



# FPSC BULLETIN

**A Chronicle of the Federal Public Service Commission**

**42<sup>nd</sup> issue (October-December 2017)**

**Patron**

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Deputy Director (Research)



Prime Minister Shahid Khaqan Abbasi chairs meeting on civil service reforms at PM Office Islamabad on 5th December, 2017.

## High level meeting on Civil Service Reforms

A high level meeting was held on 5<sup>th</sup> December, 2017. Prime Minister Shahid Khakhan Abbasi chaired the meeting. The meeting was attended by Minister for Interior, Mr. Ahsan Iqbal, Chairman FPSC, Mr. Naveed Akram Cheema and senior officials of Planning, Establishment and Finance Divisions. Ministry for Planning, Development and Reform gave a detailed briefing on various proposals aimed at restructuring of the present structure of the civil service to make it more vibrant and professional. The Chairman FPSC briefed on working of the FPSC and its role in selecting competent and qualified persons for the public service. The work of FPSC was also appreciated by the Prime Minister in selecting competent and qualified persons for the civil service. Under the stewardship of Chairman, FPSC, the Commission is already engaged in carrying out in-depth analysis of CSS CE result data for last three years and is also studying best practices of recruitment in other developed and regional countries. The consultative process to review the system of examination by including screening test prior to the main exam is also under consideration.

## Recap of the Quarter October-December 2017



Senate Special Committee Meeting held to examine FPSC Annual Report-2015



Viva Voce Board conducting viva voce for CSS-2017

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## Members of the Commission



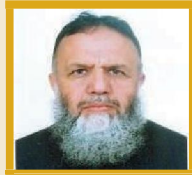
**Mrs. Nargis Sethi**



**Mr. Ahmad Farooq**



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



**Mr. Habibullah Khan Khattak**



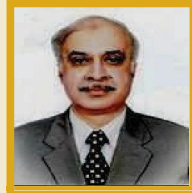
**Ambassador (R)  
Abdul Malik Abdullah**



**Mr. Nadeem Hassan Asif**



**Mr. Haseeb Athar**



**Mr. Abid Saeed**



**Ambassador (R)  
Akbar Zeb**

## RECAP OF THE FOURTH QUARTER 2017



Farewell dinner hosted by Chairman, FPSC Mr. Naveed Akram Cheema in honor of outgoing Member FPSC Mr. Rizwan-ul-Haq Mehmood



Group View of Chairman & Members of the



Oath taking ceremony of newly appointed Member FPSC Mr. Nadeem Hasan Asif on 10.11.2017 at FPSC HQs Islamabad



National day for Working Women celebrated on 22.12.2017 at FPSC HQ's Islamabad



## Meetings for Senate Special Committee to discuss & debate on FPSC Annual Report 2015

In accordance with Section 9 of the FPSC Ordinance 1977, Annual Report 2015 of the Commission was laid before the National Assembly and the Senate. The Senate opened debate on the report. The Chairman Senate constituted a Senate Special Committee to examine the Annual Report of Federal Public Service Commission-2015 and to look into realization of mandate of the FPSC with particular relevance to contemporary needs of Pakistan, FPSC Ordinance 1977, structural changes with a futuristic approach, composition of FPSC in view of establishing a responsive and transparent system of good governance, methodology and procedure for holding different types of examination, relevance of curriculum to different groups.

The representatives of FPSC responded that Commission was operating as per defined mandate and conveyed its willingness that any change in mandate, policy or structure, would require a prior study by experts.



## Mehfil-e- Meelad (SAW) organized by FPSC Employees

In the blessed month of Rabi ul Awwal, a Mehfil-e-Milad was organized by the employees of the FPSC with religious zeal and fervor on 18<sup>th</sup> December 2017. Religious scholars delivered insightful sermons highlighting the Islamic teachings. They enlightened the audience with various aspects of the life and teachings of the Holy Prophet (PBUH) and stressed for adherence to honesty; integrity and solidarity in professional and private lives.



View of oath taking ceremony of newly appointed Members FPSC Mr. Haseeb Athar & Mr. Abid Saeed held on 13.11.2017 at FPSC HQs Islamabad



Chairman FPSC, Mr. Naveed Akram Cheema taking oath to Member FPSC Mr. Akbar Zeb on 04.12.2017 at FPSC HQ's Islamabad.



Group view of participants along with DG (Research) Ms. Sabina Qureshi & DG (Admn) Mrs. Rahila Tajwar, celebrating National day for Working Women



View of Psychological Assessment group activities of written qualified candidates CSS-2017.





national development. Mr. Amir Tariq Zaman, Secretary-FPSC, Mr. Zia-ul-Sheikh, Executive Director General, Mr. Tahir Iqbal, Chief Information Technology, Mrs Rahila Tajwar, Director General(Admn), Ms. Sabina Qureshi, Director General (Research), Mr. Amin-ur-Rehman, Director (Secrecy), Mr. Liaqat Ali, Director (Log) and lady officers/officials of the Commission participated. The event commenced with the recitation from the Holy Quran. In opening remarks, the Chair, Secretary-FPSC welcomed the participants and appreciated important contribution of the working women in national development. He stressed the need to provide full support to the working women at work places so as they could perform their duties to the entire satisfaction.



View of National day for Working women organized at FPSC HQ's Islamabad on 22.12.2017.



Ms. Shaista Parveen & Memoona Shaheen sharing views during National day for Working women at FPSC HQ's Islamabad on 22.12.2017.

### ***Meeting with Delegation from Senate of Pakistan***

A meeting was held on 23.11.2017 at FPSC Headquarters, Islamabad with Senate delegation comprising of Senator Hidayatullah, Senator Kalsoom Parveen and Senator Usman Kakar. The Secretary FPSC, Mr. Amir Tariq Zaman and Officers/Officials from Establishment Division/FPSC Secretariat also attended the meeting. A productive discussion was held on observance of quota policy in government service. Important decisions for implementation of the quota were taken.



Senator Hidayatullah chaired the meeting with officers from Establishment Division and FPSC

## Updates on CSS Competitive Examination

### i. Psychological Assessment and Viva Voce for CSS CE-2017.

Psychological Assessment and Viva Voce of 192 and 76 candidates respectively who qualified the written part of CSS Competitive Examination-2017 was held as per following schedule:-

Centre	Date of Psychological Assessment	No. of Candidates	Viva Voce Schedule	No. of Candidates
Islamabad	03.11.2017 to 17.11.2017	80	04.12.2017 to 15.12.2017	32
Lahore (Phase-I)	28.11.2017 to 12.12.2017	95	19.12.2017 to 29.12.2017	44
Peshawar	19.12.2017 to 21.12.2017	17	--	--
<b>Total</b>		<b>192</b>		<b>76</b>



View of Psychological Assessment group activities

### Medical Examination

Medical Examination of CSS Competitive Examination-2017 of all written qualified candidates was held as per following schedule:

S.No.	Centre	Date
1.	Karachi	09.11.2017 to 10.11.2017
2.	Lahore	23.11.2017 to 25.11.2017
3.	Islamabad	06.12.2017 to 07.12.2017
4.	Peshawar	26.12.2017

### ii. Competitive Examination 2018

A public notice inviting application for CE-2018 was issued on 15.10.2017 with the instructions that they may apply online for CSS Competitive Examination 2018 during the period from 15<sup>th</sup> October to 14<sup>th</sup> November 2017, 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 i.e. on 24.11.2017. In all 24,008 applications were received as per detail given below:

Centre	Applicants	Centre	Applicants
Abbottabad	657	Lahore	6389
Bahawalpur	352	Larkana	265
D.G.Khan	139	Multan	855
D.I.Khan	236	Muzaffarabad	146
Faisalabad	936	Peshawar	2598
Gilgit	101	Quetta	622
Gujranwala	731	Rawalpindi	1665
Hyderabad	1119	Sargodha	618
Islamabad	3946	Sukkur	376
Karachi	2257	<b>Total</b>	<b>24008</b>

### Final Passing out Examination

In 4<sup>th</sup> quarter of 2017, the Commission approved schedule for Final Passing Out Examinations - 2018/ re-examination of earlier batches, 44<sup>th</sup> CTP and registration of Probationary Officers from various Groups/ Services, who had completed Specialized Training Program (STP) was made as per following details:

S. #	Group/Service	No. of officers registered
1.	Foreign Service of Pakistan	30
2.	Postal Group	16
3.	Office Management Group	32
4.	Military Lands & Cantonment Group	03
5.	Pakistan Audit & Accounts Service	36
6.	Inland Revenue Service	44
7.	Railways (C & T) Group	11
8.	Pakistan Customs Service	22
9.	Pakistan Administrative Service	67
10.	Police Service of Pakistan	31
11.	Information Group	06
12.	Commerce & Trade Group	16

The Commission processed following activities for Professional & Promotional Examinations:

- a **Section Officers Promotional Examination 2016:** The Commission approved Psychological Assessment of 27 written qualified candidates of SOPE-2016 and scheduled from 27.12.2017. Their Psychological reports were submitted to the Commission for Viva Voce.
- b **Section Officers Promotional Examination-2017:** The Commission advertisement Public Notice for general public inviting online



applications on 28.12.2017 to conduct SOPE-2017 for selection of Officers against 53 vacancies.

### General Recruitment for Ex-cadre Positions

The Commission processed following activities for recruitment against ex-cadre positions requisitioned by various Ministries/ Divisions/ Departments during 4<sup>th</sup> quarter (October-December) 2017:-

#### i) Recruitment Rules

The Commission processed Recruitment Rules of 79 cases. 05 cases were finalized, in 06 cases clarification was required and in 68 cases advice of the Commission was issued for required corrected printed copies of different documents.

#### ii) Advertisements

The Commission released 03 consolidated advertisements through print media as well as on FPSC website [www.fpsc.gov.pk](http://www.fpsc.gov.pk) for inviting online applications for recruitment to 281 posts in BS-16 and above, requisitioned by various Ministries/ Divisions/ Departments.

#### iii) Test Schemes and Syllabi

Test schemes and syllabi outlines for 74 recruitment cases against 281 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 (Descriptive) Typing Tests

The Commission conducted Professional / Screening / Descriptive/Shorthand Typing APS Tests (Phase-V&VI/ 2017) for ex-cadre posts in BS-16 and above from 15.10.2017 to 25.10.2017 & 10.12.2017 to 19.12.2017 respectively at Islamabad, Karachi, Lahore, Peshawar, Quetta, Multan, Sukkur, D.I.Khan, Gilgit and Skardu. Out of 27,748 registered candidates, 13,508(49%) appeared in these tests.



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

#### v) Interview Programs and selections for Ex-Cadre Positions

The Commission finalized 64 cases of General Recruitment and conducted interview of 2094 short listed eligible candidates were conducted against 735 posts and recommendations of 635 candidates for various posts in BS-16 to BS-20 were made. FPSC reported failure to the requisitioning Ministries/ Divisions/Departments for 100 posts due to non-availability of eligible candidates from specific province/region/quota or failure of candidates in interviews. Statistics of these cases are:-

Basic Scale	Posts Finalized	Applicants	Called for Interview	Nominations Made	Failure Reported
16	586	67082	1702	531	55
17	86	34720	194	72	14
18	33	1077	52	15	18
19	26	1591	145	16	10
20	03	17	01	01	02
21	01	12	00	00	01
<b>Total</b>	<b>735</b>	<b>104541</b>	<b>2094</b>	<b>635</b>	<b>100</b>



Committee of the Commission conducting Interviews at FPSC Headquarter, Islamabad

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

Recommendations of 635 officers/officials in BS-16 and above for various posts were made during October- December in the following Ministries/

## Departments:-

Ministry/Division/ Department	Basic Scales					Total
	16	17	18	19	20	
Ministry of Defence	33	19	11	07	--	70
Ministry of Federal Education & Professional Training	--	01	--	--	--	01
Ministry of Housing & Works	01	--	--	--	--	01
Ministry of Information	01	--	--	--	--	01
Ministry of Kashmir Affairs & Gilgit-Baltistan	07	01	01	--	--	09
Ministry of Overseas Pakistanis and Human Resource Development	10	--	--	--	--	10
Ministry of Petroleum & Natural Resources	--	01	--	--	--	01
Ministry of Planning, Development and Reform	--	26	01	--	--	27
Ministry of Railways	70	--	--	--	--	70
Cabinet Division	59	--	--	--	--	59
Capital Administration and Development Division	--	01	02	01	01	05
Climate change Division	01	--	--	--	--	01
Establishment Division	--	03	--	--	--	03
Finance Division	02	--	--	01	--	03
Prime Minister's Office	03	01	--	--	--	04
National Assembly	--	01	--	07	--	08
Federal Government Organization	--	18	--	--	--	18
Federal Public Service Commission	03	--	--	--	--	03
Auditor General of Pakistan	341	--	--	--	--	341
<b>Total</b>	<b>531</b>	<b>72</b>	<b>15</b>	<b>16</b>	<b>01</b>	<b>635</b>

## vii) Alternate Nominations

Between the period October-December, 2017 (4<sup>th</sup> quarter year), on account of non-joining of principal nominees, the Commission on receipt of request from concerned Ministries/ Divisions/ Departments recommended 304 alternate nominations against recruitment for posts in BS-16 to BS-18, as per next in line of merit.

### FPSC Online and allied Services

FPSC offers following online services through FPSC Website [www.fpsc.gov.pk](http://www.fpsc.gov.pk) for convenience of all stakeholders:-

- Facility to print online admission certificates of candidates for Professional and Screening Tests Phase-V & VI/2017 for General Recruitment and onward exam/test to be held.
- Placement of Consolidated Advertisements Nos. 10, 11 & 12/2017 on FPSC Web portal.
- 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 (CE-2018)

Applications for CE-2018 were invited online during the month of October-November, 2017. A total 23,970 applications for CE-2018 were received online and processed for per-scrutiny to remove deficiencies before start of the examination.

### General Recruitment

71,369 online applications were received in response to consolidated advertisements Nos. 10, 11, 12/2017 which were processed for conduct of tests etc. Summary Bio-data of 1,050 preselected candidates for various posts were generated for conduct of interviews.

Attendance Lists/Sheets and other required reports pertaining to 27,748 candidates called for professional/screening, Descriptive and APS tests Phase-V & VI/2017 were generated.

## (ii) Final Passing Out Exam (FPOE) 2018 (44<sup>th</sup> CTP)

Bio-data form entries of fresh and failed probationers of various Groups/Services for FPO Exam, 2018 (44<sup>th</sup> CTP) were completed. Admission Certificates, Attendance Sheets, Attendance Lists and Lists of probationers appearing in the exam were also generated.

## (iii) Editing Facility of Online Applications

All requests for amendments in the online submitted applications from the candidates are being handled manually. These requests are received and processed by Recruitment Wing. A new software module has been developed by IT Wing to provide editing facility of the online applications to the candidates, thus reducing the paper inflows to the Commission. The system will be totally managed by IT Wing and is ready for rollout.

## (iv) SMS Based Information Delivery System

Over 162,000 SMS and 5,445 Emails were sent to the candidates on their given cell phone numbers and e-mail addresses acknowledging their online applications and intimating about major events including, schedule of tests, interviews, personal hearing etc.

## (v) Facilitation Centre

Over 9,000 phone calls and 7,000 e-mails, concerning queries & clarifications of the applicants, were received and appropriately responded by Facilitation Centre during the period.

## (vi) Assistance to Control Room and Provincial Offices

In order to effectively respond to the queries of candidates, all required information pertaining to Phase-

V & VI/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.

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

The CNIC verification of selected candidates of General Recruitment and written pass candidates of Competitive Examination, 2017 was carried out by the IT Wing through NADRA VeriSys.

#### **(viii) Online Recruitment System of FPSC Project (Phase-II)**

The Project Team of National Information Technology Board (NITB) forwarded System Requirement Specification (SRS) document based on the individual meetings/discussion/document review with all the focal person of various Wings of FPSC. The relevant extracts related to various Wings/Section were forwarded to the focal person for review before technical team starts developing the system modules.

#### **(ix) Reconciliation of Government Receipts**

Reconciliation of Government Receipts of FPSC collected through TRs has been a major issue confronting the Budget Section of FPSC. IT Wing intends to have state of the art technology based sustainable solution to help facilitate Budget Section. IT Wing has already held various meetings with National Bank of Pakistan (NBP) and a cellular service operator in Pakistan to workout possible solutions using modern branchless fee collection service offerings through NBP with digitized information exchange. The proposal is under consideration.

#### **(x) PC-1 Automation System Inauguration**

The System Analyst of IT Wing attended the official launch ceremony of PC-1 automation and tracking system, at Pak. Secretariat, Islamabad. The PC-1 automation system is a big step towards E-governance and vision 2025.

#### **(xi) Provision of Treasury Receipt Data**

Information pertaining to FPSC fee collection through government receipt/TR for the period October-December, 2017 and CSS-2018 based on the online applications of the candidates has been consolidated for the financial year 2016-17.

#### **(xii) Visit of Survey Mission from JICA**

Survey Mission for Grant Aid to Pakistan for Human Resource Development from Japan International Cooperation Agency (JICA) visited FPSC on 07-12-

2017. Chief (IT) and Director General (Admn.) briefed the Mission about the working of the Commission and need of Human Resource Development in the civil service. The Mission comprised of Mr. Tokuya Kanamori and Ms. Naomi Yamamoto from JICA, Japan.



Chief IT, Mr. Tahir Iqbal presenting shield to representative from JICA, Japan at FPSC Headquarter, Islamabad

#### **(xiii) Data compilation**

IT Wing remained engaged in compilation of data of various examinations with different permutations for analysis purposed and submission of reports to different forums.

#### **(xiv) Procurements for FPSC**

As Head Procurement Committee, Chief IT held various meetings for opening and processing of bids for procurements.

#### **(xv) Forensic Examination of Electronic Gadgets**

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

#### **(xvi) Applications for Secretarial Posts**

In order to speed up processing of secretarial recruitments, IT Wing facilitated HR Directorate to invite all such applications online.

#### **Right of appeal for aggrieved candidates**

a) Under Section 7(3) of the FPSC Ordinance 1977, a candidate aggrieved by any decision of the Federal Public Service Commission or a candidate aggrieved by the decision of the Commission may file a representation or review petition to the Commission. Such cases filed during the period under report were **180** in number relating to General Recruitment.

b) Other cases relating to recruitment through FPSC that are subjudice in various courts are as follows:



Forum/Court	As on 30.09.2017	Filed during 01.010.2017 to 30.12.2017	Total	Decided during 01.10.2017 to 30.12.2017	Pending After 31.12.2017
	A	B	C=(A+B)	D	E=(C-D)
Supreme Court of Pakistan	38	9	47	5	42
Islamabad High Court	119	15	134	14	120
Lahore High Court	59	2	61	8	53
High Court of Sindh	33	4	37	4	33
Peshawar High Court	15	1	16	0	16
High Court of Balochistan	4	1	5	0	5
AJ K Supreme Court	1	0	1	0	1
FST Islamabad	220	3	223	8	215
Gilgit-Baltistan Service Tribunal	1	0	1	0	1
Supreme Appellate Court, Gilgit Baltistan	5	1	6	0	6
Chief Court Gilgit Baltistan	19	8	27	4	23
Wafaqi Mohtasib	5	0	5	0	5
Civil Courts/ Mis	4	0	4	0	4
<b>Total</b>	<b>523</b>	<b>44</b>	<b>567</b>	<b>43</b>	<b>524</b>

### Human Resource Management Activities in FPSC

The Human Resource Wing of FPSC Secretariat has updated following information from October to December 2017:

#### Members Joined the Commission



In pursuance of notification No.41/444/2013-E-1, dated 10.11.2017 Mr. Nadeem Hassan Asif, a retired (BS-22) officer of the Secretariat Group, assumed the charge of the office of the Member, FPSC on 10.11.2017.



In pursuance of notification No.41/426/2012-E-1, dated 10.11.2017 Mr. Abid Saeed, a retired (BS-22) officer of the Secretariat Group, assumed the charge of the office of the Member, FPSC on 13.11.2017.



In pursuance of notification No.41/426/2012-E-1, dated 10.11.2017 Mr. Haseeb Athar, a retired (BS-22) officer of the Secretariat Group, assumed the charge of the office of the Member, FPSC on 13.11.2017.



In pursuance of notification No.14/04/2017-E-1, dated 29.11.2017 Mr. Akbar Zeb, a retired (BS-22) officer of the Foreign Service of Pakistan, assumed the charge of the office of the Member, FPSC on 04.12.2017.

#### Completion of tenure as Members of the Commission



Ambassador (R) Rizwan ul Haq Mahmood, Member FPSC, after completing three years tenure, relinquished the charge of Office of Member FPSC on 08.10.2017.



Mr. Akhlaq Ahmad Tarar, Member FPSC, after completing three years tenure, relinquished the charge of Office of Member FPSC on 05.11.2017



Mr. Mazhar Ali Khan, Member FPSC, after completing three years tenure, relinquished the charge of Office of Member FPSC on 04.12.2017.

#### Officer/Official Joined the Commission



Muhammad Yousuf Chandio was appointed as Assistant Director (BS-17) and he assumed charge of the said post on 05.12.2017.



Mr. Shakil Ahmad was appointed as Assistant Private Secretary (BS-16) and he assumed charge of the said post on 29.11.2017.

#### Officer/Official retired/left the Commission



Mr. Abrar-ul-Haq Shami, Deputy Chief (IT) (BS-19) retired on 26.10.2017 after attaining the age of superannuation.



Mr. Khalid Mahmood Akhtar, Deputy Assistant Director (BS-16), retired on 31.12.2017 after attaining the age of superannuation.

#### Obituary



FPSC conveys heartfelt condolences on the demise of Mr. Imdadullah Jan, Assistant Private Secretary (BS-16) who passed away on 05<sup>th</sup> October, 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 1<sup>st</sup> Quarter for the year 2018

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

- Conduct of Psychological Assessment and Viva Voce for CSS Competitive Examination-2017.
- Announcement of final result of CSS CE-2017.
- Conduct of CSS Competitive Examination 2018.
- Conduct of Psychological Assessment and viva voce of candidates for Section Officers promotional examination and under cases of Ex-cadre positions.
- Conduct of Psychological Assessment for Intelligence Bureau under case No.F.4-240/2016-R
- Arrangement of Medical Examination for written qualified candidates of CSS CE-2017
- Conduct of Final Passing Out examinations (FPOE)-2018
- Conduct of Professional/Screening Test Phase-I/2018.
- Conduct of Interviews and Personal Hearings relating to CSS and General Recruitment



#### FPSC Headquarter:

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Fax No. 021-99250159

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