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FIFTH REPORT  
OF THE  
Pakistan Public Service Commission  
FOR THE  
PERIOD 1ST JANUARY TO 31ST DECEMBER, 1953.

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FIFTH ANNUAL REPORT OF THE PAKISTAN PUBLIC SERVICE  
COMMISSION FOR THE PERIOD 1ST JANUARY TO 31ST  
DECEMBER, 1953. 062

## INTRODUCTORY

1953

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

## ERRATA

1. Read 'Out' for the word 'out' occurring in 2nd line of para. 18 on page 4.
2. Insert comma (,) after the word 'examinations' occurring in 1st line of para. 20 on page 4.
3. Insert comma (,) after the word 'applied' occurring in 2nd line of para. 25 on page 5.
4. Add hyphen (-) at the end of 1st line on page 8.
5. Substitute full stop (.) for the comma (,) at the end of page 10.
6. Read 'Secretariat' for the word 'Secretariat' occurring in 25th line on page 11.
7. Read 'Stanton' for the word 'Station' occurring in 4th line from below on page 12.
8. Insert full stop (.) after the figures '1953' occurring in 2nd line of first entry in column 2 of Appendix I on page 14.
9. Insert comma (,) after the word 'TECHNICAL' occurring in the heading of Appendix III on page 17.

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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 at 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 they 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.
<i>Receipts :—</i>	52,51
<i>Expenditure :—</i>	
(a) Pay of Officers ...	1,54,30
(b) Pay of establishment ...	1,63,10
(c) Allowances and Honoraria ...	95,80
(d) Other charges ...	66,80
(e) Charges in England ...	20,00
Total ...	5,00,00

#### 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 Chairmanship of the Boards was held by the Chairman of the Public Service Commission. The Psychologist as in the previous year tested the candidates before they were interviewed at 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, Pushto, 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. The result was announced on 14-5-53.



## MINISTERIAL SERVICES (LOWER DIVISION CLERKS) EXAMINATION

22. The date of announcement, closing date, centres and the subjects for examination were the same as those for the Ministerial Services [Assistans/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 (Assistans/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 PROVISION 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).

was 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 realise 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.

42. The Ministries/Divisions are competent, under regulation 4 (b) of 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 (lately 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.

In June, 1952, the Commission informed the Ministry that since the officer 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.*



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## APPENDICES

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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).
			...	...	†3	...	...	...	...	† Re-examination of failures (1949 Batch).
7	Police Service of Pakistan Probationers (Final Passing Out) Examination, 1953.	Two (i) May 1953.	...	...	*15	...	...	...	...	(i) * Re-examination of failures of 1950 batch.
		(ii) Dec. 1953.	...	...	†16	...	...	...	...	(ii) † Examination (Final Passing Out) 1952 batch.
		...	...	...	†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.

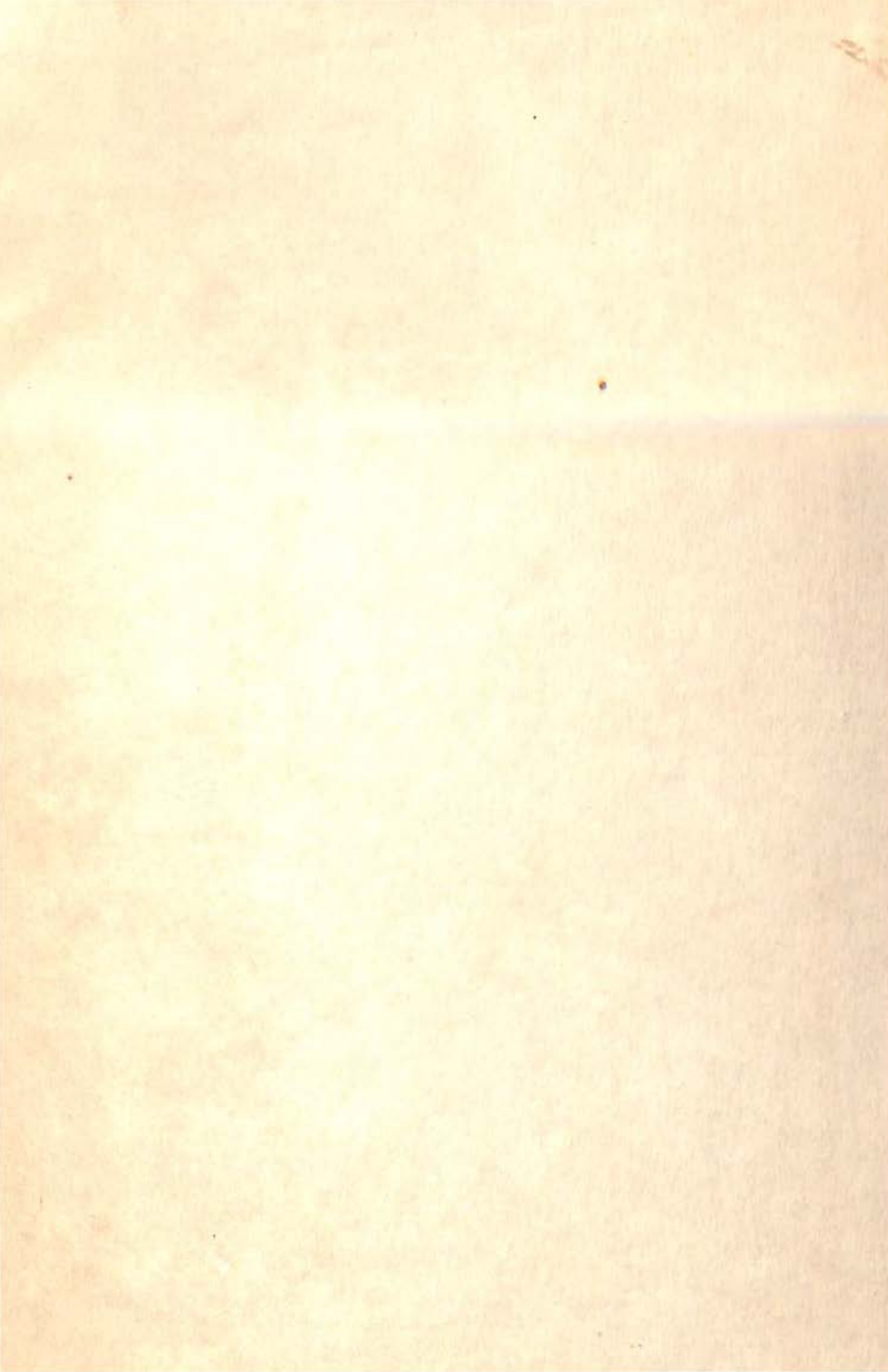
Centres	Number of Candidates interviewed	Number of days of interviews	Number of trips made by the Commission
1	2	3	4
Karachi ... ..	462	53	...
Quetta ... ..	7	1	1
Lahore ... ..	184	13	4
Peshawar ... ..	71	8	3
Dacca ... ..	155	17	3
Chittagong ... ..	45	5	2
	924	97	13

## 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 have taken decision	No. of cases on which Government have not 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 7 cases of appeals received through Government.
4	Gratuity and Injury Pensions, Withholding of Special Additional Pension.	...	6	6	...	6	...	6	
5	Re-imbusement 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	





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 Messrs. Manzoor & Co., (Pakistan), Ltd., 6, The Mall.  
 Messrs. Mirza Book Agency, 9A, Shah Alam Market.  
 Messrs. Nawa-i-Waqt Publication Ltd.  
 Premier Book House, 415, Katchery Road, Near Anar-Kali.  
 Messrs. The Publishers United Ltd., 176, Anarkali.  
 Messrs. The Punjab Religious Book Society, Anarkali.  
 Messrs. The Royal Trading Agency, Gulab Manzil, Shah Alam Market.

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**Rawalpindi :—**

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 Messrs. The London Book Company.

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 Messrs. Educational Book Depot, Stationers & Booksellers, School Road.  
 Messrs. The Allies Stores, Jail Road, Near Tower.

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**Sialkot City :—**

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 Messrs. Shah & Sons, Book Sellers & Publishers.

**Sukkur :—**

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 Messrs. Gul Book Depot, Neemji Slope.  
 Messrs. N. M. Qureshi & Co., Post Box No. 33, Shahi Bazar.  
 Mr. Umer Hussain, Book-seller & Newspaper Agent, Wallace Ganj.

**Larkana :—**

Messrs. Mujahid Stationery Mart & Book-seller, Bunder Road.

## II.—FOREIGN.

**AFGHANISTAN :—**The Ambassador of Pakistan, Kabul c/o Post Master,  
 Peshawar.

**AUSTRALIA :—**The High Commissioner for Pakistan in Australia, Dalton  
 House, 115 Pit Street, Sydney.

**BURMA :—**The Ambassador of Pakistan, Rander House, Phayree Street, Rangoon.

**CANADA :—**The High Commissioner for Pakistan, 499, Wilbord Street, Ottawa.

**EGYPT :—**The Ambassador of Pakistan, Pakistan House, 11, Sharia Hodel,  
 Laban, Garden City, Cairo.

**FRANCE :—**The Ambassador of Pakistan, 18, Rue Lord Byron, Paris.

**INDIA :—**The High Commissioner for Pakistan, 8-B, Hardinge Avenue, New  
 Delhi.

The Deputy High Commissioner for Pakistan in India, Calcutta.

**INDONESIA :—**The Ambassador of Pakistan, 15, Dialan Tanku Umar, Djakarta.

**IRAN :—**The Ambassador of Pakistan, Khiaban Takhte Jamshed Kashi No. 276,  
 Tehran.

**IRAQ :—**The Ambassador of Pakistan, Wazirya, Baghdad.

**ITALY :—**The Minister of Pakistan, 15, Via Giuseppe Mangili, Rome.

**NETHERLANDS :—**The Ambassador of Pakistan, Plien 1813, No. 3, The Hague.

**SUDI ARABIA :—**The Ambassador of Pakistan, Jedda.

**SYRIA, LEBANON AND JORDAN :—**The Minister of Pakistan, Abu Roumanch,  
 Damascus.

**TURKEY :—**The Ambassador of Pakistan, 41, Karanfil Sokaka, Yanshehir,  
 Ankara.

**UNITED KINGDOM :—**The High Commissioner for Pakistan, 34/36, Lown  
 Lane, London, S.W. 1.

**UNITED STATES :—**The Ambassador of Pakistan, 2201-R Street, North-west, Washington

**USSR :—**The Ambassador of Pakistan, 17, Sadove Kudrinskava Street,