



# FPSC BULLETIN

A Chronicle of the Federal Public Service Commission

39<sup>th</sup> issue (January-March 2017)

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### President Civil Service Commission of Maldives calls on Chairman FPSC

Dr. Aly Saleem, President, Civil Service Commission of Maldives called on Mr. Naveed Akram Cheema, Chairman, FPSC on 03.03.2017 at FPSC Headquarter Islamabad. The discussions focused on further strengthening professional interaction, sharing of technical expertise and learning lessons from each other's experiences. The Chairman reaffirmed Pakistan's commitment to civil service cooperation under the umbrella of SAARC Public/Civil Service Commissions Secretariat and expressed the desire to also build a substantive partnership with Maldives at bilateral level. The Chairman briefed the visiting delegation on recent developments in FPSC and offered to share survey and annual reports with the Maldivian counterpart. FPSC re-iterated Pakistan's support to Maldives proposal for establishing inter-regional links between SAARC and ASEAN on civil service

### Recap of the Quarter January-March 2017



Chairman FPSC , Mr. Naveed Akram Cheema inaugurating Examination halls and planting a tree at FPSC, Branch office, Karachi

## Members of the Commission



**Mr. Ahmed Bakhsh Lehri**

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



**Mr. Akhlaq Ahmad Tarar**

**Mr. Mazhar Ali Khan**



**Mrs. Nargis Sethi**



**Mr. Ahmad Farooq**



**Mr. Aziz Ahmed Bilour**



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



**Mr. Habibullah Khan Khattak**



**Ambassador (R)  
Abdul Malik Abdullah**



## RECAP OF THE LAST QUARTER 2017



Oath taking ceremony for new Member FPSC,  
Ambassador(R) Abdul Malik Abdullah



Group view of Chairman, Members and Secretary, FPSC



Chairman FPSC with President, Civil Service Commission, Maldives and  
Mr. Ahmed Saleem Ambassador of Maldives



Viva Voce Board interviewing written qualified candidates for CSS  
Competitive Examination-2016



### Visit of President, Civil Service Commission, Maldives to FPSC, Headquarters Islamabad

The Maldivian delegation accompanying President Civil service Commission (CSC), Dr. Aly Shameem, the Ambassador of Maldives to Pakistan, Mr. Ahmed Saleem, CSC Director International, Ms. Fathimath Lahfa called on Chairman, FPSC on 03.03.2017 at FPSC Headquarter, Islamabad. Members of the Commission, Ambassador (R) Rizwan ul Haq Mahmood, Mr. Ahmad Farooq, Mr. Aziz Ahmed Bilour, Mr. Habibullah Khan Khattak and Senior Management of the Secretariat were also present. The discussions during the meeting between Dr. Ali Shameem and Naveed Akram Cheema focused on further strengthening civil service cooperation between the two countries. They also discussed ways in which both commissions could share information and technical expertise. The Chairman FPSC also offered to share survey and annual reports with the Maldivian counterpart. During the meeting, both sides exchanged views in areas of mutual interest and expressed the desire to further strengthen and enrich the relations not only between the two organizations but also between the two countries. A lunch was hosted in honour of the delegation.



Delegation from Civil Service Commission Maldives calls on Chairman FPSC, at FPSC Headquarter, Islamabad

The delegation complimented the Commission for generous hospitality and expressed it to be a fruitful occasion to get to know the members and to share experiences. An exchange of Publications and souvenirs also took place.





**Meeting of the Consultative Group:**  
**Contributed by Asif Ali: Assistant Director (Research)**



A Meeting of the Consultative Group (CG) was held on 06.02.2017 at the FPSC headquarter, Islamabad. Mr. Ahmad Farooq, Member, FPSC chaired the meeting. Mr. Habibullah Khan Khattak and Maj. Gen (Retired) Muhammad Azeem Asif HI (M) Member of the CG also participated in the meeting. The representatives of Ministry of Federal Education and Professional Training, Establishment Division, Higher Education Department and young civil servants from various groups/services, nominated by the Establishment Division were also associated to discuss and identify issues related to civil services examination and to offer suggestions for possible changes and enhancements to the system. Ms. Sabina Qureshi, Director General (Research) presented analysis of the CSS CE 2016 result. Key elements presented were: reasons for low pass percentage; a comparison of performance of candidates from various public and private sector institutions; performance of candidates in compulsory and optional subject in light of the commentary of the examiners. It was highlighted that Institutions of higher learning have a crucial role to play in providing students a leadership characterized by intellectual discipline, high academic accomplishment, bold and imaginative attitude towards professional and personal life. However, it was noted that the standard of instruction, assessment and learning in major universities in the public sector was less than satisfactory. It was added that large number of non serious candidates were putting additional burden on the Examiners and the Commission, the proposal of the Commission for holding a qualifying round of test for CSS CE to screen out non serious candidates was re-iterated. Mr. Habibullah, Member-FPSC also underlined that the Commission makes no compromise on quality. HEC informed that it was taking a number of initiatives to improve the quality of education at the university level. Performance audit of the public sector universities was one such initiative. Representative of the Establishment Division supported the Commission's proposal for holding a qualifying round of test for CSS CE to screen out non serious candidates.

The young civil servants shared observations on system of examination and gave valuable suggestions. The revised syllabi for CSS CE were appreciated by all participants. However there were mixed views on rigidity of the new groupings of subjects. The Commission informed that regrouping of optional subjects in CSS CE 2016 was made with the spirit to ensure that candidates have exposure to and opt from a wider variety of subjects. Limiting the score of each new subject group was likely to curtail the past practice of choosing similar subjects such as History and languages. HEC also endorsed the view and added that it would be too soon to evaluate the rationalization of groupings as it was only introduced in 2016. Maj. Gen (Retd.) Muhammad Azeem Asif said that it was the need of the hour to equip the civil servants with functional English in this age of electronic communications. Strengthening of the Research Wing of the FPSC was strongly recommended by HEC and the Ministry of Federal Education and Professional Training.



Participation at Consultative Group Meeting

**Meeting of Steering Committee for Online Recruitment System Project (Phase-II)**

A Meeting of the Steering Committee for Online Recruitment System Phase-II project was held on 02<sup>nd</sup> March, 2017 which was chaired by Mr. Akhlaq Ahmed Tarar, Member FPSC. The meeting was 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.

**Opening of Examination Centre at Skardu**

One of the key initiatives of the Federal Public Service Commission relates to establishing an Examination/Test Centre at Skardu for General Recruitment Tests. The opening of centre was genuine demand of the candidates residing in and outskirts of Skardu. It was appreciated by the candidates and general public. The first series of test for Phase-III/2017 shall be held from 11.06.2017 at Skardu.

### Updates on CSS Competitive Examination-2017

#### FPSC puts a Check on cyber crime with assistance of FIA

i. The allegation relating to two guess questions similar to CSS 2017 papers were reported on social media, on 26<sup>th</sup> and 31<sup>st</sup> January, 2017 before prior to actual conduct of said papers on 16<sup>th</sup> and 17<sup>th</sup> February, 2017 respectively. As per news item, the said Facebook user had been charging money for sharing of such guess questions. Chairman FPSC took immediate and serious note of this news item. Relating to cyber space beyond the control of FPSC, hence it was immediately reported to Federal Investigation into the matter and was all along provided sterling sport from FPSC authorities. Keeping in view the gravity of the issue, Chairman FPSC also constituted a committee headed by Member FPSC with the mandate to probe into the matter internally. After due deliberations, the committee concluded that strong and fool proof mechanisms were in place to maintain secrecy and confidentiality of question papers as well as other related information at the premises of FPSC. The committee suspected the account in question to be fake and the information to be of edited category.

FIA also tracked the original perpetrator of this cyber crime and arrested him from Faisalabad. Print media taking this story started unfortunate controversy by virtue of which an honorable national institution like FPSC came under a question mark. Therefore, to counter such moves, FPSC succeeded in placing the real truth before the public.

#### ii. Conduct of CSS Competitive Examination-2017

The written part of CSS Competitive Examination-2017 was held simultaneously at 19 centers in Pakistan from 16-02-2017 to 25-02-2017. A total number of 10,250 candidates (45%) appeared in the Examination against registered 23,025 applicants. The centre wise breakup of registered and appeared candidates is as under:-

Centre	Registered Candidates	Appeared Candidates
Abbottabad	565	264
Bahawalpur	354	146
D.G.Khan	132	66
D.I.Khan	241	89
Faisalabad	871	355
Gilgit	75	31
Gujranwala	671	323
Hyderabad	1179	513
Islamabad	3524	1676
Karachi	2337	1007
Lahore	6282	2999
Larkana	205	101
Multan	746	339
Muzaffarabad	126	55
Peshawar	2641	980
Quetta	632	192
Rawalpindi	1579	721
Sargodha	503	232
Sukkur	362	161
<b>Total</b>	<b>23025</b>	<b>10250(45%)</b>



CSS Competitive Examination-2017

### CSS Competitive Examination-2016

#### i. Medical Re-Examination

Medical Re-Examination of deferred candidates of CSS Competitive Examination-2106 was held on 20<sup>th</sup>, 25<sup>th</sup> and 27<sup>th</sup> of January 2017 respectively at Karachi, Islamabad, and Lahore. Letters for information to 77 deferred candidates were issued to appear before the Central Medical Board for their medical re-examination.

#### ii. Psychological Assessment and Viva Voce for Competitive Examination-2016

Psychological Assessment and Viva Voce of 200 candidates who qualified the written part of Competitive Examination-2016 was held as per following schedule:-



Centre	Date of Psychological Assessment	Viva Voce Schedule	No. of Candidates
Islamabad (Phase- I)	03.11.2016 to 08.11.2016	05.12.2016 To 09.12.2016	14
Lahore (Phase-I)	15.11.2016 to 28.11.2016	20.12.2016 To 20.01.2017	68
Peshawar	27.12.2016	02.02.2017	06
Lahore (Phase-II)	17.01.2017 To 23.01.2017	07.02.2017 To 10.02.2017	23
Islamabad (Phase-II)	04.01.2017 To 10.01.2017	14.02.2017 To 16.02.2017	16
Lahore (Phase-III)	---	08.03.2017 To 11.03.2017	22
Karachi/ Quetta	14.12.2016 to 16.12.2016	14.03.2017 to 17.03.2017	20
Islamabad (Phase-III)	---	21.03.2017 To 30.03.2017	31
<b>Total</b>			<b>200</b>

### Final Passing out Examinations

In 1st quarter of 2017, the Commission conducted Final Passing Out Examinations for 43<sup>rd</sup> CTP Probationary Officers from various Groups/ Services, who had completed Specialized Training Program (STP) along with re-examination of failed Probationers of earlier batches. The result of FPOE of officers of Police Service of Pakistan was also announced on 30.03.2017. As per result, out of a total of 23, 20 were declared pass and 3 failed. Result of remaining Groups/Services is expected to be announced in the next quarter of 2017. Details of number of officers appeared for FPOE from services/groups is as under:

S. #	Group/Service	No. of officers appeared
1.	Inland Revenue Service	95
2.	Postal Group	08
3.	Pakistan Administrative Service	65
4.	Commerce & Trade Group	02
5.	Office Management Group	46
6.	Foreign Service of Pakistan	23
7.	Police Service of Pakistan	41



A view of Candidates attempting Final Passing Out Examination at FPSC Headquarter, Islamabad

### General Recruitment for Ex-cadre positions

The Commission carried out following activities for recruitment against ex-cadre positions requisitioned by various Ministries/ Divisions/ Departments during the 1<sup>st</sup> quarter (January-March) 2017:-

#### i) Recruitment Rules

The Commission processed the Recruitment Rules of 98 cases. 10 cases were approved and 88 cases remained under process for lack of requisite documents.

#### ii) Advertisements

The Commission released 03 consolidated advertisements in press as well as on FPSC website www.fpsc.gov.pk for inviting online applications for recruitment to the 324 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 324 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) Professional/Screening/Written Tests

The Commission conducted Professional / Screening / Descriptive Tests/Shorthand Typing APS Tests (Phase-I/2017) for ex-cadre posts in BS-16 and above from 16.01.2017 to 24.01.2017 respectively at Islamabad, Karachi, Lahore, Peshawar, Quetta, Multan, Sukkur, D.I.Khan and Gilgit. Out of 131547 registered candidates, 70835(54%) appeared in these tests.



Recruitment Test Phase- II/2017 at FPSC Headquarter, Islamabad

#### v) Finalized Cases and Interview Programs for Ex-Cadre Positions

The Commission finalized **60** Cases of General Recruitment. In these Cases interviews of 1595 short listed eligible candidates were conducted against **533** posts and recommendations of **484** candidates for various posts in BS-16 to BS-19 were made. However, FPSC reported failure to the requisitioning Ministries/Divisions/Departments for

49 posts due to non-availability of eligible candidates from specific province/region/quota and failure of candidates in interviews. Statistics on these Cases is as under:-

Basic Scale	Posts Finalized	Applicants	Called for Interview	Nominations Made	Failure Reported
16	470	118571	1400	436	34
17	33	9275	129	33	00
18	24	1282	58	13	11
19	06	185	08	02	04
<b>Total</b>	<b>533</b>	<b>129313</b>	<b>1595</b>	<b>484</b>	<b>49</b>



Committee of the Commission conducting Interviews at FPSC Headquarter, Islamabad

#### vi) Ministry/Division/Department-wise Selection

Recommendations of 484 officers/officials in BS-16 to BS-20 for various posts were made during January-March in the following Ministries/ Divisions/ Departments:-

Ministry/Division/ Department	Basic Scales				Total
	16	17	18	19	
Ministry of Communication	0	1	0	0	1
Ministry of Defence	43	6	9	0	58
Ministry of Federal Education & Professional Training	1	0	0	0	1
Ministry of Housing and Works	1	0	0	0	1
Ministry of Interior	0	3	1	0	4
Ministry of Information Broadcasting & National Heritage	1	0	0	0	1
Ministry of Kashmir Affairs & Gilgit -Baltistan	3	1	0	0	4
Ministry of Law Justice and Human Rights	0	0	2	0	02
Ministry of Overseas Pakistan & Human Resource Development.	1	0	0	0	1
Ministry of Petroleum and Natural Resources	0	6	0	0	6

Ministry/Division/ Department	Basic Scales				Total
	16	17	18	19	
Ministry of Planning, Development and Reform	0	4	0	0	4
Ministry of Railways	0	0	1	0	1
Ministry of Textile Industry	1	0	0	0	1
Establishment Division	0	5	0	1	6
Revenue Division	380	0	0	0	380
Capital Administration and Development Division	3	2	0	0	5
Cabinet Division	0	2	0	0	2
Prime Minister's Office	2	1	0	0	3
National Assembly	0	2	0	1	3
<b>Total</b>	<b>436</b>	<b>33</b>	<b>13</b>	<b>02</b>	<b>484</b>

#### vii) Alternate Nominations

During the period falling between January-March, 2017 (1<sup>st</sup> quarter year), on account of non-joining of the Principal nominees, the Commission on receipt of request from concerned Ministries/Divisions/Departments recommended **33** alternate nominations against recruitment for posts in BS-16 to BS-18, as per merit list next in line of merit.

#### FPSC website Management & Online Services

Online services offered by FPSC save time and cost on part of both the Commission as well as candidates on account of Printing, filing, dispatch of applications, admission certificates etc. Following online and allied services were provided through FPSC Website i.e. www.fpsc.gov.pk for convenience of applicants:

- Facility to print online Admission Certificates of 34,900 candidates was provided for Professional and Screening Tests Phase-II/2017 for General Recruitment and 23,025 of CE-2017.
- Placement of Consolidated Advertisements Nos. 01, 02 & 03/2017, Annual Reports, News Bulletins and Tender Notices etc. on FPSC Website.
- Placement of admission certificate of CE-2017.
- Inviting online applications against advertisements.
- Placement of interview programs, syllabi, press releases and other related information of interest to general public and candidates.

Besides this following allied services were also provided for smooth conduct of FPSC functions.

#### **(i) Competitive Examination**

All technical assistance and computer generated reports were provided by IT wing for smooth conduct of CE-2017 held in February, 2017. Besides other outputs relating to allotment of halls for CSS-2017, attendance lists, attendance sheets (Hall wise), subject allocation list, Admission Certificates of 23,025 candidates of CE-2017, final summaries of Peshawar, Karachi, Lahore Phase-II & III of CE-2016 and List of disabled as well as non Muslim candidates were also generated.

#### **(ii) General Recruitment**

Over 31,600 online applications were received in response to consolidated advertisements Nos. 01, 02, 03/2017 which were processed for conduct of tests etc. Summary Bio-data of 1235 preselected selected candidates for various posts were generated for conduct of interviews. Attendance lists/sheets and other required reports pertaining to 34,900 candidates called for Professional/Screening, Descriptive and APS tests Phase-II/2017 were generated.

#### **(iii) Professional & Promotional Examination**

Bio-data form entries of fresh and failed probationers for FPO-Exam 2017 were completed. Processed the data of three services/groups (RCT, IRS, PAS) for conduct of FPO examination and generated admission certificates, attendance sheets for probationers accordingly for the examination scheduled in January to March, 2017. Blank result statements of PAS, OMG, FSP, PSP & Postal Group were also prepared.

#### **(iv) SMS Based Information Delivery System**

Over **220,000 SMS's & 5,200 Emails** during the January to March were sent to the candidates on their mobile phone numbers regarding acknowledgment of their online

applications and intimating about major events including, schedule of tests, interviews and personal hearings, etc.

#### **(v) CNIC Verification through NADRA VeriSys**

The CNIC verification of selected candidates of General Recruitment was carried out by the IT Wing through NADRA VeriSys.

#### **(vi) Facilitation Centre**

Over 4,800 phone calls and 5,750 e-mails, concerning queries & clarifications of the applicants, were received and appropriately responded by facilitation centre during the period.

#### **(vii) Assistance to Control Room and Provincial Offices**

In order to effectively respond to the queries of candidates, all required information pertaining to Phase-II/2017 and CE-2017 were provided to Facilitation Centre and Control Room established at FPSC Headquarters. Similarly basic information about the candidates was also shared with all Provincial/Regional Offices of FPSC.

#### **(viii) System for recording/digitization decision of Personal Hearing**

Software for recording/digitization Decision of Personal Hearings of the Commission was developed software rolled out after necessary training to officers of Recruitment Wing.

#### ***Right of appeal for Aggrieved Candidates***

As provided opportunities in Section 7(3) of the FPSC Ordinance 1977, the candidates, who are un-satisfied with the decision of the Commission, have a right to file appeals/petitions etc. in the High Courts/Tribunals of competent jurisdiction throughout the country. Statistics on petitions/appeals related to Competitive Examination, Final Passing Out Examination, Section Officers Promotional Examination, Recruitment of Ex-cadre posts, Recruitment Rules, Human Resource Management and Human Rights Cell of Supreme Court of Pakistan etc.



subjudice during 1<sup>st</sup> quarter (January-March)/2017 as detailed below:

Forum/Court	As on 31.12.2016	Filed during 01.01.2017 to 31.03.2017	Total	Decided during 01.01.2017 to 31.03.2017	Pending After 31.03.2017
	A	B	C=(A+B)	D	E=(C-D)
Supreme Court of Pakistan	28	02	30	03	27
Islamabad High Court	100	12	112	08	104
Lahore High Court	68	05	73	13	60
High Court of Sindh	33	--	33	03	30
Peshawar High Court	15	01	16	01	15
High Court of Balochistan	05	--	05	--	05
AJ K Supreme Court	01	--	01	--	01
FST Islamabad	261	17	278	14	264
Gilgit-Baltistan, Service Tribunal	01	--	01	--	01
Supreme Appellate Court, Gilgit Baltistan	06	--	06	--	06
Chief Court Gilgit Baltistan	11	01	12	02	10
Wafaqi Mohtasib	05	--	05	--	05
Civil Courts/ Mis	03	01	04	--	04
<b>Total</b>	<b>537</b>	<b>39</b>	<b>576</b>	<b>44</b>	<b>532</b>

### Appointments/Promotions in FPSC

Following appointments/promotions were made at FPSC from Jan to March 2017:

### Officials Granted Time Scale/Promoted



Mr. Sageer Khan, Assistant (BS-15) was granted Time Scale promotion to the post of Deputy Assistant Director (BS-16) and he assumed the charge of said post on 23.02.2017.



Mr. Naseem Khan, Assistant (BS-15) was granted Time Scale promotion to the post of Deputy Assistant Director (BS-16) and he assumed the charge of said post on 23.02.2017.

### Officers/Officials retired/left the Commission



Mr. Saeed Ahmed, Assistant Director (BS-17), retired on 02.02.2017 after attaining the age of superannuation.



Mr. Mushtaq Hussain, Deputy Assistant Director (BS-16), retired on 12.02.2017 after attaining the age of superannuation

### Human Resource Development

To equip of the FPSC employees with latest knowledge and skills, officers are encouraged to participate in mandatory and professional training as follows:

Name of Officer	Course & Duration
Mr. Syed Nabi Bangash Sr. Psychologist (BS-19)	Senior Management Course at NIM Lahore
Mr. Azam Qureshi Deputy Director (BS-18)	Training Course on "Mid Career Management Course" w.e.f 17.02.2017 at MCMC Peshawar.



### Obituary



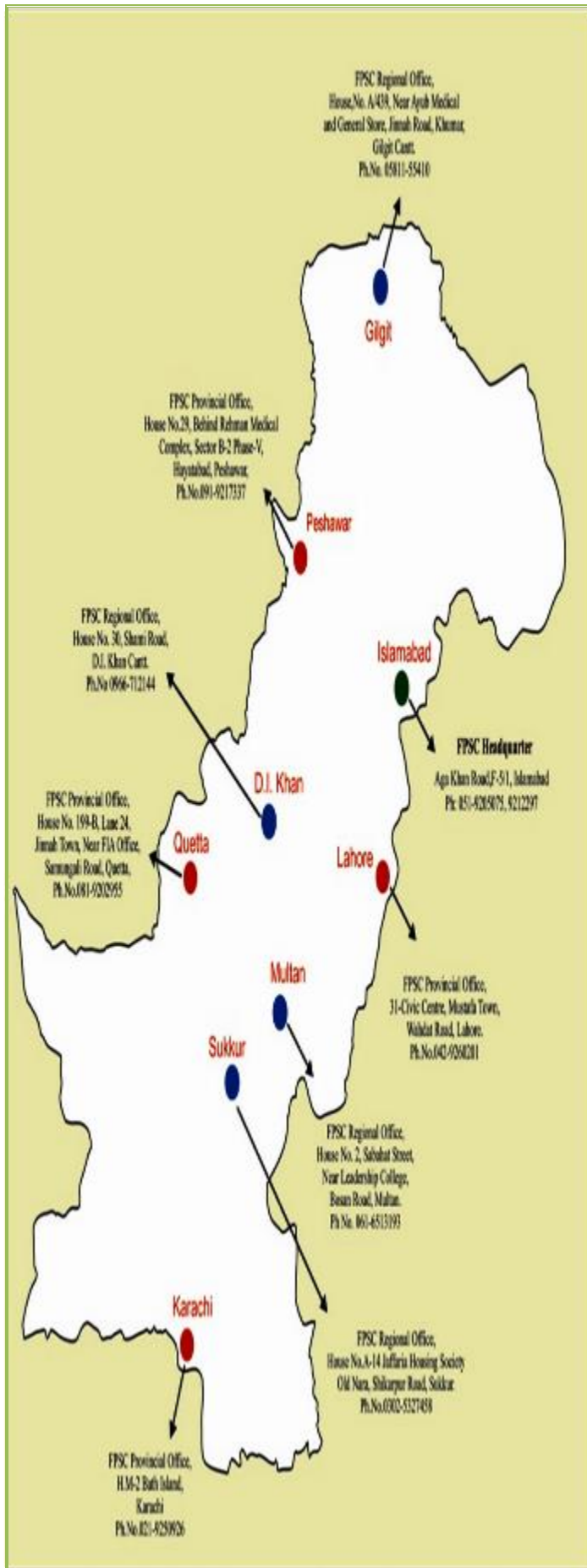
FPSC conveys heartfelt condolences on the demise of Muhammad Gulistar, Data Processing Assistant (BS-16) who passed away on 05<sup>th</sup> March, 2017. He was a willing, devoted and hardworking

employee of FPSC. The Commission and the Secretariat wish to convey their deepest sympathies to the members of the bereaved family. May Allah bless the departed soul and reward him a place in Janat-ul-Firdous, Ameen.

### Glimpses of the next FPSC Bulletin Issue (2<sup>nd</sup> Quarter for the year, 2017):

The next issue will include data/information/views and analysis on the following:

- Updates on CSS Competitive Examination-2017
- Analysis of Allocation under CSS Competitive Examination-2016
- Final Passing Out examinations-2017
- Section Officer's Promotional Examination-2017
- Conduct of Psychological Assessment for induction of Armed forces officers on civil posts for CSS-2016
- Conduct of Psychological Assessment for Intelligence Bureau and SOPE
- Advance Public notice for CSS Competitive Examination-2018
- Opening of examination centre for general recruitment at Skardu
- Professional / Screening Test Phase-II/ 2017
- Conduct of Interviews and Personal Hearings relating to CSS and General Recruitment

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