	R-1
34	88/2014	Assistant Town Planner (BS-17), Public Works Department, Gilgit Baltistan, Ministry of Kashmir Affairs And Gilgit Baltistan	1 GBFATA-1	236	-	-	U/P
35	89/2014	SAS Accountants (BS-16), Public Works Department, Gilgit Baltistan, Ministry of Kashmir Affairs And Gilgit Baltistan	3 GBFATA-3	687	-	-	U/P
36	90/2014	Two Deputy District Attorneys (BS-18), Islamabad Capital Territory (ICT), Ministry of Interior.	2 Punjab-1 Sindh(R)-1	96	15	15	R-1 F-1
37	94/2014	Deputy Director (BS-18), Ministry of Law, Justice & Human Rights	1 KPK-1	53	-	-	F-1
38	95/2014	Psychologist (BS-18), Federal Public Service Commission.	1 Punjab-1	41	-	-	F-1
39	98/2014	Chief Engineer & Ship Surveyor (BS-20), Directorate General Ports & Shipping, Karachi, Ministry of Ports & Shipping.	1 Sindh(R)-1	3	-	-	U/P
40	103/2014	Assistant Directors (BS-17), Directorate General Immigration & Passports, Ministry of Interior.	12 Merit-1 Punjab-7 Sindh(R)-1 KPK-1 Balochistan-1 GBFATA-1	5621	39	39	R-12
41	104/2014	Directors (BS-19), Management Services Wing, Establishment Division	2 Punjab-1 Balochistan-1	136	12	12	R-2
42	105/2014	2 nd Engineer (Electronics/Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	1 Punjab-1	18	1	1	F-1
43	106/2014	Associate Professor (Education) (BS-19), Federal College of Education, Islamabad, Capital Administration and Development Division	1 Punjab-1	27	2	2	F-1
44	107/2014	Assistant Professors (BS-18), Federal College of Education, Islamabad, Capital Administration and Development Division.	4 Punjab-2 Sindh(R)-1 KPK-1	327	48	48	R-3 F-1

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
45	112/2014	Assistant Executive Engineers (BS-17), Local Government And Rural Development Department Gilgit Baltistan, Kashmir Affairs And Gilgit Baltistan Division.	1 GBFATA-1	13	-	-	U/P
46	116/2014	Deputy Director (Environmental Engineering And Transfer of Technology) (BS-18), Pakistan Environmental Protection Agency (Pak-EPA), Climate Change Division, Islamabad	1 Sindh(R)-1	87	7	7	R-1
47	121/2014	Four Assistant Engineering Adviser (Civil) / Senior Engineer (Floods) / Deputy Director (Supervision And Monitoring) (BS-18), Office of The Chief Engineering Adviser/ Chairman Federal Flood Commission, M/o Water and Power	4 Punjab-2 Balochistan-1 GBFATA-1	46	2	2	R-2 F-2
48	123/2014	Editor (BS-18), GHQ, Ministry of Defence	1 Sindh(R)-1	18	-	-	F-1
49	126/2014	Vice Principals/ Headmasters (Male) (BS-18), Federal Educational Institutions, Federal Directorate Of Education, Islamabad, Capital Administration And Development Division.	17 Merit-1 Punjab-9 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-2	1564	226	226	R-16 F-1
50	130/2014	Director General (BS-20), Management Services Wing, Establishment Division.	1 Punjab-1	47	3	3	R-1
51	131/2014	Assistant Professor (Male) (Commerce) (BS-18), F.G. Colleges/ Higher Secondary Schools for Men, Federal Directorate of Education, Islamabad, Capital Administration and Development Division	1 Sindh(U)-1	22	-	-	F-1
52	135/2014	Editor of Debates (BS-17), National Assembly Secretariat, Islamabad	1 Punjab-1	278	5	5	R-1
53	138/2014	Lecturers (Male) (BS-17), Federal Government Colleges For Men, Federal Directorate of Education, Islamabad, Capital Administration and Development Division	39 Merit-3 Punjab-19 Sindh(R)-4 Sindh(U) -3 KPK-4 Balochistan-3 GBFATA-2 AJK-1	22860	205	205	R-38 F-1
54	141/2014	Deputy Directors (BS-18), Federal Seed Certification & Registration Department, Ministry of National Food Security & Research.	4 Punjab-2 Sindh(U)-1 Balochistan-1	104	15	15	R-4
55	145/2014	Director (Statistics) (BS-19), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division.	1 Punjab-1	32	2	2	R-1

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
56	146/2014	Deputy Secretaries (BS-19), National Assembly Secretariat, Islamabad	10 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	1347	-	-	p
57	150/2014	Senior Auditors (BS-16), Pakistan Military Accounts Department, Ministry of Defence.	674 Merit-51 Punjab-337 Sindh(R)-77 Sindh(U)-51 KPK-78 Balochistan-40 GBFATA-27 AJK-13	50651	2200	-	U/P
58	170/2014	Deputy Assistant Directors (BS-16), Office of Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	3 Punjab-2 Balochistan-1	96	6	6	R-2 F-1
59	173/2014	Assistant Director (BS-17), in a Federal Government Organization.	1 Sindh(U)-1	1019	6	6	R-1
60	178/2014	Vice Principals/Headmistress (Female) (BS- 18), Federal Education Institutions, Federal Directorate of Education, Capital Administration and Development Division.	36 M-3 Punjab-18 Sindh(R)-4 Sindh(U)-3 KPK-4 Balochistan-3 GBFATA-1	2322	151	151	R-32 F-4
61	179/2014	Director (BS-19), Zoological Survey of Pakistan , Climate Change Division, Islamabad	1 Sindh(R)-1	27	-	-	F-1
62	183/2014	Assistant Professors (Female) (BS-18), Islamabad Model Colleges For Girls, Federal Directorate of Education, Capital Administration & Development Division	4 Punjab-1 Sindh(r)-1 Sindh(U)-1 KPK-1	90	9	9	R-1 F-3
63	184/2014	Assistant Professors (Male) (BS-18), Islamabad Model Colleges For Boys, Federal Directorate Of Education, Capital Administration & Development Division	5 Merit-1 Punjab-2 Sindh(R)-1 Balochistan-1	185	16	16	R-4 F-1
64	185/2014	Patrol Officers (BS-14), National Highways & Motorway Police, Ministry of Communications.	183 Merit-13 Punjab-89 Sindh(R)-21 Sindh(U)-13 KPK-22 Balochistan-13 GBFATA-8 AJK-4	40476	317	317	R-171 F-12
65	188/2014	Assistant Naval Store Officer (BS-16), Naval Headquarters, (Pakistan Navy) Ministry of Defence.	8 Punjab-5 Sindh(R)-2 KPK-1	493	25	25	R-8

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
66	192/2014	Assistant Directors (BS-18), Central Directorate of National Savings, Finance Division, Islamabad.	43 Merit-3 Punjab-22 Sindh(R)-5 Sindh(U)-3 KPK-5 Balochistan-3 GBFATA-1 AJK-1	1121	-	-	U/P
67	194/2014	Research Officer (BS-18), Ministry of Law, Justice And Human Rights	1 Punjab-1	38	1	1	R-1
68	197/2014	Inspectors (BS-16), Anti-Narcotics Force (Narcotics Control Division), Ministry of Interior & Narcotics Control.	3 Punjab-2 KPK-1	542	6	6	R-2 F-1
69	200/2014	Staff Officer-III (Stat) (BS-17), GHQ, Ministry Of Defence.	1 Sindh(U)-1	46	3	3	R-1
70	204/2014	Assistant Professor, Mathematics (Female) (BS-18), F.G. Colleges, Directorate Of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	1 Sindh(R)-1	4	-	-	F-1
71	210/2014	Assistant Directors (BS-17), Directorate Of Dock Workers Safety, Ministry Of Ports And Shipping.	2 Punjab-2	43	1	1	R-1 F-1
72	212/2014	Assistant Professors (Female) (Commerce), (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	1 Sindh(U)-1	4	-	-	F-1
73	214/2014	Headmistresses (BS-18), F.G. Urdu Medium Female Schools, Directorate Of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry Of Defence.	2 Sindh(R)-1 AJK-1	115	6	6	R-1 F-1
74	217/2014	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry Of Defence.	1 Punjab-1	46	5	5	R-1
75	219/2014	Research Superintendents (BS-16), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division, Islamabad.	2 Sindh(R)-1 KPK-1	152	9	9	R-2
76	220/2014	Inspector (BS-16), Anti-Narcotics Force, Narcotics Control Division, Ministry of Interior & Narcotics Control	1 Balochistan(W)-1	11	1	1	R-1
77	221/2014	Assistant Intensives (ICU) (BS-18), Federal Government Polyclinic, Capital Administration And Development Division.	1 Punjab-1	7	-	-	F-1
78	225/2014	Statistical Officers (BS-17), Military Hospitals, Ministry Of Defence	2 Sindh(U)-1 Balochistan-1	92	4	4	R-1 F-1
79	230/2014	2 nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	1 Sindh(R)-1	35	1	1	R-1

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
80	233/2014	Associate Dental Surgeons (BS-18), Federal Government Polyclinic, Capital Administration And Development Division	2 Punjab-1 Sindh(R)-1	7	-	-	F-2
81	239/2014	Charge/ Staff Nurses (Female) (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	300 Merit-22 Punjab-150 Sindh(R)-34 Sindh(U)-23 KPK-35 Balochistan-18 GBFATA-12 AJK-6	1371	459	459	R-237 F-63
82	240/2014	Doctors (BS-18), National Highways and Motorways Police, Ministry of Communications.	10 Merit-1 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 Balochistan-1	36	-	-	F-10
83	241/2014	Computer Operators (BS-16), National Highways And Motorways Police, Ministry of Communications.	17 Merit-2 Punjab-9 Sindh(R)-1 Sindh(U)-2 KPK-1 Balochistan-1 GBFATA-1	1529	54	54	R-16 F-1
84	244/2014	Admin & Accounts Officer (BS-17), Permanent, National Archives of Pakistan, Cabinet Division.	1 Punjab-1	436	5	5	R-1
85	1/2015	Eye Specialist BS-14, Medical Department of Pakistan Railways Ministry of Railways.	1 Punjab-1	8	-	-	F-1
86	02./2015	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, M/O Defence.	1 Balochistan-1	15	6	6	R-1
87	03./2015	Lecturers (BS-17), Federal College of Education, CADD.	2 Merit-1 Sindh(R)-1	465	12	12	R-2
88	04./2015	Associate Surgeon/ Physician (BS-18), Federal Government Polyclinic, CAD Division.	10 Punjab-6 Sindh(R)-1 Sindh(U)-1 GBFATA-1 AJK-1	26	1	1	F-10
89	05./2015	Headmistress (BS-18), F.G. Urdu Medium Female Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence	1 Sindh(U)-1	84	2	2	R-1
90	06./2015	Principal (BS-18), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	1 Punjab(M)-1	43	1	1	R-1
91	07./2015	Assistant Communication Security Officer, (BS-16), Department of Communication Security, Cabinet Division.	1 Sindh(R)-1	477	5	5	R-1

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
92	9/2015	Assistant Executive Engineers (E/M) (BS-17), Pak. PWD, M/O Housing and Works.	8 Merit-1 Punjab-4 Sindh(U)-1 KPK-1 Balochistan-1	1802	26	26	R-8
93	10./2015	Physician/ Surgeon (BS-19), Federal Government Polyclinic, CAD Division.	3 Punjab-2 Sindh(R)-1	17	2	2	R-2
94	19/2015	Inspectors Inland Revenues (BS-16), Revenue Division, FBR.	198 Merit-15 Punjab-99 Sindh(R)-22 Sindh(U)-15 KPK-23 Balochistan-12 GBFATA-8 AJK-4	65534	638	638	R-198
95	14/2015	Orientation & Briefing Officers (BS-16) Bureau of Emigration & Overseas Employment, M/O Overseas Pakistanis and HRD.	5 Punjab-3 Sindh(R)-1 KPK-1	299	17	17	R-5
96	16/2015	Accountants (BS-16), Bureau Of Emigration & Overseas Employment, M/O Overseas Pakistanis And HRD.	2 Punjab-1 Sindh(R)-1	453	11	11	R-2
97	17/2015	Web Developer (BS-17), Bureau of Emigration & Overseas Employment, Ministry of Overseas Pakistanis and Human Resource Development.	1 Punjab-1	247	5	5	R-1
98	27/2015	Assistant Private Secretaries (BS-16), Director General's Office, Pak PWD, M/O Housing & Works.	10 Sindh(R)-4 Sindh(U)-1 KPK-3 GBFATA-1 AJK-1	1068	3	3	R-2 F-8
99	30/2015	Assistant Private Secretaries (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistan & Human Resource Development.	2 Punjab-1 Sindh(R)-1	233	1	1	R-1 F-1
100	31/2015	Chief (Agriculture & Admin) (BS-20), National Energy Conservation Centre (ENERCON), M/O Water And Power.	1 Punjab-1	9	-	-	F-1
101	32/2015	Chief (Data Base) (BS-20), National Energy Conservation Centre (ENERCON), M/O Water And Power.	1 Punjab-1	12	1	-	U/P
102	33/2015	Chief (Program Evaluation) (BS-20), National Energy Conservation Centre (ENERCON), M/O Water and Power.	1 Sindh(R)-1	8	-	-	F-1
103	34/2015	Chief (Industry and Power) (BS-20), National Energy Conservation Centre (ENERCON), M/O Water and Power	1 Punjab-1	9	-	-	F-1

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
104	35/2015	Deputy Chief (Industry & Power) (BS-19), National Energy Conservation Centre (ENERCON), M/O Water And Power.	1 Punjab-1	11	-	-	F-1
105	36/2015	Deputy Chief (Training & Outreach) (BS-19), National Energy Conservation Centre (ENERCON), M/O Water And Power.	1 Punjab-1	10	-	-	F-1
106	37/2015	Admin Officer (BS-17), National Energy Conservation Centre (ENERCON), M/O Water and Power.	1 Punjab-1	530	7	7	R-1
107	12./2015	Charge/ Staff Nurses (Female) (BS-16), Military Hospitals, Defence Division, M/O Defence.	46 Punjab-26 Sindh(R)-4 KPK-9 Balochistan-2 GBFATA-2 AJK-3	671	132	132	R-44 F-2
108	20/2015	Assistant Private Secretaries (BS-16), Federal Public Service Commission.	4 Merit-1 Sindh(R)-1 GBFATA-1 AJK-1	750	3	3	R-2 F-2
109	23/2015	Assistant Database Administrator (BS-16), Federal Public Service Commission.	1 Sindh(R)-1	205	6	6	R-1
110	26/2015	Assistant Directors (BS-17), in a Federal Government Organization.	30 Merit-2 Punjab-15 Sindh(R)-3 Sindh(U)-2 KPK-3 Balochistan-2 GBFATA-2 AJK(W)-1	28080	174	174	R-30
111	29/2015	Deputy Registrars (BS-17), National Industrial Relations Commission (NIRC), M/O Overseas Pakistanis & HRD.	3 Punjab-2 Balochistan-1	238	9	9	R-3
112	41/2015	Deputy Directors (BS-18), Management Services Wing, Establishment Division.	3 Punjab-1 Sindh(R)-1 KPK-1	828	30	30	R-3
113	43/2015	Assistant Private Secretaries (BS-16), M/O Law, Justice and Human Rights.	74 Merit-7 Punjab-38 Sindh(R)-4 Sindh(U)-7 KPK-8 Balochistan-4 GBFATA-4 AJK-2	4741	10	10	R-7 F-67
114	44/2015	Foreman (BS-16), ARDE, M/O Defence Production. .	1 Sindh(R)-1	16	1	1	F-1
115	45/2015	Psychologist (BS-18), Federal Public Service Commission.	1 KPK-1	40	1	1	R-1

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
116	46/2015	Boiler Engineer (BS-17), Remount Veterinary And Farms Corps, M/O Defence.	1 Punjab-1	22	-	-	F-1
117	21/2015	Deputy Assistant Chemical Examiner (BS-16), Customs Department, FBR.	1 Punjab(W)-1	16	-	-	F-1
118	24/2015	Librarian BS-17, Military Engineer Services, (Defence Division), Ministry of Defence.	1 Punjab-1	120	5	5	R-1
119	28/2015	Seed Certification Assistants/ Seed Testing Assistants (BS-17), Federal Seed Certification & Registration Department, M/O National Food Security & Research.	3 Punjab-2 Balochistan-1	390	9	9	R-3
120	48/2015	Assistant Private Secretaries (BS-16), Planning and Development Division.	6 Punjab-1 Sindh(U)-3 Balochistan-1 GBFATA-1	294	-	-	F-6
121	49/2015	Deputy Director (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and NR.	1 Punjab-1	14	-	-	F-1
122	50/2015	Deputy Director (BS-18), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	1 KPK-1	14	1	1	R-1
123	52/2015	Deputy Assistant Director (BS-16), Board of Investment, Prime Minister's Secretariat (Public).	1 Punjab-1	271	6	6	R-1
124	53/2015	Trained Graduate Teacher Physics (Female) BS-16, Directorate of Federal Government Educational Institutions, (Urdu Medium Schools), Cantt/Garrisons, Ministry of Defence.	1 Sindh(R)-1	13	2	2	F-1
125	54/2015	Senior Scientific Assistants (BS-16), Naval Headquarters, M/O Defence.	4 Merit-1 Punjab-1 Sindh(U)-1 KPK-1	163	16	16	R-4
126	58/2015	Graphic Officer (Civilian) (BS-16), GHQ, Ministry of Defence.	1 Sindh(R)-1	10	1	1	R-1
127	55/2015	Chemists (BS-17), Geological Survey of Pakistan, M/O Petroleum and Natural Resources.	5 Punjab-3 Sindh(R)-1 Balochistan-1	408	-	-	U/P
128	56/2015	Deputy Chief (Building) (BS-19), National Energy Conservation Centre (ENERCON), M/O Water and Power.	1 Punjab-1	12	-	-	U/P
129	60/2015	Assistant Director (Geology), BS-17, Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 GBFATA-1	61	5	5	R-1
130	61/2015	Mining Geologist BS-17, Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Punjab-1	50	5	5	F-1
131	62/2015	Chemist (BS-17), Department of Plant Protection, Ministry of National Food Security & Research.	1 Punjab-1	209	5	5	R-1

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					Pre-select	Inter-viewed	
132	63/2015	Assistant Armament Supply Officers (BS-16), Naval Headquarters, Ministry of Defence.	5 Merit-1 Punjab-2 Sindh(U)-1 Balochistan-1	164	17	17	R-5
133	64/2015	Assistant Directors (BS-17), Hajj Computer Cell of Hajj Wing, m/o Religious Affairs and Interfaith Harmony.	2 Punjab-1 Sindh(R)-1	556	11	11	R-2
134	65/2015	Data control officer (BS-16), Ministry of Religious Affairs.	1 Sindh(U)-1	83	5	5	R-1
135	70/2015	Posts of 2 nd Engineer (Electronics), System Engineer PCBFRF), BS-18, Pakistan Navy, Ministry of Defence.	3 Punjab-3	44		-	F-3
136	71/2015	Assistant Director (BS-17), Ministry of Religious Affairs And Interfaith Harmony.	1 Punjab-1	437	5	5	R-1
137	72/2015	Junior Establishment and Finance Officer (BS-16), GHQ, Ministry of Defence.	1 Punjab-1	342	5	5	R-1
138	73/2015	Junior Scientific Officers (JSO) (BS-16), Ordnance Corps, M/O Defence.	4 Punjab-2 Sindh(R)-1 KPK-1	179	12	12	R-4
139	76/2015	Assistant Director (Stores) (BS-17), Geological Survey of Pakistan, M/O Petroleum and Natural Resources.	1 Punjab-1	137	6	6	R-1
140	77/2015	Assistant Directors (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	20 Merit-2 Punjab-10 Sindh(R)-2 Sindh(U)-2 KPK-2 Balochistan-1 GBFATA-1	1493	58	58	R-18 F-2
141	79/2015	Directors (BS-19), Geological Survey of Pakistan, M/O Petroleum and Natural Resources.	2 Punjab-1 KPK-1	13	2	2	R-2
142	80/2015	Inspectors Customs/ Intelligence Officers (BS-16), Federal Board of Revenue, Revenue Division.	200 Merit-15 Punjab-100 Sindh(R)-22 Sindh(U)-16 KPK-23 Balochistan-12 GBFATA-8 AJK-4	69281	-	-	U/P
143	81/2015	Preventive Officers (BS-16), Federal Board of Revenue, Revenue Division.	180 Merit-13 Punjab-90 Sindh(R)-20 Sindh(U)-14 KPK-21 Balochistan-11 GBFATA-7 AJK-4	40435	-	-	U/P

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					Pre-select	Inter-viewed	
144	83/2015	Photogrammetrist (BS-17), Geological Survey of Pakistan, M/O Petroleum and NR	1 Punjab-1	96	5	5	R-1
145	84/2015	Chemists (BS-17), Geological Survey of Pakistan, M/O Petroleum and Nr.	2 Punjab-2	209	17	17	R-2
146	85/2015	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, (Defence Division) M/O Defence.	3 KPK-1 GBFATA-2	28	9	9	R-3
147	86/2015	Demonstrators (Female) (BS-16), Directorate of Federal Government Educational Institution (Cantts/ Garrisons), M/O Defence	2 Merit-1 Punjab-1	153	10	10	R-2
148	87/2015	Demonstrators (Male) (BS-16), Directorate of Federal Government Educational Institution (Cantts/ Garrisons), M/O Defence.	4 Merit-1 Punjab-2 KPK-1	316	14	14	R-4
149	88/2015	Librarians (Male) (BS-16), Directorate Of Federal Government Educational Institution (Cantts/ Garrisons), M/O Defence.	4 Punjab-2 Sindh(R)-1 KPK-1	265	12	12	R-4
150	89/2015	Legislative Translation Officer (BS-18), M/O Law, Justice And Human Rights.	1 Punjab-1	21	-	-	F-1
151	90/2015	Inspector (Legal) (BS-16), Narcotics Force, Ministry Of Narcotics Control.	1 Punjab-1	113	3	3	R-1
152	92/2015	Charge/ Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad, Cad Division.	1 Balochistan-1	25	5	5	R-1
153	82/2015	Appraising/ Valuation Officers (BS-16), Revenue Division, Federal Board of Revenue.	227 Merit-17 Punjab-113 Sindh(R)-26 Sindh(U)-17 KPK-26 Balochistan-14 GBFATA-9 AJK-5	58279	720	720	R-227
154	91/2015	Senior Mining Geologist (BS-18), Geological Survey of Pakistan, M/O Petroleum and Nr.	1 Punjab-1	4	-	-	F-1
155	94/2015	Assistant Private Secretaries (BS-16), Military Finance Wing, Finance Division.	2 Merit-1 KPK-1	381	2	2	R-1 F-1
156	95/2015	Drilling Engineers (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	09 Punjab-5 Sindh(U)-1 KPK-2 GBFATA-1	911	24	24	R-9
157	99/2015	Junior Civilian Security Officers (BS-16), GHQ, Ministry of Defence.	11 Merit-2 Punjab-5 Sindh(R)-1 Sindh(U)-1 GBFATA-1 AJK-1	511	-	-	U/P

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					Pre-select	Inter-viewed	
158	69/2015	Assistant Directors/ Research Officers, (BS-17), Akhtar Hameed Khan National Centre for Rural Development, Islamabad, Cabinet Secretariat, Establishment Division.	5 Punjab-2 Sindh(R)-1 KPK-1 AJK-1	4081	-	-	U/P
159	98/2015	Assistant Security Officer/ Deputy Assistant Director (BS-16), Airports Security Force, Cabinet Secretariat (Aviation Division.	1 Balochistan-1	459	5	5	R-1
160	100/2015	Ordnance Management Officer (Grade-III) (BS-17), GHQ, Ministry of Defence.	5 Punjab-3 Sindh(R)-1 KPK-1	1476	15	15	R-5
161	101/2015	Assistant Private Secretaries (BS-16), Finance Division.	5 Merit-2 Punjab (W)-2 GBFATA-1	467	6	6	R-3 F-2
162	102/2015	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, M/O Defence (Defence Division.	20 Punjab-13 Sindh(R)-3 Sindh(U)-4	278	51	51	R-19 F-1
163	103/2015	Assistant Private Secretaries (BS-16), Geological Survey of Pakistan, M/O Petroleum and Natural Resources.	4 Punjab-3 Sindh(R)-1	306	3	3	F-4
164	104/2015	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	29 Merit-3 Punjab-10 Sindh(R)-4 Sindh(U)-3 KPK-4 Balochistan-2 GBFATA-2 AJK-1	2428	2	2	R-2 F-27
165	105/2015	Assistant Private Secretaries (BS-16), Establishment Division.	2 Merit-1 Sindh(R)-1	253	2	2	R-1 F-1
166	106/2015	Assistant Private Secretary (BS-16), Ministry of Ports And Shipping.	1 Merit-1	237	-	-	F-1
167	107/2015	Assistant Fisheries Development Commissioner (BS-18), Ministry of Ports And Shipping.	1 Punjab-1	17	2	2	R-1
168	108/2015	Assistant Director (Geology), (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Punjab-1	6	1	1	F-1
169	109/2015	Director (BS-19), Directorate of Dock Workers Safety H.Qs. M/O Ports and Shipping.	1 Punjab-1	2	-	-	F-1
170	110/2015	Charge/ Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad, CAD Division.	1 Balochistan-1	6	1	1	R-1
171	112/2015	Assistant Chief Administrative Officers (BS-17), GHQ, M/O Defence, (Defence Division).	5 Punjab-3 Sindh(U)-1 Balochistan-1	1324	15	15	R-5

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
172	115/2015	Deputy Chief Administrative Officers (BS-18), GHQ, M/O Defence, (Defence Division).	8 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1	570	-	-	U/P
173	116/2015	Cameraman (Male) (BS-16), GHQ, M/O Defence, (Defence Division).	1 Punjab-1	32	1	1	R-1
174	117/2015	Programmer Analysts (BS-17), M/O Defence, (Defence Division).	3 Punjab-2 Sindh(R)-1	648	9	9	R-3
175	118/2015	Social Welfare Officers (BS-17) National Commission for Child Welfare and Development, M/O Law, Justice and Human Rights.	2 Merit-1 Punjab-1	424	10	10	R-2
176	123/2015	Inspectors (Investigation) (BS-16) Federal Investigation Agency, Ministry of Interior.	61 Merit-8 Punjab-36 Sindh(R)-2 Sindh(U)-4 KPK-8 GBFATA-2 AJK-1	52589	-	-	U/P
177	97/2015	Inspectors (BS-16), Airports Security Force, Cabinet Secretariat, (Aviation Division).	28 Merit-1 Punjab-15 Sindh(R)-4 Sindh(U)-2 KPK-3 Balochistan-1 GBFATA-1 AJK-1	25570	86	86	R-28
178	111/2015	Assistant Directors (Investigation) (BS-17), Federal Investigation Agency, Ministry of Interior.	17 Merit-2 Punjab-9 Sindh(U)-3 KPK-2 GBFATA-1	31697	58	58	R-17
179	113/2015	Assistant Professor (Fine Arts) (Female) (BS-18), F.G. Colleges, directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	1 Sindh(R)-1	3	-	-	F-1
180	114/2015	Librarians (Male) (BS-17), Federal Government Educational Institutions Directorate (Cantts/ Garrisons), M/O Defence.	5 Merit-1 Punjab-2 Sindh(U)-1 Balochistan-1	250	18	18	R-5
181	119/2015	Medical Officers (BS-17), Airports Security Force, Cabinet Secretariat, (Aviation Division).	3 Punjab-2 Balochistan-1	110	9	9	R-3
182	120/2015	Junior Scientific Officer (BS-16), EME Corps, M/O Defence.	1 Balochistan-1	50	3	3	R-1

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					Pre-select	Inter-viewed	
183	122/2015	Deputy Assistant Directors (BS-16), Audit Bureau of Circulation, M/O Information, Broadcasting & National Heritage.	3 Punjab-2 Sindh(R)-1	376	9	9	R-3
184	124/2015	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, M/O Textile Industry.	1 Sindh(R)-1	173	-	-	F-1
185	126/2015	Associate Professors (Male) (BS-19), F.G. Colleges, directorate of federal government Educational Institutions (Cantts/ Garrisons), M/O Defence.	2 Punjab(M)-1 Balochistan-1	6	-	-	F-2
186	128/2015	Accounts Officer (BS-17), Pakistan Mint, Lahore, Finance Division.	1 Punjab-1	910	5	5	R-1
187	140/2015	Inspectors (BS-16), Pakistan Railways Police, Ministry of Railways.	20 Merit-2 Punjab-10 Sindh(R)-3 Sindh(U)-1 KPK-2 Balochistan-1 GBFATA-1	12588	66	66	R-19 F-1
188	151/2015	Assistant Draftsman (BS-18), Law and Justice Division, M/O Law, Justice & Human Rights.	1 Sindh(R)-1	32	-	-	F-1
189	155/2015	Accounts Officer (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 Punjab-1	727	6	6	R-1
190	130/2015	General Knowledge Instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping	1 Punjab-1	16	3	3	R-1
191	133/2015	Sergeant-at- Arms (BS-19), National Assembly Secretariat, Islamabad.	1 Punjab-1	15	5	5	R-1
192	136/2015	Deputy Director (LAN) (BS-18), National Assembly Secretariat, Islamabad.	1 Punjab-1	146	6	6	R-1
193	142/2015	Deputy Director (BS-18), Directorate of Dock Workers Safety, (Regional Office) Gawadar, M/O Ports and Shipping.	1 Punjab-1	8	-	-	F-1
194	143/2015	Deputy Captain Superintendent (BS-19), Pakistan Marine Academy, Karachi, M/O Ports and Shipping.	1 Punjab-1	1	-	-	F-1
195	145/2015	Assistant Security Officers/ Deputy Assistant directors (BS-16.), Airports Security Force, Cabinet Secretariat (Aviation Division).	3 Punjab-1 KPK-2	1568	10	10	R-3
196	146/2015	Assistant Private Secretary (BS-16), M/O Planning, Development and Reform.	1 Sindh(U)-1	73	-	-	F-1
197	147/2015	Assistant Electronic Engineers (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	2 Sindh(R)-1 GBFATA-1	96	8	8	R-2

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
198	127/2015	Official Reporters (Urdu) (BS-17) National Assembly Secretariat, Islamabad.	5 Merit-1 Punjab-2 Sindh(U)-1 Balochistan-1	132	1	1	R-1 F-4
199	129/2015	Zoologists (BS-17), Zoological Survey of Pakistan, M/O Climate Change, Islamabad.	2 Punjab-2	45	11	11	R-2
200	131/2015	Deputy Secretary (Litigation) (BS-19), National Assembly Secretariat, Islamabad.	1 Punjab-1	44	-	-	U/P
201	132/2015	Draftsman (BS-19) National Assembly Secretariat, Islamabad	1 Punjab-1	33	6	6	R-1
202	134/2015	Deputy Draftsman (BS-18), National Assembly Secretariat, Islamabad.	1 Punjab-1	33	6	6	R-1
203	135/2015	Deputy Director (I.R) (BS-18), National Assembly Secretariat, Islamabad.	1 Punjab-1	32	1	1	R-1
204	137/2015	Assistant Draftsman (BS-17), National Assembly Secretariat, Islamabad.	3 Punjab-2 Sindh(R)-1	82	-	-	F-3
205	138/2015	Programmers (BS-17), National Assembly Secretariat, Islamabad.	2 Punjab-1 Sindh(R)-1	152	10	10	R-2
206	141/2015	Professors (BS-20), Federal Medical & Dental College, Cabinet Division.	6 Merit-1 Punjab-3 Sindh(R)-1 KPK-1	10	-	-	U/P
207	144/2015	Associate Professors (BS-19), Federal Medical & Dental College, Cabinet Division.	4 Punjab-2 Sindh(R)-1 KPK-1	8	-	-	U/P
208	148/2015	Security Officer (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 Sindh(R)-1	59	5	5	R-1
209	149/2015	Directors/ Principal Meteorologists (BS-19), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	2 Punjab-2	17	3	3	R-2
210	150/2015	Electronic Engineers (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	10 Merit-1 Punjab-7 Sindh(R)-1 KPK-1	1290	32	32	R-10
211	152/2015	Nautical Instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	1 KPK-1	-	-	-	F-1
212	153/2015	Administrative Officers (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	3 Punjab-2 Sindh(U)-1	360	10	10	R-3
213	154/2015	Research & Audio Visual Officer (BS-17), Management Services Wing, Establishment Division.	1 Sindh(R)-1	6	2	2	R-1

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
214	156/2015	Occupational Therapist (BS-17), Directorate General of Special Education, CAD Division.	1 Sindh(R)-1	7	3	3	R-1
215	157/2015	Physiotherapist (BS-17), Directorate General of Special Education, Cad Division.	1 Punjab-1	163	5	5	R-1
216	158/2015	Civilian Medical Practitioner (CMP) (BS-17), ordnance corps, M/O Defence.	1 Punjab-1	48	5	5	R-1
217	159/2015	Assistant Private Secretaries (BS-16), M/O States & Frontier Regions	2 Sindh(R)-1 GBFATA-1	106	1	1	F-2
218	161/2015	Assistant Professor Statistics (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), M/O Defence	1 Sindh(R)-1	4	-	-	F-1
219	164/2015	Assistant Private Secretaries (BS-16), Naval Headquarters, M/O Defence.	18 Merit-2 Punjab-9 Sindh(R)-3 KPK-1 Balochistan-1 GBFATA-1 AJK-1	591	4	4	R-3 F-15
220	165/2015	Senior Drilling Engineers (BS-18), Geological Survey Of Pakistan, M/O Petroleum And Natural Resources	3 Punjab-1 Sindh(R)-1 KPK-1	22	1	1	R-1 F-2
221	139/2015	Junior Research Officers (BS-16), National Assembly Secretariat, Islamabad.	8 Merit-1 Punjab-4 Sindh(R)-1 Sindh(U)-1 KPK-1	956	29	29	R-8
222	160/2015	Senior Official Reporter (Urdu) (BS-18), National Assembly Secretariat, Islamabad	1 Punjab-1	20	0	0	F-1
223	162/2015	Research Officer (Urdu) (BS-17), Finance Division.	1 Sindh(R)-1	10	-	-	F-1
224	163/2015	Consulting Physicians/ Surgeons (BS-20), Federal Government Polyclinic, Islamabad, CAD Division.	2 Sindh(R)-1 KPK-1	4	1	1	F-2
225	166/2015	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, M/O Housing & Works.	1 Punjab(M)-1	9	1	1	F-1
226	167/2015	Official Reporters (English) (BS-17), National Assembly Secretariat	2 Sindh(R)-1 KPK-1	190	4	4	F-2
227	168/2015	Deputy Chief (Transport) (BS-19), National Energy Conservation Centre (Enercon), M/O Water and Power.	1 Punjab-1	4	-	-	F-1
228	169/2015	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, M/O Defence (Defence Division).	8 Balochistan-8	3	-	-	U/P
229	170/2015	2 nd Engineer (Electronics) (System Engineer PCBRF) (BS-18), Pakistan Navy, M/O Defence.	1 Punjab-1	16	2	2	R-1
230	171/2015	Assistant Chief Administrative Officer (BS-17), M/O Defence, (Defence Division).	1 Punjab-1	237	5	5	R-1

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
231	172/2015	Librarian (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 Punjab-1	57	5	5	R-1
232	173/2015	Programmer (BS-17), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division)	1 Punjab-1	157	5	5	F-1
233	174/2015	Neonatologist (BS-18), Federal Government Polyclinic, Cad Division.	1 Punjab-1	2	-	-	F-1
234	175/2015	Pathologist-Cum-Bacteriologist (BS-18), Medical Department of Pakistan Railways, M/O Railways.	1 Punjab-1	1	1	1	F-1
235	176/2015	Associate Professor, Islamic Studies (Female) (BS-19), Directorate Of Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), M/O Defence.	1 KPK-1	6	-	-	F-1
236	177/2015	Associate Professor/ Vice Principal (Computer Science) (Male) (BS-19), IMCS, CAD Division.	1 Sindh(R)-1	9	3	3	R-1
237	178/2015	Scientific Officers (BS-17, National Veterinary Laboratory, M/O National Food Security & Research.	2 Punjab-1 Sindh(R)-1	246	10	10	R-2
238	179/2015	Deputy Assistant Solicitors (BS-17), M/O Law, Justice And Human Rights.	4 Merit-1 Punjab-2 Sindh(U)-1	197	15	15	R-4
239	180/2015	Assistant Private Secretaries (BS-16), M/O National Health Services, Regulations & Coordination.	2 Punjab-1 Sindh(R)-1	104	1	1	R-1 F-1
240	181/2015	Sub-Engineer (Civil) (BS-16), Office of the Chief Engineering adviser/ chairman Federal Flood Commission, M/O Water and Power.	1 KPK-1	90	3	3	R-1
241	182/2015	Subject Specialist (Pakistan Studies) (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), F.G. Girls higher Secondary School, Cod Kala Jhelum, M/O Defence	1 GBFATA-1	19	13	13	R-1
242	183/2015	Assistant Professor (Computer Science) (BS-18), Naval Headquarters (Pakistan Navy), Ministry of Defence	1 Sindh(R)-1	21	1	1	F-1
243	184/2015	Director (BS-19), Textile Commissioner's Organization, Karachi, M/O Textile Industry.	1 Punjab-1	9			F-1
244	185/2015	Assistant Professor, Political Science (Male) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ garrisons), M/O Defence.	1 Sindh(U)-1	2	-	-	F-1
245	186/2015	Assistant Executive Engineer (Mechanical) (BS-17), MES, M/O Defence.	1 KPK(N/M)-1	6	1	1	F-1
246	187/2015	Assistant Meteorologists (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	12 Merit-1 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-2 GBFATA-1	734	35	35	R-11 F-1

Sr. No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	No. of Posts With Quota	Application Received	Candidates		Remarks
					Pre-select	Inter-viewed	
247	188/2015	Staff Officer-III (Stat) (BS-17), GHQ, Ministry of Defence.	1 Punjab-1	36	-	-	U/P
248	189/2015	Microfilming Officer (BS-17), National Documentation Wing, Cabinet Division.	1 Punjab-1	11	3	3	R-1
249	191/2015	Computer Operator (BS-16), National Highways and Motorways Police, M/O Communications.	1 Punjab(M)-1	29	2	2	R-1
250	192/2015	Assistant Professor (Commerce), (Male) (BS-18), IMCS, CAD Division.	1 Sindh(U)-1	5	-	-	F-1
251	193/2015	Director General (BS-20), Institute of Optronics, M/O Defence Production.	1 Punjab-1	7	2	2	R-1
252	194/2015	Accupuncture Specialist (BS-18), Federal Government Polyclinic, CADD.	1 Punjab-1	-	-	-	F-1
253	195/2015	Director General (BS-20), National Archives of Pakistan, Cabinet Division.	1 Punjab-1	6	-	-	F-1
254	196/2015	Director General (BS-20), Pakistan Environmental Protection Agency (Pak-EPA), M/O Climate Change	1 Punjab-1	20	5	5	R-1
255	198/2015	Junior Ordnance Management Officers (BS-16), Ordnance Corps, GHQ, M/O Defence.	11 Punjab-5 Sindh(R)-2 Sindh(U)-1 KPK-2 Balochistan-1	631	-	-	U/P
Total			3155	579758	5101	4597	

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

Appendix-12

Recruitment cases (BS-16 and above) wherein Professional/Screening/MCQ Tests were held in 2016

S.No.	Screening Test	Tests held on	No. of test cases	No. of posts	No. of Registered candidates	No. of candidates appeared in tests
1.	Special Phase-I/2016 (Adv. No.11/2015)	17-18 Jan 2016	6	10	549	307
2.	Phase-I/2016 (Adv. No.11-12/2015)	12-16 Feb 2016	13	56	5018	2830
3.	Special Phase-II/2016 (Adv. No.1/2016)	13 Apr 2016	1	4	231	132
4.	Phase-II/2016 (Adv. No.1-3/2016)	5-16 Jun 2016	27	512	84852	47815
5.	Special Phase-III/2016 (Adv. No.4-6/2016)	24-28 Jul 2016	15	104	11848	8134
6.	Phase-III/2016 (Adv. No.4-6/2016)	20-24 Aug 2016	17	250	24734	15389
7.	Special Phase-IV/2016 (Adv. No.3-4/2014 & 7-9/2016)	25-29 Sep 2016	7	103	5569	2950
8.	Phase-IV/2016 (Adv. No.7-9/2016)	20-23 Nov 2016	11	115	13096	6697
Total			97	1154	145897	84254

Appendix-13

Recruitment (BS-16 & above) through Written (Descriptive) Tests during 2016

S.No.	Screening Test	Tests held on	No. of test cases	No. of posts	No. of Registered candidates	No. of candidates appeared in tests
1.	Special Phase-I/2016 (Adv. No.11/2015)	17-19 Jan 2016	9	20	199	97
2.	Phase-I/2016 (Adv. No.11-12/2015)	12-16 Feb 2016	14	17	116	68
3.	Special Phase-II/2016 (Adv. No.1/2016)	12-13 Apr 2016	8	11	664	276
4.	Phase-II/2016 (Adv. No.2-3/2016)	5-16 Jun 2016	20	60	3469	1543
5.	Special Phase-III/2016 (Adv. No.4-5/2016)	26-28 Jul 2016	26	37	988	442
6.	Special Phase-III/2016 (Adv. No.4-6/2016)	24-25 Aug 2016	19	31	821	315
7.	Special Phase-IV/2016 (Adv. No.2/2014 & 7/2016)	28 Sep 2016	8	10	328	134
8.	Phase-IV/2016 (Adv. No.8-9/2016)	22-24 Nov 2016	16	42	1184	541
Total			120	228	7769	3416

Appendix-14

Recruitment Cases wherein Shorthand/Typing Tests were conducted during 2016

S.No.	Screening Test	Tests held on	No. of test cases	No. of posts	No. of Registered candidates	No. of candidates appeared in tests
1.	Special Phase-I/2016 (Adv. No.11/2015)	21 Jan 2016	2	7	238	69
2.	Special Phase-II/2016 (Adv. No.11-12/2015 & 1/2016)	9-10 Apr 2016	8	30	1335	365
3.	Phase-II/2016 (Adv. No.2-3/2016)	18-19 Jun 2016	5	14	1089	259
4.	Special Phase-III/2016 (Adv. No.4-5/2015)	30-31 Jul 2016	6	9	849	236
5.	Phase-III/2016 (Adv. No.5-6/2016)	27 Aug 2016 to 1 Sep 2016	7	108	5341	1368
6.	Special Phase-IV/2016 (Adv. No.7/2016)	1 Oct 2016	2	3	139	28
7.	Phase-IV/2016 (Adv. No.8-9/2016)	26-27 Nov 2016	7	12	803	196
Total			37	183	9794	2521

Appendix-15

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 Nomination
1.	159/2013	Deputy Assistant Directors (BS-16), Directorate General Immigration & Passports, Ministry of Interior.	1 KPK-1
2.	198/2014	Inspectors (Legal) (BS-16), Anti Narcotics Force (Narcotics Control Division), Ministry of Interior & Narcotics Control.	1 Punjab-1
3.	136/2013	Assistant Professors (Male), (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence.	1 Punjab-1
4.	170/2014	Deputy Assistant Directors (BS-16), Office of Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	1 Punjab-1
5.	47/2014	Lecturers (Female) (Geography) (BS-17), Islamabad Model Colleges for Girls, Federal Directorate of Education, CADD.	1 Sindh(R)-1
6.	140/2013	Stenographers (BS-16) in a Federal Government Organization.	1 Punjab-1
7.	108/2014	Lecturers (BS-17), Pakistan Navy, Ministry of Defence	1 KPK-1
8.	142/2014	Store Officer (BS-16), Department of Libraries, CADD.	1 Punjab-1
9.	07/2014	Lecturers (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	5 Punjab-3 KPK-1 Sindh(R)-1
10.	140/2013	Stenographers (BS-16), in a Federal Government Organization.	2 Punjab-2
11.	193/2014	National Savings Officers (BS-17), Central Directorate of National Savings, Finance Division, Islamabad.	6 Punjab-5 Balochistan-1
12.	94/2015	Assistant Private Secretaries (BS-16), Military Finance Wing, Finance Division.	1 Merit-1
13.	242/2014	Assistant Private Secretary (BS-16), Department of Communication Security, Cabinet Division.	1 Sindh(R)-1
14.	91/2014	Assistant District Attorneys (BS-17), Islamabad Capital Territory (ICT), Ministry of Interior	1 Punjab-1
15.	193/2014	National Savings Officers (BS-17), Central Directorate of National Savings, Finance Division, Islamabad.	1 Punjab-1
16.	85/2014	Photogrammetrist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Sindh(R)-1
17.	217/2014	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	1 Punjab-1

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BPS.	Alternate Nomination
18.	29/2014	Lecturers (Male), (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	6 Punjab-4 Sindh(U)-1 Balochistan-1
19.	241/2014	Computer Operators (BS-16), National Highways and Motorways police, Ministry of Communications.	1 Punjab-1
20.	236/2014	Pharmacist (BS-17), Federal Government Polyclinic, CADD.	1 Sindh(R)-1
21.	193/2014	National Savings Officers (BS-17), Central Directorate of National Savings, Finance Division, Islamabad.	1 Punjab-1
22.	119/2015	Medical Officers (BS-17), Airports Security Force, Cabinet Secretariat, (Aviation Division).	1 Punjab-1
23.	16/2015	Accountants (BS-16), Bureau of Emigration & Overseas Employment, M/O Overseas Pakistanis and HRD.	1 Sindh(R)-1
24.	72/2015	Junior Establishment and Finance Officer (BS-16), GHQ, Ministry of Defence.	1 Punjab-1
25.	241/2014	Computer Operators (BS-16), National Highways and Motorways Police, Ministry of Communications.	2 Balochistan-1 GBFATA-1
26.	167/2014	Veterinary Officers (BS-17), Remount Veterinary And Farms Corps, Ministry of Defence	5 Punjab-3 Balochistan-1 GBFATA-1
27.	101/2015	Assistant Private Secretaries (BS-16), Finance Division.	1 Punjab-1
28.	125/2014	Assistant Mechanical Engineers (BS-17), Mechanical Engineering Department of Pakistan Railways, (Railway Board), Ministry of Railways.	2 Punjab-1 KPK-1
29.	85/2015	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, (Defence Division) Ministry of Defence.	3 KPKk-1 GBFATA-2
30.	9/2015	Assistant Executive Engineers (E/M) (BS-17), Pak. PWD, Ministry of housing and works.	1 Punjab (W)-1
31.	87/2015	Demonstrators (Male) (BS-16), Directorate Of Federal Government Educational Institution (Cantts/ Garrisons), Ministry of Defence.	1 Punjab-1
32.	86/2015	Demonstrators (Female) (BS-16), Directorate Of Federal Government Educational Institution (Cantts/ Garrisons), Ministry of Defence	1 Punjab-1
33.	26/2015	Assistant Directors (BS-17), in a Federal Government Organization.	4 Punjab-1 KPK-1 Balochistan-1 GBFATA-1
34.	219/2014	Research Superintendents (BS-16), Pakistan Public Administration Research Centre, Management Services Wing, Establishment Division, Islamabad.	2 Sindh(R)-1 KPKk-1
35.	188/2014	Assistant Naval Store Officer (BS-16), Naval Headquarters, (Pakistan Navy) Ministry of Defence.	3 Punjab-3

S. No.	Case No.	Name of Post with Ministry/ Division/ Department & BPS.	Alternate Nomination
36.	63/2015	Assistant Armament Supply Officers (BS-16), Naval Headquarters, Ministry of Defence.	2 Punjab-2
37.	140/2015	Inspectors (BS-16), Pakistan Railways Police, Ministry of Railways.	6 Punjab-6
38.	158/2015	Civilian Medical Practitioner (CMP) (BS-17), Ordnance Corps, Ministry of Defence.	1 Punjab-1
39.	241/2014	Computer Operators (BS-16), National Highways and Motorways Police, Ministry of Communications.	1 GBFATA-1
40.	185/2014	Patrol Officers (BS-14), National Highways & Motorway Police, Ministry of Communications.	43 Punjab-27 Sindh(R)--4 Sindh(U)-3 KPK-3 Balochistan-5 GBFATA-1
41.	28/2015	Seed Certification Assistants/ Seed Testing Assistants (BS-17), Federal Seed Certification & Registration Department, Ministry of National Food Security & Research.	1 Balochistan-1
42.	118/2015	Social Welfare Officers (BS-17) National Commission for Child Welfare and Development, Ministry of Law, Justice and Human Rights.	1 Punjab-1
43.	90/2014	Deputy District Attorneys (BS-18), Islamabad Capital Territory (ICT), Ministry of Interior.	1 Punjab-1
44.	91/2014	Assistant District Attorneys (Bs-17), Islamabad Capital Territory (ICT), Ministry of Interior	1 Punjab-1
45.	225/2014	Statistical Officers (BS-17), Military Hospitals, Ministry of Defence	1 Balochistan-1
46.	26/2015	Assistant Directors (BS-17), in a Federal Government Organization.	1 Sindh(R)-1
47.	122/2015	Deputy Assistant Directors (BS-16), Audit Bureau of Circulation, Ministry of Information, Broadcasting & National Heritage.	1 Punjab-1
Total			124

Appendix-16

Cases (BS-16 and above) where offer of appointment was delayed by Ministry/Division

Sr. No.	Case No.	Name of Post with Ministry/Division/Department & BPS	Date of Recommendation Issued	Remarks
1.	120/2013	Pharmacists (BS-17), Military Hospitals, Ministry of Defence.	17/03/2015	Offer not issued to 16 nominees due to departmental issue
2	210/2014	Assistant Director (BS-17) Directorate of Dock Workers Safety, Ministry of Ports and Shipping	2/3/2014	Reminder Issued
3	102/2015	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, M/O Defence (Defence Division.	17/08/2015	Reminder Issued
4	110/2015	Charge/ Staff Nurse (BS-16), Federal Government Polyclinic, Islamabad, Cad Division.	30/08/2016	Reminder Issued
5	184/2014	Assistant Professors (Male) (BS-18), Islamabad Model Colleges For Boys, Federal Directorate of Education, Capital Administration & Development Division	10/5/2016	Reminder Issued

Appendix-17

Statistics on interviews conducted by the Commission during 2016

Interview. Program. No.	Interview						Personal Hearing						Grand Total
	Islamabad	Lahore	Peshawar	Karachi	Quetta	Total	Islamabad	Lahore	Peshawar	Karachi	Quetta	Total	
01/2016	68	45	11	33	10	167	08	10	01	23	05	47	214
02/2016	96	31	31	22	01	181	23	07	04	04	02	40	221
03/2016	03	-	-	-	-	03	-	-	-	-	-	-	03
04/2016	74	24	04	11	05	118	39	05	06	04	-	54	172
05/2016	70	20	10	14	1	115	27	07	02	11	02	49	164
06/2016	99	50	22	18	05	194	05	10	03	-	05	23	217
07/2016	118	135	31	157	03	444	10	10	03	13	-	36	480
08/2016	27	04	04	02	-	37	07	-	-	-	-	07	44
09/2016	49	44	13	25	97	228	12	16	08	13	40	89	317
10/2016	49	95	19	33	08	204	06	05	01	03	-	15	219
11/2016	-	-	-	-	-	-	88	-	-	-	-	88	88
12/2016	62	72	17	41	-	192	39	06	05	12	01	63	255
13/2016	31	79	17	33	03	163	-	-	-	-	-	-	163
14/2016	135	273	54	132	30	624	05	13	01	07	03	29	653
15/2016	152	334	70	143	30	729	17	09	02	06	01	35	764
16/2016	34	26	01	220	-	281	17	08	-	03	-	28	309
17/2016	153	40	17	14	02	226	40	43	11	34	08	136	362
18/2016	27	33	09	164	-	233	05	02	-	60	-	67	300
19/2016	17	11	-	05	01	34	36	26	02	16	-	80	114
20/2016	120	305	64	134	29	652	02	01	-	-	-	03	655
21/2016	07	-	-	-	-	07	-	-	-	-	-	-	07

Interview. Program. No.	Interview						Personal Hearing						
	Islamabad	Lahore	Peshawar	Karachi	Quetta	Total	Islamabad	Lahore	Peshawar	Karachi	Quetta	Total	Grand Total
22/2016	138	288	63	130	25	644	02	08	02	01	-	13	657
23/2016	215	284	144	02	-	645	-	01	-	-	-	01	646
24/2016	215	169	62	49	05	500	02	06	04	-	-	12	512
25/2016	75	15	07	12	-	109	22	06	07	02	-	37	146
26/2016	-	-	-	-	-	-	-	-	-	-	-	-	-
27/2016	-	170	-	-	-	170	-	-	-	-	-	-	170
28/2016	63	95	07	65	13	243	04	05	-	54	11	74	317
29/2016	72	198	-	-	-	270	-	-	-	-	-	-	270
30/2016	62	61	04	23	-	150	90	100	-	09	-	209	359
Total	2231	2901	681	1482	268	7563	506	314	62	275	78	1235	8798

Appendix-18

Recruitment Cases re-advertised

S. NO.	Adv No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	Posts With Quota
1	01/2016	1/2016	Principal (BS-18), F.G. English medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh (R)(W)-1
2	01/2016	2/2016	Lecturer (Fine Arts) (Female) (BS-17), Federal Government Colleges For Women, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	01 GBFATA-1
3	01/2016	3/2016	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry	01 Punjab-1
4	01/2016	5/2016	Assistant Private Secretary (BS-16), Pakistan Mint, Lahore, Finance Division.	01 Sindh (R)-1
5	01/2016	12/2016	Deputy District Attorney (BS-18), Islamabad Capital Territory (ICT), Ministry of Interior.	01 Sindh (R)-1
6	01/2016	13/2016	Director (BS-19), Directorate of Dock Workers Safety H.Qs. Ministry of Ports and Shipping.	01 Punjab-1
7	01/2016	14/2016	Deputy Director (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab-1
8	01/2016	15/2016	Assistant Private Secretaries (BS-16), in a Federal Government Organization	02 Punjab (W)-1 Balochistan-1
9	01/2016	16/2016	Translators (BS-17), National Assembly Secretariat, Islamabad.	02 Sindh (R)-1 Sindh (U)-1
10	01/2016	17/2016	Deputy Assistant Director (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01 Punjab-1
11	02/2016	18/2016	2 nd Engineer (Electronics/ Electrical) (System Engineer Calibration) (BS-18), Pakistan Navy, Ministry of Defence.	01 Punjab-1
12	-	19/2016	Assistant Professor (Fine Arts) (Female) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry Of Defence.	01 Sindh (R)-1
13	-	21/2016	Nautical Instructor (BS-17), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 KPK-1
14	-	24/2016	Director (BS-19), Management Services Wing. Establishment Division.	01 Punjab-1
15	-	28/2016	Lecturer (Male) (Persian) (BS-17), Federal Government Colleges For Men, Federal Directorate of Education, Islamabad, Capital Administration And Development Division.	01 AJK-1
16	-	29/2016	Assistant Director (Geology) (BS-17) Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab (M)-1
17	-	33/2016	Assistant Professor (Male) (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	02 Sindh (R)-2
18	-	34/2016	Progress Officer (BS-16), Geological Survey of Pakistan, Ministry of Petroleum And Natural Resources.	01 Punjab-1
19	-	40/2016	Mining Geologist (BS-17), Geological Survey of Pakistan, Ministry Of Petroleum and Natural Resources.	01 Punjab-1
20	04/2016	41/2016	Assistant Professor (Commerce) (Female), (BS-18), Islamabad Model Colleges, Capital Administration & Development Division.	01 Sindh (R)-1
21	03/2016	43/2016	2 nd Engineer (Electronics) (System Engineer PCBFR) (BS-18), Pakistan Navy, Ministry of Defence.	03 Punjab-3

S. NO.	Adv No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	Posts With Quota
22	03/2016	46/2016	Deputy Director (BS-18), Research & Reference Wing, Ministry of Religious Affairs and Interfaith Harmony.	01 Punjab-1
23	03/2016	63/2016	Inspector (BS-16), Anti Narcotics Force, (Narcotics Control Division) Ministry of Interior & Narcotics Control.	10 Merit-1 Punjab-4 Sindh (R)-1 Sindh (U)-1 KPK-2 AJK-1
24	03/2016	64/2016	Subject Specialist (Chemistry) (Female) (BS-17), Directorate of Federal Government Educational Institutions, (Cantts/ Garrisons), F.G Girls Higher Secondary School, Cod Kala Jhelum, Ministry of Defence.	01 Punjab-1
25	03/2016	65/2016	Eye Specialist (BS-18), Medical Department Of Pakistan Railways, Ministry of Railways.	01 Punjab-1
26	05/2016	66/2016	Principal (BS-18), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh (R)-1
27	03/2016	71/2016	Assistant Private Secretary (BS-16), Planning, Development and Reform.	06 Punjab(W)-1 Sindh (U)-3 Balochistan-1 GB-1
28	03/2016	82/2016	Lady Doctor (CMP) (BS-17), Pakistan Navy, Ministry of Defence.	01 Punjab-1
29	03/2016	83/2016	Foreman (BS-16), ARDE, Ministry of Defence Production.	01 Sindh (R)-1
30	03/2016	84/2016	Assistant Private Secretary (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01 Sindh (R)-1
31	03/2016	85/2016	Assistant Executive Engineers (Civil) (BS-17), Pak. PWD, Ministry of Housing And Works	31 Merit-3 Punjab-15 Sindh (R)-4 Sindh (U)-2 KPK-4 Balochistan-2 GBFATA-1
32	04/2016	86/2016	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform.	01 Sindh (U)-1
33	03/2016	91/2016	Assistant Private Secretary (BS-16), Federal Public Service Commission.	02 GBFATA-1 AJK-1
34	04/2016	92/2016	Boiler Engineer (BS-17), Remount Veterinary and Farms Corps, Ministry of Defence.	01 Punjab-1
35	04/2016	93/2016	Assistant private secretary (BS-16), Ministry of Ports and Shipping.	01 Merit-1
36	04/2016	95/2016	Assistant Private Secretary (BS-16), Military Finance Wing, finance division.	01 KPK-1
37	04/2016	96/2016	Assistant Private Secretary (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & human Resource Development.	01 Punjab-1
38	04/2016	97/2016	Deputy Mint Master (BS-19), Pakistan Mint, Lahore, Finance Division.	01 Punjab-1

S. NO.	Adv No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	Posts With Quota
39	04/2016	98/2016	Associate Professors (Male) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Punjab(M)-1 Balochistan-1
40	04/2016	99/2016	Assistant Geophysicist (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 KPK-1
41	10/2016	101/2016	Research Officer (Urdu) (BS-17), Finance Division.	01 Sindh (R)-1
42	04/2016	102/2016	Assistant Director (BS-17), Directorate of Dock Workers Safety Headquarters, Karachi, Ministry of Ports and Shipping.	01 Punjab-1
43	04/2016	104/2016	Assistant Professor (Economics) (Male), (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence.	01 Punjab-1
44	05/2016	106/2016	Deputy Director (BS-18), directorate of Dock Workers Safety, (Regional Office) Gawadar, Ministry of Ports and Shipping.	01 Punjab-1
45	05/2016	107/2016	Assistant Private Secretary (BS-16) Geological Survey of Pakistan Ministry of Petroleum and Natural Resources.	01 Sindh (R)-1
46	05/2016	116/2016	Physician Psychiatry (BS-19), Federal Government Polyclinic, Capital Administration and Development Division.	01 Sindh (R)-1
47	05/2016	117/2016	Assistant Private Secretaries (BS-16), Ministry of law, Justice and Human Rights.	67 Punjab-38 Sindh (R)-4 Sindh (U)-7 KPK-8 Balochistan-4 GBFATA-4 AJK-2
48	05/2016	119/2016	Assistant Chief Administrative Officer (BS-17), Ministry of Defence, (Defence Division).	1 KPK-1
49	05/2016	120/2016	Civilian Medical Practitioners (CMP) (BS-17), Ordnance Corps, Ministry of Defence	3 Punjab-2 KPK-1
50	05/2016	121/2016	Deputy Captain Superintendent (BS-19), Pakistan Marine Academy, Karachi, Ministry of Ports and Shipping.	01 Punjab-1
51	05/2016	122/2016	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	01 Punjab (M)-1
52	05/2016	124/2016	Lecturer (Mathematics) (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defense.	01 Sindh (U)-1
53	05/2016	125/2016	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence.	01 KPK (M)-1
54	05/2016	129/2016	Associate Dental Surgeons (BS-18), Federal Government Polyclinic, Capital Administration and Development Division	02 Punjab-1 Sindh (R)-1
55	05/2016	130/2016	Assistant Private Secretaries (BS-16), Federal Public Service Commission.	04 Sindh (R)-1 Sindh (U)-1 KPK-2
56	05/2016	132/2016	Assistant Private Secretaries (BS-16), Director General's Office, Pak PWD, Ministry of Housing & Works.	08 Sindh (R)-4 Sindh (U)-1 KPK-1 GBFATA-1 AJK-1

S. NO.	Adv No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	Posts With Quota
57	05/2016	134/2016	Deputy Chief (Transport) (BS-19), National Energy Conservation Centre (ENERCON), Ministry of Water and Power.	01 Punjab-1
58	06/2016	136/2016	Deputy Assistant Director (BS-16), Textile Commissioner's Organization, Karachi, Ministry of Textile Industry.	01 Punjab-1
59	06/2016	137/2016	Neonatologist (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	01 Punjab-1
60	06/2016	138/2016	Assistant Professor, Commerce (Male) (BS-18), Islamabad Model Colleges, Capital Administration & Development Division	01 Sindh (U)-1
61	06/2016	140/2016	Editor (BS-18), GHQ, Ministry of Defence.	01 Sindh (R)-1
62	06/2016	141/2016	Associate Surgeon/ Physician (BS-18), Federal Government Polyclinic, Capital Administration and Development Division.	10 Punjab-6 Sindh (R)-1 Sindh (U)-1 GBFATA-1 AJK-1
63	06/2016	142/2016	Associate Professor, Islamic Studies (Female) (BS-19), F.G. Colleges, Directorate of Federal Government Educational Institutions (FGEI) (Cantts/ Garrisons), Ministry of Defence.	01 KPK-1
64	06/2016	143/2016	Assistant Professor, Political Science (Male) (BS-18), F.G. Colleges, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh (U)-1
65	06/2016	146/2016	Assistant Private Secretary (BS-16), Management Services Wing, Establishment Division	01 Sindh (R)-1
66	06/2016	147/2016	Director General (BS-20), National Archives of Pakistan, Cabinet Division.	01 Punjab-1
67	06/2016	148/2016	Legislative Translation Officer (BS-18), Ministry of Law, Justice and Human Rights.	01 Punjab-1
68	06/2016	149/2016	Assistant Draftsman (BS-18), Law and Justice Division, Ministry of Law, Justice & Human Rights.	01 Sindh (R)-1
69	06/2016	158/2016	Director (BS-19), Directorate of Dock Workers Safety HQs. Ministry of Ports and Shipping	01 Punjab-1
70	06/2016	159/2016	National Savings Officer (BS-17), Central Directorate of National Savings, Finance Division, Islamabad.	01 GBFATA(W)-1
71	06/2016	160/2016	Assistant Private Secretaries (BS-16), Ministry of States & Frontier Regions.	02 Sindh (R)-1 GBFATA-1
72	06/2016	161/2016	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.	02 Punjab-1 Balochistan-1
73	06/2016	162/2016	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence	27 Merit-1 Punjab-10 Sindh (R)-4 Sindh (U)-3 KPK-4 Balochistan-2 GBFATA-2 AJK-1

S. NO.	Adv No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	Posts With Quota
74	06/2016	163/2016	Headmistress (BS-18), F.G. Urdu Medium Female Schools, Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence	01 Sindh (R)-1
75	06/2016	171/2016	Assistant Professor, Statistics (Male) (BS-18), Federal Government Educational Institutions (FGEI) (Cantts/Garrisons), Ministry of Defence.	1 Sindh (R)-1
76	07/2016	174/2016	Assistant Professor, Chemistry (Male) (BS-18), Islamabad Model Colleges for Boys, Federal Directorate of Education, Islamabad, Capital Administration & Development Division.	01 Sindh (R)-1
77	07/2016	177/2016	Drilling Engineer (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources	01 Punjab(M)-1
78	07/2016	182/2016	Assistant Private Secretaries (BS-16), in a Federal Government Organization.	02 Punjab (W)-1 Balochistan-1
79	07/2016	183/2016	Associate Professor/vice Principal (Botany) (Female) (BS-19), Islamabad Model Colleges for Girls, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	01 AJK-1
80	07/2016	184/2016	Assistant Professors (Female) (BS-18), Islamabad Model Colleges for Girls, Federal Directorate of Education, Capital Administration & Development Division.	03 Sindh (R)-1 Sindh (U)-1 KPK-1
81	07/2016	185/2016	Assistant Private Secretary (BS-16), Pakistan Mint, Lahore, Finance Division.	01 Sindh (R)-1
82	08/2016	192/2016	Assistant Private Secretaries (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	04 Punjab-3 Sindh (R)-1
83	08/2016	193/2016	Doctors (BS-18), National Highways and Motorways Police, Ministry of Communications.	10 Merit-1 Punjab-5 Sindh (R)-1 Sindh (U)-1 KPK-1 Balochistan-1
84	08/2016	195/2016	Senior Official Reporter (Urdu) (BS-18), National Assembly Secretariat, Islamabad	01 Punjab-1
85	08/2016	200/2016	Director (BS-19), Zoological Survey of Pakistan, Climate Change Division, Islamabad.	01 Sindh (R)-1
86	08/2016	201/2016	Senior Drilling Engineers (BS-18), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	02 Punjab-1 Sindh (R)-1
87	09/2016	202/2016	Statistical Officers (BS-17), Military Hospitals, Ministry of Defence.	02 Punjab-2
88	09/2016	203/2016	Assistant Professor (Islamic Studies) (Male), (BS-18), Federal Government Educational Institutions (Cantts/Garrisons), Ministry of Defence	01 Punjab-1
89	09/2016	204/2016	Assistant Private Secretary (BS-16), Management Services Wing, Establishment Division	01 Merit-1
90	09/2016	205/2016	Assistant private secretaries (BS-16), Finance Division.	02 Punjab(W)-2
91	09/2016	208/2016	Superintending Engineer (Floods), (BS-19), Office of the Chief Engineering Adviser/ Chairman Federal Flood Commission, Ministry of Water and Power.	01 Punjab-1

S. NO.	Adv No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	Posts With Quota
92	09/2016	210/2016	Assistant Private Secretaries (BS-16), Federal Public Service Commission	02 GBFATA-1 AJK-1
93	09/2016	211/2016	Inspector (BS-16), Pakistan Railways Police, Ministry of Railways.	01 Balochistan-1
94	09/2016	212/2016	Assistant Private Secretary (BS-16), Gilgit Baltistan Council Secretariat, Islamabad.	01 Sindh (R)-1
95	09/2016	213/2016	Assistant Professor (Education) (Bs-18), Federal College of Education, Islamabad, Capital Administration and Development Division	01 Sindh (R)-1
96	10/2016	216/2016	Assistant Executive Engineer (Civil), (BS-17), Pak. PWD, Ministry of Housing & Works.	01 Punjab(M)-1
97	10/2016	217/2016	Associate Professor/Vice Principal (Computer Science), (Male), (BS-19), Islamabad Model Colleges for Boys, Federal Directorate of Education, Islamabad, Capital Administration and Development Division.	01 KPK-1
98	10/2016	218/2016	Charge/ Staff Nurses (Female) (BS-16), Military Hospitals, Ministry of Defence, Defence Division	71 Punjab-22 Sindh (R) (M)-2 Sindh (U) (M)-1 KPK-12 Balochistan-24 GBFATA-8 AJK-2
99	10/2016	219/2016	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence	01 KPK (M)-1
100	10/2016	220/2016	Assistant Private Secretaries (BS-16), Naval Headquarters, Ministry of Defence.	15 Punjab-9 Sindh (R)-3 Balochistan-1 GBFATA-1 AJK-1
101	10/2016	221/2016	Draftsman (BS-19), Law & Prosecution Department, Gilgit Baltistan, Ministry of Kashmir affairs and Gilgit Baltistan.	01 GBFATA-1
102	10/2016	223/2016	Assistant Directors (BS-17), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	02 Balochistan(W)-1 GBFATA(W)-1
103	10/2016	224/2016	Assistant Private Secretary (BS-16), Ministry of Kashmir Affairs and Gilgit Baltistan.	01 GBFATA-1
104	08/2016	197/2016	Cameraman Male (BS-16) GHQ, M/O Defence	01 Punjab
105	11/2016	232/2016	Deputy Assistant Chemical Examiner (BS-16), Customs Department, Federal Board of Revenue.	01 Punjab-1
106	11/2016	238/2016	Assistant private Secretary (BS-16), Ministry of National Health Services, Regulations & Coordination.	01 Punjab-1
107	11/2016	239/2016	Consulting Surgeon (Thoracic Cardiovascular) (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division.	01 Sindh (R)-1
108	11/2016	242/2016	Deputy Director (BS-18), geological survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Punjab-1
109	11/2016	243/2016	Assistant Private Secretaries (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource Development.	02 Punjab-2
110	11/2016	244/2016	Assistant Private Secretaries (BS-16), Ministry of Law, Justice and Human Rights.	2 Merit-2

S. NO.	Adv No.	Case No.	Name of Post With Ministry/ Division/ Department & BPS.	Posts With Quota
111	11/2016	245/2016	Lecturers (Female) (BS-17), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	02 Punjab-2
112	11/2016	250/2016	Assistant Professor (Computer Science) (BS-18), Naval Headquarters, (Pakistan Navy) Ministry of Defence.	01 Sindh (R)-1
113	11/2016	259/2016	Director (BS-19), Directorate of dock workers safety H.Qs. Ministry of Ports and Shipping.	01 Punjab-1
114	11/2016	260/2016	Pathologist-Cum-Bacteriologist (BS-18), Medical Department of Pakistan Railways, Ministry of Railways.	01 Punjab-1
115	11/2016	267/2016	Associate Professor/Vice Principal (English) (Male) (BS-19), F.G. Colleges, Federal Directorate of Education, Capital Administration and Development Division.	01 AJK-1
116	12/2016	268/2016	Research Associate (BS-17) Ministry of Information, Broadcasting & National Heritage	01 Punjab-1
117	12/2016	271/2016	Assistant Private Secretary (BS-16), Military Finance Wing, Finance Division.	01 KPK-1
118	12/2016	272/2016	Assistant Private Secretary (BS-16), Ministry of Planning, Development and Reform.	01 Sindh (R)-1
119	12/2016	273/2016	Assistant Private Secretaries (BS-16), National Industrial Relations Commission (NIRC), Ministry of Overseas Pakistanis & Human Resource	02 Merit-1 Punjab-1
120	12/2016	274/2016	Assistant Private Secretaries (BS-16), Federal Public Service Commission.	04 Sindh (R)-1 Sindh (U)-1 KPK-2
121	12/2016	275/2016	Medical Officer (BS-17), Airports Security Force, Cabinet Secretariat, (Aviation Division).	01 Punjab-1
122	12/2016	276/2016	Associate Professor/vice Principal (Geography) (Female) (BS-19), F.G. Colleges, Federal Directorate of Education, Capital Administration and Development Division.	01 Punjab-1
123	12/2016	279/2016	Assistant Professor (Fine Arts) (Female) (BS-18), F.G. colleges, Directorate of Federal Government Educational institutions (Cantts/ Garrisons), Ministry of Defence.	01 Sindh (R)-1
124	12/2016	280/2016	Assistant Private Secretary (BS-16), Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	01 Sindh (R)-1
125	04/2016	92/2016	Boiler Engineer, (BS-17), Remount Veterinary and Farms Corps, M/O Defence.	01 Punjab-1
126	12/2016	290/2016	Assistant Mechanical Engineers (BS-17), mechanical engineering Department of Pakistan railways, (railway board), ministry of railways	2 Punjab-1 KPK-1
127	12/2016	302/2016	Assistant Private Secretaries (BS-16), in a Federal Government Organization	2 Punjab(W)-1 Balochistan-1
128	12/2016	313/2016	Consulting Physician/ Surgeon (BS-20), Federal Government Polyclinic, Islamabad, Capital Administration and Development Division	2 Sindh (R)-1 KPK-1
MERIT				11
PUNJAB				177
SINDH(RURAL)				61
SINDH(URBAN)				28
KHYBER PAKHTONKHW				49
BALUCHISTAN				42
GB/FATA				27
AJK				14
TOTAL				409

Appendix-19

Recruitment against Minorities Quota

S. No.	Case No.	Name of Post With Ministry/ Division/ Department & BS.	Ministry Quota/Posts	Finalized	
				Nomination	Failure
1	55/2014	Lady Medical Officers (BS-17) Health & Population Welfare Department, Gilgit Baltistan, Kashmir Affairs And Gilgit Baltistan Division	1 GBFATA-1	-	1 GBFATA-1
2	126/2014	Vice Principals/ Headmasters (Male) (BS-18), Federal Educational Institutions, Federal Directorate of Education, Islamabad, Capital Administration And Development Division.	1 Punjab-1	-	1 Punjab-1
3	138/2014	Lecturers (Male) (BS-17), Federal Government Colleges for Men, Federal Directorate Of Education, Islamabad, Capital Administration and Development Division	1 Punjab-1	1 Punjab-1	-
4	178/2014	Vice Principals/ Headmistress (Female) (BS-18), Federal Education Institutions, Federal Directorate Of Education, Capital Administration And Development Division.	2 Punjab-1 Balochistan-3	-	2 Punjab-1 Balochistan-1
5	185/2014	Patrol Officers (BS-14), National Highways & Motorway Police, Ministry of Communications.	9 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 BAL-1	7 Punjab-5 Sindh(U)-1 BAL-1	2 Sindh(R)-1 KPK-1
6	239/2014	Charge/ Staff Nurses (Female) (BS-16), Military Hospitals, Ministry of Defence (Defence Division).	13 Punjab-7 Sindh(R)-2 Sindh(U)-1 KPK-2 GBFATA-1	1 Sindh(U)-1	12 Punjab-7 Sindh(R)-2 KPK-2 GBFATA-1
7	241/2014	Computer Operators (BS-16), National Highways and Motorways Police, Ministry of Communications.	1 Punjab-1	-	1 Punjab-1
8	06./2015	Principal (BS-18), F.G. English Medium (Public Schools), Directorate of Federal Government Educational Institutions (Cantts/ Garrisons), M/O Defence.	1 Punjab-1	1 Punjab-1	-
9	19/2015	Inspectors Inland Revenues (BS-16), Revenue Division, Federal Board of Revenue.	9 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 BAL-1	9 Punjab-5 Sindh(R)-1 Sindh(U)-1 KPK-1 BAL-1	-
10	12./2015	Charge/ Staff Nurses (Female) (BS-16), Military Hospitals, Defence Division, Ministry Defence.	4 Punjab-3 Sindh(R)-1	4 Punjab-3 Sindh(R)-1	-
11	26/2015	Assistant Directors (BS-17), in a Federal Government Organization.	1 Punjab-1	1 Punjab-1	-
12	43/2015	Assistant Private Secretaries (BS-16), Ministry of Law, Justice and Human Rights. .	3 Punjab-2 Sindh(R)-1	-	3 Punjab-2 Sindh(R)-1

S. No.	Case No.	Name of Post With Ministry/ Division/ Department & BS.	Ministry Quota/Posts	Finalized	
				Nomination	Failure
13	90/2015	Inspector (Legal) BS-16, Narcotics Force, Ministry of Narcotics Control.	1 Punjab-1	1 Punjab-1	-
14	82/2015	Appraising/ Valuation Officers (BS-16), Revenue Division, Federal Board of Revenue.	10 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-1 BAL-1	10 Punjab-6 Sindh(R)-1 Sindh(U)-1 KPK-1 BAL-1	-
15	95/2015	Drilling Engineers (BS-17), Geological Survey of Pakistan, M/O Petroleum And Natural Resources.	1 Punjab-1	1 Punjab-1	-
16	102/2015	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, M/O Defence Division.	1 Sindh(U)-1	-	1 Sindh(U)-1
17	104/2015	Assistant Private Secretaries (BS-16), Naval Headquarters, M/O Defence.	1 Punjab-1	-	1 Punjab-1
18	108/2015	Assistant Director (Geology), BS-17, Geological Survey of Pakistan, Ministry of Petroleum and Natural Resources.	1 Punjab-1	-	1 Punjab-1
19	111/2015	Assistant Directors (Investigation) (BS-17), Federal Investigation Agency, Ministry of Interior.	1 Punjab-1	1 Punjab-1	-
20	126/2015	Associate Professors (Male) (BS-19), F.G. Colleges, directorate of Federal Government Educational Institutions (Cantts/ Garrisons), Ministry of Defence.	1 Punjab-1	-	1 Punjab-1
21	166/2015	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, M/O Housing & Works.	1 Punjab-1	-	1 Punjab-1
22	169/2015	Charge/ Staff Nurses (Female) (Civilian) (BS-16), Military Hospitals, M/O Defence (Defence Division).	1 BAL-1	-	1 BAL-1
23	186/2015	Assistant Executive Engineer (Mechanical) (BS-17), MES, M/O Defence.	1 KPK-1	-	1 KPK-1
24	187/2015	Assistant Meteorologists (BS-16), Pakistan Meteorological Department, Cabinet Secretariat (Aviation Division).	1 Punjab-1	-	1 Punjab-1
25	191/2015	Computer Operator (BS-16), National Highways And Motorways Police, M/O Communications.	1 Punjab-1	1 Punjab-1	-
26	29/2016	Assistant Director (Geology) (BS-17), Geological Survey of Pakistan, Ministry of Petroleum And Natural Resources.	1 Punjab-1	1 Punjab-1	-
27	122/2016	Assistant Executive Engineer (Civil) (BS-17), Pak. PWD, Ministry of Housing & Works.	1 Punjab-1	-	1 Punjab-1
28	125/2016	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence.	1 KPK-1	-	1 KPK-1
29	219/2016	Assistant Executive Engineer (Mechanical) (BS-17), MES, Ministry of Defence.	1 KPK-1	-	1 KPK-1
Total			72	39	33



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