



FPSC Bulletin

A Chronicle of the Federal Public Service Commission
45th issue (October-December 2018)

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Chairman

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The President of Pakistan Dr. Arif Alvi administering the oath of office to Mr. Haseeb Athar as Chairman, Federal Public Service Commission at Aiwan-e-Sadr, Islamabad on November 09, 2018.

Chairman FPSC: Mr. Haseeb Athar, a retired BS-22 officer belonging to Secretariat Group took the oath of office of Chairman, FPSC on 09.11.2018 at Aiwan-e-Sadr, Islamabad. Mr. Haseeb Athar is a graduate of the London School of Economics and Political Science, United Kingdom where he earned a Master's degree in Social Policy & Planning. He also holds a Master's degree in Urdu Literature from the University of Punjab, Lahore. Apart from an illustrious career in the Government of Pakistan, he has also worked in various capacities in Federal and Provincial governments. Mr. Haseeb Athar has the unique honour of having held all three leadership positions of Secretary, Member and Chairman of FPSC during 16.06.2015, 13.11.2017 and 25.10.2018 respectively.

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



2018 CSS CE Viva Voce



Meeting Chaired by the Chairman



Interview for General Recruitment 2018



Screening Test phase-V/2018 at Karachi

The Commission discharges its duties and performs functions in accordance with the Constitution of the Islamic Republic of Pakistan and assists the Government of Pakistan in achieving sustained good governance by providing quality human resource through a fair, transparent and open competition.

Composition of the Commission (as of 31st December 2018)



Ms. Nargis Sethi
(Member)



Mr. Ahmad Farooq
(Member)



Maj. Gen (Retired)
Muhammad Azeem Asif
HI (M)
(Member)



Mr. Habibullah Khan
Khatak
(Member)



Ambassador (R)
Abdul Malik Abdullah
(Member)



Mr. Nadeem Hassan Asif
(Member)



Mr. Abid Saeed
(Member)



Ambassador (R)
Mr. Akbar Zeb
(Member)



Mir Zubair Mahmood S.I
(Member)

Recap of the 4th Quarter year 2018



Group view of Chairman, Members & Senior Officers at farewell for outgoing Secretary, FPSC



Secretary, FPSC Mr. Amir Tariq Zaman, speaking at the occasion of farewell in his honour at FPSC HQ's Islamabad.



Chairman, FPSC Mr. Haseeb Athar, addressing the audiences at farewell ceremony of retiring officials at FPSC HQ's Islamabad



Chairman, FPSC presenting shields to retiring officials of the FPSC Secretariat

Overall Recruitment through FPSC during 2018

Quarters	Cases/Requisition Finalized	Vacancies Finalized	Applications against Finalized cases	Candidates Interviewed	Candidates Recommended	Unfilled	Withdrawn	Pending
1 st Quarter	69	347	12880	745	218	129	-	-
2 nd Quarter	51	363	15767	838	271	92	-	-
3 rd Quarter	48	262	21114	872	214	43	-	-
4 th Quarter	71	1581	225508	4615	1488	93	03	02
Grand Total	239	2553	275269	7070	2191	357	03	02

Scale wise recruitment made by FPSC during 2018

Sr. No.	Basic Scales	Cases /Requisitions	Vacancies Finalized	Applications against Finalized cases	Candidates Interviewed	Recommendations				Unfilled Vacancies	Withdrawn	Pending
						Open Merit	Women Quota	Minority Quota	Total Recommended			
1.	BS-16	66	1959	197655	5512	1266	414	56	1736	220	1	2
2.	BS-17	66	413	73337	1338	207	173	10	390	23	-	-
3.	BS-18	72	134	3707	163	33	20	-	53	81	-	-
4.	BS-19	28	34	384	13	6	-	-	6	27	1	-
5.	BS-20	6	8	160	27	5	-	-	5	2	1	-
6.	BS-21	1	5	26	17	1	-	-	1	4	-	-
Total		239	2553	275269	7070	1518	607	66	2191	357	03	02



Honourable Member, FPSC Mr. Habibullah Khan Khattak speaking at career counseling session at Foundation University, Rawalpindi campus.



Honourable Member FPSC, Mr. Ahmad Farooq, addressing Career counseling seminar at FAST Faisalabad campus.

Motivational Talks/CSS Seminars at various Universities/Institutions

The Federal Public Service Commission (FPSC) arranges information sessions/ motivational lectures to guide and attract young talent to Civil Service careers. These lectures help increase awareness among the youth about the Civil Service as well as role of the FPSC in provision of merit based recruitment opportunities to the promising youth. Over the last years, Honourable Members of the Commission conducted sessions across Pakistan at almost all the provincial/regional offices of FPSC, i.e., Quetta, Lahore, Peshawar, Karachi and Gilgit as well as at institutions of higher learning like the Sir Syed University of Engineering & Technology, Karachi and Government College University, Lahore.

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

3 As initial sessions by FPSC were highly appreciated, multiple requests for similar sessions/seminars were received from other universities as well. Other interactive sessions with senior students were conducted by Mr. Habibullah Khan Khattak, Member, FPSC. On 22nd December, 2018 CSS seminar was held at the Foundation University, Islamabad (Rawalpindi Campus). Students from multiple departments participated in the event and the audience was well represented by a diverse range of academic disciplines. The Honourable Member engaged the CSS aspirants in various written activities to assess their potential for taking the examination and guided them about the exam methodology. Mr. Khattak shared with the candidates that FPSC had regularly received concerns of the examiners that candidates tend to base their preparation on the use of notes prepared by academies and guide books. It was highlighted that heavy reliance on these notes provided by academies and coaching centres lead to striking similarity in answers of candidates, which is counterproductive in a competitive examination in which originality of thought and expression is required. He encouraged the candidates to utilize quality books written by capable authors recommended by FPSC or their course books prescribed by universities to prepare for the exam.

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

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

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

Currently, the Commission is mandated by Section 7 of the Federal Public Service Commission Ordinance, 1977 to conduct merit based recruitment to the Civil Services of the Federation for which the Commission annually conducts the CSS Competitive Examination.

A major effort to revamp the system of the CSS (Central Superior Services) examination was made in 1981. At the request of FPSC, the President of Pakistan constituted a committee of eminent persons belonging to the fields of education and administration chaired by Dr. Mohammad Afzal, then Advisor to the President on Higher Education. The committee studied the then prevailing system of competitive examination for recruitment to the Federal Civil Service and also carried out a comparative study of civil service recruitment systems in USA, UK, France and India. After an exhaustive study, the committee produced the 'Report of the Afzal Committee on Competitive Examination' in 1981.

The Afzal Committee recommended that a single, centralized competitive examination be held for recruitment to all the federal civil services in BS-17 and to discontinue hiring for BS-16 posts through the same exam for uniformity. Other issues like age limits, minimum academic qualification, psychological assessment, training, incentives and motivation of officers were also addressed. Most importantly, for FPSC, the committee in its report recommended a new scheme of syllabi and structure for the examination which continued till CSS Competitive Examination (CE) 2015.

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

About the same time in 2008, another study to reform the examination process was commissioned by FPSC. The Research Wing of FPSC along with the consultant ☐rncarried out an extensive and exhaustive study of the CSS recruitment process from the application stage to the post-allocation recruitment phase. The report contained reflections and recommendations on wide ranging issues including the scheme of examination, mode of application, provincial distribution/ representation and psychometric testing.

FPSC conducted an extensive exercise to review the scheme of examination, syllabi and the reading material, both for the CSS CE and General Recruitment from 2010 to 2015. Recognizing the ground realities and requirements of cadre services/groups and ex cadre technical and professional posts, the syllabi and test scheme, both for the CSS CE and General Recruitment was revised. It was a consultative process involving all key stakeholders including HEC nominated subject experts, Specialized Training Academies/Institutions and administrative Ministries/Divisions/ Departments of the posts. These reforms not only provided level playing to all CSS aspirants but also introduced improved methods for assessing professional and technical knowledge of candidates against ex cadre posts in BS 16 and above.

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

The Task Force on Civil Service Reforms is expected to present its proposals on reforming the induction system, performance management system for promotion, security of tenure, monetization of perks, etc. In the spirit of creating a responsive and efficient civil service, subgroups of the Task Force on Civil Service Reform were assigned to develop recommendations across the entire value chain of the services: induction, training, performance management, career progression, compensation structure, and severance policies.

In this connection, a meeting was held at FPSC HQs between members of the Task Force subgroup on 'induction' and senior FPSC officers to deliberate on the issues/challenges being faced by the commission and the possible reforms. The members of the Task Force included Dr. Umair Javed and Dr. Nadeem-ul-Haq. To consider and deliberate upon the recommendations and suggestions of the Task Force, a meeting of the Commission was convened on 3rd January 2019 with Dr. Ishrat Hussain, Chairman Task Force and subsequently, the opinions and input of the Commission were conveyed to the Task Force.

The Commission was of the view that reforming the system of induction was an important matter and that overhauling a functional system required further deliberation. For this, it was opined that the expertise of professionals and experts needed to be utilized in order to ascertain the feasibility of proposed reforms so as to arrive at conclusions that were practical and doable in view of the available resources. The Commission also brought to light existing, practical reform proposals awaiting approval / implementation that had already been submitted such as the Screening Test proposal for CSS.

In addition to these discussions, FPSC has also collaborated with the Civil Services Academy (CSA) where the present system of CSS Competitive Examination was carefully studied and analyzed during syndicate discussions in the CSA. FPSC is also considering the input from CSA syndicate reports while developing its proposals in order to incorporate the thought process of the younger generation of Civil Servants into the proposed future structure of the examination.

Farewell for outgoing Secretary, FPSC

A farewell party was arranged in honour of outgoing Secretary, FPSC Mr. Amir Tariq Zaman by the Secretariat of the Commission on 18.12.2018 at Islamabad Club to appreciate his meritorious services for the organization. The Chairman FPSC, Mr. Haseeb Athar was the host of the event. In his speech, the Chairman appreciated the role anchored on integrity, service and excellence of the outgoing Secretary. The event intended to appreciate his illustrious career and ended with mutual expression of goodwill and gratitude. The host also shared some pleasant memories and ended his speech with wishes for sound health, good luck and success for outgoing Secretary in the times to come.

Meeting with a view to flag & focus Provincial/ Regional Officers of FPSC

A meeting to flag & focus Provincial/Regional Offices of FPSC was held on 17.12.2018 at FPSC Headquarters, Islamabad. The meeting was chaired by Director General(Administration), Mr. Salman Qayum Khan. Among the participants were incharge Branch Office Lahore, Karachi, Quetta, Peshawar and representation of regional offices, Officers from FPSC Secretariat included Mr. Anser Hayat Gondal, Director (HR), Mr. M.A Rehan, Deputy Director (Log), Mr. Bashir Ahmad, Deputy Director (B&A) Mr. Muhammad Shakil Chughtai, Assistant Director (Log), Mr. Muhammad Tabassum Awan, Assistant Director (Finance), Ms. Shaista Parveen, AD (Log). Measures to improve financial, administrative and human resource capabilities as well as infrastructure were discussed. Important decisions were conveyed to the Provincial/ Regional Heads after the meeting.

Presentation on Process Rationalization for Efficiency Enhancement

A presentation on Process Rationalization for Efficiency Enhancement (PREE) was arranged for the Commission on 30.11.2018 at FPSC Headquarters, Islamabad. The presentation aimed to address the issues of delay in finalization of General Recruitment cases, creation of overall timeline for all activities and reduction of time consumed in General Recruitment cases. Other objectives included establishment of monitoring and control set up and development of software module for strategic management to monitor/view the progress of each individual case on their desktop. The system developed was presented before the Commission. Important decisions for implementation were taken.

Meeting for Online Recruitment System of FPSC (Phase-II) Project

Ministry of Information Technology constituted National Information & Technology Board, NITB, has been executing the PSDP funded project titled Online Recruitment System for FPSC Project (Phase-II). Maj Gen (R) Muhammad Azeem Asif, Member FPSC, being head of the Steering Committee, chaired meetings on 03.12.2018 & 18.12.2018 respectively to finalize and improve the online recruitment system of FPSC. NITB gave a briefed presentation on progress and issues related to the project. As the already approved System Requirement Specification (SRS) document, eight modules are being developed for FPSC. Important decisions regarding the project were taken in the meeting.

Meeting for presentation on proposal/PC-I for Computer based Testing (CBT)

Information Technology Wing arranged a presentation before the Commission to consider proposal of Computer Based Testing in General Recruitment cases held on 21.12.2018 at FPSC Headquarter Islamabad. A proposal for CBT and the way forward was also discussed. On the direction of the Chairman FPSC, IT Wing is developing proposals for introducing Computer Based Testing (CBT) in line with the vision of making FPSC a futuristic organization. Important decisions for implementation were taken.

Updates on CSS Competitive Examination

(I) CSS Competitive Examination 2018: Medical Examination, Psychological Assessment and Viva Voce of written qualified candidates of CSS Competitive Examination 2018 for the period from October to December, 2018 were held as per following schedule:

Medical Examination				Psychological Assessment			Viva Voce		
S. No.	Centre	Date	No. of candidates	Centre	Date	No. of candidates	Centre	Date	No. of candidates
1.	Karachi	29.10.2018 to 31.10.2018	75	Islamabad (Phase-I)	12.11.2018 to 04.12.2018	160	Islamabad (Phase-I)	10.12.2018 to 21.12.2018	74
2.	Lahore	05.11.2018 to 08.11.2018	320	Lahore (Phase-I)	14.12.2018 to 29.12.2018	139	Islamabad (Phase-II)	26.12.2018 to 10.01.2019	89
3.	Islamabad	12.11.2018 to 14.11.2018	160	--	--	--	--	--	--
4.	Peshawar	16.11.2018	14	--	--	--	--	--	--
Total			569	Total		299	Total		163

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

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

Selections through General Recruitment

The Commission processed following activities for recruitment against ex-cadre positions requisitioned by various Ministries/ Divisions/ Departments during the period under report:-

(i) Recruitment Rules

The Commission declared status of Recruitment Rules framing/ amendments during the period under report of 89 cases and finalized 16 cases. 05 cases were closed while 68 cases remained under process for want of advice of the Commission.

(ii) Advertisements

The Commission released 03 consolidated advertisements through print media as well as on FPSC website www.fpsc.gov.pk for inviting online applications in 60 cases for recruitment to 368 posts in BS-16 and above, requisitioned by various Ministries/ Divisions/ Departments.

(iii) Test Schemes and Syllabi

Test schemes and syllabi outlines for 60 recruitment cases against 368 posts were approved by the Commission and were placed on the FPSC website for Information of applicants against various posts in BS 16 & above.

(iv) Screening Tests for Ex-Cadre positions

The Commission conducted Professional / Screening/ Descriptive Tests/ Shorthand, Typing Tests (Phase-V/ 2018) and special Phases for ex-cadre posts in BS-16 and above from 11.11.2018 to 05.12.2018 as per schedule respectively at Islamabad, Karachi, Lahore, Peshawar, Quetta, Multan, Sukkur, D.I.Khan, Gilgit and Skardu. Out of 1,77,220 registered candidates, 85,445(48%) appeared in these tests.



View of General Recruitment Screening Test Phase-V/ 2018

(v) Interviews and final selections

The Commission finalized 71 cases of general recruitment during this quarter. In these cases, interviews of 4615 short-listed eligible candidates were conducted against 1581 posts and recommendations of 1488 qualified candidates were made for various posts in BS-16 to BS-20. However, FPSC reported unfilled 93 posts to the requisitioning Ministries/ Divisions/ Departments due to non-availability of eligible and qualified candidates from specific provincial/ regional/ quotas and failure of candidates in interviews. Statistics of finalized cases and posts are as follows:-



Committee of Members of the Commission conducting interviews for Ex-Cadre positions at FPSC HQs, Islamabad

Basic Scale	Posts Finalized	Applicants	Called for Interview	Nominations Made	Failure Reported
16	1417	178466	4169	1373	44
17	98	45542	346	89	9
18	48	745	71	19	29
19	16	738	25	6	10
20	2	17	4	1	1
Total	1581	225508	4615	1488	93

(vi) Scale wise Selections in Ministries/Divisions/ Departments

Recommendations of 1488 officers/officials in BS-16 and above for various posts were made during the period in the following Ministries / Divisions / Departments:-

Ministry/Division/ Department	Basic Scales					Total
	BS-16	BS-17	BS-18	BS-19	BS-20	
Cabinet Secretariat	-	2	-	-	-	2
Capital Administration and Development Division	4	2	1	4	-	11
Climate Change	-	1	-	-	-	1
Defence	3	11	10	-	-	24
Defence Production	-	-	3	-	-	3
Establishment Division	1	-	-	-	-	1
Federal Government Organization	-	30	-	-	-	30
Finance Division	769	-	-	-	-	769
FPSC	-	-	-	1	-	1
Human Rights	1	1	-	-	-	2
Industries and Production	2	-	1	-	-	3
Information, Broadcasting & National Heritage	-	1	-	-	-	1
Intelligence Bureau	5	-	-	-	-	5
Kashmir Affairs and Gilgit Baltistan	109	25	2	-	-	136
National Accountability Bureau	8	-	-	-	-	8
National Health Services, Regulations and Coordination	1	-	-	-	-	1
Overseas Pakistanis & Human Resource Development	1	12	-	-	-	13
Petroleum and Natural Resources	-	4	-	-	-	4
Planning Development and Reform	-	-	1	-	-	1
Revenue Division	468	-	-	-	-	468
Railways	1	-	-	-	-	1
Water and Power	-	-	1	1	1	3
Total	1373	89	19	6	1	1488

(vii) Alternate Nominations

Between the period October-December, 2018 on account of non-joining of principal nominees, the Commission on receipt of request from concerned Ministries/ Divisions/ Departments recommended 41 alternate nominations against recruitment for posts in BS-16 to BS-20, as per next in order of merit.

FPSC Information Technology Services

In this digital era, organizational efficiency can be gauged through level of implementation of Information Technology. FPSC made all efforts to maximize use of Computer Technology for internal processing and facilitating the aspirant by providing online services. Following online services through FPSC Web portal (www.fpsc.gov.pk) for convenience of applicants and allied services were provided for smooth conduct of FPSC functions:-

S.No	IT Services Provided to No. of Candidates		S.No	IT Services Provided to No. of Candidates	
1	Online Placement of Consolidated Advertisements	03(10/11 & 12/2018)	7	Online applications received for Survey of Pakistan Competitive Examination	581
2	Online Detailed Marks Sheets issued for CSS-2018	11887	8	Online editing of applications for General Recruitment	40277
3	Online applications processed for CSS-2019	23,403	9	SMS intimations to candidates	514,000
4	Online applications received for General Recruitment	254,900	10	E-mails sent	6037
5	Online admission certificates issued for Screening Tests	177,226	11	Queries on Phone calls	29,000
6	Admission certificates issued for FPOE 45 TH CTP	12 Occupational (Groups/Services)	12	Queries by E-mails	8389

Quasi Judicial Functions of the Commission

In compliance of the section 7(3) of the FPS Ordinance 1977, the Commission held personal hearings for 25 rejected candidates relating to CSS and 160 rejected candidates relating to General Recruitment.

Candidates aggrieved by the decision of the Commission made under section 7(3) of the FPSC Ordinance, 1977, appeals/petitions at various forums of Law i.e. Courts/Tribunals jurisdiction throughout the Country as under:

Forum/Court	Backlog cases	Filed as on 31.12.2018	Decided as on 31.12.2018	Pending after 31.12.2018	Forum/Court	Backlog cases	Filed as on 31.12.2018	Decided as on 31.12.2018	Pending after 31.12.2018
Supreme Court of Pakistan	51	7	09	49	FST Islamabad	74	6	30	50
Islamabad High Court	98	11	06	103	Gilgit-Baltistan Service Tribunal	2	--	--	02
Lahore High Court	49	3	03	49	Supreme Appellate Court, Gilgit Baltistan	8	1	02	07
High Court of Sindh	37	1	02	36	Chief Court Gilgit Baltistan	30	4	06	28
Peshawar High Court	20	3	05	18	Wafaqi Mohtasib	5	--	05	--
High Court of Balochistan	6	--	--	06	Civil Courts/ Mis	3	--	--	03
AJ K Supreme Court	1	--	--	01	Total	384	36	68	352

Human Resource Management

The Human Resource Wing of FPSC Secretariat has updated following information from October to December 2018:

Member who completed their Tenure		Officers/Officials retired/left the Commission	
	Ms. Nargis Sethi, Member, FPSC, after completing her tenure, relinquished the charge of Office of Member, FPSC on 29.12.2018		Mr. Amir Tariq Zaman, Secretary (BS-21), retired on 16.10.2018 after attaining the age of superannuation.
Officer/Official nominated for Training			Mr. Muhammad Azam Qureshi, Deputy Director (BS-18), retired on 12.10.2018 after attaining the age of superannuation.
Name of Officer Course & Duration			Mr. Muhammad Hanif, Assistant Private Secretary (BS-16), retired on 01.11.2018 after attaining the age of superannuation.
Mr. Altaf Ahmad Khan, DAD, (BS-16)	Attended two week part time course on "Service Rules and Regulation" at Secretariat Training Institute, Islamabad		

Glimpses of the next FPSC Bulletin for the 1st Quarter of the year 2019

The next issue will include the following:

- Conduct of Psychological Assessment & Viva Voce for CSS Competitive Examination-2018.
- Conduct of CSS Competitive Examination 2019.
- Conduct of Final Passing Out Examinations (FPOE) -2019 45th CTP.
- Conduct of Professional / Screening MCQ / Descriptive / Shorthand / Typing / Computer literacy Tests (Phase-I/2019) for the cases under Consolidated Advertisement. 10/2018 to 04/2019.
- Conduct of Interviews and Personal Hearings relating to CSS and General Recruitment.



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