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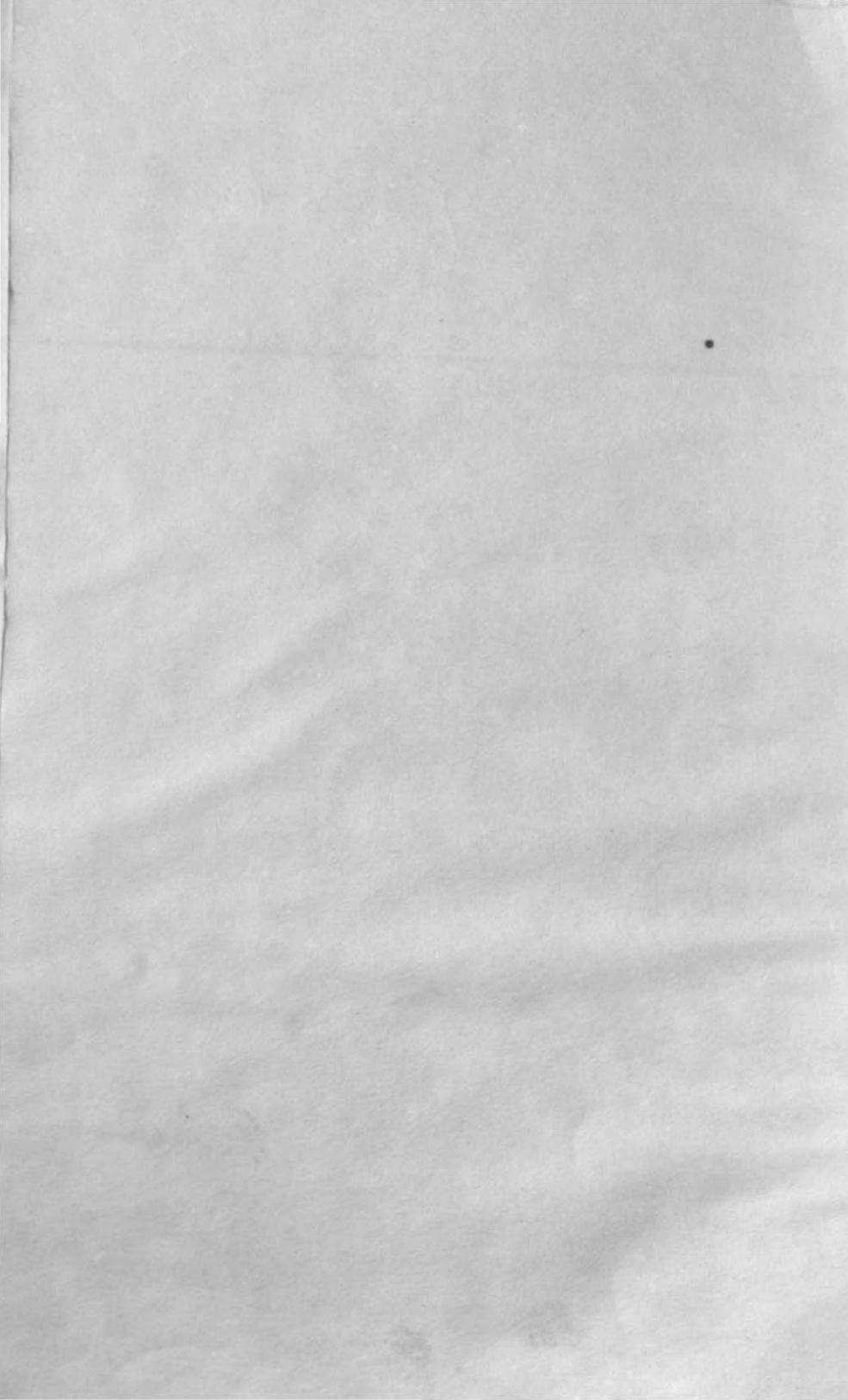
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No. 5262-G-47/32327

AKHTER HUSAIN, Esq., O.B.E., I.C.S.

Chief Secretary to Government, Punjab

THE SECRETARY, PUNJAB AND N.-W. F. P.
JOINT PUBLIC SERVICE COMMISSION,
LAHORE.

Dated Lahore, the 9th May 1947

Subject—REPORT ON THE WORKING OF THE PUNJAB AND
N.-W. F. P. JOINT PUBLIC SERVICE COMMISSION
FOR THE YEAR 1945-46.

I AM directed to acknowledge with thanks the receipt
of the report on the working of the Punjab and N.-W. F. P.
Public Service Commission for the year 1945-46
received with your letter No. PSC/CAG-47/9268, dated the
10th January 1947.

2. Action has been taken on the last sub-paragraph
of paragraph 24-A as suggested and the other irregularities
mentioned in the same paragraph have also been brought
to the notice of the departments concerned where necessary.
With regard to paragraph 14-A of the report, however, Govern-
ment see no reason to reconsider their previous decision as
communicated in Punjab Government letter No. 914-G-44/
(H—Gaz), dated the 13th July 1944. The point in
paragraph II-A of the report has also been considered before
the decision thereon communicated in the Punjab
Government letter dated the 13th July 1944, referred to.

I have the honour to be

SIR

Your most obedient servant

AKHTER HUSAIN

Chief Secretary to Government, Punjab

**Annual Report on the Working of the Punjab and
N.-W. F. P. Joint Public Service Commission for the
year 1945**

I.—GENERAL

1. **Personnel** Khan Bahadur Nawab Muzaffar Khan, C. I. E., resigned the office of the Member with effect from the 10th December 1945, and was succeeded by Khan Bahadur Mian M. Afzal Hussain, I. A. S. (retired) from the 20th December 1945.
2. **Subordinate Staff** There was no change in the number of the permanent Subordinate staff. One Assistant, two Senior Clerks and one Junior Clerk, were, however, sanctioned temporarily for 6 months to meet with the rush of work in connection with the recruitment of staff for the Excise and Taxation Department.
3. **Office Accommodation** The lease of the building rented for the office of the Commission in October 1937 was renewed for a further period of one year from the 1st October 1945 on identical terms.
4. **Cost of the Commission** The total expenditure of the Commission was Rs. 1,97,419 as against Rs. 1,85,372 in 1944-45. Details are as follows:—

	Rs.
(a) 25-C—(L) General Administration—Secretariat and Headquarters Establishment—	
1. Pay of officers	... 1,27,819
2. Pay of Establishment	... 22,217
3. Travelling Allowance	... 1,551
4. Other Allowances and Honoraria	... 20,977
5. Contingencies	... 24,368
	<hr/>
	1,96,932
(b) 57—Miscellaneous Departments—	
Books and Periodicals obtainable from other Governments	.. 52
(c) 56—Stationery and Printing (Provincial)	
	... 435
	<hr/>
Grand Total	... 1,97,419
	<hr/>

One-fifth of the expenditure noted above and of the leave and pension contribution of the Secretary and the staff and the entire leave salary of the Frontier Member are borne by the N.-W. F. P. Government.

5. The receipts of the Commission are credited to the head Receipts of the Commission XXXVI—Miscellaneous Departments Examination fees. The total amount credited during the year 1945-46 was Rs. 17,392 against Rs. 7,841-12-0 in 1944-45. The figures include the fee realised by the Punjab Government on account of certain departmental examinations.

6. The number of letters and telegrams received by the Commission was 13,808 and the number Amount of correspondence issued was 8,986. The corresponding figures for the year 1944-45 were 8,530 and 5,622. The number issued does not include the applications, forms and other printed leaflets supplied to candidates.

7. The Commission as such did not recess although Summer recess some of the Members and Secretary availed of the concession.

8. The Commission visited Peshawar in October 1945 in connection with the N.-W. F. P. Visit to Peshawar Judicial Service Examination.

9. The Commission continued to publish their advertisements in the weekly gazettes of the Punjab and N.-W.F.P. Government Advertisment of the Commission and in the Friday issues of certain selected papers.

10. The following class of cases were excluded from the purview of the Commission :—

Punjab

(i) Appointments to the post of District Publicity Officer and Regional Organizer, National War Front, Punjab

N.-W. F. P.

(ii) Appointments to the post of Matron attached to the T. B. Sanatorium, Dadar.

II—RECRUITMENT BY SELECTION

11. During the year the Commission dealt with 93 cases of recruitment by selection for filling 245 posts given in Appendix A. Eighty one were Punjab cases as against 60 in 1944-45 and 12 were of the N.-W.F.P. as against 7 in 1944-45.

III—EXAMINATION

1. The Commission conducted the following examinations :—

(i) N.-W. F. P. Judicial Service Examination was held at Peshawar in October 1945. There were 21 applicants as against 33 in 1943 when this examination was last held by the Commission. Twenty candidates were admitted to the examination. Fourteen actually appeared and 11 qualified. In the 1943 examination 22 had appeared and 16 had qualified.

(ii) N.-W. F. P. Forest Rangers Examination—

The examination was held at Abbotabad in January 1946. There were 112 candidates who applied for admission to the examination. All the candidates were admitted but only 10 actually appeared and 5 of them qualified.

Information community-wise regarding the number of candidates who appeared in each of the examinations will be found in Appendix 'B'.

11-A. The Commission are often placed in an awkward position when selecting the best qualified candidate for a technical post owing to the requisition asking the Commission to send the best candidate from each community without indicating order of merit. These respective merits of the three candidates *inter se* may be not adequately realized.

12. The Commission made arrangements on behalf of the Punjab Government for the following 7 examinations as against 9 in the year 1944-45, conducted by the Federal Public Service Commission :—

1. Civilian Gazetted Officers.
2. Survey of India, Class II.
3. Ministerial Service (A & B Grades) of the Government of India
4. Engineering Service, Government of India.
5. Royal Indian Navy.
6. Special Class Railway Apprentices in the Mechanical Engineering and Transportation (Power) Department of the Superior Revenue Establishment of the Indian State Railways.
7. Indian Audit and Accounts, etc., Services Examination.

13. As in previous years, the Commission experienced considerable difficulty in arranging for a suitable hall for the examinations. This difficulty is being felt all the more on account of the actual conduct of the examinations of the Federal Public Service Commission at the Lahore Centre.

IV—PROMOTION CASES

14. The Commission gave advice on 382 cases as against 272 in 1944-45. Of these 316 were referred by the Punjab Government and 66 by the North-West Frontier Province Government.

Regulation 4 of the Punjab and North-West Frontier Province Joint Public Service Commission (Limitation of Functions Regulations).

14-A. Under the present regulation 4 of the Limitation of Functions Regulations, issued by the Government of the Punjab, the Commission are not required to be consulted on the relative merits of persons due for promotion, but in such cases, the Commission's function is strictly limited to pronouncing whether a particular candidate recommended by the department is suitable or not, irrespective of his place on the seniority list. The Commission consider that this provision is unduly restrictive. They feel that when submitting proposals for promotion to posts where promotion goes by seniority, the Head of the Department, if he is of the opinion that the senior most officer on the list, is fit for promotion should forward his name only, but in a case where the senior most officer or officers is/are not considered fit for promotion, he should recommend to the Commission, the next officer on the seniority list who is considered suitable for promotion, forwarding at the same time the record of the officers whom it is proposed to supersede. In the case of promotion to selection posts, Government should forward to the Commission the records of all officers, who are eligible for the appointment in question, with their recommendations in favour of the most suitable person. It may be added in this connection that the North-West Frontier Province Government are already forwarding to the Commission record of officials whom they propose to supersede. The Commission's duty under the Government of India Act, 1935, is to recommend the best possible candidate for recruitment. If Government send only the name of one particular officer, the Commission's advisory function is unnecessarily restricted. In fact, it is tantamount to

Government assuming a part of the Commission, statutory duty. It is important to remember that it is not always possible to fix an absolute standard for promotion cases, and the best results can only be achieved if Commission are enabled to judge the proposed candidate against others in the same cadre or service. The Panjab Government might therefore review the position and consider the advisability of amending the aforementioned regulation.

V—APPOINTMENT BY TRANSFER FROM ONE SERVICE TO ANOTHER

15. The Commission gave advice on 13 cases as against 9 cases in 1944-45. All these cases were referred by the Panjab Government.

VI—EXAMINATION OF RULES

16. During the year 1945-46 the Commission examined and advised Government in respect of the rules for the following 6 Services as against 13 in 1944-45 :—

Punjab—

(1) Panjab Subordinate Local Fund Audit Service Rules, 1944.

(2) Panjab Irrigation Research Institute Officers' Conditions of Service Rules, 1945.

(3) Procedure to be followed in making direct appointment to the posts of Superintendent of Industries, Panjab.

(4) Election Commissioner's Office Subordinate Service Rules.

North-West Frontier Province—

(1) North-West Frontier Province Civil Services (War) Amendment Rules, 1945.

(2) North-West Frontier Province Veterinary Service Class II Rules—Accounts Examination.

17. The Commission also advised Government in respect of certain amendments to the rules of the following 7 Services as against 13 in 1944-45—

Punjab—

(1) Panjab Public Works Department, Irrigation Branch Naib Zilladars Service Rules, 1944.

(2) Panjab Government Services (War) Amendment Rules, 1943.

(3) Panjab Forest Subordinate Service Rules (Executive Section).

(4) Punjab Public Works Department, Irrigation Branch Draftsmen and Tracers Service Rules, 1944.

(5) Punjab Forest Service Class I Rules, 1940.

North-West Frontier Province—

(1) North-West Frontier Province Jail (Upper Subordinate) Service Rules.

(2) North-West Frontier Province Forest Service Class II Rules, 1945.

VII—DISCIPLINARY CASES, APPEALS AND MEMORIALS.

18. The Commission gave advice on 8 disciplinary cases as against 15 in 1944-45. All these cases were referred to the Commission by the Punjab Government.

19. The Commission were consulted on 8 Punjab Cases of Appeal and memorials against orders of dismissal, reduction, etc. In 1944-45 the number of such cases was 7.

VIII—WOUND GRATUITY, FAMILY AND INJURY PENSION.

20. The Commission tendered advice on 20 cases as against 33 in 1944-45 in which it was proposed to grant wound gratuities, family or injury pensions of these 3 were referred by the Punjab Government and 17 by the North-West Frontier Province Government.

IX—RE-IMBURSEMENT OF LEGAL EXPENSES

21. The Commission gave advice on 16 cases as against 11 in 1944-45 referred to them by the Punjab Government regarding reimbursement of legal expenses incurred by certain subordinates of the Police and Medical Departments. No case was referred to them by the North-West Frontier Province Government.

X—ALTERATION IN DATE OF BIRTH

22. No candidate requested for alteration in his recorded date of birth during the year under report.

XI—DETERMINATION OF DOMICILE

23. No case was referred to the Commission during the year 1945-46.

XII—MISCELLANEOUS REFERENCES MADE TO/BY THE COMMISSION

24. Among the miscellaneous references made to the Commission mention may be made of the following:—

1. Proposal to set up an organisation to investigate and advise on the methods of selection.

for recruitment to various branches of the Public Service.

2. Proposal to increase the age-limit for recruitment of members of Scheduled castes.
3. Proposal to recognise the Cambridge Senior School Certificate as equivalent to Intermediate for the purpose of War reserved vacancies.
4. Procedure for safeguarding the interest of Sikhs in matters of recruitment.
5. Amendment to the Zamindari Certificate.

The Commission made the following important reference :—

Inclusion of the Persian, Arabic and Sanskrit Civilisation as optional subject in the P.C.S. (E. B. Examination).

(24-A). Disregard of the rules and procedure by the Punjab and North-West Frontier Province Government

(1) *Irregular advertisement*—There was only one such case during the year. The Director of Industries, North-West Frontier Province, issued an advertisement inviting applications for the temporary posts of an Assistant Factory Manager and four Factory Superintendents for the Government Fruit Processing Factory, Peshawar. As the recruitment to these posts could be made only after consultation with the Commission, this irregularity was pointed out, when all the applications received by the Department were forwarded to the Commission for making the selection.

(2) *Irregular appointment*—In the following cases of initial appointments prior consultation with the Commission was not made as required by the Government of India Act, 1935, and the rules made thereunder :—

Punjab—(i) Appointment of Dr. Shiv Kumar to the P.C.M.S., Class II, was made without consultation with the Commission, under section 266(3) of the Government of India Act, 1935. The Commission's contention, however, was that this section only empowered the Governor to frame Limitation of Functions Regulations, but did not *ipso facto* confer any power on him to make appointments to a post consultation about which is enjoined by the Act, without first excluding it from the purview of the Commission.

North-West Frontier Province—(ii) The North-West Frontier Province Government appointed Mr. Abdul Karim, Head Master, Azad High School, Utamzai, to the post of Assistant Provincial Organiser, Rural Publicity Department, and thereafter asked for the approval of the Commission. The Commission advised that the post should be advertised and meanwhile Mr. Abdul Karim Khan could continue. No reply has yet been received from the Government.

(iii) Government appointed S. Pritam Singh as Assistant Secretary (Supplies) without consultation with the Commission when this came to the notice of the Commission after about a year in connection with another case, this irregularity was pointed out to Government who then referred the case to the Commission for advice.

(3) Cases where the advice of the Commission was not accepted :—

Punjab—(i) *Disciplinary case against Messrs. Lakhmi Das Vasihat and Jaspal Singh, Extra Assistant Commissioners*—The Commission held that some of the charges brought against them were proved and accordingly suggested punishment. Government however, did not agree and exonerated them both, as in their opinion the charges were not substantiated.

(ii) Government proposed the name of S. Angad Singh for permanent promotion as Game Warden, Punjab. The Commission did not agree as in their opinion S. Angad Singh was unsuitable because he lacked the necessary academic qualifications, training and experience for this high post and also because he had previously been held unsuitable for even the lower post of Deputy Warden of Fisheries. Government, however, notified his appointment in disregard of the advice.

(iii) In the case of direct recruitment to the post of Assistant Marketing Officer (Development) in the P.A.S., Class II, the Commission had in accordance with the conditions prescribed by the Imperial Council of Agricultural Research, recommended two names in order of merit. Government, however, did not make an appointment for eight months and then ignored the best candidate who had been recommended as No. 1, and selected for appointment the 2nd candidate. They explained that Punjab Agricultural Marketing Section had been made permanent with effect from the 1st April 1945, and the nature of the post of

Assistant Marketing Officer (Development) had thus been changed, as it was now a permanent post under the Punjab Government. And as both the candidates recommended by the Commission for appointment to that post were members of the Punjab Agricultural Subordinate Service, Government considered that it was, to all intents and purposes a case of promotion rather than of direct recruitment. They had accordingly decided to fill the post temporarily for the duration of the war by the promotion of Ch. Gurmel Singh Sidhu who was senior to Ch. Mohd. Shafi Niaz and had an excellent record of service.

North-West Frontier Province—

(iv) The North-West Frontier Province Government proposed the names of L. Ganpat Rai, Forest Ranger, for promotion as Extra Assistant Conservator of Forests, in the North-West Frontier Province Forest Service Class II. The Commission held him unsuitable for such promotion. Government, however, promoted him to this post.

(v) Mr. Mahmud Khan, L. V. P., on the basis of his confidential record, was held unsuitable by the Commission for appointment to a permanent vacancy in the North-West Frontier Province Veterinary Service Class II. The North-West Frontier Province Government, however, promoted him to this post.

(vi) In the case of recruitment to the posts of Forest Ranger in the North-West Frontier Province, Government did not select the candidates for training at Forest Rangers College, Dehradun, in order of the merit in which they had been recommended by the Commission. When an enquiry was made in regard to the supersession of one of the candidates belonging to the Hazara District, Government intimated that he had not been selected as they had already selected 2 candidates belonging to that district and that this candidate's selection would give undue weightage to that district. Subsequently, however, Government also selected him.

3. The Commission note that although they have now been in existence for over 9 years, there is still a tendency amongst the Departments to delay reference to the Commission in promotion cases. In some of the departments persons had officiated for several months and in some cases for even over a year before the advice of the Commission was sought. This is contrary to the spirit of the

Government of India Act, 1935, and the instructions contained in Punjab Government U. O. reference No. 187-G-38, North-West Frontier Province Government Home dated the 13th April 1938

Department Memo No. 27036-50-H-G-A./22/7, dated the 26th July 1939. The Commission suggest that the attention of all Departments should again be drawn to these instructions.

CONCLUSION

25. The Commission gratefully acknowledge the assistance which they continued to receive from the High Commissioner for India in London in connection with the recruitment by selection and from the offices of the various departments of the Punjab and North-West Frontier Province Governments who assisted them at the interviews of candidates. Their thanks are due to the Director-General of Broadcasting, All India Radio for broadcasting the Commission's notices and advertisements.

26. The Commission wish to place on record their appreciation of the excellent work done by the Secretary and the entire staff.

B. A. KURESHI

SECRETARY

Punjab and N.-W. F. P.

Joint Public Service Commissioners

APPENDIX A (i) (PUNJAB).

Serial No.	Name of the post or service.	Class to which the post or service belongs.	Number of vacancies offered.	Community.	Number of Applicants received.	Number of Candidates called for interview.	Number of candidates recommended.	REMARKS.
1.	Marketing Officer (General) Punjab, Industries Department.	Subordinate non-Gazetted.	1	Hindus .. Sikhs .. Total ..	7 2 9	.. .. ..	.. .. ..	Government decided not to proceed with recruitment to the post.
2.	Tool-cum-Jig and Fixture Maker (readvertised)	Subordinate	1	Hindus .. Sikhs .. Total ..	2 1 3	1 .. 1	.. .. ..	No candidate was found suitable.
3.	Extra Assistant Transport Controller, III, Punjab.	Provincial Temporary.	1	Muslims .. Hindus .. Sikhs .. Others .. Total	8 17 2 3 30	6 8 2 .. 16	1 1	Muslims preferred. The applications of candidates summoned were sent to Government and they selected a Muslim candidate for appointment.

APPENDIX (i) A (PUNJAB)—continued.

Serial No.	Name of the post or service.	Class to which the post or service belongs.	Number of vacancies offered.	Community.	Number of application received.	Number of candidates called for interview.	Number of candidates recommended.	REMARKS.
4.	Commercial Assistants to the Punjab Transport Department.	Provincial Temporary.	2	Muslims .. Hindus .. Sikhs .. Total ..	13 7 2 ----- 22	7 5 1 ----- 13	3 2 .. ----- 5	
5.	Sub-Assistant Health Officers ..	Punjab Public Health Service.	8	Muslims .. Hindus .. Sikhs .. Others .. Total ..	.. 2 ----- 2	.. 2 ----- 2	.. 1 ----- 1	Muslims and Sikhs preferred.
6.	Extra Assistant Conservator of Forests, Punjab.	P. F. S. Class I ..	2	Muslims .. Hindus .. Sikhs .. Total ..	2 10 2 ----- 14	.. 7 .. ----- 7	1 2 .. ----- 3	One post reserved for a Muslim and the second for a Hindu or other. The Muslim candidate who was recommended was average and was therefore not selected by Government.

7.	Women Assistant Surgeons	P. C. M. S. Class II	2	Muslims	5	5	4	Muslims preferred. Govern ent selected 3 candidates instead of 2 from the number of candidates recommended by the Commission.
				Sikhs	1	..	..
				Total	6	5	4	
8.	Taxation Inspectors	Subordinate Temporary	9	Muslims	126	..	13	770 candidates in all were summoned; many of the candidates had applied for more than one post.
				Hindus	32	..	4	
				Sikhs	75	..	2	
				Total	233	..	19	
9.	Excise and Taxation Officers	Not specified	14	Muslims	192	..	16	
				Hindus	153	..	3	
				Sikhs	93	..	3	
				Others	11	..	2	
				Total	449	..	34	
10.	Assistant Excise and Taxation Officers.	Do.	21	Muslims	303	..	23	
				Hindus	285	..	11	
				Sikhs	139	..	8	
				Others	14	..	2	
				Total	741	..	44	

APPENDIX A (i) (PUNJAB)—continued.

Serial No.	Name of the post or service.	Class to which the post or service belongs.	No. of vacancies offered	Community.	No. of Applications received.	No. of candidates called for interview.	No. of candidates recommended.	REMARKS.
11.	Botanist for Oilseeds	P. A. S. Class I	1	Muslims ..	2		1	
				Hindus ..	3	1	..	
				Total ..	5	2	1	
12.	Probation and Criminal Tribes Officer.	Subordinate Service.	1	Muslims ..	8	6	2	Muslims preferred.
				Hindus ..	1	..	..
				Total ..	9	6	2	
13.	Professor of Botany, Government College, Lahore.	P. A. S. Class I Men's Branch.	1	Muslims ..	2	2	..	
				Hindus ..	6	4	2	
				Sikhs ..	3	2	..	
				Total ..	11	8	2	

4	Temporary Engineers, Punjab Public Works Department, Buildings and Roads Branch.	..	..	uslims ..	15	15	2	} One reserved for a Muslim and the other for a Sikh. The recommended candidate was not quite up to the mark and had asked for higher initial pay. Government decided to have the posts re-advertised after the revision of the scales of pay mean- while they proposed the officiating appointment of 2 Electrical overseers. The Commission agreed.
				Hindus ..	2	2	1	
				Sikhs ..	4	4	2	
				Total ..	21	21	5	
15	Assistant Engineer in the office of the Electric Inspector to Government, Punjab.	..	2	Muslims ..	5	2	1	} Musjims preferred
				Sikhs ..	3	2	..	
				Total ..	8	4	1	
16	Temporary Assistant Engineer (Electrical) in the office of the Electrical Engineer to Government, Punjab.	..	1	Muslims ..	4	4	1	
				Hindus ..	1	..	..
				Total ..	5	4	1	
17	Marketing Officer Co-operative Industrial Societies.	Punjab Co-operative Service, Class II.	1	Muslims ..	1	1	1	
				Hindus ..	3	1	..	
				Total ..	4	2	1	

APPENDIX A—continued

Serial No.	Name of the post or service	Class to which the post or service belongs	No. of vacancies offered.	Community	Number of applications received,	Number of candidates called for interview	Number of candidates recommended	REMARKS
18	Technical Officer, Co-operative Industrial Societies.	Punjab Co-operative Service, Class II.	2	Hindus ..	2	..	..	None of the candidates was eligible according to the terms of requisition.
				Sikhs ..	1	..	..
				Total ..	3	..	..
19	Technical Officer and Engineer, Home Publicity Department, Punjab	Gazetted ..	1	Muslims ..	3+8=11	3+8=11	1+1=2	The post has accordingly been re-advertised with revised qualifications during 1946-47. Muslims and War Service candidates preferred. <i>Advised twice</i> first by the Department and then by the Commission.
				Hindus ..	9+0=9	..	..
				Others ..	2+1=3	..	..
				Total ..	14+9=23	3+8=11	1+1=2	
20	Sister Tutor ..	Subordinate Service.	1	..	..	..	..	No candidate applied.
21	Nursing Sister ..	Ditto	1	..	..	..	..	Ditto

23	Assistant Resident Engineer, Shah- data Power House.	..	1	Total	5	4	2
				Muslims	..	..	..
				Hindus	6	1	1
				Sikhs	1	..	..
				Total	7	1	1
24	Assistant Disease Investigation Officer, Sheep and Goats.	..	1	Total	1	1	1
				Muslims	4	4	..
				Hindus	1	1	1
				Sikh	..	..	..
				Total	6	6	2
25	Temporary Engineer in the Funiab Public Works Department Irriga- tion Branch.	..	40	Total	44	31	24
				Muslims	58	48	20
				Hindus	22	18	6
				Sikhs	5	4	2
				Others	..	..	..
				Total	129	101	52

TABLE V

APPENDIX A—*continue*

Serial No.	Name of the post or service	Class to which the post or service belongs	Number of vacancies offered	Community	Number of applications received	Number of candidates called for interview	Number of candidates recommended	REMARKS
26	Forest Rangers	Subordinate	9	Muslims	456	68	10	War Service candidates preferred and there was to be no qualifying examination in their case. Six posts were to go to Zamindars and the remaining 3 to non-Zamindars.
				Hindus	336	38	6	
				Sikhs	216	18	2	
				Others	17	1	..	
				Total	1,025	125	18	
27	Temporary Assistant Architect	Special Post	1	Muslim	1	
				Hindus	2	1	1	
				Total	3	1	1	
28	Foreman Mechanic Industrial Research Laboratory, Lahore.	..	1	Muslim	1	
				Hindus	2	2	1	

29	Assistant Conservator of Forests in the Punjab.	P. F. S. Class I ..	4	Muslims ..	32	26	8	3 Muslims and 1 Sikh and War Service candidates preferred. An additional Muslim candidate was selected by Government for Edinburgh Course.
				Hindus ..	6	..	..
				Sikhs ..	29	25	2	
				Total ..	67	51	10	
30	Animal Geneticist, Government Cattle Farm, Hissar.	P. V. S. Class II ..	1	Hindus ..	3	3	1	No preference for any community. No Muslims and Sikhs applied.
				Total ..	3	3	1	
31	Temporary Engineer, Punjab P.W.D. B. & R. Branch.	..	3	Muslims ..	5	No interviews held as Government cancelled the requisition.
				Sikhs ..	2	..	..
				Total ..	7	..	..
32	Principal, Punjab College of Engineering and Technology, Lahore	Special post ..	1	Muslims ..	6+0=6	4+0=4	..	Advertised twice in India and U. K. * Recommended by High Commissioner for India.
				Hindus ..	9+1=10	2+1=3	..	
				Sikhs ..	2+0=2	2+0=2	*	
				Others ..	4+5=9	1+3=4	1+2=3	
				Total ..	21+6=27	9+4=13	3	

APPENDIX A—continued.

Serial No.	Name of the post or service	Class to which the post or service belongs	Number of vacancies offered	Community	Number of applications received	Number of candidates called for interview	Number of candidates recommended	REMARKS
33	Temporary Assistant Town Planner, Punjab.	..	1	Muslims ..	1	1	..	The candidate recommended for appointment did not accept the offer and accordingly the post re-advertised during 1946-47.
				Hindus ..	3	3	1	
				Sikhs ..	1	1	..	
				Total ..	5	5	1	
34	Lecturer in Civil Engineering, Rasul	Special post ..	1	Muslims ..	2	..	..	Both the candidates were ineligible and accordingly no recommendations could be made.
				Total ..	2	..	..
35	Chemist in Pharmacology and Therapeutics, K. E. Medical College, Lahore.	Ditto ..	1	Hindus ..	3	1	1	
				Total ..	3	1	1	

36	Temporary Executive Engineer, Punjab Public Works Department, B. and R. Branch.	..	4	Muslims Hindus Sikhs Others Total	.. .. .. .. 22	9 10 3 .. 10	3 5 2 .. 10	.. 2 2	No Muslim and Sikh candidate was considered to be suitable.
37	Temporary Assistant Executive Engineer, Punjab Public Works Department, B. and R. Branch.	..	3	Muslims Hindus Sikhs Others Total	.. .. .. .. 10	5 1 4 .. 10	.. .. 3 .. 3	.. .. 2 .. 2	None of the candidates recommended was selected for appointment and accordingly the posts were re-verified.
38	General Manager, Punjab Transport Service, Rawalpindi-Kashmir.	Provincial Temporary.	1	Muslims Hindus Sikhs Others Total	.. .. .. .. 22	2 15 1 4 22	1 5 .. 2 8	.. .. .. .. ..	The original incumbent of the post withdrew his resignation. No recruitment made.

APPENDIX A—*con tinued.*

Serial	Name of the post of service	Class to which the post or service belongs.	Number of vacancies offered.	Community	Number of applications received.	Number of candidates called or interviewed	Number of candidates recommended.	REMARKS
39	Deputy Warden of Fisheries, Punjab.	P. A. S. Class II ..	1	Muslims ..	1	1	..	Reserved for Muslim. No recommendation made as the candidate was found unsuitable.
				Total ..	1	1	..	
40	Production Officer, Home Publicity Department, Punjab.	Temporary ..	1	Hindu ..	1	..	1	Not advertised.
				Total ..	1	..	1	
41	Executive Engineer, Punjab, Public Works Department, Public Health Branch.	Temporary special post.	2	..	..	..	..	Advertised in the U. K. by the High Commissioner for India, London. Recommendations awaited.
42	Assistant Executive Engineer, Punjab, Public Works Department, Public Health Branch.	Ditto ..	2	
43	Temporary Executive Engineer, Punjab, Public Works Department, Public Health Branch.	Ditto ..	1	Muslim ..	..	..	..	Post reserved for a Muslim. No Muslim candidate applied. Post readvertised in 1946-47.
				Hindus ..	3	..	..
				Sikhs ..	2	..	..
					5	..	..

44	Temporary Assistant Executive Engineer Punjab, Public Works Department, Public Health Branch.	Ditto ..	2	Muslim ..	1	Originally the posts were reserved for Muslims and Sikhs. The post was advertised twice but no suitable Muslim or Sikh could be found. Government have decided to fill one post by the appointment of a Hindu.
				Hindus ..	5	..	..
				Sikh ..	1	..	..
				Total ..	7	..	..
45	Temporary Engineer, Punjab, Public Works Department, Public Health Branch.		3	Muslims ..	11	10	2	One post was reserved for Muslims one for Hindus and one for Sikhs. No suitable Sikh could be recommended. Government appointed 2 Muslims and one Hindu.
				Hindus ..	13	12	3	
				Sikhs ..	3	3	..	
				Total ..	27	25	5	
46	Deputy Provincial Analyst	Post permanent appointment temporary.	2					Post advertised during 1946-47.
47	Manager, Co-operative Societies.	Punjab Co-operative Sub-Service	1	Muslims ..	5	3	1	Muslims preferred.
				Hindus ..	1	..	..
				Total ..	6	3	1	

APPEND X-A—continued.

Serial No.	Name of the post or service	Close to which the post or service belongs	Number of vacancies offered	Community	Number of applications received	Number of candidates called for interview	No. of candidates recommended	REMARKS
48	Medical Officer, Hookworm Scheme..	Temporary P. H. Service.	1	Muslims ..	4	4	2	Muslims preferred.
49	Assistant Director, Home Publicity..	Temporary Gazetted.	1	Muslims ..	6	5	3	Advertised twice. Muslims and War Service candidates preferred.
				Hindus ..	..	..	..
				Sikhs ..	1	1	..	
				Total ..	7	6	3	
50	Assistant Production Officer, Home Publicity.	Non-Gazetted ..	1	Muslims ..	2	2	1	Muslims and War Service candidates preferred.
51	Officer Incharge Exhibition, Home Publicity.	Gazetted ..	1	Muslim ..	1	1	1	War service candidate preferred.
				Total ..	1	1	1	

52	Research Officer Home Publicity ..	Non-gazetted ..	1	Hindus ..	3	1	1	Advertised twice. War service candidates preferred.
				Sikh ..	1	..	..
				Total ..	4	1	1	
53	Layout Expert ..	Gazetted ..	1	Hindu ..	1	1	1	Muslims and War service candidates preferred.
				Total ..	1	1	1	
54	Song Publicity Officer ..	Gazetted ..	1	Muslim ..	1	1	..	War service candidates preferred.
				Hindu ..	1	1	1	
				Total ..	2	2	1	
55	Professor of Pathology ..	P. V. S. Class I Gazetted ..	1	Muslims ..	3+1c	3	1	Advertised both in India and U. K. Reserved for Sikhs. C Recd. by the H. C. for India, London.
				Hindus ..	3	2	..	
				Sikhs ..	3	3	2	
				Others ..	0+2c	..	1	
				Total ..	9+3	8	4	

APPENDIX A (i) (PUNJAB)—continued.

Serial No.	Name of the post or service	Class to which the post or service belongs	No. of vacancies offered.	Community	Number of Applications received.	Number of candidates called for interview.	Number of candidates recommended.	REMARKS
56	District Officer for Fruit and Vegetable Preservation.	P. A. S., Class II..	1	Muslims .. Hindus .. Sikhs .. Others .. Total ..	4 4 2 1 11	2 4 1 1 8	1 .. 1 1 3	
57	Temporary post of Physicist, Irrigation Research Institute.	Provincial Service, Class I.	1	Muslims .. Hindus .. Sikhs .. Total ..	2 3 1 6	2 3 1 6	2 .. 1 2	Muslims preferred. No appointment was made because of the return of the permanent incumbent.
58	Assistant Professor of Horticulture..	P. A. S., Class II ..	1	Muslim .. Total ..	1 1	1 1	1 1	War service candidates preferred.

59	Assistant Entomologist (Plant Protection).	P. A. S., Class II..	1	Muslims ..	4	4	1	Reserved for a suitable Sikh. War service candidates preferred.
				Hindus ..	4	4	1	
				Sikhs ..	6	5	2	
				Total ..	14	13	4	
60	Assistant Entomologist (Fruit flies).	P. A. S., Class II ..	1	Muslims ..	2	2	1	War service candidates preferred.
				Hindus ..	5	5	1	
				Sikhs ..	2	2	1	
				Total ..	9	9	3	
61	Assistant Entomologist (Insecticides).	P. A. S., Class II..	1	Muslims ..	5	4	1	War service candidates preferred.
				Hindus ..	6	5	1	
				Sikhs ..	2	2	1	
				Others ..	1	..	..
				Total ..	14	11	3	

APPENDIX A (i) (PUNJAB)—continued.

Serial No.	Name of the post or service	Class to which the post of service belongs	No. of vacancies offered	Community	Number of Applications received.	Number of candidates called for interview.	Number of candidates recommended.	REMARKS
62	Assistant Chemist (Manures) ..	P. A. S., Class II ..	1	Muslims ..	3	2	1	War service candidates preferred.
				Hindus ..	7	6	1	
				Sikhs ..	1	1	..	
				Total ..	11	9	2	
63	Assistant Chemist (Soils and Crops) ..	P. A. S., Class II ..	1	Muslims ..	2	2	1	War service candidates preferred.
				Hindus ..	7	5	1	
				Sikhs ..	..	..	..
				Total ..	9	7	2	
64	Planning and Development Officer, Punjab, Industries Department.	P. A. S., Class II ..	1	Government sent the name of one person but as it was a case of direct recruitment the Commission did not agree. Post advertised during 1946-47.

65	Assistant Botanist for Oilseeds	1	Muslims ..	0	2	1	Muslims preferred.
				Hindus ..	4	..	..
				Sikhs ..	..	..	..
				Total ..	10	4	2	
66	Staff Engineer, Punjab, Public Works Department, Electricity Branch.	..	1	Sikh ..	1	Post reserved for Muslim, but none applied. Post readvertised inviting applications from all communities during 1946-47.
				Hindu ..	1	..	..
				Total ..	2	..	..
67	Designer in the office of the Marketing Officer, Amritsar.	..	1	Muslims ..	2	2	..	Sikh with war service preferred.
				Hindus ..	8	5	..	
				Sikhs ..	4	4	1	
				Total ..	14	11	1	
68	Chemist, Gnanoy Medical College, Amritsar.	Special post ..	1	Muslims ..	3	3	1	
				Hindus ..	5	4	1	
				Sikhs ..	2	1	..	
				Total ..	12	8	2	

APPENDIX 'A' (I) PUNJAB—continued

Serial No.	Name of the post or service	Class to which the post or service belongs	Number of vacancies offered	Community	Number of applications received	Number of candidates called for interview	Number of candidates recommended	REMARKS
69	Principal, Craik Technical Institute, Lahore.	..	1	Muslims ..	5	4	2	Muslims preferred.
				Hindus ..	8	7	..	
				Sikhs ..	..	..	..
				Total ..	13	11	2	
70	Agricultural Chemist II	.. P. A. S., Class I	1	Muslims ..	3	3	..	War service candidates preferred. Interviews not yet held.
				Hindus ..	5	2	..	
				Sikhs ..	3	1	..	
				Others ..	1	1	..	
				Total ..	12	7	..	

71	Plant Pathologist (Mycologist) ..	P. A. S., Class I ..	1	Muslims ..	2	2	..	Ditto	ditto
				Hindus ..	1	..	..
				Sikhs ..	1	1	..		
				Others ..	..	..	..
				Total ..	4	3	..		
72	Assistant Botanist (Maize) ..	P. A. S., Class II ..	1	Muslims ..	1	Ditto	
				Hindus ..	2	2	..		
				Total ..	3	2	..		
73	Cotton Breeders ..	P. A. S., Class II..	1	Muslims		
				Hindus ..	4	4	1		
				Sikhs ..	1	1	1		
				Total ..	5	5	2		

APPENDIX A (i) (PUNJAB)—concluded.

Serial No.	Name of the post or service	Class to which the post or service belongs	No. of vacancies offered.	Community	Number of applications received	Number of candidates called for interview	Number of candidates recommended	REMARKS
74	Specialist Officer, P. W. D., Irrigation Branch.	Grade II	2	Muslims	4	1	1	War service candidates preferred.
				Hindus	10	9	4	
				Sikhs	4	3	..	
				Others	4	2	..	
				Total	22	15	5	
75	Assistant Leprosy Officer	Public Health	1	..	..	..	..	Government suggested the name of a person but the Commission advised that the post should be advertised.
76	Manager, Co-operative Sale Societies.	Punjab Subordinate Co-operative Service.	1	Sikhs	3	3	1	
				Hindus	1	..	..	Reserved for a Sikh.
				Total	4	2	1	

77	Cereal Botanist ..	P. A. S., Class 1.	1	..	..	..	..	War service candidates preferred. Posts advertised in 1946-47.
78	Research Assistant Scheme for production of cellulose.	Subordinate ..	1	..	..	..	..	Not advertised.
79	Agricultural Engineer to Government, Punjab.	P. A. S. I ..	1	..	..	..	..	War service candidates preferred. Applications awaited.
80	Ferry Superintendent, Ghazighat.	Subordinate service.	1	Muslim	1	1	1	
				Hindus	1	..	..
				Total	2	1	1	
81	Temporary Executive Engineer, Buildings and Roads.	..	3	Muslims	13	1	1	Two of the posts were reserved for Muslims and one for a Sikh. The two candidates recommended were appointed and third post was readvertised.
				Hindus	14	4	..	
				Sikhs	7	4	1	
				Total	34	9	2	
82	Temporary Assistant Executive Engineer Buildings and Roads.	..	3	Muslims ..	12	3	..	No candidate was considered up to the mark and the posts were readvertised.
				Hindus ..	6	5	..	
				Sikhs ..	5	2	..	
				Total ..	23	10	..	

APPENDIX A (ii) (N.-W. F. P.)

Serial No.	Name of the post or service	Class to which the service or post belongs	No. of vacancies offered	Community	Number of applications received.	Number of candidates called for interview.	Number of candidates recommended.	REMARKS
1	Assistant Factory Manager	..	1	Muslims ..	..	12+8	9	Post advertised by the Department by mistake. All the applications received by them were forwarded to the Commission for further action.
2	Factory Superintendent	..	4	Hindus ..	194	3+4	2	
				Sikhs ..	..	7	..	
				Others ..	..	1	..	
				Total ..	194	35	11	
3	Assistant Electrical Engineer	N.-W. F. P., P. S. E., Class II.	2	Hindus ..	8	5	1	Muslims preferred. Government did not find any of the recommended candidate suitable.
				Muslims ..	6	4	..	
				Sikhs ..	3	2	1	
				Total ..	17	11	2	

4	Assistant Engineer, N. W. F. P. ..	..	2	Muslims ..	3	2	2	Muslims preferred.
				Total ..	3	2	2	
5	Assistant Provincial Organiser, Rural Publicity Department.	N.-W. F. P. Temporary.	1	..	..	..	..	Government sent the name of one person and asked for the approval of the Commission. The Commission agreed to his temporary appoint- ment and suggested that as it was a case of direct recruitment the post should be advertised.
6	Assistant Factory Superintendent, Government Fruit Processing Factory, Peshawar.	Subordinate ..	1	Mu lim ..	1	..	..	Both the candidates were ineligible. No interviews were therefore held. Government decided to retain, in- consultation with Commission, the services of one of the candidates, who was already acting as Assistant Factory Superintendent, till 31st December 1945 up to which the post was sanctioned.
				Hin-du ..	1	..	..
				Total ..	2	..	..
7	Principal, Provincial Midwives Training and Child Welfare Centre, Peshawar.	North-West Frontier Province Medical and Public Health Subordinate Service.	1	Other ..	1	..	..	The only candidate who applied was ineligible. North-West Frontier Province Government proposed the name of a serving person for appointment and the Commission agreed.

Appendix A(ii) (N.-W.F.P.)—concluded.

Serial No.	Name of the post or service	Class to which the service or post belongs	Number of vacancies offered	Community	Number of applications received	Number of candidates called for interview	Number of candidates recommended	REMARKS
8	Assistant Conservator of Forests ..	North-West Frontier Province Forest Service, Class 11.	7	Muslims .. Hindus .. Sikhs .. Total ..	13 4 1 <hr/> 18	7 3 .. <hr/> 10	2 2 .. <hr/> 4	Reserved for Service candidates. 76 vacancies reserved for Muslims.
9	Executive Engineer, North-West Province. Public Health, North-West Frontier	North-West Frontier Province Service of Engineers, Class 1.	1	Muslim .. Hindu .. Total ..	2 1 <hr/> 3	2 1 <hr/> 3	1 .. <hr/> 1	
10	Horticulturist ..	North-West Frontier Province. Agriculture Services Class 11.	1	Muslim .. Sikhs .. Total ..	3+3=6 1+0=1 <hr/> 7	3+1=4 0+1=1 <hr/> 5	1 .. <hr/> 1	Advertised twice.

Reserved for service candidates.

61 | Forest Rangers, North-West Frontier Province	Subordinate	20	Muslims	..	121	90	32
			Hindus	..	7	6	6
			Sikhs	..	4	3	3
			Total	..	132	99	40

61 | Forest Rangers, North-West Frontier Province
 Subordinate
 20
 Muslims .. 121
 Hindus .. 7
 Sikhs .. 4
 Total .. 132

APPENDIX B

Examination conducted by the Punjab and North-West Frontier Province Joint Public Service Commission

Serial No.	Name of examination	Month and year in which the examination was held	No. of vacancies	Community	NUMBER OF CANDIDATES WHO						REMARKS
					Applied for admission to the examination	Were admitted to the examination	Appeared at the examination	Qualified in the examination	Were recommended for appointment	Were selected by Government	
1	North-West Frontier Province Provincial Judicial Service.	October, 1945 ..	2, later raised to 3	Muslims ..	17	16	12	9	3	2	
				Hindus ..	2	2	1	1	1	1	
				Sikhs ..	2	2	1	1	..	..
				Others ..	..	..	..	..	..	..
				Total ..	21	20	14	11	4	3	
2	North-West Frontier Province Forest Rangers Examination.	January 1946 ..	2	Muslims ..	8	8	8	3	1	1	
				Hindus ..	3	2	2	2	1	1	
				Sikhs ..	..	..	..	..	..	..
				Others ..	..	..	..	..	..	..
				Total ..	11	10	10	7	3	3	



