



A Chronicle of the Federal Public Service Commission

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The Honourable Chairman, FPSC, presiding a meeting at conference room FPSC Headquarter Islamabad

The first quarter of 2019 commenced with important developments for the Commission. Highlights include visit of the Prime Minister's Task Force on Civil Service Reforms and meaningful discussion on the roadmap for recruitment and selection for the civil service. FPSC also remained engaged with the Higher Education Commission to discuss National Qualification Framework for Pakistan and to gather information on degrees available at various academic levels in all disciplines/fields of education being offered under HEC recognized universities/educational institutions. The Commission also reviewed different aspects of the recruitment, examination process and deployment of cutting edge technological solutions to meet the challenges. It was also felt that as a number of posts remain vacant /unfilled due to non availability of suitable candidates from respective quotas/fields of education, Research Wing of the Commission prepared a booklet on Qualifications/Titles/Nomenclatures of Academic Degrees as offered by HEC recognized universities/educational institutions to facilitate the process of aligning Recruitment Rules with the latest national qualifications/titles/standards. This extremely useful resource is made available on FPSC website and is also shared with all Ministries/Divisions/Departments through the Establishment Division with the request to update/revise/align respective recruitment rules as per the new standards/titles/ nomenclatures



Dr. Ishrat Hussain, Chairman Prime Minister's Task Force sharing views during his visit to FPSC HQs Islamabad



Viva Voce Board conducting Interviews for CSS-2018 at Karachi Centre



Oath taking ceremony of newly appointed Members of FPSC



CSS Competitive Examination-2019 in progress

The Commission at a Glance: (A recap of the 1st Quarter year)



**Mr. Ahmad Farooq
(Member)**



**Maj Gen (R)
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)**



**Mr. Akbar Zeb
(Member)**



**Mir Zubair Mahmood S.I
(Member)**



**Mr. Khizar Hayat
(Member)**



**Mr. Shoab Mir
(Member)**



The Chairman Prime Minister Task Force, on Civil Service Reforms, Dr. Ishrat Hussain visited FPSC Headquarter, Islamabad on 04.02.2019



Special needs candidates attempting Final Passing Out Examinations at FPSC HQ's Islamabad



View of CSS Competitive Examination-2019, held at Karachi



View of meeting for Chief Supervisors/Supervisors/Deputy Supervisors updating Standard Operating Procedure before conduct of examination

**Overall Recruitment through FPSC during
1st Quarter of 2019**

Quarters	Cases/Requisition Finalized	Vacancies Finalized	Applications against Finalized	Candidates Interviewed	Candidates Recommended	Unfilled Vacancies	Withdrawn	Pending
1st Quarter	43	100	9538	212	61	38	01	--

**Scale wise recruitment made by FPSC during
1st Quarter of 2019**

Sr. No.	Basic Scales	Cases /Requisitions Finalized	Vacancies Finalized	Applications against Finalized cases	Candidates	Recommendations				Unfilled Vacancies	Withdrawn	Pending
						Open Merit	Women Quota	Minority Quota	Total			
1.	BS-16	20	32	3669	30	08	0	01	09	23	01	--
2.	BS-17	16	59	5703	179	45	04	01	50	08	--	--
3.	BS-18	07	09	166	03	02	0	0	02	07	--	--
Total		43	100	9538	212	55	04	02	61	38	01	--

Article: Civil Service Reforms-Further development on FPSC Chapter: Contributed by C&R Wing

The Civil Service Reforms has been focal point under the Government's reforms agenda. The Prime Minister constituted a Task Force on Civil Service Reforms under the leadership of Dr. Ishrat Hussain. The Commission held a meeting with the Task Force on 04.02.2019 at FPSC Headquarter for exchange of views on Civil Service Reforms examination and selection system. It was of the view that the present CSS system of examination needs a change in a manner that instead of one general examination for all cadres and services, specialized cluster based domain specific exam be held. The Commission thoroughly examined the proposal and accordingly made recommendations to the concerned quarters.



Meeting of Chief Supervisors, Supervisors and Deputy Supervisors

A general meeting was held on 08.02.2019 at FPSC Headquarter, Islamabad. The meeting was presided over by DG (Rectt), Mr. Ramiz Ahmed, Dir (Sec), Mr. Amin-ur-Rehman, Dir (HR), Mr Unsar Hayat Gondal, Dir (CE), Syed Muhammad Ayoub Shah and all Chief Supervisors/ Supervisors/Deputy Supervisors attend the meeting as a part of preparation for forthcoming CSS-2019 scheduled from 15th to 26th February 2019 to ensure smooth conduct of CSS Competitive Examination. A quick review of all rules, regulations, policy guide lines and arrangements was carried out. Valid SOP (Standard Operating Procedure) reiterated and brought into the knowledge of all Chief Supervisors, Supervisors and Deputy Supervisors for effective implementation in connection with conduct of forthcoming CSS Competitive Examination-2019.



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

Ministry of Information Technology constituted National Information & Technology Board, NITB, which 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. Among them, three modules have been completed.



Updates on CSS Competitive Examination

(I) CSS Competitive Examination 2018: Medical Re-examination of deferred candidates to appear before CMB, Psychological Assessment and Viva Voce of written quailed candidates of CSS Competitive Examination 2018 for the period from January to March, 2019 were held as per following schedule:

S. No.	Medical Re-examination			Psychological Assessment			Viva Voce				
	Centre	Date	No. of candidates	Centre	Date	No. of candidates	Centre	Date	No. of candidates		
1.	Islamabad	01.01.2019 to 02.01.2019	34	Multan	05.01.2019 to 10.01.2019	32	Islamabad (Phase-II)	01.01.2019 to 01.01.2019	60		
2.	Karachi	09.01.2019 to 10.01.2019	21	Karachi	17.01.2019 to 27.01.2019	80	Lahore (Phase-I)	14.01.2019 to 22.01.2019	52		
3.	Lahore	14.01.2019 to 16.01.2019	73	Peshawar	07.02.2019 to 08.02.2019	13	Lahore (Phase-II)	06.02.2019 to 15.02.2019	79		
4.	Peshawar	22.01.2019	4	Lahore (Phase-II)	01.03.2019 to 12.03.2019	104	Karachi	25.02.2019 to 07.03.2019	80		
5.	--	--	--	Islamabad (Phase-II)	19.03.2019 to 22.03.2019	31	Peshawar	11.03.2019 to 12.03.2019	13		
6.	--	--	--	--	--	--	Lahore (Phase-III)	18.03.2019 to 29.03.2019	81		
Total			132	Total			260	Total			365

(ii) CSS Competitive Examination 2019: The written part of CSS Competitive Examination-2019 was held simultaneously at 19 stations from 15.02.2019 to 25.02.2019 and out of registered 23,403 candidates, 14,520 appeared in the examination. The centre-wise breakup of registered/appeared candidates and percentage statistics of each city remained as under:



Centre	Applicants	Appeared	%	Centre	Applicants	Appeared	%
Abbottabad	568	337	59	Lahore	6146	4098	67
Bahawalpur	392	225	57	Larkana	238	128	54
D.G.Khan	171	109	64	Multan	875	521	60
D.I.Khan	270	162	60	Muzaffarabad	103	63	61
Faisalabad	845	521	62	Peshawar	2645	1434	54
Gilgit	79	42	53	Quetta	569	331	58
Gujranwala	675	415	61	Rawalpindi	1555	1008	65
Hyderabad	999	548	55	Sargodha	534	349	65
Islamabad	4106	2720	66	Sukkur	429	221	52
Karachi	2204	1288	58	Total	23403	14520	62

Final Passing Out Examination

In first quarter of 2019, the Commission conducted Final Passing Out Examinations-2019 of 45th CTP and re-examination of earlier batches of the probationers from Postal Group (PG), Information Group (IG), Police Service of Pakistan (PSP), Pakistan Administrative Service (PAS), Foreign Service of Pakistan (FSP), Office Management Group (OMG), Military Lands & Cantonments Group (MLCG), and Inland Revenue Service (IRS) at FPSC Headquarter Islamabad.



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 **81** cases and finalized **17** cases. **03** cases were closed while **61** 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 63 cases for recruitment to 1938 posts in BS-16 and above, requisitioned by various Ministries/ Divisions/ Departments.

iii Test Schemes and Syllabi

Test schemes and syllabi outlines for **63** recruitment cases against 1938 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-I/ 2019 for ex-cadre posts in BS-16 and above from 06.01.2019 to 20.01.2019 as per schedule respectively at Islamabad, Karachi, Lahore, Peshawar, Quetta, Multan, Sukkur, D.I.Khan, Gilgit and Skardu. Out of 254,045 registered candidates, 150,283 (59%) appeared in these tests.

v. Interviews and Final selections

The Commission finalized 43 cases of general recruitment. In these cases, interviews of 273 short- listed eligible candidates were conducted against 100 posts and recommendations of 61 qualified candidates were made for various posts in BS-16 to BS-18. However, FPSC reported unfilled 38 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:-



Basic Scale	No of Cases Finalized	Posts Finalized	Applicants	Called for Interview	Nominations Made	Failure Reported	withdrawn
16	20	32	3669	40	9	23	0
17	16	59	5703	179	50	8	1
18	7	9	166	54	2	7	0
Total	43	100	9538	273	61	38	1

vi. Scale wise Selections in Ministries/Divisions/ Departments

Recommendations of 61 officers in BS-16 and above for various posts were made during the period in the following Ministries/ Divisions/ Departments:-

Ministry/Division/Department	Basic Scales			
	BS-16	BS-17	BS-18	Total
CAD Division	0	41	1	42
M/o Petroleum	1	0	0	1
M/o Defence	1	3	1	5
Prime Minister's Office	0	1	0	1
Ministry of Railways	1	0	0	1
Aviation Division	1	0	0	1
Ministry of Federal Education and Professional Training	0	1	0	1
Housing and Works	1	0	0	1
Establishment Division	0	1	0	1
M/o Information Broadcasting and National Heritage	0	1	0	1
FBR	2	0	0	2
M/o Law & Justice	1	0	0	1
Ministry Ports and Shipping	1	0	0	1
M/o Human Rights	0	1	0	1
Ministry of Climate Change	0	1	0	1
Total	9	50	2	61

vii Alternate nominations

Between the period January-March, 2019 on account of non-joining of principal nominees, the Commission on receipt of request from concerned Ministries/ Divisions/ Departments recommended 66 alternate nominations against recruitment for posts in BS-16 to BS-20, as per next in order of merit.

FPSC Information Technology Services

The 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) were provided for convenience of applicants:-

S.No	IT Services Provided		S.No	IT Services Provided	
1	Online Placement of Consolidated Advertisements	03	7	Complaints received through Prime Minister's Delivery Unit (PMDU) Portal and settled	758
2	Online applications processed for CSS - 2019	23,403	8	Online editing of applications for General Recruitment	67,341
3	Online applications received for General Recruitment	478,700	9	SMS intimations to candidates	28,800
4	Online admission certificates issued for Screening Tests	255,375	10	E-mails sent	1,184
5	Online admission certificates issued for CSS-2019	23,403	11	Queries on Phone calls	23,200
6	Admission certificates issued for FPOE 45 TH CTP	08 Group/Services	12	Queries replied through E-mails	13,098

Quasi Judicial Functions of the Commission

In compliance of the section 7(3) of the FPSC Ordinance 1977, the Commission held personal hearings for 04 rejected candidates relating to CSS and 68 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 31.03.2019	Decided as on 31.03.2019	Pending after 31.03.2019	Forum/Court	Backlog cases	Filed as on 31.03.2019	Decided as on 31.03.2019	Pending after 31.03.2019
Supreme Court of Pakistan	49	3	2	50	FST Islamabad	50	4	4	50
Islamabad High Court	103	14	10	107	Gilgit-Baltistan Service Tribunal	2	-	-	2
Lahore High Court	49	8	5	52	Supreme Appellate Court, Gilgit Baltistan	7	2	-	9
High Court of Sindh	36	2	1	37	Chief Court Gilgit Baltistan	28	10	5	33
Peshawar High Court	17	-	-	17	Civil Courts/ Mis	4	-	1	3
High Court of Balochistan	6	-	-	6	Wafaqi Mohtasib	-	-	-	-
AJ K Supreme Court	1	-	-	1	Total	352	43	28	367

Human Resource Management

The Human Resource Wing of FPSC Secretariat has updated following information from January to March 2019:

Member joined the Commission

Members completed their tenure



In pursuance of Establishment Division Notification No.F.41/461/2019-E-1, dated 04.02.2019, Mr. Khizer Hayat, a retired (BS-22) officer of the Secretariat Group assumed the charge of the office of Member, FPSC on 08.02.2019.



Mr. Akbar Zeb, Member, FPSC, after completing his tenure, relinquished the charge of office of the Member, FPSC on 14.02.2019.

In pursuance of Establishment Division Notification No.F.41/461/2019-E-1, dated 04.02.2019, Mr. Shoaib Mir, a retired (BS-22) officer of the Secretariat Group assumed the charge of the office of Member, FPSC on 08.02.2019.



Mr. Ahmad Farooq, Member, FPSC, after completing his tenure, relinquished the charge of office of the Member, FPSC on 17.02.2019.



Officer/Official joined the Commission

Officer/Official left the Commission



In pursuance of Establishment Division Notification F.No.34/7/2018-E-I, dated 04.02.2019 Dr. Muhammad Iqbal, a BS-21, officer of Inland Revenue Service (IRS) assumed the charge of Secretary, FPSC on 06.02.2019.

In pursuance of Notification F.No.15-331/2018-HR-I, dated 17.01.2019, Syed Muhammad Ayub Shah, was appointed as Director (BS-19) and he assumed charge of the said post on 31.12.2018.



In pursuance of Ministry of Commerce & Textile , Commerce Division's Notification No.4(26)/90-A-III/CTG dated 25.02.2019, Mrs. Raheela Tajwar relinquished the charge of Director General, FPSC, w.e.f. 25.02.2019



Mr. Ansar Raza, Senior Private Secretary (BS-19), retired on 21.03.2019 after attaining the age of superannuation.

Mr. Khair-ul-Anam, Data Control Officer (BS-17), retired on 31.01.2019 after attaining the age of superannuation.



Officers/Officials Promoted

Consequent upon recommendation of Central Selection Board and with the approval of the Competent Authority, Mr. Tahir Iqbal, Chief IT(BS-20), FPSC was promoted to the post of Executive Director General(BS-21) in FPSC, vide Notification No.F.15-241/2010-HR-I, dated 01.02.2019



Consequent upon recommendation of Departmental Promotion Committee (DPC) and approval of the Competent Authority, Mr. Akbar Azam Rajar, Assistant Director (BS-17), of this office was promoted to the post of Deputy Director (BS-18) w.e.f. 11.03.2019.

Officer nominated for Training

Mr. Naseer Akhtar Khokhar, DD (BS-18), attended one week part time Training Course on "Official Urdu" w.e.f 25.03.2019 to 29.03.2019 at Secretariat Training Institute, Islamabad



Obituary



FPSC shares the sad news of sudden demise of Mr. Muhammad Riaz, Private Secretary (BS-18) on 15.01.2019. Mr. Muhammad Riaz, was born on 22.08.1962 and joined FPSC on 29.10.1988. FPSC commends the meritorious services rendered by the deceased. FPSC shared deepest condolences with members of the bereaved family. May his soul rest in eternal peace. May Allah Almighty, bestow patience and fortitude to his family to bear this irreparable loss (Aameen).

Glimpses of the next FPSC Bulletin for the 2nd Quarter of the year 2019

The next issue will include the following:

- Conduct of Psychological Assessment & Viva Voce for CSS Competitive Examination-2018.
- Announcement of vacancies to be filled on the basis of CE.2018.
- Announcement of final result of CSS Competitive Examination-2018.
- Conduct of Psychological Assessment & Viva Voce for Armed Forces Officers against reserved quota for induction to civil posts on the basis of CSS-2018.
- Conduct of Final Passing Out Examinations (FPOE)-2019 45th CTP.
- Conduct of Professional/Screening MCQ /Descriptive/ Shorthand/Typing/Computer literacy Tests (Phase-II/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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