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PAR

SECOND REPORT

OF THE

Pakistan Public Service Commission

FOR THE

Period 1st January to 31st December, 1949.

INTRODUCTION

The Government of India Act, 1935, (as adapted) does not make it obligatory for the Pakistan Public Service Commission to give an account of their work. But the Commission desire to take the public into confidence and with the approval of the Government have decided to publish their annual reports.

2. As far as the Commission's Annual Reports for the years 1949, 1950 and 1951 are concerned, these were prepared by the previous Commission but not published during their tenure. In January, 1954, Government decided that these Reports should also be published with explanations of the Ministries/Divisions concerned, on the remarks made by the Commission. The question whether these Reports of the previous Commission should or should not be published was further examined. In August, 1954, it was finally decided that all the reports of the Commission except the First Report for the period from 14th August 1947 to 31st December, 1948, should be published. Accordingly, the Commission are now publishing these Reports with explanations of the Ministry/Division concerned wherever necessary.

The Commission, however does not choose at this stage to comment upon these explanations.

GENERAL

Personnel:— The personnel of the Commission remained the same as in the previous year, viz:—

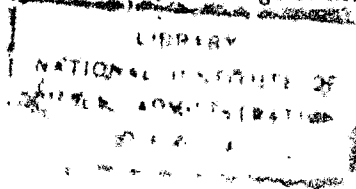
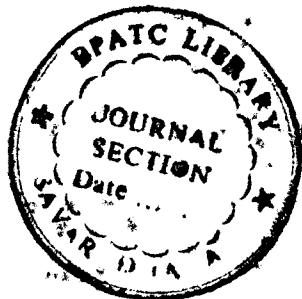
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| 1. Mr. M. Afzal Husain, | — | Chairman |
| 2. Mr. Shahid Suhrawardy | — | Member |
| 3. Mr. Abdul Ghafoor Khan | — | Member |

3. The services of Mr. M. Afzal Husain were placed at the disposal of the Ministry of Foreign Affairs and Commonwealth Relations from the 27th September, to the 22nd October, 1949 for a Goodwill Mission to Hedjaz.

4. The post of Secretary to Commission remained vacant.

5. Mr. F. E. Quraishi continued as Officer on Special Duty throughout the year.

6. Mr. Sardar Ahmad, Assistant Secretary continued in charge of the current duties of Secretary.



7. Dr. G. M. Mehkri was appointed as a temporary additional Assistant Secretary with effect from the 5th March, 1949.

8. The Secretary of the Pakistan Public Service Commission is *ex-officio* Field Recruiting Officer of the United Nations in Pakistan and recruitment of Pakistan Nationals for posts under the United Nations is conducted through him.

9. *Staff*:— The Ministerial and Class IV staff of the Commission's office at the end of December, 1949 consisted of the following:—

Superintendents.	4
Assistant-in-Charge.	1
Assistants.	26
Confidential Assistants.	2
Stenographers.	4
Steno-typist.	1
Lower Division Clerks.	36
Record Sorters.	2
Daftries.	6
Jamadar.	1
Peons.	17
Chowkidars.	2

10. Additional staff (6 Assistants and 4 L. D. Cs.) was appointed in the beginning of the year under review to cope with the heavy rush of work in connection with the Central Superior Services and Ministerial Services (Assistants and Clerks) Examinations.

11. *Accommodation*:— The office of the Commission continued in the Hindu Gymkhana Building during the year under report. The annexe to the Gymkhana Building was also allotted to the Commission in the month of July as the main building became insufficient on account of increase in the office staff and separation of the Services Branch from the Cash Establishment and General Branch. The accommodation available is far from adequate. The office of the Commission was declared Security Area at the end of the year.

12. *Receipts and Expenditure*:—The total receipts and expenditure during the financial year 1948-49 were as follows:—

Receipts	Rs. 82,834-0-0
Expenditure:—	
(a) Pay of officers.	Rs. 71,624-0-0
(b) Pay of establishment.	Rs. 69,891-0-0
(c) Allowances and Hon.	Rs. 44,726-0-0
(d) Other charges.	Rs. 70,585-0-0
Total.....	Rs. 2,56,826-0-0

written examination was held at Dacca from the 18th to the 20th June, 1949, at Chittagong on 23-6-1949 and at Karachi from 1-7-1949 to 9-7-1949. A statement of the results of this examination is given in *Appendix V*. The number of vacancies to be filled on the results of the examination was 99. Information regarding the actual number of appointments made is not available.

33. The Central Superior Services Examination, scheduled to be held in 1950, was announced and necessary arrangements for holding it at Dacca, Lahore and Karachi were completed during the year under review.

34. In accordance with the Government's decision, candidates belonging to the Tribal and Excluded Areas of West and East Pakistan were granted privileges similar to those allowed to Scheduled Caste candidates, viz., relaxation in the upper age limit by 3 years and 2 years, respectively, and payment of only one-fourth of the examination fee.

35. The Government also fixed provincial quotas for recruitment of qualified candidates on the results of the examination.

36. Rules for recruitment to the following Engineering Services under the Govt. of Pakistan were framed:—

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|---|---|
| (i) The Civil Engineering Department, | } of the Pakistan
Railway Service
of Engineers. |
| (ii) The Electrical Engineering Department, | |
| (iii) The Signal Engineering Department, | |
| (iv) The Stores Department of Pakistan Railway Service. | |
| (v) The Telegraph Engineering Service, Class I. | |

37. Two examinations (i) for recruitment to the Commissioned ranks (permanent cadre) of the Royal Pakistan Navy and (ii) for selection of Special Entry Cadets for the Royal Pakistan Navy were also conducted during the year (one in February, and the other in June). The Examination held in February, was a combined examination for recruitment of cadets to the Commissioned Ranks (Permanent Cadre) and for Selection of "Special Entry Cadets" for the Royal Pakistan Navy. The examination held in June was for recruitment of cadets to the Commissioned Ranks (Permanent Cadre) of the Royal Pakistan Navy. In all 124 candidates appeared at these examinations of which details are given in *Appendix VI*. These examinations have, however, been discontinued at the instance of the Ministry of Defence who are now making their own arrangements.

38. For recruitment of ministerial staff for the Pakistan Central Secretariat and its Attached Departments, 28 tests and 4 examinations were held during the year under review for the various cadres of the Ministerial Services.

39. Out of 2961 candidates who applied for admission to the various tests and examinations, 2,909 were admitted and of 2,069 candidates who actually appeared, only 816 qualified.

40. For the recruitment of (i) Stenographers and Stenotypists and (ii) Assistants and Clerks, two separate examinations were held on the 27th February, 1949 and from 16th to 19th June, 1949, respectively, simultaneously at three centres Karachi, Lahore and Dacca. Arrangements for holding these examinations at Lahore and Dacca were made through the Punjab and N.W.F.P. Joint Public Service Commission and the East Pakistan Public Service Commission, respectively. Out of 2,300 candidates who appeared at these examinations only 698 qualified. Details of these examinations are given in *Appendix VII*.

41. The small number of candidates who qualified at these examinations was inadequate to meet the need for qualified hands in the Ministries and their Attached Departments. It was, therefore, decided to hold fresh examinations as early as possible and in order to attract more candidates to these examinations, no age limit was fixed in the case of temporary Government employees, and the age-limit was raised for others. Better scales of pay for all categories viz. Assistants, Clerks, Stenographers and Steno-typists were also laid down.

42. Four Proficiency tests were conducted for Stenographers, Stenotypists, and Typists. Three of these tests were held at Karachi and one at Rawalpindi. A Proficiency test of Urdu typists was also held in April, 1949 at which only two candidates appeared and both qualified. The total number of candidates who were called for these proficiency tests was 740, out of which 146 qualified and earned the prescribed proficiency allowance. In addition, 21 tests were held at Karachi and two special tests at Lahore and Rawalpindi in type-writing; for purposes of confirmation and grant of advance increments, etc., to the ministerial staff. 1560 candidates applied for these tests and out of them 552 passed (Appendix V(I)).

TOTAL NUMBER OF CANDIDATES INTERVIEWED DURING THE PERIOD UNDER REVIEW

43. The candidates applying from East Pakistan were interviewed at Dacca/Chittagong. Those applying from West Pakistan were interviewed at Karachi or Lahore and sometimes at Peshawar, Rawalpindi and Abbottabad. During the period under report the Commission held interviews as shown in the statement below.

Centre.	Number of visits.	No. of days	No. of candidates interviewed per day average	Total No. of candidates.
1	2	3	4	5
Karachi	—	105	17	1804
Lahore	6	22	26	565
Rawalpindi	1	4	28	110
Peshawar	2	7	27	183
Abbottabad	1	1	28	28
Dacca	4	16	27	440
Chittagong	2	4	83	130
Total:—	16	159	186	3260

44. The interval between the appearance of the advertisements for the selection (including written examinations) and their completion ranges from three to seven months and at times it is even more. However, in the cases of C.S.S. examination 1949 and the M.S. (Assistants and Clerks) examination 1949 the Commission could finalize the results only after a period of one year. This includes the time taken in the framing of rules and the syllabus etc. for the examinations. The arrangements for the holding of the examinations are also to be made at Dacca and Lahore centres in addition to Karachi centre which involves a lot of time.

45. The Commission do their best to curtail this period but the main difficulty which causes delay is that they have to visit Dacca for interviewing candidates from East Pakistan.

The recruitment cases for which pre-selection is made just before the Commission's tour to Dacca are completed earlier as compared with those which have to be kept over till such time as the Commission fix their next tour to Dacca for holding interviews. Some delay is also caused at the time of pre-selection in case the Ministries/Divisions are associated.

46. It is, however, seen from the U.K. Civil Service Commissioner's Report for the period January 1941 to March 1949 that they also experienced difficulties in the case of written examinations and consequent delay in finalization of the results.

TEMPORARY APPOINTMENTS WITHOUT ADVERTISEMENTS

47. 80 cases in which 101 temporary appointments without advertisements were involved (of which details are given in *Appendix VIII*) were referred to the Commission for concurrence during the year under report. In all these cases the candidates were proposed by the Ministries/Divisions for appointments to specific posts. In several cases the persons recommended were holding posts for more than one year without the approval of the Commission and in contravention of Regulation 4 (b) of the F.P.S.C. (Consultation by the G.G.) Regulations. The Commission agreed in 70 cases with the proposals put forward by the Ministry/Division concerned but did not agree in 31 cases. This is an unsatisfactory feature of recruitment and has been criticised very much in the press.

PROMOTIONS

48. In all 23 cases, in which about 89 promotions were involved, were considered by the Commission during the year under review. The Commission, in all these cases, tendered their advice, as per details given in *Appendix IX*.

NON-ASIATIC DOMICILE

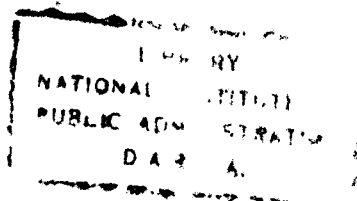
49. 10 cases in which non-Asiatic domicile was claimed were referred to the Commission. The Commission advised non-Asiatic domicile in one of these cases and Asiatic domicile in all the others. The advice tendered by the Commission was accepted in all cases.

DISCIPLINARY CASES.

50. Some of the candidates who appeared at the Commission's examinations presented forged documents, changing their date of birth or the class/division in which they had passed the examination. Those found guilty of forgery and cheating were disqualified from the examination concerned, and also debarred from employment under Government. The Commission had recommended prosecution in some of these cases as it was considered that such action would act as a deterrent but Government did not accept this recommendation.

Explanation:— The recommendation of the Commission was given very careful consideration but it was decided that dismissal of the persons concerned in the case of those in Government service, and debarring from Government employment in the case of those not in service, was sufficient punishment and would also act as a deterrent.

51. Seven disciplinary cases were referred to the Commission for advice during the period under report. The advice tendered by the Commission in these cases was accepted except in one case referred to by the Ministry of Industries. In this case two officers were accused of dishonest practices. After an enquiry had been held, the case was referred to the Commission for advice regarding punishment. The Commission felt that a proper enquiry, as required under the rules, had not been conducted and the accused officers not given full opportunity to defend themselves. The Commission, therefore, advised that after a proper enquiry had been conducted, the case be referred to them



statement of 22 (not 25 as reported by the Commission) officers had to be submitted to the Commission for their approval. It will therefore, be seen that the delay in reference was on account of abnormal circumstances prevailing till August, 1949 and not because there were any ulterior motives in withholding this reference,

55. The difficulty of the Commission in dealing with appointments and promotions made as far back as 1947 may well be realised.

56. Generally full information is not supplied to the Commission in the monthly returns and this entails lengthy correspondence with the Ministries. In most cases, classification of posts is not stated in the returns and this makes the Commission's task difficult in examining whether or not the appointments should have been made in consultation with the Commission. For instance, posts under the Information & Broadcasting Division are neither classified, nor are there any recruitment rules for them and the returns received from this Division cannot, therefore, be satisfactorily examined.

Explanation:— In the Press Information Department all the posts have since been classified in consultation with the Establishment Division. A large number of posts in Radio Pakistan have also since been finally classified in consultation with the Establishment Division. Now only a few posts have been left to be classified and the Establishment Division have been addressed in the matter. The question of formulation of recruitment rules is now under consideration and it is hoped that it will not take long to finalise. In the Information Sections abroad recruitment rules have already been framed and the question of classification has been taken up with the Cabinet Secretariat. In the Press Information Department and the Department of Advertising Films and Publications also the needful is being done. The delay was due to the fact that the question of the formulation of recruitment methods for various posts in and under this Ministry was inter-linked with the question of the formation of an Information and Broadcasting Service which was pending since long for want of a decision on pay scales etc, and secondly because the recommendations of the Administrative Enquiry Committee were awaited. However, necessary steps are being taken to expedite the recruitment methods and classification of posts.

57. To overcome this difficulty the Cabinet Secretariat (Establishment Branch) have, at the suggestion of the Commission, issued instructions asking Ministries/Divisions to proceed with the framing of recruitment rules, (including classification of posts) in consultation with the Commission.

58. In some cases the appointments reported were stated to have been made pending recruitment through the Commission, but later no requisitions were sent to the Commission. As an instance the case of the Department of Resettlement and Employment may be cited. Some 25 appointments in that Department were reported by the Labour Division in May, 1948. These appointments were made pending recruitment through the Commission, but the Commission were not asked to make recruitment for these posts till the end of 1949.

Explanation:—

After partition the Department of Resettlement and Employment continued to function with the optee staff against the posts that they were holding at the time of partition. With effect from 1-3-48 the set up of Department was sanctioned for a period of 1 year. Against the

"The Commissions viewed with great concern the common abuse of making temporary appointments without consulting them and resolved that in the case of every such appointment (i) the Department concerned should satisfy the Commission about the urgency of the recruitment, (ii) submit within one month the case to the Commission for determining the *prima facie* suitability of the candidates. To ensure that prompt action was being taken, the Accountant General should be instructed that no salary should be paid to the officer beyond the period of three months without a certificate of suitability for temporary appointment obtained from the Commission".

In the opinion of the Pakistan Public Service Commission nothing short of the above measure would be effective in guarding against such violations, and if it is introduced no case either of appointment or of promotion can escape the notice of the Commission.

63. Incidentally it may also be stated that from rule 2 (reproduced below) of the Order in Council of the 22nd July, 1920, it will be seen that in United Kingdom all appointments whether temporary or permanent are made with the prior approval of the Commission:-

"The qualifications of all persons proposed to be appointed, whether permanently or temporarily to any situation or employment in any of His Majesty's Civil Establishments shall, before they are appointed be approved by the Commissioners, and no person shall be appointed until a certificate of his qualification has been issued by the Commission."

In the United States of America, President Roosevelt passed an order forbidding disbursing officers to pay the salaries of persons illegally appointed. (History of the Federal Civil Service U.S.A.). From the cases mentioned above it will be evident how essential a similar order is for Pakistan.

GRANT OF EXTENSION OF SERVICE.

64. Only one case of extension of service after superannuation was referred to the Commission during the period under review. The proposal was accepted by the Commission.

ADDITIONAL PENSION.

65. Two cases of withholding of additional pension were referred to the Commission during the period under report. The advice tendered by the Commission in these cases was accepted.

GRATUITY AND INJURY PENSION.

66. In all seven cases for award of pensions in respect of injuries sustained were referred to the Commission. The advice tendered by the Commission was accepted in all these cases.

REPRESENTATIONS

67. In all eight representations were received by the Commission during the period under report. Five of these were received direct and the Commission did not take any action; three were received through Government and the Commission tendered their advice. It appears that in several cases representations made by officers are withheld or considerably delayed against regulations.

68. The Commission would suggest measures to stop this, as they feel that every employee has a right to get his grievances redressed.

MISCELLANEOUS CASES

69. 144 miscellaneous cases on different subjects were referred to the Commission for advice during the period under report. Some of the important subjects are mentioned below:—

70. *Examination of Schedule:*— During the period under review 8 cases in respect of the examination of the Schedule to the F.P.S.C. (Consultation by the G.G.) Regulations were referred to the Commission. The Commission tendered their advice in all these cases which was accepted by the Government.

71. *D.P. Cs And Ad-hoc Selection Boards:*— In 14 cases, the Commission were asked to depute one of their Members to associate with the Departmental Promotion Committees and *ad-hoc* Selection Boards. In 5 cases the Commission deputed one of their Members to preside over the meetings of the D.P.C./*ad-hoc* Selection Boards and in others it was suggested to the Ministry concerned to send to the Commission the proceedings of the D.P.Cs., for consideration by the whole Commission, under the rules.

72. The Pakistan Public Service Commission are averse to participating in the meetings of the D.P.Cs., as their experience of the D.P.Cs. has shown that the whole procedure of promotions and the way in which they are dealt with is different from the one followed by the Commission. For instance, it has been noticed that departmental officers come with a certain degree of prejudice for or against certain candidates. Those whom they have made up their mind to favour are presented before the D.P.Cs. as the only eligible and suitable candidates and often it is indicated that the post requires such an urgent filling up that there is no time to consider any body else for it.

73. In such circumstances it is difficult for the representative of the Commission to press an impartial view and to give an independent verdict.

74. At present the Commission are generally asked to depute their representative to the D.P.Cs., dealing with promotions from a subordinate service to a class II service or within class II, and class I services, although under the F.P.S.C. (Consultation by the G.G.) Regulations, it is not necessary to consult the Commission with regard to such promotions. As the Commission deal with direct recruitment to class II posts they suggested to the Government that they might also be entrusted with all promotions to Central Services Class II and the rules amended accordingly. The Cabinet Sectt. asked the Commission to suggest suitable amendments to the F.P.S.C. (Consultation by the G.G.) Regulations with a view to making consultation with the Commission necessary in all cases where such consultation was desirable from every point of view. Amendments to the F.P.S.C. (Consultation by the G.G.) Regulations were under consideration at the close of the year under report.

FRAMING OF RECRUITMENT RULES

75. The Pakistan Public Service Commission feel that for the proper observance of the requirements of Section 266 of the Government of India Act, 1935 (as adapted) and the F.P.S.C. (Consultation by the G.G.) Regulations which are in force, *mutatis mutandis*, in Pakistan, it is most desirable that recruitment rules should be framed for all Central Services for which such rules do not already exist and recruitment to which is within the purview of the Commission. In regard to isolated posts also, it is considered desirable that the method and field of recruitment should be clearly laid down in all cases. This is necessary to avoid qualifications being spun round a particular candidate, as happen in some cases. Further as the Commission's functions with regard to appointments and promotions etc. are defined in terms of the classifications of posts, it is equally desirable that posts which have not so far been formally classified should be classified in consultation with the Commission so that there may not be any ambiguity as to whether in a particular case a reference to the Commission is necessary or not.

76. The Government was apprised of the above views and as a consequence, instructions have been issued to all Ministries/Divisions to proceed with the framing of recruitment rules and the classifying of posts in consultation with the Commission. The response to the above instructions has been very poor as during the period under review, recruitment rules for the following posts only, were referred to the Commission:—

- (i) Assistant-in-charge for the Solicitor's Branch of the Law Division.
- (ii) Registrar, Income-Tax Appellate Tribunal, Lahore.

As regards the Ministry of Refugees and Rehabilitation the Commission have agreed that detailed recruitment rules for isolated posts under that Ministry need not be framed but general rules for similar posts in other Ministries should apply.

EXCLUDED CADRES

77. In accordance with the instructions issued by the Cabinet Sectt. (Estt. Branch) in August, 1948, for creating excluded cadres where necessary, 6 cases were referred to the Commission for their advice during the period under review. The Commission tendered their advice in all these cases. The advice tendered by the Commission in all these cases was, accepted by Government.

PROCEDURE FOR APPOINTMENT OF RETURNED OVERSEAS SCHOLARS SPONSORED BY GOVERNMENT

78. In May, 1948, the Ministry of the Interior (Education Division) issued instructions to the effect that when an Overseas Scholar was considered by a Ministry/Division as fit for a class I or class II post, recruitment to which had to be made through the Commission, the Ministry/Division concerned should refer the case of such a scholar to the Commission. After satisfying themselves regarding the suitability of the scholar for the proposed post and interviewing him, if necessary, the Commission would approve of the appointment of the scholar.

79. Though the above procedure was decided in consultation with the Commission it proved unsatisfactory for the following main reasons:—

- (i) There is so much variation in academic standards between the Universities and even between different subjects in the same University that it becomes difficult for the Commission to deal with isolated cases.
- (ii) If the performance of a non-Government scholar, who spends his own money, is better than that of a Government scholar who spends public money, there seems no reason why the non-Government scholar should suffer. It does not appear correct to sacrifice efficiency simply because a person has been educated and trained at Government expense.

80. The views of the Commission in this respect were communicated to Government and it was suggested that on return the Overseas Scholars should face open competition, whenever possible and take their chance along with other candidates who apply in response to advertisements. This was accepted by Government.

VIOLATIONS OF THE STATUTORY RULES

81. There have been several cases in which the Commission were not consulted by the Ministries/Divisions in spite of the statutory necessity for such consultation. Some of the cases of this type are cited below:—

- (i) The Information and Broadcasting Division had issued a number of letters laying down the method of recruitment for various posts under them. Under Section 266(3) of the Government of India Act 1935 (as adapted) it was obligatory for the I. and B. Division to have consulted the Commission before deciding on the method of recruitment, but this was not done.

- (d) A promise of accommodation either free or at a 10% of the incumbent's salary is in almost in all cases not mentioned. People have come to know about the shortness of accommodation in the Federal and the Provincial capitals and the first question of candidates is whether accommodation will be provided for them. It may be interesting to point out that when the High Commissioner advertised for the posts of Principal, Quetta College, Principal of West Punjab College and the Ghoragali posts of Headmaster and Housemaster, this last had a much greater response because furnished accommodation was promised to the incumbent.
- (e) The paucity of applicants for our posts can also be explained by the fact that foreigners have not yet realised the difference between India and Pakistan. The events in China and South East Asia as well as the growth of communism in India have made people think that the situation in Pakistan was similar. Some confusing impression of our policy towards English officials has also been created in the mind of such Englishmen, who had been in the sub-continent before and who would like to serve again, by articles in the press, the resignation of Sir Francis Mudie and the retirement of Sir Ambrose Dundas taking place during the same day, etc., and a little by the projected visit of the Prime Minister to the Soviet Union.
- (f) The delay in the letters of appointment for suitable recommended candidates extending over months. This is due to the fact that contract forms are being made out here. The High Commissioner is not supplied beforehand with the elements of the contract nor the contract forms; he cannot, therefore, to avoid delay enter into contracts on our behalf. A case in point is my recommendation of Mr. Bellamy for Khewra after an interview arranged at the end of July at the request of the Revenue Division. The recommendation was accepted but it appears that only today on 17-10-49 an offer has been made to him. He was impatient and restless and I sent a wire in this connection from London at the beginning of September, but to no effect.

There was a demand on the part of the Central Government and several Provincial Governments for recruitment in central Europe, i.e., in Germany and Austria. In these countries there are 3 kinds of candidates available : —

- (i) The displaced persons who are being taken care of by the International Refugees Organisation (IRO).
- (ii) German nationals in the occupied zones who might be released by the military occupational authorities for our services.
- (iii) German refugees from Russian-occupied zones in Eastern Germany.

Due to shortness of time at my disposal, particularly after the telegram I received demanding my presence at Karachi by mid-September it was only possible for me to touch only the fringe of the first two categories of candidates.

- (i) The displaced persons: Quite 10 days of my time were wasted with the Central Bureau of the I. R. O. which is situated at Geneva and which ultimately organised the visit by Col. Shah, General Faruki and myself to the different camps in Germany. It seems that this central Bureau manned by exceedingly high-paid officials has not centred at one place information of refugee candidates still unemployed but communicates only to its field officers of its different camps specifications and particulars, who in turn organise the tours of selection agencies. I might also point out that the I. R. O. has already during the

three years of its existence sponsored the visit of many selection boards from U. S. A., Great Britain, Australia, Canada, even by Ceylon, India and Ethiopia and that the best men have been already snatched away from it. In spite of this I decided to visit their centres in central Europe because

- (a) the displaced persons are most anxious to find employment abroad particularly if there is a promise of their being granted naturalisation certificates, and
- (b) consequently they are not very difficult about salaries, i. e. the same salary without overseas allowances, could be offered to them as to our own nationals. I visited their camps at Hamburg, Hannover, Lemgo, Munster, and I was at Frankfurt when I received a telegram to modify my programme. The results of these interviews were not satisfactory for the reasons stated above, viz., that men of status and reputation of the type that we require have already been absorbed by different Governments, before we thought of tapping this source. I shall submit, however, the names of a few candidates who might be useful to us for actual posts and others who could be placed on our ~~ca~~ index. I may mention in this connection that the I. R. O. is closing in March, 1950 and, therefore, is inclined to present for interviews now all kinds of people with vague qualifications, many of them having graduated from Eastern European Universities of low calibre or possessing just practical experience. We had thus to wade through a long list of unqualified candidates.

- (ii) Western Germans, (i. e., from zones occupied by England, U. S. A., and France). In these zones as also in England I found that the month of August was the worst month possible for recruitment because all the educational and technical institutions are closed during this time, most of the Professors and Heads of institutions being away. However, Col. Shah and I left General Faruki to carry on his recruitment at Frankfurt and visited the universities of Heidelberg, Munich and Vienna. For a very few posts, mostly medical, we could contact only some candidates who might be considered suitable; the paucity of candidates produced for interviewing was due to the fact that these universities had in reply to my letters organised interviews at a very short notice and thus called only those who happened to be in the university centres or in towns nearby. We form the opinion that Germans were today not too willing to take up service abroad unless the emoluments were raised to a sum which we generally do not offer. This is due to the fact that German economy had made a miraculous recovery and many new avenues of employment have been opened to the Germans. The German Mark at the time we were in Germany was just equal to our rupee. The food position was better than almost anywhere in Europe and the shops were stocked with first class manufactured goods. The same applies to Austria. We were told that nine months ago the response to our demands would have been very much better when there was scarcity and depression.
- (iii) German refugees from Russian occupied zones in East Germany: We came to know that the I. R. O. was not in charge of these refugees among whom are many capable candidates. The World Church Movement sponsors them and because of the reason stated above I had no time to get in touch with this organisation.

In the U. S. A. where I spent barely six nights I interviewed, besides the P. F. S., candidates for the Chittagong Port Trust Post as well as for the Examiner of Questioned Documents. My recommendations have been communicated to the Ministry concerned. My impression of candidates from U. S. A. is that though they are reluctant to leave their country they might be persuaded to do so if we offer them higher pays

than to Europeans and ensure somehow that a part of their salaries be deposited in their banks in the U. S. A. in their own currency. A similar desire was expressed on several occasions to me by German nationals.

In Paris I interviewed a candidate for the post of Press Attache to our Permanent Representative in the U. N. O. at New York as well as candidates for teacherships in the French, Spanish and Russian languages. I have communicated the results of these interviews to the Ministries concerned.

The Swedish Embassy in London had shown enthusiasm for the recruitment of technical personnel from Sweden. An Attache from them came to visit me in this connection and took my dates for Stockholm which I visited on my return journey for a couple of days. On arriving there I contacted the relevant Ministry and was told that owing to holidays no candidates could be called up but that a list of possible candidates for some of our technical posts (e.g., Marine Engineers, Drédger Officers, etc., a complete list of which was given by me to them) will be communicated to us later with the analysis of their qualifications. Here as well as elsewhere in Europe you will realise that one of the greatest impediments to our recruitment is that we demand from technical and medical specialists a sufficient knowledge of English, and, in the case of Professors, fluency in the English language.

During my two days at Rome the I. R. O. put up before me several technical candidates of low calibre as well as a Hungarian scholar for the post of Professor of Economics at Dacca a request for which had come to me during the last days of my stay abroad. I have sent a letter to the Vice-Chancellor recommending the name of this candidate.

If Government is keen and serious about recruitment from abroad I would suggest the following:—

- (i) At the High Commissioner's Office in London there should be one person entrusted with recruitments of all kinds whether educational or technical and he would deal with advertisements, composition of selection boards, interviews, etc. I spoke to the Counsellor to the High Commissioner about this and he seemed to agree that all recruitments should be centered in one hand. In case this is done it would be necessary to have one man, the opposite number of the officer in England, in the Cabinet Secretariat who will receive and deal with all requisitions from the different governments for recruitments from abroad. He will have to scrutinise these requisitions from the point of view of reasonable salary, clearly laid down qualifications and duties and other conditions of service and then communicate with the High Commissioner's Office.
- (ii) That the High Commissioner be empowered to pay T. A. to candidates selected for interviews. This implies, as it involves considerable expenses, that at the pre-selection stage scrutiny should be made of the possible candidates with the greatest care by a responsible officer either here where feasible or in England.
- (iii) As the High Commissioner's Office in London is the liaison organisation for our contacts with the whole of Europe, whenever we desire candidates from Central Europe it should get our posts advertised through the heads of the Military occupation missions, now changed into High Commissionerships, in Western Germany. Applications should be asked to be sent to London and *prima facie* candidates after careful and severe scrutiny should be asked to meet a selection board somewhere in Western Germany and the travelling expenses of summoned candidates should be paid. (Advertisements have to be recast mentioning qualifications equivalent to English degrees, etc.) I may mention in this connection that the West Punjab Government have empowered

the High Commissioner to pay the expenses of selected applicants for their posts. The question of paying T. A. has also been raised by the High Commissioner's office in a letter which was sent out during my stay in England.

- (iv) I am doubtful whether this last suggestion of mine is completely satisfactory to get the best candidates from Central Europe. I suggest, therefore, that all requests of a serious nature from the different governments should be collected by the Cabinet Secretariat or by us. Advertisements should issue as I have suggested above through the Allied High Commissioners. A Board should be chosen and sent out for a period of at least four months either during spring or winter to make the recruitments. All the preparatory work should be done firstly here and then in London. This Board should have an office of its own in some central place in Germany, preferably Heidelberg, which is the least shattered of the German towns and which is easy of approach particularly for south Germany. The Board should consist of a Member of the Commission, an Engineer, a Medical man and if necessary a Military Officer of high rank for recruitment to the civil requirements of the Ministry, if any. If this involves too much expenses or if high calibre engineers and medical men are not releasable this Board could consist of a Member of the Commission or some other responsible officer, the Medical Adviser to the High Commissioner, the Head of the technical supplies section in London and perhaps the Military Attache to the High Commissioner.

This Board can only be effective if it is trusted to offer contracts at once to suitable candidates or to accept for service immediately those candidates who are either seconded by Government or Universities. The Board would prefer in all cases this last category of candidates because in my experience one of the factors which make people unwilling to come over to us is that by leaving their permanent jobs for the period of contract they are interrupting their professional careers.

S. SUHRAWARDY,

25th October, 1949.

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APPENDIX III.

Details of Recruitments by Selection Made by the Pakistan Public Service Commission During the year, 1949.

S. No.	Name of the post	Total No. of applications received.	No. of candidates interviewed	No. of candidates recommended.	Whether recommendations accepted or not by Government.	Time taken	Remarks.
1	2	3	4	5	6	7	8
1	Three Research Officers, Constituent Assembly of Pakistan.	64 (1st advt. 35 & second 29).	30	3	Accepted	6 months	The applications received in response to the advertisement issued for the same posts in 1948 were also considered.
2	Administrative Officer, Royal Pakistan Navy...	67	47	1	Accepted	7 months	
3	Civilian Gazetted Officers, Royal Pakistan Navy (Pay and Drafting Office).	88	47	8	Accepted	7 months	
4	Statistician, Ministry of Finance, Revenue Division.	18	12	1	Accepted	9 months	...
5	Compilation Officer, Joint Cypher Bureau	27	15	1	Accepted	5 months	...
6	Assistant Superintendent of Archaeology.	51	17	2	Accepted	7 months	...
7	Jute Development Officer, Government of Pakistan.	3	...	...	...	4 months	No candidate was considered suitable even for interview.
8	Publicity Officer, Baluchistan.	20	...	...	...	...	None of the candidates was considered suitable even for interview.
9	Five Assistant Station Directors, Thirteen Programme Executives and Four Programme Supervisors, Radio Pakistan.	194	167	39	Accepted	One year	...
10	Twenty four Superintendents and Assistant Superintendents of Police.	145	77	21	Accepted	7 months	...
11	Principal Information Officer, Government of Pakistan.	8	8	1	Accepted	6 months	...
12	Assistant Animal Husbandry Officer, Baluchistan.	8	6	1	Accepted	7 months	...
13	Deputy Section Officer, Bureau of Laboratories.	2	2	...	...	8 months	No suitable candidate was available.
14	Deputy Judge Advocate General, Ministry of Defence.	...	...	...	...	...	Initially the post was referred to the Commission but before the post could be advertised the Ministry of Defence informed the Commission that they had selected Mr.
	Property.	...	9	1	Accepted	14 months	The requisition was received in February 1949. Before the advertisement...

11	Principal Engineer, Pakistan.	8	6	1
12	Assistant Animal Husbandry Officer, Baluchistan.	2	2	...
13	Deputy Section Officer, Bureau of Laboratories.	...	...	...
14	Deputy Judge Advocate General, Ministry of Defence. Property.	3	9	1
16	Director General, Supply and Development.	12	9	1
17	Four Assistant Surgeons, Baluchistan.	4	4	4
18	Two Chief Engineers and six 2nd/3rd Engineers, Royal Pakistan Navy.	11	11	4
19	Technical Assistants and Statistical Assistant, Education Division.	1	...	...
20	Deputy Director, Joint Cypher Bureau.	10	6	2
21	Assistant Director, Communications, Civil Aviation Department.	6	...	...

Accepted	7 months	No suitable candidate was available. Initially the post was referred to the Commission but before the post could be advertised the Ministry of Defence informed the Commission that they had selected Mr.
...	8 months	
...	...	
Accepted	14 months	The requisition was received in February 1949. Before the advertisement could be issued the Ministry informed that as the post was temporary for a very short period they were appointing Mr. Abdullah Khan to the post. The Commission were approached to approve the appointment. The Commission did not agree and insisted that the post may be advertised. In September, 1949 the Ministry informed that the post may be advertised. The draft advertisement was forwarded to the Ministry for approval on 6-10-49 and was received back on 15-12-49. Thereafter the recruitment was completed within normal time.
Accepted	7 months	Mr. A. B. Crawford was recommended with the suggestion that he might first be appointed Dy. Director General, Supply & Development and after he had been found suitable he might be promoted as Director General. The candidate has since been offered the post of Deputy Director General.
Accepted	4 months	...
Accepted-except for one post.	6 months	The Commission did not recommend more candidates as only four suitable candidates were available. Out of the recommended candidates the Ministry of Defence expressed their inability to accept one candidate who was recommended for the post of third Engineer. No objection was raised to this by the Commission.
...	7 months	The only applicant was not considered suitable even for an interview. The posts were readvertised.
...	3 months	The Commission recommended two candidates - one for a short term appointment on trial basis and the other for training and thereafter to be considered for the post. The latter suggestion was accepted by the Cabinet Secretariat.
...	10 months	None of the candidates was considered suitable even for interview. The requisition was readvertised.

1	2	3	4	5	6	7	8
22	Chairman, Karachi Development Board	14 7 applns. from U. K.	6	2	...	8 months	points, on 18-4-49. The reply to this communication was received only on 21-6-49. Again after the last date for the receipt of applications had expired the applications were referred to the Ministry for preselection on 13-8-49. These were received back on 21-11-49. The recruitment thereafter was completed within normal time.
23	Deputy Director, Sanitary Engineering, for the Central Engineering Authority.	2	...	...	...	...	The Commission recommended two candidates - Mr. John Austin Parks as the best and Mr. N. M. Khan, P. A. S., who was not a technical man. Mr. Austin declined the post and regarding Mr. N. M. Khan the Health Division were of the opinion that his present employer, i. e., East Pakistan Government were not likely to relieve him for this post.
24	Ten Cantonment Executive Officers, in Military Lands and Cantonment Service, Government of Pakistan.	142	73	10	Accepted	One year	None of the candidates was considered suitable even for an interview. The requisition was cancelled under instructions from the Department.
25	Public Prosecutor Dacca Branch of Special Police Establishment, Government of Pakistan.	8	4	...	...	4 months	No candidate was found suitable for appointment. The Commission recommended that the post be upgraded.
26	Editor 'AHANG' Radio Pakistan, Government of Pakistan.	10	8	...	...	5 months	No candidate was found suitable for appointment.
27	Assistant Permit Officer, Karachi Administration, Government of Pakistan.	22	14	1	Accepted	5 months	
28	Deputy Principal Information Officer, Government of Pakistan.	14	9	2	Not accepted	10 months	Before the recruitment could be finalized a reference from the Information & Broadcasting Division was received regarding Mr. Douglas's appointment to the post of Deputy Principal Information Officer. Only on receipt of this reference it was known that the post of Deputy P. I. O. referred to the Commission was the same as was held by Mr. Douglas. In view of this the Commission while forwarding their report regarding Mr. Douglas which was under consideration by the Commission. The delay in the completion of the recruitment was due to the fact that the finalization

29	Two Civilian Electrical Engineers, R. P. N. (Gyrocompass and Fire Control Officers).	17	14	
30	Chairman of Port Commissioners, Chittagong	18	2	
31	Superintendent of Insurance	11	11	
32	(a) Rent Controller & (b) Accounts Officer, Karachi Administration.	(a) 38 (b) 20	(a) 18 (b) 16	(a) (b)
33	Meteorologist for the Inspectorate of Armaments (P) (G.H.Q.) Government of Pakistan.	28	12	
34	Labour Welfare Officer, Pakistan Mint, Lahore.	15	4	
35	Four Junior Scientific Officers, General Headquarters, Pakistan	22	13	
36	Two Senior Lady Lecturers in Persian and Arabic, Central Government College for Women, Karachi.	14	9	
37	Commercial Accountant for the maintenance of Lighthouse Accounts in the Commerce Division.	2	1	
38	Director, Civil Engineering, Central Engineering Authority.	4	...	
39	Three Civilian Laboratory Assistants under the Air Headquarters, Karachi.	...	...	

Deputy Principal Information Officer. Only on receipt of this reference it was known that the post of Deputy P.I.O. referred to the Commission was the same as was held by Mr. Douglas. In view of this the Commission while forwarding their recommendation suggested that before Ministry should wait for the final decision regarding Mr. Douglas which was under consideration by the Commission. The delay in the completion of the recruitment was due to the fact that the finalization was held up (from August 1949 to January 1950) pending decision on the case of Mr. Douglas who had opted on the post of Dy. P. I. O.

2	Accepted	6 months	The Commission recommended two candidates. But as one of the Commission's nominees did not join the post, a third candidate was recommended in his place.
1	Accepted	6 months	
...	...	7 months	None of the candidates was considered suitable even for interview.
1	Accepted	6 months	The Commission's nominee for the post of Accounts Officer, Karachi Administration was selected for the P.A.S. The post was re-advertised.
1	Accepted	...	Post was advertised by the Ministry and the applications were sent to the Commission for selection of suitable candidate.
1	Accepted	3 months	The Commission's first nominee was selected for another post, and a second candidate was recommended in his place.
2	Accepted	6 months	The Commission did not recommend more candidates as only two suitable candidates were available.
2	Accepted	3 months	
1	Accepted	3 months	
...	...	2 months	No suitable candidate was available.
...	...	...	The recruitment was not undertaken as these were class III posts, which are not under the purview of the Commission.

Sl. No.	Description of Post	3.	4.	5.	6.	7.	Remarks
40	Assistant Sugar and Gur Controller, Food Division.	8	7	2	Accepted	5 months	The Ministry were given option to offer the post to any of the two candidates recommended by the Commission, according to the duties of the post. One of the Commission's nominees possessed technical qualifications and the other had administrative experience.
41	Specialists for appointment to the staff of the World Health Organisation.	10	...	3	...	4 months	The appointments were under the World Health Organisation. None of the candidates was selected by that organisation till the close of year.
42	Three Assistant Information Officers, Press Information Department.	45	23	3	Accepted	4 months	
43	(a) Labour Welfare Officer, --- (b) Labour Inspector under the Works Division	(a) 21 (b) 1	10	(a) 1 (b) 1	Accepted	5 months	
44	Director, Electrical Engineering in the Central Engineering Authority.	4	...	...	...	...	None of the candidates was considered suitable for interview.
45	Director of Development (Engineering and Metal Industries) Department of Supply & Development.	14	7	...	...	5 months	As no suitable candidate was available, the Commission suggested re-advertisement of the post.
46	One Professor and one Lecturer for the School of Military Engineering, Sialkot	3	10	11	Accepted	9 months	No suitable candidate for the post of Lecturer was available for appointment.
47	Commercial Attache in the Office of the Deputy High Commissioner for Pakistan in India, Calcutta.	74	16	1	Accepted	5 months	In the first instance the Commission's recommendations were not accepted by the Ministry on the plea that the candidate recommended was not from East Bengal. However, when the Ministry were informed that no such condition was laid down in the requisition, they accepted the Commission's recommendations and made the offer to the Commission's nominee. But the candidate asked for a higher initial salary to which the Ministry did not agree. The case for the re-advertisement of the post was under consideration at the close of the year.
48	Four candidates for training as Pilot Instructors under the Civil Aviation Department, Government of Pakistan.	7	7	3	Accepted	3 months	
51	Chief Accounts Officer, Central Excise Collectorate, Lahore under the Ministry of Finance,	9	8	1	Accepted	4 months	No suitable candidate was available for appointment.

48	Four candidates for training as Pilot Instructors under the Civil Aviation Department, Government of Pakistan.	7	7	3
51	Chief Accounts Officer, Central Excise Collectorate, Lahore under the Ministry of Finance, (Revenue Division).	9	8	1
52	Controller of Printing and Stationery, Govt. of Pakistan.	9	6	1
53	Director of Archives, Government of Pakistan ...	2	1	1
54	Assistant Director, (Air Transport) Civil Aviation Department, Ministry of Defence.	7	5	1
55	Professor of Mathematics and Science for the School of Military Engineering, Sialkot.	12	7	1
56	Staff Officer (Welfare), Naval Headquarters ...	40	23	1
57	Assistant Estate Officer, Govt. of Pakistan ...	7	6	1
58	Two Additional City Magistrates, Karachi ...	37	20	2
59	Three Research Officers (Economics), under the Ministry of Economic Affairs.	20	9	2
60	One hundred posts in the General Administrative Reserve of Officers.	329	207	90

Accepted	3 months	at the close of the year.
Accepted	4 months	No suitable candidate was available for appointment.
...	4 months	The Commission's recommendation was not accepted till the close of the year.
Not accepted	8 months	The recommended candidate (Dr. Riazul Islam) is not acceptable to the Education Division on the ground that he is only 30 and have asked the Commission to re-advertise the post with changed age limit. Commission have not agreed to re-advertisement and have given the name of S. M. Fazlullah as the second best candidate
Accepted	3 months	.....
Accepted	4 months	.....
...	4 months	The Commission's first nominee asked for an initial salary of Rs. 600/- when the offer was sent to him by the Ministry. The Commission, therefore, recommended another candidate to be offered the initial salary of Rs. 300-. The case of both these candidates was under the consideration of the Ministry till the close of the year.
Accepted	4 months	.....
Accepted	3 months	.....
Accepted	7 months	The Commission did not recommend more candidates as only two suitable candidates were available.
Accepted	10 months	The candidates who applied for Pakistan Foreign Service and were not selected for that service were also considered for the G.A.R. The candidates recommended were from both the lists of G.A.R. and P.F.S. The Cabinet Secretariat finally selected only 25 candidates for appointment.

35

1	2	3	4	5	6	7	8
61	Thirty Civilian Store Keepers under the Air Headquarters.	14	...	4	Accepted	2 months	As the required number of suitable candidates for appointment were not available the Air Headquarters informed that the question of lowering the qualifications for the posts was under consideration. In view of this the Commission recommended that the four candidates considered <i>prima facie</i> suitable for the posts might be appointed but the posts were to be advertised when these persons were also to be considered along with new applicants for permanent appointment. All the four candidates recommended were offered the posts.
62	Liaison Officer at Jullunder under the Ministry of Refugees and Rehabilitation.	...	...	1	Not accepted	One month	A candidate for this post was recommended from the candidates for the posts of Assistant Custodians. The post was for a short period only and recruitment was not made.
63	Thirteen Assistant Meteorologists, under the Meteorological Department.	58	50	13	Accepted	11 months	In the initial advertisement the concession in qualification for the Government servants was not advertised under instructions from the Director of Meteorology. A notification to the effect had to be issued.
64	Controller of Patents and Designs under the Industries Division.	6	3	...	...	3 months	No suitable candidate for appointment was available. The Ministry degraded the post to that of Deputy Controller of Patents and Designs which was advertised in 1950.
65	Superintending Engineer, (Roads) under the Ministry of Commerce.	10	7	1	Accepted	4 months	The Commission's first nominee was not accepted by the Ministry due to adverse remarks in his Character Roll. The Commission recommended a second candidate and he was offered the post.
66	One Deputy Custodian and Six Assistant Custodians of Evacuee Property and Assistant Rehabilitation Commissioner for N. W. F. P.	38	18	1 Dy. Custodian, 6 Asstt. Custodians.	Accepted	4 months	.....
67	Chemist & Metallurgist, under the Railway Division.	4	4	1	Accepted	5 months	.....
70	Deputy Director, Regulation & Information, Civil Aviation Department.	6	...	...	...	...	None of the applicants was considered suitable for appointment.

66	One Deputy Custodian and Six Assistant Custodians of Evacuee Property and Assistant Rehabilitation Commissioner for N. W. F. P.	38	18
67	Chemist & Metallurgist, under the Railway Division.	4	4
70	Deputy Director, Regulation & Information, Civil Aviation Department.	6	...
71	Education Officer (Technical) Education Division.	6	...
72	Deputy Port Administration Officer under the Railway Division.	4	...
73	Marine Superintendent, Railway Division	3	1
74	Assistant Director, Advertising, Films & Publications, Information & Broadcasting Division.	28	5
75	Secretary, Pakistan Public Service Commission...	23	11
76	Assistant Manager, Litho Printing, Survey of Pakistan.	3	2
77	Public Prosecutor for the Dacca Branch of Pakistan Special Police Establishment.	8	8
78	Stores Officer, Survey of Pakistan.	3	...
79	Artist-Engraver for Pakistan Mint.	1	...
80	French knowing Assistant in the Posts and Telegraphs Department.	3	3
81	Technical & Statistical Assistant, Education Division.	5	1
82	Deputy Educational Inspector, Karachi	52	29
83	One Cost Accountant & one Business Manager, Advertising, Films and Publications Department.	14	7
84	Advertising Assistant, Advertising, Films & Publications Department.	9	16
85	Director of Scientific & Industrial Research,	9	2

1 Dy. Custodian, 6 Asstt. Custodians.	Accepted	4 months	.....
1	Accepted	5 months.	.....
...	...	...	None of the applicants was considered suitable even for interview.
...	...	2 months	None of the candidates was found suitable even for interview.
...	...	...	Recruitment kept pending under instructions from the Railway Division.
1	...	7 months	No information regarding the acceptance of the Commission's recommendations was received till the close of the year.
...	...	...	The candidates were required to appear at a written test and only those who qualified were called for interview. The recruitment was not finalised till the close of the year.
1	Accepted	5 months	.....
...	...	6 months	No candidate was considered suitable for appointment.
1	Not accepted	4 months.	As the candidate recommended did not know Bengali the post was re-advertised in 1950.
...	...	3 months	No candidate was found suitable even for an interview. It was decided to re-advertise the post with changed qualifications.
...	...	8 months	The applicant was not considered suitable even for interview.
1	Accepted	3 months	.....
...	...	8 months	None was considered suitable for appointment.
1	Accepted	7 months	.....
...	...	...	None was considered suitable for appointment.
1	Accepted	6 months	.....
1	Accepted	8 months	.....

1	2	3	4	5	6	7	8
86	Registrar of Trade Marks, Commerce Division.	12	12	1	...	6 months	The recommendations of the Commission were under consideration of the Government till the close of the year.
87	Entomologists (C. G. O) for P.A.M.C. School, Lahore, Cantt.	2	...	...	...	...	The recruitment was withdrawn by the Ministry as they desired to recruit European displaced officer to which the Commission agreed.
88	Superintendents of Central Excise, Revenue Division.	2	...	...	...	3 months	None of the candidates was found suitable even for an interview.
89	Cypher Compilation Officer, Joint Cypher Bureau.	32	9	1	...	9 months	The candidates were given a written Test. The Cabinet Secretariat refused to accept the Commission's nominee and desired the approval of the Departmental candidate. The case was under consideration till the close of the year.
90	Two Mining Inspectors, Mineral Concession ...	4	2	...	...	5 months	None was considered suitable for appointment.
91	Fumigation-cum-Pest Control Officer, Naval Headquarters.	7	4	1	Accepted	5 months	.....
92	Marine Engineer, Pakistan Railways. ...	34	2	1	Accepted	.....	.....
93	Manager for Steel Works & Rolling Mills, Railway Division.	8	6	1	.....	6 months	The Commission's recommendations were under the consideration of the Government till the close of the year.
94	Senior Lady Lecturer in Political Science for the Central Government College for Women, Karachi.	1	...	1	Accepted	2 months	.....
95	Three Senior Translators in the Constituent Assembly of Pakistan.	36	20	3	Accepted	6 months	.....
96	Deputy Director in the Department of Mineral Concessions.	4	2	...	...	7 months	None of the candidates was considered suitable for appointment.
97	Welfare Officer in the Cabinet Secretariat ...	26	15	1	Accepted	5 months	.....
98	Lady Nursing Superintendent for the Sandeman (Civil) Hospital, Quetta.	...	...	...	...	...	No application was received.
99	Urdu Reporter, Constituent Assembly of Pakistan.	8 (1st Advt.) 16 (2nd Advt.)	13	1	...	9 months	Post re-advertised with modified qualifications. A written test was also held. The Commission's recommendations were under consideration of the Constituent Assembly.
101	English Reporter, Constituent Assembly of Pakistan.	13	10	1	Accepted	4 months	.....
102	Urdu Stenographer, Constituent Assembly of Pakistan	7	3	1	Accepted	6 months	.....

97	Welfare Officer in the Cabinet Secretariat ...	26	10
98	Lady Nursing Superintendent for the Sandeman (Civil) Hospital, Quetta ...	...	...
99	Urdu Reporter, Constituent Assembly of Pakistan.	8 (1st Advt.) 16 (2nd Advt.)	13
101	English Reporter, Constituent Assembly of Pakistan.	13	10
102	Urdu Stenographer, Constituent Assembly of Pakistan	7	3
103	Naval Port Transport Officer (Civilian), Royal Pakistan Navy.	20	8
104	Architect & Consulting Adviser to the Government of Pakistan.	11	3
105	Assistant Inspector Grade I (Civilian) for the Inspectorate of Armament, Ministry of Defence.	6	4
106	Census Commissioner under the Government of Pakistan.	6 3 (U.K.)	...
107	Chief Medical Officer in Baluchistan ...	18	11
108	Assistant Director Statistics in the Agriculture Division.	6	6
109	(a) One Grain Technologist and (b) one Statistician under the Ministry of Defence.	4	4
110	(a) Director of Statistics and (b) Statistical Officer, Agriculture Division.	4 (a) 4 (b)	(a) 1 (b) ...
111	Selection of candidates for training in the IMMTS., Dufferin, Bombay.	15	13
112	Eleven Executive Engineers B/R & One Executive Engineer E/M, Ministry of Defence.	27	15
113	Publicity Officer, Baluchistan ...	9	3
114	Accountant in the Commerce Division ...	6	4
115	Assistant to the Superintending Sea Transport Officer, C.G.O. Ministry of Defence.	16	9
116	Librarian, Educational Information Bureau ...	3	...

			No application was received.
		9 months	Post re-advertised with modified qualifications. A written test was also held. The Commission's recommendations were under consideration of the Constituent Assembly.
1	Accepted	4 months	.....
1	Accepted	6 months	.....
1	Accepted	4 months	.....
1	Accepted		....
2	...	5 months	None found suitable. However, the Commission recommended two candidates for appointment after training in propellants. One of the Commission's nominee was offered some other post by the Ministry of Defence while the second candidate was not available for appointment.
1	Accepted	4 months	The post was also advertised in the U. K. None of the candidates from Pakistan/India was considered suitable for appointment. One of the candidates recommended by the High Commissioner for Pakistan in the U. K. was recommended for appointment.
1	Accepted	7 months	.....
1	...	6 months	None was found suitable for appointment.
1	Accepted	4 months	No application was received for the post of Statistician.
...	...	5 months	No suitable candidate for appointment was available.
6	Accepted	2 months	The interviews at Lahore and Dacca were held by the respective Provincial Commissions on behalf of the Pakistan Public Service Commission.
8	...	5 months	The Commission's recommendations were under the consideration of the Ministry. The Commission did not recommend more candidates as no other suitable candidates were available.
1	Accepted	6 months	.....
1	Accepted	5 months	.....
1	Accepted	8 months	.....
...	...	2 months	None of the applicants was considered suitable even for interview.

APPENDIX IV.

Statement of Scholarships for which selection was made by the Pakistan Public Service Commission during the year, 1949.

S. No.	Name of the Scholarships	Total No. of applications received.	No. of candidates interviewed	No. of candidates recommended	Whether recommendations accepted or not by Government	Remarks
1	2	3	4	5	6	7
1	Forty-six candidates to be selected for training in Metallurgy, Ministry of Defence.	27	...	...	...	Ministry of Defence were allowed to make their own selection for training, but a Member of the Commission was to preside over the Selection Board.
2	Selection of a candidate for the award of scholarship offered by the Colorado School of Mines, Colorado, U. S. A.	10	...	1	Accepted	There being very short time at their disposal, the Commission did not interview the candidates and the candidates were considered on paper qualifications only.
3	Selection of a candidate for higher studies and research in Modern Persian Literature and Contemporary History in Iran.	..	...	...	...	No application was received in response to the Commission's advertisement.
4	Selection of candidates for the award of a scholarship offered by the French Government.	13	...	1	Accepted	Interviews were not held. The Commission recommended the candidate on paper qualifications only.
5	Central Overseas Scholarships 1949-50. (a) General - 36 (b) Reserved for Women - 14	(a) 340 (b) 107	(a) 192 (b) 68	(a) 22 (b) 11	Accepted	
6	Six scholarships for study in Economics in the Universities of U. K. and U. S. A.	97	...	5	Accepted	The candidates were given a written test and the final selection was made on the result of the written test only.
7	Award of one Fellowship offered to Pakistan Nationals by M/s. J. E. Seagram & Sons Inc. U. S. A.	11	...	1	Accepted	The selection was made on paper qualifications only.
8	Award of Central State Scholarship, 1950.	9	4	1	Accepted	

APPENDIX V.

Statement Showing Number of Candidates who appeared, Qualified, etc. at the Central Superior Services Examination. 1949

Province of Domicile *	Total number of applications	Admitted and appeared	Rejected or Withdrawn	Failed	Qualified
East Bengal	341	254	87	211	130
West Punjab	172	126	46	88	88
N. W. F. P.	49	32	17	24	24
Sind	30	19	11	13	13
Karachi	72	47	25	37	37
Baluchistan	4	2	2	1	1
Kelat	1	1	-	1	1
Bahawalpur	1	1	-	1	1
Khairpur	1	1	-	1	1
Amb	1	1	-	1	1
West Bengal	4	4	-	1	1
East Punjab	10	10	-	3	3
Central Provinces.	6	4	2	2	2
Bihar	4	3	1	1	1
U. P.	47	35	12	21	21
Delhi	5	4	1	4	4
Madras	4	2	2	-	-
Bombay	3	1	2	1	1
Hyderabad (Deccan)	4	3	1	2	2
Mysore	3	3	-	-	-
Orissor	1	1	-	-	-
Ajmere	1	1	-	1	1
Patna	1	-	1	-	-
Patna	1	-	1	-	-
TOTAL:	766	555	211	415	415

*It is not essentially the original province of domicile

Statement Regarding Various Examinations Held by the Ministerial Services Branch During the year, 1949.

S. No.	Name of Examination.	Number of Examinations held.	Number of Candidates Applied.	Number of Candidates Admitted.	Number of Candidates Appeared.	Number of Candidates Qualified.	Remarks.
1	Ministerial Services (Grade 'A') Examination, June, 1949.	1	171	169	140	36	
2	Ministerial Services (Grade 'B') Examination, June, 1949.	1	214	204	171	45	
3	Ministerial Services (Stenographers) Examination, February, 1949.	1	127	100	76	11	
4	Ministerial Services (Stenotypists) Examination, February, 1949.	1	16	12	9	2	
5	R. P. N. "Regular & Special Entry" Examination, February, 1949.	1	81	77	66	16	
6	R. P. N. Examination, February, 1949.	1	52	47	40	8	
TOTAL			561	609	502	118	

Statement Regarding Various Tests Held by the (Ministerial Services) Branch During the Year, 1949.

S. No.	Name of Test	Number of Tests	Number of Candidates Applied	Number of Candidates Admitted	Number of Candidates Appeared	Number of Candidates Qualified	Remarks
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1	52	47	40	
6	661	609	502	118

S. No.	Name of Test	Number of Tests	Number of Candidates Applied	Number of Candidates Admitted	Number of Candidates Appeared	Number of Candidates Qualified	Remarks
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1	Typewriting tests at Karachi	21	1,324	1 324	908	486
2	Typewriting tests at Rawalpindi	2	236	236	166	66
3	Proficiency Tests at Karachi.					
	(i) Stenographers	3	239	239	143	41
	(ii) Stenotypists	3	48	48	34	3
	(iii) Typists	3	340	340	241	59
	(iv) Urdu Typists	1	2	2	2	2
4	Proficiency Tests at Rawalpindi					
	(i) Stenographers	3	14	14	7	1
	(ii) Stenotypists	3	1	1	1	-
	(iii) Typists	3	96	96	65	40
	TOTAL	42	2,300	2,300	1,567	698

APPENDIX VIII

Appointments without Advertisement

S. No.	Subject.	Number of appointment.	Advice sent.
1	2	3	4
1	Appointment to the post of Editor "Ahang" in the Information and Broadcasting Division.	1	The Commission agreed to the appointment being made for a short period and advised that in the meantime the post should be advertised.
2	Appointment to the post of Zoologist in the Pakistan Zoological Survey and Marine Fisheries Department.	1	The Commission did not approve of the appointment and advised that the post should be advertised.
3	Appointment to the post of Seamen Welfare Officer at Liverpool (Labour Division).	1	The Commission advised that the post should be advertised and in the meantime the Ministry might make temporary appointment. The post was subsequently advertised.
4	Appointment to the post of Assistant Quarantine Entomologist in the Plant Protection Department.	1	The Commission did not approve the proposal and advised that he should be given a further research Scholarship. Consequently the Ministry released him of the bond instead of granting him further research Scholarship.
5	Appointment to the post of Assistant Quarantine Entomologist in the Plant Protection Department.	1	Reference withdrawn and the candidate was appointed in the University of Punjab.
6	Appointment to the post of Assistant Quarantine Entomologist in the Plant Protection Department.	1	The Commission recommended him for the post of Plant Protection Entomologist.
7	Appointment to the post of Under Secretary in the Ministry of Finance	1	The Commission as a special case agreed to the proposal but the candidate refused to accept the offer.
8	Appointment to the post of Executive Engineer in the M.E.S.	1	The Commission did not approve of the appointment as the posts of Executive Engineer had been advertised and the recruitment was in hand.
9	Appointment to the post of Chief Accounts Officer in the Central Collectorate Lahore.	1	The Commission did not approve of the appointment and advised that the post should be advertised.
10	Appointment of certain Emergency Cadre Officers of the Military Accounts Department to regular class I service in the Audit Department.	11	The Commission approved of the appointments except those of four officers.
11	Appointment to the post of Director of Navigation in the Central Engineering Authority.	1	The Commission agreed to the appointment as a special case for a period not exceeding 3 years.
12	Appointment to the post of Additional Custodian of Evacuee Property under the Ministry of Refugees and Rehabilitation.	1	The Commission suggested an immediate advertisement of the post. The requisition was received but subsequently it was withdrawn and an outsider appointed in contravention of the Commission's advice.
13	Appointments to the posts of Chief Medical Officer, Baluchistan and Civil Surgeon, Quetta.	2	The Commission did not approve of the appointments.
14	Appointments to the posts of Assistant Chemist in the		

11	Appointment to the post of Director of Navigation in the Central Engineering Authority.	
12	Appointment to the post of Additional Custodian of Evacuee Property under the Ministry of Refugees and Rehabilitation.	
13	Appointments to the posts of Chief Medical Officer, Baluchistan and Civil Surgeon, Quetta.	2
16	Appointments to the posts of Assistant Chemist in the Geological Survey of Pakistan under the Industries Division.	2
17	Proposed appointments to the posts of Assistant Directors of Inspection, Pakistan Supply Commission in London.	2
18	Appointment to the post of temporary Civilian Officer in the R.P.A.F.	1
19	Proposed appointment to the post of Executive Engineer in the M.E.S.	1
20	Proposed appointment to the post of Stores Examiner in the Printing and Stationery Department.	1
21	Appointment to the post of Meteorologist in the Pakistan Meteorological Department.	1
22	Appointment as Superior Service Officer in the Pakistan Audit Department	1
23	Appointment to the post of Executive Engineer in the M.E.S.	1
24	Appointment to the post of Officer on Special Duty in the Malaria Institute of Pakistan to be attached to the World Health Organisation Malaria Demonstration Team.	1
25	Appointment to the posts of Assistant Director Air Transport in the Civil Aviation Department.	1
26	Appointment to the post of Deputy Director of Advertising, Films and Publications in the Department of Advertising, Films and Publication.	1
27	Appointment to the post of Extra Assistant Director in the Central Engineering Authority.	1
28	Proposed appointments to the posts of Extra Assistant Directors in the Central Engineering Authority.	7
29	Appointment to the post of Information Officer, in the Information & Broadcasting Division	1
30	Appointment to the post of Civilian Gazetted Officer in the Military Food Laboratories Lahore Cantt.	1

The Commission agreed to the appointment as a special case for a period not exceeding 3 years.

The Commission suggested an immediate advertisement of the post. The requisition was received but subsequently it was withdrawn and an outsider appointed in contravention of the Commission's advice.

The Commission did not approve of the appointments.

The Commission approved of the appointments.

The Commission did not approve of the appointments and advised that the posts should be advertised.

The Commission agreed to the appointment for a short period and advised that in the meantime post should be advertised. The proposal was dropped.

The Commission did not approve of the appointment as Mr. S. M. Ibrahim did not apply in response to the advertisement issued by the Commission.

The Commission did not approve of the appointment and suggested that the post should be advertised. Subsequently the Ministry converted the post into that of Chemical Assistant.

The Commission approved of the appointment.

The Commission agreed to the appointment for a period not exceeding three years.

The Commission did not approve of the appointment as K. S. Mohd. Hayat did not apply in response to the Commission's advertisement.

The Commission approved of the appointment.

The Commission did not approve of the appointment and advised that the post should be advertised. The Commission's advice was accepted.

The Commission did not approve of the appointment. He was made already Dy. Director of Advertising Films & Publications.

The Commission did not approve of the appointment and advised that the post should be advertised. The post was not advertised as the appointment was made for one year.

The Commission advised that the posts should be advertised, but no requisition (till December, 1950) had been received.

The Commission did not approve of the appointment and advised that the post should be advertised. The advice was accepted.

The Commission approved of the appointment.

1	2	3	4
31	Appointment to three posts of Additional Examiner of Patents and Designs ...	3	The Commission approved of the appointments under Regulation 4 (b).
32	Appointment to the post of Extra Assistant Director in the Central Engineering Authority.	1	The Commission advised that the post should be advertised, but no requisition (till December, 1950) had been received.
33	Appointment to the posts of Economic Investigator in the Office of the Director Labour Bureau, under the Central Labour Commissioner.	1	The Commission approved of the appointment.
34	Appointment to the post of Deputy Director (Electrical) in the Central Engineering Authority.	1	The Commission approved of the appointment.
35	Proposed appointment as a probationer in the Central Engineering Service ...	1	The Commission approved of the appointment.
36	Proposed appointment to the post of Marine Adviser to the E.B. Railway ...	1	The Commission approved of the appointment till 22nd June, 1950.
37	Proposed re-employment in the post of Civilian Gazetted Engineer in the M.E.S.	1	The Commission approved of the appointment till such time as a suitable candidate became available on regular basis.
38	Appointment to the post of Extra Assistant Director in the Central Engineering Authority.	1	The Commission advised that the post should be advertised, but no requisition was received till the close of the year.
39	Ad-hoc appointment to the post of Permanent Representative of Pakistan at the Headquarters of the United Nations at Lake Success.	1	The Commission approved of the appointment.
40	Appointment as Assistant Financial Advisers in the Ministry of Finance. ...	6	The appointments were approved.
41	Appointment to the post of Extra Assistant Director in the Central Engineering Authority.	1	The Commission advised that the post should be advertised. No requisition was received till the close of the year.
42	Proposed appointment to the post of Deputy Director Electrical in the Central Engineering Authority.	1	The Commission approved of the appointment.
43	Appointment to the post of Assistant Information Officer in the Information & Broadcasting Div.	1	The Commission did not approve of the appointment and advised for advertisement of the post.
44	Appointment to the post of Chief Engineer, Khewra ...	1	The appointment was approved.
45	Appointment to the post of a temporary Tele-Communication Engineer on the E. B. Railway.	1	The appointment was approved for one year.
46	Proposed appointment to the post of Executive Engineer in the M.E.S. ...	1	The Commission agreed to the appointment for a period of six months and suggested that in the meantime the post should be advertised.
47	Appointment to the post of Senior Lecturer in History for the Central Government College for Women, Karachi.	1	The Commission agreed to the appointment on contract for two years.
48	Appointment to the post of Manager, Litho Printing Office, Survey of Pakistan.	1	The Commission approved of the appointment.

45	Appointment to the post of a temporary Tele-Communication Engineer on the E. B. Railway.	1
46	Proposed appointment to the post of Executive Engineer in the M.E.S.	1
47	Appointment to the post of Senior Lecturer in History for the Central Government College for Women, Karachi.	1
48	Appointment to the post of Senior Lecturer in the Commerce Division	1
51	Appointment to the post of Manager, Litho Printing Office, Survey of Pakistan.	1
52	Appointment to the post of Assistant Director (Establishment) Railway Division.	1
53	Appointment as a probationer in the Electrical Engineering Department ...	1
54	Appointment to the post of Advisory Chemist in the Office of the Director General of Medical Services.	1
55	Proposed appointment to the post of Deputy Port Administration Officer in Pakistan Railways service on the East Bengal Railways.	1
56	Appointment to the post of Civilian Gazetted Engineer in the M.E.S.	1
57	Appointment to the post of Research Officer in the Office of the Economic Adviser to the Govt. of Pakistan.	1
58	Appointment to the post of Civilian Engineer (Base Electrical Officer) in the R.P.N.	1
59	Appointment to the post of Officer on Special Duty in the Revenue Division ...	1
60	Appointment to the post of Member, Central Board of Revenue and Joint Secretary in the Ministry of Finance.	1
61	Appointments to the posts of Senior Lecturers (in the Gazetted Scale) in the Government Degree College, Quetta.	Being made
62	Proposed appointment to the post of Assistant Director (Technical) in the training School of Radio Pakistan.	1
63	Proposed appointment to the post of Assistant Director General Medical Services (Public Health).	1
64	Proposed appointment to the post of Assistant Accounts Officer in the Communications Division.	1
65	Proposed appointment to the post of Permit Officer, Bombay ...	1
66	Appointment to the post of Civilian Engineer in the M.E.S.	2

The appointment was approved for one year.

The Commission agreed to the appointment for a period of six months and suggested that in the meantime the post should be advertised.

The Commission agreed to the appointment on contract for two years.

The Commission agreed to the appointment till the Commission approved of the appointment.

The Commission approved of the appointment.

The Commission approved of the appointment.

The proposal was withdrawn by the Ministry.

The Commission approved of the appointment.

The proposal was withdrawn by the Ministry.

The Commission agreed to the appointment till such time as a suitable candidate became available for appointment on a regular basis.

The Commission suggested advertisement. The post was advertised and Mr. Ameen Tareen was selected but he refused to accept the post.

The proposal was dropped by the Ministry.

Appointment was approved for one year.

Appointment was approved for a period of two years.

The Commission approved of the proposal pending selection through the Commission.

The Commission approved of the appointment.

The Commission agreed to the appointment for a period not exceeding one year and advised that in the meantime the post should be advertised.

The Commission agreed to his continued appointment for a period of six months and advised that the post should be advertised.

The appointment was approved for one year.

The Commission approved of the appointment of Mr. E. K. Bawa temporarily till such time as a suitable candidate became available for appointment on regular basis. Regarding Mr. Qureshi the Commission suggested that he should apply in response to the Commission's advertisement.

1	2	3
67	Appointment to the posts of Communications Engineers and Engineering Inspector in the Communication Services of the Civil Aviation Department.	4
68	Appointment to the post of Seamens Welfare Officer for Pakistan Seamens Welfare in New York U.S.A.	1
69	Appointment to the post of Assistant Station Engineer in Radio Pakistan ...	1
70	Appointment to the post of Deputy Financial Adviser in the Communication Division of the Ministry of Finance.	1
71	Appointment to the post of Press Attache, Embassy of Pakistan in Turkey ...	1
72	Appointment to a temporary post of Superior Services Officer in the Emergency Cadre of the Military Accounts Department.	1
73	Appointment to the post of Accountant on a permanent basis in the Co-operation and Marketing Department.	1
74	Appointment to the post of Assistant Constructor in the R.P.N. ...	1
75	Appointment to the post of Education Officer (Technical) in the Education Division.	1
76	Appointment to the post of Assistant Engineer E/M in the M.E.S.	1
77	Proposed appointment to the post of Publicity Adviser to the Government of Pakistan.	1
78	Proposed appointment to the post of Civilian Director of Music in the R.P.A.F.	1
79	Appointment to the post of Deputy Assistant Controller of Military Accounts...	1

The Commission approved of the appointments.

The appointment had been approved by the F. P. S. C. (India) hence the matter was dropped.

The Commission approved of the appointment.

The Commission agreed to extension of the term of appointment for a further period of one year.

Case was under consideration till the close of the year.

Case was under consideration till the close of the year.

The Commission advised that the Department may themselves make recruitment to the post of Accountant.

The appointment was approved.

The Commission advised that the post should be re-advertised.

The Commission agreed to his continuance and advised that in the meantime the post should be advertised.

The Commission agreed to the proposal, if a foreigner could be appointed to the post, Mr. Scott, however, refused the offer of appointment.

The Commission approved of the appointment.

The appointment was approved for one year.

APPENDIX X

Statement Showing Appointments Reported to the Commission in the Monthly Returns after the expiry of the period of Appointment.

Serial No.	Name of the Ministry	Name of the post.	Post held From to	Date on which the appointment was reported to the Commission	Total period after which reference was made to the Commission.	Remarks.
1	2	3	4	5	6	7
1	Ministry of Defence. (Meteorological Department).	Regional Director, Class I.	12-11-49/11-1-50	30-1-50	Month — Days. 0 — 19	Appointments were made for two months duration only.
2	do	Meteorologist, Class I.	" "	"	0 — 19	
3	do	"	" "	"	"	
4	do	"	" "	"	"	
5	do	"	" "	"	"	
6	do	Asstt. Meteorologist Class II.	" "	"	"	
7	do	"	" "	"	"	
8	do	"	" "	"	"	
9	do	"	" "	"	"	
10	do	"	" "	"	"	
11	do	"	" "	"	"	
12	do	"	" "	"	"	
13	do	"	" "	"	"	
14	do	"	" "	"	"	
15	do	"	" "	"	"	
16	do	Asstt. Meteorologist Class I.	12-11-49/11-1-50	30-1-50	0 — 17	
17	do	"	" "	"	"	
18	Ministry of Commerce & Works, (Works Division)	Electrical Engineer, Class I.	16-10-48/22-2-49	12-7-49	4 — 18	
19	do	Executive Engineer.	27-12-48/16-5-49	6-9-49	3 — 20	
20	do		14-5-49/16-6-49		3 — 20	
21	Ministry of Communications (Communication Div. 101)	Dy. Chief Engineer, T. H. C. Class I.	8-5-49/7-7-49	1-9-49	1 — 24	

No.	Department	Post	From	To	Age	Remarks
7	do	Asstt. Meteorologist, Class I.				
8	Ministry of Commerce & Works, (Works Division)	Electrical Engineer, Class I.	16-10-48/22-2-49	12-7-49	4	18
9	do	Executive Engineer.	27-12-48/16-5-49	6-9-49	3	20
10	do		14-5-49/16-6-49		3	20
23	Ministry of Communications (Communication Division)	Dy. Chief Engineer, T. II C. Class I.	3-5-49/7-7-49	1-9-49	1	24
24	do	D E T., Karachi.	24-9-49/23-10-49	18-11-49	0	25
25	do	Post Master, Class II.	7-11-49/6-12-49	6-2-50	2	0

APPENDIX XI

STATEMENT SHOWING IRREGULAR APPOINTMENTS.

S. No.	Name of Ministry/Division	Post to which appointed	Date from which appointed.	Date on which a reference to the Commission was made.	Period of employment after which a reference was made to the Commission.
1	2	3	4	5	6
1	Railway Division.	1. Chief Engineer E. B. Railway. 2. Director, Mechanical Engineering	15-8-1947 2-10-1947	25-1-1949	Period more than one year.
2	Railway Division.	Tele-Communication Engineer.	9-12-1944	4-6-1949	After 4½ years.
3	Ministry of Finance (Communication Division).	Asstt. Accounts Officer.	6-10-1948	18-10-1949	Period exceeded one year.
4	Ministry of Law & Labour.	Assistant Secretary.	1-3-1941	14-11-1949	8 years 7 months and 13 days.
5	Ministry of Industries.	do	20-11-1942	do	6 years 11 months and 14 days.
6	Ministry of Industries.	do	18-8-1943	do	6 years 1 month and 28 days.
7	Information and Broadcasting Division	do	20-3-1949	do	5 years 6 months and 28 days.
8	Ministry of Kashmir Affairs.	do	19-5-1944	do	5 years 5 months and 25 days.
9	Ministry of Commerce and Works.	do	13-7-1944	do	5 years 3 months and 1 day.
10	Ministry of Commerce and Works.	do	26-8-1944	do	5 years 1 month and 16 days.
11	Health Division.	do	17-1-1945	do	4 years 9 months and 27 days.
12	Ministry of Commerce and Works.	do	22-2-1945	do	4 years 7 months and 22 days.
13	Ministry of Foreign Affairs and Commonwealth Relations.	do	19-3-1945	do	4 years 6 months and 25 days.
14	Home Division.	do	25-10-1945	do	4 years 1 month and 21 days.
15	Ministry of Communications.	do	22-1-1946	do	3 years 8 months and 22 days.
16	Ministry of Refugees & Rehabilitation.	do	26-3-1946	do	3 years 6 months and 18 days.
17	Ministry of Communications.	do	10-6-1946	12/14-11-1949	3 years 6 months and 4 days.
18	Cabinet Secretariat.	do	27-8-1946	do	3 years 1 month and 17 days.
			9-9-1946	do	3 years 2 months and 5 days.
21	Education Division.	do	21-8-1947	do	2 years 8 months and 21 days.
			19-7-1947	do	

14	Home Division.	do
15	Ministry of Communications.	do
16	Ministry of Refugees & Rehabilitation.	do
17	Ministry of Communications.	do
18	Cabinet Secretariat.	do
19	Ministry of Refugees & Rehabilitation.	do
20	Ministry of Refugees & Rehabilitation.	do
21	Education Division.	do
22	Ministry of Foreign Affairs and Commonwealth Relations.	do
23	Ministry of Foreign Affairs and Commonwealth Relations.	do
24	Cabinet Secretariat.	do
25	Home Division.	do
26	Ministry of Foreign Affairs and Commonwealth Relations.	do
27	Ministry of Communications, (Railway Division)	Divisional Engineer, (Class I).
28	do	do
29	do	Divisional Personnel Officer (Class I).
30	do	Mechanical Engineer, (Carriage) (Class I).
31	do	Mechanical Engineer, (Loco) (Class I).
32	do	District Controller of Stores (Class I).
33	do	do
34	do	do
35	Railway Division.	Divisional Medical Officer, (Class I).
36	do	do
37	do	do
38	do	do
39	do	Welfare Officer (Class I).
40	do	District Medical Officer, (Class I).
41	do	District Medical Officer.
42	do	District Medical Officer, (Class I).
43	do	District Mechanical Engineer (Class I).
44	do	District Controller of Stores (Class I).
45	do	Assistant Director Establishment (Class I).

22-1-1946	do	3 years 8 months and 22 days.
26-3-1946	do	3 years 6 months and 18 days.
10-6-1946	12/14-11-1949	3 years 6 months and 4 days.
27-8-1946	do	3 years 1 month and 17 days.
9-9-1946	do	3 years 2 months and 5 days.
21-8-1947	do	2 years 3 months and 21 days.
19-7-1947	do	2 years 2 months and 25 days.
15-8-1947	do	2 years 1 month and 29 days.
30-8-1947	do	2 years 1 month and 14 days.
20-10-1947	do	1 year 11 months and 24 days.
5-11-1947	do	1 year 11 months and 9 days.
6-11-1947	do	1 year 11 months and 8 days.
16-4-1947	12-12-1949	2 years 8 months and 4 days.
3-6-1948	do	1 year 6 months and 9 days.
9-12-1947	do	2 years and 3 days.
29-4-1948	do	1 year 7 months and 13 days.
14-2-1948	do	1 year 9 months and 28 days.
31-1-1948	do	1 year 10 months and 11 days.
23-4-1948	do	1 year 7 months and 21 days.
16-12-1947	do	2 years 11 months and 28 days.
12-8-1947	do	2 years 4 months and 11 days.
9-8-1947	do	2 years 4 months and 3 days.
10-10-1947	do	2 years 2 months and 2 days.
21-2-1948	do	1 year 9 months and 17 days.
1-4-1945	do	4 years 8 months and 11 days.
26-5-1947	do	2 years 6 months and 18 days.
15-8-1947	do	2 years 3 months and 29 days.
31-10-1948	do	1 year 1 month and 11 days.
15-8-1947	do	2 years 3 months and 29 days.

APPENDIX XII

Agenda for the Conference of all Public Service Commissions in Pakistan to be held on the 7th & 8th November, 1949, at Karachi.

(The Conference will commence at 10-30 A. M. on the 7th November, 1949)

I—CONSTITUTION ETC.

1. To consider the proposal that the authority to appoint the Chairmen and Members of the Public Service Commissions and to determine their conditions of service should vest in the Governor-General.
2. To consider the advisability of having a combined Public Service Commission for the whole of Pakistan with Headquarters at the Centre and Branches at Provincial Centres.
3. To consider the status of the offices of the Public Service Commissions.
4. To frame proposals for the duties, functions and Rules of procedure of the Public Service Commissions under the new Constitution.

Note: It is suggested that this work may be entrusted to a Sub-Committee of the Conference consisting of:—

- | | | |
|-------------|---|-------------------------|
| 1. Chairman | - | Mr. Dash. |
| 2. Convener | - | Mr. Abdul Ghafoor Khan. |
| 3. Members | - | Mr. Hingorani. |
| | - | Ch. Nazir Husain. |

II—RECRUITMENT, EXAMINATION, DETERMINING QUALIFICATIONS ETC.

5. (a) To consider the desirability of instituting psychological tests and obtaining facilities for conducting such tests.
(b) To consider the desirability of opening a Section in the Offices of P.S.Cs. to follow up the careers of the persons recruited and to receive confidential reports on them every six months.
6. To consider (1) whether there should be simultaneous advertisement in Pakistan and abroad for posts for which suitable candidates are not likely to be found in Pakistan (2) whether in the case of recruitment from outside Pakistan selection should be made on the recommendations of the High Commissioners based on advice from Special Selection Boards.
7. To resolve that the Commissions should have the right to modify the qualifications and conditions of service e.g. age etc. required for a post.
8. To resolve that in cases where the Commissions are invited to participate in selections which are not included in their statutory duties, the decision of the Commission should be accepted as final.
9. To consider whether assumed merit (the experience gained by an officer) appointed without proper selection should be given consideration in determining his suitability for a post which is later on advertised.

10. To consider the question of payment of T. A. to candidates called for interview.
11. To discuss the criterion to determine age when a candidate has, due to circumstances beyond his control, lost his Matriculation or Birth Certificate.

III—GOVERNMENT VIS-A-VIS THE COMMISSIONS

12. To consider the proposal that decisions to exclude any matter from the purview of the Commissions should be taken by the Governor-General i. e. the pre-partition position should be revived).

13. To consider the adoption of some workable procedure to secure that :—

- (a) powers of making temporary appointments without consulting the Commission are not abused ;
- (b) action is taken immediately on the advice tendered by the Commission.

Note 1. Preferably before the appointment is made, the advice of the Commission as to the *prima facie* suitability of the candidate should be sought. If this is not possible, then within a month of such appointment, a report of the circumstances under which the appointment was made should be furnished to the Commission and a certificate of suitability obtained.

Note 2. The Commissions should have the same powers in this respect as the Civil Service Commission, viz., that the A.Gs. should refuse payment of salary to persons after three months, who do not possess the above mentioned certificate.

15. To resolve that Government should not have the right to ask for more names than the number of vacancies.

15. To resolve that Government should have no right to enquire from the Commission the reasons for their decision in case of a particular recruitment or to obtain the Commission's records.

16. To consider the definition of the term "through proper channel" in the case of the applications submitted by Government servants.

17. To consider the procedure to be adopted in the event of Government not accepting the recommendations of the Commission.

18. To consider the question of submission of annual or half-yearly reports of the Commissions to the Central Government (Governor General through the Governor) and their prompt publication by Government for the information of the public. (Any deletion, if considered necessary by Government, should be made with the express concurrence of the Commissions).

19. To resolve that the Commission should in all cases be consulted when it is proposed to retain an officer in service after superannuation or to re-employ a superannuated officer.

IV—PROMOTION AND TRANSFER OF OFFICERS.

20. (a) To consider the procedure regarding promotion of public servants. 1. Should Governments ask the Commissions to advise on the suitability of a particular officer or officers or to select the most suitable officer from a Cadre ? 2. Should the officers nominated by Government or considered suitable for promotion be interviewed by the Commission ?).

(b) What should be the attitude of the Commissions regarding Departmental Promotion Committees.

7. Resolved that Government should give due attention to the advice of the Commission concerning the qualifications etc., required for a post.

8. Resolved that in cases where the Commissions were invited to make selections which were not included in their statutory duties, the decision of the commission should be accepted as final.

9. Resolved that accrued merit (viz. the experience gained) of a candidate appointed without proper selection should not be given special consideration in determining his suitability for a post for which selection is later made by the Commission.

10. Resolved that the Commissions may sanction payment of travelling allowance to candidates called for interview in special cases and only when the distance covered was not less than 100 miles. Ordinarily Inter class railway fare would be admissible.

11. Deleted.

12. Resolved that decisions to exclude any matter from the purview of the Commission should be taken by the Governor General and should take effect only if the proposal had been laid on the table of the Legislature for not less than a fortnight.

12. (a) Appointments to posts of the grades which normally are within the purview of the Commission shall not be excluded simply on the ground that the Department is temporary.

13. The Commissions viewed with great concern the common abuse of making temporary appointments without consulting them and resolved that in the case of every such appointment (i) the Department concerned should satisfy the Commission about the urgency of the recruitment and (ii) submit within one month the case to the Commission for determining suitability of the candidate. To ensure that prompt action was being taken, the Accountant General should be instructed that no salary should be paid to the officer beyond a period of three months without a certificate of suitability for temporary appointment obtained from the Commission.

14. Resolved that the rule giving Government the right to call for more names than the number of vacancies where ever it still exists should be abrogated (The West Punjab Government have agreed to this).

15. Resolved that the Commissions should have the right to refuse to give the reasons for their decisions in cases of recruitment, or to supply any record or information which the Commission regard as confidential.

16. It was decided that the term "through proper channel" should mean through the appointing authority.

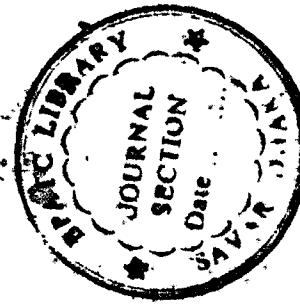
17. Resolved that the following procedure be adopted to ensure that the Commissions' advice receives the fullest consideration by Government.

(i) That the convention that the Commissions' advice should be accepted should not be departed from.

(ii) In exceptional cases where Government find difficulty in accepting the advice of the Commission, the case should be referred back to the Commission for reconsideration together with Government's reasons for the reference.

(iii) If on re-consideration the Commission adhere to their previous advice and Government still find difficulty in accepting the advice of the Commission, the matter shall be referred to the Governor, who before arriving at a decision contrary to the advice of the Commission will invite the Chairman of the Commission to a conference between himself, his Prime Minister and the Chairman of the Commission.

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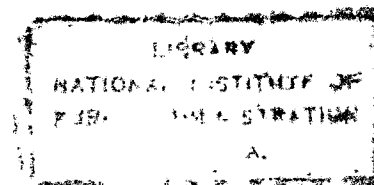
FOURTH REPORT

OF THE

PAKISTAN PUBLIC SERVICE COMMISSION

FOR THE

PERIOD 1st JANUARY TO 31st DECEMBER, 1952



PPSC
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FOURTH REPORT
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PAKISTAN PUBLIC SERVICE COMMISSION
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Period 1st January to 31st December, 1952

INTRODUCTION

1. The Pakistan Public Service Commission have not yet published any of their Annual Reports; indeed the Government of India Act, 1935, as adapted in Pakistan, does not lay upon the Commission any obligation to give an account of their work. But the Commission desire to take the public into their confidence and the reports prepared are now being published with the consent of Government. This, the fourth report, deals with the year 1952.

Functions of the Commission

2. The basic functions of the Commission continued to be those laid down in section 266 of Government of India Act, 1935, as adapted by Pakistan (Provisional Constitution) Order, 1947. The main duty of the Commission is to advise the Governor-General regarding the recruitment and discipline of Government officers.

Personnel

3. The year under review saw a complete change in the membership of the Commission. Mr. Shahid Suhrawardy, the doyen of the first Commission to hold office in Pakistan, retired on June 14th. Mian M. Afzal Husain and Mr. Charles M. Lobo made over charge of the offices of the Chairman and the Member respectively on the 30th September.

4. There was a short interregnum until 20th October 1952 when Mr. Zakir Husain, who had been Inspector-General of Police, East Bengal, became Chairman of the Commission.

5. The two new Members were Mr. U. Kramet and Wazirzada Sardar Gul Mohammed Khan. Mr. Kramet came to the Commission on 25th October 1952 from the Punjab, where he had been Director of Public Instruction and Secretary to Government in the Education Department. Wazirzada Sardar Gul Mohammed Khan, erstwhile Chairman of the Punjab and N.W.F.P., Joint Public Service Commission was not able to join the Pakistan Public Service Commission until 29th November 1952, as he was in England at the time of this appointment.

6. Mr. D. S. Ife, C.S.P., continued to be the Secretary of the Commission throughout the year.

7. Mr. Sardar Ahmad, the permanent Assistant Secretary of the Commission, went abroad to study the working of the Civil Service Commissions of Canada and the U.S.A. under the United Nations Technical Assistance Programme. He was away from 21st July 1952 to 30th November 1952 and during this period Mr. Anwarul Hasan Quraishi, Superintendent, officiated as Assistant Secretary.

8. Khan Bahadur F. E. Quraishi, Officer on Special Duty, Mr. Rafi-uz-Zaman Khan, Psychologist and Agha Iftikhar Hosain, Officer on Special Duty (II) all continued in their respective posts throughout 1952.

Central Engineering Services

23. The second competitive examination for 65 posts in the various Engineering Services of the Government of Pakistan, was held simultaneously at Karachi, Lahore, Dacca and London from the 14th to 20th April. 173 candidates applied for admission, 160 were accepted, 104 took the examination and 63 qualified. All the candidates who qualified were interviewed in July and August, except the London candidate, who, for reasons of economy, was interviewed in April at about the same time as the Central Superior Services candidates and before the result of the written examination was known.

24. The result of the examination was communicated to the Government on the 23rd August but no information regarding the appointments made on the results of this examination had been received at the end of the year under review.

Central Overseas Scholarships

25. The Central Overseas Scholarships Examination 1952 was held at Lahore, Dacca and Karachi from 25th to 28th February 1952. All the candidates were examined in English Essay and General Knowledge and candidates other than those for the awards in Journalism, Commercial Art, Printing, Domestic Science and Physical Training were also required to offer two papers in the subject of the award. There were also optional papers in French and German. All the candidates who took the written examination were invited to the VIVA VOCE test. On May 10th an Ad Hoc Committee met at the Commission's office and made the final selections for five scholarships reserved for women. A report giving full details has been published. Here it will suffice that 113 candidates applied for these scholarships of whom 99 were eligible. But only 68 took the examination and a mere 14 qualified.

26. The material was so poor that it was not possible for the Commission to make any recommendation for the award of scholarships in 14 of the 28 subjects. It would seem that the number of overseas scholarships available now exceeds the number of suitable candidates available. Nevertheless the award of eighteen Overseas Scholarships left over from the previous years, was announced in December 1952.

Mercantile Marine Training

27. The second Mercantile Marine Training Examination was held at Dacca, Lahore and Karachi from 18th to 20th August 1952. 57 boys applied, 45 were accepted, 38 took the examination and 21 qualified.

28. The notice relating to the examination did not mention a VIVA VOCE test, but an interview had to be held because 4 boys who passed the written examination submitted answer books in their own languages and the Commission were therefore in doubt as to whether their English was good enough for them to profit by training in the United Kingdom. The qualifying mark at the interview was the same as in the written examination, viz. 30%. The result was communicated to the Government on November 27, just over 3 months after the examination had ended.

Ministerial Services

29. In 1952 a new subject—Clerical Aptitude—was introduced for the first time. This subject consists of an intelligence test and of questions designed to test the potentialities of the candidates for clerical operations, such as indexing, sorting and recording.

30. The examination for *Assistants and Upper Division Clerks* was announced early in May 1952, the subjects being:—

(i) English.

(ii) Arithmetic.

(iii) General Knowledge.

(iv) Clerical Aptitude Test.

This examination was held from 30th July 1952 to 2nd August 1952. 682 persons applied, 653 were declared eligible, 528 took the examination and 323 qualified for appointment. The marking of the scripts and the compilation of the result took about 10 weeks, the result being declared on 16th October 1952.

31. The date of announcement, the closing date and the centres of the *Lower Division Clerks* examination were the same as those for the *Ministerial Services (Assistants/Upper Division Clerks)* examination, except that there was an additional subject, viz, typewriting. 1217 persons applied, 1190 were accepted, 1123 took the examination and 255 qualified for appointment.

32. The examination was held simultaneously at 4 centres from 3rd to 6th August 1952. The typewriting test which started on August 7th lasted 5 days at Karachi, two days at Rawalpindi and one day at Lahore and Dacca. The result of this examination* was announced on November 13th, 1952.

Other Examinations

33. In addition to these big examinations the Commission have to conduct a number of small examinations for those already in Government service.

C. S. P. (Probationers) Final Passing Out

34. The Commission held the Final Passing Out Examination of 24 C. S. P. Probationers who were selected for appointment on the results of the 1950 C. S. S. Examination at Dacca in March, 1952. The result was communicated to the Government on the 26th May, 1952. This was the last of the Final Passing Out Examinations to be held in March.

35. The 14 probationers selected for appointment to the Civil Service of Pakistan on the results of the C. S. S. Examination, 1951, took their final in December, 1952. 12 probationers who had failed at the Final Passing Out Examinations in March 1951 or March 1952 also took this examination, which was held at Karachi, Lahore and Dacca.

P. F. S. (Probationers) Final Passing Out

36. The Final Passing Out Examination of the 1950 Pakistan Foreign Service (Probationers) was held by the Commission in April 1952 after the probationers had completed their training abroad. Four probationers took the examination in Karachi which consisted of a written test and a VIVA VOCE test. Five probationers who had failed at the Final Passing Out examination held in April 1951 also took this examination at their respective stations, viz., New Delhi, Calcutta, Washington, Ankara and Paris, at the same time as their colleagues in Pakistan. The marks were communicated to Government on the 6th May but in the absence of any probationary rules for this service the Commission did not fix any qualifying standard.

* 208 candidates, who qualified in all the subjects except typewriting, were given another chance at a supplementary typewriting test held early in 1953.

P. S. P. (Probationers) Final Passing Out

37. Sixteen probationers appeared at the Final Passing Out examination of 1951 P. S. P. probationers, which was held by the Commission in December at the Police Training Collège, Sardah, East Bengal.

38. The Commission also made arrangements for the re-examination of 15 P. S. P. probationers who had failed at the Final Passing Out examination held in December 1951 but the examination was postponed at the eleventh hour at the request of the Ministry of the Interior.

Examinations for Stenographers and Stenotypists

39. These examinations, announced on February 15th were to have been held in May 1952, but owing to Ramzan they were postponed till after 'Id-ul-Fitr'. The examinations were held at Karachi, Lahore, Rawalpindi and Dacca. Liberal concession in age, attractive scales of pay and prospects attracted a record number of candidates—948 for the posts of Stenographers and 703 for the posts of Stenotypists.

40. For the first time candidates for these examinations were also required to take a "Clerical Aptitude and Ability Test".

41. On 9th July 1952, sixteen candidates walked out from the examination hall at the Karachi centre as a protest against the dictation. The Commission inquired into the incident and found that the grievance was unreal. The candidates were, therefore, disqualified.

Proficiency Tests

42. Thirteen proficiency tests were conducted for Stenographers, Stenotypists and Typists employed by the Government of Pakistan. Ten of these tests were held at Karachi and three at Rawalpindi. A proficiency test for Urdu typists was also held in November 1952.

Typewriting Tests

43. Twenty-five tests in typewriting were held at Karachi and two tests at Rawalpindi in connection with the grant of increments and the confirmation of ministerial staff of the Central Government. 2364 candidates applied for admission to these tests and 654 qualified.

Selection by Interview

44. The Commission are often asked to find candidates for posts which require personal qualities and acquired skills which cannot be tested by an academic examination or perhaps the need is for a highly qualified specialist for whom an examination would be inappropriate. In these cases the emphasis is on the interview: but if the number of candidates is numerous enough to justify the expense, a written test is sometimes used as a sieve.

45. The Recruitment Branch of the Commission's office prepares summaries of the requisitions received from the Ministries/Divisions. These summaries are published in suitable newspapers, announced by Radio Pakistan and sent to Colleges and Employment Exchanges and various Departments of Provincial Governments. The Commission do not make any significant change in the qualifications, etc. prescribed by the Ministries/Divisions, except when they consider that the qualifications, etc. are vague, unrealistic or confusing. In such cases the draft advertisements, together with the Commission's views are usually shown to the requisitioning authority before publication.

46. After the last date for receipt of applications the Commission scrutinise the applications and eliminate candidates who do not possess the minimum qualifications.

47. The Commission usually seek the assistance of independent advisers in making selections for posts requiring highly technical qualifications.

48. In 1952 the Commission issued 57 consolidated advertisements for 369 posts and 33 scholarships. In response to these advertisements the Commission received 2594 applications. 1408 candidates were interviewed. A few applications were received from abroad and decided without interview on the basis of paper qualifications.

49. The Commission made seven trips to Lahore and five to Dacca. The interviews at Karachi were held on 62 days, at Lahore on 23 days and at Dacca on 20 days.

50. Five recruitment cases, pending at the close of 1951, were completed during the year under report.

51. In most cases the Commission's nominees were accepted by Government. 224 candidates recommended by the Commission were appointed, but 31 posts had not been offered to the Commission's nominees by the end of 1952. 52 posts were not filled on account of financial difficulties.

52. The Commission report with regret that, despite unemployment, they were unable to find suitable candidates for 54 posts. Recruitment in East Bengal is particularly difficult as no newspaper reaches all sections of that province.

53. The Commission decided that a written test as well as an interview was necessary in the following cases :—

(i) Assistant Station Directors, Radio Pakistan.

(ii) Research Officer and Economic Investigators, Ministry of Labour.

(iii) English Reporters, Constituent Assembly of Pakistan.

54. The posts of :—

(i) Tug Engineer, East Bengal Railway ;

(ii) Textile Commissioner, Ministry of Industries ;

(iii) District/Divisional Signal Engineer, Pakistan Railways ;

(iv) Assistant Signal Engineers, Pakistan Railways ;

(v) Publicity and Public Relations Officer, Pakistan Railways ;

(vi) District/Divisional Electrical Engineer, Pakistan Railways ;

(vii) Chief Engineer for the Chalna Anchorage.

(viii) Chief Engineer for the Tug, Chalna Anchorage ;

(ix) Officer on Special Duty, Printing and Stationery ;

(x) Signal Engineer, East Bengal Railway ;

(xi) Marine Superintendent, East Bengal Railway ;

(xii) Director (Power Branch) Central Engineering Authority ;

(xiii) Director (Electrical Branch) Central Engineering Authority ;

for which technical qualifications are essential, were advertised not only in Pakistan but in at least one of the following countries :—

U. K., U. S. A., Japan, West Germany, France and Holland.

concerned constituted a Committee which interviewed the candidates and sent its recommendations to the Commission. The Commission then made the selection.

56. The Ministry of Education twice advertised scholarships and then decided to ask the Commission to make the selection. The Commission accepted the applications with reluctance and made the selections.

Cost of Newspaper Advertising

57. In 1952 strenuous efforts were made to shorten advertisements and thereby reduce their cost. The following figures show that though the number of recruitment cases advertised in 1952 was the highest in the history of Pakistan the cost of advertising then was Rs. 12,000 less than the expenditure in 1951 and the average cost of each advertisement little more than half of what it was in 1950.

Year					No. of recruitments advertised	Average cost	Total cost
						Rs.	Rs.
1948	...	...	...	...	100	358 2 9	35,817 6 0
1949	...	...	...	...	116	398 15 8	46,281 10 0
1950	...	...	...	...	134	434 13 7	58,270 1 3
1951	...	...	...	...	131	379 2 7	49,669 15 3
1952	...	...	...	...	148	251 14 3	37,280 2 0

58. This substantial saving was made without reducing the number of newspapers (eleven) in which the Commission's advertisements were published.

Appointments made without Advertisement

59. During the year under review the Commission were asked to approve 117 cases of appointments made without advertisement, some of them before the Commission came into being. The Commission gave advice in all these cases and also completed eighteen cases pending from 1951.

Promotions

60. Many Recruitment Rules require a certain percentage of posts to be filled by promotion. Thus the Commission have often to determine the suitability of officers for promotion, particularly from class II to class I.

61. During the year under review, sixty-two cases were referred to the Commission for advice; the most important relating to the confirmation of officers of the Provincial Civil Service (Executive and Judicial) in Listed Posts. Seven cases left over from the previous year were completed during the period under review.

Departmental Promotion Committees and Ad Hoc Selection Boards

62. In seven cases the Commission were asked to depute a Member to participate in the meetings of a Departmental Promotion Committee.

The Commission, being a corporate body, could not agree. They suggested, that, if necessary, the proceedings of the Committee should be sent to them for advice.

Irregular Appointments|Promotions

63. Eleven cases of irregular appointments|promotions involving 33 officers came to the notice of the Commission during the period under report.

64. Several persons appointed under Regulation 4 (b) of the Pakistan Public Service Commission (Consultation by the Governor-General) Regulations continued in employment for more than a year without any reference to the Commission. Whose still certain persons appointed under Regulation 4 (b) kept their jobs even after they had been rejected by the Commission as unsuitable.

65. The Commission would like it to be known that if an officer continues in the service of the Central Government for more than a year without their approval his appointment or promotion is almost always irregular. The Commission are doing their best to stop irregularities of this kind and will advert to the subject again in their 1953 report.

66. In 1952 very few Monthly returns showing class I or II appointments and promotions made without reference to the Commission were received regularly and the very purpose of these returns was defeated by the negligence of certain Ministries.

67. Although Karachi was separated from Sind in July 1948, the Ministries of the Interior and of Finance had not reported the class I and II appointments made in the Karachi Administration without the approval of the Commission by the end of the year under review.

68. The Ministry of Kashmir Affairs submitted a consolidated return in June 1952, for the period from 1st March 1949 to 31st March 1952.

69. Returns in respect of the Manpower and Employment Department under the Ministry of Labour were not received regularly.

70. Some of the irregular appointments|promotions made in the Ministry of Refugees and Rehabilitation, such as the appointments of Deputy Refugee Commissioners, Welfare Officers, etc., were reported to the Commission very late. The Commission objected but these appointments were not regularised by the end of 1952.

Disciplinary Cases

71. The Commission were consulted regarding nine cases of discipline. Government accepted the Commission's advice in each case, except one, which had not been decided by the end of the year under review. The Commission also completed 3 cases pending from 1951.

72. Twenty-one candidates for the M.S. (Assistants|U.D.Cs.|L.D.Cs.) Examinations, 1952, and three candidates for the Stenographers and Stenotypists Examinations presented documents in which the date of their birth appeared to have been tampered with. The appropriate educational institutions in India were addressed through the High Commissioner for Pakistan but the correspondence was usually infructuous. The Government of India suggested a reciprocal agreement for the exchange of information. The Ministry of Foreign Affairs and Commonwealth Relations are in correspondence with the Government of India, but no agreement has been signed yet and meanwhile schools in India are forbidden to give the information without which it is difficult for the Commission to decide whether they should recommend the prosecution of these candidates.

73. A Dacca candidate for the Central Superior Services Examination 1952, submitted forged documents. The Commission not only disqualified him from the examination, and all subsequent examinations but also recommended that he should be debarred from all service under the Government. The Commission's recommendation was accepted.

74. The Central Engineering Service candidate (mentioned in para. 18 of the 1951 reports) who tampered with his age certificate has been debarred from the Commission's examinations. The Commission advised Government to debar him from service under the Government of Pakistan, but this has not been done.

75. A Central Superior Services candidate was caught red-handed copying in the Examination Hall at Dacca. He was disqualified from this and all subsequent examinations of the Commission.

MISCELLANEOUS

Domicile

76. One case regarding the determination of domicile was referred to the Commission during the year under review. The applicant claimed non-Asiatic domicile, but the Commission advised that he should be deemed to be of Asiatic domicile and this advice was accepted by the Government.

Seniority

77. Seven cases for the determination of seniority were referred to the Commission for advice. The Government accepted the Commission's advice in all these cases.

Excluded Cadre Posts

78. Twelve cases regarding the designation of certain posts as excluded cadre posts, were referred to the Commission for concurrence. The advice of the Commission was accepted by the Government in every case except one.

Pensions

79. The Commission tendered their advice on a case of extraordinary pension sent to them during the year under review. The advice of the Commission was accepted.

80. Two cases of withholding of special additional pension were received by the Commission during the year under report. The advice tendered by the Commission has been accepted by the Government.

Reimbursement of Legal Expenses

81. The Commission were asked to advise Government regarding five claims filed by Government servants for the payment of legal expenses they incurred in defending themselves against judicial proceedings. The Commission advised the rejection of four claims and the acceptance of one. The Government did not inform the Commission whether their advice had been accepted.

82. The Commission disposed of 119 minor cases, other than those referred to above.

Recruitment Rules

83. In response to the Government's instructions issued in 1949, the following Recruitment Rules were referred to the Commission during the period under review :—

1. Recruitment Rules for Class I and II posts in the Pakistan Animal Husbandry Research Institute, Peshawar and its Sub-Station at Comilla and Quetta.
2. Recruitment Rules for General Central Services Class I and II posts in the Survey of Pakistan, viz., Manager, Litho Printing Office, etc.
3. Recruitment Rules for Class II posts in the Central Animal Husbandry Organisation, Karachi.
4. Recruitment Rules for Class I and II posts in the Survey of Pakistan, Agriculture Division.
5. Recruitment Rules for Class I and II posts in the Military Lands and Contonments Service, Ministry of Defence.
6. Recruitment Rules for Class I and II posts in the Co-operation and Marketing Department, Agriculture Division.
7. Recruitment Rules for Class I and II (Gazetted) posts in the Education Division.
8. Recruitment Rules for Class I and II posts in the Directorate of Botanical Survey of Medicinal Herbs and Plants, Agriculture Division.
9. Recruitment Rules for the posts of Assistant Accounts Officer and various Class II (non-Gazetted) posts in the Railway Accounts Department.
10. Recruitment Rules for the technical Gazetted posts in the Plant Protection Department under the Ministry of Food and Agriculture (Agriculture Division).
11. Recruitment Rules for non-diplomatic executive cadre in the Ministry of Foreign Affairs and Commonwealth Relations.
12. Recruitment Rules for Class I and II posts in the Department of Archaeology.
13. Recruitment Rules for Class II Medical Service, Health Division.
14. Recruitment Rules for the posts of Research Officer (Gazetted) and Economic Investigator (non-gazetted) in the Ministry of Labour.

84. The Commission tendered their advice in all these cases but the only rules which have been published are those of the Survey of Pakistan. In most of the other cases cited above the Commission suggested certain modifications and are still waiting for a reply.

85. Despite many requests by the Commission the Ministries of Health and Works, Information and Broadcasting and Defence have not made recruitment rules for the posts under their control but have merely informed the Commission that the matter is "still under consideration".

86. The progress made in this important work has been very slow and should be accelerated.

Disregard of the Advice of the Commission

87. Five cases in which there has been a difference of opinion between the Commission and the Government are cited below.

88. In 1949 a requisition was received for the recruitment of a Controller of Insurance in the Commerce Division. The Commission under-went a lot of trouble and expense in order to find a qualified candidate but were at first unable to make any recommendation. They therefore agreed to the appointment of the Ministry's nominee, for one year with effect from 26th June 1950. Later on the Ministry's nominee was allowed to continue in the post till such time as a suitable candidate was recommended by the Commission.

89. The post was readvertised by the Commission in 1951 and our Missions in the U.K., France, U.S.A., Canada and Egypt all assisted in the search. This time the Commission were able to find an excellent candidate and on March 1st they recommended him for appointment. No offer of appointment was made in the year under review although the Commission warned the Ministry that delay would probably result in the loss of a valuable officer.

90. In September 1949, the Health Division of the Ministry of Health and Works asked the Commission to approve the promotion of a departmental candidate, who had been appointed in August 1947 to a Class I post of Airport Health Officer, Karachi Airport. In November 1949, the Commission advised that the post should be advertised through them. Instead of implementing the advice of the Commission, the Ministry waited till recruitment rules had been framed, under which the post could be filled by promotion. So the Commission had to withdraw their previous advice and to approve the appointment of the departmental candidate, although his appointment from August 1947 till October 1952, was (and still is) irregular.

91. The Commission did not recommend a P.C.S. (Executive) Officer from Baluchistan for AD HOC appointment to the C.S.P. because in their opinion no candidate from that province was suitable for the C.S.P. The convention laid down in the Cabinet Secretariat O.M. No. 10/3/50-SE. II, dated 13th June 1950, was disregarded and Government made an appointment without giving the Commission an opportunity to reconsider the matter.

92. In 1951 the cases of certain officers of the East Bengal Provincial Civil Service were referred to the Commission for confirmation in 'Listed Posts'. The Commission declared five of the officers unsuitable for confirmation, but their advice was not accepted.

93. In August 1952, the Ministry of Law appointed as Deputy Draftsman, Class I, an officer who had been working under the Ministry of Refugees and Rehabilitation as Liaison Officer, Class I, since November 1950, without the approval of the Commission. The Commission did not approve of this appointment. Subsequently recruitment to the post was excluded from the purview of the Commission by including it in the Schedule to the Pakistan Public Service Commission (Consultation by the Governor-General) Regulations.

Post Scriptum

94. The Commission would like to thank the Provincial Governments and Public Service Commissions for their assistance in conducting examinations and interviews. The Commission are also indebted to Her Majesty's Civil Service Commission and to the Civil Service Commission of the U.S.A., especially for their help in conducting examinations abroad.

95. The Commission also thank their advisers and in particular those officers of Government who attended interviews without payment and at considerable inconvenience.

96. The Commission's office worked at high pressure during the year and the Commission record their appreciation of the good work done both by their officers and by members of the ministerial staff.

KARACHI:

The 24th September, 1954.

ZAKIR HUSAIN,

Chairman.

U. KRAMET,

Member.

WAZIRZADA SARDAR GUL MOHAMMAD KHAN,

Member.

D. STANTON IFE,

Secretary,

Pakistan Public Service Commission.

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APPENDICES

APPENDIX No. I—contd.

Sl. No.	Name of Examination	No. of Examinations held	No. of candidates who applied	No. of candidates admitted	No. of candidates who actually competed	No. of candidates interviewed	No. of candidates declared successful	No. of vacancies	No. of candidates actually appointed	Remarks
1	2	3	4	5	6	7	8	9	10	11
8	Pakistan Foreign Service (Probationers) Final Passing Out Examination, 1952.	1 (April 1952).	...	...	9	4	...	...	...	
9	Police Service of Pakistan (Probationers) Final Passing Out Examination, 1952.	1 (Dec. 1952).	...	...	16	...	11	...	...	
10	Stenographers Examination, 1952	1	948	930	842	...	182	...	...	
11	Stenotypists Examination, 1952	1	703	688	634	...	234*	...	...	*Including 81 candidates who also qualified as Stenographers.
12	Proficiency Tests :—									
	(i) Stenographers ...	4	256	256	178	...	62	...	...	Including one test each at Rawalpindi.
	(ii) Stenotypists ...	4	100	100	71	...	11	...	...	
	(iii) Typists ...	4	420	420	313	...	55	...	...	
	(iv) Urdu Typists ...	1	1	1	1	...	...	...	...	
13	Monthly Typewriting Tests	27	2,364	2,364	1,660	...	654	...	...	

APPENDIX No. II

STATEMENT SHOWING NUMBER OF ENGINEERING, TECHNICAL AND NON-TECHNICAL POSTS FOR WHICH REQUISITIONS WERE RECEIVED BY THE COMMISSION DURING THE YEAR 1952.

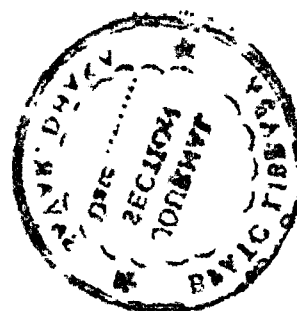
Sl. No.	Name of Ministry/Division/Department	Number of Requisitions received	Number of posts				Remarks
			Engg.	Tech.	Non-Tech.	Total No. of posts	
1	Agriculture Division ...	26	3	40	7	50	
2	Aviation Division ...	3	1	1	1	3	
3	Auditor General of Pakistan ...	...	...	...	...	...	
4	Accountant General of Pakistan Revenues	...	...	...	...	...	
5	Asst. to H.E. the G.G. & C.C. in Baluchistan.	...	...	...	...	...	
6	Cabinet Secretariat ...	2	...	1	1	2	
7	Chief Commissioner's Secretariat, Karachi	1	...	...	18	...	
8	Commerce ...	6	...	8	...	8	
9	Communications ...	12	12	16	1	29	
10	Constituent Assembly of Pakistan	2	...	...	2	2	
11	Defence ...	10	4	6	28	38	
12	Education ...	13	...	5	7	12	
13	Economic Affairs ...	3	...	11	...	11	
14	Foreign Affairs & Commonwealth Relations	3	...	...	19	19	
15	Finance ...	1	...	...	1	1	

1	2	3	4			5
16	Food Division	...	...	...	...	...
17	Health	17	...	43	2	45
18	Interior	...	...	...	...	...
19	Information and Broadcasting	16	4	4	18	26
20	Industries	20	7	54	7	68
21	Labour	8	1	7	6	14
22	Law	...	...	...	...	...
23	Kashmir Affairs	...	...	...	...	...
24	Pakistan Public Service Commission	1	...	...	1	1
25	Refugees and Rehabilitation	3	...	...	19	19
26	Revenue Division	...	...	...	...	...
27	States and Frontier Regions	1	...	1	...	1
28	Works Division	2	1	...	1	2
	GRAND TOTAL ...	150	33	197	139	369

APPENDIX No. III

STATEMENT SHOWING SUMMARY OF CASES OF APPOINTMENTS, PROMOTIONS, MISCELLANEOUS CASES, ETC., DEALT WITH BY THE PAKISTAN PUBLIC SERVICE COMMISSION DURING THE YEAR 1952.

Sl. No.	Description	No. of cases pending on 1-1-1952	No. of cases referred between 1-1-52 to 31-12-1952	No. of cases on which advice communicated	No. of cases pending on 31-12-52	No. of cases on which Government have taken decision	No. of cases on which Govt. have not taken decision	Whether Commission's advice was accepted	Remarks
1	Appointments (including temporary appointments, regularisation of appointments made without reference to the Commission).	18	117	135	...	126	9	Accepted.	
2	Promotions (including promotions and confirmations of P.C.S. officers to C.S.P. and P.S.P.).	7	62	69	...	63	6	"*	*Except in one case mentioned in para. 91 of the report.
3	Disciplinary Case	3	9**	11	1	11	...	"	**Includes cases of appeals, memorials, etc. recd. through Government.
4	Domicile	...	1	1	...	1	...	"	
5	Seniority	...	7	7	...	7	...	"	
6	Excluded Cadre Posts	...	12	12	...	12	...	"	
7	Gratuity and Injury Pensions.	...	1	1	...	1	...	"	
8	Withholding of Special Additional Pension.	...	2	2	...	2	...	"	
9	Re-imbursement of Legal Expenses.	...	5	5	...	4	1	"	



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FIFTH ANNUAL REPORT OF THE PAKISTAN PUBLIC SERVICE COMMISSION FOR THE PERIOD 1ST JANUARY TO 31ST DECEMBER, 1953.

INTRODUCTORY

In accordance with the decision taken by the Pakistan Public Service Commission in consultation with Government, to publish annual reports, the Commission present their fifth Annual Report for the year 1953.

FUNCTIONS OF THE COMMISSION

2. There was no change in the functions of the Commission as laid down in section 266 of the Government of India Act, 1935, as adapted by Pakistan (Provisional Constitution) Order, 1947, viz., to advise the Governor General in all matters relating to recruitment, promotion and discipline of Government officers, etc., etc.

PERSONNEL

3. During the year under review the membership of the Commission remained the same as in the previous year, viz.,

- (i) Mr. Zakir Husain Chairman.
- (ii) Mr. U. Kramet. Member.
- (iii) Wazirzada Sardar Gul Muhammad Khan ... Member.

Mr. D. Stanton Ife, C.S.P., continued as Secretary,

Mr. Sardar Ahmad, as Assistant Secretary,

Khan Bahadur Fazle Elahie Qureshi,

Agha Iftikhar Hosain, and

Mr. S. Mahmud Ahmad as Officers on Special Duty, and

Mr. Rafi-uz-Zaman Khan, as Psychologist, throughout the year.

Mr. Rafi-uz-Zaman Khan was awarded a fellowship by the National Academy of Sciences and deputed to the U.S.A. where he carried on research on Personality Tests as developed in the field of Psychotherapy, Vocational Guidance and Mental Testing for a period of 10 months from 13th October, 1953 at the University of Minnesota. He also participated in the UNESCO Seminars and attended the XIV-International Psychological Congress as a Representative of the Pakistan Government.

The year was one of economy and retrenchment and the Commission had to carry on their work with inadequate staff. The Ministerial and Class IV staff at the end of December, 1953, consisted of :—

Superintendents	4
Assistant-in-Charge	1
Assistants	27
Upper Division Clerks	4
Lower Division Clerks	27
Confidential Assistants	3
Stenographers	4
Steno-typists	2
Record Sorters/Daftries	7
Jamadars	3
Peons (including Farash and Chaukidars, etc.)	19
Sweepers	2

The Commission's two small Branch Offices at Dacca and Lahore continued to function throughout the year. The strength of the Dacca Branch was 1 Superintendent, 1 Nazir, 1 Clerk-typist and 1 Peon; that of the Lahore Branch was 1 Junior Clerk and 1 Peon.

The Commission consider that, for the purpose of maintaining a high standard of efficiency in the office of the Commission, the status and scales of pay for their staff should be the same as those for the Central Secretariat. The Commission, accordingly, moved Government for sanctioning the same, but no orders were received till the end of the year.

In this connection, it may be mentioned that the staff of the Union Public Service Commission, India, was placed on the same footing with the staff of the Central Government long ago.

OFFICE ACCOMMODATION

4. Government being unable to provide suitable accommodation to the Commission it was decided to make temporary additions to the existing Gymkhana building. Accordingly, two rooms were constructed on the 1st floor though these were not quite ready for use at the end of the year under report.

RECEIPTS AND EXPENDITURE

5. The total receipts and expenditure during the financial year 1953-54 were as follows :—

	Rs.
Receipts :—	52,519
Expenditure :—	
(a) Pay of Officers ...	1,54,300
(b) Pay of establishment ...	1,63,100
(c) Allowances and Honoraria ...	95,800
(d) Other charges ...	66,800
(e) Charges in England ...	20,000
Total ...	5,00,000

RECEIPTS AND ISSUES

6. 40,761 letters were received and 25,634 letters were despatched.

COMPETITIVE EXAMINATIONS

7. The important examinations held by the Commission were those for the Central Superior Services, the Central Engineering Services and the Ministerial Services (Assistants/Clerks).

The Central Superior Services and Central Engineering Services Examinations continued to be held in London for the benefit of young Pakistanis who happened to be there for higher studies. The Central Superior Services Examination was held in Washington also.

VIVA VOCE BOARDS

8. The *Viva Voce* Boards for interviewing the candidates for these examinations were constituted by the Commission with great care and included renowned educationists, Vice-Chancellors of Universities and Representatives of the Central and Provincial Governments, and Public Service Commissions. The Chairman of the Commission in almost all meetings presided over these Boards. The Psychologist as in the previous year tested the candidates before they were interviewed by the Boards.

in order to keep the standard of *Viva Voce* tests uniform at all centres the Chairman of the Commission visited London and Washington to preside over the *Viva Voce* Boards.

9. The Commission note with concern that Government are averse to deputing one of the members of the Commission to preside over the *Viva Voce* Board abroad. Government are of the opinion that the Commission should delegate their powers for interviewing candidates, to our Missions abroad. The Commission, on the basis of their past experience, are firmly of the opinion that for maintaining a uniform standard of selection at all centres it is necessary that one of the members of the Commission should preside over these Boards at all centres in Pakistan as well as in foreign countries. No final decision was taken by Government till the close of the year under review.

CENTRAL SUPERIOR SERVICES EXAMINATION

10. The fifth Central Superior Services Examination commenced on the 12th January, and concluded on the 2nd February, 1953. The results of the written portion of the examination were announced on the 7th April, 1953. The *Viva Voce* Tests of the candidates, who qualified in the written examination in Pakistan, were held between April 20th and May 14th, but it was not possible to interview those who took the examination in the U.K. and the U.S.A. until the last week of July.

Four candidates from London Centre and one from Washington Centre were successful out of a total of 9 candidates.

Five hundred and fifty five candidates applied for admission to the examination but only 385 actually competed, of whom 126 candidates qualified for interview by obtaining a minimum of 40% marks. Finally, 63 qualified for 54 vacancies. Final results were communicated to Government on the 11th August, 1953, but information regarding the actual appointments made on the results of this examination was not received during the year under review. The lists of appointments made on the results of the Central Superior Services Examination, 1952, were also not received till the end of the year.

11. Rules relating to the Central Superior Services Examination to be held in January, 1954, were published on the 19th June, 1953. One important change which was made in the Syllabus for the 1954 Examination was the inclusion of Sindhi, Pushti, Punjabi and Baluchi. These languages were grouped with Urdu and Bengali and the maximum marks for each language in this group were reduced from 200 to 100.

12. Another important change effected in the rules, after their publication, was that any candidate who had not acquired Pakistani domicile on the date of his application was made ineligible for appointment to any post or Service under Government. In consequence, nine applications had to be rejected.

13. The refugees from Jammu and Kashmir, residing in Pakistan, and the residents of Azad Kashmir were granted the same concession as that enjoyed by the scheduled castes in regard to age, fee, etc. This concession was, however, announced after the closing date for the receipt of applications and only one candidate from Jammu-Kashmir took the Examination.

14. It was decided that every year the Central Superior Services Examination should be held in November, instead of January. This change was proposed to be brought about gradually. Accordingly, the examination to be held in 1954 was fixed for 4th January, 1954 onwards instead of 11th January, 1954. In all, 631 applications were received for this examination.

CENTRAL ENGINEERING SERVICES EXAMINATION.

15. The third competitive examination for recruitment to the various Engineering Services under Government was announced by the Commission on 27-5-53. 198 candidates applied for admission to the Examination, 185 were admitted and 72

took the examination. The written examination was held simultaneously at Dacca, Lahore, Karachi and London from the 14th to 22nd December, 1953. The result of the written Examination could not be announced during the year.

CIVIL SERVICE OF PAKISTAN (PROBATIONERS) FINAL PASSING OUT EXAMINATION

16. The Civil Service of Pakistan (Probationers) Final Passing Out Examination of the 15 candidates, who were selected on the result of Central Superior Services Examination, 1952, was not held during the year, as suggested by Government.

PAKISTAN FOREIGN SERVICE (PROBATIONERS) FINAL PASSING OUT EXAMINATION

17. In May, the Commission conducted the Final Passing Out Examination of the three Pakistan Foreign Service Probationers selected on the result of the Central Superior Services Examination, 1951, and of the three other Probationers who had failed at the previous Examination. The latter were re-examined at their stations abroad, viz., Paris, Ankara and Washington. The result was communicated to Government on 6-7-1953.

POLICE SERVICE OF PAKISTAN (PROBATIONERS) FINAL PASSING OUT EXAMINATION

18. Fifteen Probationers of the Police Service of Pakistan, who had failed in the Final Passing out Examination held in 1951, were re-examined in May, 1953, simultaneously at Karachi, Dacca, Lahore and Peshawar.

The Final Passing Out Examination of the 16 Police Service of Pakistan Probationers selected on the results of the Central Superior Services Examination, 1952, was held at Sardha in December, 1953, along with the re-examination of the 8 Probationers who had failed in certain subjects in the previous Examinations. All the candidates failed in Criminal Law (with Books) as the questions set for the Examination were found to be out of syllabus. The Commission, therefore, decided to hold a fresh examination in this subject. The result of the Examination could not be communicated to Government by the close of the year under review.

SURVEY OF PAKISTAN (CLASS I AND II) SERVICES

19. In April, 1953, Government decided to recruit officers for the Survey of Pakistan (Class I and II) Services by examination. Accordingly the draft rules of examination for these Services were prepared during the year under report.

MINISTERIAL SERVICES

20. Two examinations one for appointment of Assistants and Upper Division Clerks and the other for appointment of Lower Division Clerks in the Ministerial Establishment of the Central Secretariat and its Attached Departments were held by the Commission during the year.

MINISTERIAL SERVICES (ASSISTANTS/UPPER DIVISION CLERKS) EXAMINATION

21. The Examination was announced on the 3rd December, 1952, 5-1-53 being the last date for receipt of applications. The subjects for examination were:—

- (i) English.
- (ii) Arithmetic.
- (iii) General Knowledge.
- (iv) Clerical Aptitude.

The Examination was held on the 21st and 22nd February, at Karachi, Lahore, Rawalpindi and Dacca. In response to the Commission's advertisement, 470 candidates applied, 442 were admitted, 398 appeared and 292 qualified for appointment.

22. The date of announcement, closing date, centres and the subjects for examination were the same as those for the Ministerial Services [Assistants/Upper Division Clerks] Examination mentioned above. There was also an additional subject, viz., typewriting. The Lower Division Clerks examination was held on the 23rd and 24th February at the four centres mentioned above. The typewriting test was conducted from the 25th to the 28th February at Karachi, on the 25th at Lahore and Dacca and on the 25th and 26th at Rawalpindi. 798 candidates applied, 768 were admitted, 731 took the examination and 84 qualified for appointment. The result was announced on the 26th June, 1953.

A supplementary typewriting test for 208 candidates, who had qualified in all subjects except typewriting at the August, 1952 examination, was also held on the 25th February at Dacca and Lahore, on the 27th February at Rawalpindi and on the 1st March at Karachi. 179 candidates took the examination and 88 qualified. The result of this test was announced on the 11th April, 1953.

23. The Commission continued to obtain from their examiners an assessment of the knowledge and education reflected in the answer papers. The examiners reported that only a very small number of candidates displayed a real grasp of their subject and a reasonable level of mental development. These defects were brought to the notice of Government and various universities in Pakistan.

TYPEWRITING TESTS

24. Twenty-three typewriting tests for purposes of increments and confirmation were held at Karachi. 1,697 candidates applied, 1,226 appeared and 307 qualified.

One typewriting test was held at Rawalpindi in July, 1954. 444 candidates applied, 347 appeared and 98 qualified.

Three typewriting tests were held at Dacca in February, July, and December. 11 candidates applied and were admitted and 6 qualified.

26 typewriting tests were conducted at 23 Pakistan Missions abroad from May to December, 1953. 65 candidates applied and appeared and 35 qualified.

PROFICIENCY TESTS

25. Nine Proficiency Tests for Typists were conducted at Karachi in March, July and November. 678 candidates applied 534 took the test and 73 passed.

Three Proficiency Tests for Typists were conducted at Rawalpindi in July. 128 candidates applied, 107 were tested and 7 qualified.

Three Proficiency tests for Urdu Typists were held at Karachi. Three candidates appeared of whom 2 passed.

26. Three candidates for the Ministerial Services (Lower Division Clerks) Examination held in 1951 produced, as proof of their age, certificates in which the dates of birth were suspected to have been tampered with. Enquiries were made and one of them who was not in Government service, was disqualified and debarred from all future examinations of the Commission. The cases of the other two were reported to Government as they were Government employees. The annual increment of one was stopped for three years and the other was discharged from service.

27. Two brothers interchanged their roll numbers in their Arithmetic answer books in the Ministerial Services (Assistants/Upper Division Clerks) Examination, 1953. They were both disqualified and debarred from all future examinations conducted by the Commission. Later, one was dismissed and the other discharged from service.

SELECTION BY INTERVIEW

28. The Commission are required to recommend suitable candidates to fill Class I and II or equivalent posts for which competitive examinations are considered inappropriate. Candidates for such posts are normally recommended on the basis of interviews only, but a written test is also held in cases where the number and the nature of posts justify such a course. A representative of the Ministry concerned is invariably invited to advise the Commission at the interviews. Sometimes, when the posts are highly technical the Commission also invite independent experts to advise them. In such cases the Commission pay suitable honorarium to the independent experts.

29. The year under report being one of economy, Government directed, on the 27th March, that no fresh recruitment should be made pending the announcement of the report of the Administrative Enquiry Committee appointed by them. In several cases already in progress it was decided by Government to abandon the recruitment but some of those were subsequently revived.

30. Nevertheless, the Commission received 126 requisitions during the year under review, only 24 less than those in the preceding year. They issued 18 consolidated advertisements for 299 posts. The Commission also made selections for the award of 3 Overseas Scholarships for advanced studies in foreign countries.

31. The Commission received 1,474 applications, interviewed 924 candidates and recommended 225 candidates for appointment to different posts. The Commission were unable to find suitable candidates for 63 posts, in regard to 8 posts the search was in progress till the close of the year.

32. A written test as well as an interview was held for recruitment to 29 posts of Assistant Station Engineer for Radio Pakistan.

33. At the instance of Government recruitment against 3 posts had to be cancelled after the posts were advertised, a practice which the Commission deplore very much.

34. Out of 225 candidates recommended by the Commission 168 were offered appointments but no information regarding the remaining 57 candidates was received. Only 48 candidates joined their posts during the year.

35. The Commission always try their best to finalise recruitments and publish results of competitive examinations as soon as possible. They regret however that several excellent candidates are lost as a result of delay in the issue of letters of appointment by Government. They would cite examples in support of this statement.

The Commission's recommendation for filling the post of Controller of Insurance, Pakistan, was communicated to the Ministry of Commerce on the 1st March, 1952. The post was not offered to the candidate by the Ministry for one and a half years. Ultimately, the Commission were informed by the Ministry on the 23rd November, 1953, that the candidate had refused to accept the offer.

The result of the Central Superior Services Examination, which commenced on the 12th January, 1953, was communicated to Government on the 11th August 1953. No information regarding appointments made was received during the year under review.

36. The Commission were asked to reconsider their recommendations in respect of the posts of :—

(i) Director of Education, Baluchistan.

(ii) Animal Husbandry Commissioner.

(iii) Scientific Liaison Officer, Pakistan High Commission, London.

They gave their advice but the cases remained undecided till the end of the year.

37. The following posts :

- (i) Master Pilot Vessel Ringdove, Chalna Anchorage.
- (ii) Deputy Director, Shipping, Pakistan High Commission, London.
- (iii) Scientific Liaison Officer, Pakistan High Commission, London.
- (iv) Manager, East Bengal Railway Flotilla.

for which high technical qualifications were required were also advertised in at least one of the countries, viz., United Kingdom, West Germany, Sweden and Holland, as well as in Pakistan. In such cases the High Commissioner or the Ambassador concerned set up a Committee which interviewed the candidates and sent up its recommendations to the Commission. The Commission then made the final selection.

PUBLICITY

38. The success of every recruitment depends largely upon publicity and the Commission, therefore, make their advertisements in such newspapers as are read by potential candidates and stick to them so that candidates may know where to find the Commission's advertisements. Since the media list of the Department of Advertising, Films and Publications is frequently revised, the Commission on the 14th March, 1953, decided to place their advertisements direct.

Due to financial stringency strenuous efforts were made to reduce further the cost of newspaper advertisement. Long-winded requisitions were cut down and the average cost of advertising each recruitment was brought down from Rs. 258-10-4 in 1952 to Rs. 81-12-4 in 1953. Most of the Commission's advertisements were published in only 4 important and popular newspapers instead of 11 and the total expenditure was reduced from Rs. 37,280-2-0 to Rs. 8,340-7-9 which is about Rs. 50,000 less than the corresponding figure for 1950.

Alternative and cheaper methods of publicity were devised and three show-cases for the display of the Commission's advertisements were erected, one each at Karachi, Dacca and Quetta. It was expected that by the end of 1954 six more would be erected so that there might be one in all the major towns of Pakistan. Four Government journals of East Bengal and Baluchistan were publishing Commission's advertisements free of cost. Copies of advertisements were also supplied to Provincial Public Service Commissions, Employment Exchanges, Colleges, and district heads and departments of all Provincial Governments. In addition advertisements were announced twice from each Radio Station in Pakistan and published in all Government Gazettes.

APPOINTMENTS MADE WITHOUT ADVERTISEMENT

39. One hundred and four cases, involving 208 officers appointed without consultation with the Commission, were referred to the Commission for advice during the year. The Commission tendered their advice in 89 cases. In 79 cases the advice of the Commission was accepted ; in the remaining 10 cases the decision of Government was awaited.

PROMOTIONS

40. During the year under review, 43 cases involving 157 officers were referred to the Commission for advice. The Commission gave their advice in 36 cases which was accepted in 31 cases. In the other 5 cases Government took no decision.

MEASURES TO CHECK VIOLATION OF THE STATUTORY PROVISIONS FOR CONSULTATION WITH THE COMMISSION IN MAKING APPOINTMENTS/PROMOTIONS.

41. Even before 1947 it was thought necessary to devise a check to ensure that appointments and promotions were not made in contravention of the statutory provisions for consultation with the Federal Public Service Commission (India). It

has decided that the various Departments of the Government of India should submit monthly returns to the Federal Public Service Commission (I) showing appointments and promotions made during the preceding month without reference to the Federal Public Service Commission.

In 1947, the Ministries/Divisions of the Government of Pakistan were asked to submit such returns to the Pakistan Public Service Commission in the same manner as they had formerly been forwarded to the Federal Public Service Commission.

In 1953, it was observed that the instructions for submission of these returns as laid down in the Commission's Office Memorandum No. F. 8/1/47-Ser., dated the 31st December, 1947, were not being fully complied with. In May, 1953, the Ministries/Divisions were, therefore, again requested that in future monthly returns showing appointments and promotions made during the preceding month, without reference to the Commission, should be sent to them regularly and in time. In order to enable the Ministries/Divisions to consolidate the reports received from the attached offices the last date for submission of these returns to the Commission was extended till 20th of each month.

The Commission realised that several Ministries were too hard pressed for time during the first two or three years after partition to submit their returns regularly, but they consider it most unsatisfactory that even during the year under review very few Ministries or Divisions submitted their returns regularly and in time. The majority of offices submitted the returns very late and in a consolidated form for several months together with the result that the very object of these returns was defeated. Several appointments and promotions were reported to the Commission after the officers concerned had held the posts irregularly for more than one year.

Not a single report was received from the Ministry of Economic Affairs until August, 1953, when a consolidated nil report arrived for the period July, 1952 to July, 1953. After being reminded twice the Ministry submitted a consolidated nil report for the period from August to December, 1953, this did not come until February, 1954. No returns were received in respect of the Planning Board, although the Board came into existence in July, 1953.

No report was received from the Ministry of Industries until November, 1953, when the Commission received a consolidated nil report for the period from July to October, 1953. Not a single appointment made in the office of the Controller General of Prices and Supplies, an attached Department of the Ministry of Industries, was reported to the Commission although the Department was established in March, 1953, and some appointments must have been made without a reference to the Commission.

The Ministry of Kashmir Affairs submitted a consolidated return in September, 1953, for the period from January to September, 1953.

The Ministry of Law did not submit any return in respect of the appointments/promotions made in the office of the Law Commission, an attached office of the Ministry of Law.

The Ministry of Refugees and Rehabilitation did not submit any return in respect of the office of the Custodian of Evacuee Property.

Monthly returns in respect of Class II posts were not received regularly from the Chief Commissioner, Karachi. Various appointments made in the Rent Control Department were not reported to the Commission, e.g., the appointment of Additional Rent Controller which came to the notice of the Commission through notification in the *Gazette of Pakistan* was not reported to the Commission in the monthly returns.

Not a single monthly return was received from the Baluchistan Administration.

74. All Ministries/Divisions are competent, under the Pakistan Public Service Commission (Consultation by the Governor-General) Regulations, to make appointment without consultation with the Commission, if the officer to be appointed is not likely to hold the post for more than one year.

The Commission noticed that this regulation was being extensively misused. In many cases the appointments were made for a period of one year in the first instance but the persons so appointed were allowed to continue beyond that period without any reference to the Commission.

It was also observed that such cases were not even reported in the appropriate monthly returns and the Commission came to know of such appointments only when their approval was sought to regularise the same retrospectively.

The measure adopted to check irregular appointments i.e., the submission of monthly returns, etc., did not prove effective.

43. To facilitate the checking of irregular appointments/promotions, the Commission suggested to the Cabinet Secretariat in August, 1951, that instructions might be issued to all Ministries that in Gazette Notifications regarding appointments/promotions it should be made clear whether the appointment/promotion was made in consultation with the Commission or not and (ii) the Accountant General of Pakistan Revenues should be informed in each case whether a particular appointment/promotion was made on the advice of the Commission or not. The proposal was not accepted by Government.

44. In July, 1953, the Commission decided that every appointment or promotion reported in the *Gazette of Pakistan* should be examined and the irregular appointments/promotions brought to the notice of the Cabinet Secretariat. This measure was adopted on an experimental basis and the result will be mentioned in the next Annual Report.

45. In February, 1952, the previous Commission had made a proposal to Government that salaries of Government servants, not appointed in accordance with the Pakistan Public Service Commission (Consultation by the Governor-General) Regulations, should be stopped until the Accounts Officer concerned received a certificate to the effect that the appointment or promotion had been made in consultation with the Commission. The proposal was considered by Government and in June, 1953, a circular was issued by the Cabinet Secretariat to Ministries/Divisions directing them to regularise all irregular appointments by 31st December, 1953 at the latest. The result of this circular will be mentioned in the next Annual Report.

DISCIPLINARY CASES

46. Twenty-two disciplinary cases, including 7 appeals, were referred to the Commission during the year under report. The Commission gave their advice in all these cases. In 19 cases the Commission's advice was accepted, in 3 cases Government have not taken any decision so far and in one case the advice of the Commission was not accepted.

PENSIONS

47. Six cases regarding the grant of gratuity or extraordinary family pension were referred to the Commission. They tendered advice and Government accepted it in every case. There was also one case regarding the grant of special additional pension, but the Commission were not informed of the orders passed by Government.

REIMBURSEMENT OF LEGAL EXPENSES:

48. Five claims to the payment of legal expenses, incurred by Government servants in defending themselves against judicial proceedings, were referred to the Commission for advice. The Commission advised that 4 claims should be paid and one rejected. The advice of the Commission in each case was accepted.

DEPARTMENTAL PROMOTION COMMITTEES.

49. On several occasions the Commission were requested by Ministries to depute one of their members to preside over the proceedings of the Departmental Promotion Committees. The Commission being a corporate body could not comply with their request. They advised, however, that if the selection came within their purview, it should be referred to them for consideration of the full Commission.

EXCLUDED CADRE POSTS

50. The Commission received nine proposals for excluding certain technical posts from the ministerial service cadre for the purpose of recruitment. The Commission gave their advice in all these cases, which was accepted.

SENIORITY

51. Six cases regarding determination of the relative seniority of officers were referred to the Commission for advice. The Commission tendered their advice in 3 cases. In one case the advice of the Commission was accepted and in two final orders passed by Government are still awaited. The other three cases were pending at the close of the year for want of certain information from the Ministry/Division concerned.

DOMICILE.

52. Four cases were referred to the Commission. They advised acceptance of two claims for non-Asiatic domicile and rejection of the other two. In three cases the advice of the Commission was accepted and in one the final orders of Government are still awaited.

RECRUITMENT RULES

53. During the year under review the Commission received draft Recruitment Rules for the following services/posts.

- (i) Class I and II (Gazetted) posts on the advisory side of the Ministry of Education.
- (ii) Recruitment Rules for Class I and II (Gazetted) posts in the Directorate of Archives and Libraries, under the Ministry of Education.
- (iii) Recruitment Rules for Class I and II posts in the Department of Cyphers.
- (iv) Recruitment Rules for the posts of Coal Mines Medical Officer and Coal Mines Labour Welfare Officer under the Ministry of Labour.
- (v) Recruitment Rules for technical (non-Gazetted) Posts in the Department of Plant Protection, Agriculture Division.
- (vi) Recruitment Rules for the Central Medical Service Class II.
- (vii) Recruitment Rules for the post of Headmaster, Central Service Class II (Gazetted) of the Technical High School, Karachi (Ministry of Education).
- (viii) Recruitment Rules for the Central Medical Service Class I.
- (ix) Recruitment Rules for Class I and II posts in the Karachi Polytechnic, Ministry of Education.
- (x) Recruitment Rules for Income-Tax Service Class II (Grade III) under the Ministry of Finance (Revenue Division).
- (xi) Recruitment Rules for the post of Educational Attache, Ministry of Education.
- (xii) Recruitment Rules for Civil Defence posts under the Ministry of the Interior.

- (xiii) Recruitment Rules for the post of Protector of Emigrants, Karachi and Chittagong under the Ministry of Labour.
- (xiv) Recruitment Rules for the Pakistan Audit and Accounts Service.
- (xv) Recruitment Rules for Class I and II (Gazetted) posts in the Trade Marks Registry of the Ministry of Commerce.
- (xvi) Recruitment Rules for Class I and II posts in the (i) Pakistan Animal Husbandry Research Institute, (ii) Cattle Farm and (iii) Poultry Farm—Subordinate Offices of the Agriculture Division.
- (xvii) Recruitment Rules for Central Soil Conservation Service (Class I and II), Agriculture Division.
- (xviii) Recruitment Rules for isolated posts under the Food Division and its subordinate offices.

The Commission tendered their advice in 15 cases and the remaining three cases were pending with the Commission at the close of the year. In four cases the rules were finally approved by the Commission and published in the *Gazette of Pakistan* but in the other 11 cases the rules were not finally approved and published.

In spite of repeated reminders from the Commission the response from the various Ministries and Divisions in this regard was disappointing. The Ministries of Information and Broadcasting, Health and Works, Economic Affairs, Industries, Refugees and Rehabilitation, and States and Frontier Regions did not frame recruitment rules for various posts under their administrative control.

Delay in framing Recruitment Rules especially in the Ministry of Information and Broadcasting (late Information and Broadcasting Division) continued despite the circular already issued by the Cabinet Secretariat in May, 1949 directing all Ministries and Divisions to take up the framing of recruitment rules immediately.

MINOR CASES

54. The Commission also disposed of 80 minor cases the details of which need not be mentioned in this Report.

DISREGARD OF THE ADVICE OF THE COMMISSION

55. Two candidates appointed in 1951 took their final Civil Service of Pakistan (Probationers) Examination in Bengali in December, 1952. Their answers to a certain question were identical and the examiner suspected both of using unfair means. The Commission examined the answer papers of the candidates and advised that both were equally guilty, one having copied and the other having allowed his answer to be copied. The Cabinet Secretariat ordered an enquiry and the findings were referred to the Commission. The Commission, after due consideration of the case, advised discharge of these officers from service. Government disregarded this advice and ordered that both the officers be merely re-examined in all subjects of the Final Passing Out Examination along with the Civil Service of Pakistan Probationers of 1953. They also ordered that, for the purpose of seniority, these officers should be grouped with the officers appointed in 1952.

56. The Commission observed from the monthly return for February, 1950, received in April, 1952, relating to the appointments made in the office of the Chief Medical Officer, Karachi that a Medical Officer appointed in March, 1948, was still continuing in a class II Gazetted post without the approval of the Commission. While the monthly return was being examined it was found that the post against which the officer was continuing was advertised by the Commission in August, 1950 along with 7 other posts and he was also a candidate but was not selected by the Commission. It may be mentioned here that the demand of the Ministry for 8 doctors had already been met in full in February, 1951.

had continued in a Central Service Class II post for a period of more than one year, a reference to the Commission was necessary.

A reply was received from the Ministry in September, 1952 that the officer was still continuing in the post and that reference to the Commission would be made shortly.

In April, 1953, the Ministry merely sought the approval of the Commission to the continued employment of this officer up to the 31st December, 1953 but gave no reason for irregularly allowing the officer to continue in the post beyond one year without the approval of the Commission.

After some correspondence, the Commission wrote to the Ministry in December, 1953 giving a history of the case and pointing out that the appointment of this officer remained irregular throughout, as the continuance of a person in service after he had been rejected by the Commission was a violation of the statutory rules. No reply was received from the Ministry till the close of the year.

POST SCRIPTUM

57. With the exception of the few cases referred to in the preceding paragraphs the Ministries/Divisions generally complied with the provisions of the Act and the regulations and cooperated with the Commission which they highly appreciate.

The Commission would like to thank the Provincial Governments and the Public Service Commissions for the assistance rendered to them in holding examinations and interviews out of Karachi.

The Commission are grateful to the independent advisers and the officers of Government who attended interviews without any remuneration and at considerable inconvenience to themselves.

Further, the Commission take this opportunity to record their appreciation of the good work done by their officers and members of the ministerial staff.

Chairman ... ZAKIR HUSAIN.
Member ... U. KRAMET.
Member ... WAZIRZADA SARDAR GUL MUHAMMAD KHAN.

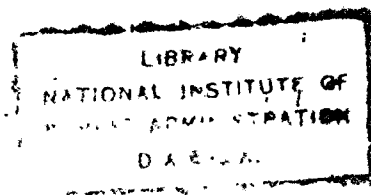
D. STATION IFE,

Secretary,

Pakistan Public Service Commission.

Karachi, the 1st November, 1955.

APPENDICES



APPENDIX I

STATEMENT OF SUMMARY OF EXAMINATIONS CONDUCTED BY THE PAKISTAN PUBLIC SERVICE COMMISSION DURING THE YEAR 1953.

Sl. No.	Name of Examination	No. of Examinations held	No. of candidates who applied	No. of candidates admitted	No. of candidates who actually competed	No. of candidates interviewed	No. of candidates declared successful	No. of vacancies	No. of candidates actually appointed	REMARKS
1	2	3	4	5	6	7	8	9	10	11
1	Central Superior Services Examination, 1953 Combined Examination for :— (i) The Civil Service of Pakistan. (ii) The Pakistan Foreign Service. (iii) The Police Service of Pakistan (iv) The Pakistan Audit and Accounts Service. (v) The Pakistan Military Accounts Service. (vi) The Pakistan Customs Service. (vii) The Pakistan Income Tax Officers Service, Class I, Grade II. (viii) The Pakistan Postal Service, Class I.	1	555	...	385	126	63	54	51	In column 2 only those Services have been mentioned to which recruitment was actually made.
	(ix) The Pakistan Postal Superintendents Service, Class II. (x) The Pakistan Military Lands and Cantonments Service, Class II. (xi) The Pakistan Income Tax Service Class II, Grade III.									
2	Central Engineering Services Examination, 1953.	1	198	185	72	...	...	...	...	
3	Central Overseas Scholarship Examination, 1953.	Nil in 1953.	...	...	...	...	...	...	...	
4	Mercantile Marine Training Examination, 1953.	Do.	...	...	...	...	...	...	...	
5	Civil Service of Pakistan Probationers (Final Passing Out) Examination, 1953.	Nil	...	...	...	...	...	...	...	
6	Pakistan Foreign Service Probationers (Final Passing Out) Examination, 1953.	One in May 1953.	...	...	*3	*3	*1	...	...	*Final Passing Out Examination (1951 batch). † Re-examination of failures (1949 Batch).
			...	...	†3	...	...	...	...	
7	Police Service of Pakistan Probationers (Final Passing Out) Examination, 1953.	Two (i) May 1953. (ii) Dec. 1953.	...	...	*15	...	...	...	...	(i) * Re-examination of failures of 1950 batch. (ii) † Examination (Final Passing Out) 1952 batch.
			...	...	†16	...	...	...	...	
			...	...	†8	...	...	...	...	†Re-examination of failures.

APPENDIX II

SUMMARY OF EXAMINATIONS AND TESTS CONDUCTED BY THE PAKISTAN PUBLIC SERVICE COMMISSION FOR THE MINISTERIAL SERVICES DURING THE YEAR 1953.

Sl. No.	Name of Examinations/Tests	No. of Examinations/Tests held	No. of candidates who applied	No. of candidates admitted	No. of candidates who actually competed	No. of candidates who qualified	Remarks
1	2	3	4	5	6	7	8
1	Ministerial Services (Assistants/Upper Division Clerks) Examination.	1	470	442	398	292	—
2	Ministerial Services (Lower Division Clerks) Examination.	1	798	768	731	84	—
3	Supplementary Typewriting Tests of Candidates who failed in Typewriting only at the Ministerial Services (Lower Division Clerks) Examination, 1952.	1	208	208	179	88	—
4	Monthly Typewriting Tests for Increments and Confirmation.	53	2,217	2,217	1,649	446	—
5	Proficiency Tests of Stenographers/Stenotypists/Typists.	15	806	806	644	82	—

APPENDIX III

NUMBER OF TECHNICAL ENGINEERING AND NON-TECHNICAL POSTS FOR WHICH REQUISITIONS WERE RECEIVED BY THE COMMISSION DURING THE YEAR 1953.

Sl. No.	Name of Ministry/Division/Department from which Requisitions received	Number of Requisitions	Number of Posts			TOTAL
			Technical	Engineering	Non-technical	
1	2	3	4	5	6	7
1	Agriculture Division	15	14	3	...	17
2	Aviation Division	5	9	1	5	15
3	Baluchistan Administration	2	1	...	1	2
4	Cabinet Secretariat	1	...	...	1	1
5	Chief Commissioner's Secretariat	14	33	3	1	37
6	Commerce	2	...	1	1	2
7	Communications	12	15	24	3	42
8	Defence	3	1	1	12	14
9	Directorate General of Health	25	39	...	...	39
10	Education	15	3	17	20	40
11	Finance	2	1	...	1	2
12	Food Division	1	...	...	1	1
13	Industries	9	30	18	...	48
14	Information and Broadcasting	6	...	29	4	33

APPENDIX III—contd.

1	2	3	4	5	6	7
15	Interior	3	...	...	3	3
16	Labour	5	1	5	2	8
17	Law	1	...	...	1	1
18	Refugees	4	...	...	13	13
19	Revenue Division	1	...	2	...	2
	Total ...	126	147	104	69	320

Number of posts for which requisitions were received 320

Number of posts which could not be advertised on account of financial stringency 21

Number of posts advertised 299

APPENDIX IV

STATEMENT SHOWING CENTRES VISITED AND CANDIDATES INTERVIEWED BY THE COMMISSION DURING THE YEAR 1953.

Centres	Number of Candidates interviewed	Number of days of interviews	Number of trips made by the Commission
1	2	3	4
Karachi	462	53	...
Quetta	7	1	1
Lahore	184	13	4
Peshawar	71	8	3
Dacca	155	17	3
Chittagong	45	5	2
	924	97	13

APPENDIX V

STATEMENT SHOWING SUMMARY OF CASES OF APPOINTMENTS, PROMOTIONS, MISCELLANEOUS CASES ETC., DEALT WITH BY THE PAKISTAN PUBLIC SERVICE COMMISSION DURING THE YEAR 1953.

Sl. No.	Description	No. of cases pending on 1-1-1953	No. of cases referred between 1-1-1953 to 31-12-1953	No. of cases on which advice communicated	No. of cases pending on 31-12-1953	No. of cases on which Government taken decision	No. of cases on which Government taken decision	No. of cases on which Commission's advice was accepted	REMARKS
1	2	3	4	5	6	7	8	9	10
1	Appointments (including temporary appointments, regularisation of appointments) made without reference to the Commission.	...	104	89	15	79	10	79	
2	Promotions (including promotions and confirmations of Provincial Civil Service officers to Civil Service of Pakistan and Police Service of Pakistan)	...	43	36	7	31	5	31	
3	Disciplinary Cases*	1	22	23	...	20	3	19	*Including cases appeals received through Government
4	Gratuity and Injury Pensions, Withholding of Special Additional Pension.	...	6	6	...	6	...	6	
5	Re-imbursement of Legal Expenses.	...	5	5	...	5	...	5	
6	Excluded Cadre Posts	...	9	9	...	9	...	9	
7	Seniority	...	6	3	3	1	2	1	
8	Domicile	...	4	4	...	3	1	3	
9	Recruitment Rules	...	18	15	3	4	11	4	

**LIST OF AGENTS IN PAKISTAN AND ABROAD FROM WHOM GOVERNMENT
OF PAKISTAN PUBLICATIONS ARE AVAILABLE.**

1.—INLAND

1. PROVINCIAL GOVERNMENT BOOK DEPOTS:—

Manager, Government Printing and Stationery Department, West Pakistan,
Peshawar.
Superintendent, Government Printing and Stationery Department, West
Pakistan, Karachi, Sadar.
Superintendent, Government Printing and Stationery Department, West
Pakistan, Lahore.

2. EAST PAKISTAN:—

Deputy Controller, Stationery Forms and Publications, Government of
Pakistan Press Building, Tej-Gaon, Dacca.

3. PRIVATE BOOK SELLERS:—

Karachi:—

Messrs. Aero Stores, 170, Nepier Road.
Mr. B. A. Chishti, Stationers, P.O. Box 293, Ali Dina Muhammad Ali Road.
Messrs. The Bookland, Bunder Road.
Messrs. Burhani Paper Mart, Campbell Street, P. O. Box No. 26.
Messrs. Darul Adab (Pakistan) H. 65/6, Patel Para.
Messrs. Ferozsons, Bunder Road.
Messrs. Firdaus Stationers, Opposite New Memon Mosque, Bunder Road, 85-
Liaquat Market.
Messrs. Grenich Agencies, 510, Elphinstone Street.
Messrs. The Karachi Chamber of Commerce and Industry, Wood Street, P. O.
Box 4833.
Messrs. Kitabistan Ltd., 18, Hotel Metropole, Victoria Road.
Messrs. Mansoor Stationery Mart, Hassan Ali, Effendi Road.
Messrs. Nassar & Co., Sind Kitab Mahal, Near Pakistan P. W. D., Enquiry
Office, Jahangir Road.
Messrs. Pakistan Co-operative Book Society, Ltd., Electric House, Inverarity
Road.
Messrs. Pakistan Law House, Pakistan Chawk, Katchery Road.
Messrs. Pioneer Paper and Stationery House, 1, Avan Lodge, Opp. Dow
Medical College, Bunder Road.
Messrs. Rafiuddin Company, P. O. Box 240, Ibrahimjee Hakimjee Building,
McLeod Road.
Messrs. Rashidur-Rahman & Co., 16, P. M. A., Building, Nicol Road.
Mr. Syed Asif Ali c/o Hilal Motors, Bunder Road.
Messrs. Windsor Book Stall, Elphinstone Street.

EAST PAKISTAN:—

Dacca:—

Messrs. Burhani Paper Mart, 11 Bangla Bazar.
Messrs. Dacca Chamber of Commerce, 107-Kaliprashanna Ghosh Street.
Messrs. Dacca Law Report, Shanti Nagar, Ramna.
Mr. Qazi Khurshed Mustafa, 23, Rajani Choudhary Road, Gandaria.

Chittagong:—

Messrs. East Bengal Chamber of Commerce, Qurbaniganj.
Messrs. Kohinoor Library, Ander-killia.
Messrs. The Muslim Chamber of Commerce.
Messrs. The Pakistan Co-operative Book Society, Ltd.

Sylhet:—

Messrs. The Pakistan Co-operative Book Society, Ltd., Pioneer Bank Bldg.
Messrs. Sikandari News Agency, Office of the Fashion House, Raja G. C.
Road.

Khuina:—

Messrs. Abdul Qadir and Brothers, Old Jessor Road.

Bogra:—

Messrs. The Roushan Book Stall, Thana Road.

WEST PAKISTAN:—

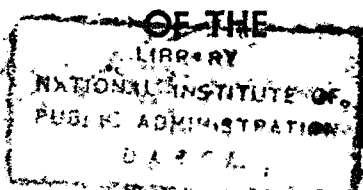
Lahore:—

Messrs. All-Pakistan Legal Decision, 35, Nabha Road.
Messrs. A. M. John & Co., Katchery Road, P. O. No. 297.
Messrs. Book Centre, Lakshmi Mansion (Opp. Regal Cinema) 49, The Mall.
The Editor, Punjab Marketing Weekly, Mumtaz House, Khawaja Dill
Muhammad Road

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SIXTH REPORT



PAKISTAN PUBLIC SERVICE COMMISSION

FOR THE PERIOD

PPSC
REP

1st January to 31st December, 1954

SIXTH REPORT OF THE PAKISTAN PUBLIC SERVICE COMMISSION

For the period

1st January to 31st December, 1954

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PPSC
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69. 2751

SIXTH ANNUAL REPORT OF THE PAKISTAN PUBLIC SERVICE COMMISSION FOR THE PERIOD 1ST JANUARY TO 31st DECEMBER, 1954

INTRODUCTION

In accordance with the decision taken by the Pakistan Public Service Commission, in consultation with Government, to publish annual reports, the Commission present their sixth Annual Report for the year 1954. This is in keeping with the desire of the Commission to take the public into confidence as stated in para. 1 of their fourth report for the year 1952.

FUNCTIONS OF THE COMMISSION

2. There was no change in the functions of the Commission as laid down in section 266 of the Government of India Act, 1935, as adapted by Pakistan (Provisional Constitution) Order, 1947, viz., to advise the Governor General in all matters relating to recruitment, promotion and discipline of Government officers, etc., etc.

PERSONNEL

3. During the year under review, the Commission consisted of the following Members:—

Mr. Zakir Husain	...	...	...	...	...	Chairman.
Mr. U. Kramet	...	...	...	...	...	Member.
Wazirzada Sardar Gul Mohammad Khan	...	...	...	...	...	Member.

4. Staff.—Mr. D. Stanton Ife, C.S.P., remained Secretary to the Commission upto 3rd November, 1954 (Forenoon).

Mr. S. F. Meerza, C.S.P. (Retired) took over charge as Secretary to the Commission on 3rd November, 1954 (Forenoon) vice Mr. D. S. Ife transferred to the Cabinet Secretariat (Establishment Division) as Officer on Special Duty.

Mr. Sardar Ahmad continued as Assistant Secretary and Khan Bahadur Fazle Elahi Quraishi as Officer on Special Duty during the year.

Agha Iftikhar Hosain was Officer on Special Duty except for the period from 1st October, 1954 to 30th November, 1954, when he was appointed to officiate as Assistant Secretary of the Commission vice Mr. Sardar Ahmad, Assistant Secretary, who was granted leave.

Mr. Anwarul Hasan Quraishi, a permanent Superintendent, was appointed as Officer on Special Duty from 1st October, 1954 to 30th November, 1954 vice Agha Iftikhar Hosain, Officer on Special Duty.

Mr. S. Mahmud Ahmad, Officer on Special Duty, relinquished charge of his duties in this office on the forenoon of 1st March, 1954, on his transfer to the Ministry of Food and Agriculture (Food Division) as Under Secretary.

On completion of his term of deputation to the United States of America, Mr. Rafi-uz-Zaman Khan resumed charge of the post of Psychologist, Pakistan Public Service Commission, on 28th July, 1954, and continued as such during the year.

The Ministerial and Class IV staff at the end of December, 1954 consisted of the following:—

1. Superintendents	...	...	...	...	...	...	4
2. Assistant-in-Charge	...	...	...	...	...	...	1
3. Assistants	...	...	...	...	...	...	29
4. Upper Division Clerks	...	...	...	...	...	...	4
5. Lower Division Clerks	...	...	...	...	...	...	32
6. Confidential Assistants	...	...	...	...	...	...	3
7. Stenographers	...	...	...	...	...	...	4
8. Stenotypists	...	...	...	...	...	...	2
9. Record Sorters/Daftries	...	...	...	...	...	...	7
10. Jamadars	...	...	...	...	...	...	4
11. Peons (including Farash and Chowkidar)	...	...	...	...	...	...	19
12. Sweepers	...	...	...	...	...	...	2

5. *Branch Offices.*—Two Branch Offices of the Commission continued to function one each at Dacca and Lahore. The strength of the Dacca Branch office was 1 Superintendent, 1 Nazir, 1 Clerk/Typist and 1 Peon. The Lahore Branch consisted of 1 Junior Clerk and 1 Peon.

6. Commission's office remained under-staffed throughout the year on the supervisory side as well as the ministerial side. On the supervisory side, all Branch Officers of the Commission worked under heavy pressure holding charge of two or three Branches at a time. The psychologist of the Commission had to be given charge of some branches in order to relieve the existing Branch officers of a part of their abnormal burden. The transfer of Mr. S. Mahmud Ahmad, Officer on Special Duty, brought great strain upon the other Branch officers because the Branches which were under his charge had to be distributed among the remaining Branch officers.

Similarly, the Commission's office remained short of ministerial staff and all Branches of the Commission continued to work at high pressure. The Commission are strongly of the view that they must have adequate staff to be able to get through every stage of their Examination Recruitment work expeditiously. The strength of the staff required for such purposes cannot be correctly estimated by normal standards and the Commission feel that any staff judged by them to be necessary should be provided promptly. The Commission hope that the situation might ease and delays avoided as soon as the additional staff required is sanctioned by Government. In this connection, the Commission would also invite attention to para. 3 of their fifth report for the year 1953 in which it was pointed out that the Commission considered that, for the purpose of maintaining a high standard of efficiency in the office of the Commission, the status and scales of pay for their staff should at least be the same as those for the Central Secretariat. The Commission, accordingly, moved Government for sanctioning the same, but no final orders were received.

It may be mentioned that the staff of the Union Public Service Commission, India, was placed on the same footing as the staff of the Central Government long ago. Similarly, with regard to the number

of their officers and ministerial staff, the Union Public Service Commission (India) are placed much more happily. They have got a whole-time Deputy Secretary to deal with 'Disciplinary Cases' only. Besides, they have got a number of Deputy Secretaries and Under Secretaries. Their Secretary enjoys the status of a Joint Secretary to the Government. Their Superintendents are all Gazetted Officers and are designated as Section Officers (50 per cent. as Superintendent Class I and 50 per cent. as Assistant Superintendent Class II).

OFFICE ACCOMMODATION

7. The Commission's office continued in the Hindu Gymkhana Building. The construction of new temporary rooms, that was started in 1953, was completed in 1954, and one more room was added on the 1st floor with hard board and asbestos sheets. A reception room outside the 'IN GATE' was also constructed. The accommodation available for the staff and officers of the Commission is grossly insufficient and falls far short of their actual requirements and the staff has to work under sub-human conditions.

REVENUE RECEIPTS AND EXPENDITURE

8. The total receipts and expenditure during the financial year 1954-55 were as follows:—

RECEIPTS :		Rs. 53,000.
EXPENDITURE :—		Rs.
(A) Pay of Officers	...	1,51,600
(B) Pay of Establishment	...	1,66,300
(C) Allowances and Honoraria	...	90,300
(D) Other Charges	...	91,800
(E) Charges in England	...	13,000
Total		5,13,000

RECEIPTS AND ISSUES

9. 46287 letters were received and 36925 were issued during the year under report.

COMPETITIVE EXAMINATIONS AND TESTS, ETC.

10. The important examinations held by the Commission were those for the Central Superior Services, the Central Engineering Services, the Survey of Pakistan (Class I and II) Services, and the Mercantile Marine Training. Besides these important examinations, a number of tests and probationers examinations were also conducted by the Commission, viz., the Civil Service of Pakistan Probationers (Final Passing Out) Examination, the Pakistan Foreign Service Probationers (Final Passing Out) Examination and the Police Service of Pakistan Probationers (Final Passing Out) Examination.

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Passing Out) Examination; the monthly typewriting tests and the proficiency tests of Clerks, Assistants, Stenotypists and Stenographers. A detailed description of all these examinations and tests is given below:—

CENTRAL SUPERIOR SERVICES EXAMINATION

11. In pursuance of the Commission's decision to advance the date of the Central Superior Services Examination, the examination in 1954 was held from 4th January, 1954 to 20th January, 1954. The next examination, which would otherwise have been held in January, 1955, was, in accordance with this decision, held from 1st December, 1954 to 23rd December, 1954.

12. The results of the written part of the examination held in January, 1954, were announced on 5th April, 1954 and the *viva voce* Tests of the candidates who were declared to have qualified therein, were held from 25th April, 1954 to 29th April, 1954, at Lahore; 10th May, 1954 to 14th May, 1954, at Karachi, and 24th May, 1954 to 27th May, 1954 at Dacca. At the London centre, the candidates were interviewed on 25th May, 1954. There was no candidate from the Washington centre. Appendix I shows the constitution of the *viva voce* Boards convened at each centre and the number of candidates interviewed each day.

13. In order to achieve uniformity in the standard of assessment of the candidates at the *viva voce* Tests at all the centres, one of the Members of the Commission (Mr. U. Kramet) visited London and presided over the *viva voce* Board convened there. Out of a total of 10 candidates, who appeared at the London Centre, 5 qualified in the written examination and were called for the *viva voce* Test. Ultimately four candidates qualified for appointment.

14. In all 631 candidates applied for admission to the (January) examination, but only 422 actually appeared. Out of them 134 qualified in the written part of the examination. The qualifying mark in this examination was fixed at 450 out of a maximum of 1050 (i.e., slightly below 43%) as against 420 which had been fixed in most of the examinations held previously. Finally, 81 candidates qualified for 70 vacancies. Detailed information regarding the actual appointments made on the results of this examination was not received till the close of the year under review.

15. Since 1951 the Commission have been holding psychological tests of the candidates who are called for the *viva voce* Tests. During the year under review, the Commission's Psychologist was away in the U. S. A. on a fellowship. In his absence, the services of Dr. M. Ajmal, M.A., Ph. D., Reader in Psychology, Government College, Lahore, were secured to conduct these tests at all the centres in Pakistan. He was assisted by a local Psychologist at each centre in Pakistan. At Karachi, Mrs. Surraya Rahmatullah assisted him. At Dacca, Dr. Ghulam Jilani, M.A., Ph. D. (London), Professor and Head of the Department of Philosophy and Psychology, Dacca University, helped in carrying out the psychological tests, and at Lahore, Dr. Randolph C. Sailer, M.A., Ph. D. (Columbia), Former Christian College, Lahore, was associated with this work. The results proved very helpful and the Commission decided to continue the practice of associating a local Psychologist in future.

The Commission have also had under consideration the question of starting a Research Unit in their office with a view to studying the useful

Civil Service Commissions of other Commonwealth countries and the Civil Service Commission of the U.S.A. It is proposed to organise the Research Unit under two wings. One of the wings would be confined to psychological research and development of the technique of personnel selection on modern lines. The other wing would be devoted to general research with a view to effecting economy, enhancing efficiency and achieving all round improvement in administration. If this proposal receives Government sanction, personnel selection would become substantially more realistic.

16. The candidates who appeared at the London Centre were, for the first time, subjected to psychological tests like the candidates in Pakistan. The arrangements for conducting the tests were made by the Civil Service Commission, United Kingdom. The tests were conducted by Mr. K. A. G. Murray, Principal Psychologist in-Charge of the Research Unit, Civil Service Commission, United Kingdom. The tests used were, however, designed and standardized by the Psychologist of the Pakistan Public Service Commission.

17. Appointments to the various services on the results of the Central Superior Services Examination, 1953, were not made till the compilation of the Annual Report for the year 1953, and were not, therefore, shown in that Report. These appointments were, however, made during 1954, as shown below:—

S. No.	Services to which appointed	No. appointed
1.	Civil Service of Pakistan	15
2.	Pakistan Foreign Service	6
3.	Police Service of Pakistan	5
4.	Pakistan Audit and Accounts Service	5
5.	Pakistan Income Tax Officer's Service, Class I, Grade II	5
6.	Pakistan Customs Service, Class I	1
7.	Pakistan Postal Service, Class I	3
8.	Pakistan Income Tax Service, Class II, Grade III	5
9.	Pakistan Military Lands and Cantonments Service, Class II	2
10.	Pakistan Postal Superintendents Service, Class II	4
Total		51

18. The rules relating to the next Central Superior Services Examination, viz., the examination held in December, 1954, were published on 5th May, 1954. In these rules, it was announced that the Commission were considering the question of omission of "Prime Movers" and "Applied Mechanics" from the list of the subjects prescribed for the examination to be held in 1955. "Pali", which was assigned 100 marks, and was grouped with the "Pakistani Languages" previously, was grouped with the "Classical and Foreign Languages" in the December examination. The maximum marks for it, however, remained the same, viz., 100.

"To grasp this Sorry Scheme of Things entire.....
to bits—and then Remould it nearer to the Heart's Desire."

But though no complete cure can be looked for in our time, we can at least remodel our educational machine which has out-lived its use, but resisted reform because of poverty and inertia, stiffened by vested interests. Only a major operation can bring our educational system up to date. It is, however, regretful to note that, nothing has been done in this direction."

The Commission also feel that some ways and means should be thought out for increasing attractions to young graduates of a career in public administration. As already pointed out in para. 59 of the report on the Central Superior Services Examination, 1953, the main obstacles in the way of achieving that end were the present pay scales and conditions of service. A pointed reference to this important aspect of recruitment to the Central Superior Services was made in the above-mentioned report as follows:—

* * * * *

"It would probably be safe to say that whatever the number of candidates or the vacancies offered the Superior Services, with their present pay scales and conditions of service, are not likely to attract more than a negligible number of men of first class ability."

CENTRAL ENGINEERING SERVICES EXAMINATION

25. The third competitive examination for recruitment to the various Engineering Services, a reference to which was made in the last year's report, was held in December, 1953. Only 72 candidates took the Examination, of whom 44 qualified in the written examination and were called for the *viva voce* Test. The *viva voce* tests were held in April/May, 1954. Finally, 36 candidates qualified at the examination.

26. The fourth Central Engineering Services Examination was announced on the 6th October, 1954. The last date for the receipt of applications was the 30th November, 1954 (15th December, in the case of temporary Government servants). 183 applications were received. The examination was held after the close of the year under review.

SURVEY OF PAKISTAN (CLASS I AND II) SERVICES EXAMINATION

27. The first competitive examination for recruitment to the Survey of Pakistan (Class I & II) Services was announced by the Commission on the 29th January, 1954. The last date for the receipt of applications was the 15th March, 1954. The written examination was held simultaneously at Dacca, Lahore and Karachi from the 5th to 16th July, 1954. Forty-five candidates had applied for admission to the examination, 39 were admitted but only 23 took the examination. Fourteen candidates qualified at the written portion of the examination and were called for the *viva voce* Tests which were held in September, October and November, 1954 at Karachi, Dacca and Lahore respectively. As the enquiries regarding the character and antecedents of the candidates had not been completed, the result of the examination could not be announced before the close of the year under review.

MERCANTILE MARINE TRAINING EXAMINATION

28. The third Mercantile Marine Training Examination was announced by the Commission on the 9th December, 1953. The last date for the

receipt of applications was fixed at 9th January, 1954. The written examination was held simultaneously at Dacca, Lahore and Karachi from the 23rd to 24th January, 1954. 83 candidates applied for admission to the examination, 54 were admitted but only 43 took the examination and were called for the *viva voce* Test. 41 candidates actually appeared at the *viva voce* Test, 32 candidates qualified at the written portion of the examination, of whom only 18 were declared successful after the *viva voce* Test and recommended by the Commission. 12 were finally selected by the Ministry and sent up for training in the United Kingdom. Of these, 5 were from East Bengal, 4 from Punjab, 1 from Sind, 1 from N.-W.F.P. and 1 from Karachi.

CIVIL SERVICE OF PAKISTAN PROBATIONERS' (FINAL PASSING OUT) EXAMINATION

29. The Final Passing Out Examination of 15 Civil Service of Pakistan Probationers, selected for appointment on the results of the Central Superior Services Examination held in 1952, in addition to the Re-examination of 4 probationers who had failed in certain subjects previously, was held during January, 1954. Originally, this examination was scheduled to be held in December, 1953, but had to be postponed till January, 1954, for certain reasons.

30. The examination for the main batch of 15 Civil Service of Pakistan Probationers of 1952 was held at Dacca; and the Re-examination of 4 Civil Service of Pakistan Probationers of the previous years was held at Lahore and Karachi, simultaneously with the Examination at Dacca, in the subjects in which the Probationers had failed in the previous year. All the candidates were present at the examination. The results of the examination were communicated to Government on 28th April, 1954. Only 8 candidates out of the 15 Civil Service of Pakistan Probationers of the main batch and 2 out of the 4 Civil Service of Pakistan Probationers of the Re-examination batch qualified at the Final Passing Out Examination and Re-examination respectively.

31. Another Final Passing Out Examination of 15 Civil Service of Pakistan Probationers, selected for appointment on the results of the Central Superior Services Examination held in 1953; in addition to the Re-examination of 9 Civil Service of Pakistan Probationers who had failed in certain subjects at the January, 1954, (Final Passing Out) Examination and Re-examination, was held during December, 1954, at Dacca, Lahore and Karachi simultaneously. Two Civil Service of Pakistan Probationers of the 1951 batch, against whom disciplinary action was taken, and who were not examined along with their respective batch, were also examined in all subjects of the Final Passing Out Examination along with the main batch of 1953. Thus, in all 26 candidates were admitted, out of whom 25 were present at the examination. The result of the examination was not declared before the close of the year.

PAKISTAN FOREIGN SERVICE PROBATIONERS' (FINAL PASSING OUT) EXAMINATION

32. The Commission also conducted in June, 1954, the Final Passing Out Examination of the 6 Pakistan Foreign Service Probationers, who were selected on the results of the Central Superior Services Examination, 1952, and had received training abroad. As usual, the examination comprised the written examination and the *viva voce* Test. Besides, 2 Pakistan Foreign Service Probationers of the 1951 batch, who had failed at the last Final Passing Out Examination, were also examined at their respective places of posting, viz. Paris and Badgodesberg (West

48. Of the 90 cases of recruitment, wherein the Commission had recommended suitable candidates, appointments had been offered only in 50 cases. Information in respect of the remaining 40 was not received till the close of the year. According to the information received by the Commission, candidates in 37 cases had joined their posts.

49. During the year, the Commission visited Lahore 5 times; Peshawar 3 times; Abbotabad once; Dacca and Chittagong 4 times.

50. The Commission were asked to reconsider their recommendations in the following four cases, which were not finally decided till the close of the year:—

- (i) Deputy Director, Shipping, London, Ministry of Industries.
- (ii) Manager, East Bengal Railway Flotilla, Ministry of Communications.
- (iii) Deputy Director (Pharmaceutical), Directorate General of Health.
- (iv) Assistant Agronomists, Ministry of Agriculture.

51. The Commission also make recruitment from abroad for highly technical posts for which suitable candidates are not available in Pakistan. Accordingly, search for suitable candidates in eight recruitment cases was made in the United Kingdom, the U.S.A., Canada, Australia, Belgium, Brazil, West Germany, Sweden, and Holland, as well as in Pakistan. In these cases the High Commissioner or the Ambassador concerned set up a Committee which interviewed the candidates and sent its recommendations to the Commission. The Commission then made the selection.

52. Six recruitment cases, pending at the close of 1953, were completed during the period under report.

53. The post of Liaison Officer, Ministry of Refugees and Rehabilitation, the recommendation for which was communicated to the Ministry on 27th January, 1954, was not offered to the Commission's nominee till the close of the year under report, in spite of several reminders.

54. During the period under review, the Commission received requisitions for selection for the award of the following Central Overseas Scholarships for advanced studies in foreign countries:—

1. Overseas Scholarships under the Supplementary Training Scheme, against the requirements of Central and Provincial Governments, Universities and Private Industry.....115.
2. Central Overseas Scholarships for Women2.
3. Central State Scholarship, 1954.....1.

55. The Commission received 704 applications in response to their advertisement for the award of these 118 scholarships. 550 candidates were called for interview at Dacca, Chittagong, Lahore, Peshawar, Karachi and Quetta. Apart from the Departmental Representatives, University Professors and Principals of various Colleges and institutes were also invited as independent advisers to assist the Commission at the interviews.

56. As a serious dislocation of communications was caused in East Bengal and the Punjab, due to heavy floods, the advertisement for the 115 Scholarships, referred to above, was repeated for a second time, in the Press.

57. This selection was one of the biggest of its kind ever made by the Commission, and was still in progress at the close of the year. Extra staff had to be recruited for the purpose of this selection.

PUBLICITY

58. Attention is invited to para. 33 of the Report for the year 1953. In order to give wider publicity to their advertisements in East Bengal the Commission increased the existing media list of four newspapers to six by adding two more dailies.

59. The Commission are grateful to the newspapers on their media list for publication, free of cost, of the fortnightly summary of their advertisements for recruitment to various posts.

60. As pointed out in para. 38 of the annual report for the year 1953, six more show-cases for the display of the Commission's advertisements were erected at Lahore, Rawalpindi, Peshawar, Hyderabad, Rajshahi and Chittagong, in addition to those already placed at Karachi, Dacca and Quetta. The show-cases are put up at the following places:—

Name of Place		Name of Office where the Show-Case is put up.
WEST PAKISTAN:—		
Hyderabad	...	University of Sind, Hyderabad.
Karachi	...	Pakistan Public Service Commission, Ingle Road, Karachi.
Lahore	...	West Pakistan Public Service Commission, 2, Davis Road, Lahore.
Peshawar	...	Civil Secretariat, Peshawar.
Quetta	...	Publicity Office, Quetta.
Rawalpindi	...	Inter-Services Public Relations Directorate, General Headquarters, South Road, Rawalpindi.
EAST PAKISTAN:—		
Chittagong	...	District Magistrate's Office, Chittagong.
	...	Pakistan Public Service Commission, Dacca Branch, Commissioner's Office Compound, Ramna, Dacca.
Rajshahi	...	Rajshahi University, Rajshahi.

A statement, giving brief summary of the various cases of selection by interview, handled by the Commission during the year under report, may be seen at Appendix IV.

SERVICE MATTERS.... (Appointments, Promotions, Disciplinary Cases, etc.)

APPOINTMENTS

61. Eighty seven cases regarding the appointment of 133 officers, made without advertisement, were referred to the Commission for advice during the year under report. The Commission tendered their advice in 72 cases. In 64 cases, the advice of the Commission was accepted; in 8 cases Government did not take any decision till the close of the year. 15 cases were pending with the Commission for disposal at the close of the year. Such appointments are generally made under Regulation 4(b) of the Pakistan Public Service Commission, (Consultation by the Governor General) Regulations.

THIS was brought to the notice of the Cabinet Secretariat (Establishment Division) on several occasions. In July, 1954, the Establishment Division issued general instructions (vide their O.M. No. 10/9/54-S.E. II, dated the 20th July, 1954) that "in all cases in which Ministries are authorised to make appointments in anticipation of the approval of the Pakistan Public Service Commission, a reference should be made to the Commission immediately after the appointment has been made and, in any case, not later than one month from the date of appointment. These instructions should be strictly followed in future." The Commission noted with regret that these instructions were disregarded in a number of cases by some of the Ministries/Divisions.

In this connection, attention is also invited to paras. 42-45 of the annual report for 1953. The circular issued by the Cabinet Secretariat (Establishment Division) in June, 1953, referred to in that Report, stated *inter alia* :—

4. "If, however, on December 31st, 1953, a number of such appointments still remains, which have not been referred to the Commission for approval, a suggestion made by the Commission to the effect that the payment of salaries to persons continuing in their appointments in contravention of the Consultation Regulations should be stopped, will be seriously considered and, if necessary, enforced."

The proposal regarding the stoppage of salaries of persons holding irregular appointments, was reiterated by the Cabinet Secretariat (Establishment Division) in January, 1954. In July, 1954, yet another Circular O.M. was issued by the Cabinet Secretariat (Establishment Division) which stated as follows :—

- "The lists received from the Ministries and Divisions are being examined and the final decision whether or not the measure suggested by the Commission that salaries of persons not appointed in accordance with the Consultation Regulations should be stopped will be communicated to the Ministries/Divisions in due course."

In December, 1954, the Cabinet Secretariat (Establishment Division) informed the Commission as follows :

- "2. We are now examining the Commission's proposals that the salaries of officers irregularly appointed should be stopped in the light of the replies received from the Ministries."

It will be seen that these circulars remained a pious wish and no final decision on the Commission's proposal, regarding stoppage of salaries of persons holding irregular appointments, was taken till the close of the year under report. (Indeed the proposal has not been given effect to till November, 1956, when this Report is being sent to the Press).

In view of the repeated misuse and violation of Regulation 4(b) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations the Commission feel that this Regulation should be omitted, as an experimental measure, and all appointments, even for less than one year, should be made in consultation with the Commission.

If it is considered impracticable to omit this Regulation, it seems necessary that there should be an effective check upon a misuse of this Regulation. It must, therefore, be impressed upon all Ministries|Divisions etc., that it should be invoked in very rare and exceptional cases, and the circumstances leading to its invocation should be explained immediately to the Commission and the Establishment Division.

One of the main objections, in such cases arises out of the advantage of "accrued merit" which goes in favour of an officer so appointed by a Ministry|Division (without reference to the Commission) when the post held by such an officer is ultimately advertised by the Commission. The candidates from the open market, although better qualified otherwise do not possess the advantage of 'actual experience' of the work which they would be required to do, or the duties which they would be expected to perform. Thus the irregular incumbent of such a post gains double undue advantage—first the advantage of holding the appointment irregularly, and secondly the advantage of "accrued merit" which goes in his favour to the disadvantage and detriment of other candidates.

PROMOTIONS

62. Fifty-three cases, involving promotions of 94 officers were referred to the Commission for advice during the year under review. The Commission tendered their advice in 37 cases. In 31 cases the advice of the Commission was accepted and in 6 cases Government did not take any decision till the close of the year. Sixteen cases were pending with the Commission at the close of the year.

IRREGULAR APPOINTMENTS

63. Twenty-two cases of irregular appointments|promotions were noticed by the Commission. Twelve cases were disposed of during the year and ten cases were pending at the close of the year for want of certain information from the Ministries|Divisions.

MEASURES TO CHECK VIOLATION OF THE STATUTORY NECESSITY FOR CONSULTATION WITH THE COMMISSION

64. Under Regulation 4(b) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, the Ministries|Divisions are competent to make appointments to posts in the Central Services Class I or Class II, without consultation with the Commission, provided such appointments are not likely to last for more than a year. There are, however, Government instructions that appointments|promotions made without reference to the Commission should be reported to them in monthly returns. These returns are to be submitted by the 20th of each month in respect of the appointments|promotions made in the preceding month. These are examined in the Commission's office with a view to checking irregular appointments|promotions made in contravention of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations. The Commission observed that the submission of these returns had not been satisfactory during the year under report, and, in spite of repeated circulars from Government (Establishment Division), irregularities in submitting these returns continued. The Commission observed that sometimes the Ministries|Divisions did not report certain appointments to the Commission at all or they reported them so late that the object of submitting these returns was often defeated. Sometimes the Ministries|Divisions have been submitting consolidated returns for several months instead of

separate returns each month as required under Government instructions. This creates complications and difficulty in the scrutiny of such returns. The following instances may be cited:—

(i) The Ministry of Industries submitted a consolidated return in respect of the Department of Mineral Concessions for the period from June to October, 1954, as late as in January, 1955.

(ii) Monthly return in respect of the office of the Controller of Printing and Stationery for the period from January to September, 1954, was submitted in January, 1955.

(iii) Return in respect of the Regional Offices of the Price Control Department was submitted by the Ministry of Industries for the period from October, 1954 to January, 1955, as late as in February, 1955. Two appointments of Assistant Controller General of Prices and Supplies, made in November, 1953 and in March, 1954 and two appointments of Inspector of Prices and Supplies made in December, 1953, and in February, 1954 were not reported to the Commission in the monthly returns.

(iv) Appointment of an Officer on Special Duty, (Telephone Traffic) made in February, 1954, was reported to the Commission in July, 1954 by the Ministry of Communications (Communications and Transport Division).

(v) The Ministry of Law was asked in August, 1954, to submit a consolidated return in respect of the appointments/promotions made in the Law Commission, an attached department of the Ministry, since its inception. The Ministry informed the Commission that the appointment of a Research Officer was made on 1st June, 1952 and another Research Officer on 30th December, 1953. The services of the above two officers were terminated with effect from 21st July, 1954. No attempt was made by the Ministry to get the appointment of the first Research Officer regularised through the Commission. The appointment of the first Research Officer had exceeded the limit of one year and was irregular unless *ex-post-facto* approval of the Commission was given for this appointment.

(vi) The Ministry of Refugees and Rehabilitation did not report to the Commission, till 17th August, 1954, the promotion of an Assistant Refugee Commissioner (Class II) to the post of Deputy Refugee Commissioner (Class I) made by them on 1st March, 1954. The Ministry did not report to the Commission the appointment of a Public Relations Officer made by them in January, 1954.

(vii) The Ministry of Foreign Affairs and Commonwealth Relations did not report, in the monthly returns, the appointments of Passport and Visa Officers at Agartala, Tripura State, made without reference to the Commission in December, 1953. These appointments came to the notice of the Commission when the Ministry approached them for regularising these appointments. This irregularity of the Ministry was reported to the Cabinet Secretariat (Establishment Division).

(viii) The Ministry of Defence, (Aviation Division) submitted a consolidated report in respect of the Aviation Division, Civil Aviation and Pakistan Meteorological Departments, for the months of July, August and September, 1954 as late as in October, 1954.

(ix) The Ministry of Parliamentary Affairs, on being reminded, forwarded a 'nil' report for the months of July to September, 1954, as late as in October, 1954.

(x) Monthly returns in respect of the Chief Commissioner's Secretariat, Karachi and Baluchistan Administrations, were also not received regularly. Various appointments made by the two administrations to the Central Service Class II posts, were apparently not reported

to the Commission. As for Class 1 posts in these administrations, appointments to them are made by the Ministries concerned.

55. As stated in the 1953 Annual Report, the Commission, as a further safeguard against the contravention of the Pakistan Public Service Commission (Consultation by the Government General) Regulations, decided that various appointments/promotions, notified in the *Gazette of Pakistan*, should be examined with a view to checking irregular appointments/promotions. This measure was adopted on an experimental basis for a period of three months, and the Commission regret to say that this had to be discontinued due to lack of adequate staff. In July, 1954, however, it was decided that the Commission should impress upon the Government the desirability of accepting the Commission's proposal regarding the stoppage of salaries of persons irregularly appointed.

66. It is, however, felt that there must be some more effective measures to check the violation of the statutory requirement of the Rules particularly in the matter of temporary appointments by Ministries. The lack of staff has been a great deterrent in the way of smooth working and expeditious disposal of business in the Commission's office, as already pointed out under the Head 'Personnel' (para 3 ante). As soon as adequate staff is available, the Commission propose to resume examination of appointments notified in the *Gazette of Pakistan*. The Commission would also like to adopt some other effective measures to achieve the desired end. For this purpose they intend to constitute a "Survey Party" consisting of two or three Co-ordination officers and one Chief Co-ordination officer (all Gazetted officers at least of the status of Assistant Secretary to Government) with a view to enhancing co-operation and co-ordination of work between the Commission and the Ministries. The main function of the "Survey Party" would be to go round to the various Ministries/Divisions, etc., in order to make an on-the-spot study and explain the exact implications of the Pakistan Public Service Commission Consultation Regulations and other statutory requirements of the Rules so that the work of the Ministries is facilitated and a lot of unnecessary correspondence and occasional misunderstanding between the Commission and the Ministries/Divisions avoided. This is sure to minimise delay and make matters easy, which would otherwise take months and even years of long and protracted correspondence to solve. The Commission feel that if Government extend the desired co-operation and afford them all facilities in the discharge of their functions, they can prove to be a really effective, efficient and independent body.

The "Survey Party" would be required to submit a report to the Commission, embodying the result of their observation from time to time.

CONFERENCE OF PUBLIC SERVICE COMMISSIONS OF PAKISTAN

67. The Central and the Provincial Public Service Commissions have many problems and matters of common interest. A conference of all Public Service Commissions in Pakistan was held in Karachi on the 14th and 15th March, 1954. Many problems of common interest, as well as the recommendations of the Basic Principles Committee's Report, relating to the Public Service Commissions in Pakistan, were considered by the Conference. The recommendations of the Conference on all these matters, particularly on the portion of the Basic Principles Committee Report, relating to Public Service Commissions, were forwarded to Government for incorporation in the future constitution of the country. The reactions of the Government were awaited at the close of the year.

Then comes the examination itself. This is followed by the work of counting and despatching the scripts of candidates to the Examiners, who have to be given sufficient time for marking the scripts. This is a huge task indeed. Many Examiners unfortunately delay the marking of scripts and ask for extension of time to complete the work. The result is that the entire process is held up. In the case of examinations, involving a Viva Voce Test, it takes another one or two months to arrange and finalize the interviews of the candidates at various centres. In the case of Central Superior Services Examination, it takes still more time to finalize the Viva Voce Test, as it is also held at London and/or Washington, if necessary. When the Viva Voce Tests are over, the work of compilation of results is taken in hand. Thereafter the results are announced by the Commission. A selection by competitive examination is much more lengthy and complicated than selection by interview alone, and consequently it takes longer time to complete.

Every effort is made to avoid delays at various stages, but the very nature of work is such that it must take some time to finalize a recruitment by selection or through competitive examination. It will be observed that the delays, for which the Commission are blamed, are partly illusory and partly unavoidable.

It is to be stated that the Commission are also handicapped by shortage of staff in their office and lack of proper accommodation. The accommodation made available to the Commission falls far short of their requirements. If adequate staff is sanctioned by Government, as and when required by the Commission, and proper and adequate accommodation is provided for the Commission's office, the work can be speeded up and done more expeditiously than at present. In this connection, the Commission would like to invite special attention to paragraphs 3 & 4 of their annual report for the year 1953 and paras. 6 & 7 of this report. The Commission's staff has to work in over-crowded rooms and congested surroundings, and there are no proper arrangements for the storage of records; with the result that the disposal of work is seriously hampered and efficiency adversely affected. Efforts have been made by the Commission to secure more accommodation for their staff, but they have not been successful so far. Similarly the Government have not so far sanctioned the supervisory and clerical staff required by the Commission, although full justification for additional staff has been given time and again. These factors retard the progress of work, stand in the way of efficient and expeditious disposal of business and ultimately contribute towards delay.

DELAY IN GIVING EFFECT TO THE ADVICE OF THE COMMISSION

79. The Commission also observed that in many cases in the past the Ministries and heads of departments had taken more time in offering appointments to the candidates recommended by the Commission than the time taken by the Commission in completing the actual recruitments. The Commission's recommendations were often implemented after months, (occasionally after years), with the result that the candidates, interviewed and selected by the Commission, found other jobs after waiting for a long time. This resulted in waste of time, money and energy of both the Commission as well as the candidates. Some of the instances where the Ministries took more than six months

in implementation of the Commission's recommendations are cited below:—

Name(s) of Post(s)	Date of Commission's Recommendations	Date of Offer of Appointment by Ministries
Deputy Chief Controller of Imports and Exports	26-10-1954	4-6-1955
Assistant Chief Controller of Imports and Exports	27-10-1954	4-6-1955
Executive Officers, Imports and Exports	2-11-1954	Not yet offered.
Sectional Officer Seasoning, Forest Research Institute	28-6-1954	18-4-1955
Sectional Officer Preservation, Forest Research Institute	24-7-1954	6-8-1956
Sectional Officer Composite Wood Products, Forest Research Institute	24-6-1954	18-4-1955
Sectional Officer Wood Working, Forest Research Institute	23-6-1954	18-4-1955
Deputy Agricultural Development Commissioner	{ *4-10-1954 16-9-1955	{ 12-5-1955 11-4-1956
Assistant Director of Inspection (Chemical), Pakistan High Commission, London.	20-12-1954	Not yet offered.

*Two candidates were recommended by the Commission on different dates.

A few other cases of delay on the part of Ministries/Divisions are summarised below:—

Approval of the Commission was sought, on 17th February, 1954, to the appointment of certain officers against the following posts in the Cottage Industries Directorate under the Ministry of Industries:—

- (1) Officer-in-Charge, Sale and Display Centre, Karachi.
- (2) Officer-in-Charge, Sales and Display Centre, London.
- (3) Assistant Director of Development.
- (4) Designer, (re-designated as Principal, Government Designing Institute, Karachi).

As complete papers had not been sent by the Ministry, they were requested by the Commission, on 15th March, 1954, to forward the same.

On 31st August, 1954 the Ministry informed the Commission that the incumbent of the post at (4) above had been allowed to continue up to 28th February, 1955 or till such time as a suitable candidate was selected by the Commission and that with a view to getting a person trained, a post of under-study to the incumbent of the post had been created for a period of six months from the date the post was actually filled. The Commission were, accordingly, requested to advertise this post of under-study. The particulars forwarded by the Ministry were not sufficient for advertising the post and the Ministry were, accordingly, requested

on 21st September, 1954 to fill in the proper requisition. This requisition was not received till the close of the year. Complete papers in respect of the posts at (1) to (3) above were also not received till the close of the year.

The approval of the Commission was sought, on 13th May, 1954, to the appointment of a Superintendent in the Ministry of Commerce as Secretary, Cotton Board. The Commission advised on 17th June, 1954 that the post should be advertised through them. The case was again referred to the Commission on 17th August, 1954 for re-consideration. The Commission, on 24th September, 1954, called for the character rolls of other Superintendents in the Ministry senior to the one proposed to be appointed to the post. The character rolls were not supplied until the close of the year.

Two officers were appointed as Marketing Officer and Assistant Marketing Officer in the Cooperation and Marketing Department with the approval of the Commission on a purely temporary basis for a period of three years. This period expired on 31st March, 1953. In August, 1953, the Ministry requested the Commission that since there was a ban on fresh recruitment the Commission might agree to the continuance of these officers till recruitment to the posts was made in the normal way. The Commission advised that since the report of the Administrative Enquiry Committee had been published and the ban on fresh recruitment lifted, the Ministry might finally decide as to whether the two posts should be advertised and filled on permanent basis or not. The Commission also agreed to the continued appointment of the officers for a further period of one year or till such time as the Commission's nominees became available.

No communication was received from the Ministry until August, 1954 i.e., after about one year, when the Ministry informed the Commission that the officer holding the post of Marketing Officer had since resigned his post and the question of recruitment to the post of Assistant Marketing Officer of a suitable person through the Commission would be taken up after the existing ban on fresh recruitment had been lifted unless the Commission advised otherwise. In October, 1954 the Commission advised that as the ban on fresh recruitment was no longer operative, the two posts should be advertised through them without further delay. To this no reply was received till the close of the year.

The post of Electrical and Mechanical Engineer, Khewra was advertised by the Commission in 1948 and a candidate for appointment to the post was recommended. The Commission's nominee, however, did not accept the appointment. The Ministry then sponsored the candidature of three other persons and requested the Commission to interview them. The Commission did not agree and suggested re-advertisement of the post with provision for higher initial salary.

Again in 1950, the Ministry approached the Commission to approve the appointment of another person sponsored by them but the Commission reiterated their earlier advice that the post should be re-advertised. Nothing further was heard in the matter until 23rd July, 1953 when the Ministry again approached the Commission to approve the appointment of an officer, who had been promoted by them to the post and who had held the post for more than three years, without consultation with the Commission. The Commission in September, 1953, advised that the post must be re-advertised through them. The requisition for advertisement of the post was not received until 25th January, 1954.

POST SCRIPTUM.

With very few exceptions, the Ministries|Divisions generally complied with the provisions of the Act and the Regulations. The Commission are grateful to them for their cooperation.

The Commission would like to thank the Provincial Governments and the Public Service Commissions, as well as the Pakistan Missions abroad, for the assistance rendered to them in holding examinations| tests and interviews out of Karachi.

The Commission are grateful to the independent advisers and the officers of Government who attended interviews without any remuneration and at considerable inconvenience to themselves.

Further, the Commission take this opportunity to record their appreciation of the good work done by their officers and members of the ministerial staff.

ZAKIR HUSAIN,

Chairman.

U. KRAMET,

Member.

WAZIRZADA SARDAR GUL MOHAMMAD KHAN,

Member.

S. F. MEERZA,

Secretary.

KARACHI :

The 9th November, 1956.

APPENDIX I

NO. OF CANDIDATES INTERVIEWED AND THE PERSONNEL OF THE INTERVIEW BOARDS FOR THE CENTRAL SUPERIOR SERVICES EXAMINATION HELD IN JANUARY 1954

A.—NO. OF CANDIDATES INTERVIEWED EACH DAY AT EACH CENTRE

LAHORE		KARACHI		DACCA		LONDON	
Date	No. of candidates	Date	No. of candidates	Date	No. of candidates	Date	No. of candidates
25-4-1954	8	10-5-1954	7	24-5-1954	10	25-5-1954	5
26-4-1954	10	11-5-1954	7	25-5-1954	0		
27-4-1954	10	12-5-1954	7	26-5-1954	10		
28-4-1954	11	13-5-1954	9	27-5-1954	10		
29-4-1954	10	14-5-1954	9				
	49		39		40		5

B.—PERSONNEL OF THE INTERVIEW BOARDS

Mr. Zakir Husain, Chairman, P.P. S.C.	Mr. Zakir Husain, Chairman, P.P. S.C.	Mr. Zakir Husain, Chairman, P.P. S.C.	Mr. U. Kramet, Member, P.P.S.C.
Wazirzada Gul Mohd. Khan, Member, P.P.S.C.	Mian Ghulam Abbas, Auditor General, Pakistan.	Mr. H. S. M. Bhague, C.S.P., Chief Secretary to East Bengal Government.	Sir Percival Waterfield, 1st Commissioner (Retd.), Civil Service Commission, U.K.
Mr. U. Kramet, Member, P.P.S.C.	Sir Eric Franklin, C.B.E., Establishment Officer, Government of Pakistan, Cabinet Secretariat, (Establishment Division).	Mr. S. M. Hassan, Joint Secretary, Ministry of F.A. & C.R.	Mr. K. H. Rahman, D.C.A.O., Pakistan High Commission, London.

Mr. I. U. Khan, C.S.P., Chief Secretary to the Government of Punjab.	Mr. S. K. Dehalvi, P.F.S., Joint Secretary, Ministry of F.A. & C.R.	Mr. G. A. Faruqi, C.S.P., Commissioner, State Purchase, Dacca.	Mr. Agha Shahi, Representative of F.A. & C.R., Government of Pakistan.
Mr. S. M. Hassan, Joint Secretary, Ministry of F.A. & C.R.	Professor A. B. A. Hafim, Vice-Chancellor, Karachi University.	Mr. A. H. M. S. Doha, P.S.P., I.G. of Police, East Bengal.	
Mr. G. Burgess, C.I.E., O.B.E., Director Civil Service Academy.			
Mr. S. N. Alam, P.S.P., Inspector General of Police, Punjab.	Sir Oliver Grace, C.I.E., O.B.E., Inspector General of Police, Karachi.	Chairman, P.S.C., East Pakistan	Mr. Sajjad Haider, Counsellor, Pakistan, High Commission, London.
Mr. A. B. Awan, P.S.P., Inspector General of Police, N.-W.F.P.	Mr. Sharif Khan, P.S.P., Inspector General of Police, Sind.	Mr. A. M. A. Kabir, P.S.P., Commandant, East Pakistan Rifles, Dacca.	
Mr. Bashir Ahmed, Accountant General, Punjab.	Mr. A. G. Khan, Director, Traffic, Railway Division, Government of Pakistan.	Mr. G. A. Madani, C.S.P., Secretary, Education Dept., East Bengal Government.	Mr. A. M. Chowdhury, Educational Attache, Pakistan High Commission, U.K.
Mr. Ahmad Hasan, Commissioner of Income Tax, Lahore.	Mr. M. M. Hussain, Post Master General, Sind & Baluchistan Circle.	Mr. Alim Ali Rizvi, Accountant General East Bengal, Dacca.	
Mr. Abbasi, Chief Operating Supdt., N.W.R.	Mr. J. G. Kharas, C.S.P., Dy. Secy., Ministry of Interior.	Mr. Jalaluddin Ahmad, Commissioner of Income Tax, East Bengal, Dacca.	
Mr. A. Hamid, P.M.G., Punjab & N.W.F.P. Circle.		Chief Traffic Manager, East Bengal, Railway, Chittagong.	
		Mr. S. Nasrat Ali, Post Master General, East Bengal Circle.	

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PAKISTAN PUBLIC SERVICE COMMISSION

PRESS NOTE

Karachi, the 2nd November, 1954

No. F. 2|25|53-E.—The Pakistan Public Service Commission announce that they have decided to make a number of changes in the Rules of the 1955 and subsequent Examinations for the Central Superior Services:—

1. In the compulsory subjects, the marks for General Knowledge will be increased to 200 and those for the Essay reduced to 100.
2. Two new optional subjects 'Constitutional Law' and 'History of the U.S.A.' each carrying 100 marks, will be added to the examination.
3. Prime Movers, Applied Mechanics, Physiology, Astronomy and Military Science will cease to be a part of the examination.
4. The maximum marks for Law, Islamic History and Culture, History of Pakistan and India, British History, European History, English Literature and Political Science will be raised to 200 each, and those for Mercantile Law, International Law, International Relations and Agriculture reduced to 100 each.
5. No candidates will be allowed to offer more than two Science subjects.

F. E. QURAISHI,
Officer on Special Duty.

APPENDIX II

SUMMARY OF EXAMINATIONS AND TESTS

(CENTRAL SUPERIOR SERVICES, CENTRAL ENGINEERING SERVICES, ETC.)

S. No.	Name of Examination	No. of Examinations held	No. of Candidates who applied	No. of Candidates admitted	No. of Candidates who actually competed	No. of Candidates declared successful	No. of vacancies actually appointed	Remarks
1	Central Superior Services Examination, (January), 1954.	1	631	607	422	134	70	No. of candidates actually appointed was not known at the close of the year.
2	Central Superior Services Examination, (December), 1954.	1	598	569	382	...	...	The results of the written Examination had not been declared till the close of the year.
3	Central Engineering Services Examination, 1953.	1	198	185	72	43	35	8.1. No Examination held in 1954.
4	Mercantile Marine Training Examination, 1954.	1	83	54	43	41	12	2. The information regarding further appointments was received, till the close of the year.

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1	2	3	4	5	6	7	8	9	10	11
5	Survey of Pakistan (Class I & II) Service Examination, 1954.	1	45	39	23	14	...	7	...	The results were not announced during the year under review.
6	Civil Services of Pakistan Probationers (Final Passing Out) Examination, 1954 (January & December).	2	Jan., 54	19	19	...	10	...	...	Results not declared till the close of the year.
			Dec., 54	26	25	...	...	...	...	
7	Pakistan Foreign Service Probationers (Final Passing Out) Examination, 1954.	1	8	8	6	...	...	...	...	Results not declared till the close of the year.
										There were two candidates from the previous batch who had already been interviewed.
8	Police Service of Pakistan Probationers (Final Passing Out) Examinations, 1954 (July & December).	2	July, 54	23	23	...	19	...	...	Results not declared till the close of the year.
			Dec., 54	10	10	...	...	...	...	

SUMMARY OF EXAMINATIONS AND TESTS

(Ministerial Services)

Name of Examinations/ Tests	No. of Examina- tions/Tests held	No. of candidates who applied	No. of candidates admitted	No. of candidates who actually appeared	No. of candidates who qualified
Monthly Typewriting Tests	32	2703	2703	2041	777
Proficiency Tests of Steno- graphers, Stenotypists and Typists.	15	905	905	707	151
Proficiency Test of Urdu Typists.	1	1	1	1	1

APPENDIX IV

SELECTION BY INTERVIEW

(NUMBER OF ENGINEERING, TECHNICAL AND NON-TECHNICAL POSTS FOR WHICH REQUISITIONS WERE RECEIVED BY THE COMMISSION)

Name of Ministry/Division/ Department	Number of requisitions	Number of Posts			
		Engg.	Tech.	N. Tech.	Total
1. Agriculture	40	11	34	...	45
2. Aviation	7	...	30	...	30
3. Auditor General of Pakistan ...	...	...	...	...	...
4. Accountant General, Pakistan Revenues.	...	...	...	...	...
5. Agent to G.G. & C.C. in Balu- chistan.	8	22	...	...	22
6. Cabinet Secretariat	1	...	1	...	1
7. Chief Commissioner's Secre- tariat.	7	3	...	7	10
8. Commerce	15	2	11	21	34
9. Communications	14	5	26	9	40
10. Constituent Assembly of Pakistan.	...	...	...	...	...
11. Defence	5	5	...	6	9
12. Education	25	7	2	29	38
13. Economic Affairs	2	...	...	8	8
14. Foreign Affairs & Common- wealth Relations.	1	...	...	1	1
15. Finance	...	...	...	...	...
16. Food	2	3	1	...	4
17. Health	21	...	39	...	39
18. Interior	4	...	7	...	7
19. Information & Broadcasting ...	8	...	...	13	13
20. Industries	14	6	8	7	21
21. Labour	6	2	3	10	15
22. Law	2	...	1	1	2
23. Kashmir Affairs	...	...	...	...	...
24. Pakistan Public Service Com- mission.	1	...	...	1	1

APPENDIX IV—contd.

Name of Ministry/Division/ Department	Number of requisitions ^a	Number of Posts			
		Engg.	Tech.	N. Tech.	Total
26. Revenue Division ...	7	3	2	11	16
27. States and Frontier Regions ...	...	...	...	...	...
28. Works Division ...	8	22	6	10	38
Total	200	90	171	141	402

APPENDIX V
SERVICE MATTERS

(SUMMARY OF CASES OF APPOINTMENTS/PROMOTIONS, DISCIPLINARY MATTERS, ETC.)

Sl. No.	Description	No. of cases pending on 1-1-54	No. of cases received from 1-1-54 to 31-12-54	No. of cases on which advice was tendered	No. of cases pending on 31-12-54	No. of cases on which Govt. have taken decision	No. of cases on which Govt. have not taken any decision	No. of cases on which Commission's advice was accepted	No. of cases on which Commission's advice was not accepted	Remarks
1	2	3	4	5	6	7	8	9	10	11
1	Appointments made without advertisement.	15	87	72	15	66	6	66	...	
2	Promotions (including promotions & Confirmations of the Provincial Civil Services officers to the Civil Service and the Police Service of Pakistan).	7	53	37	16	31	6	31	...	
3	Irregular appointments ...	...	22	12	10	12	...	12	...	
4	Disciplinary cases, including 4 cases of appeals.	...	17	12	5	5	7	5	...	
5	Reimbursement of legal expenses	...	2	2	...	...	2	...	...	
6	Domicile	...	4	3	1	...	3	...	...	
7	Gratuity, injury and extraordinary pension.	...	1	1	...	1	...	1	...	
8	Seniority	...	7	5	2	5	...	5	...	
9	Appointment of Clerks from Subordinate offices.	...	2	2	...	2	...	2	...	
10	Excluded Cadre posts	3	...	6	...	5	1	5	...	
11	Recruitment Rules	3	11	3	8	1	2	1	...	

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The Ministerial and Class IV staff at the end of December, 1954 consisted of the following:—

1. Superintendents	4
2. Assistant-in-Charge	1
3. Assistants	29
4. Upper Division Clerks	4
5. Lower Division Clerks	32
6. Confidential Assistants	3
7. Stenographers	4
8. Stenotypists	2
9. Record Sorters/Daftries	7
10. Jamadars	4
11. Peons (including Farash and Chowkidar)	19
12. Sweepers	2

5. *Branch Offices*.—Two Branch Offices of the Commission continued to function one each at Dacca and Lahore. The strength of the Dacca Branch office was 1 Superintendent, 1 Nazir, 1 Clerk, Typist and 1 Peon. The Lahore Branch consisted of 1 Junior Clerk and 1 Peon.

6. Commission's office remained under-staffed throughout the year on the supervisory side as well as the ministerial side. On the supervisory side, all Branch Officers of the Commission worked under heavy pressure holding charge of two or three Branches at a time. The psychologist of the Commission had to be given charge of some branches in order to relieve the existing Branch officers of a part of their abnormal burden. The transfer of Mr. S. Mahmud Ahmad, Officer on Special Duty, brought great strain upon the other Branch officers because the Branches which were under his charge had to be distributed among the remaining Branch officers.

Similarly, the Commission's office remained short of ministerial staff and all Branches of the Commission continued to work at high pressure. The Commission are strongly of the view that they must have adequate staff to be able to get through every stage of their Examination/Recruitment work expeditiously. The strength of the staff required for such purposes cannot be correctly estimated by normal standards and the Commission feel that any staff judged by them to be necessary should be provided promptly. The Commission hope that the situation might ease and delays avoided as soon as the additional staff required is sanctioned by Government. In this connection, the Commission would also invite attention to para. 3 of their fifth report for the year 1953 in which it was pointed out that the Commission considered that, for the purpose of maintaining a high standard of efficiency in the office of the Commission, the status and scales of pay for their staff should at least be the same as those for the Central Secretariat. The Commission, accordingly, moved Government for sanctioning the same, but no final orders were received.

It may be mentioned that the staff of the Union Public Service Commission, India, was placed on the same footing as the staff of the Central Government long ago. Similarly, with regard to the number

of their officers and ministerial staff, the Union Public Service Commission (India) are placed much more happily. They have got a whole-time Deputy Secretary to deal with 'Disciplinary Cases' only. Besides, they have got a number of Deputy Secretaries and Under Secretaries. Their Secretary enjoys the status of a Joint Secretary to the Government. Their Superintendents are all Gazetted Officers and are designated as Section Officers (50 per cent. as Superintendent Class I and 50 per cent. as Assistant Superintendent Class II).

OFFICE ACCOMMODATION

7. The Commission's office continued in the Hindu Gymkhana Building. The construction of new temporary rooms, that was started in 1953, was completed in 1954, and one more room was added on the 1st floor with hard board and asbestos sheets. A reception room outside the 'IN GATE' was also constructed. The accommodation available for the staff and officers of the Commission is grossly insufficient and falls far short of their actual requirements and the staff has to work under sub-human conditions.

REVENUE RECEIPTS AND EXPENDITURE

8. The total receipts and expenditure during the financial year 1954-55 were as follows :—

RECEIPTS :		Rs. 53,000.
EXPENDITURE :—		Rs.
(A) Pay of Officers ...		1,51,600
(B) Pay of Establishment ...		1,66,300
(C) Allowances and Honoraria ...		90,300
(D) Other Charges ...		91,800
(E) Charges in England ...		13,000
Total ...		5,13,000

RECEIPTS AND ISSUES

9. 46287 letters were received and 36925 were issued during the year under report.

COMPETITIVE EXAMINATIONS AND TESTS, ETC.

10. The important examinations held by the Commission were those for the Central Superior Services, the Central Engineering Services, the Survey of Pakistan (Class I and II) Services, and the Mercantile Marine Training. Besides these important examinations, a number of tests and probationers examinations were also conducted by the Commission, viz., the Civil Service of Pakistan Probationers (Final Passing Out) Examination, the Pakistan Foreign Service Probationers (Final Passing Out) Examination and the Police Service of Pakistan Probationers (Final

THE ASSISTANTS AND CLERKS IN CHARGE AT THE Dacca and Lahore Branches, consisted of the following:—

1. Superintendents	...	...	...	...	4
2. Assistant-in-Charge	...	...	...	...	1
3. Assistants	...	...	...	...	29
4. Upper Division Clerks	...	...	...	...	4
5. Lower Division Clerks	...	...	...	...	32
6. Confidential Assistants	...	...	...	...	3
7. Stenographers	...	...	...	...	4
8. Stenotypists	...	...	...	...	2
9. Record Sorters/Daftries	...	...	...	...	7
10. Jamadars	...	...	...	...	4
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Passing Out) Examination; the monthly typewriting tests and the proficiency tests of Clerks, Assistants, Stenotypists and Stenographers. A detailed description of all these examinations and tests is given below:—

CENTRAL SUPERIOR SERVICES EXAMINATION

11. In pursuance of the Commission's decision to advance the date of the Central Superior Services Examination, the examination in 1954 was held from 4th January, 1954 to 20th January, 1954. The next examination, which would otherwise have been held in January, 1955, was, in accordance with this decision, held from 1st December, 1954 to 23rd December, 1954.

12. The results of the written part of the examination held in January, 1954, were announced on 5th April, 1954 and the *viva voce* Tests of the candidates who were declared to have qualified therein, were held from 25th April, 1954 to 29th April, 1954, at Lahore; 10th May, 1954 to 14th May, 1954, at Karachi, and 24th May, 1954 to 27th May, 1954 at Dacca. At the London centre, the candidates were interviewed on 25th May, 1954. There was no candidate from the Washington centre. Appendix I shows the constitution of the *viva voce* Boards convened at each centre and the number of candidates interviewed each day.

13. In order to achieve uniformity in the standard of assessment of the candidates at the *viva voce* Tests at all the centres, one of the Members of the Commission (Mr. U. Kramet) visited London and presided over the *viva voce* Board convened there. Out of a total of 10 candidates, who appeared at the London Centre, 5 qualified in the written examination and were called for the *viva voce* Test. Ultimately four candidates qualified for appointment.

14. In all 631 candidates applied for admission to the (January) examination, but only 422 actually appeared. Out of them 134 qualified in the written part of the examination. The qualifying mark in this examination was fixed at 450 out of a maximum of 1050 (i.e., slightly below 43%) as against 420 which had been fixed in most of the examinations held previously. Finally, 81 candidates qualified for 70 vacancies. Detailed information regarding the actual appointments made on the results of this examination was not received till the close of the year under review.

15. Since 1951 the Commission have been holding psychological tests of the candidates who are called for the *viva voce* Tests. During the year under review, the Commission's Psychologist was away in the U. S. A. on a fellowship. In his absence, the services of Dr. M. Ajmal, M.A., Ph. D., Reader in Psychology, Government College, Lahore, were secured to conduct these tests at all the centres in Pakistan. He was assisted by a local Psychologist at each centre in Pakistan. At Karachi, Mrs. Surraya Rahmatullah assisted him. At Dacca, Dr. Ghulam Jilani, M.A., Ph. D. (London), Professor and Head of the Department of Philosophy and Psychology, Dacca University, helped in carrying out the psychological tests, and at Lahore, Dr. Randolph C. Sailer, M.A., Ph. D. (Columbia), Former Christian College, Lahore, was associated with this work. The results proved very helpful and the Commission decided to continue the practice of associating a local Psychologist in future.

The Commission have also had under consideration the question of starting a Research Unit in their office with a view to studying the useful

Civil Service Commissions of other Commonwealth countries and the Civil Service Commission of the U.S.A. It is proposed to organise the Research Unit under two wings. One of the wings would be confined to psychological research and development of the technique of personnel selection on modern lines. The other wing would be devoted to general research with a view to effecting economy, enhancing efficiency and achieving all round improvement in administration. If this proposal receives Government sanction, personnel selection would become substantially more realistic.

16. The candidates who appeared at the London Centre were, for the first time, subjected to psychological tests like the candidates in Pakistan. The arrangements for conducting the tests were made by the Civil Service Commission, United Kingdom. The tests were conducted by Mr. K. A. G. Murray, Principal Psychologist in-Charge of the Research Unit, Civil Service Commission, United Kingdom. The tests used were, however, designed and standardised by the Psychologist of the Pakistan Public Service Commission.

17. Appointments to the various services on the results of the Central Superior Services Examination, 1953, were not made till the compilation of the Annual Report for the year 1953, and were not, therefore, shown in that Report. These appointments were, however, made during 1954, as shown below:—

S. No.	Services to which appointed	No. appointed
1.	Civil Service of Pakistan	15
2.	Pakistan Foreign Service	6
3.	Police Service of Pakistan	5
4.	Pakistan Audit and Accounts Service	5
5.	Pakistan Income Tax Officer's Service, Class I, Grade II	5
6.	Pakistan Customs Service, Class I	1
7.	Pakistan Postal Service, Class I	3
8.	Pakistan Income Tax Service, Class II, Grade III	5
9.	Pakistan Military Lands and Cantonments Service, Class II	2
10.	Pakistan Postal Superintendents Service, Class II	4
Total		51

18. The rules relating to the next Central Superior Services Examination, viz., the examination held in December, 1954, were published on 5th May, 1954. In these rules, it was announced that the Commission were considering the question of omission of "Prime Movers" and "Applied Mechanics" from the list of the subjects prescribed for the examination to be held in 1955. "Pali", which was assigned 100 marks, and was grouped with the "Pakistani Languages" previously, was grouped with the "Classical and Foreign Languages" in the December examination. The maximum marks for it, however, remained the same, viz., 100.

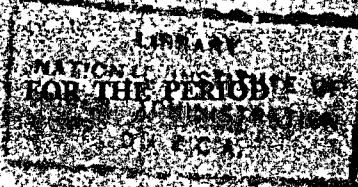
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SEVENTH REPORT

OF THE

PAKISTAN PUBLIC SERVICE COMMISSION



1st January to 31st December, 1955

PPSC
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**SEVENTH ANNUAL REPORT OF THE PAKISTAN PUBLIC
SERVICE COMMISSION FOR THE PERIOD 1st JANUARY
TO 31st DECEMBER, 1955.**

INTRODUCTION

In accordance with the decision taken by the Pakistan Public Service Commission, in consultation with Government, to publish annual reports, the Commission present their Seventh Annual Report for the year 1955 so that the public may know in what manner and under what circumstances the Commission have worked during this period.

FUNCTIONS OF THE COMMISSION

2. There was no change in the functions of the Commission as laid down in section 266 of the Government of India Act, 1935, as adapted by the Pakistan (Provisional Constitution) Order, 1947, viz., to advise the Governor General in all matters relating to recruitment, promotion and discipline of Government officers etc., etc.

PERSONNEL

3. During the year under review the personnel of the Commission continued to consist of the following:—

Mr. Zakir Hussain

Chairman

Mr. U. Kramet

Member

Wazirzada Sardar Gul Mohammad Khan

Member

Wazirzada Sardar Gul Mohammad Khan proceeded to the United Kingdom on deputation, for a period of about three weeks during June/July, 1955, in connection with the interview of candidates for the Central Superior Services examination and to visit the Civil Service Commission, U.K., the Institute of Administration, London, and the Staff College at Hanley on Thames, U.K.

STAFF OF THE COMMISSION

4. Mr. S. F. Meerza, C.S.P. (retired) continued as Secretary of the Commission.

Khan Bahadur Fazle Elahi Qureshi, B.A., continued as Officer on Special Duty till the 31st July, 1955, when he was permitted to retire finally.

Mr. Sardar Ahmad, B.Sc. (Hons.) continued as Assistant Secretary till the 1st August, 1955, and was promoted as Deputy Secretary against a regular post with effect from the 2nd August, 1955.

Mr. Anwarul Hasan Qureshi, B.A., a permanent Superintendent, was appointed as Assistant Secretary with effect from 2nd August, 1955, against the post vacated by Mr. Sardar Ahmad, promoted as Deputy Secretary.

Agha Iftikhar Hosain, B.A. (Hons.) continued as Officer on Special Duty till the 1st August, 1955. With effect from the 2nd August, 1955 the post of Officer on Special Duty was converted to that of a temporary Assistant Secretary and Agha Iftikhar Hosain was appointed as Assistant Secretary.

Mr. Rafi-uz-Zaman Khan continued as Psychologist during the year under review.

Appendices I and II give details of the staff as it stood on 1st January, 1955 and the staff that was sanctioned from time to time during the period 1st January, 1955 to 31st December, 1955, respectively.

Since 1948-49 there has been a continuous increase in the work of the Commission. But despite the pressing need of the Commission, the additions in the staff (including Gazetted Officers) have not been commensurate with the increase in work. The inadequate staff has been carrying on under a heavy pressure of work.

Many a time, since 1949, Government were approached for sanction to the creation of additional posts for this office, but most of the proposals were not accepted. Generally, the reason for refusing the sanction was that there was no provision for the proposed additional posts in the budget of the Commission. At the time the Commission's estimated demands for budget grants were before Government, usually the grants for anticipated staff were not sanctioned as the sanctions to the creation of additional posts did not exist. This was repeated many a time.

The additional sanctions shown in Appendix II were accorded only when Government were clearly informed that it was not possible to undertake the work (Ministerial Services (Assistants etc.) Examinations, and the Central Superior Services Examination) unless additional staff was available.

The shortage of staff is very adversely affecting the efficiency of work in the Commission's office. Moreover, at present about 50% of the staff is temporary. The temporary employees, after gaining experience, are always anxious to seek appointments elsewhere where they get better security. Thus the Commission's office continues to lose its trained hands which adversely affects the speed and quality of work in the office.

In spite of repeated requests, the Government have not agreed to revise the permanent strength of the staff which was fixed in 1948, although the increase of work of regular nature clearly warranted such a course.

The Commission have been pressing Government for Secretariat scales of pay for their office but the case remained undecided till the end of the year under review.

OFFICE ACCOMMODATION

5. The Commission continued to be housed in the Gymkhana Building during the year. As reported earlier, the accommodation provided to the office of the Commission is quite insufficient and is a serious obstacle to efficient performance of work and future development. Due to the shortage of accommodation, interviews of candidates were being held in the Chairman's room but as the space there was found insufficient at the time of viva voce tests of the candidates for the Central Superior Services, it was felt necessary to make a separate interview room. Thus one of the Officer's room was converted into an interview room, at serious inconvenience to the officers concerned.

REVENUE AND EXPENDITURE

6. The total receipts and expenditure during the financial year 1955-56 were as follows:—

RECEIPTS:	Rs. 78,250
EXPENDITURE:—	
(A) (i) Pay of Officers	Rs. 1,58,913
(ii) Pay of Establishment	1,87,082
(iii) Allowances and Honoraria	99,680
(iv) Other Charges	1,36,967
(B) Charges in England	8,340
	Rs. 3,91,477

RECEIPTS AND ISSUES

7. 45093 letters were received and 35,000 were issued during the year under report.

COMPETITIVE EXAMINATIONS AND TESTS, ETC.

8. A description of the examinations and tests held by the Commission during the year under report is given below:—

CENTRAL SUPERIOR SERVICES EXAMINATION

9. The results of the written portion of the examination held in December, 1954, were announced on 18th April, 1955. Out of the 382 candidates who appeared at the examination, vide paragraph 20 of the last report, 133 candidates were declared to have qualified in the written examination. The qualifying mark in this examination was, like the previous examination, fixed at 450 marks out of a total of 1050. 131 candidates appeared at the viva voce test; two of the candidates who had qualified in the written examination absented themselves from the Viva Voce Test.

10. As usual, the Viva Voce tests for the candidates who qualified in the written examination were held at Karachi, Lahore and Dacca in Pakistan and at London in the United Kingdom.

Kingdom. At Karachi, the tests were held from 27th April to 30th April, 1955, at Lahore from 4th May to 9th May, 1955, and at Dacca from 30th May to 2nd June, 1955. The interviews at London were held on 27th June, 1955. There was no candidate from the Washington centre. Appendix III shows the constitution of the Viva Voce Boards convened at each centre and the number of candidates interviewed each day.

11. In order to achieve uniformity in the standard of assessment of candidates at the Viva Voce tests at all the centres, one of the Members of the Commission (Wazirzada Sardar Gul Mohammad Khan) visited London and presided over the Viva Voce Board convened there. This practice has been in vogue for the last several years. All the 4 candidates who appeared for their Viva Voce tests at London were declared qualified for appointment.

12. The Viva Voce tests at each centre were preceded by Psychological tests, and, as in previous years, the Commission's Psychologist conducted these tests at all the centres in Pakistan and was assisted by a local Psychologist at each centre. At Karachi, Mr. Majid Zakaria of the Institute of Personnel Training, Pakistan Industrial Development Corporation assisted the Commission's Psychologist. At Lahore and Dacca the services of Dr. Randolph C. Sailer of the F. C. College, Lahore and Mrs. M. Ahmad of Eden Girls College, Dacca, respectively, were secured for this purpose. At London, Mr. K. A. G. Murray, Principal Psychologist in charge of the Research Unit, Civil Service Commission, United Kingdom, conducted these tests. As in the previous year, the results proved useful.

13. Finally, 69 candidates were declared to have qualified for appointment against 56 vacancies in various Services and the final result was communicated to Government on 26th July, 1955. The number of vacancies to be filled in each service was as follows:—

(1) The Civil Service of Pakistan	20
(2) The Pakistan Foreign Service	6
(3) The Police Service of Pakistan	2
(4) The Pakistan Audit and Accounts Service	3
(5) The Pakistan Railway Accounts Service	1
(6) The Pakistan Military Accounts Service	1
(7) The Pakistan Income Tax Officers' Service, Class I, Grade II	17
(8) The Pakistan Postal Service, Class I	3
(9) The Transportation (Traffic) and Commercial Departments of Pakistan Railways	2
(10) The Pakistan Postal Superintendents' Service, Class II	3

14. After examining the constitutional and legal aspects, and also the implications of the Procedural Instructions, the Commission came to the conclusion that they were required to make recommendations in respect of successful candidates for appointment to various services, keeping in view the suitability of individual candidates for each of the services for which they competed. Accordingly, the Commission recommended the names of as many qualified candidates for each service as there were vacancies in it. This practice was adopted for the first time by the Commission. Previously, the Commission communicated to Government their remarks regarding the suitability of each candidate who finally qualified at the examination. Government, however, disregarded the advice of the Commission in a number of cases. The preliminary list of allocations made by Government of candidates successful at the Central Superior Services examination, 1954 showed a number of deviations from the Commission's recommendations. The final list of allocations made by Government was not, however, received till the close of the year under report.

15. The Rules relating to the Central Superior Services Examination, 1955, were published on 3rd May, 1955. The main changes in the Rules were those referred to in paragraph 21 of the previous Report (1954). The main features of these changes were included in the Commission's Press Note which was attached as Appendix I-A to the previous Report. Besides these changes, it was specifically provided that there would be two papers in each subject carrying 200 maximum marks and one paper in each of the subjects assigned 100 maximum marks. The detailed syllabi prescribed for the subjects of the examination were revised in some cases, and, as far as possible, separate syllabi were prescribed for each of the two papers in the subjects carrying 200 marks. The question papers for the examination held in 1955 were set in accordance with the revised scheme and syllabus.

16. The last date for submission of applications was fixed at 27th June, 1955. 841 candidates applied out of whom 819 candidates were admitted to the examination. Only 529 candidates actually appeared at the examination. The rest absented themselves. The number of candidates present at each centre was as follows:—

(i) Karachi	105
(ii) Lahore	208
(iii) Dacca	206
(iv) London	10

As the number of candidates, who wished to appear at the Washington centre was only 3, the examination was not held at that centre. These three candidates were given the option to take the examination at any other centre, either at London or in Pakistan, but they withdrew their candidature. The Commission refunded their fees in full. The examination was held at all the other centres from 14th November, 1955 to 5th December.

CIVIL SERVICE OF PAKISTAN PROBATIONERS (FINAL PASSING-OUT) EXAMINATION

17. The result of the Civil Service of Pakistan Probationers (Final Passing-out) Examination held in December, 1954 January, 1955, were communicated to Government on 13th May, 1955. Of the 26 probationers admitted, 25 were present at the examination. One probationer of 1951-batch absented himself from the above examination. Eight out of 15 probationers of the 1953-batch qualified at the examination. In addition, 8 of the 1952-batch, who were examined in certain subjects only, also qualified. The only probationer of 1951-batch, who was examined in all subjects alongwith the main batch, failed to qualify.

18. The next Final Passing Out Examination of 25 Civil Service of Pakistan Probationers selected for appointment on the results of the Central Superior Services Examination, January, 1954, one Probationer of 1951-batch who was exempted from the last Final Passing Out Examination, seven Probationers of 1953-batch and one Probationer each of the 1952 and the 1951-batches, who had failed previously, was held at Dacca from 28th December, 1955 to 3rd January, 1956. Thus 35 Probationers in all were admitted to the examination. 34 Probationers presented themselves, and one Probationer of the main batch was absent from the Examination.

PAKISTAN FOREIGN SERVICE PROBATIONERS (FINAL PASSING-OUT) EXAMINATION

19. In August, 1955 the Commission conducted the Final Passing Out Examination of the 6 Pakistan Foreign Service Probationers who were selected on the results of the Central Superior Services Examination, 1953, and had received training abroad. As usual, the examination comprised the written examination and the Viva Voce test. In addition to 6 Probationers of the main batch, 2 Probationers of 1952-batch and one Probationer of 1951-batch were also examined at their respective places of postings viz. London, Ottawa and Bad Godesberg (West Germany) simultaneously with the main batch at Karachi. All the 9 Probationers were present. The result of the examination was communicated to Government on 1st November, 1955.

POLICE SERVICE OF PAKISTAN PROBATIONERS (FINAL PASSING-OUT) EXAMINATION

20. The result of the Police Service of Pakistan Probationers (Final Passing-out) Examination held in December, 1954 was communicated to Government on 9th April, 1955. The result in Criminal Law (with Books) was, however, not communicated because the question papers set in the subject were regarded as difficult and the marking was also over-strict. The Commission decided to cancel the examination in this subject and to hold a fresh examination.

21. The re-examination in Criminal Law (with Books) of the Probationers whose examination in Criminal Law (with Books) was cancelled as stated in the preceding paragraph was held in August, 1955. 10 Probationers appeared at the re-examination which was held simultaneously at Dacca, Peshawar and

Karachi on 21st and 22nd August, 1955. The result of the re-examination was communicated to the Government on the 1st October, 1955. All the 10 Probationers qualified. However, only 8 Probationers qualified finally on the basis of the results of the Final Passing Out Examination held in December, 1954 and of the re-examination (in Criminal Law with Books) held in August, 1955, taken together.

22. The Final Passing Out Examination for 2 Police Service of Pakistan Probationers selected for appointment on the results of Central Superior Services Examination, January, 1954 was held by the Commission during December, 1955, in all subjects except Urdu and Bengali. In addition, one officiating Superintendent of Police of Bahawalpur State, who was also subjected to the same examination was admitted to the examination. 2 Probationers of 1953-batch who had failed in certain subjects in the previous Final Passing Out Examination were also re-examined in their respective subjects simultaneously with these candidates. Thus, in all 5 Probationers were admitted to the examination and all of them were present. The result of the examination was not out before the close of the year under review.

CENTRAL ENGINEERING SERVICES EXAMINATION

23. Appointments to the various Services/Departments on the results of the Central Engineering Services Examination, 1953, were not made till the compilation of the Annual Report for the year 1953, and were not, therefore, shown in that Report. 8 candidates were, however, appointed during 1954. Other appointments were made during the year 1955. The total number of vacancies filled on the results of the Central Engineering Services Examination, 1953, is given below—

Services/Departments to which recruited	No. appointed
The Telegraph Engineering Service, Class I	18
The Civil Engineering and Stores Departments of Pakistan Railways	5
Signal Engineering Department of the Pakistan Railways	3
The Electrical Engineering Department, Motive Power and Mechanical Engineering Department of the Pakistan Railways	3

24. The fourth Central Engineering Services Examination, a reference to which was made in paragraph 26 of the last year's Report, was held in March, 1955. As stated in the last year's report, last date for the receipt of applications was fixed at 30th November, 1954 (15th December, 1954 in the case of temporary Government servants). In all 183 candidates applied and 156 were admitted to the examination, but only 62 actually appeared. Out of them 6 qualified in the written portion of the examination of whom 3 candidates were called for interview with the Commission at Karachi on 23rd September, 1955 and the remaining 3 candidates were called for interview at Lahore on 6th October, 1955. The qualifying marks in this examination

were fixed at 25% in each compulsory subject and 40% in the aggregate, as required under paragraph 3 of Appendix II to the Compendium of Rules, etc., relating to the examination. Finally 4 candidates qualified against 47 vacancies and the final result of the examination was communicated to Government on 7th November, 1955. Information regarding the actual appointments made on the results of this examination was not received till the close of the year under review.

25. An important change made in connection with this examination was the provision that any candidate who failed to secure at least 25% marks in any of the compulsory subjects would be considered to have failed and would not be eligible for appointment. At the Central Engineering Services Examination held in previous years no minimum qualifying marks were prescribed in any compulsory subject, with the result that candidates securing very low marks in certain Engineering subjects were able to secure appointments on the ground of their having attained the necessary qualifying marks in the aggregate. The Commission examined this matter carefully and considered that it would be desirable to lay down minimum pass marks in each compulsory subject. Accordingly, the matter was referred to the Cabinet Secretariat and the Ministries/Divisions concerned with the Central Engineering Services Examinations. The Cabinet Secretariat discussed the matter in an Inter-Departmental meeting and it was decided that the minimum qualifying marks of 25% should be fixed for each of the compulsory subjects pertaining to the service for which a candidate appeared in the Central Engineering Services Examination.

26. Another important change was that the scheme and syllabus of this examination were revised. These were prepared by the Cabinet Secretariat in consultation with the Ministries/Divisions concerned and were approved by Inter-Departmental meeting convened by the Cabinet Secretariat for this purpose.

27. The results of this examination, however, brought the Commission face to face with a most extraordinary situation. Out of the 62 candidates who took the examination, only 4 finally qualified against a total number of 47 vacancies. Accordingly, on the suggestion of the Commission, a conference was held in the Commission's office on 19th October, 1955. The following were present:—

1. Mr. Zakir Husain, Chairman, Pakistan Public Service Commission.
2. Mr. U. Kramet, Member, Pakistan Public Service Commission.
3. Mr. Sardar Gul Muhammad Khan, Member, Pakistan Public Service Commission.
4. Mr. S. F. Meerza, Secretary, Pakistan Public Service Commission.
5. Mr. Mohsin Ali, Consultant, Planning Board.
6. Mr. Mohd. Shafi, Chief Engineer, Pakistan Public Works Department.

7. Mr. M. S. Karl, Deputy Director-General, Posts and Telegraphs.
8. Mr. A. Rashid, Deputy Secretary, Cabinet Secretariat, Establishment Division.
9. Mr. Sardar Ahmad, Deputy Secretary, Pakistan Public Service Commission.

In the light of the experience gained in the last Examination held in March, 1955, the following points were considered regarding the finalisation of the Rules, etc., for the next Central Engineering Services Examination:—

1. Standard and Syllabus.

- (A) Whether the number of compulsory subjects (seven) which predominated overwhelmingly the optional ones (one subject only), should remain;
- (B) Whether all the 5 common compulsory subjects were essential for every candidate for any branch of service;
- (C) Whether the syllabus for Applied Mathematics (compulsory subject) should remain unchanged, or some alteration was necessary for the next examination in view of the representation made by the students of N.E.D. Engineering College, Karachi.

2. Minimum Pass Marks in Individual Subjects.

- (i) Whether the existing rule relating to 25% minimum pass marks in each compulsory subject, which was applied to all the 7 compulsory subjects (5 common compulsory subjects and 2 special compulsory subjects pertaining to different services) in the last examination, should remain unchanged for the next examination; or
- (ii) Its application should be restricted to only two special compulsory subjects pertaining to the different services.

3. Age Limits.

- (i) Whether the maximum age limit which was 26 years in the last examination, should remain unaltered; or
- (ii) It may be raised to 30 years for the next examination.

28. The compulsory subjects for all and different Engineering Services in connection with the written portion of the Central Engineering Services Examination, 1955 were as follows:—

1. Compulsory subjects for all Services:

	Marks
1. English	100
2. General Knowledge	100

3. Applied Mathematics	150
4. Elementary Principles of Electricity and Simple electro-technology	100
5. Strength of Material and theory of structures (two papers)	150

II. Special Compulsory subjects for different Services:

(a) CIVIL ENGINEERING:—(Civil Engineering and Stores Department of the Pakistan Railways, and the Central Engineering Service, Class I (P.W.D.).

1. Surveying 100
2. Design of Structures .. 200

(b) MECHANICAL ENGINEERING:—(Motive Power and Mechanical Engineering Department of the Pakistan Railways),

1. Theory of Machines .. . 100
2. Thermodynamics and Heat Engines 200

(c) ELECTRICAL RAILWAY SIGNAL AND TELEGRAPH ENGINEERING:—(Electrical Engineering Department and Signal Engineering Department of the Pakistan Railways and Telegraph Engineering Service, Class I).

1. Electrical Plant and Machinery 100
2. Electrical Engineering .. 200

It was decided that the five common compulsory subjects for all services should remain as they were, with the exception that the number of papers (written) in each be reduced to one carrying 100 marks. Besides, the compulsory subject prescribed for individual services be reduced to one in place of the two, as shown below:—

(a) CIVIL ENGINEERING:—(Civil Engineering and Stores Departments of the Pakistan Railways, and the Central Engineering Service, Class I (P.W.D.)

Surveying.

(b) MECHANICAL ENGINEERING:—(Motive Power and Mechanical Engineering Department of the Pakistan Railways)

Theory of Machines and Heat Engines.

(c) ELECTRICAL RAILWAY SIGNAL AND TELEGRAPH ENGINEERING:—(Electrical Engineering Department and Signal Engineering Department of the Pakistan Railways and Telegraph Engineering Service, Class I)

Electrical Engineering

carrying 100 marks each. The optional subjects should continue to carry 100 marks. The Committee of Engineers was requested to modify the syllabus in the light of the above changes. It was also decided that age limit be temporarily fixed between 20-21 years as against 21-26 years for the last examination, so as to enlarge the field of recruitment.

29. The result of the Central Engineering Services Examination, 1955, being very poor, it seems desirable that a summary of the Examiners Reports in some of the subjects may be given here.

Subject:

(i) Design of Structures: There was a wide choice of questions which enabled the candidates to secure good marks but their performance on the whole was very poor. Not one of them could secure even 50% marks, the highest marks secured by one candidate being only 41%.

Theory of Machines: None of the candidates possessed an intelligent understanding of the subject.

Electrical Engineering: Only a few candidates seemed to have a reasonable grasp of the subject.

Applied Mathematics: A large number of the candidates concentrated on semi-descriptive questions, and where answer was indicated in the questions, the tendency was to produce that answer by hook or crook. An utter lack of knowledge of the very principles of Dynamics was noticeable. The performance on the whole was poor.

Surveying: The candidates on the whole displayed a very poor knowledge of this subject.

Strength of Material and Theory of Structures: The standard in general was very poor.

Electrical Plant and Machinery: The standard in general was very low.

Thermodynamics and Heat Engines: The majority of the candidates were extremely poor in this subject.

SURVEY OF PAKISTAN (CLASS I AND II) SERVICES EXAMINATION

30. The results of the first competitive examination for recruitment to the Survey of Pakistan (Class I and II) Services, a reference to which was made in Paragraph 27 of the last year's Report, were announced on 4th May, 1955. 12 candidates finally qualified for two Class I and five Class II vacancies.

MERCANTILE MARINE TRAINING EXAMINATION

31. No competitive examination for selection of candidates for Mercantile Marine Training in the United Kingdom was announced or held during the year under review.

MINISTERIAL SERVICES

32. The following Ministerial Services Examinations were held during 1955:

(i) Assistants Upper Division Clerks;

(ii) Lower Division Clerks.

33. Both the Examinations were announced on the 24th December, 1954, and were open only to unqualified and temporary employees of the Central Secretariat/Attached Departments of the Government of Pakistan and the Constituent Assembly of Pakistan Secretariat, who were in service on or before the 17th August, 1953.

34. The Assistants Upper Division Clerks Examination was held on the 8th and 9th June, 1955 at Karachi, Rawalpindi and Dacca. It was not held at Lahore, as there was no candidate for that centre. 219 candidates applied. 177 were admitted, 163 appeared and 117 qualified. The result was announced on the 18th October, 1955.

35. The Lower Division Clerks Examination was held on the 11th and 12th June, 1955 at Karachi, Lahore, Rawalpindi and Dacca. The Typewriting Test was held from 13th to 18th June, at Karachi and on the 13th June, 1955 at Lahore, Rawalpindi and Dacca. 879 candidates applied, 828 were admitted, 753 appeared and 94 qualified at the Examination. The result was announced on the 14th January, 1956.

36. No examinations were held for the recruitment of Stenographers and Stenotypists.

TYPEWRITING TESTS

37. Twenty-three Typewriting Tests for purposes of increments and confirmation were held from January to December, 1955 at Karachi. 1788 candidates applied, 1308 appeared and 633 qualified.

Two Typewriting Tests were held in June and December, 1955 at Rawalpindi. 595 candidates applied, 477 appeared and 132 qualified.

Three Typewriting Tests were held in February, April and October, 1955 at Dacca. 4 candidates applied. All the four candidates appeared and qualified.

PROFICIENCY TESTS

38. Nine Proficiency Tests of Stenographers, Stenotypists and Typists were conducted in March, August and November, at Karachi. 505 candidates applied, 371 appeared and 65 qualified.

Three Proficiency Tests were conducted in June at Rawalpindi. 147 candidates applied, 118 appeared and 73 qualified.

No Proficiency Test of Urdu Typists was held in 1955.

MISCELLANEOUS

39. A temporary Engineer employed in the Pakistan Public Works Department, was a candidate for the Central Overseas Scholarship Examination, 1950, but did not appear at the examination. He was suspected to have tampered with the entries regarding his age in his Matriculation Certificate. After a long correspondence the suspicion was confirmed by the University of Calcutta and the candidate was asked to explain the position and to show cause why he should not be prosecuted for forgery and cheating the Commission. The Commission were not satisfied with the explanation submitted by the candidate and disqualified him from the examination. In September, 1953 the Commission suggested to Government (Cabinet Secretariat, Establishment Division) that the candidate should be black-listed and debarred from employment under Government. As the candidate had committed a very serious offence, the Commission also advised Government that after taking necessary legal opinion, the candidate should also be prosecuted. The Cabinet Secretariat (Establishment Division) reported the case to the Ministry of Works, Government of Pakistan under whom the candidate was employed, and requested that Ministry to take necessary action. The Ministry of Works decided not to take any action against the candidate. In April, 1955, the Establishment Division informed the Commission that they could not press the matter further. The Commission are of the opinion that stringent action is necessary in such cases in order to put a stop to such dishonest attempts.

40. Two candidates were disqualified from the Ministerial Services Lower Division Clerks Examination held during the year 1955 and debarred from one such subsequent examination for having given and obtained irregular assistance.

41. A summary of the examinations and tests conducted by the Commission during 1955 may be seen at Appendices IV and V.

SELECTION BY INTERVIEW

42. During the period under report the Commission received 237 requisitions from Ministries/Departments etc. of Government for advertisement of 544 posts. The number of recruitment cases received in the year 1955 was the largest as compared to previous years. 27 consolidated advertisements were issued to press, etc. The Commission received 3794 applications and 2137 candidates were invited for interviews.

43. Out of the 237 recruitment cases the Commission were able to finalise 197. 18 recruitment cases were still pending at the close of the year. On the request of the Ministries concerned, 13 recruitments were cancelled after being advertised, of which 10 pertaining to former Baluchistan were transferred to the West Pakistan Government on account of the formation of the West Pakistan Province. 6 recruitments were cancelled before advertisement. 3 recruitments were not advertised during the year as draft advertisements sent to the Ministries for certain clarifications etc. were not returned before the close of the year.

44. In 64 recruitments the Commission were not able to recommend suitable candidates. A list of such cases is given in Appendix VI.

45. Of the 133 recruitments wherein the Commission recommended suitable candidates, only in 111 recruitments candidates were offered appointments. Information in respect of the remaining 22 had not been received till the close of the year. According to the information received by the Commission, candidates in 80 recruitments had joined the posts, of which candidates in 41 recruitments were already appointed by the Ministries before reporting the posts for advertisement to the Commission.

46. During the year the Commission visited Lahore and Peshawar three times, Quetta once, Dacca four times, Chittagong four times. The interviews were held at Karachi on 75 days, Lahore on 27 days, Peshawar on 8 days, Quetta on 2 days, Dacca on 39 days, and Chittagong on 10 days. In all, interviews were held on 161 days during the year. One Member of the Commission also interviewed candidates for various posts at London during his visit in connection with the interviews of candidates for the Central Superior Services Examination.

47. A written test, apart from the usual interview, for recruitment to the six posts of Appraisers was also held by the Commission.

48. Search for suitable candidates in the following four recruitments was made in the U.K., the U.S.A., West Germany, Canada, Australia, Belgium, Brazil, Sweden, and Holland as well as in Pakistan. In these cases the High Commissioner or the Ambassador concerned set up a Committee which interviewed the candidates and sent its recommendations to the Commission. The Commission then made the selection. The Commission are grateful to the Pakistan Missions abroad for their assistance in these recruitments.

- (i) Pilot, Chalna Anchorage, Khulna, Ministry of Communications (A suitable candidate from U.K. was found).
- (ii) River Surveyor, Chalna Anchorage, Khulna, Ministry of Communications (None suitable was found).
- (iii) Chief Engineer, Karachi Joint Water Board, Ministry of Works (Recruitment later cancelled by Ministry of Works).
- (iv) Master, Pilot Vessel, Chalna Anchorage, Ministry of Communications (A suitable candidate from U.K. was found).

49. In seventeen recruitments the Commission's nominees were not offered the posts within six months of the Commission's recommendations. A list of such cases is given in Appendix VII.

50. Reference para. 50 of the Report for the year 1954.

On reconsideration the Commission agreed to withdraw their recommendations for the posts of Deputy Director of Pharmaceuticals, Ministry of Health; Deputy Director of Shipping,

London, Ministry of Industries and Manager, East Bengal Railway Fleet, Ministry of Communications. The Commission's nominees for the posts of Assistant Agronomists, Ministry of Agriculture, were, however, accepted by the Ministry for temporary appointments only subject to replacement by qualified candidates on readvertisement of the posts, which were subsequently readvertised by the Commission.

51. In recruitment to the posts of Animal Husbandry Commissioner, Ministry of Agriculture and Scientific Liaison Officer, London, Ministry of Education, the Commission were informed by the Ministries concerned that the Commission's recommendations, although accepted by the Ministries concerned, were rejected by the then Prime Minister. The Commission, however, agreed to readvertise the former post, while the latter post was declared a tenure post by the Ministry and the recruitment was withdrawn from the purview of the Commission.

52. The Commission were asked to reconsider their recommendations in the following five cases. The cases were not finally decided till the close of the year:—

- (i) Professor of Medicine, Dow Medical College, Karachi, Ministry of Health.
- (ii) Aerial Pest Control Officer, Ministry of Agriculture.
- (iii) Senior Architect, Pakistan Public Works Department, Ministry of Works.
- (iv) Seamen's Welfare Officer, Ministry of Labour.
- (v) Assistant Labour Commissioner, Ministry of Labour.

53. The post of Deputy Director, Advertising, Films and Publications was got advertised through the Commission on 21st May, 1952 by the Ministry of Information and Broadcasting. While the recruitment was in progress the post was filled by promotion on 17th July, 1952 of an officer, who had been appointed by the Ministry on 2nd July, 1948 as Assistant Director, Advertising, Films and Publications, without consultation with the Commission. This officer also applied in response to the Commission's advertisement. When the Commission were about to recommend another candidate to replace this officer, the Ministry informed the Commission on 23rd February, 1953 that for reasons of economy the post need not be filled. This officer, however, continued to hold the post till 20th October, 1954 irregularly while the recruitment through the Commission was got cancelled on 23rd February, 1953 by the Ministry on the pretext of economy. The officer, however, left the post of Deputy Director on 20th October, 1954. He was reappointed to a higher post of Producer (Films) on 21st May, 1955, recruitment to which post was entrusted to the Commission in November, 1955. It follows from the above that cancellation of the recruitment in 1953 by the Ministry was not justified, as an officer actually held the same post till 20th October, 1954.

GRANT OF HIGHER STARTING SALARIES TO THE CANDIDATES RECOMMENDED BY THE COMMISSION

54. In selection cases, often references are made to the Commission by Ministries/Divisions, etc., for grant of higher starting salaries in the advertised scale of pay, to the Commission's nominees. The cases are decided by the Commission on merits of each individual case.

55. In certain cases the Commission have observed that the manner in which references for grant of higher starting salaries are made to them is objectionable and puts the Commission in an awkward position in taking a decision. The Commission would like to cite the following cases in this connection:—

- (i) In recruitment to the posts of Secretary, Atomic Energy Commission and Examiners of Patents, the Commission's nominees were granted higher starting salaries by the Ministry concerned without prior consultation with the Commission. The irregularity was pointed out to the Ministry and then a reference in the former case was made to them.
- (ii) A post of Script Writer pertaining to the Ministry of Information and Broadcasting was advertised by the Commission in the scale of Rs. 250-20-450-EB-25-600-EB-25-750 with a possibility of higher starting salary of Rs. 600- p.m. The Commission recommended the already incumbent of the post. Subsequently a reference was received from the Ministry for grant of a higher starting salary of Rs. 600- p.m. to the candidate. The Commission observed that the candidate was already allowed a higher start of Rs. 600- p.m. by the Ministry subject to subsequent approval by the Commission. Since the Ministry was in a way committed in this case, and the candidate was already drawing the same higher salary, the Commission agreed with the Ministry's proposal as a special case.
- (iii) The Commission have also observed a similar irregularity in recruitment to the post of (a) Scenarist, Ministry of Information and Broadcasting and (b) Senior Engineer, Aerial Workshop, Ministry of Agriculture.

PUBLICITY

56. In order to give their advertisements better publicity in East Pakistan, the Commission increased the existing media list for publication of their advertisements from six newspapers to seven newspapers by adding one Bengali daily, The Millat, Dacca. The Commission are grateful to those newspapers, on their media list, who publish, free of cost, the fortnightly summary of the Commission's advertisements for recruitment to various posts, etc.

SERVICE MATTERS (APPOINTMENTS, PROMOTIONS, DISCIPLINARY CASES, ETC.)

APPOINTMENTS

57. Seventy-four cases regarding the appointment of 109 officers, made without consultation with the Commission, were referred to the Commission for advice during the year under report. The Commission tendered their advice in 53 cases. In 47 cases, the advice of the Commission was accepted; in 6 cases Government did not take any decision till the close of the year. One case was withdrawn by Government and 20 cases were pending with the Commission for disposal at the close of the year. The Commission also disposed of 12 cases out of the 15 cases left over from the previous year. The remaining 3 cases were pending with them for want of certain information from the Ministries/Divisions concerned till the close of the year.

58. Such appointments as mentioned above, are generally made under Regulation 4(b) of the Pakistan Public Service Commission (Consultation by the Governor-General) Regulations, 1953. A detailed comment regarding the misuse of this Regulation was made in Para. 61 of the Commission's Annual Report for the year 1954. The Commission observe that the frequency of the misuse of this Regulation has not diminished in the year under report. Government have also not made any headway with regard to the proposal envisaging stoppage of salaries, etc., of the officers appointed irregularly.

PROMOTIONS

59. Fifty-six cases involving promotions of 220 officers were referred to the Commission for advice during the year under review. These also included cases of promotions and confirmations of the Provincial Service officers to Listed posts in the Civil Service and the Police Service of Pakistan. The Commission tendered their advice in 34 cases. In 30 cases the advice tendered by the Commission was accepted and in the remaining 4 cases Government did not take any decision till the close of the year. In 2 cases, a reference did not lie to the Commission and they were withdrawn by Government. Twenty cases were pending with the Commission at the close of the year. The Commission also disposed of 15 cases out of the 16 which were pending at the close of the year 1954. The remaining one case was pending for want of certain information from the Ministry concerned at the close of the year.

60. Some of the irregularities in the cases of appointments/promotions noticed during the year under review, are stated under the heading "Delays and Irregularities".

MEASURES TO CHECK VIOLATION OF THE STATUTORY NECESSITY FOR CONSULTATION WITH THE COMMISSION

61. As stated in the Commission's Annual Report for the year 1954 and earlier Reports, the Ministries/Divisions are competent to make appointments to posts in the Central Services Class I or Class II, without consultation with the Commission under para. 4(b) of the Pakistan Public Service Commission (Consultation by the Governor-General) Regulations, 1953, pro-

vided such appointments are not likely to last for more than one year. Some measures appeared necessary to check the misuse and violation of the above regulation. The monthly returns were introduced to meet such situations. These returns are to be furnished by the 20th of each month and should contain particulars of appointments and promotions, etc., made by the Ministries without consultation with the Commission during the preceding month. As stated in the previous Annual Reports of the Commission, the submission of these returns has not been satisfactory. There is little or no evidence that the submission of these returns has been any more regular during the year under review. The Commission observed that Ministries/Divisions still do not at all report certain appointments to the Commission in these returns or report them very late. Sometimes, the Ministries/Divisions submit consolidated returns for several months instead of separate returns for each month. Some Ministries/Divisions do not send a complete return in respect of appointments and promotions made in the main Secretariat of the Ministry/Division concerned and its Attached/Subordinate offices each month but send these returns piecemeal. All this creates complications and difficulty in the scrutiny of these returns and much of the usefulness of the returns is lost. A few instances may be cited below:—

- (i) The Ministry of Health submitted a consolidated return for the months of June, July, August and September, 1955 on 4th October, 1955.
- (ii) The Ministry of Foreign Affairs and Commonwealth Relations submitted their returns for the month of April, 1955 on 18th June, 1955. The returns for the months September-November, 1955 were not submitted till the close of the year under report.
- (iii) The Ministry of Kashmir Affairs submitted their returns for February-July, 1955 on 19th August, 1955. The return for November, 1955 was not submitted till the close of the year.
- (iv) The Ministry of Industries generally sent their returns after the expiry of due dates and sent them piecemeal. Many returns were not sent at all during the year. Details of such returns are not given here for fear of this Report becoming too lengthy. Some of these returns were sent during the year 1956. The following returns were outstanding at the close of the year under report:

Ministry of Industries (Main Secretariat)	June, October-November, 1955.
Controller of Patents and Designs	November, 1955.
Central Testing and Standards Laboratories	-do-

Department of Weights and Measures .. November, 1955.

Department of Scientific and Industrial Research .. -do-

Office of the Coal Commissioner .. July-October, 1955.

Office of the Textile Commissioner .. January and May, 1955.

Price Control Organisation .. February, 1955.

- (v) The Ministry of the Interior sent many returns after the expiry of due dates.
- (vi) The Ministry of Communications (Railway Division) sent their returns (with the exception of 2 returns) after the expiry of due dates.
- (vii) The Ministry of Finance (Main) sent all their returns during the year under report, after the expiry of due dates. Some of the returns were delayed by about 2 months.
- (viii) The Chief Commissioner, Karachi, sent his returns for January, 1955 on 12th March, 1955; a consolidated return for February and March, 1955 on 3rd May, 1955; for July, 1955 on 21st September, 1955; for October, 1955 on 16th December, 1955. The return for November, 1955 was not received till the close of the year.
- (ix) The Ministry of Works sent their returns (with the exception of one return) after the expiry of due dates. Some of the returns were delayed by about 2 months, and some returns were also sent piecemeal.
- (x) The Ministry of Agriculture sent their returns for February, 1955 on 23rd April, 1955 and for June-September, 1955 on 2nd November, 1955. The returns for October and November, 1955 were not received till the close of the year.
- (xi) The Ministry of Finance (Revenue Division) sent the returns for February, 1955 in respect of the Income Tax Department and Karachi Custom House on 14th May, 1955; for January, 1955 in respect of the Collectorate of Central Excise and Land Customs, East Bengal, on 18th May, 1955; for March, 1955 in respect of the Collectorate of Central Excise and Land Customs, Chittagong, and Karachi Custom House on 13th July, 1955. The returns for January-March, 1955 in respect of the Main Secretariat of the Revenue Division and Attached/Subordinate offices other than those

mentioned above, were sent on 9th July, 1955. The returns for May and July, 1955 were also sent late, i.e. on 9th July, 1955 and 24th October, 1955 respectively. The return for November, 1955 was not received till the close of the year.

(xii) The Ministry of Economic Affairs sent the returns for January-June, 1955 on 20th July, 1955 in a consolidated form instead of each month. One appointment made on 30th March, 1955 was still left out and was reported to the Commission on 5th September, 1955. The returns for July-November, 1955 were not received during the year under report.

(xiii) The Ministry of Information and Broadcasting did not submit the returns for January-October, 1955 till the close of the year.

62. During the year under report the Commission noticed from the cases referred to them for regularisation that the following appointments, promotions, etc., made without consultation with them, were not reported in the appropriate monthly returns by Ministries/Divisions concerned:—

(i) Appointments against the posts of Editor and Assistant Information Officer were made during September, 1954 and March, 1955 respectively, under the Ministry of Kashmir Affairs. The Ministry were asked to explain the reasons for which it was not considered necessary to report the two appointments in question in the appropriate monthly returns. The Ministry replied that "the appointments made under this Ministry are reported to the Pakistan Public Service Commission only when the officers to be appointed are likely to hold the post for more than one year as required under Rule 4(b) of the Pakistan Public Service Commission (Consultation by the Governor-General) Regulations, 1953. Messrs. . . . were appointed . . . on short term basis. It was not normally expected that their period of employment under this Ministry would last longer than one year. Their cases were accordingly not referred to the Commission nor reported in the monthly returns. If this omission entrenched on any rule or regulation, it is profoundly regretted." It seems necessary to state here that Government instructions regarding furnishing of monthly returns are couched in very clear terms and do not, in any way, suggest a procedure as followed by the Ministry of Kashmir Affairs. These instructions simply require a Ministry/Division to report appointments/promotions made without consultation with the Commission during a month irrespective of the likely period for which such appointments/promotions may last in the return pertaining to that month. The position was reported to the Cabinet Secretariat (Establishment Division).

(ii) Appointment against the post of Assistant Surgeon, N.W.R., under the Ministry of Communications (Railway Division) was made during April, 1954. The Railway Division stated that the N.W. Railway Administration omitted to report the appointment in the monthly returns. The N.W. and E.B. Railway Administrations were instructed by the Railway Division to report other similar cases, if any. Further information was not received till the close of the year.

(iii) Appointment against the post of Research Officer under the Ministry of Finance was made during October, 1954 without consultation with the Commission. On 21st October, 1955 the Commission were requested to approve the continuance of the incumbent of the post pending selection of a suitable officer by the Commission. It was then noticed that the appointment in question had not been reported in the appropriate monthly return. The Ministry were asked to give reasons for this omission. Their reply was awaited till the close of the year.

(iv) Appointments against the posts of Officer-in-Charge, Sales and Display Centres, Karachi and London, Assistant Director of Development and Designer, Cottage Industries (re-designated as Principal, Government Designing Institute, Cottage Industries Directorate, Karachi) in the Cottage Industries Directorate of the Department of Supply and Development, Ministry of Industries, were made during October, 1950; April, 1951, August, 1951 and January, 1951, respectively. The Ministry stated that the posts were sanctioned on periodical basis and were extended from month to month, and it was expected that the posts would not be extended for long. The appointments were thus not reported in monthly returns. It may be stated that the Commission came to know of these appointments on 17th February, 1954, i.e., after about 2 or 3 years, when a reference was made to them for obtaining their approval.

(v) An officer held the following appointments under various Ministries for the periods shown against each:—

(i) Principal Information Officer	29.9.47-14.3.50	Information & Broadcasting
(ii) Director of Public Relations	15.3.50-15.3.51	Kashmir Affairs
(iii) Liaison Officer	16.3.51-10.12.52	States and Frontier Regions
(iv) Officer on Special Duty	10.12.52-25.3.53	Information & Broadcasting
(v) Officer on Special Duty	26.3.53-30.6.54	Commerce.
(vi) O. S. D. (Secy., Press Commission)	1.7.54 —	Information & Broadcasting.

All the above appointments were made without consultation with the Commission and none of the employing Ministries cared to report any of these appointments in the monthly returns. The Commission came to know of this case on 29th March, 1955 when the Ministry of Information and Broadcasting sought their permission for making the last appointment (S. No. (vi) above) for a period of less than 3 years without consultation with the Commission vide para. 4(b) of the Pakistan Public Service Commission (Consultation by the Governor-General) Regulations, 1953. The officer in question thus continued to hold appointments for about seven and a half years without the knowledge or the approval of the Commission. The Commission feel that instances such as this, are not good signs of a good, healthy and progressive administration.

63. Attention is invited to paras 65 and 66 of the Commission's Annual Report, 1954. The Commission regret to say that during the year under report, too, the lack of adequate staff did not permit them to resume examination of appointments notified in the Gazette of Pakistan. It was also not possible to make any headway with regard to the constitution of "Survey Party" during the year under review.

EXCLUDED CADRE POSTS

64. Eight cases regarding the exclusion of certain posts from the regular ministerial service cadre of certain Ministries/Divisions were referred to the Commission for advice. The Commission tendered their advice in 7 cases. In 5 cases, their advice was accepted while in 2 cases Government had not passed orders till the close of the year 1955. One case, which was received towards the close of the year, could not be disposed of during the year.

DEPARTMENTAL PROMOTION COMMITTEES AND AD-HOC SELECTION BOARDS

65. In 4 cases, the Commission were asked to depute one of their Members to participate in the deliberations of Departmental Promotion Committees. The Commission did not participate in these meetings and advised that proceedings of the Departmental Promotion Committee with complete papers be forwarded for consideration by the whole Commission, if necessary under the rules governing their functions.

APPOINTMENTS OF CLERKS FROM SUBORDINATE OFFICES

66. Two cases regarding recruitment of ministerial staff, i.e., Assistants, Upper Division Clerks and Lower Division Clerks, from subordinate offices of the Ministries/Divisions of Government of Pakistan, were referred to the Commission for advice, the details of which are given below:—

(1) The Ministry of Finance (Revenue Division) proposed that 50% of the posts of Assistants and U.D.C's in the Directorate of Inspection (Taxes) might be reserved for recruitment from their Subordinate Offices (Income Tax Departments).

The Commission agreed to 50% of the posts of Assistant being filled from the Subordinate offices subject to the condition that if the strength of Assistants in the Directorate was increased the position should be reviewed.

(2) The Directorate General Posts and Telegraphs proposed that 25% of the posts of U.D.Cs, in the Directorate should be set aside for recruitment from its subordinate offices. The Cabinet Secretariat (Establishment Division), through whom the proposal was received, recommended that the reservation of 25% of the posts of U.D.Cs, in the Directorate General Posts and Telegraphs might be allowed for a further period of two years. The case was under consideration of the Commission at the close of the year.

RECRUITMENT RULES

67. The recruitment rules for the following Class I and Class II Posts/Services under the Central Government were referred to the Commission for advice:—

1. School Broadcasts Officer, Radio Pakistan, Ministry of Information and Broadcasting.
2. News Editor, Radio Pakistan, Ministry of Information and Broadcasting.
3. Central Engineering Service Class II.
4. Librarian-cum-Custodian, Museum, Library and Public Reading Room at the birthplace of Quaid-i-Azam Mohammad Ali Jinnah at Karachi.
5. Senior Directional Posts, Employment Service, Training Service and the posts of Public Relations Officer and Statistician, Department of Manpower and Employment, Ministry of Labour.
6. Research staff in the Ministry of Economic Affairs.
7. Regional Director and other posts in the same cadre in Radio Pakistan, Ministry of Information and Broadcasting.
8. Class I posts in the Central Roads Organisation, Ministry of Communications.
9. Director of News, Radio Pakistan, Ministry of Information and Broadcasting.
10. Radio Engineers, Radio Pakistan, Ministry of Information and Broadcasting.
11. Posts in the cadre of Senior Engineers, Radio Pakistan, Ministry of Information and Broadcasting.

68. The Commission tendered their advice in 6 cases. Government, however, finalized only 2 cases of Recruitment Rules in accordance with the advice of the Commission, for publication in the Gazette of Pakistan and did not take a decision in the remaining 4 cases till the close of the year under report. Five cases were pending with the Commission at the close of the year. Besides, eight cases which were left over from the previous year, were disposed of during the year under report.

Besides the above Recruitment Rules, the Commission also tendered their advice on the Police Service of Pakistan (Composition and Cadre) Rules.

69. As explained in Annual Report for 1954, Government instructions that Ministries/Divisions should proceed with the framing of proper Recruitment Rules for the various posts/services under their administrative control on the lines of the model proforma prepared by the Federal Public Service Commission

before Independence, were issued more than six years ago i.e. in May, 1949. Despite all this and repeated requests by the Commission, the response from the Ministries/Divisions in this regard has been no better during the year under report than it was in the previous year. The Commission have observed that in the few cases in which Recruitment Rules have been framed and their advice obtained, finalization and actual publication of such Rules by Government in the Gazette of Pakistan has been delayed unnecessarily. In some cases, Recruitment Rules were framed and referred to the Commission without first complying with important preliminaries and the Recruitment Rules had to be returned to the Ministries/Divisions concerned without detailed scrutiny. In one case, relating to Recruitment Rules for a number of posts in the Supply and Development Department under the Ministry of Industries, the posts had not been categorised into 'technical' and 'non-technical' as required by Government instructions but one set of Recruitment Rules for all posts had been drafted.

DISCIPLINARY CASES

70. Twentyone cases, including 7 cases of appeals and representations, etc., were referred to the Commission for advice during the year under report. The Commission gave their advice in 16 cases; one case was withdrawn by Government without giving any reasons and 4 cases were pending with the Commission at the close of the year. In 9 cases Government accepted the advice of the Commission, while in the remaining 7 cases Government had not taken any decision till the close of the year. Besides, the Commission also disposed of 5 cases left over from the previous year.

71. The late Government of the Punjab vide their Notification No. 5400-G-49/4642, dated the 20th July, 1949, excluded from the purview of the Provincial Public Service Commission all matters relating to discipline, promotion, etc., in respect of senior members of the Provincial Civil Service (Executive or Judicial Branch) who crossed the second efficiency bar at Rs. 720/- in the scale of Rs. 300-30-510-600-40-720/40-800-850 and according to the agreement arrived at between the Central Government (Cabinet Secretariat, Establishment Division) and the Government of the Punjab disciplinary cases affecting such officers were required to be referred for advice to the Central Public Service Commission instead of the Provincial Commission.

72. A case envisaging disciplinary action against a senior P.C.S. officer, who was also officiating in a listed post in the C.S.P. cadre, was accordingly sent to the Pakistan Public Service Commission for advice through the Cabinet Secretariat (Establishment Division) on 6th November, 1951. The Commission gave their advice which was not accepted by the Provincial Government. The Commission suggested that the 'Convention' that their advice should, save in very exceptional circumstances, be accepted, should apply in this case and if the Provincial Government found it difficult to accept the Commission's advice, the case should be referred back to the Commission for reconsideration, together with reasons thereof, before final orders were passed.

The Cabinet Secretariat (Establishment Division) on 4th February, 1953, wrote to the Provincial Government that the

Central Commission's advice in the case of Provincial officers in question should also normally be accepted by them as was done in the cases of officers of the Central Government (C.S.P., P.S.P. etc.) employed under the Provincial Government and that a similar 'Convention' might be established in respect of the officers of the former category. The Establishment Division expressed the hope that the Provincial Government would normally always find it possible to accept the advice given by the Central Commission, but in cases, where they did not find themselves able to do so, the matter would be placed before the Hon'ble the Prime Minister for decision, as in the case of similar references from Ministries of the Central Government.

The Provincial Government on 25th April, 1953, agreed to abide by the 'Convention' in the case of P.C.S. officers in question, with the difference that where in the case of such officers the Provincial Government were unable to accept the advice of the Pakistan Public Service Commission, the matter would be placed not before the Hon'ble the Prime Minister, but before the Hon'ble the Chief Minister of the Punjab who controlled the Provincial Civil Service. On 3rd July, 1953 the Cabinet Secretariat (Establishment Division) called for the reaction of the Commission on the point raised by the Provincial Government. The Commission offered their considered opinion that either cases of P.C.S. officers might be referred to the Provincial Commission or, if the Central Commission were to undertake this work, then the procedure and existing convention applicable to cases of C.S.P. and Listed posts officers should apply in the case of the senior P.C.S. officers as well and in cases of difference of opinion, the Prime Minister of Pakistan and not the Provincial Chief Minister should be the final deciding authority.

On 13th August, 1955 the Commission were informed that the Provincial Government had reiterated their earlier view that in the case of difference of opinion, the matter should be decided under the orders of the Chief Minister of the Province and not of the Prime Minister. The Commission thereupon requested the Cabinet Secretariat (Establishment Division) to discontinue the arrangement of forwarding the cases of Provincial officers to them and to ask the Punjab Government to revoke the Clause in their Consultation Regulations which provided for it.

REIMBURSEMENT OF LEGAL EXPENSES

73. Seven cases, regarding claims filed by Government servants, for the payment of legal expenses incurred by them in defending themselves in judicial proceedings, were referred to the Commission for advice. The Commission advised acceptance of the claim in one case but did not agree to reimbursement in 2 other cases. Final orders of the Government were awaited at the close of the year in all the 3 cases. The remaining 4 cases were pending with the Commission at the close of the year.

PENSIONS

74. One case for the grant of Special Injury Pension and 2 cases for the grant of Extraordinary Family Pension were received by the Commission for advice during the year under report. The Commission tendered their advice in all the 3 cases which was accepted in 2 cases. Final orders passed by Govern-

The Commission were then informed on 23rd December, 1955 that the Cabinet Secretariat had been consulted by the Ministry in the matter and they had agreed that the recommendations of the Commission in respect of the two officers not approved by the Special Board should be accepted. Further action to absorb these officers into Central Engineering Service Class I was being taken, but in the meanwhile it was found that there were some charges against these officers and the matter was under investigation. The Ministry, therefore, sought the advice of the Commission as to whether the two officers should be taken into regular Central Engineering Service Class I as originally recommended by the Commission, or their cases might be kept in suspense till the disciplinary cases against them were finalised; or the Commission would like to examine their cases *de novo* along with other officers whose cases had been referred to them separately.

The case was still under consideration of the Commission when the year closed.

(vii) An officer, initially appointed as a temporary Economic Investigator, Class II, on 1st August, 1942, in the late Government of India, opted for service under Pakistan as an Assistant Economic Adviser, Class I. The Ministry of Economic Affairs, while referring the case for approval of the Commission, stated that it appeared that the undivided Government of India did not consult the Federal Public Service Commission in regard to the appointment and promotion of the officer, in question, at any stage. The case was referred to the Commission for their approval to the appointment, for the first time on 5th January, 1955. Thus, even after the attainment of Independence, a delay of about 7½ years was allowed to occur in making a reference to the Commission in regard to this appointment/promotion. It may be stated here that the instructions that cases of the officers whose appointments should have been made in India in consultation with the Federal Public Service Commission but were, in fact, not so made and who had opted for service in Pakistan should be referred to the Pakistan Public Service Commission were issued by the Cabinet Secretariat as early as 7th March, 1949. The Ministry was asked to explain the reasons for this inordinate delay. As regards the approval of the Commission, the officer was interviewed by them, but was not considered suitable for the post of Assistant Economic Adviser, Class I. The advice of the Commission was communicated to the Ministry on 20th August, 1955. Neither the reasons for delay in making reference to the Commission for approval to the appointment of the officer in question, nor the final orders passed by Government on the advice of the Commission regarding the suitability of the officer for the post of Assistant Economic Adviser, were communicated to the Commission till the close of the year.

POST SCRIPTUM

With very few exceptions, the Ministries/Divisions generally complied with the provisions of the Act and the Regulations. The Commission are grateful to them for their co-operation.

The Commission would like to thank the Provincial Governments and the Public Service Commissions, as well as the

Pakistan Missions abroad, for the assistance rendered to them in holding examinations|tests and interviews out of Karachi.

The Commission are grateful to the independent advisers and the officers of Government who attended interviews without any remuneration and at considerable inconvenience to themselves.

Further, the Commission take this opportunity to record their appreciation of the good work done by their officers and members of the ministerial staff.

ZAKIR HUSAIN

Chairman.

U. KRAMET

Member..

WAZIRZADA SARDAR GUL MOHAMMAD KHAN

Member.

APPENDIX I

Staff of the Commission as on 1-1-1955.

Name of the post	Number
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GAZETTED

Secretary	1
Deputy Secretary *O.S.D. (I)	1
Assistant Secretary	1
Officer@ on Special Duty (II) Asstt. Secy.	1
Psychologist	1

* The post of Officer on Special Duty (I) was sanctioned till the permanent post of Dy. Secy. remained vacant. The former continued till 31-7-55 and the later was filled w.e.f. 2-8-55.

@ The post of Officer on Special Duty (II) was converted to that of Assistant Secretary on 2-8-55.

NON-GAZETTED

Name of the post	Number
Superintendents	4
Assistant-in-Charge	1
Assistants	29
Confidential Assistants	3
Stenographers	4
Stenotypists	2
Upper Division Clerks	4
Lower Division Clerks	32
Librarian	1

CLASS IV & OTHER MENIAL STAFF

Record Sorters	2
Daftries	5
Jamadars	4
Peons	16
Farash	1
Chawkidars	2
Farash (Against contingencies)	1
Waterman (—do—)	1
Sweeper (—do—)	1

In addition to the above there are the following two Branch Offices at Dacca and Lahore.

DACCA BRANCH OFFICE

Superintendent	1
Nazir	1
Lower Division Clerk	1
Peon	1

LAHORE BRANCH OFFICE

Lower Division Clerk	1
Peon	1

APPENDIX II

**Staff sanctioned during the period 1st January, 1955 to
31st December, 1955.**

The following staff was sanctioned with effect from 23rd February, 1955 in connection with the Ministerial Services (Assistants, etc.) Examination 1955 and continued upto 30-11-55.

Name of the post	Number
Assistants	2
Upper Division Clerk	1
Lower Division Clerks	2

The following staff was sanctioned w.e.f. 31-8-55 in connection with the C.S.S. Examination 1955 for a period of three months only.

Asssistant-in-Charge	1
Assistants	2
Lower Division Clerk	1
Peon	1

APPENDIX III

Personnel of the Interview Boards

KARACHI		LAHORE		DACCA		LONDON	
Date	No. of candidates	Date	No. of candidates	Date	No. of candidates	Date	No. of candidates
		4-5-1955	10			27-6-1955	4
		5-5-1955	11				
27-4-1955	6	6-5-1955	9	30-5-1955	8		
28-4-1955	8	7-5-1955	10	31-5-1955	9		
29-4-1955	9	8-5-1955	9	1-6-1955	9		
30-4-1955	9	9-5-1955	11	2-6-1955	9		
	32		60		35		

Mr. Zakir Hussain, Chairman,
P.P.S.C.

Mr. U. Kramet, Member,
P.P.S.C.

Wazirzada Sardar Gul Mohammad
Khan, Member, P.P.S.C.

Sir Eric Franklin, C.B.E.,
Establishment Officer to the Gov-
ernment of Pakistan, Cabinet Sec-
retariat, (Establishment Division).

Mr. Sharif Khan, P.S.P.
Inspector General of Police,
Sind, Karachi.

Mr. Zakir Husain, Chairman
P.P.S.C.

Mr. U. Kramet, Member,
P.P.S.C.

Wazirzada Sardar Gul Moh-
ammad Khan, Member,
P.P.S.C.

Mian Afzal Husain,
Vice-Chancellor,
Punjab University.

Mr. I. U. Khan, C.S.P.,
Financial Commissioner,
(Resettlement) Punjab, Lahore.

Mr. Zakir Husain,
Chairman, P.P.S.C.

Mr. U. Kramet, Member, P.P.S.C.

Wazirzada Sardar Gul Mohammad
Khan, Member, P.P.S.C.

Dr. M. Hosain, M.A., Ph.D.,
Chairman, Public Service Com-
mission, East Pakistan.

Mr. A. A. Shah, C.S.P.,
Secretary,
Education Department,
Government of East Bengal.
Dacca.

Wazirzada Sardar Gul Mo-
hammad Khan, Member,
P.P.S.C.

H.E. Mr. M. Ikramullah,
High Commissioner for Pak-
istan in the United Kingdom.

Mr. G. J. Hayes,
Commissioner, Civil Service
Commission, London.

Sir Claude Gidney, I.C.S.
(Retired).

KARACHI	LAHORE	DACCA	LONDON
Mr. S. K. Dehlavi, Joint Secretary, Ministry of Foreign Affairs and Commonwealth Relations.	Mr. G. Burgess, C.M.G., C.I.E., O.B.E., Director, Civil Service Academy, Lahore.	Mr. S. K. Dehlavi, Joint Secretary, Ministry of Foreign Affairs and Commonwealth Relations.	Mr. A. D. Azhar, Financial Adviser to the High Commissioner for Pak- istan in the United Kingdom.
Mr. A. A. Burney, Joint Secretary, Ministry of Finance, Government of Pakistan, Karachi.	Mr. S. M. Hassan, Joint Secretary, Ministry of Foreign Affairs and Commonwealth Relations.	Mr. A. H. M. S. Doha, P.S.P., Inspector General of Police, East Bengal.	Mr. A. M. Choudhury, (Member/Secretary), Educational Attache to the High Commissioner for Pa- kistan in the United Kingdom.
Mr. A. G. Khan, Director, Traffic, Railway Division, Karachi.	Mr. I. A. Abbasi, Chief Operating Superintendent, N.W.R., Lahore.	Mr. Alim Ali Rizvi, Accountant General, East Bengal, Dacca.	
Mr. M. A. Minhas, Deputy Director General, Posts and Telegraphs, Karachi.	Mr. Fazlo Haq, Accountant General, Punjab, Lahore.	Mr. Jalaluddin Ahmed, Commissioner of Income Tax, East Bengal, Dacca.	
Mr. H. B. Hingorani, Chairman, Sind Public Service Commission.	Mr. Ahmad Hasan, Commissioner of Income Tax, Punjab, Lahore.	Mr. M. K. Mohiuddin, Chief Traffic Manager, East Bengal Railway.	
Mr. S. S. Jafri, C.S.P., Deputy Secretary, Ministry of the Interior, Government of Pakistan, Karachi.	Mr. A. Hamid, P.M.G., Punjab and North West Frontier Province Circle, Lahore.	Mr. M. S. Haque, P.M.G., East Bengal Circles, Dacca.	
Mr. R. A. Muhammadi, Revenue Commissioner, Sind.		Mr. A. M. A. Kabir, Principal, Police Training College, Sardah.	

APPENDIX V. MINISTERIAL SERVICES

Name of Examination.	Number of Exams./ Tests held.	Number of candidates who applied	No. of candidates who were admitted.	No. of candidates who actually appeared.	No. of candidates who qualified	No. of candidates recommended	No. of vacancies	No. of candidates appointed
1	2	3	4	5	6	7	8	9
M. S. (Assistants/U. D. Cs) Examination, June, 1955	1	219	177	163	117	..	..	..
M. S. (L.D.Cs.) Examination, June, 1955. ..	1	879	828	753	94	..	..	..
M. S. (Stenographers) Examination. ..	Nil	Nil	Nil	Nil	Nil	..	..	..
M.S. (Stenotypists) Examination ..	Nil	Nil	Nil	Nil	Nil	..	..	..
Monthly Typewriting Tests ..	28	2387	2387	1789	769	..	..	..
Proficiency Tests of Stenographers/Stenotypists and Typists	12	652	652	489	78	..	..	..
Proficiency Test of Urdu Typists	Nil	Nil	Nil	Nil	Nil	..	..	..

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APPENDIX VI

List of 64 recruitments wherein the commission were not able to recommend suitable candidates.

1. Public Relations Officer, Ministry of Labour, Manpower and Employment.
2. Extra Assistant Directors, Navigation, Ministry of Industries, Central Engineering Authority.
3. Chief Education Officer, Pakistan Military Academy, Kakul, Ministry of Defence.
4. Agricultural Engineer, Karachi, Ministry of Agriculture.
5. Academic Instructor in Physics, Pakistan Military Academy, Kakul, Ministry of Defence.
6. Health Officer, Central Government Servants Colonies, Karachi, Ministry of Health.
7. River Surveyor, Chaina Anchorage, Khulna, Ministry of Communications.
8. Assistant Director General (Medical), Karachi, Ministry of Health.
9. Junior Lecturer in English, Central Govt. College for Women, Karachi, Ministry of Education.
10. Assistant Workshop Manager, Tractors Workshop, Quetta, Baluchistan Administration.
11. Assistant Agricultural Engineer, Tractors Workshop, Quetta, Baluchistan Administration.
12. Technical Assistants, Power and Electrical, Central Engineering Authority, Ministry of Industries.
13. Protozoologist, Malaria Institute of Pakistan, Dacca, Ministry of Health.
14. Director of Agricultural Engineering, Tractors Workshop, Quetta, Ministry of Agriculture.
15. Lady Medical Officer, Maternity and Child Health Training Centre, Karachi, Ministry of Health.
16. Estate Manager, Pakistan Animal Husbandry Research Institute, Comilla, Ministry of Health.
17. Senior Lecturer in English, Government Degree College, Quetta, Baluchistan Administration.
18. English Reporter, Tariff Commission, Karachi, Ministry of Commerce.
19. Deputy Assistant Director General (Medical Stores), Depot, Lahore, Ministry of Health.
20. Director, Tuberculosis Control and Training Centre, Karachi, Ministry of Health.
21. Senior Engineer, Karachi, Lahore, and Chittagong, Ministry of Road.
22. Librarian, Ministry of Labour.
23. Engineer-in-Charge, Power House, Karachi Polytechnic, Ministry of Education.
24. Assistant Engineer, Power House, Karachi Polytechnic, Ministry of Education.
25. Junior Masters Boys, Pakistan Military College, Jhelum, Ministry of Defence.
26. Specialist Instructor, Civil Defence.

27. Assistant Professor of Pharmacology, Dow Medical College, Karachi, Ministry of Health.
28. Assistant Professor of Bacteriology, Dow Medical College, Karachi, Ministry of Health.
29. Radiologist (Diagnostic), Dow Medical College, Karachi, Ministry of Health.
30. Deputy Director, Pharmaceutical, Ministry of Health.
31. Director, Drugs Laboratory, Ministry of Health.
32. Deputy Director, Drugs Laboratory, Ministry of Health.
33. Assistant Pharmacologist, Central Drugs Laboratory, Ministry of Health.
34. Librarian, Ministry of Agriculture.
35. Junior Lecturer in Zoology, Central Government College for Women, Karachi, Ministry of Education.
36. Assistant Surgeons, Tuberculosis Sanatorium, Quetta, Ministry of Communications (Railway Division).
37. Senior Communication Engineer, Civil Aviation Department, Ministry of Defence (Aviation Division).
38. Visiting Lecturer in Urdu and Pakistani Studies in Malaya University, Singapore, Ministry of Education.
39. River Surveyor, Chalna Anchorage, Khulna, Ministry of Communications (Readvertised in same year).
40. Assistant Superintendent, Medical, Government Hospitals, Karachi, Ministry of Health.
41. Assistant Blood Bank Officer, Medical, Government Hospitals, Karachi, Ministry of Health.
42. Deputy Section Officers, Bureau of Laboratories, Government Hospitals, Karachi, Ministry of Health.
43. Academic Instructors, Mathematics, Pakistan Military Academy, Kakul, Ministry of Defence.
44. Director, Cloth Control, Textile Commissioner's Office, Karachi, Ministry of Industries.
45. Flying Inspector (Pilot), Civil Aviation Department, Ministry of Defence (Aviation Division).
46. Junior Lecturer in Sunni Theology, Central Govt. College for Women, Karachi, Ministry of Education.
47. Deputy Director (Civil), Central Engineering Authority, Ministry of Industries.
48. Assistant Professor of Physiology, Dow Medical College, Karachi, Ministry of Health.
49. Secretary, Pakistan Sailors, Soldiers and Airmen's Board, Rawalpindi, Ministry of Defence.
50. Nutrition Research Officer, Ministry of Health.
51. Assistant Pharmacologist, Central Drugs Laboratory, Ministry of Health, (Readvertised in same year).
52. Lady Nursing Officer, Ministry of Health.
53. Academic Instructor, History, Pakistan Military Academy, Kakul, Ministry of Defence.
54. Entomologist, Malaria Institute of Pakistan, Dacca, Ministry of Health.

55. Assistant Harbour Masters, Chittagong Port, Ministry of Communications.
 56. Chief Engineer, Karachi Joint Water Board, Ministry of Works.
 57. Geologists, Geological Survey of Pakistan, Quetta, Ministry of Industries.
 58. Technical Officer (Engineering), Tariff Commission, Karachi, Ministry of Commerce.
 59. Translator of Foreign Languages, Ministry of Foreign Affairs and Commonwealth Relations.
 60. Medical Officer, Pakistan High Commission, New Delhi, Ministry of Health.
 61. Electrical and Mechanical Supervisor, Survey of Pakistan. Ministry of Agriculture.
 62. Architect, Ministry of Education.
 63. Principal, Vocational Training Centre, Ministry of Labour.
 64. Principal, Karachi Polytechnic, Ministry of Education.
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APPENDIX VII

List of seventeen recruitments wherein the Commission's nominees were not offered the posts within six months of the Commission's recommendations.

1. Assistant Directors, Power and Electrical, Central Engineering Authority, Ministry of Industries.
 2. Additional Rent Controller, Karachi, Chief Commissioner's Secretariat, Karachi.
 3. Specialist Instructor, Civil Defence Training School, Ministry of Interior.
 4. Senior Lecturer in Physics, Government Degree College, Quetta, Baluchistan Administration.
 5. Research Officers, Trade Promotion and Commercial Intelligence, Ministry of Commerce.
 6. Senior Architect, Pakistan Public Works Department, Ministry of Works.
 7. Silviculturist, Pakistan Forest Research Institute, Abbottabad, Ministry of Agriculture.
 8. Additional City Magistrates, Karachi, Chief Commissioner's Secretariat, Karachi.
 9. Assistant News Editors, Radio Pakistan, Ministry of Information and Broadcasting.
 10. Sub-Editors, News Organisation, Radio Pakistan, Ministry of Information and Broadcasting.
 11. Assistant Airport and Port Health Officers, Ministry of Health.
 12. Assistant Directors, Electrical and Mechanical, Supply and Development, Ministry of Industries.
 13. Judicial Officer, Ministry of Interior.
 14. Seamen's Welfare Officer, Ministry of Labour.
 15. Assistant Information Officers, Sydney, Manila, and Calcutta, Ministry of Information and Broadcasting.
 16. Assistant Labour Commissioner, Ministry of Labour.
 17. Sub-Divisional Officers, Claims Organisation, Ministry of Rehabilitation.
-

APPENDIX VIII

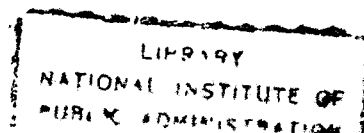
SERVICE MATTERS

(Summary of Cases of Appointments, Promotions, Disciplinary Matters, Etc.)

S. No.	Description	No. of cases pending on 1-1-55	No. of cases received from 1-1-55 to 31-12-55	No. of cases on which advice was tendered	No. of cases pending on 31-12-55	No. of cases on which Govt. have taken decision	No. of cases on which Govt. have not taken any decision	No. of cases on which Commission's advice was accepted	No. of cases on which Commission's advice was not accepted	Remarks
1	2	3	4	5	6	7	8	9	10	11
1	Appointment made without advertisement	15	74	53	20	47	6	47	..	1 case withdrawn
2	Promotions (including promotions and confirmations of the Provincial Civil Services officers to the Civil Service and the Police Service of Pakistan)	16	56	34	20	30	4	30	..	2 cases
3	Disciplinary cases including cases of appeals	5	21	16	4	9	7	9	..	1 case
4	Reimbursement of legal expenses	1	7	3	4	..	3	..	..	..
5	Domicile	..	..	..	..	..	..	..	..	..
6	Gratuity, Injury and Extraordinary Pensions	2	3	3	1	2	1	2	..	..
7	Seniority	..	3	2	..	..	2	..	..	..
8	Appointment of Clerks from Subordinate officers	..	2	1	1	1	..	1	..	..
9	Ex-Cadre posts	..	8	7	1	5	2	5	..	..
10	Recruitment Rules	8	11	6	5	2	4	2	..	..

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EIGHTH ANNUAL REPORT OF THE FEDERAL PUBLIC SERVICE COMMISSION FOR THE PERIOD 1ST JANUARY TO 31ST DECEMBER 1956.

INTRODUCTORY

In compliance with the provisions of Article 190 of the Constitution of the Islamic Republic of Pakistan, the Federal Public Service Commission present their Annual Report to the President for the period from 1st January, 1956 to 31st December, 1956. This is the first Report after the promulgation of the new Constitution, and the eighth since the attainment of Independence.

2. The Government of India Act, 1935 [as adapted by the Pakistan (Provincial Constitution) Order, 1957] did not make it obligatory for the Commission to give an account of their work to anybody. But the Commission were anxious to take the public into confidence and took up the question of publication of their Annual Reports with Government. It was in August, 1954, that Government decided that all the reports of the Commission except the one for the period from 14th August, 1947 to 31st December 1948 should be published. The Commission, accordingly, published their Report for the period 1st January to 31st December 1952 towards the end of 1954. The publication of the Reports for the period 1st January to 31st December, 1949 and 1st January, 1950 to 31st December, 1951 had to be deferred for some time as, in accordance with the decision of Government, explanations of the Ministries/Divisions concerned on the remarks made by the Commission were also required to be published in the Reports. These Reports have also since been published.

3. With the establishment of Pakistan the Commission came to be known as Pakistan Public Service Commission. On the promulgation of the new Constitution its name was changed to Federal Public Service Commission.

4. Under the Government of India Act, 1935 (as adapted) the tenure of members of the Commission and the method of the termination of their service were left to be determined by regulations to be framed by the Governor General. The Constitution has now provided for these. The Constitution, however, has left the number and conditions of service of members of the Commission and also the number and conditions of service of members of the staff of the Commission to be determined by means of regulations to be framed by the President.

5. Members (including the Chairman) of the Commission were previously eligible for getting extension in their tenure of office by any period not exceeding five years. Members, other than the Chairman, were also eligible, on ceasing to hold their office, for re-employment in Government Service, with the consent of the Governor-General. The new Constitution has omitted these provisions and introduced no alternatives.

PERSONNEL

6. During the year under review the personnel of the Commission consisted of the following two Members and the Chairman :—

- | | | | | | |
|--|-----|-----|-----|-----|-----------|
| (i) Mr. Zakir Husain | ... | ... | ... | ... | Chairman. |
| (ii) Mr. U. Kramet | ... | ... | ... | ... | Member. |
| (iii) Mr. Wazirzada Sardar Gul Mohammad Khan | ... | ... | ... | ... | Member. |

7. Mr. Zakir Husain proceeded to the U. K. on deputation for a period of about three weeks, i.e., from 25th May, 1956 to 14th June, 1956, in connection with the interviews of the candidates for the Central Superior Services Examination. He also visited Germany in connection with interviews for the post of Chief Engineer, Karachi Joint Water Board, as no suitable candidate was available within Pakistan for this post.

Mr. Zakir Husain was granted earned leave for 14 days from 11th May, 1956 and for 1 month from 15th June, 1956, ex-Pakistan. The total period of his absence from the headquarters on account of earned leave and deputation was thus about 2½ months. It was suggested to Government that officiating arrangements might be made during the absence of Mr. Zakir Husain by appointing a Member of the Commission as Chairman and the Secretary as Secretary-Member.

Government did not approve of the proposal and stated that under Article 186 (5) of the Constitution, a person who held the post of Chairman or Member of the Commission was rendered ineligible for any further employment in the service of Pakistan after quitting his office and since it was not the intention that the existing appointments held by the Member and the Secretary should be upset after the officiating period was over, the Act, as it stood, prevented the implementation of the suggestion made by the Commission.

It was pointed out to Government that the Constitution was silent on the subject of making officiating appointments on the Commission. Such appointments were governed by the statutory Regulations viz., the Federal Public Service Commission (Conditions of Service) Regulations which were framed under Section 265(2) of the Government of India Act, 1935 and were still current and in force under the present Constitution. These Regulations provided for officiating appointments on the Commission. In fact, officiating appointments as Chairman and Member were made in the past in undivided India as well as in Pakistan.

Government reconsidered the matter and stated that the Ministry of Law had advised them that whatever the practice might have been under the Government of India Act, 1935, the language of the present Constitution forbade acting appointments. The reason for this conclusion was not only that the new Constitution dropped certain provisions of the former Constitution, but also that the new Constitution specifically provided in cases of acting appointments in respect of some other posts. The absence of an acting provision in regard to the Commission thus acted as an exclusion.

The Commission were, however, informed that with regard to the question how officiating appointments could be permitted in future, the Ministry of Law were considering the question of amending the Constitution and the result was awaited.

STAFF OF THE COMMISSION

8. Mr. S. F. Meerza, C.S.P., (Retd.), continued as Secretary to the Commission.

Mr. S. F. Meerza continued as Deputy Secretary to the Com-

Mr. Anwarul Hasan continued as Assistant Secretary throughout the year, except for the period from 10th September 1956 to 18th November 1956, during which he officiated as Deputy Secretary to the Commission in a leave vacancy.

Mr. Agha Iftikhar Hosain continued as Assistant Secretary during the year under review.

Mr. Rafi-uz-Zaman Khan continued as Psychologist during the year under review.

Mr. G. H. Kazmi, a permanent Superintendent, was promoted, in the first instance, to officiate as Assistant Secretary from 10th September 1956 to 18th November 1956 vice Mr. Anwarul Hasan, promoted as Deputy Secretary in the leave vacancy of Mr. Sardar Ahmad. On the expiry of the above vacancy, Mr. Kazmi was allowed to continue as Assistant Secretary in the leave vacancy of Mr. Anwarul Hasan.

Appendices I and II give details of the staff as it stood on 1st January 1956 and the staff that was sanctioned from time to time during the period from 1st January 1956 to 31st December 1956.

As already pointed out in their previous reports, the Commission are of the view that for the purpose of maintaining a high standard of efficiency, the status and scales of pay of their staff should be the same as in the Central Secretariat. It may not be irrelevant to mention that the staff of the Union Public Service Commission, India, was placed on the same footing as the staff of the Central Secretariat, after Independence.

9. The Commission continued to face the problem of inadequate staff throughout the year. As pointed out in the Annual Report for 1954, on the supervisory side, all the Branch Officers continued to work under heavy pressure, holding charge of two or three Branches at a time. Similarly, the Commission's office remained short of ministerial staff and all Branches of the Commission continued to work at high pressure. The Commission's demand for sanction to the creation of an additional supervisory post of Assistant Secretary, the demand for the grant of Secretariat status and Secretariat scales of pay to this office and the demand for an enhancement of the permanent strength of the office, all remained undecided during the year under report.

The Commission must have adequate staff to be able to get through every stage of their Examination/Recruitment work expeditiously. Normally, the number of receipts dealt with in a Branch is taken into account in order to determine the staff requirements of the Branch. However, in the case of the Federal Public Service Commission the number of receipts does not give a true picture of the volume of work involved. A great good deal of work is to be initiated without a receipt, e.g., preparation of interview papers, arrangements for examinations, compilation of results and other similar items of work. It is time that the staff requirements which have been submitted to Government, should receive careful attention, and are accepted.

The Commission were asked to hold (i) the M. S. (Assistants/U.D. Cs.) Examination; (ii) the M.S. (L.D.Cs.) Examination; (iii) the M.S. (Stenographers) Examination, and (iv) the M.S. (Stenotypists) Examination, by the end of 1956. But as the Commission were not in a position to undertake this work without adequate increase in their staff Government was requested to sanction the same before

the examinations could be announced. As no additional staff for this purpose was sanctioned by Government, the Examinations could not be announced during the year under report.

ACCOMMODATION

10. The Commission's office continued to be housed in the Hindu Gymkhana Building. This building, originally intended to be a pavilion of the Club, is completely unsuited to house adequately the officers and other staff of the Commission. A few rooms have been added helter-skelter but the expansion of the work of the Commission has far outpaced these additions and the accommodation continues to remain extremely inadequate¹.

One of the great needs of the Commission is a separate confidential branch removed from the main office so that measures for secrecy can be taken in regard to the many important examinations that the Commission are required to conduct. As an interim measure, the Commission put forward a request for the building of an examination hall and for housing a confidential branch in a stand which is attached to the pavilion but is in extraneous possession. Nothing, however, has yet materialised.

Commission consider that a suitable building with some appearance of solidity and dignity² is an urgent need and one which Government cannot ignore for long.

REVENUE AND EXPENDITURE

11. The total Receipts and Expenditure during the financial year 1956-57 were as follows:—

Receipts	...	...	...	...	...	...	Rs. 68,879
Expenditure:—							
1. (a) Pay of Officers	...	...	...	...	Rs. 1,36,369		
(b) Pay of Establishment	...	...	...	...	Rs. 1,84,430		
(c) Allowances & Honoraria	...	...	...	...	Rs. 1,06,417		
(d) Other charges	...	...	...	...	Rs. 1,27,684		
2. Charges in England	...	...	...	...	Rs. 9,000	Rs. 5,63,900	

RECEIPTS AND ISSUES

12. 43,600 letters and telegrams were received and 37,513 were issued during the year under report.

FUNCTIONS OF THE COMMISSION

13. The functions of the Commission are laid down in Article 188 of the Constitution which is reproduced below:—

188.—(1) It shall be the duty of the Federal Public Service Commission and a Provincial Public Service Commission to conduct examinations for appointment to the Services and posts connected with the affairs of the Federation, or the Province, as the case may be.

¹ Note.—The accommodation available with the Commission at present is only 4188 Sq. ft. whereas the accommodation which should be provided to them in accordance with the scales laid down by Government should be 15,360 Sq. ft.

² Note.—Public/Civil Service Commissions in India, U.K. and the Colonies are housed in

(2) The President, in respect of services and posts in connection with the affairs of the Federation, and the Governor of a Province, in respect of services and posts in connection with the affairs of the Province, may make regulations specifying the matters in which generally or in any particular class of case, or in any particular circumstances, it shall not be necessary for a Public Service Commission to be consulted; but, subject to such regulations, the appropriate Public Service Commission shall be consulted—

(a) on all matters relating to methods of recruitment to civil services and posts, and qualifications of candidates for such services and posts;

(b) on the principles to be followed in making appointments to civil services and posts and in making promotions and transfers from one service to another, and on the suitability of candidates for such appointments, promotions or transfers;

(c) on all disciplinary matters affecting a person in the service of the Federal or a Provincial Government in a civil capacity, including compulsory retirement whether for disciplinary reasons or otherwise, and memorials or petitions relating to such matters;

(d) on any claim by or in respect of a person who is serving or has served under the Federal or a Provincial Government in a civil capacity that any costs incurred by him in defending any legal proceedings instituted against him in respect of acts done or purported to be done in the execution of his duty should be paid out of the Federal Consolidated Fund or the Provincial Consolidated Fund, as the case may be;

(e) on any proposal to withhold a special or additional pension or to reduce an ordinary pension; and

(f) on any claim for the award of a pension or allowance in respect of injuries sustained while serving under the Federal or a Provincial Government in a civil capacity, and any question as to the amount of any such award;

and it shall be the duty of the Public Service Commission to advise on any matter so referred to them, and on any other matter which the President or the Governor, as the case may be, may refer to the Commission.

(3) Where under the Constitution or any law, rules are made for regulating the appointment or conditions of service of persons in the service of Pakistan, but not under the control of the Federal Government or a Provincial Government, such rules may provide for consultation with the appropriate Public Service Commission, and, subject to any express provision of the Constitution or of the said law, clause (2) shall apply *mutatis mutandis*.

14. Clause (2) of Article 188 empowers the President to make regulations specifying the matters in which generally or in any particular class of case, or in any particular circumstances, it shall not be necessary to consult the Commission. The regulations under this proviso have not

yet been framed and the regulations made under Section 266(3) of the Government of India Act, 1935 (as adapted) are deemed to be in force vide Article 224 of the Constitution.

15. In the new Constitution there is no clause corresponding to clause 4* of Section 266 of the Government of India Act, 1935 (as adapted). In the absence of such a clause it is now also necessary to consult the Commission as respects the manner in which appointments and posts are to be allocated as between the various communities in the Federation. [Matters relating to the subordinate ranks of the various police forces in Pakistan continue to be outside the Commission's purview under the Pakistan Public Service Commission (Consultation by the Governor General Regulations, 1953]. ✓

ACCEPTANCE AND NON-ACCEPTANCE OF COMMISSION'S ADVICE

16. A convention was established by the undivided Government of India, with the approval of the Secretary of State for India, in regard to the acceptance of advice given by the Federal Public Service Commission. This convention holds good in Pakistan (Please see Appendix III). In accordance with this convention, Commission's recommendation or advice has to be accepted save in exceptional circumstances. In the event of a difference of opinion, in any case, between the Commission and any Ministry, a reference is required to be made, before taking a final decision, to the Cabinet Secretariat (Establishment Division). In this connection, it may be pointed out that the Cabinet Secretariat (Establishment Division) have also the status of a Ministry. As a Ministry, they refer cases to the Commission for advice but in the event of a difference of opinion between the Commission and the Cabinet Secretariat (Establishment Division), there is no procedure laid down to resolve the difference. As a result, the Cabinet Secretariat are in a position to disregard the advice of the Commission and have their own way.

It is gratifying to note that during the year under report the Ministries/Divisions observed the convention to a greater extent. In two cases however, Government did not accept the advice of the Commission. These cases have been reported separately towards the end of this report.

COMPETITIVE EXAMINATIONS

17. The Commission conduct open competitive examinations for recruitment to Central Superior Services, Central Engineering Services etc., whenever they are asked by Government to do so.

18. A number of young Pakistanis, suitable for the Central Superior Services or the Central Engineering Services, go abroad for higher studies. Realising that such students should not interrupt their studies in order to return to Pakistan to take one of these examinations, the Commission urged Government to allow examinations for these

*CLAUSE 4 of Section 266 of the Government of India Act, 1935.

(4) Nothing in this section shall require a Public Service Commission to be consulted as respects the manner in which appointments and posts are to be allocated as between the various communities in the Federation or a Province or, in the case of the subordinate ranks of the various police forces in Pakistan as respects any of the matters mentioned in paragraphs (a), (b) and (c) of sub-section (3) of this section.

services to be held abroad. The recommendation was accepted and the two examinations were held in London for the first time in 1952. The Central Superior Services Examination was held in Washington also. The result was encouraging as some of the candidates recruited abroad were very good material. The practice of holding the examinations abroad was, therefore, continued.

19. The important examination held by the Commission, during the year under report, was for the Central Superior Services. Other examinations undertaken by the Commission were the Civil Service of Pakistan Probationers (Final Passing Out) Examination and Re-examination; the Pakistan Foreign Service Probationers (Final Passing Out) Examination and Re-examination, the Police Service of Pakistan Probationers (Final Passing Out) Examination and Re-examination, and the Mercantile Marine Training Examination. Besides, the monthly type-writing tests and the proficiency tests of Clerks, Assistants, Stenotypists and Stenographers were also conducted. Details of these examinations and tests are given in appendices IV, V and VI.

CENTRAL SUPERIOR SERVICES EXAMINATION

20. A change in the nature and number of Psychological tests of the candidates for the Central Superior Services was affected during 1955-56. The number of tests was multiplied and important tests, such as Intelligence tests, Aptitude tests and Group discussion (leadership tests) were included. As a result, reports of the Psychologists were more thorough and covered wider ground. As such, they helped to reduce the margin of error in the selections.

21. Following the practice of the last year, the Commission recommended, on the result of the Central Superior Services Examination held towards the end of 1955, the names of as many qualified candidates for each service as there were vacancies (*viz.*, a total of 60). These recommendations were made, keeping in view.

- (i) the suitability of the candidates for each service,
- (ii) the order of preference expressed by the candidates for the various Services, and
- (iii) the Recruitment Policy of the Government of Pakistan.

No list of candidates allocated to the various services by Government was received, in spite of a request, during the year under report. However, from a news item published in the papers, it was observed that Government had made some deviations from the Commission's recommendations. [Final lists pertaining to the previous examination (December, 1954), too, were not received till the close of the year, 1956].

22. Lists of candidates allocated to the various services on the result of Central Superior Services Examination, 1952, were received by the Commission on 5th May 1954. The allocations were not made in accordance with the Commission's recommendations. The Cabinet Secretariat (Establishment Division) were, therefore, asked on 14th July 1954 to give reasons for differing with the Commission's views. The Establishment Division replied on 3rd November 1955 that they had adhered to the Commission's recommendations regarding suitability of candidates for the Pakistan Foreign Service but were not bound to accept the Commission's recommendations in regard to other Services. This stand of the Establishment Division is inconsistent with the provisions of

PROFICIENCY TESTS

39. The Commission conduct separate Proficiency Tests for Stenographers, Steno-typists and Typists employed in the Central Secretariat and its Attached Departments. Those who qualify receive a monthly allowance tenable for 12 months. The allowance can be retained on a 12-month basis by re-qualifying every year. The speed to be attained and the rate of allowance earned are as follows :—

	Speed	Allowance
1. For Stenographers	... 125 words per minute ...	... Rs. 25 per month.
2. For Stenotypists	... 100 words per minute ...	... Rs. 15 per month.
3. For Typists	... 50 words per minute ...	... Rs. 10 per month .

40. These tests are held in March, July and November each year at Karachi; twice a year at Rawalpindi and occasionally at Dacca. The Commission have agreed to hold Proficiency tests in Shorthand once a year also at the Pakistan Missions abroad for eligible stenographers on deputation there.

41. Nine Proficiency Tests of Stenographers, Stenotypists and Typists were conducted in March, July and November, 1956, at Karachi. 530 candidates applied, 363 appeared and 55 qualified.

42. Nine Proficiency Tests of Stenographers, Stenotypists and Typists were conducted in January, July and November 1956, at Rawalpindi. 549 candidates applied, 444 appeared and 118 qualified.

43. One Proficiency Test of Typists was held in September, 1956, at Dacca. Only one candidate applied, appeared and qualified.

44. Two Proficiency Tests of Urdu Typists were held in March and November, 1956, at Karachi. 4 candidates applied and appeared and 2 qualified.

SELECTION BY INTERVIEW

45. All Class I and Class II posts, which are required to be filled otherwise than by competitive examination, promotion or transfer, are referred to the Commission for selection of suitable candidates by interview. On receipt of a requisition for such selection from a Ministry/Division etc. the Commission advertise the post in leading newspapers in both the wings of Pakistan, in addition to giving it other publicity. The Commission do not make any significant change in the qualifications, etc., prescribed by the Ministries/Divisions etc., except when they consider that the qualifications, etc., are vague, unrealistic or confusing. In such cases the draft advertisements, together with the Commission's views, are usually shown to the requisitioning authority before publication.

46. Generally, one month's time is allowed to candidates to submit their applications to the Commission in the prescribed form. After the last date for receipt of applications, the Commission weed out ineligible candidates and invite only those candidates to an interview who are, in their opinion, *prima facie*, suitable. If the number of candidates is large or the prescribed qualifications are such as cannot be assessed at

47. Keeping in view the convenience of the candidates, interviews are held at Karachi, Lahore, Peshawar, Dacca and Chittagong. Interviews are also held at Quetta and Abbottabad, if sufficient number of candidates apply from these areas.

48. A representative of the Department concerned usually assists the Commission at the interviews at various centres. The Commission, while interviewing candidates for highly technical posts, also invite independent experts to assist them at the interviews.

49. During the period under report the Commission received 182 requisitions for recruitment to 455 posts. 21 consolidated advertisements were issued to eight newspapers, Provincial and Central Government Gazettes, Radio Stations, Employment Exchanges, Colleges, Provincial Government Departments, etc., for necessary publicity. The Commission received 2978 applications and 2226 candidates were invited for interviews.

50. The Commission were able to complete 158 recruitments, including 37 recruitments (Appendix VII) wherein the Commission were not able to recommend suitable candidates. 18 recruitments pertaining to the year 1955 were completed during the year 1956.

51. 15 recruitments were still pending with the Commission. 3 recruitments were cancelled after advertisement and 1 recruitment was cancelled before advertisement. 3 recruitments were not advertised during the year as draft advertisements, sent to the Ministries for certain clarifications, etc., were not returned before the close of the year.¹ In two cases the Ministries desired the Commission to recommend candidates for certain posts but when the Commission requested them to forward a proper requisition for advertisement of the posts, there was no response till the end of the year².

52. Of the 121 recruitments wherein the Commission recommended suitable candidates, in 88 recruitments only candidates were offered appointment. In 11 recruitments the candidates refused to join the posts. Information in respect of the remaining 22 was not received from the Ministries. According to the information received by the Commission candidates in 52 recruitments joined the posts, of which candidates in 26 recruitments were already appointed by the Ministries on a temporary basis before reporting the posts for advertisement by the Commission.

53. During the year the Commission visited Lahore four times, Peshawar 4 times, Dacca 3 times and Chittagong two times. The interviews were held at Karachi on 72 days, Lahore on 29 days, Peshawar on 7 days, Dacca on 23 days and Chittagong on 3 days. In all, interviews were held on 134 days during the year. One Member of the Commission also interviewed candidates for various posts at Bad Godesberg, and also at London during his visit in connection with the interviews of candidates for the Central Superior Services Examination.

¹ Note.—In one case, the draft advertisement has since been received and the post advertised. Draft advertisements in the other 2 cases were not received back from the Ministries concerned till the time of going to Press.

54. A written test, apart from the usual interview, in the following four recruitments was also held by the Commission:

- (1) Three Senior Translators, National Assembly.
- (2) Four Bengali Reporters, National Assembly.
- (3) Eleven Radio Engineers, Radio Pakistan.
- (4) Three Deputy Assistant Directors, Intelligence Bureau.

55. Search for suitable candidates for recruitment to the post of River Surveyor was made in United Kingdom and West Germany, as well as in Pakistan. In this case the High Commissioner and the Ambassador concerned set up a Committee which interviewed the candidates and sent its recommendations to the Commission. The Commission then made the selection.

DELAY IN OFFER OF APPOINTMENT BY THE MINISTRIES

56. Copies of offers of appointments to some of the Commission's nominees in the following recruitments have not yet been sent to the Commission :—

Name of Posts	Date of Commission's Recommendations
Executive Officers, Imports and Exports, Ministry of Commerce ...	2-11-1954
Assistant Information Officers, Sydney, Manila and Calcutta, Ministry of Information and Broadcasting	14-3-1956

Attention is also invited to Appendix VIII in this connection.

57. The Commission, on 5th January 1954, recommended a candidate from Australia for the post of Physio-Therapist under the Ministry of Health. After nearly three years, on 11th December 1956, the Ministry informed the Commission that the candidate being a foreigner could be appointed only on temporary basis, and that as more than three years had elapsed since the candidate applied for the post the Ministry was reluctant to make an offer of temporary appointment. In view of the inordinate delay in offer of appointment by the Ministry the Commission agreed to drop the matter as it was futile to make an offer three years after selection.

58. The Commission conducted the biggest single recruitment of the year for the ninety posts of Claims Officers, Ministry of Rehabilitation, with record speed. The requisition was received from the Ministry on 16th October 1956, and the Commission's recommendations were communicated to the Ministry on 19th December 1956. The Commission received 521 applications and 283 candidates were interviewed by them at Karachi, Lahore, Peshawar, Dacca and Chittagong centres. Special efforts and a whirlwind tour programme were needed to finish the job in two months.

59. The Ministry of Works requested the Chairman to interview candidates for the post of Chief Organiser, National Council of Social Welfare. But the candidate recommended was not appointed by the Ministry and another candidate interviewed but not recommended was

60. In the case of recruitment to the post of Scientific Liaison Officer, London, Ministry of Education, the Commission were first informed, during 1955, that their recommendation, although accepted by the Ministry, was rejected by the then Prime Minister. The post was declared a tenure post and recruitment thereto was withdrawn from the purview of the Commission. The Commission were, however, informed, during the year under report, that the post in question had been offered to their nominee.

61. The Commission are pleased to record their appreciation of the fact that the following posts, in respect of which the Commission, last year, were asked to reconsider their recommendations, have now been offered to their nominees by the Ministries concerned :—

1. Professor of Medicine, Dow Medical College, Karachi, Ministry of Health.
2. Aerial Pest Control Officer, Ministry of Agriculture.
3. Senior Architect, Pakistan Public Works Department, Ministry of Works.
4. Seamen's Welfare Officer, Ministry of Labour.
5. Assistant Labour Commissioner, Ministry of Labour.

This is really a good augury for proper regard of the convention for acceptance of the advice of the Commission by the Ministries.

62. The Commission were asked to reconsider their advice in the following two cases pertaining to the year 1956 :—

- (i) Deputy Director, Department of Cyphers, Cabinet Secretariat.
- (ii) Headmistress, Junior Model School, Karachi, Ministry of Education.

These were under consideration with the Commission at the close of the year.

PUBLICITY

63. The success of every recruitment depends largely upon publicity and the Commission, therefore, published their advertisements in such newspapers as are read by potential candidates and stick to them so that candidates may know where to find the Commission's advertisements. Since the media list of the Department of Advertisement, Films and Publications is frequently revised, the Commission, on the 14th March, 1953, decided to place their advertisements direct.

Every effort is made to keep the cost of newspaper advertisements to its minimum. Long winded requisitions are cut down in an effort to shorten advertisements and consolidated advertisements for several posts are published.

The Commission have been so far adhering to the conservative methods of publicity inherited by them. Much in public relations, however, remains to be done and will, no doubt, receive attention as the Commission's functions develop.

Alternative and cheaper methods of publicity have also been devised and nine show cases for the display of the Commission's advertisements have been erected at places shown in appendix LX. Two Government Journals of East Pakistan publish Commission's advertisements free of

cost. Copies of advertisements are also supplied to Provincial Public Service Commissions, Employment Exchanges, Colleges, and district heads and departments of Provincial Governments. In addition, advertisements are announced twice from each Radio Station in Pakistan and published in all Government Gazettes.

The Commission are grateful to the newspapers on their media list, for publication, free of cost, of the fortnightly summary of their advertisements for recruitment to various posts.

SERVICE MATTERS

RECRUITMENT RULES

64. Seventeen draft Recruitment Rules for various Class I and Class II posts|Services under the Central Government were referred to the Commission for advice during the year under report. The Commission tendered their advice in 10 cases. Government, however, finalized only 2 cases in accordance with the advice of the Commission. In the remaining 8 cases, final orders passed on the advice of the Commission were not known till the close of the year. Seven cases were pending with the Commission at the close of the year. Besides, 3 cases of Recruitment Rules for Class III posts|services were also referred to the Commission with which they were not concerned. The Commission also sent their advice in 4 of the 5 cases left over from the previous year. One case could not be disposed of for want of certain information from the Ministry concerned.

65. Government instructions that Ministries|Divisions should proceed with the framing of proper Recruitment Rules for the various Posts|Services under their administrative control, on the lines of the 'model proforma' prepared by the late Federal Public Service Commission (India) were issued as far back as 7th May, 1949, i.e., more than 7½ years ago. The Commission have, however, observed that the progress made in this direction has been very slow; Recruitment Rules for a number of Posts|Services have not been framed so far. In cases in which Recruitment Rules were framed and the advice of the Commission obtained, Ministries|Divisions generally took considerably long time in finalization and actual publication of the Recruitment Rules in the Gazette of Pakistan.

PROMOTIONS

66. In many cases Recruitment Rules require a certain percentage of posts to be filled by promotion. Thus the Commission have often to determine the suitability of officers for promotion, particularly from Class II to Class I.

67. Seventy three cases, involving promotions of 272 officers were referred to the Commission for advice during the year under review. These included promotions and confirmations of the Provincial Services'

¹ Note.— (i) The daily English, PAKISTAN TIMES, Lahore.

(ii) The daily English, MORNING NEWS, Dacca.

(iii) The daily English, PAKISTAN OBSERVER, Dacca.

(iv) The daily Bengali, AZAD, Dacca.

(v) The daily Bengali, MILLAT, Dacca.

(vi) The daily Bengali, ITTEFAQ, Dacca.

officers against Listed posts in the cadres of the Civil Service and the Police Service of Pakistan. The Commission tendered their advice in 33 cases. In 31 cases the advice of the Commission was accepted and in the remaining 2 cases Government did not inform the Commission of the orders passed on their advice. One case was withdrawn by Government as they subsequently decided to drop the proposal. 39 cases¹ were pending with the Commission for disposal at the close of the year. The Commission also disposed of 15 out of 20 cases left over from the previous year. The remaining 5 cases were pending for want of certain information from the Ministries|Divisions concerned.

APPOINTMENTS

68. Eighty one cases regarding the appointment of 132 officers, made without consultation with the Commission, were referred to the Commission for approval during the year under report. The Commission tendered their advice in 57 cases. In 45 cases, the advice of the Commission was accepted; in 1 case, the advice of the Commission was not accepted; in the remaining 11 cases Government did not inform the Commission of the final orders passed on their advice till the close of the year. 24 cases² were pending with the Commission for disposal at the close of the year. The Commission also disposed of 18 cases out of the 20 cases which were pending with them at the close of the previous year for want of certain information from the Ministries|Divisions concerned.

MEASURES TO CHECK VIOLATION OF THE STATUTORY NECESSITY FOR CONSULTATION WITH THE COMMISSION

69. As stated in the Commission's earlier Reports, the Ministries|Divisions are competent, under Regulation 4 (b) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, to make appointments to posts in the Central Services, Class I or Class II, without consultation with the Commission, provided such appointments are not likely to last for more than a year. There are, however, Government instructions that appointments|promotions made without reference to the Commission should be reported to them in monthly returns. These returns are to be submitted by the 20th of each month. Even if no appointments were made in a month a 'Nil' return for that month is required to be submitted. The Commission observed that the submission of these returns has been irregular during the year under report, and, in spite of repeated circulars from Government (Establishment Division), remissness in submitting these returns continued. Paradoxically, the Cabinet Secretariat (Establishment Division) themselves had not at times followed their own instructions in this regard.

70. The Commission observed that some times the Ministries|Divisions did not report certain appointments to the Commission at all or they reported them so late that the object of submitting these returns was often defeated. Sometimes the Ministries|Divisions submitted consolidated returns for several months instead of separate returns each

¹Note.—Twenty-one out of these 39 cases have also since been disposed of by the Commission. Besides, the Govt. have dropped the proposals for promotion in 2 cases.

²Note.—Twenty out of these 24 cases have also since been disposed of by the Commission. Besides, the Govt. have dropped the proposals for appointment in 2 cases.

month as required under Government instructions. This creates complications and difficulty in the scrutiny of such returns. Some instances of the nature are cited in Appendix X.

71. Some Ministries/Divisions do not at all report the appointments made without consultation with the Commission in the monthly returns. The Commission come to know of these appointments when they have actually lasted for more than a year (in some cases) and the Commission are approached to accord their approval to such appointments. During the year under report, it was noticed that in several cases appointments/promotions were not reported in the appropriate monthly returns by Ministries/Divisions concerned. Such cases are given in Appendix XI.

72. The Commission brought the delinquencies as mentioned in paragraphs 69, 70 and 71 above to the notice of the Cabinet Secretariat (Establishment Division) for information and necessary action.

73. A detailed comment regarding the misuse of Regulation 4 (b) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, 1953, was made in paragraph 61 of the Commission's Annual Report for the year 1954. The Commission observe that the frequency of the misuse of this Regulation did not diminish in the year under report. Government also did not make any headway with regard to their plans envisaging stoppage of salaries, etc., of the officers appointed irregularly.

Although the stoppage of salaries may be very hard and possibly unfair to officers who have actually worked; yet, unless some such drastic measure is put into effect, the Ministries will go in their lack-adaisical attitude of making irregular appointments by misusing the Federal Public Service Commission consultation Regulations.

74. As stated in the earlier Annual Reports, the Commission, as a further safeguard against the contravention of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, 1953, decided that various appointments/promotions, notified in the *Gazette of Pakistan*, should be examined with a view to checking irregular appointments/promotions. This measure was adopted on an experimental basis for a period of 3 months and had to be discontinued due to lack of adequate staff. In July, 1954, however, it was decided that the Commission should impress upon the Government the desirability of accepting the Commission's proposal regarding the stoppage of salaries of persons irregularly appointed. This proposal, as elsewhere stated in this report, is still pending with Government.

75. The Commission have constantly felt for some years that there must be some more effective measures to check the violation of the statutory requirement of the Rules, particularly in the matter of temporary appointments by Ministries. The lack of staff has been a great deterrent in the way of smooth working and expeditious disposal of business in the Commission's office, as already pointed out in paragraph 9 ante. As and when adequate staff is made available to them, the Commission propose to resume examination of appointments notified in the *Gazette of Pakistan*.

SENIORITY

76. Two cases, regarding determination of relative seniority of certain officers were referred to the Commission for advice. The Commission tendered their advice in 1 case which was accepted by Government; the other case was pending with the Commission at the close of the year under report. The Commission also disposed of the case which was pending at the close of the year 1955.

DISCIPLINARY CASES

77. Fourteen, including 7 cases of appeals and representations, etc., were referred to the Commission for advice during the year under report. The Commission gave their advice in 8 cases; 6 cases² were pending with the Commission at the close of the year. In 3 cases Government accepted the advice of the Commission; in 5 cases the Commission were not informed of the orders passed on their advice, till the year ended. Besides, the Commission also disposed of the 4 cases left from the previous year.

78. The Ministry of Communications (Railway Division) instituted disciplinary proceedings against an Executive Engineer on the Eastern Bengal Railway on charges of serious misconduct, gross indiscipline and insubordination, etc., and proposed his removal from service without holding an enquiry. The case was referred to the Commission for advice on 30th April 1955, but could not be taken up for consideration until 25th July, 1955, for want of certain important papers connected with the case which were not sent along with the original reference.

On 18th August 1955, the Commission informed the Railway Division that they were of the opinion that the requirements of paragraph 1730 of the Pakistan Railway Establishment Code had not been complied with in so far as an oral enquiry had not been held in spite of the fact that the accused officer desired it and advised that an oral enquiry should be held in this case and the case referred to the Commission after all the statutory requirements had been completed. The Railway Division were also informed that the Cabinet Secretariat (Establishment Division) had appointed an Enquiry Officer to conduct enquiries into all such cases.

The Railway Division, on 23rd August 1955, stated that the requirements of Rule 1730 of the Pakistan Railway Establishment Code had already been complied with as, before arriving at the provisional conclusion for the imposition of the penalty of removal, the Director General Railways recorded, in writing, the reasons for not holding an enquiry.

On 5th October 1955, the Commission informed the Ministry that they still held that the requirements of paragraph 1730 of the Pakistan Railway Code had not been complied with because the person charged desired to be heard in person and the requirement of the rule would be fulfilled only if an enquiry was held.

²Note.—This case was referred to the Commission on 17th December, 1966, i.e., shortly before the close of the year. The Commission.

After protracted correspondence the Railway Division informed the Commission on 14th February 1956 that arrangements were being made to give an opportunity to the officer concerned to be heard in person. It was also stated that such oral enquiries had always been conducted by the Railway Officers and non-Railway Officers had never been associated in such Departmental enquiries and that it was presumed that the Commission would accept this position.

The Commission reconsidered the case and informed the Railway Division on 5th March 1956 that they were still of the opinion that since the Railway Division had already expressed an opinion on the accused officer, it would be only just and fair not to entrust the enquiry to any Railway official and advised that the Cabinet Secretariat (Establishment Division) might be approached with the request that the enquiry be conducted by their own Enquiry Officer.

On a further exchange of correspondence between the Commission and the Railway Division, the Commission suggested, on 16th August 1956, that two Enquiry Officers might be appointed—one from the Railways who had no dealings with the accused officer and the other from outside the Railway Administration, appointed by the Cabinet Secretariat (Establishment Division) for the purpose and in case any insurmountable administrative difficulty was anticipated by the Railway Division, the Cabinet Secretariat might be consulted. Nothing further was heard about it till the close of the year under report¹.

REIMBURSEMENT OF LEGAL EXPENSES

79. Four cases, regarding claims filed by Government servants, for the payment of legal expenses incurred by them in defending themselves in judicial proceedings, were referred to the Commission for advice. The Commission advised acceptance of the claim in 3 cases. The advice of the Commission was accepted in 2 cases. In the 3rd case, the Commission were not informed of the final orders passed by Government, till the year ended. One case was pending with the Commission at the close of the year. The Commission also disposed of, during the year under report, all the 4 cases left over from the previous year.

PENSIONS

80. Three cases for the grant of extraordinary family pensions were received by the Commission for advice during the year under report. The Commission tendered their advice in all the 3 cases which was accepted in 2 cases. Final orders passed by Government in the third case were not notified to the Commission till the close of the year.

EXCLUDED CADRE POSTS

81. Two cases regarding the exclusion of certain posts from the regular ministerial service cadre of certain Ministries/Divisions were referred to the Commission for advice during the year under report. The Commission tendered their advice in 1 case which was accepted by Government, the other case was still under consideration with the Commission when the year 1956 closed. The Commission also disposed of the 2 cases left over from the previous year.

APPOINTMENT OF CLERKS FROM SUBORDINATE OFFICES

82. No case regarding recruitment of ministerial staff i.e., Assistants, Upper Division Clerks and Lower Division Clerks, from subordinate offices of the Ministries/Divisions of the Government of Pakistan, was referred to the Commission for advice during the year under report. The Commission, however, disposed of the one case which was left over from the year 1955.

MISCELLANEOUS CASES

83. Apart from the above, the Commission disposed of 65 miscellaneous cases which do not call for a detailed description here. A statement has been added towards the end of the report (Appendix XII) which gives all the information at a glance.

DELAYS

84. The Commission are often blamed for delay in the finalization of selection by interview and in declaration of results of competitive examinations, etc. It may be stated that much of this criticism is based upon a misapprehension of the actual mode of working of the Commission. The whole process was explained in paragraph 78 of the Commission's Annual Report for the year 1954, a perusal of which will show that the delays, for which the Commission are blamed, are partly illusory and partly unavoidable.

85. A few cases of delays and irregularities on the part of Ministries/Divisions are given in Appendix XIII.

CASES OF NON-ACCEPTANCE OF COMMISSION'S ADVICE

86. Only in two cases, Government did not accept the advice of the Commission. The cases are briefly reported below:—

(i) The Ministry of Food, on 14th January 1953, under advice of the Cabinet Secretariat (Establishment Division), sought the approval of the Commission to the confirmation of an officer as Assistant Secretary.

The Commission, from the Character Roll of the officer observed that his integrity was under investigation by the Special Police Establishment and, therefore, desired to know the result thereof and also to see the relevant papers. They were informed, on 3rd November 1953, that the Special Police Establishment completed the enquiry but no material for a criminal case against the officer could be found. However, certain irregularities noticed by the Special Police Establishment were reported to the Ministry of Food for suitable departmental action.

The Ministry, on 2nd December 1953, forwarded a copy of the report of the Departmental enquiry conducted by the Secretary, Ministry of Food, in regard to the allegations of corruption made against the officer in the report of the Special Police Establishment. The Commission considered the case and informed the Ministry on 13th July 1954, that in view of the findings of the Secretary, Ministry of Food, the officer was not a fit person to be confirmed in the post of Assistant Secretary.

case. While the case was under consideration the Commission were informed that the officer had been absolved by Government from all the charges framed against him.

On 16th December 1954, the Ministry were told that the Commission considered the officer unsuitable for confirmation as Assistant Secretary in view of certain conclusions reached in the Food Secretary's report. The Ministry were also requested to apprise the Commission if those conclusions were considered by Government in dealing with this case and if so, whether there were any reasons for rejecting them.

The Ministry replied that the enquiry report submitted by the Secretary, Ministry of Food, on the officer's conduct was before the Honourable Minister and the Honourable Prime Minister when they absolved him from all the charges brought against him. They added that, in view of this, any remarks made by the Secretary in his report "do not now hold the field". The Ministry of Food were, therefore, asked to forward the enquiry report of the Food Secretary.

From the copy of the relevant note containing the orders of Government to absolve the officer from all the charges framed against him, received from the Ministry of Food, the Commission observed that the important conclusions reached in the report of the Secretary, Ministry of Food, were not brought to the notice of the Honourable Minister for Food and Agriculture and the Honourable Prime Minister.

Thereupon, the Commission on 8th July, 1955, informed the Ministry of Food that the Commission were definitely of the opinion that those facts were of vital importance and should have been specifically brought to the notice of the Honourable Minister and the Honourable Prime Minister before they took a decision in this case. The Commission requested the Ministry to be good enough to do so now for the consideration of the Honourable Minister and the Honourable Prime Minister and to inform the Commission, at an early date, of the orders passed by them.

Five reminders including a D.O. were sent but the Ministry of Food did not have the courtesy to send a reply. It was after a year that the Ministry of Food, in their letter, dated 9th July 1956, informed the Commission that the Prime Minister had agreed to the officer's confirmation as Assistant Secretary.

Another issue linked with the above case was that the Ministry of Food issued orders confirming the officer as Director of Procurement and Enforcement with effect from 27th October 1947, without consultation with the Commission. On an enquiry, the Ministry of Food informed the Commission that this action was taken by them in consultation with the Cabinet Secretariat (Establishment Division). The Commission addressed the Establishment Division to find out the rule under which the orders confirming the officer were issued without consultation with the Commission.

The Establishment Division did not quote any particular rule, but stated that he was confirmed as Director of Procurement and Enforcement (a Class I post) on the basis that he had been approved by the Prime Minister for confirmation as Assistant Secretary (Class I).

It may be pointed out that according to the Recruitment Rules, which were approved both by the Commission and the Establishment Division, the post of Director in the Ministry of Food cannot be filled by an Assistant Secretary. As such, the confirmation of the officer as Director of Pro-

(ii) Consequent on the decision to place the Employment Exchanges on a permanent basis, the Ministry of Labour in March, 1953, referred the cases of all the officers working in the Department of Manpower and Employment, who were recruited through the Federal Public Service Commission (India), and enquired whether the Commission would like to make recruitment to the posts afresh or would, after examining the record of service of each one of the officers, simply approve their selection for posts corresponding to those for which they had been selected by the Federal Public Service Commission (India). The above question had arisen because the posts for which the officers in question were selected by the Federal Public Service Commission were temporary for a specified period of 5 years and selection was made in all cases from a restricted field, i.e., from the services personnel; and to do so, prescribed qualifications were relaxed in favour of them.

The Commission decided to interview and see the records of the officers concerned. It was also decided that in case any of them was found unsuitable, his post would be advertised. The Ministry were, accordingly, requested to intimate the places of posting of the officers so that necessary arrangements for the interviews might be made. On 15th October 1953 the Ministry forwarded a statement in respect of 36 officers employed under the Department of Manpower and Employment indicating therein the places of their posting. In respect of one officer, it was, however, stated that he had since been reverted to his parent office at his own request. He was therefore, not called for interview by the Commission.

On 4th January 1956, the Ministry informed the Commission that the officer who had earlier reverted to his parent office, was then working as Deputy Director of Employment Exchanges in the Department of Manpower and Employment at Karachi and requested the Commission to consider his case afresh.

On enquiries made from the Ministry it transpired that the officer reverted at his own request to his parent Department on 16th June 1953 and remained there till October, 1955, when he again submitted a representation to the Ministry of Labour requesting that he might be taken back to that Ministry.

The Ministry of Labour appointed him in October, 1955, as Assistant Director of Employment Exchanges, without consultation with the Commission, and later on promoted him to fill an officiating vacancy in the post of Deputy Director of Employment Exchanges. He was also confirmed as Assistant Director of Employment Exchanges with effect from 1st April, 1953, without consultation with the Commission. Confirmation orders were issued on 12th October 1955.

The Commission were of the opinion that once the officer had reverted to his parent Department at his own request, he severed all connections with the Department of Manpower and Employment where he was employed on a temporary basis. His re-appointment as an Assistant Director of Employment Exchanges in the Department of Manpower and Employment amounted to direct recruitment for which he should have faced open competition. On 8th July 1956 the Commission, therefore, regretted that they could not agree to the appointment of the officer as an Assistant Director of Employment Exchanges. It was also pointed out to the Ministry that the confirmation of the officer as an Assistant Director of Employment Exchanges was not in order as his appointment to the

On 25th February 1956, the Ministry stated that since the officer was appointed as Assistant Director of Employment Exchanges, on the recommendations of the late Federal Public Service Commission, India, for the duration of the scheme, which was still continuing and which had been made permanent, further approval of the Pakistan Public Service Commission to his confirmation in the grade was not necessary. It was further stated that from the records of the Ministry it was found that the officer did not revert to his parent Department at his own request but that he reverted as desired by the Ministry of Labour who, then, could not take a sympathetic view of his case. Subsequently, the officer represented for his confirmation as an Assistant Director of Employment Exchanges in the Department of Manpower and Employment as the Department was declared permanent from a date prior to his forced reversion. His case was referred to the Cabinet Secretariat (Establishment Division) who gave a ruling that the officer could be confirmed from the date the Department was made permanent. That is, his subsequent reversion to a lower post could not affect his right of confirmation for the period he served in that Department after the Department was placed on a permanent footing. The Cabinet Secretariat also advised a reference to the Commission for their approval regarding his confirmation. But the Ministry were of the view that for confirmation of an officer who was appointed on the recommendation of the late Federal Public Service Commission for the duration of a scheme, a further reference to the Pakistan Public Service Commission was not necessary. Since, however, his case was referred to the Commission along with others, though wrongly, the Ministry felt that as a measure of courtesy and to avoid heart-burning to the officers who had to appear before the Commission again, it would be better to have the recommendation of the Commission. But if the Commission did not like to consider the case, the Ministry desired that their letters in this connection might be treated as withdrawn.

The Commission then called for the papers wherein the Cabinet Secretariat (Establishment Division) had advised that the officer could be confirmed from the date the Department was made permanent. On going through these, the Commission agreed with the views of the Cabinet Secretariat that a reference to them (Commission) was necessary before the officer could be confirmed as an Assistant Director of Employment Exchanges. They, therefore, decided to interview the officer. On interviewing the officer on 17th July 1956, the Commission were of the opinion that the officer, in view of his educational qualifications and confidential reports, was unsuitable for appointment as an Assistant Director of Employment Exchanges. They, therefore, could not approve of his appointment to the post in question. A copy of the Commission's letter sent to the Ministry of Labour in this connection was also endorsed to the Cabinet Secretariat (Establishment Division).

On 20th December 1956, the Ministry stated that it had been decided by them that it was not necessary to refer the case of the officer to the Commission for his appointment and confirmation in the post of Assistant Director of Employment Exchanges. In view of this decision it was not possible to accept the advice tendered by the Commission in this case.

The case was at the above stage when the year closed. Further developments of the case will be reported in the Commission's next report.

Note.—The Commission reported the matter to the Cabinet Secretariat (Establishment Division) who took up the case with the Ministry of Labour and advised him to deconfirm

MATTERS ON WHICH THE COMMISSION OUGHT TO HAVE BEEN CONSULTED, BUT WERE NOT CONSULTED

87. (i) A Superintendent in the Ministry of Information and Broadcasting was promoted as Assistant Secretary on 21st February, 1949 for indefinite period. He continued in the post upto 12th June, 1950, i.e., for more than one year. He was again promoted as Assistant Secretary on 5th December, 1951. The officer submitted a representation to the President of the Islamic Republic of Pakistan requesting that the period of his reversion from 13th June, 1950 to 4th December, 1951 might be treated as that of employment as Assistant Secretary. An advance copy of the representation was also received in the Commission's office on 12th April, 1956 and it revealed that the Commission's approval to the promotion of the officer as Assistant Secretary from 21st February, 1949 to 12th June, 1950 (a period of more than one year), which was necessary under the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, had not been obtained by the Ministry of Information and Broadcasting. The Ministry were asked on 2nd May, 1956, to communicate the circumstances under which the case was not referred to the Commission. The Ministry replied on 13th December, 1956, that the Cabinet Secretariat (Establishment Division), who were consulted by them, "have pointed out that the Federal Public Service Commission are primarily concerned with determining the suitability of a person for the post to which he is appointed. The case of Mr. for appointment as Assistant Secretary has been referred to the Commission and they have since determined his suitability for appointment to that post, *vide* It is, therefore, not necessary to refer the case again to the Commission for determining his suitability for the same post for an earlier period during which he officiated unauthorizedly." It may be stated in this connection that the Ministry did not at all refer his case to the Commission. The correct position is that the case of the junior officer was referred to the Commission for approval who was appointed to the post on 13th June, 1950 consequent upon the reversion of the officer concerned. The Commission, however, did not agree to the supersession of that officer by the junior officer and advised that the former should be appointed to the post. Nevertheless, the fact remains that the Commission were not consulted when the officer's first appointment as Assistant Secretary from 21st February, 1949 exceeded the limit of one year, *vide* Regulation 4 (b) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations. The case was not closed at the end of the year under report. Further development in this case will be reported in the next Annual Report.

(ii) An officer of the Pakistan Foreign Service, while serving in a Pakistan Mission abroad, was found guilty of insubordination, immorality, etc. The Ministry of Foreign Affairs and Commonwealth Relations proposed to censure him and to withhold his promotion for a period of five years. The Commission, however, advised that the officer should be removed from service. The Ministry accepted the advice of the Commission and removed the officer from service *vide* their Notification No. 130-SS/52, dated 17th February, 1954.

The officer submitted a Petition on 13th April 1954 to the Governor-General who was pleased to order, on 31st January 1955, that the officer should be re-instated in the Pakistan Foreign Service with effect from 17th February, 1954 and that he should be censured for misconduct during his employment in the Embassy of Pakistan at Ankara and that his

The Commission, on 20th October 1955, enquired about the reasons for which it was not considered necessary to refer the case to them when the Ministry were going to change the previous order which was passed in consultation with and in accordance with the advice of the Commission.

In reply, the Ministry stated on 21st April 1956 that the question of making a reference to the Commission was, *inter alia*, referred to the Cabinet Secretariat (Establishment Division) who gave the opinion that it was not necessary to make any further reference to the Commission as further consultation with the Commission would not lead to any change of mind on the part of the Commission. It was further stated that the case became essentially one of over-ruling the Commission, rather than of revising the order of Government or of passing an original order within the meaning of Regulation 5 of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, 1953.

It may be observed here that the Cabinet Secretariat were not correct in prejudging the decision of the Commission. There was possibility that after taking into consideration any fresh points arising out of the Petition of the Officer and the view of the Ministry thereon, the Commission might have been led to revise their previous decision. In any case, the Cabinet Secretariat were not correct in taking it for granted that further consultation with the Commission would not lead to any change of mind on the part of the Commission.

It is also not correct to say that it was a case of over-ruling the Commission. It would have been a case of over-ruling the Commission if the advice of the Commission had not been accepted by the Ministry in the first instance or if the advice of the Commission had been sought on the Petition of the Officers and the advice by the Commission would not have been accepted by Government. In this case the Commission were of the view that the order on the Petition was an original order by the Governor General and as such the Commission should have been consulted before passing that order. The Commission are of the view that in cases where orders have been passed in consultation with them, they should invariably be consulted, if it is proposed to revise the orders on reconsideration of the case.

88. There may be more cases of this nature but the Commission, at present, have no means to find out the cases in which the Commission ought to have been consulted but were not consulted. At times such cases are brought to the notice of the Commission through advance copies of representations sent to the Commission by aggrieved individuals. The facts given in these representations cannot, however, be depended upon as giving the true position, unless these facts are verified by the other party, i.e., the Ministries concerned. In such cases, therefore, the Commission are not in a position to decide whether or not they should have been consulted in any of the cases, until the Ministry furnish full facts of such cases to the Commission. In the following few cases the Commission did try to obtain information from the Ministries concerned but met with little or no success:—

(i) An Officer was appointed, on the recommendation of the Commission, against a permanent post of Divisional Medical Officer, Pakistan Railways, with effect from 16th May 1952 on 3 years probation which he completed on 15th May 1955.

On 6th October 1955, i.e., after about five months of the completion of that probationary period, the officer received orders of his reversion to his parent Office, Department of Director of Health Services Punjab, where he was serving before his appointment to the post of Divisional Medical Officer under the Pakistan Railways.

On 24th December 1955, he was informed that his probationary period was extended to 31st December 1956.

The officer addressed a representation to the Ministry of Communications on 12th October 1955 against the above reversion and made another representation on 27th March 1956 to the Director General Railways against the extension of his probationary period. Copies of these representations were endorsed to the Commission. In view of these representations the Commission requested the Railway Division to let them know the actual position of the case.

In the first instance, the Railway Division asked the Commission to quote the rule under which they could call for this information. In reply the Railway Division were informed that the position as explained by the officer suggested that his reversion amounted to reduction and that under Article 188 (2) (c) of the Constitution it was necessary for the Railway Division to consult the Commission before imposing the punishment of reduction and that the required information was called for to see that the provisions of the Constitution had been properly observed. The reply of the Railway Division to this was that if it were a case of reduction, a reference would have undoubtedly been made to the Commission as required under the rules and that under the circumstances the Railway Division regretted that they could not supply the information called for by the Commission.

The position so far as the Commission could see was that the case as explained by the officer appeared to be that of reduction. But the Railway Division refused to let the Commission know of the actual position saying that it was not a case of reduction. The officer was, eventually, relieved of his duties as Divisional Medical Officer, North Western Railway on 20th April 1956.

Later on, the officer submitted a writ petition in the High Court of West Pakistan, Lahore, on 2nd July 1956¹.

(ii) A permanent Superintendent of the Ministry of Labour was promoted to officiate as Assistant Secretary, with effect from 1st June 1956 until further orders. This appointment was notified by the Ministry vide their Notification No. Adm. 1 (14) 56-IV, dated 2nd June 1956.

On 13th September 1956, all of a sudden, the officer received a copy of a Notification No. Adm. 1 (14) 56, dated the 13th September 1956 saying that the Notification No. Adm. 1 (14) 56-III, dated the 2nd June, 1956 of the Ministry of Labour, appointing him to officiate as Assistant Secretary, was cancelled with effect from 1st June 1956, i.e., one day before the date of its issue.

The officer submitted a petition against the above cancelling Notification and endorsed a copy of it to the Commission.

In the Petition it was stated that a few months ago another Superintendent, who was three places junior to the petitioner was promoted as Assistant Secretary in a 4 months leave vacancy in preference to the petitioner, who appealed against this supercession. The

Notes.—The Commission received no information till the time of its orders regarding the final orders passed on the writ petition of the officer by the High Court of West Pakistan.

appeal was accepted and the petitioner was promoted in a long term vacancy with effect from 1st June 1956 as referred to in paragraph 1 above.

Then the petitioner was all of a sudden reverted.

The Commission were of the opinion that if the facts given by the petitioner were correct, this was a case of reduction without observing the procedure prescribed under the rules. They, therefore, requested the Ministry to let them know the full facts of the case.

The Ministry forwarded the petition to the Cabinet Secretariat (Establishment Division) and endorsed a copy of their forwarding Memorandum to the Commission. From this Office Memorandum it appeared that the appointment of the petitioner as Assistant Secretary was made under orders of the then Minister in-charge. After the issue of the Notification of appointment, recommendations of the Selection Board were sought. The approval of the Prime Minister to this appointment was also to be obtained. The appointment was, however, held untenable because it had not been made by the authority competent to make it, i.e., the Prime Minister, nor the procedure required to be followed had been gone through. The Cabinet Secretariat, therefore, held this appointment *ab-initio ultra-vires* of the Rules of Business.

The result of the Petition was not known till the close of the year.

(iii) An officer working as Manager of Publications under the Controller of Printing and Stationery submitted petitions against the irregular appointment of an officiating Inspector of Printing as Assistant Controller of Printing and Stationery and his subsequent confirmation in the same post and also against the appointment of an Assistant Controller to the post of Deputy Controller, Stationery, Forms and Publications, Dacca. He endorsed copies of reminders, dated 30th August 1956, to the Commission. The Commission in order to find out whether the appointments referred to by the petitioner were really made irregularly, requested the Ministry of Industries, on 19th November 1956 to inform them of the actual position. The Ministry replied on 27th December 1956 that the Petitions in question were under their examination and that the requisite information would follow shortly.

(iv) An officer was holding a permanent appointment of Inspector of Railway Labour (Class II non-gazetted) under the Central Labour Commissioner (Labour Department) of the undivided Government of India. He joined the Army as an Emergency Commissioned Officer. Later through Government (India), he applied for the post of Sub-Manager/Deputy Manager, Employment Exchange and was selected by the Federal Public Service Commission (India) for the post. On partition he came to Pakistan as an optee. In 1950, he was employed as Assistant Director of Employment Exchanges (Class I). In 1952, he was involved in a disciplinary case. His services were terminated on one month's notice. Neither the Commission nor his lending Department were consulted in this action. The procedure necessary to be observed in removal/reduction etc. as provided in Rule 55 of the Civil Services (Classification, Control and Appeal) Rules was also not followed. The issue of show cause notice which was obligatory under the Constitution was also ignored.

In June, 1956, the Ministry of Labour (Manpower and Employment) referred the case to the Cabinet Secretariat (Establishment Division) and requested for their views on the following points:—

- (i) Whether the Department of Manpower & Employment were justified in terminating the services of the officer who was and is still a permanent Government employee; and
- (ii) Whether or not the action of Manpower and Employment Department in having reduced the officer from Class I Gazetted post to a non-gazetted post of Class II of Labour Inspector without obtaining approval of the Commission and consulting lending Department and also without giving any opportunity to the officer to show cause statement was *ultra vires* of the statutory provisions.

A copy of the above reference was endorsed to the Commission. The Commission requested the Ministry to inform them of the final decision taken in the case. On 21st August 1956 the Commission were informed that a reply from the Cabinet Secretariat (Establishment Division) was still awaited and that the Commission would be informed of the decision in due course. Again, on 23rd October 1956, it was stated that the case was under consideration and the decision would be communicated as soon as it was arrived at. Thereafter nothing further was heard from the Ministry till the close of the year.

89. The Cabinet Secretariat (Establishment Division) were requested, on 10th October 1956, to instruct the Ministries/Divisions through a circular letter that the information in such cases required by the Commission should not be refused in future as such refusal is apt to give rise to a lot of irregularities, complications and even contravention of the Constitution. The Commission were not informed till the close of the year by the Establishment Division whether they had taken any action in the matter.

POST SCRIPTUM

With very few exceptions, the Ministries/Divisions generally complied with the provisions of the Act and the Regulations. The Commission are grateful to them for their co-operation.

The Commission would like to thank the Provincial Governments and the Public Service Commissions as well as the Pakistan Missions abroad, for the assistance rendered to them in holding examinations/ tests and interviews out of Karachi.

The Commission are grateful to the independent advisers and the officers of Government who attended interviews without any remuneration at considerable inconvenience to themselves.

Further, the Commission take this opportunity to record their appreciation of the good work done by their officers and members of the ministerial staff in the face of difficulties of shortage of staff and accommodation, etc.

ZAKIR HUSAIN, *Chairman.*

U. KRAMET, *Member.*

SARDAR AHMAD, *For Secretary.*

Karachi, the

October, 1957.

APPENDICES

APPENDIX I*Staff of the Commission as on 1st January, 1956*

Name of the Post							Number
<i>Gazetted</i>							
1. Secretary	...	...	...	...	...	...	1
2. Deputy Secretary	...	...	...	...	...	...	1
3. Assistant Secretary	...	...	...	...	...	...	2
4. Psychologist	...	...	...	...	...	...	1
<i>Non-gazetted</i>							
1. Superintendents	...	...	...	...	...	...	4
2. Assistant-in-Charge	...	...	...	...	...	...	1
3. Assistants	...	...	...	...	...	...	27
4. Confidential Assistants	...	...	...	...	...	...	3
5. Stenographers	...	...	...	...	...	...	4
6. Stenotypists	...	...	...	...	...	...	2
7. Upper Division Clerks	...	...	...	...	...	...	4
8. Lower Division Clerks	...	...	...	...	...	...	30
9. Librarian	...	...	...	...	...	...	1
<i>Class IV</i>							
1. Record Sorters	...	...	...	...	...	...	2
2. Daftries	...	...	...	...	...	...	5
3. Jamadars	...	...	...	...	...	...	4
4. Peons	...	...	...	...	...	...	16
5. Farash	...	...	...	...	...	...	1
6. Chowkidar	...	...	...	...	...	...	2
7. Farash	...	...	...	...	...	...	1 (against contingencies).
8. Waterman	...	...	...	...	...	...	1
9. Sweeper	...	...	...	...	...	...	1

In addition to the above, there are the following two Branch offices at Dacca and Lahore.

Dacca Branch Office

1. Superintendent	...	...	...	...	...	...	1
2. Nazir	...	...	...	...	...	...	1
3. Lower Division Clerks	...	...	...	...	...	...	1
4. Peon	...	...	...	...	...	...	1

Lahore Branch Office

1. Lower Division Clerk	...	...	...	...	...	...	1
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APPENDIX II

The following staff was sanctioned for six months only, with effect from the 27th March, 1956, on account of the increase of work in the Commission's office. These posts were later extended up to 28th February 1957:—

Assistants	...	...	...	...	...	...	3
Lower Division Clerks	...	...	...	...	...	...	3

2. The following staff was sanctioned in September, 1956, in connection with the work relating to the Central Superior Service Examination, for a period of 6 months in the first instance. The sanction was later extended up to the end of the financial year 1956-57:—

Assistant-in-Charge/*Superintendent	...	...	...	...	...	...	1
Assistants	...	...	...	...	...	...	3
Upper Division Clerk	...	...	...	...	...	...	1
Lower Division Clerk	...	...	...	...	...	...	1
Peon	...	...	...	...	...	...	1

*The post of Assistant-in-Charge was later on upgraded to that of Superintendent with effect from the 28th December, 1956.

3. The following staff was sanctioned in connection with the Psychological work with effect from 11th December, 1956, up to the end of the financial year 1956-57:—

Psychological Assistants	...	...	...	...	...	...	2
Stenotypist	...	...	...	...	...	...	1

APPENDIX III

No. F. 10/3/50-SE.II

GOVERNMENT OF PAKISTAN

CABINET SECRETARIAT

(ESTS. BRANCH)

Karachi, the 13th June, 1950.

OFFICE MEMORANDUM

SUBJECT:—Convention regarding the Acceptance of the Advice of the Pakistan Public Service Commission.

From references received in the Establishment Branch of the Cabinet Secretariat, it would appear that doubt is being experienced as to the procedure to be observed in regard to the advice of the Pakistan Public Service Commission in disciplinary and other cases. The Cabinet Secretariat, therefore, consider it necessary to draw the attention of all Ministries to the fact that a convention was established by the undivided Government of India, with the approval of the Secretary of State, in regard to the acceptance of advice given by the Federal Public Service Commission. This convention holds good in Pakistan and it should always be adhered to. The convention is reproduced as an Annexure to this Office Memorandum for the guidance of all Ministries.

2. With reference to paragraph 2 of the Annexure, it may be added that, in the event of a difference of opinion with the Pakistan Public Service Commission, the matter should be referred, before taking a final decision, to the Cabinet Secretariat (Establishment Branch) which is the successor to the late Government of India, Home Department, and the Secretary to the G.-G. (Public) in establishment matters.

E. A. FRANKLIN,
Deputy Secretary to the
Government of Pakistan.

To

All Ministries, etc.

Pakistan Public Service Commission.

ANNEXURE to O.M. No. 10/3/50-SE.II, DATED 13TH JUNE 1950.

1. A convention has been established by the Government of India with the approval of the Secretary of State that in the following classes of cases referred to the Commission the recommendation made by that body shall be accepted save in exceptional circumstances:—

(1) Quasi-judicial cases, i.e.

(a) Original orders, appeals, memorials, and

(b) petitions relating to disciplinary matters;

(c) Interpretation of existing conditions of service.

(d) Equitable treatment in the matters referred to the Commission in regard to payment of compensation to officers affected by abolitions of posts.

(2) Selection for appointment of candidate by nominating subject to any special directions that may be given to the Commission in the matter of class of candidates to be nominated.

In the class of cases mentioned in clause (2), where the appointing authority considers the circumstances so exceptional as to justify departure from the order of preference in which candidates are recommended by the Commission, the reasons for that opinion should be stated and the Commission, be given an opportunity, if they so desire, of further justifying their recommendation before a final decision is taken.

2. In any case in which it is proposed not to accept the advice of the Commission, the case should be shown to the Home Department and the Secretary to the Governor General (Public) before orders are passed.

S. No.	Name of the Examination	Number of Examinations held	Number of candidates who applied	Number of candidates admitted	Number of candidates actually appeared	Number of candidates interviewed	Number of candidates declared successful	Number of vacancies	Number of candidates actually appointed	Remarks
1	Central Superior Services Examination, November/December, 1955.	One	841	819	529	164	82	60	...	Final list of candidates selected on the results of the examination was not received till close of the year under review.
2	Central Superior Services Examination, November/December, 1956.	One	951	926	676	...	...	...	...	Interviews were not held nor was result of the examination declared during the year.
3	Civil Service of Pakistan Probationers (Final Passing Out) Examination and Re-Examination, December, 1955/January, 1956.	One	...	35	34	...	20	...	...	
4	Civil Service of Pakistan Probationers (Final Passing Out) Examination, September, 1956.	One	...	19	19	...	...	...	...	The result of the examination was not declared during the year.
5	Civil Service of Pakistan Probationers (Final Passing Out) Re-Examination, December, 1956.	One	...	15	15	...	...	...	...	The result of the examination was not declared before the close of the year.

1	2	3	4	5	6	7	8	9	10	11
6	Police Service of Pakistan Probationers (Final Passing Out) Examination and Re-Examination, December, 1955.	One	...	5	5	...	4	...	...	
7	Police Service of Pakistan Probationers (Final Passing Out) Re-Examination, July, 1956.	One	...	1	1	...	1	...	...	
8	Police Service of Pakistan Probationers (Final Passing Out) Examination, December, 1956.	One	...	2	2	...	...	...	...	The result of the examination was not declared before the close of the year.
9	Pakistan Foreign Service Probationers (Final Passing Out) Examination and Re-Examination, July/August, 1956.	One	...	7	7	6	6	...	...	
10	Central Engineering Services Examination.	N/A	...	...	...	...	...	...	...	No examination was announced during the year under review for recruitment to the Central Engineering Services.
11	Survey of Pakistan, (Class I and Class II) Service Examination, July, 1954.	One	45	39	23	14	12	7	5 (Class I—2) (Class II—3)	
12	Mercantile Marine Training Examination, 1956.	One	79	60	55	*59	16	12	12 (Engg. Course—7) (Exec. Course—5).	*Interviews were held before the written portion of the Mercantile Marine Training Examination.

APPENDIX V

FEDERAL PUBLIC SERVICE COMMISSION

Statement of Summary of Ministerial Services Examinations and Tests conducted by the Federal Public Service Commission during the year 1956

Name of Examination/Test	No. of Examinations/Tests held	No. of candidates who applied	No. of candidates who were admitted	No. of candidates who actually appeared	No. of candidates who qualified	No. of candidates recommended	No. of vacancies	No. of candidates appointed
1	2	3	4	5	6	7	8	9
Ministerial Services (Assistants/Upper Division Clerks) Examination.	...	...	...	...	...	...	...	...
Ministerial Services (Lower Division Clerks) Examination.	...	...	...	...	...	...	...	...
Ministerial Services (Stenographers) Examination.	...	...	...	...	...	...	...	...
Ministerial Services (Stenotypists) Examination.	...	...	...	...	...	...	...	...
Supplementary Typewriting Test, 1956 held in connection with the Ministerial Services (Lower Division Clerks) Examination, 1955.	1	34	34	34	18	...	...	...
Monthly Typewriting Tests	31	2,253	2,253	1,634	657	...	...	...
Proficiency Tests of Stenographers, Stenotypists and Typists.	19	1,080	1,080	808	174	...	...	...
Proficiency Test of Urdu Typists	2	4	4	4	2	...	...	...

APPENDIX VI

CENTRAL SUPERIOR SERVICES EXAMINATION, 1955

A.—Dates on which interviews were held at various centres

Karachi		Lahore		Dacca		London	
Date	No. of candidates	Date	No. of candidates	Date	No. of candidates	Date	No. of candidates
12-3-1956	8	17-3-1956	11	28-3-1956	10	25-5-1956	5
13-3-1956	11	18-3-1956	10	29-3-1956	10	26-5-1956	4
14-3-1956	11	19-3-1956	11	30-3-1956	10		
		20-3-1956	11	31-3-1956	10		
		21-3-1956	10	1-4-1956	10		
		22-3-1956	12	2-4-1956	10		
	<u>30</u>		<u>65</u>		<u>60</u>		<u>9</u>

B.—Personnel of the Interview Boards

Mr. Zakir Husain, Chairman, F.P.S.C.	Mr. Zakir Husain, Chairman, F.P.S.C.	Mr. Zakir Husain, Chairman, F.P.S.C.	Mr. Zakir Husain, Chairman, F.P.S.C.
Mr. U. Kramet, Member, F.P.S.C.	Mr. U. Kramet, Member, F.P.S.C.	Mr. U. Kramet, Member, F.P.S.C.	H.E. Mr. M. Ikramullah, High Commissioner for Pakistan in U.K.
Wazirzada Sardar Gul Moham- mad Khan, Member, F.P.S.C.	Wazirzada Sardar Gul Moham- mad Khan, Member, F.P.S.C.	Wazirzada Sardar Gul Moham- mad Khan, Member, F.P.S.C.	Mr. A. D. Azhar, Financial Adviser, Pakistan High Comis- sion in U.K.
Mr. A. A. Burney, Joint Secretary, Ministry of Finance.	Mian M. Afzal Husain; Vice- Chancellor, University of the Punjab,	Dr. Moazzam Hussain, Chairman, Public Service Commission, East Pakistan.	

Mr. J. G. Kharras, Joint Secretary, Ministry of F.A. & C.R.	Mr. Nasir Hussain, C.A.D., Ministry of F.A. & C.R.	Dr. W. S. Rahman, C.I.E., D.Sc., Vice-Chancellor, Dacca University.	Mr. A. E. Porter, I.C.S. (Retired).
Sir Gilbert Grace, C.I.E., O.B.E., Inspector General of Police, Karachi.	Mr. Anwar Ali, P.S.P., Inspector General of Police, West Pakistan.	Mr. J. G. Kharras, Joint Secretary, Ministry of F.A. & C.R.	Mr. J. A. Swindale, U.K., Civil Service Commission.
Mr. S. N. Alam, P.S.P., Inspector General, Special Police Estab- lishment.	Mr. G. Burgess, Director, Civil Service Academy, Lahore.	Mr. Ismail, P.S.P., Deputy Ins- pector General of Police, East Pakistan.	Mr. A. G. Butt, Acting Educational Attache, acted as Secretary of the Board.
Mr. Mohd. Zaman Khan, Dy. Director, Military Lands & Cantonments.	Mr. I. U. Khan, Member, Board of Revenue, West Pakistan.	Mr. G. A. Madani, C.S.P., Com- missioner, Dacca Division.	
Mr. A. Hamid, Postmaster General, Southern Circle.	Mr. Fazle Haq, Accountant General, West Pakistan.	Mr. Alim Ali Rizvi, Accountant General, East Pakistan.	
Prof. A. B. A. Halim, Vice-Chan- cellor, University of Karachi.	Mr. Ahmad Hasan, Commissioner, Income Tax, North Zone.	Mr. Jalaluddin Ahmad, Commis- sioner of Income Tax, East Pakistan.	
Sir Eric Franklin, O.B.E., Estab- lishment Officer, Cabinet Secre- tariat.	Mr. S. S. Mahmud, Postmaster General, Northern Circle.		
Mr. M. M. Khatib, Deputy Chief Engineer, Posts & Telegraphs.	Mr. Mohd. Zaman Khan, Dy. Director, Military Lands & Cantonments.	Mr. A. R. Qureshi, Deputy Direc- tor, Military Lands & Can- tonments.	
Sir Thomas Ellis, O.S.D., Cabinet Secretariat (Establishment Divi- sion).		Mr. S. M. A. Gifani, Postmaster General, East Pakistan.	

List of 37 recruitments wherein the Commission were not able to recommend suitable candidates.

S. No.	Name of the Post and Ministry.	S. No.	Name of the Post and Ministry.
1.	Director, Central Skin and Social Hygiene Centre, Chittagong, Ministry of Health.	18.	Four Bengali Reporters in Parliamentary Secretariat, Karachi.
2.	Mechanical Engineer, Pakistan Research Institute, Abbottabad, Ministry of Agriculture.	19.	Medical Officer Incharge, Special Wards, Ministry of Health.
3.	Protozoologist, Malaria Institute of Pakistan, Dacca, Ministry of Health.	20.	Fruit and Vegetable Adviser, Ministry of Agriculture.
4.	Deputy Educational Adviser (Technical), Ministry of Education.	21.	Director of Health Services, Federal Area, Karachi, Ministry of Health.
5.	Junior Lecturer in Physics, Central Government College for Women, Karachi, Ministry of Education.	22.	Junior Masters, Military College, Jhelum, Ministry of Defence.
6.	Professor of Physiology, Dow Medical College, Karachi, Ministry of Health.	23.	Technical Officer (Engineering), Ministry of Commerce.
7.	Assistant Director, Malaria Institute of Pakistan, Karachi, Dacca, Ministry of Health.	24.	Assistant Director of Training, Manpower and Employment, Ministry of Labour.
8.	Assistant Research Officer, Hides and Skins, Pakistan Animal Husbandry Research Institute, Peshawar and Comilla, Ministry of Agriculture.	25.	Radiologist (One for Diagnostic and one for Therapy), Ministry of Health.
9.	Station Director, Microphone Station, Karachi, Chief Commissioner's Secretariat, Karachi.	26.	Superintendent, Central Government Hospitals, Karachi, Ministry of Health.
10.	Sanitary Adviser, Pakistan Public Works Department, Karachi, Ministry of Works.	27.	Mechanical Engineer, Pakistan Forest Research Institute, Peshawar, Ministry of Agriculture.
11.	Appraisers (Machinery Expert) Customs House, Karachi, Ministry of Finance.	28.	Junior Lecturer in Mathematics, Ministry of Education.
12.	Mines Manager, Coal Mineral Makerwal Collieries, Baluchistan, Ministry of Industries.	29.	Junior Lecturer in Sindhi, Ministry of Education.
13.	Lecturer in Civil Engineering, Electrical, Mechanical Engineering School of Military Engineering, Risalpur, Ministry of Defence.	30.	Station Director, Microphone Station, Karachi, Chief Commissioner's Secretariat, Karachi. (Readvertised in the same year).
14.	Reader in Science and Mathematics, School of Military Engineering Risalpur, Ministry of Defence.	31.	Public Health Engineer, Ministry of Health.
15.	Sectional Officer (Composite Wood Products), Ministry of Agriculture.	32.	Engineer-in-Charge, Power House, Karachi Polytechnic, Ministry of Education.
16.	Supervisor, Physical Education, Directorate of Education, Karachi.	33.	Two Assistant Engineers, Power House, Karachi Polytechnic, Ministry of Education.
17.	Leadsman, Chalna Anchorage, Communications and Transport Division.	34.	Librarian, Ministry of Labour.
		35.	Malaria Officer (Science Graduate), Malaria Institute of Pakistan, Ministry of Health.
		36.	Agricultural Engineer, Central Soil Conservation Organisation, Quetta, Ministry of Agriculture.
		37.	Assistant Director Class I, Physical, Regional Testing and Standards Laboratories, Dacca, Ministry of Industries.

APPENDIX VIII

List of ten recruitments wherein the Commission's nominees were not offered the posts within six months of the Commission's recommendations.

S. No.	Name of the Post and Ministry.
1.	Plant Protection Entomologist, Ministry of Agriculture.
2.	Lecturer in Urdu for Malaya University, Ministry of Education.
3.	Examiners of Stores, Central Testing and Standards Laboratories, Ministry of Industries.
4.	Mechanical Engineer, Plant Protection Department, Ministry of Agriculture.
5.	Reader in Forestry, Pakistan Forest Research Institute, Ministry of Agriculture.
6.	Communication Engineer, Aviation Division, Ministry of Defence.
7.	Senior Lecturer in Geography, Government College for Men, Karachi, Ministry of Education.
8.	Junior Lecturer in Urdu, Government College for Men, Karachi, Ministry of Education.
9.	Junior Lecturer in Theology, Government College for Men, Karachi, Ministry of Education.
10.	Junior Lecturer in Sindhi, Government College for Men, Karachi, Ministry of Education.

APPENDIX IX

Name of Place

Name of Office where the Show-Case is put up

WEST PAKISTAN:—

Hyderabad	...	...	University of Sind, Hyderabad.
Karachi	...	...	Federal Public Service Commission, Ingle Road, Karachi.
Lahore	...	...	West Pakistan Public Service Commission, 2, Davis Road, Lahore.
Peshawar	...	...	Civil Secretariat, Peshawar.
Quetta	...	...	Publicity Office, Quetta.
Rawalpindi	...	...	Inter-Services Public Relations Directorate, General Headquarters, South Road, Rawalpindi.

EAST PAKISTAN:—

Chittagong	...	...	District Magistrate's Office, Chittagong.
Dacca	...	...	Federal Public Service Commission, Dacca Branch, Commissioner's Office Compound, Ramna, Dacca.
Rajshahi	...	...	Rajshahi University, Rajshahi.

APPENDIX X

(i) The Cabinet Secretariat (Establishment Division) furnished a Nil return for February, March, April and June, 1956, on 30th July, 1956, after they were reminded to submit the returns. The return for November, 1956, was not received till the year under report ended.

(ii) The Ministry of Education furnished a consolidated return for February, March and April, 1956 on 25th June, 1956; for May, 1956 on 14th July, 1956; for July, 1956 on 12th September, 1956 and for September, 1956 on 10th November, 1956. The return for January to June, 1956, in respect of the Teachers Training College, Karachi, was sent on 10th October, 1956.

(iii) The Chief Commissioner's Secretariat, Karachi furnished the return for March on 2nd July, 1956; a consolidated return for April, May and June, 1956 on 20th August, 1956 and again a consolidated return for July, August, and September, 1956 on 27th October, 1956. The return for November, 1956 was not received till the close of the year.

(iv) The Ministry of Works furnished the return for February, 1956 on 15th May, 1956 and a consolidated return for March and April, 1956 on 18th July, 1956. The returns for May and July to November, 1956 were not received till the close of the year.

(v) The Ministry of Finance (Revenue Division) furnished the return for April, 1956 on 23rd June, 1956; for June, 1956 on 25th August, 1956 and for August, 1956 on 13th December, 1956. The returns for July, September, October and November, 1956 were not received till the close of the year.

(vi) The Ministry of the Interior furnished a consolidated return for February and March, 1956 on 3rd May, 1956, and for August, September and October, 1956 on 20th November, 1956.

(vii) The Ministry of Rehabilitation furnished the return for February and March, 1956, on 7th May, 1956. Returns for August, September, October and November, 1956 were not received till the close of the year.

(viii) The Ministry of Communications (Railway Division) furnished a consolidated return for the period from January to June, 1956, in respect of the main secretariat of the Division on 29th June, 1956. Only one appointment was reported therein. The appointment was, however, not made during the period to which the Return related. It was actually made on 17th August, 1955.

(ix) The Ministry of Finance furnished the return for July, 1956 on 21st September, 1956 and for August, 1956 on 23rd October, 1956.

(x) The Ministry of Information and Broadcasting furnished the return for January, 1956 on 26th March, 1956; for June, 1956 on 3rd September, 1956; for August, 1956 on 20th October, 1956, and for September, 1956 on 7th December, 1956. The returns for October and November, 1956 were not received till the close of the year.

(xi) The Ministry of Health furnished their first return of the year on 31st July, 1956, which related to the month of June, 1956. The return for March, 1956 followed on 31st July, 1956. A consolidated return for January, February, April and May, 1956 was sent on 20th August, 1956.

(xii) The Ministry of Kashmir Affairs furnished the returns for January to August, 1956, on 4th September, 1956 after the Commission reminded them to do so.

(xiii) The Ministry of Industries generally sent their returns after the expiry of due dates and never sent a return in a co-ordinated form for any month during the year under report. The following returns were outstanding at the close of the year under report :—

Ministry of Industries (Main Secretariat) January to November, 1956.

Department of Explosives ... January, September, October and November, 1956.

Department of Printing and Stationery... January, September, October and November 1956.

Department of Supply and Development January, March, April, July and November 1956.

Patents Office January, March, April and November, 1956.

Central Testing and Standards Laboratories January, March, April and November, 1956.

Department of Weights and Measures Do.

Department of Scientific and Industrial Research Do.

Department of Mineral Concessions ... February and November, 1956.

Coal Commissioner's Offices ... November, 1956.

Geological Survey of Pakistan ... January, February, July and November, 1956.

Central Engineering Authority ... January, February, September, October and November, 1956.

Textile Commissioner's Office... January, February, September, October and November, 1956.

Price Control Organization ... January—November, 1956.

Factories and Boilers Inspectorate ... January to June, August, October and November, 1956.

APPENDIX XI

(i) Appointment to the post of Assistant Director, Socio-Economics, Central Fisheries Department, Ministry of Agriculture, made on 17th October, 1954.

(ii) Promotion to the post of Assistant Secretary, Cabinet Secretariat Establishment Division) made on 9th November, 1955.

*(iii) The appointment (re-employment) to the post of Superintendent, Jinnah Central Hospital, Karachi, made on 15th August, 1954.

(iv) The Promotion against the post of Medical Officer, Central Government Dispensaries, Karachi, made on October, 1953.

(v) Appointment to the post of Station Director, Microphone Station, Karachi, under the Chief Commissioner, Karachi, made in February, 1953.

(vi) Appointment to the post of Pakistan Irrigation Commissioner under the Ministry of Industries made on 31st January, 1955.

S. No.	Description	No. of cases pending on 1-1-56	No. of cases received from 1-1-56 to 31-12-56	No. of cases on which advice was tendered	No. of pending cases on 31-12-56	No. of cases on which Govt. have taken decision	No. of cases on which Commission's advice was accepted	No. of cases on which Commission's advice was not accepted	Remarks
1	Recruitment Rules ...	5	17	10	7	2	8	2	...
2	Promotions, including promotions and confirmations of the Provincial Services' officers against Listed Posts in the cadres of the Civil Service and the Police Service of Pakistan.	20	73	33	39	31	2	31	1 case was withdrawn by Government.
3	Appointments made without advertisement.	20	81	57	24	46	11	45	1
4	Seniority ...	1	2	1	1	1	...	1	...
5	Disciplinary cases including cases of appeals.	4	14	8	6	3	5	3	...
6	Re-imbursement of legal expenses.	4	4	3	1	2	1	2	...
7	Gratuity, Injury and extraordinary pensions.	...	3	3	...	2	1	2	...
8	Ex-cadre posts	2	2	1	1	1	...	1	...
9	Appointment of Clerks from subordinate offices.	1	...	...	...	...	...	...	...

APPENDIX XIII

(i) The post of Superintendent, Jinnah Central Hospital, Karachi, was first advertised by the Commission in 1950. The Commission's nominee, however, did not accept the offer sent by the Ministry. The post was advertised a second time in 1953. This time none of the candidates was found suitable. The Ministry of Health then asked the Commission to agree to the appointment of a retired Pakistan Army Officer, who was re-employed in the post in question on 15th August, 1954, for a period of two years. The Commission, however, advised that the post should be re-advertised and the incumbent of it should also take his chance alongwith other candidates. The post was re-advertised in 1954 but the officer, in question, did not apply to the Commission for consideration of his candidature. The Commission could not, of course, recommend a suitable candidate on the basis of their re-advertisement and advised yet another advertisement of the post after improving the terms and conditions attached to it. The Commission were informed on 4th April, 1956, that his services were being terminated on 14th April, 1956 and that the Commission may approve of his appointment after retirement from the Army, i.e., for the period from 15th August, 1954 to 14th April, 1956. The Ministry were asked to apprise the Commission as to why the officer in question, was allowed to continue in the post when he did not submit his application in response to the advertisement issued by the Commission and what action was being taken to re-advertise the post. The Ministry replied that the Commission were not in a position to recommend the name of a suitable candidate for appointment to the post and in such circumstances, Government should be free to make their own arrangements. The Commission appreciated the idea but pointed out that in such a case it was but obligatory under the rules, to refer the case to them for their approval in case the appointment was likely to last for more than a year. The post was re-advertized during the year under report.

(ii) An officer was appointed as Assistant Information Officer in the Press Information Department, Ministry of Information and Broadcasting, on 11th April, 1951, subject to replacement by a nominee of the Commission. The appointment was approved by the Commission till such time as their nominee became available. Some more similar appointments were approved by the Commission in November, 1950. The requisition for advertisement of all these posts was not sent to the Commission until December, 1956. The Ministry kept silent for about 4½ years. Even an interim reply was not sent to half a dozen reminders issued from the Commission's Office, four reminders out of which were demi-official letters addressed to the Assistant and Deputy Secretaries in the Ministry of Information and Broadcasting.

(iii) An appointment was made against the post of Station Director, Microphone Station, Karachi, under the Chief Commissioner, Karachi, in February, 1953, without consultation with the Commission. The post was subsequently advertized through the Commission in February, 1956. The officer appointed irregularly by the Chief Commissioner in February, 1953, also applied for consideration of his candidature for the post. The Commission came to know from the record of employment entered in his application that the post was already irregularly filled up since February, 1953. The Commission asked for an explanation of the reasons for which the case was not referred to them for an

appointment when it exceeded the limit of one year as required under the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, 1953. The Chief Commissioner, Karachi, attributed the omission to inadvertence. The Commission did not however, consider inadvertence as an adequate reason for condoning an irregular appointment.

(iv) A proposal for confirmation of Provincial Civil Service Officers in the Listed Posts of District and Sessions Judges in the (former) Sind was sent to the Commission on 9th November, 1955, and was still pending with them at the close of the year under report, because Character Rolls of the officers concerned could not be made available to the Commission by the West Pakistan Government in spite of four cards and six letter reminders from the Commission's office.

(v) A retired officer was re-employed by the Ministry of Kashmir Affairs against a post of Officer on Special Duty on 23rd October, 1954. The case was referred to the Commission for approval of the appointment on 9th November, 1955. The Ministry did not forward the Character Roll and the particulars of the officer and those of the post on the prescribed proforma and were requested to do so on 13th December, 1955. The Ministry informed the Commission on 11th January, 1956, that it was proposed to declare the post in question as a 'tenure' post, that the question had been taken up with the Cabinet Secretariat (Establishment Division); and, therefore, no action on the part of the Commission was needed. The Commission informed the Ministry on 15th February, 1956, that the re-employment of the officer, in question, amounted to direct recruitment for the purposes of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, 1953, and the Commission's approval was necessary irrespective of whether the post was declared as a 'tenure' post or not. It was after several reminders that the Ministry informed the Commission on 7th August, 1956, that the officer had resigned his re-employment on 23rd June, 1956 and that the approval of the Commission was not then considered necessary. The Commission pointed out to the Ministry that the continuance of the officer beyond one year without consultation with them, remained irregular. The Ministry subsequently asked for ex post facto approval which the Commission did not grant.

(vi) The Commission approved of an appointment against a temporary post of Research Officer in the Constituent Assembly of Pakistan, up to 22nd February, 1954. On an enquiry made from that Secretariat on 30th June, 1956, it was revealed that the officer was allowed to continue in the post up to 26th January, 1955, i.e., without the Commission's approval for the period from 23rd February, 1954 to 26th January, 1955.

(vii) As already stated in para. 89 (vi) of the Commission's Annual Report, 1955, an appointment was made on 23rd July, 1953, against a post of Sub-Divisional Officer in the Custodian of Evacuee Property Organisation, North Western Frontier Province, under the Ministry of Refugees and Rehabilitation. The Commission came to know of the appointment through the *Gazette of Pakistan* and asked for the particulars of the post and the person appointed, in the prescribed proforma, on 17th February, 1954. The particulars were not supplied to the Commission. The Ministry, however, promised on 11th May, 1954, that if the appointment exceeded the limit of one year, it would be referred to the Commission for approval.

by the Ministry, applied to the Commission in response to an advertisement issued by them and was recommended for the post on 22nd February, 1956. The Commission feel that if the officer had not taken his chance along with others at the open competition and not recommended by the Commission for appointment, a reference for approval of his appointment, would, perhaps, have never come although it was promised by the Ministry on 11th May, 1954.

(viii) An officer was appointed as Assistant Director, Movement and Quartering (Refugees) Class II with effect from 20th August, 1949 under the Ministry of Refugees and Rehabilitation. The Commission on 5th March, 1951 had agreed to his continued appointment as such for another year. While the question of grant of the above extension was still under consideration with the Commission, the officer in question, was promoted to a Class I post of Deputy Refugee Commissioner without the approval of the Commission. On 17th April, 1951, he was appointed as Refugee Commissioner, Class I. This post was advertised by the Commission on 22nd April, 1952. The officer in question, also applied for it. The departmental representative at the interviews informed the Commission that the future of the post was uncertain and that it might not last even for 6 months. In view of the very temporary nature of the post, the Commission suggested that the officer in question who was already working as Refugee Commissioner might continue in the post. This was duly brought to the notice of the Ministry of Refugees and Rehabilitation.

On 14th November, 1952, the officer in question, was appointed as Rent Controller, Karachi (Class I) under the administrative control of the Chief Commissioner, Karachi. His case was not referred to the Commission. When the Commission asked for a reference being made to them, the Chief Commissioner's Secretariat replied that the officer in question, had already been approved, by the Commission as Refugee Commissioner, Class I. The Commission explained that their approval to the appointment of the officer in question, as Refugee Commissioner, was for a definite period of less than 6 months. The Chief Commissioner's Secretariat then stated that the post of Rent Controller was a Class I post and appointment to it rested with the Ministry of the Interior to whom further correspondence might be referred. The Ministry of the Interior were then addressed in the matter. They referred the case to the Commission on 29th June, 1955, i.e., after more than 2½ years of the officer's appointment as Rent Controller. The Commission did not agree to regularise the appointment and advised that the post of Rent Controller should be advertised through them. On 19th May, 1956 the case was sent again to the Commission for re-consideration. The Ministry were informed on 22nd September, 1956 that it was not possible to revise the advice already tendered. They were also requested to expedite the requisition for advertisement of the post. No requisition was, however, received till the close of the year under report.

(ix) An officer was appointed as Assistant Director of Movement and Quartering (Refugees) under the Ministry of Refugees and Rehabilitation on 1st April, 1949. In September, 1950, the Ministry sought the approval of the Commission to the appointment of the officer in question, along with four other persons. While the case was still under the consideration of the Commission, they were informed that the officer in question, had since been appointed as Private Secretary to the Honourable Minister of the Interior with effect from 11th November, 1950. The Commission on 5th March, 1951, agreed to

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approval to the officer's appointment as Assistant Director of Movement and Quartering (Refugees) for the period from 1st April, 1949 to 10th November, 1950. His appointment as Private Secretary to the Honourable Minister of the Interior did not require consultation with the Commission.

On 21st August, 1951, the officer in question, was appointed as Secretary to the Administrator and thereafter as Secretary to the Chief Commissioner, Karachi. He was appointed as Private Secretary to the Chief Commissioner on 29th October, 1953. The Chief Commissioner's Secretariat requested the Commission in November, 1954, to regularise his appointment as Private Secretary to the Chief Commissioner with effect from 29th October, 1953. The Commission, however, advised advertisement of the post. The Commission were again requested to accord their approval and were also informed that the officer in question, had been confirmed as Private Secretary to the Chief Commissioner with effect from 25th September, 1954. It will thus be seen that the officer had been confirmed in his appointment even before a reference was made to the Commission.

It was found out later that the post of Private Secretary to the Chief Commissioner was a Class I post in the Civil Service of Pakistan cadre, but the Chief Commissioner's Secretariat all along treated it as a Class II post. The Commission, therefore, advised that the post should be filled according to the rules of the Service.

The Chief Commissioner's Secretariat then requested the Commission on 31st March, 1955 to accord *ex post facto* approval to the officer's appointment as Secretary to the Administrator and subsequently as Secretary to the Chief Commissioner from 1st August, 1950 to 28th October, 1953 which the Commission did not grant. The case was referred to the Commission for reconsideration who stuck to their earlier advice. The Commission further advised that the post then held by the officer (i.e., Private Secretary to the Chief Commissioner, Karachi) should be filled according to rules. The Chief Commissioner's Secretariat were also requested to forward a requisition for the advertisement of the post in case it was required to be filled by direct recruitment. The Chief Commissioner's Secretariat forwarded a requisition on 10th December, 1955, but the post of Private Secretary to the Chief Commissioner was shown as a Class II post. It was pointed out to the Chief Commissioner's Secretariat that the classification of the post did not appear to be correct. They were also told that from the information available in the Commission's office the post was a C.S.P. cadre post, in which case the Commission doubted if it could be filled on the basis of an open advertisement. Nevertheless, the Chief Commissioner's Secretariat were informed that if it was decided by Government to advertise the post of Private Secretary to the Chief Commissioner (a C.S.P. cadre post), the requisition for advertisement might be forwarded through the Ministry of the Interior and the Cabinet Secretariat (Establishment Division). Although a period of more than 1½ years has since elapsed, nothing further has been heard from the Chief Commissioner's Secretariat in this regard.

From the facts stated above it will be observed that the Chief Commissioner's Secretariat have not cared at all to observe any rules and regulations. The Chief Commissioner is competent to make only class II appointments but this power has been misused by making appointments to a post which

(x) A substantive Assistant Aerodrome Officer and officiating Aerodrome Officer in the Department of Civil Aviation, was appointed as Private Secretary to the Chief Commissioner on 29th May, 1953. The post of Private Secretary to the Chief Commissioner, Karachi, as stated above, is a class I post in the C.S.P. cadre, but it was shown as class II in the monthly return sent on 28th August, 1953. As the Chief Commissioner, Karachi, is not competent to make appointments to class I posts, the appointment of the officer in question, was not regular. He was subsequently transferred to the post of Assistant Secretary to the Chief Commissioner, class II, with effect from 19th October, 1953 and was continuing as such till the close of the year under review.

On an enquiry, the Chief Commissioner's Secretariat informed the Commission that the officer in question, was appointed as Assistant Secretary under Regulation 3 (b) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, 1953. Under Regulation 3 (b) it is not necessary to consult the Commission in regard to the selection for appointment to a Central Service, Class II, of any officer by transfer from another Central Service, Class II or by promotion from a Central Service, Class III. The Commission, however, felt that this appointment was rather against the spirit of that Regulation. If an Engineer or a Medical Officer (holding Class II post) is appointed as Assistant Secretary (Class II) or *vice versa*, it cannot be said to be rightly covered by this Regulation. Similarly, the appointment of the officer in question, on the post of Assistant Secretary to the Chief Commissioner, Karachi, was not regular. Moreover, no proper Recruitment Rules for the post of Assistant Secretary to the Chief Commissioner have so far been framed. In the absence of any properly framed Recruitment Rules, the desirable method of recruitment was open advertisement through the Commission, which was advised in this case. The case was, however, referred to the Commission again and again for reconsideration and the post was not advertised through the Commission until the end of the year under report.

(xi) The Ministry of Industries appointed without consultation with the Commission, an officer as Commercial Assistant (Gazetted Class II) in the office of the Special Officer (Paper), Department of Supply and Development on 15th August, 1950. He was transferred to the Pakistan Industrial Development Corporation, as Assistant Purchase Officer with effect from 1st February, 1952 and re-transferred to the Department of Supply and Development with effect from 31st January, 1955. On his re-transfer he was posted as Assistant Director in the Supply and Stores Department, U.K. in July, 1956. The Ministry of Industries approached the Commission for approval of the officer's appointment as Assistant Director, Class I (non-technical) in the Department of Supply and Development saying that it was the considered view of the Ministry that an officer of his experience should appropriately hold a Class I post.

The Commission observed that the appointment of the officer in Class II was not referred to them for approval although it had exceeded the period of one year. The appointment had also not been reported in the appropriate Monthly Return. The Ministry were, therefore, asked to give reasons for these omissions. It was also advised on 7th September, 1956 that the post of Assistant Director, Class II, which the officer was holding as well as that of Assistant Director, Class I against which it was desired to appoint him should be advertised through the

Commission. There was no response from the Ministry till the close of the year.

(xii) A post of Associate Physician, Tuberculosis, was advertised by the Commission in 1953 and a suitable candidate was recommended by the Commission in the same year. After many reminders by the Commission during the last 2½ years, a reply was received from the Ministry of Health that the post was not offered to the Commission's nominee as it was held substantively by another candidate and the post was wrongly advertised through the Commission. The Commission desire that a directive should be issued to the Ministries/Divisions to examine their cases thoroughly before making a reference to the Commission for advertisements.

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PAR

NINTH REPORT

OF THE

FEDERAL PUBLIC SERVICE COMMISSION

FOR THE PERIOD

1st January to 31st December, 1957.

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6

INTRODUCTION

The Annual Report of the Federal Public Service Commission for the year 1957 presented to the President in accordance with Article 190 of the late Constitution of Pakistan.

PERSONNEL

2. The Commission remained for the major part of the year under review, constituted of Mr. Zakir Hussain, Chairman, and Mr. U. Kramet and Wazirzada Sardar Gul Muhammad Khan, Members.

3. Wazirzada Sardar Gul Muhammad Khan, Member, who was on sick leave continuously from 31st August, 1956, passed away on 21st April, 1957. His meritorious services on the Commission and affectionate consideration for the officers and staff will long be remembered and cherished by the Commission's office.

4. Mr. S. F. Meerza, C.S.P. (retired), was appointed as an additional Member of the Commission on 24th April, 1957, for a period of five years.

5. Mr. Zakir Hussain and Mr. U. Kramet, completed their respective terms of office on 19th and 24th October, 1957.

6. The following were appointed as Chairman and Members of the Commission in addition to Mr. S. F. Meerza and assumed charge on the dates shown below against their names :—

Names	Date of taking over charge
1. Mr. Mian Aminuddin—Chairman	21-10-1957.
2. Mr. S. M. Hasan—Member	25-10-1957.
3. Mr. Mohd. Ibrahim Khan—Member	26-10-1957.
4. Dr. S. M. Hossain—Member	26-10-1957.

The strength of the Commission was thus raised to five Members as against three since the attainment of Independence. This was necessary in view of the importance and the heavy amount of work which the Commission has to cope with.

7. Mr. Zakir Hussain, Chairman, proceeded to West Germany on 23rd April, 1957 for a month's study tour at the invitation of that country's Government. He also visited London in order to interview some candidates for the posts of Master Pilot and River Surveyor under the Ministry of Communications, for which suitable candidates could not be found in Pakistan. However, his stay abroad had to be extended up to 1st June, 1957, on account of these interviews.

8. Mr. U. Kramet, Member, visited London for about 2 weeks from 31st March to 17th April, 1957, to interview candidates for the Central Superior Services Examination. He also visited the Civil Service Commission, United Kingdom, for about a week to see for himself the working of that Commission and held discussions with Professor Andre Bertrand in e'Ecole National d'administration, Paris.

STAFF OF THE COMMISSION

9. Mr. S. F. Meerza, C.S.P. (retired) continued as Secretary to the Commission up to 23rd April, 1957, i.e., until his appointment as additional Member of the Commission.

10. The proposal of the Commission that should be equivalent to that of a Joint Secretary to Government was not accepted by the Government till the close of the year 1957. A new Secretary could not, therefore, be appointed during the year under report.

11. Mr. Sardar Ahmed continued as Deputy Secretary of the Commission. In addition to his own duties he took over the charge of current duties of Secretary on the appointment of Mr. S. F. Meerza as additional Member.

12. Mr. Anwarul Hasan and Agha Iftikhar Hosain continued as Assistant Secretaries of the Commission.

13. Mr. G. H. Kazmi, who was officiating as Assistant Secretary in a leave vacancy up to 24th January, 1957, was allowed to continue as Assistant Secretary until 28th February, 1957, under Regulation 17 of the Federal Public Service Commission (Conditions of Service) Regulations. Under this Regulation, the Commission are empowered to employ temporary staff, provided that the total expenditure on this account does not exceed Rs. 2,000 in any one year.

Mr. Kazmi was allowed to continue as Assistant Secretary in a newly created post from 1st March, 1957, and continued as such up to the end of the year under report.

14. Mr. Rafi-uz-Zaman Khan, Psychologist, proceeded on leave from 3rd June, 1957, but did not resume duty.

15. Appendices I & II give full details of the staff as it stood on 1st January, 1957 and the staff that was sanctioned from 1st January, 1957 to 31st December, 1957.

16. As already pointed out in the previous reports, the Commission's office remained understaffed and their request for additional staff was only partially acceded to by the Government.

17. The Commission with a view to maintaining the high standard of efficiency in their office, have been pressing for the grant of Secretariat status and scales of pay to their office and staff for quite a number of years now as may be observed from their previous reports. They regret to note again that no decision was taken in the matter even during 1957.

OFFICE ACCOMMODATION

18. The Commission has been using the Hindu Gymkhana Building as its office ever since the creation of Pakistan. This building is not only shabby and old but is absolutely insufficient for accommodating the Members of the Commission and their staff. The problem of shortage of accommodation has been aggravated by the increase in the number of Members of the Commission and their staff. The Commission made several efforts to get some suitable accommodation elsewhere on rent but without any success. Eventually, the Commission was constrained to ask for the construction of an additional block within the premises of the same Gymkhana. The plans, estimates, etc., in that connection were forwarded before the close of the year to the Government for grant and sanction of the necessary funds. The Commission is a statutory and independent body under the Constitution and is entrusted with important functions to perform. It requested the Government to provide the Commission with sufficient and suitable accommodation to enable it to discharge its important duties efficiently and conveniently, but its request has not succeeded so far.

						Rs.	A.	P.
Revenue Receipts	...	...	...	...	...	56,625	10	0
Expenditure :—								
(i) Pay of Officers	...	...	...	...	...	1,61,800	0	0
(ii) Pay of Establishment	...	...	...	...	...	2,18,000	0	0
(iii) Allowances and Honoraria	...	...	...	...	...	1,23,000	0	0
(iv) Other charges	...	...	...	...	...	1,04,200	0	0
Charges in England	...	...	...	...	...	5,000	0	0
Total	...	...	...	...	...	6,12,000	0	0

RECEIPTS AND ISSUES

20. 50,356 letters/telegrams were received and 29,005 issued during the year under review.

FUNCTIONS OF THE COMMISSION

21. The functions of the Commission continued to be the same as laid down in Article 188 of the late Constitution of Pakistan.

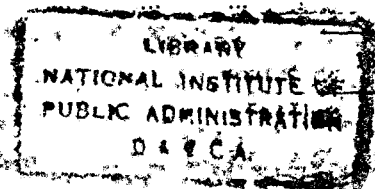
EXAMINATIONS AND TESTS, ETC.

22. A summary of the Examinations and tests held by the Commission during the year 1957 may be seen at Appendix III.

CENTRAL SUPERIOR SERVICES EXAMINATION

23. The results of the written portion of the Central Superior Services Examination held in November/December, 1956, were announced on 8th February, 1957. Of the 676 candidates who appeared at the examination, 191 candidates qualified in the written examination. The qualifying mark in the written examination was fixed at 473, i.e., 43% of a maximum of 1,100, as in the previous year. The candidates who qualify in the written examination are called for Viva Voce tests. One of the qualified candidates absented himself from the Viva Voce test and the candidature of 2 others was cancelled before the tests were held on account of their misbehaviour. Ultimately 188 candidates appeared at the Viva Voce tests held at the various centres as per details given below :—

Karachi	...	...	...	...	...	32
Dacca	...	...	...	...	...	68
Lahore	...	...	...	...	...	81
London	...	...	...	...	...	7



psychological and *Viva Voce* tests were held at the 3 centres in 1957 and at London in the U. K. on the dates shown below —

	<i>Psychological Tests</i>				<i>Viva Voce Tests</i>	
					From	To
Karachi	14-1-1957	...	...		11-3-1957	13-3-1957.
Lahore	19-1-1957	...	...		21-2-1957	28-2-1957.
Dacca	28-1-1957	...	...		15-3-1957	20-3-1957.
London	16-3-1957	...	...		4-4-1957	...

The psychological tests were held at different centres by the following teams of Psychologists :—

Karachi	...	...	(1) Mr. R. Z. Khan, The Commission's Psychologist. *(2) Mr. K. A. G. Murray, and (3) F/Lt. S. D. Khan.
Lahore	...	...	(1) Mr. R. Z. Khan, The Commission's Psychologist. *(2) Mr. K. A. G. Murray, and (3) Dr. Randolph C. Sailer, Head of the Department of Psychology, Forman Christian College, Lahore.
Dacca	...	...	(1) Mr. R. Z. Khan, The Commission's Psychologist. *(2) Mr. K. A. G. Murray, and (3) Dr. Randolph C. Sailer, Head of the Department of Psychology, Forman Christian College, Lahore.
London	...	...	(1) Mr. K. A. G. Murray

24. The *Viva Voce* tests at London were, as in the past, presided over by a Member of the Commission; this time by Mr. U. Kramet.

25. Finally, 102 candidates qualified for appointment against 73 vacancies in various services which included all the 7 candidates who appeared at the London centre. The final results were communicated to Government on 29th June, 1957. The number of vacancies in each service was as follows :—

(i) Civil Service of Pakistan	...	...	...	...	20
(ii) Pakistan Foreign Service	...	...	...	...	4
(iii) Police Service of Pakistan	...	...	...	...	8
(iv) Pakistan Audit and Accounts Service	...	...	...	...	11
(v) Pakistan Railway Accounts Service	...	...	...	...	1
(vi) Pakistan Military Accounts Service	...	...	...	...	1
(vii) Pakistan Customs Service	...	...	...	...	4
(viii) Pakistan Income Tax Officers Service	...	...	...	...	18
(ix) Transportation (Traffic) and Commercial Departments of Pakistan Railways.	...	...	...	...	3
(x) Pakistan Military Lands and Cantonment Service	...	...	...	...	1
(xi) Pakistan Postal Superintendent Service, Class II.	...	...	...	...	2

*Mr. K. A. G. Murray who was the Principal Psychologist at the Civil Service Commission, U.K. happened to be on a visit to the Federal Public Service Commission during this period for about 2 months under the Colombo Plan (c.f. Para. 23 of the last Report).

Central Superior Services Examination, December, 1954 and the Central Superior Services Examination, 1955, the Commission, at the time of communicating the final results to Government, recommended the names of as many qualified candidates as there were vacancies in each service. As previously, these recommendations were made keeping in view :—

- (i) the suitability of individual candidates for each of the services ;
- (ii) the order of preference expressed by the candidates ;
- (iii) the Recruitment Policy of the Government of Pakistan.

Due consideration was also given to the Psychologists' reports and the views expressed by the departmental representatives of the Ministries/Divisions, administratively concerned with each service, who were associated with the Commission on the Viva Voce Board. A list of the candidates, finally allocated to the various services by Government, was not received till the close of the year.

27. Appendix IV gives the information regarding the dates of interview, the number of candidates interviewed on each date and the constitution of the Interview Boards at different centres in connection with the Central Superior Services Examination, 1956.

28. As mentioned in paragraph 24 of the previous report, it was decided to split the combined Central Superior Services Examination into 3 examinations, viz :—

- (i) Civil and Foreign Services Examination ;
- (ii) Police Service of Pakistan Examination ; and
- (iii) Finance and other Services Examination.

According to the programme chalked out at an inter-departmental meeting held in the room of the Establishment Secretary to the Government of Pakistan in June, 1957, the 3 examinations were to be conducted according to the following programme :—

- (i) Civil and Foreign Services Examination—Middle of November,
- (ii) Finance and other Services Examination—Middle of January,
- (iii) Police Service of Pakistan Examination—Middle of March;

Inordinate delay, which was perhaps unavoidable, occurred in the finalization of the programme of these examinations and consequently not much time was left for revising the scheme and syllabus of each examination. Consequently, it was decided that the first of each of the three examinations should be held with the same subjects and syllabus as were prescribed for the former combined examination. However, with the trifurcation of the Central Superior Services Examination, it was resolved to raise the upper age limit for all the 3 examinations from 24 to 25 years. This arrangement was incorporated in the rules for the first Civil and Foreign Services Examination, which were published on 6th September, 1957.

29. The last date for receipt of applications for the Civil and Foreign Services Examination, 1957, was fixed as 14th October, 1957, in the case of candidates in Pakistan and 28th October, 1957, in the case of those from outside Pakistan. 806 candidates applied and 630 appeared at the examination. The rest were either rejected by the Commission or absented

appeared at each centre was as follows —

Karachi	...	...	...	...	...	...	...	118
Lahore	...	...	...	...	...	...	...	253
Dacca	...	...	...	...	...	...	...	246
London	...	...	...	...	...	...	...	13

The examination commenced on 23rd December, 1957, and concluded on 16th January, 1958.

Only 3 candidates had applied for admission to the examination at Washington Centre. Since the number was too small to justify a centre being opened at Washington, the candidates were informed that they could take the examination either at London or at one of the centres in Pakistan. One candidate appeared for the examination at London. The remaining two withdrew their candidature.

30. The drafting of the rules relating to the Police Service of Pakistan and the Finance and other Services Examinations (scheduled to be held in 1958) was also taken in hand during the year. The rules for these examinations could not, however, be finalised till the close of the year. The main changes which the Ministries, etc., desired to be made in the rules, were held in abeyance till the next examinations to be held in 1959.

CENTRAL ENGINEERING SERVICES EXAMINATION

31. As stated in paragraph 26 of the last year's report, draft rules, etc., for the fifth Central Engineering Services Examination, which had undergone substantial changes, were sent to the Cabinet Secretariat (Establishment Division), Government of Pakistan, on 21st December, 1956, for approval. The Establishment Division returned the drafts of the rules, etc., together with their comments, on 28th October, 1957. As suggested by the Establishment Division, the scheme of the examination and syllabi for various subjects were revised by a Committee of Engineers. In the revised scheme of the Examination, compulsory subjects for certain groups of services were repeated in the list of optional subjects. The Commission did not agree that candidates should be allowed to offer such an optional subject as was also prescribed as a compulsory subject. The Establishment Division were of the view that such a restriction was not necessary. The matter had to be referred back to the Establishment Division a number of times. The Examination could not be announced as the question remained unresolved till the close of the year.

SURVEY OF PAKISTAN (CLASS I & II) SERVICES EXAMINATION

32. Draft rules, etc., for the second Survey of Pakistan (Class I & II) Service Examination were prepared by the Commission and sent to the Ministry of Agriculture on 2nd July, 1957, for approval. These drafts together with the Ministry's comments were received back on 19th August, 1957. The Ministry of Agriculture desired that no reference to the present Recruitment Policy of the Government of Pakistan should be made in the rules. The Commission referred the question back to the Ministry on 27th August, 1957, stating that the Notice relating to the examination could not be published without a reference to the Recruitment Policy. In order to expedite a decision in the matter, the Commission endorsed a copy of their letter to the Establishment Division. The

not be announced during the year under review, because the Ministry of Agriculture had not agreed to the inclusion of the Recruitment Policy in the Rules and the matter remained undetermined till the end of the year.

MERCANTILE MARINE TRAINING EXAMINATION

33. No requisition to hold this examination was received from Government and none was, therefore, announced during the year under report.

CIVIL SERVICE OF PAKISTAN PROBATIONERS (FINAL PASSING OUT) EXAMINATION AND RE-EXAMINATION.

34. The result of the Civil Service of Pakistan (Final Passing Out) Examination held during September, 1956, of 19 probationers appointed on the result of the Central Superior Services Examination, December, 1954, was communicated to Government on 28th January, 1957. It is disconcerting to note, that of those 19 probationers only 10 qualified.

Along with the Final Passing Out Examination, the Commission held the test in "Compulsory Reading" for two probationers belonging to the above batch on behalf of the Civil Service Academy. Both the probationers took the test and qualified therein.

35. The result of the Civil Service of Pakistan Probationers Re-examination held in December, 1956, was conveyed to Government on 18th April, 1957. Of the 13 probationers of the January, 1954-batch including the one who had absented himself from the Final Passing Out Examination held in December, 1955, and was examined in all subjects and one probationer each of the 1951 and the 1953 batches, who took the re-examination, 12 qualified.

36. The Final Passing Out Examination of the 24 Civil Service of Pakistan Probationers (i.e., 20 probationers of 1955-batch, one probationer of December, 1954-batch and three probationers of January, 1954-batch) was held at Dacca from 23rd to 29th September, 1957 and at Lahore on 29th September, 1957. All of them appeared at the examination except one probationer of January, 1954-batch. Simultaneously with the Final Passing Out Examination, the Commission also held tests in "Current Affairs" for two Probationers at Dacca on behalf of the Civil Service Academy, on 30th September, 1957. The result of the examination was not declared before the close of the year.

37. The re-examination of the 10 Civil Service of Pakistan Probationers who had failed previously (i.e., 9 probationers of 1955-batch and one probationer of January, 1954-batch) was held at Lahore and Dacca on 30th and 31st December, 1957. The result of the re-examination was not communicated to Government till the close of the year.

PAKISTAN FOREIGN SERVICE PROBATIONERS (FINAL PASSING OUT) EXAMINATION AND RE-EXAMINATION.

38. The scheme and syllabus of the Pakistan Foreign Service Probationers (Final Passing Out) Examination, was compiled and forwarded by the Ministry of Foreign Affairs and Commonwealth Relations, Government of Pakistan, for approval of the Commission, during the year under review. The Commission suggested some modifications in the syllabus, which were accepted by the Ministry. The Final Passing Out Examination of six Pakistan Foreign Service Probationers of 1955-batch

mission. The Viva Voce test was held on 13th July, 1957, and the written examination from the 15th to 23rd July, 1957, at Karachi. In addition, re-examination in Public International Law for one Probationer of the 1954-batch was held at his place of posting, viz., London (United Kingdom), simultaneously with the main batch at Karachi. Thus, seven probationers in all were admitted to the examination. The result of the examination was communicated to Government on 26th October, 1957. The qualifying marks for the examination were 40% in the aggregate of the written examination. According to this standard, only one probationer of 1955-batch failed to qualify at the examination.

PAKISTAN FOREIGN SERVICE PROBATIONERS INTERPRETERSHIP EXAMINATION IN FRENCH.

39. The Pakistan Foreign Service Probationers are also subjected to an Interpretership Examination in French. Formerly this examination was conducted by the Ministry of Defence. However, in 1957, the Commission suggested that the examination be held by them (Federal Public Service Commission). The conduct of the Interpretership examination in French was accordingly entrusted to the Commission by the Ministry of Foreign Affairs and Commonwealth Relations. A separate draft of the syllabus for the examination was also received from Ministry of Foreign Affairs and Commonwealth Relations for the approval of the Commission. This syllabus, with some changes proposed by the Commission, was finalised in November, 1957. The examination was held according to the syllabus agreed upon at Karachi on 19th and 20th December, 1957. Six probationers of the 1955-batch were admitted to this examination. All of them appeared at the examination. The result of the examination was not declared before the close of the year.

POLICE SERVICE OF PAKISTAN PROBATIONERS (FINAL PASSING OUT) EXAMINATION

40. The result of the two Police Service of Pakistan Probationers (Final Passing Out) Examination, held at Sardah in December, 1956, was communicated to Government on 20th May, 1957. Both the probationers qualified at the examination.

41. The next Police Service of Pakistan Probationers (Final Passing Out) Examination, was held at Sardah from 9th to 11th December, 1957. To this examination, 8 probationers of the 1955-batch were admitted. All of them took the examination. The result of the examination was not declared before the close of the year under review.

42. In December, 1954, the Ministry of the Interior, in consultation with the Commission, had decided to revise the syllabus of the Police Service of Pakistan Probationers (Final Passing Out) Examination, as recommended by the Conference of the Inspectors General of Police held at Nathiagali earlier in the year. Accordingly, the subjects of "Accounts with Books" and "Medical Jurisprudence" were dropped from the syllabus prescribed for the Police Service of Pakistan Probationers (Final Passing Out) Examination. During the period under review, the Ministry of the Interior proposed reintroduction of the subject "Accounts with Books" in the syllabus of the Police Service of Pakistan Probationers (Final Passing Out) Examination, as recommended by the Police Conference held in 1956, and forwarded for approval of the Commission, a draft notification announcing the syllabus of the subject.

tioners (Final Passing Out) Examination. The amendment was made operative from the Training Course of Police Service of Pakistan Probationers commencing in November/December, 1957.

RECOGNITION OF DEGREES AND DIPLOMAS, ETC.

43. The question of recognition of the diplomas of the Institute of Engineers, Pakistan, a reference to which was made in paragraph 26 of the previous report, was decided during the year under review. Sections A & B of the Associate Membership Examination of the Institute of Engineers, Pakistan, were recognised by the Government of Pakistan as sufficient qualification for the purpose of admission to the Central Engineering Services and Survey of Pakistan (Classes I & II) Service Examinations. It was decided to include Sections A & B of the Associate Membership Examination of the Institute of Engineers, Pakistan, in the rules relating to the above examinations held by the Commission.

44. The question of recognition of the B. E. Degree of the University of Peshawar as sufficient educational qualification for the purpose of admission to the Central Engineering Services and Survey of Pakistan (Classes I & II) Service Examination was also under consideration of the Commission during the year under review. The Ministry of Agriculture, which is administratively concerned with the Survey of Pakistan Service, assented to the recognition of the said degree for the purpose of admission to the Survey of Pakistan (Classes I & II) Service Examination. Accordingly, it was decided to include the degree in the rules relating to that examination.

45. Besides, the Ministries/Divisions (viz., Ministry of Works, Ministry of Communications, Railway Division and the Pakistan Posts and Telegraphs Department) administratively concerned with the Central Engineering Services and the Inter-University Board of Pakistan, also agreed to the recognition of B. E. Degree of the University of Peshawar for the purpose of admission to the Central Engineering Services Examination. So far as the inclusion of the B. E. Degree of the University of Peshawar in the draft rules for the Central Engineering Services Examination was concerned, the matter remained under consideration with the Cabinet Secretariat (Establishment Division), Government of Pakistan, till the close of the year.

VISIT OF AN EMINENT PSYCHOLOGIST

46. As mentioned in paragraph 23 of the previous report, the Commission's efforts, since 1953, to secure the services of a foreign Psychological Expert to advise them on the technique of modern psychological testing, bore fruit towards the end of 1956, when the services of Mr. K. A. G. Murray, Principal Psychologist, Civil Service Commission, United Kingdom, were secured under the Colombo Plan. During his short stay in Pakistan, Mr. Murray actually conducted the psychological tests of the candidates for the last of the combined Central Superior Services Examinations, held in November/December, 1956. During his brief stay he also acquainted himself with a number of problems confronting this Commission and made his suggestions in the light of his experience of the Civil Service Commission, U. K. He included his suggestions in a report which he compiled on his return to the United Kingdom. The Commission had the report under consideration, and had not reached any final conclusions on the suggestions contained therein, till the close of the year.

47. No examinations for recruitment of Assistants|Upper Division Clerks, Lower Division Clerks, Stenographers and Stenotypists were held by the Commission during 1957.

TYPEWRITING TESTS

48. (i) Twenty-seven Typewriting Tests for purpose of increments and confirmation were held from January to December, 1957, at Karachi. 1144 candidates applied, 827 appeared and 395 qualified at these tests upto September, 1957. 465 candidates applied and 349 appeared in October, November and December, 1957. Their results were not declared till the close of the year.

(ii) Two typewriting tests were held in May|December, 1957 at Rawalpindi. 423 candidates applied, 276 appeared and 78 qualified in the test held in May, 1957. 314 candidates applied and 236 appeared in the test held in December, 1957. Their results were not declared till the close of the year.

(iii) Four Typewriting Tests were held during 1957 at Dacca. 5 candidates appeared and 3 qualified at the tests held in March and June, 1957. 6 candidates appeared at the tests held in October and December, 1957. Their results were not declared till the close of the year.

PROFICIENCY TESTS

49. (i) Nine Proficiency Tests of Stenographers, Stenotypists and Typists were conducted in March, July and November, 1957, at Karachi. 499 candidates applied, 336 appeared and 56 qualified at these tests.

(ii) Three Proficiency Tests of Stenographers, Stenotypists and Typists were conducted in June, 1957, at Rawalpindi. 227 candidates applied, 168 appeared and 30 qualified at these tests.

(iii) Two Proficiency Tests of Urdu Typists were conducted in March and July, 1957 at Karachi. 4 candidates applied and appeared and 2 qualified at the tests.

(iv) Four Proficiency Tests in Typewriting were conducted in March, June, October and December, 1957, at Dacca. 12 candidates applied, 9 appeared and 6 qualified at the tests.

SELECTION BY INTERVIEW

50. During the period under report, the Commission received 247 requisitions for recruitment to 550 posts. The number of requisitions received in the year 1957 was the largest as compared to previous years. 24 consolidated advertisements were issued by the Commission during the year. They were published in eight leading newspapers of Pakistan, the Central and Provincial Government gazettes and the news bulletins published by Pakistan Missions abroad for necessary publicity. Copies of the advertisements were also sent to the various universities and colleges in the Country, Provincial Government Departments, Radio Pakistan and Employment Exchanges. The advertisements were also displayed in the nine show cases which have been erected for the purpose in the principal cities of Pakistan. The Commission received 3589 applications and 2173 candidates were invited for interviews.

51. The Commission were able to complete 153 recruitments, including 41 recruitments (Appendix V) wherein the Commission were not able to recommend suitable candidates.

52. 81 recruitments were still pending with the Commission. 7 recruitments were cancelled after and 5 before advertisement. One recruitment was not advertised during the year as draft advertisement sent to the Ministry for certain clarification was not returned before the close of the year.

53. Of the 112 recruitments wherein the Commission recommended suitable candidates, in 73 recruitments only candidates were offered appointments till the close of the year. In one recruitment the candidate refused to join the post. Information in respect of the remaining 39 was not conveyed by the Ministries. According to the information received by the Commission, candidates in 49 recruitments joined the posts including 19 recruitments wherein candidates were already incumbents of the posts before they had been advertised by the Commission.

54. During the year the Commission visited Lahore five times, Peshawar twice, Warsak once, Dacca four times and Chittagong twice. The interviews were held at Karachi on 47 days, Lahore on 27 days, Peshawar on 4 days, Warsak on 4 days, Dacca on 22 days and Chittagong on 3 days. In all, interviews were held on 107 days during the year.

55. A written test, apart from the usual interview, was also held by the Commission in the following six recruitments:—

- (i) Two Sub-Editors, Urdu and Bengali, Village Aid Publicity, Ministry of Economic Affairs.
- (ii) Ten Appraisers, Karachi/Chittagong Centres, Ministry of Finance, Revenue Division.
- (iii) Four Bengali Reporters, Parliament Secretariat.
- (iv) Passport Officers, Ministry of Foreign Affairs and Commonwealth Relations.
- (v) Senior Translator in Urdu, Parliament Secretariat.
- (vi) Official Reporter in English, Parliament Secretariat.

56. The Commission propose to hold a trade test, apart from the usual interview, through the Ministry of Industries in the following sixteen recruitments pertaining to Industrial Research and Development Centre, Lahore:—

1. Two Managers.
2. Deputy Manager.
3. Two Engineers Incharge, Tool Shop.
4. Two Engineers, Machine Shop.
5. Two Engineers Incharge, Designing.
6. Engineer Incharge, Press Work and Electroplating.
7. Engineer Incharge, Pattern and Foundry Shop.
8. Engineer Incharge, Heat Treatment.
9. Engineer Incharge, Cost Estimating and Quality Control.
10. Three Assistant Engineers, Tool Shop.
11. Two Assistant Engineers, Machine Shop.
12. Two Assistant Engineers, Press Work and Electroplating.
13. Assistant Engineer, Designing.
14. Assistant Engineer, Forging Shop.
15. Assistant Engineer, Cost Estimating and Quality Control.
16. Assistant Engineer, Heat Treatment.

57. Search for suitable candidates for the undermentioned three recruitments was also made in one or more of the following countries; U. K., U. S. A., Canada, Australia, Holland, West Germany, Belgium, Brazil, Sweden, Iran, Saudi Arabia, Iraq and Egypt. The Pakistan's Missions abroad set up committees for interviewing candidates and sent their report to the Commission for final recommendation to Government :—

- (i) Divisional Signal Engineer, Pakistan Railways, Ministry of Communications (Railway Division).
- (ii) Harbour Master and Traffic Manager, Chalna, Ministry of Communications.
- (iii) Programme Supervisor in Arabic and Iranian Units, Radio Pakistan, Ministry of Information and Broadcasting.

58. The following recruitments were cancelled by the Ministries concerned after advertisement of the posts and receipt of applications by the Commission. Such action of the Ministries apart from entailing unnecessary labour, inconvenience and expense to all concerned places the Commission in a very awkward position and results in fruitless task for the Commission's Office, as refund of application fee of a large number of candidates is involved in such cases :—

1. Deputy Director General of Civil Aviation, Ministry of Defence, Aviation Division.
2. Judicial Officer, Ministry of Interior.
3. Commercial Secretaries under the Ministry of Commerce.
4. Camp Commandant, Warsak, under the Ministry of Industries.
5. Public Relations Officer, National Assembly.
6. Press Attaches under Ministry of Information and Broadcasting.
7. Assistant Press Attaches under the Ministry of Information and Broadcasting.
8. Superintendent and Publicity Supervisor under the Ministry of Communications.
9. Assistant Controller of Patents and Designs under the Ministry of Industries.

59. With reference to paragraph 62 of the Report for the year 1956, the Commission are pleased to record their appreciation of the fact that the Ministry of Education, on reconsideration, accepted the advice of the Commission for recruitment to the post of Headmistress, Junior Model School, Karachi. The Cabinet Secretariat have not, however, come to a decision with regard to recruitment to the post of Deputy Director, Department of Cyphers, Cabinet Secretariat.

60. With reference to paragraph 56 of the last report, the Ministry of Commerce have after 3 years offered the posts of Executive Officers, Imports and Exports, to the Commission's nominees. This undue and inordinate delay has been the cause of the loss of some of the Commission's nominees. The Ministry of Information and Broadcasting have, however, not yet offered the post of Assistant Information Officer to one of the candidates recommended by the Commission on 14th March 1956.

SERVICE MATTERS—RECRUITMENT RULES

61. Twelve draft recruitment Rules for various Class I and Class II posts/services under the Central Government were referred to the

Commission for advice during the year under report. The Commission tendered their advice in 5 cases. Government, however, finalised only 2 cases in accordance with the advice of the Commission. In the remaining 3 cases, final orders passed on the advice of the Commission were not known till the close of the year. Seven cases were pending with the Commission at the close of the year. In 4 of these 7 cases, the Commission had offered their comments and asked the Ministries/Divisions concerned to carry out the amendments suggested by the Commission in the draft of the Rules and to show it to them for final approval before finalizing and publication of the Rules. The draft Rules were not, however, received by the Commission for final approval till the close of the year. In one case, clarification on certain points was sought from the Ministry concerned, whose reply was not received till the end of the year. In one case, the Ministry concerned were asked to obtain the comments of the Cabinet Secretariat (Establishment Division) first which were not communicated to the Commission until the end of the year. The remaining one of these 7 cases was under consideration of the Commission at the close of the year.

62. Besides, the Commission were asked to give advice in two cases with which they were not ordinarily concerned. However, in one of these 2 cases, the Commission agreed to help the Ministry concerned provided a reference was made to them through the prescribed channel for such references.

63. The Commission also disposed of 3 out of the 7 cases left over from the previous year. In one more case, it was found that consultation with the Commission was not necessary.

64. The Commission are not satisfied with the progress made so far in the preparation of Recruitment Rules for the various Posts/Services under the Central Government. They are firmly of the view that the pace of progress in this direction needs to be greatly accelerated in order to safeguard the larger interests of the Services.

PROMOTIONS

65. In many cases, Recruitment Rules require a certain percentage of posts to be filled by promotion. Thus, the Commission have often to determine the suitability of officers for promotion, particularly from Class II to Class I.

66. Fortynine cases, involving promotions of 147 officers, were referred to the Commission for advice during the year under review. These included promotions and confirmations of the Provincial Services' officers against Listed posts in the cadres of the Civil Service and the Police Service of Pakistan. The Commission tendered their advice in 23 cases. It was accepted in 21 cases and, in the remaining 7 cases, Government did not inform the Commission of the orders passed on their advice. Twentyone cases were pending with the Commission for disposal at the close of the year. The Commission also disposed of 21 out of 39 cases left from the previous years; in 2 more cases, Government have since dropped the proposals for promotion. The remaining 16 cases were pending for want of certain information from the Ministries/Divisions concerned.

*In 2 cases, each involving 3 officers, Commission tendered advice in respect of 2 officers and 1 officer, respectively only. The cases of the remaining officers were still under consideration with the Commission at the close of the year 1957.

*In one case, involving 2 officers, Commission's advice was accepted in respect of 1 officer only. Orders of Government in respect of the other officer were not known to the Commission till the close of the year 1957.

67. One hundred and three cases regarding the appointment of 155 officers, made without consultation with the Commission, were received for approval during the year under report. The Commission tendered their advice in 74 cases, which was only accepted in 49 cases. In 2 cases, the advice of the Commission was not accepted. In the remaining 23 cases, Government did not inform the Commission of the final orders till the close of the year 1957. Twentyseven cases were pending with the Commission for disposal at the close of the year under report. Two cases were withdrawn by Government. The Commission also disposed of 20 out of the 24 cases left over from the previous year. In 2 more cases, Government have since dropped the proposals. The remaining 2 cases were still pending with the Commission at the close of the year 1957.

MEASURES TO CHECK VIOLATION OF THE STATUTORY NECESSITY FOR CONSULTATION WITH THE COMMISSION.

68. Attention is invited to paragraphs 69, 70 and 71 of the Commission's Annual Report for the year 1956. The Commission are gratified to note that the irregularities in the submission of monthly returns of appointments/promotions, etc., made without consultation with them, have decreased as compared to previous years. This has, however, been largely due to constant reminders from the Commission's office to the Ministries/Divisions, etc., for submission of these returns. The details of some delinquencies are contained in Appendix VI.

69. Appendix VII gives the number of cases in which the appointments/promotions, etc., made by Government without consultation with the Commission were not reported in the appropriate monthly returns and came to Commission's notice only when a reference was made to them for regularising the appointments.

70. The delinquencies mentioned in the 2 preceding paragraphs were as usual invariably brought to the notice of the Cabinet Secretariat (Establishment Division) for such action as might be deemed proper and necessary.

71. Attention is also invited to paragraphs 73, 74 and 75 of the Commission's Annual Report, 1956. During the year under report too, no visible indications were available that the frequency of the misuse of Regulation 4(b) of the Commission's Consultation Regulations had diminished to any appreciable extent. The position regarding the plans for stoppage of salaries of officers appointed irregularly and the proposal for restarting examination of irregular appointments, etc., notified in the Gazette of Pakistan, remained unchanged during the year under review and this fact was, in the former case, due largely to the apathy of Government towards the problem and the resultant inaction; in the latter case, the sole reason was the inadequacy of staff in the Commission's office.

SENIORITY

72. Two cases regarding determination of relative seniority of certain officers were referred to the Commission for advice. The Commission tendered their advice in both the cases. Final orders passed by Government on the Commission's advice were, however, not known till the close of the year. The Commission also disposed of the case which was pending with them at the end of the year 1956.

*In one case, involving 2 officers, Commission's advice was accepted in respect of one officer only. The advice, of the Commission in respect of the other officer was still under consideration of Government at the close of the year 1957.

DISCIPLINARY CASES

73. Nine, including 4 cases of appeals and representations, etc., were referred to the Commission for advice during the year under report. The Commission gave their advice in 3 cases; 6 cases were pending with them at the close of the year. In one case Government accepted the advice of the Commission; in the other 2 cases the Commission were not informed of the orders passed on their advice till the year ended. The Commission also disposed of 3 out of the 6 cases left over from the preceding year.

74. Besides, the Commission returned 2 disciplinary cases without tendering any advice on the ground that a reference did not lie to them in these cases. Another case was also returned without any advice, since it had not reached the stage where the Commission could come in.

GRANT OF GRATUITY, INJURY AND EXTRAORDINARY PENSIONS

75. The Commission received only one case regarding grant of extraordinary family pension for advice during the year under report. The case was received on 1st January 1957. The Commission called for certain information from the Department concerned on 12th March 1957. It is regretted that this information did not reach the Commission till the close of the year and the case, therefore, remained pending with the Commission.

EXCLUDED CADRE POSTS

76. Four cases regarding the exclusion of certain posts from the regular ministerial service cadre of certain Ministries/Divisions were referred to the Commission for advice during the year under report. The Commission tendered their advice in all the 4 cases which was accepted in 3 cases. In the remaining one case, final orders passed on the advice of the Commission were not known till the close of the year. The Commission also disposed of the case left over from the preceding year.

APPOINTMENT OF CLERKS FROM SUBORDINATE OFFICES

77. Two cases regarding recruitment of ministerial staff, i.e., Assistants, Upper Division Clerks and Lower Division Clerks, from subordinate offices of the Ministries/Divisions/Directorates of the Government of Pakistan, were referred to the Commission for advice during the year 1957. The Commission gave their advice in one case. Final orders passed by Government on their advice were not known to the Commission upto the close of the year. The other case was pending with the Commission at the end of the year.

DOMICILE

78. One case relating to the determination of domicile (whether Asiatic or non-Asiatic) was referred to the Commission for advice on 18th October, 1957, but it could not be disposed of during the same year.

REDUCTION IN ORDINARY PENSIONS

79. One case regarding reduction in ordinary pension was referred to the Commission for advice on 22nd March, 1957. It could not be disposed of during the year under report for want of certain clarifications and papers.

COMPULSORY RETIREMENT

80. Only one case regarding compulsory retirement was referred to the Commission for advice during the year under report. The Commission gave their advice which was accepted by Government.

QUALIFICATIONS FOR POSTS/SERVICES AND AD-HOC METHOD OF RECRUITMENT.

81. During the year under report, 9 cases concerning the determination of qualifications and ad-hoc method of recruitment, etc., were also referred to the Commission for advice. The Commission gave their advice in 7 cases which was accepted in 3 cases; final orders passed by Government on the advice of the Commission in the other 4 cases were not known till the close of the year. Two cases were pending with the Commission at the end of the year.

REIMBURSEMENT OF LEGAL EXPENSES

82. Five cases regarding claims filed by Government servants, for the payment of legal expenses incurred by them in defending themselves in judicial proceedings were referred to the Commission for advice. The Commission advised acceptance of the claim in 3 cases. In one case the Commission asked for certain documents to decide the case. In another case the Commission had advised for turning down the claim. This was again referred to the Commission and was under their consideration at the close of the year. The advice of the Commission was accepted in 3 cases. The Commission also disposed of, during the year under report, the one case left over from the previous year.

MISCELLANEOUS CASES

83. Apart from the above, the Commission dealt with 61 miscellaneous cases which do not call for a detailed description here.

The Statement at Appendix VIII gives the information regarding service matters at a glance.

84. A few cases of delays and irregularities on the part of Ministries/Divisions are given in Appendix IX.

CASES OF NON-ACCEPTANCE OF COMMISSION'S ADVICE

85. (i) As stated in paragraph 25 of the Report, the list of the candidates, finally allocated to the various services, by Government on the results of the Central Superior Services Examination, 1956, was not received in the Commission's Office, till the close of the year 1957. However, the Commission came to know from a news item, published in the papers, of some deviations which had been made by Government from the Commission's recommendations. The Commission asked the Establishment Division to set right the said deviations, or to communicate the reasons for disregarding the Commission's advice so that the same should be incorporated in the Memorandum accompanying the Commission's Annual Report in compliance with Clause (2)(a) of Article 190 of the Constitution. Copies of the communications were forwarded to the President and the Prime Minister. No reply was received from the Establishment Division till the close of the year.

Karachi, for the following alleged offences:—

- (i) for possession of property disproportionate to his sources of income;
- (ii) for having disposed of 82500 cigarettes at a ridiculously low price corruptly to himself or in order to oblige a friend;
- (iii) for giving a false declaration of the value of a cutlery set imported from U. S. A. thus causing a considerable loss to Government in respect of customs duty; and
- (iv) for dishonestly permitting three country crafts to leave Karachi without paying the duty, which was due on cargo, amounting to Rs. 19,890.

The Officer was tried in the court of the Special Judge, Karachi, and was acquitted of the first charge. The Special Judge found him guilty on the remaining three charges. The Officer appealed to Chief Court. The appeal was allowed in respect of (ii) and (iv) charges but in respect of charge No. (iii) there was a difference of opinion and the court decided that the appeal in respect of this charge would be heard by another Judge. The third Judge acquitted the Officer of this charge also.

Consequent on his acquittal, the Officer submitted a representation claiming compensation for the legal expenses incurred by him in defending the case filed by Government. This representation which was made in September, 1949, was rejected by the Government, without the consultation of the Commission, as required under Section 266 (3)(d) of the Government of India Act, 1935.

The Officer again represented in February, 1950, and May, 1952 and the case was then referred to the Federal Public Service Commission for advice.

The Commission advised in February, 1953 that in accordance with the Cabinet Secretariat O. M. No. 3/15/52-SE.II dated the 10th July, 1952, "payment of legal expenses incurred by the accused in defending himself against charges brought by Government should be made by Government only in exceptional cases when there is reason to believe that the prosecution was *mala fide* and vexatious". In this case the Special Judge convicted the accused of three of the four charges and although he was eventually acquitted of all of them, there was a difference of opinion in the Chief Court and a reference to a third judge was necessary. It could not, therefore, be said that the prosecution was *mala fide* and vexatious. On the contrary, there was a *prima facie* case against the accused and the Government acted in good faith. The Commission were therefore of the opinion that Mr.'s case for reimbursement of legal expenses should be rejected".

In accordance with the advice of the Commission Government rejected the claim of the officer on 24th February, 1953.

The officer appealed again. The case was again referred to the Commission for reconsideration in November, 1953, along with the opinion of the Ministry of Law which had not been sent to the Commission when the case was referred to them in May, 1952.

The Law Ministry's advice was, that in respect of charge No. (iii) the expenses incurred were not payable but in respect of (ii) and (iv) the expenses for the defence were payable as of right and good conscience.

The Commission again advised that the Government should not pay the legal expenses paid by the officer. The Commission feared that if

compensation were paid in the future to take legal action against corrupt officers.

After repeated reminders the Commission were informed on 28th January, 1957, that it had not been possible for the Government to accept the advice of the Commission in that case. They further informed the Commission that as required under the established convention the case was submitted to the Prime Minister who desired that the officer should be paid a sum of Rs. 12,000 towards reimbursement of legal expenses.

(III) A post of Assistant Manager, Women Section in the Regional Employment Exchange, Karachi, under the Department of Manpower and Employment fell vacant due to its permanent incumbent having been declared unfit for service by the Medical Board. The post was to be filled through the Commission as provided for in the draft Recruitment Rules. The Ministry of Labour decided that the post should be filled by appointing a lady having East Pakistan domicile and recommended on 25th May, 1957, that a lady Assistant Manager, who was appointed by the Ministry direct against a supernumerary post created under the Department for a period of six months with effect from 1st December 1956, might be appointed on regular basis against the vacancy of Assistant Manager referred to above.

The Commission advised that the post in question should be filled by advertisement through them and the lady Assistant Manager, whose name was recommended by the Ministry, might also take her chance along with other candidates if she was otherwise eligible.

The Ministry were also asked to inform the Commission of the grounds on which they did not report the appointment of the lady Assistant Manager, made with effect from 1st December, 1950 in the appropriate monthly return. The Ministry in reply stated that the lady Assistant Manager had been selected for training abroad in U. K. for a period of about six months and she would be proceeding abroad very shortly. In the opinion of the Ministry, her experience of an Employment Exchange coupled with her extensive training in this field in a foreign country would enable her to compete very favourably with any outsider. The Ministry, therefore, requested the Commission to reconsider their decision and to relax the condition of filling the vacancy by advertisement. As regards the non-inclusion of the appointment of the lady Assistant Manager in the appropriate monthly return, the Ministry stated that as she was appointed against a supernumerary post created for 6 months, her appointment did not require consultation with the Commission and as such it was not considered necessary to report it to the Commission in the monthly return. This explanation was, however, not satisfactory, as appointments, made even for a period of less than one year, which do not require consultation with the Commission, should be reported to the Commission in the monthly returns.

The Commission advised the Ministry again on 27th August 1957 that since the method of recruitment to the post of Assistant Manager, Regional Employment Exchange, Karachi, as laid down in the recruitment rules was "by direct recruitment through the Commission, recruitment to the post in question should first be entrusted to the Commission and their nominee should be sent for training abroad. The Commission feared that if the Ministry sent the lady Assistant Manager, appointed directly by them, for training abroad without her selection for the post by the Commission, it might result in a great financial loss to the Government, if after receiving the training, she was not selected for appointment to the post of Assistant Manager by the Commission.

Assistant Manager, Women Section, under the Colombo Plan for about six months with effect from 11th September 1957 and requested that in the circumstances, approval to the continued appointment of the lady Assistant Manager might be accorded and the Commission might also agree to her appointment on a regular basis against the permanent post. It will thus be noticed that (i) the Lady Assistant Manager was appointed with effect from 1st December, 1956, contrary to recruitment rules which provide direct Recruitment through the Commission; (ii) the appointment was not reported to the Commission in the monthly return; (iii) Commission's advice that the post be filled by open advertisement was ignored and that (iv) the lady Assistant Manager has been sent abroad for training in the U. K. in disregard of the Commission's advice that the post be filled through open advertisement and their nominee be sent for training abroad.

(IV) From a news item appearing in the "Dawn" dated 20th June, 1957, the Commission came to know that a certain Vice-Chancellor would shortly take over as Educational Adviser to the Central Government.

Now the post of Educational Adviser is not included in the Schedule to the P. P. S. C. (Consultation by the Governor General) Regulations, 1953, and hence the Commission has to be consulted before making an appointment to such a post. However, as mutually agreed to by the Cabinet Secretariat (Establishment Division) and the Commission, in this behalf, though the Commission was not to advertise the post and hold interviews, yet its advice as to the suitability of the officer was obligatory. The Ministry of Education were, therefore, asked to supply full particulars of the Vice-Chancellor and his character roll to the Commission to enable them to determine his suitability for the post of Educational Adviser.

In July, 1957, the Ministry of Education approached the Commission for their concurrence to the appointment of this Vice-Chancellor as Educational Adviser and *ex-officio* Joint Secretary, Ministry of Education for a period of three years.

In August, 1957, the Commission gave their advice that in view of the background of the Vice-Chancellor, the Commission did not feel justified in being a party to his appointment to the highest Educational post in the country. The Commission advised that Government should select another person after taking into account the record of Vice-Chancellors of other Universities and also that of all working and retired directors of Public Instructions and then decide the matter on comparative merits.

Although the Commission have not heard anything from Government since then, yet, it is a fact beyond dispute that the Vice-Chancellor has been appointed as the Educational Adviser and he is continuing as such in utter disregard of the advice of the Commission.

(V) The Commission in 1951 had advertised a regular post of Deputy Director (Civil Engineering), Class I, Central Engineering Authority. But as a result thereof, they were unable to recommend a suitable candidate for appointment to the post. The Commission, therefore, in February 1952, advised the Ministry of Industries that the post in question should be re-advertised with modified conditions. In November, 1952, the Ministry stated that the post had been filled temporarily, pending availability of a nominee of the Commission. In the same letter, the Ministry put forward a proposal that an officer, who was at that time engaged temporarily as Senior Engineer with the Baluchistan States Union Economic Survey Team and whose term of appointment was to

expire shortly, might be appointed to the vacant post of Deputy Director (Civil Engineering), Central Engineering Authority.

Since the reference from the Ministry revealed that there were more than one posts of Deputy Director (Civil Engineering), in the Central Engineering Authority, and the Ministry had approached the Commission for filling of one post only, the Commission, in January, 1953 asked the Ministry to apprise them of the exact number of posts of Deputy Director (Civil Engineering) available in the office of the Central Engineering Authority. They also advised that all the available posts of Deputy Director (Civil Engineering) in the Central Engineering Authority which were to be filled through them, should be advertised, and the officer proposed by the Ministry for appointment as Deputy Director (Civil Engineering) might also take his chance along with other candidates.

It was after numerous card and D. O. reminders that the Ministry on 24th January 1957, stated that the question of appointment of the officer as Deputy Director (Civil Engineering) was dropped in February, 1954, when several Assistant Directors, Class I in the Central Engineering Authority, were promoted to the posts of Deputy Directors.

In reply, the Commission on 6th March, 1957, asked the Ministry to give reasons for not following their advice to get all the available posts of Deputy Directors (Civil Engineering) advertised. In that letter the Ministry's attention was also invited to Article 188(2) (a) of the Constitution, under which it was necessary to consult the Commission in regard to the method of recruitment for a post, and that the posts could not be filled by promotion unless the Commission had agreed to such a method of recruitment.

The Ministry on 31st May 1957, stated that the case of promotion of Assistant Directors, Class I to the posts of Deputy Directors, Class I was covered by regulation 3(a) of the Consultation Regulations. They also alleged that since the vacancies of Deputy Directors were filled by promotion of Assistant Directors in February 1954, the case could not fall within the purview of Article 188(2) (a) of the Constitution.

The Commission on 26th June 1957, replied by pointing out that before the enforcement of the present Constitution, the Government of India Act, 1935 (as adapted in Pakistan) was in force. Under Section 266 (3) (a) & (b) of the said Act, it was necessary to consult the Commission:—

- (i) on all matters relating to methods of recruitment to civil services and for civil posts, and
- (ii) on the principles to be followed in making appointments to civil services and posts, in making promotions and transfers from one service to another and on the suitability of such candidates for such appointments, promotions and transfers.

The Ministry were informed that the position remained unaltered even under the new Constitution [vide Article 188(2) (a)]. They were, therefore, advised that regulation 3(a) of the Consultation Regulations was no bar to consultation with the Commission on the method of recruitment. The Commission must, therefore, first be consulted on the method of recruitment and if they agreed that the posts in question might be filled by transfer/promotion of an officer from another Class I post, then it would not be necessary to consult the Commission again at the time of making the actual appointment. Accordingly, the Ministry were requested to decide the method of recruitment for the posts of Deputy

method.

The Ministry on 10th October 1957, averred that the officers, who were promoted in February, 1954 as Deputy Directors (Civil Engineering), Class I in the Central Engineering Authority, were already approved by the Commission in 1954 as Assistant Directors, Class I. They did not, therefore, think it necessary to seek approval of the Commission, as the case was considered to be covered by Regulation 3(a) of the Consultation Regulations. It was also stated that these officers had been confirmed in their respective posts of Deputy Directors. The Ministry, accordingly insisted that they did not consider it feasible to adopt any other method at that stage.

The Commission on 23rd December, 1957, again explained that the Ministry had confirmed the officers in the posts of Deputy Directors in utter disregard of their advice (that all available posts of Deputy Directors should be advertised through them or the method of recruitment to the posts should be decided in consultation with them), and that the officers had been confirmed against the advice of the Commission in the posts of Deputy Directors for which no recruitment rules had been framed in consultation with the Commission. The confirmations were, therefore, irregular. A copy of the Commission's letter was also endorsed to the Cabinet Secretariat (Establishment Division).

(VI) Reference paragraph 86(ii) of the Commission's report for the year 1956. On 13th March, 1957, the Cabinet Secretariat (Establishment Division) were requested to apprise the Commission of the action taken on their advice with regard to the unsuitability of the officer for the post of Assistant Director of Employment Exchange. The Establishment Division informed the Commission on 11th June, 1957 that in the light of the remarks made by the Commission about this officer, it had been decided that the orders of his confirmation should be revoked. It was also stated that the Ministry of Labour had already given, on 6th April, 1957, a show cause notice to the officer and his case was being further examined by that Ministry. The Commission was, however, not informed of the final outcome of the case, despite several reminders, till the close of the year.

MATTERS ON WHICH THE COMMISSION OUGHT TO HAVE BEEN CONSULTED BUT WERE NOT CONSULTED

(i) Two officers of the office of the Deputy High Commissioner for Pakistan at Calcutta were held responsible for (i) suppressing the part played by fellow officers in the unwholesome business of smuggling, (ii) not informing the Deputy High Commissioner, the High Commissioner in New Delhi and the Ministry of Foreign Affairs and Commonwealth Relations in Karachi immediately and in sufficient details, (iii) attempting to minimise the importance of the case, and (iv) handling the whole case in a casual way. The Ministry of Foreign Affairs and Commonwealth Relations proposed to impose the punishment of censure on the above two officers. The Federal Public Service Commission agreed to the proposal.

Later on, one of the officers submitted a petition for review of the order of punishment awarded to him. As a result of it, the order of punishment was set aside by the Prime Minister without a reference to the Commission. The Commission addressed the Ministry of Foreign Affairs and Commonwealth Relations and informed them that they considered that since the order of censure was originally passed in consultation with them, it should not have been set aside without

APPENDICES

APPENDIX I.

(Vide para. 15 of the Report)

Staff of the Commission as on 1st January, 1957

Name of the post.

(MAIN OFFICE) Gazetted.						Number.
1. Secretary	...	...	...	...	...	1
2. Deputy Secretary	...	...	...	...	...	1
3. Assistant Secretary	...	...	...	...	...	2
4. Psychologist	...	...	...	...	...	1

Non-Gazetted

1. Superintendents	...	...	...	...	...	5
2. Assistant Incharge	...	...	...	...	...	1
3. Assistants	...	...	...	...	...	33
4. Psychological Assistants	...	...	...	...	...	2*
5. Confidential Assistants	...	...	...	...	...	3
6. Stenographers	...	...	...	...	...	4
7. Stenotypists	...	...	...	...	...	3*
8. Upper Division Clerks	...	...	...	...	...	5
9. Librarian	...	...	...	...	...	1
10. Lower Division Clerks	...	...	...	...	...	34

Class IV

1. Record Sorter	...	...	...	...	...	2
2. Daftries	...	...	...	...	...	5
3. Jamadars	...	...	...	...	...	4
4. Peons	...	...	...	...	...	17
5. Farash	...	...	...	...	...	1
6. Chowkidar	...	...	...	...	...	2

Staff Paid out of contingencies

1. Farash	...	...	...	...	...	1
2. Waterman	...	...	...	...	...	1
3. Sweeper	...	...	...	...	...	1

*Two posts of Psychological Assistants and one post of Stenotypist for Psychologist were not extended beyond 28th February, 1957 by Government.

Dacca Branch Office

1. Superintendent	...	...	...	...	...	1
2. Nazir/Upper Division Clerk	...	...	...	...	...	1
3. Lower Division Clerk	...	...	...	...	...	1
4. Peon	...	...	...	...	...	1

Lahore Branch Office

1. Lower Division Clerk	...	...	...	...	...	1
2. Peon	...	...	...	...	...	1
3. Part time help from a Senior clerk of the Provincial Commission, Lahore.	...	...	...	...	...	1

APPENDIX II.

(Vide para. 15 of the Report)

1. The following staff was sanctioned in connection with the increase of work on account of the trifurcation of the Central Superior Services Examination and for the two additional posts of Member, Federal Public Service Commission.

	Name of the post						Number
1.	Assistant Secretary	...	...	...	...	...	1
2.	Superintendent	...	...	...	...	...	1
3.	Assistant Incharge	...	...	...	...	...	1
4.	Assistants	...	...	...	...	...	5
5.	Upper Division Clerks	...	...	...	...	...	2
6.	Stenographers	...	...	...	...	...	2
7.	Stenotypist	...	...	...	...	...	1
8.	Lower Division Clerks	...	...	...	...	...	4
9.	Daftries	...	...	...	...	...	2
10.	Jamadar (Class II)	...	...	...	...	...	2
11.	Peons, ...	...	...	...	...	...	3

APPENDIX III.

(Vide para. 22 of the Report)

FEDERAL PUBLIC SERVICE COMMISSION

Statement of Summary of Examinations and Tests conducted by the Federal Public Service Commission during the year 1957.

S. No.	Name of the Examination	No. of Examinations held	No. of candidates who applied	No. of candidates admitted	No. of candidates actually appeared	No. of candidates interviewed	No. of candidates declared successful	No. of vacancies	No. of candidates actually appointed	Remarks
1	Central Superior Services Examination, November-December, 1956.	One	951	926	676	188	402	73	...	Final List of candidates selected on the results of the Examination was not received till close of the year.
2	Civil & Foreign Services Examination, December, 1957.	One	806	796	630	...	...	...	...	The Examination started on 23rd December, 1957, and concluded on 16th January, 1958.
3	Civil Service of Pakistan Probationers (Final Passing Out) Examination and Re-Examination, September, 1956.	One	...	1	19	...	10	...	...	...
4	Civil Service of Pakistan Probationers (Final Passing Out) Examination and Re-Examination, December, 1956.	One	...	15	15	...	12	...	...	...
5	Civil Service of Pakistan Probationers (Final Passing Out) Examination, September, 1957.	One	...	24	23	...	...	...	...	The result of the Examination was not declared before the close of the year.

1	2	3	4	5	6	7	8	9	10	11
6.	Civil Service of Pakistan Probationers (Final Passing Out) Re-Examination, December, 1957.	One	...	10	10	...	...	...	..	The result of the Re-Examination was not declared before the close of the year.
7.	Pakistan Foreign Service Probationers (Final Passing Out) Examination, July, 1957.	One	...	7	7	...	6	...	...	
8.	Pakistan Foreign Service Probationers Interpretership Examination in French, December, 1957.	One	...	6	6	...	...	...	...	The result of the examination was not declared before the close of the year.
9.	Police Service of Pakistan Probationers (Final Passing Out) Examination, December, 1956.	One	...		2	...	2	...	...	
10.	Police Service of Pakistan Probationers (Final Passing Out) Examination, December, 1957.	One	...	8	8	...	...	...	...	The result of the Examination was not declared before the close of the year.
11.	Central Engineering Services Examination.	...	...	...	...	...	...	...	...	No examination was announced during the year under review for recruitment to the Central Engineering Services.
12.	Survey of Pakistan (Class I & II) Service Examination.	...	...	...	...	...	...	...	...	No examination was announced during the year.
13.	Mercantile Marine Training Examination.	...	...	...	...	...	...	...	...	
14.	Ministerial Service (Assistants/Upper Division Clerks) Examination.	...	...	...	...	...	...	...	...	No requisition to hold the examination was received from Govt. during the year.
15.	Ministerial Service (Lower Division Clerks) Examination.	...	...	...	...	...	...	...	...	
16.	Ministerial Service (Stenographers) Examination.	...	...	...	...	...	...	...	...	
17.	Ministerial Service (Stenotypists) Examination.	...	...	...	...	...	...	...	...	
18.	Monthly Typewriting Tests.	33	2,359	2,359	1,699	...	476	...	...	
19.	Proficiency Tests of Stenographers, Stenotypists and Typists.	16	738	738	513	...	92	...	...	
20.	Proficiency Test of Urdu Typist.	2	4	4	4	...	2	...	...	

*476 candidates qualified from January to September, 1957. The results of the candidates who were tested by the Commission in October, November, and December, 1957, were not declared till the close of the year.

APPENDIX IV.

(Vide para. 27 of the Report)

CENTRAL SUPERIOR SERVICES EXAMINATION, 1956

A—Dates on which interviews were held at various centres

KARACHI.		LAHORE		Dacca		LONDON	
Date	Number of candidates	Date	Number of candidates	Date	Number of candidates	Date	Number of candidates
11-3-57	13	21-2-57	10	15-3-57	13	4-4-57	9
12-3-57	12	22-2-57	12	16-3-57	14		
13-3-57	7	23-2-57	12	18-3-57	14		
		25-2-57	11	19-3-57	14		
		26-2-57	12	20-3-57	13		
		27-2-57	12				
		28-2-57	12				
	32		81		68		7

B.—PERSONNEL OF THE INTERVIEW BOARDS

Mr. Zakir Hussain, Chairman, F.P.S.C.	Mr. Zakir Hussain, Chairman, F.P.S.C.	Mr. Zakir Hussain, Chairman, F.P.S.C.	Mr. U. Kramet, Member, F.P.S.C.
Mr. U. Kramet, Member, F.P.S.C.	Mr. U. Kramet, Member, F.P.S.C.	Mr. U. Kramet, Member, F.P.S.C.	His Excellency Mr. M. Ikramulla High Commissioner for Pakistan in U.K.

Mr. A. B. A. Haleem, Vice-Chancellor, Karachi University.	Mr. M. Afzal Hussain, Vice-Chancellor, Punjab University.	Mr. Justice Muhammad Ibrahim, Vice-Chancellor, University of Dacca.	Sir Claude Oldney, K.C.I.E.
Mr. M. A. H. Qarni, Joint Secretary, Ministry of Finance.	Mr. M. A. H. Qarni, Joint Secretary, Ministry of Finance.	Mr. M. A. H. Qarni, Joint Secretary, Ministry of Finance.	Mr. C. J. Hayes, Secretary, Civil Service Commission.
Mr. J. G. Kharas, Joint Secretary, Ministry of F.A. & C.R.	Mr. J. G. Kharas, Joint Secretary, Ministry of F.A. & C.R.	Mr. J. G. Kharas, Joint Secretary, Ministry of F.A. & C.R.	Mr. A. D. Azhar, Financial Adv & Chief Accounts Officer, Pakistan High Commission in U.K.
Mr. S. N. Alam, P.S.P., Inspector-General, Special Police Establishment.	Mr. M. K. Mohiuddin, Chief Commercial Manager, N.W.R.	Mr. S. N. Alam, P.S.P., Inspector-General, Special Police Establishment.	Dr. Imdad Hussain, Education Attache, Pakistan High Commission in U.K. (Also acted as Secretary of the Board).
Cpl. Shahbaz Khan, Director, Military Lands and Cantonments.	Mr. S. M. A. Ghani, Post-Master General, Lahore.	Mr. G. Burgess, C.I.E., O.B.E., C.S.P., Director, Civil Service Academy.	
Mr. G. Burgess, C.I.E., O.B.E., C.S.P., Director, Civil Service Academy.	Mr. S. N. Alam, P.S.P., Inspector-General, Special Police Establishment.	Mr. O. H. Mohamed, Post-Master General, East Pakistan.	
Mr. Mohammad Afzal, Offg. Divisional Superintendent, N.W.R.	Mr. G. Burgess, C.I.E., O.B.E., C.S.P., Director, Civil Service Academy.	Mr. C. E. Mahmud, Offg. Chief Traffic Manager, E.B. Railway.	
Mr. M. M. Hussain, Deputy Director General (Staff & Estt.) Posts & Telegraphs.	Mr. Mohammad Zaman Khan, Deputy Director, Military Lands & Cantonments.	Mr. A. R. Qureshi, Deputy Director, Military Lands & Cantonments, Ministry of Defence.	
		Mr. N. H. B. Tyebjee, Deputy Chief Traffic Manager, Pakistan.	

(Vide para. 51 of the Report)

List of 41 recruitments wherein the Commission were not able to recommend suitable candidates.

1. Three Assistant Directors in the Department of Trade Promotion and Commercial Intelligence, Ministry of Commerce.
2. Training/Research Officer (Labour Administration and Welfare) Ministry of Labour.
3. Two Pilots for Beaver Amphibian Aircraft, Ministry of Finance (Revenue Division).
4. Lady Assistant Surgeon, E. B. Railway, Ministry of Communications (Railway Division).
5. Two Pilots/Masters of the Pilot Vessels at Chalna Anchorage Ministry of Communications, (Communications and Transport Division).
6. Assistant Education Officer (General); Ministry of Education.
7. Protozoologist, Malaria Institute of Pakistan, Ministry of Health.
8. Assistant Director (Training), Department of Manpower and Employment, Ministry of Labour.
9. Assistant Regional Director, Radio Pakistan, Ministry of Information and Broadcasting.
10. Deputy Superintendent of Taxes, Chief Commissioner's Secretariat, Karachi.
11. Assistant Director, Malaria Institute of Pakistan, Karachi Dacca, Ministry of Health.
12. Assistant Surgeon (Male), Pakistan Mint, Lahore, Ministry of Finance.
13. Junior Lecturer in Domestic Science, Central Government College for Women, Karachi, Ministry of Education.
14. Assistant Chemical Examiner, Ministry of Finance.
15. Executive Officer, Pakistan Forest College, and Research Institute, Abbottabad, Ministry of Agriculture.
16. Assistant Director (Co-operation) in the Co-operation and Marketing Department, Ministry of Agriculture.
17. Two Assistant Medical Officers under the Coal Mines Labour Welfare Funds Organisation, Ministry of Labour.
18. Two Pilots/Masters of Pilot Vessel at Chalna Anchorage Ministry of Communications.
19. Lady Nursing Officer, Ministry of Health.
20. Deputy Director, Central Drugs Laboratory, Karachi, Ministry of Health.
21. Assistant Chemist in the Central Drugs Laboratory, Ministry of Health.
22. Blood Bank Officer, Dow Medical College, Karachi, Ministry of Health.
23. Physiotherapist, Central Government Hospital, Karachi Ministry of Health.

24. Inspector of Boilers, (Federal Capital), Chief Commissioner's Secretariat, Karachi.
25. Inspector of Aircraft, Civil Aviation Department, Ministry of Defence.
26. Sectional Officer (Composite Wood Products), Pakistan Forest Research Laboratory, Chittagong, Ministry of Agriculture.
27. Assistant Director, Training, Department of Manpower and Employment, Ministry of Labour.
28. Auditor, Co-operative Societies, Chief Commissioner's Secretariat, Karachi.
29. Lady Medical Officer, Central Skin and Social Hygiene Centre, Chittagong, Ministry of Health.
30. Junior Lecturer in Psychology in the Central Government College for Women, Karachi, Ministry of Education.
31. Pilots, Beaver Amphibian Aircraft, Revenue Division.
32. Special Officer (Agriculture Development), Ministry of Agriculture.
33. Extra Assistant Director (Navigation), Central Engineering Authority, Ministry of Industries.
34. Librarian, Ministry of Labour.
35. Chief Instructor (Civil Engineering), Karachi Polytechnic, Ministry of Education.
36. Marketing Officer, Ministry of Agriculture.
37. Sub-Registrar, Chief Commissioner's Secretariat, Karachi.
38. Nautical Surveyor, Mercantile Marine Department, Ministry of Commerce.
39. Public Health Engineer, Ministry of Health.
40. Eleven Assistant Engineers, Forg Shop, Industrial Research and Development Centre, Lahore, Ministry of Industries.
41. Three Assistant Engineers (Electrical), Warsak Dam Project Organisation, Ministry of Industries.

APPENDIX VI

(Vide para. 68 of the Report)

List of irregularities committed by Ministries/Divisions of the Government of Pakistan in the submission of Monthly Returns to the Commission.

- (i) The Ministry of Health submitted the return for July 1957 on 2nd September 1957 after they were reminded on 23rd August 1957. The return for August 1957 was received on 21st October, 1957.
- (ii) The Ministry of Agriculture submitted the returns for February, 1957 in April, 1957 and a consolidated return for June, July and August, 1957 on 4th November, 1957 after they were reminded to do so on 1st October, 1957. The returns for September, October and November, 1957 were not received till the close of the year.
- (iii) The Ministry of States and Frontier Regions submitted the return for July 1957 on 28th August 1957 after they were reminded on 23rd August, 1957. The return for November, 1957 was not received till the close of the year. The return for December 1957 was also not received by the due date viz. 20th January, 1958.
- (iv) The Cabinet Secretariat (Establishment Division) furnished returns for the period from January to June 1957 on 11th July 1957, after they were reminded on 26th June, 1957. The return for November, 1957 was submitted on 21st January 1958. The return of December, 1957 was received on 11th February, 1958 after they were reminded on 7th February 1958.
- (v) The Ministry of Education submitted the returns for the period from April to September, 1957 on 4th December, 1957 after they were reminded on 21st August, 1957.
- (vi) The Chief Commissioner's Secretariat submitted returns for the period from March to September, 1957 on 14th December 1957, after they were reminded on 24th April, 1957, 20th July 1957 and 17th October, 1957, respectively. The return for November, 1956, was also sent in 1957 and was late by about 6-1/2 months.
- (vii) The Ministry of Law submitted the return for July, 1957 on 27th August, 1957, after they were reminded on 23rd August 1957.
- (viii) The Ministry of Defence (Aviation Division) submitted the return for February, 1957 on 13th April, 1957. The return for May 1957 was received on 15th July, 1957. The return for June and July were received on 3rd September, 1957 after they were reminded on 23rd August, 1957. The return for August, 1957 were received on 5th October 1957. The return for November, 1957 was received on 12th January 1958.
- (ix) The Ministry of Finance (Revenue Division) submitted the return for June 1957 on 4th September 1957.
- (x) The Ministry of Rehabilitation submitted the return for August 1957 on 28th December, 1957. The returns for May 1957 in respect of the subordinate offices was awaited till the close of the year. The returns for November, and December, 1956

1957. The return for December, 1957 in respect of the Ministry and its subordinate offices was also not received by the due date.

- (xi) The Ministry of Industries were not regular in submitting their returns. In spite of repeated reminders some of the returns were awaited till close of the year.
- (xii) The Ministry of Information and Broadcasting submitted the return of July 1957 on 1st October 1957. The return of December, 1957 was not received by the due date.
- (xiii) The Ministry of Works did not submit the returns for the period from April to November 1957 till the close of the year, in spite of the fact that they were reminded in June 1957 to submit outstanding returns.

(Vide para 69 of the Report)

List of cases in which appointments/promotions, etc., made by Government without consultation with the Commission were not reported in the appropriate Monthly Returns and came to the notice of the Commission when a reference was made to them for Regularisation of the appointment.

- ## APPENDIX VIII

(Vide para. 83 of the Report)

Services Matters

(Summary of cases of Appointments, Promotions, Disciplinary Matters, Etc.)

NATIONAL INSTITUTE OF PUBLIC ADMINISTRATION

Sl. No.	Description	No. of Cases pending on 1-1-57	No. of Cases received from 1-1-57 to 31-12-57	No. of Cases on which advice was tendered	No. of Cases on which Government have taken decision	No. of Cases on which Government have taken any decision	No. of Cases on which Commission's advice was accepted	No. of Cases on which Commission's advice was not accepted	Remarks	
		3	4	5	6	7	8	9		10
1	Appointments made without advertisement.	24	103	74	27	51	23	*49	2	*Two cases were withdrawn by Government. In one case involving 2 officers Commission's advice was accepted in one case only. 1 was being considered in the case of the other officer by Government till end of year.
2	Propositions (including proposals) and confirmations of the Provincial Officers' offices to the Civil and the Police Services of Pakistan).	39	49	*28	31	21	*7	*21	....	†In 2 cases each involving 2 officers, Commission tendered advice in respect of 2 officers and one officer respectively. The case of the remaining officers was still under consideration at the close of year. †In one case involving 2 officers Commission's advice was accepted in respect of one officer only. Orders of Government in respect of the other officer were not known till the close of year.

	1	2	3	3	3	4	5	6	7	8	9	11
3. Disciplinary cases, including 4 appeals, etc.			6	9	3	3	6	1	2	1	...	...
4. Reimbursement of legal expenses.			1	5	5	5	2	4	2	4	...	One case has been referred to the Commission for reconsideration.
5. Domicile			...	1	...	...	1	...	...	...	...	...
6. Gratuity, Injury and Extra-Ordinary pensions			...	1	...	...	1	...	...	...	...	...
7. Seniority			1	2	2	2	...	...	2	...	...	...
8. Appointment of Clerks from Subordinate offices.			...	2	1	1	1	...	1	...	...	...
9. Ex-cadre posts			1	4	4	4	...	3	1	3	...	...
10. Recruitment Rules			7	12	5	5	7	2	3	2	...	...
11. Reduction in ordinary pensions.			...	1	...	...	1	...	...	...	...	...
12. Compulsory retirements			...	1	1	1	...	1	...	1	...	...
13. Qualifications for Posts/Services and <i>ad hoc</i> method of recruitment.			...	9	7	7	2	3	4	3	...	...

(Vide para. 84 of the Report)

Cases of delays and irregularities on the part of Ministries/Divisions of Government of Pakistan.

- (i) On 20th October, 1954, the Commission sought clarification from the Cabinet Secretariat with regard to the eligibility of a candidate of Indian Nationality, who was the incumbent of the post of Assistant Surgeon, Pakistan Railways. After more than two years the Cabinet Secretariat informed the Commission that they had advised the Railway Division on 3rd October, 1956 (after two years) that the case in question should be dealt with under Article 179(i) of the Constitution of Pakistan.
- (ii) The Commission, on 18th June, 1955, sought clarification from the Cabinet Secretariat with regard to the eligibility of a candidate for the post of Instructor, Karachi Polytechnic. After two years, on 24th June 1957, the Cabinet Secretariat advised that action should be taken under Article 179 of the Constitution of Pakistan.
- (iii) The Character Roll of a candidate for the post of Lady Medical Officer was called for, from the Ministry of Health on 13th May, 1957. The Ministry sent it to the Commission curiously enough after 4-1/2 months.
- (iv) The Character Roll of a candidate for the post of Assistant Zoologist was called for from the Ministry of Agriculture on 9th October 1957. It was not sent by the Ministry of Agriculture till the close of the year.
- (v) The Character Roll of a candidate for the post of Agricultural Economist was called for from the East Pakistan Government on 5th October, 1957. After 4 months, delay and waiting, the Commission was constrained to finalise the recruitment on the basis of incomplete Character Roll.
- (vi) The Character Roll of a candidate for the post of Director, Tuberculosis Control and Training Centre was called for from the West Pakistan Government on 22nd April, 1957. It was sent by the West Pakistan Government after about three months.
- (vii) An application dated 30th October, 1957, for the post of Principal, Karachi Polytechnic was forwarded by the East Pakistan Government to the Commission on 12th February 1958 after 3 1/2 months of the closing date viz., 2nd November 1957.
- (viii) An application, dated 1st April, 1957, for the post of Assistant Director, Supply and Development was forwarded by the Pakistan Public Works Department surprisingly enough after 9 months of the closing date viz., 22nd May 1957.
- (ix) An application for the post of Assistant Director, Trade Promotion was forwarded by the Ministry of Commerce to the Commission on 27th June 1957 after 4 months of the closing date viz., 23rd February 1957.
- (x) In December 1956, the Ministry of Foreign Affairs and Commonwealth Relations referred the case of an Officer who was Administrator, Charitable Institution, Peshawar, for appointment as Vice Consul, Jalalabad for the Commission's approval.

Other information required was lacking, the Ministry of Foreign Affairs and Commonwealth Relations was requested in February, 1957, to complete the Character Roll as well as to supply the required information, but despite several reminders the completed Character Roll and information were not received till the close of the year.

- (xi) An Officer was appointed as Member, Foreign Exchange Tribunal under the Ministry of Finance with effect from 15th December 1955. In November, 1956, the Ministry sought the approval of the Commission to the appointment of the Officer in question for a further period of one year. The Commission asked the Ministry that full particulars of the officer and of the post might be supplied. It was also asked that the reasons for the omission of the appointment of the officer from the Monthly Return for the month of December 1955, might also be stated. The Ministry was also requested to explain why the method of recruitment for the post had not been decided in consultation with them as required under Article 188(2) (a) of the Constitution.

The Ministry furnished the required particulars and stated that Recruitment Rules and Method of Recruitment for the post would be presently framed in consultation with the Commission as the post would continue for a further period of one year or more. As regards the omission of the appointment from the Monthly Return a further communication was promised.

The Commission advised that the post should be advertised through them. The Commission also agreed to the continuance of the officer for a further period of six months, with effect from the 15th December, 1955, or till such time as their nominee was available, whichever was earlier.

The Ministry later informed that the omission for not including the appointment in Monthly Return for December 1955 was due to some misunderstanding which was regretted. The Commission were also informed that the Foreign Exchange Tribunal had been wound-up and the services of the Officer terminated with effect from 22nd August 1957. In this connection it may be stated that the appointment of the Officer from 15th June 1957 to 22nd August 1957 remained irregular for want of the Commission's approval.

- (xii) A post of Assistant Controller of Stamps, Dacca (Class II, Gazetted) came into existence on 4th February 1949. An Officer of the East Pakistan Junior Civil Service was appointed to the post with effect from 4th February 1949, on an ad hoc basis. The Officer held the post for more than five years upto 6th December 1954, on which date he expired. No doubt officers of Provincial Service can be appointed against tenure posts without consultation with the Commission but the post in the present case was not a tenure post. The appointment against this post should have been made in consultation with the Commission but the case of the above officer was never referred to the Commission for their approval.

The Commission did not consider the reason given by the Ministry namely, that it was a stop-gap arrangement, as satisfactory.

appropriate monthly returns. On being asked to explain this omission, the Ministry informed that that was through an oversight. Although the post of Assistant Controller of Stamps, Dacca, came into existence 8 years ago yet the Revenue Division have not taken any steps to frame proper Recruitment Rules.

(xiii) In 1951, the Ministry of Finance (Revenue Division) appointed 5 Officers as Superintendents of Central Excise and Land Customs. They referred the cases of three officers for the Commission's approval. While the Commission agreed to the permanent retention of one officer on the basis of Character Rolls, they did not consider the other two officers suitable for permanent retention. The Ministry again referred the case of one officer for reconsideration but the Commission did not agree. In 1953, the Ministry endorsed to the Commission a copy of the letter addressed to the Controller of Central Excise and Land Customs, East Pakistan (Chittagong) in which that Ministry had directed that the services of the officer should be terminated.

In 1956, however, while considering the case relating to the promotions of Superintendents of Central Excise and Land Customs to the posts of Assistant Collector, it was detected from the seniority list that the officer whose services were to be terminated in 1953 was still continuing. The Commission again took up the matter with the Ministry and as a result thereof the services of the Officer were terminated in December, 1957.

(xiv) An officer was appointed as Assistant Director of Civil Supplies in the Chief Commissioner's Secretariat, Karachi, with effect from 7th July, 1953. In May, 1954, approval of the Commission to the appointment of the officer as Assistant Director of Civil Supplies was sought. As the appointment was likely to last for a period of less than one year, the Commission advised that the approval of the Commission would not be necessary under Regulation 4(b) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, 1953. It was further stated that if the officer was to continue after 7th July, 1954, the case would require the approval of the Commission. After 2½ years the Chief Commissioner's Secretariat referred the case for Commission's approval to the continued appointment of the officer as Assistant Director of Civil Supplies with effect from 7th July 1954. It was explained by the Chief Commissioner's Secretariat, that Government accorded sanction to the continuance of the posts of Assistant Director of Civil Supplies piecemeal for 3 to 4 months at a time as it was thought that the posts might be abolished any time. Two posts, one of a Deputy Director and another of an Assistant Director, were actually abolished in the year 1954. The remaining two posts of Assistant Director were still continuing and against one of these posts, approval of the Commission to the appointment of the above officer was sought. The Chief Commissioner's Secretariat was, therefore, requested to inform the Commission of the reason for which the case was not referred to the Commission for their approval in time in accordance with their advice. In reply the Chief Commissioner's Secretariat stated that the position with regard to delay in

earlier explanation but were not convinced of it, as although the Karachi Administration was not certain about the continuation of the post, yet there was no reason for withholding a reference to the Commission when the appointment had actually exceeded the period of one year.

- (xv) An officer was appointed as Assistant News Editor with effect from 5th September, 1950, in Radio Pakistan without consultation with the Commission. The posts of Assistant News Editors were several times advertised through the Commission but the officer was not recommended by the Commission for appointment. The Department, however, managed to keep him on one pretext or the other. In August, 1955, while agreeing to the continued appointment of the officer till such time as Commission's nominees were available, the Ministry was addressed by the Commission that in case he was not selected by the Commission for the post of Assistant News Editor, the officer should not be allowed to continue in the vacancies, which were shortly to fall vacant. The Ministry did not pay any heed to the Commission's advice and allowed the officer to continue in short term vacancies. In April, 1957, the Ministry again approached the Commission for approval to the continued appointment of the officer as Assistant News Editor on an *ad hoc* basis till such time as the nominees of the Commission were available. The Commission did not agree to the further continuance of the officer in service as the officer was allowed to continue in disregard of the advice of the Commission. The case was also reported to the Cabinet Secretariat (Establishment Division).

The Ministry, however, again approached the Commission for reconsideration of the case stating that the officer had appeared for interview before the Commission early in September 1957 in connection with his candidature for the post of Assistant News Editor, advertised by the Commission. The result of this interview was not known, but in the case of his selection, the termination of his services with immediate effect would mean a break in his service. In the circumstances the Commission were requested to allow the officer to continue until the finalisation of the results of interviews for the post of Assistant News Editor. The Commission, on reconsideration, agreed to the continuance of Assistant News Editor in Radio Pakistan upto 31st December, 1957 or till such time as the Commission's nominee was available, whichever was earlier as the officer was the likely candidate to be recommended for the post. He was subsequently selected for the post and was recommended.

- (xvi) An officer was appointed as Commercial Assistant (Gazetted Class II) in the office of the Special Officer (Paper), Department of Supply and Development, under the Ministry of Industries with effect from 15th August 1950 without consultation with the Commission. He was transferred on deputation to the Pakistan Industrial Development Corporation with effect from 1st February 1952 and retransferred to the Department of Supply and Development with effect from 31st

Director (Class II) in the Supply and Stores Department, United Kingdom.

In July, 1956 the Ministry of Industries approached the Commission to accord their approval to the appointment of the officer as Assistant Director, Class I (non-technical). The Commission asked the Ministry to explain why the officer was allowed to continue in Class II beyond one year without consultation with the Commission. It was also advised that the post of Assistant Director, Class II, which the Officer was holding as well as that of Assistant Director, Class I, against which it was proposed to appoint him, should be advertised through the Commission.

The Ministry kept silent for more than nine months when it adopted the subterfuge of withdrawing their proposal to promote the officer to Class I post of Assistant Director and requested the Commission to regularise his appointment to Class II post of Assistant Director.

The Commission advised that the post of Assistant Director, Class II held by the officer should be advertised through them. The Ministry were also asked to inform the Commission as to how it was proposed to fill up the post of Assistant Director Class I, against which the officer was proposed to be appointed.

In reply, the Ministry informed the Commission that it had been decided not to fill the Class II posts of Assistant Director, until the question of re-organisation of the entire Department of Supply and Development was finalised. The Commission were of the view that when the entire Department of Supply and Development was to be reorganised, the re-organisation must affect all the Wings. It could not be said with any certitude that as a result of re-organisation, there would be retrenchment only in the Supply and Development Wing, on the strength of which the officer was working and the other Wings would remain unaffected. Moreover, the Department of Supply and Development was a huge organisation and its reorganisation would naturally take a long time.

The Commission, therefore, could not shake off the feeling that the Ministry showed undue favour to the officer by appointing him irregularly to a Class II post and by trying to promote him to a Class I post by trying to suppress the irregularity. The Commission regretted that they did not agree to the continued irregular appointment of the officer to the Class II post of Assistant Director.

The Commission advised that in case the post had to be filled, there was no reason why the Class II post of Assistant Director should not be filled through advertisement. The officer might also take his chance along with other candidates if he was eligible for the post.

A copy of the communication along with relevant correspondence was also forwarded to the Cabinet Secretariat (Establishment Division) for information and such action as it might deem fit to take.

Further details of the case would be given in the next year's Annual Report by which time the case is expected to be finalised.