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EIGHTH REPORT
OF THE
FEDERAL PUBLIC SERVICE COMMISSION
FOR THE PERIOD
1st JANUARY TO 31st DECEMBER, 1956.

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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. Sardar Ahmad continued as Deputy Secretary to the Commission.

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 were requested to sanction the requisite staff 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
	<u>Rs. 5,63,900</u>

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 imposing structures of considerable dignity. Examples are Jaipur House in India, Burlington Gardens in the U. K. and so on.

(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 Commissions' recommendations in regard to other Services. This stand of the Establishment Division is inconsistent with the provisions of

Article 188 (2) (b) of the Constitution which requires the Commission to be consulted on the suitability of candidates for all civil services and posts. The Establishment Division had, however, not agreed to this constitutional position till the close of the year¹.

23. The Commission had been trying, since 1953, to obtain the services of a foreign Psychological expert to advise them regarding the modern technique in Psychological testing of the candidates for the Central Superior Services. The Commission's efforts did not bear fruit till the end of 1956, when the services of Mr. K. A. G. Murray, Principal Psychologist in charge of Research Unit, Civil Service Commission, United Kingdom, were secured under the Colombo Plan of Technical Co-operation in South and South-East Asia. Mr. Murray's services were placed at the Commission's disposal for about two months from December, 1956. In addition to advising the Commission regarding the setting up of a Research Unit in the Commission's office, Mr. Murray was asked to advise on :—

- (1) Job Analysis.
- (2) Test Construction Methods.
- (3) Efficiency of objective forms of tests.
- (4) Job-Classification.
- (5) Devising of application and follow-up forms.
- (6) Re-organisation of the Psychological Section in the Commission's office.

His period of deputation had not been completed before the close of the year. A ²report on the work done by him will, therefore, be given in the next annual report of the Commission.

24. Sometime towards the end of 1955, the Government of Pakistan started examining the question of holding separate examinations, in place of the omnibus examination inherited from undivided India, for recruitment to the various Central Superior Services or groups of similar or allied Services of the Government of Pakistan. On the advice of an interdepartmental meeting of the Ministries concerned at which the Chairman of the Commission was present, Government decided to hold three separate examinations for recruitment to

- (i) the Civil Service of Pakistan and Pakistan Foreign Service,
- (ii) the Police Service of Pakistan, and
- (iii) the Finance and other Services.

Government's decision was, however, communicated to the Commission too late to make it possible for implementation in 1956. It was, therefore, decided that the first of the three examinations should be held in 1957. The preliminaries of the three examinations, such as their programme, Rules and Syllabus, etc., were under discussion with Government when the year under review closed. The Commission cannot at this stage commit themselves on the advisability of this trifurcation; it is yet to be seen whether the extra labour and expense involved in holding three separate examinations for the Central Superior Services will produce any better results.

¹NOTE.—The position remained unchanged till the time of going to Press.

²NOTE.—The Report has since been received by the Commission.

CENTRAL ENGINEERING SERVICES EXAMINATION

25. Information regarding appointments to the various Services/Departments on the results of the Central Engineering Services Examination, 1955, a reference to which was made in last year's report was not available before the close of 1955, and was not therefore, included in the Annual Report for that year. Four candidates had qualified at the Central Engineering Services Examination (March), 1955, against 47 vacancies. The total number of vacancies filled on the results of that examination is given below :—

Services/Departments to which appointed	No. appointed
Telegraph Engineering Service, Class I	3
Motive Power and Mechanical Engineering Departments of Pakistan Railways	1

26. As stated in the last year's report, on the initiative of the Commission, a conference of experts was held in October, 1955 to discuss the draft rules, etc., for the next Central Engineering Services Examination. The decisions reached at the conference have already been given in the last year's report. The Commission revised the draft rules, etc., for the fifth Central Engineering Services Examination, keeping in view the decisions arrived at in the said conference, and sent the draft Rules to the Cabinet Secretariat (Establishment Division), Government of Pakistan, for their concurrence. As stated in the last year's report, the syllabi for various subjects required modifications by the Committee of Engineers. Naturally, the Establishment Division took time to get the syllabi modified and approved by the Ministries concerned. But the rules, etc., relating to the examination could not be finalised as various points, including the following, were still under consideration :—

- (i) Government Servants Application for posts (Central Services) Rules.
- (ii) Qualifying marks in the aggregate.
- (iii) Recruitment Policy of the Government of Pakistan in view of the new set up of Government.
- (iv) Recognition of the diploma of the Institute of Engineers, Pakistan.

The rules etc. for the Central Superior Services Examination, 1956 were published on 30th June, 1956. The Establishment Division desired the rules, etc., for the next Central Engineering Services Examination to be brought in conformity with those of the Central Superior Services Examination, 1956. This was done. Thereafter, the publication of the rules in question was postponed pending Government's decision regarding the recognition of the diplomas of the Institute of Engineers, Pakistan. Subsequently, the Establishment Division informed the Commission that they did not consider the case ripe for any decision and did not agree to the inclusion of diplomas of the Institute in the rules of the examination. Accordingly, the drafts of the rules, etc., for the Central Engineering Services Examination, which had undergone substantial changes, were sent to the Establishment Division for their final approval. The examination was not announced during the year under review as the drafts of the rules etc., were still under consideration of the Establishment Division¹.

¹ Note.—The draft Rules were not received back from the Establishment Division till the time of going to Press.

27. In making appointment to the various services|departments on the results of the Central Engineering Services Examination, 1954, one candidate was appointed to the Civil Engineering Department of the Pakistan Railways in disregard of the Commission's recommendation. Although 2 vacancies were announced for the Stores Department, all the 6 qualified candidates (including this candidate) were appointed to the Civil Engineering Department of the Pakistan Railways and none to the Stores Department.

SURVEY OF PAKISTAN (CLASS I & II) SERVICES EXAMINATION

28. Appointments on the result of the Survey of Pakistan (Class I & II) Services Examination, 1954, a reference to which was made in the last year's report, were made as follows:—

Class I Service	No. appointed
Assistant Superintendent	2
<i>Class II Service</i>	
Extra Assistant Superintendent	5
Total ...	7

29. A requisition to hold the second Survey of Pakistan (Class I & II) Services Examination was received from the Government towards the end of November 1956. Draft rules etc., for the examination were being prepared by the Commission when the year closed. The Examination was not announced during the year under review.

MERCANTILE MARINE TRAINING EXAMINATION

30. Requisition to hold the next examination for selection of candidates for Mercantile Marine Training in the United Kingdom was received from Government in January 1956. The Examination was announced on 6th February 1956 and 6th March, 1956 was fixed as the last date for receipt of applications. Of the 79 candidates who applied, 60 were admitted to the examination.

As the Ministry desired to have the results urgently, the Commission decided to hold the *Viva Voce* tests of all the candidates before their written examination.

The qualifying marks fixed by the Commission were 30% in *Viva Voce* Test and 30% in the aggregate of the written examination and the *Viva Voce* Test. Only 16 candidates finally qualified at the examination. The results of the examination were communicated to Government on 16th May 1956. Against the requirement of six candidates each for the Engineering and Executive Courses the Commission could recommend the number of candidates as given below:—

Engineering Course	6 candidates.
Executive Course	4 candidates.

Subsequently, the Ministry, in consultation with the Commission, approved the selection of the candidates as follows:—

Engineering Course	7 candidates.
Executive Course	5 candidates.

MINISTERIAL SERVICES EXAMINATIONS

31. No examinations for recruitment of Assistants|Upper Division Clerks, Lower Division Clerks, Stenographers and Stenotypists were held by the Commission during 1956. A supplementary Typewriting Test for candidates who failed in Typewriting only at the Ministerial Service (Lower Division Clerks) Examination, 1955, was held on the 27th May, 1956, at Karachi and Dacca. 34 candidates took the test and 18 qualified. The result was announced on the 5th July 1956.

TYPEWRITING TESTS

32. The Commission conduct typewriting tests for Assistants, Upper Division Clerks and Lower Division Clerks employed in the Central Secretariat and its Attached Departments.

33. Assistants and Upper Division Clerks are required to pass a typewriting test at a speed of 20 words a minute. They are not allowed to draw their 2nd|subsequent increment unless they have passed the test.

LOWER DIVISION CLERKS

34. (i) Lower Division Clerks, who passed the M. S. (Lower Division Clerks) Examination conducted by the Federal Public Service Commission, India, but could not pass the typewriting test for their confirmation before Partition and opted for Pakistan, are required to pass the typewriting test at a speed of 30 words a minute for their confirmation.

(ii) Lower Division Clerks, who were recruited on a temporary basis in India but opted for Pakistan in that capacity and have been declared "fit for retention" in Pakistan, are required to pass the typewriting test at a speed of 30 words a minute for their confirmation.

(iii) Lower Division Clerks recruited on a temporary basis on or after 1st April 1949 receive two advance increments on passing this test. This benefit is designed to encourage efficiency in typewriting.

35. These tests are held every month in Karachi where the bulk of the Central Secretariat and its Attached Departments is located; twice a year at Rawalpindi, which is the headquarters of the Ministry of Defence, Ministry of Finance (Military), Ministry of Kashmir Affairs and Political Resident for Gilgit and Baltistan; and occasionally at Dacca for the Central Secretariat and Attached Departments staff posted there. The Commission have agreed to hold these tests once a year also at the Pakistan Missions abroad for the eligible staff on deputation there.

36. Twenty-four Monthly Typewriting Tests for purposes of increments and confirmation were held from January to December 1956, at Karachi. 1601 candidates applied, 1126 appeared and 539 qualified.

37. Two Typewriting Tests were held in June|July and November 1956, at Rawalpindi. 638 candidates applied, 498 appeared and 111 qualified.

38. Five Typewriting Tests were held during 1956 at Dacca. 14 candidates applied, 10 appeared and 7 qualified.

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 the interview, a written test is also sometimes held.

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 year.²

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.

² Note.—The position remained unchanged 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 appointed by the Ministry.

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 IX. 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'

- ¹Note.— (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.
(vii) The daily English, MORNING NEWS, Karachi.

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 Government 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 lackadaisical 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 alongwith 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.

¹NOTE.—This case was referred to the Commission on 17th December, 1966, i.e., shortly before the close of the year. The Commission have since tendered their advice in this case.

²NOTE.—Three out of these 6 cases have also since been disposed of by 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.

¹NOTE.—The Railway Division informed the Commission on 7th February 1957 that it had been decided to drop the case against the officer. However, a fresh disciplinary case was started against the officer and the case was referred to the Commission for advice on 20th May 1957.

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. The Ministry, on 24th July 1954, requested the Commission to reconsider the

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 Procurement and Enforcement was made against the rules.

(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 post in question had not been agreed to by the Commission.

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 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.

¹ 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 the officer.

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 further promotion should be stopped for a period of 5 years commencing from 17th August 1953.

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 supersession. The

¹ NOTE.—The Commission received no information till the time of going to Press 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.							
<i>Dacca Branch Office</i>							
1.	Superintendent	...	...	...	...	...	1
2.	Nazir	...	...	...	...	...	1
3.	Lower Division Clerks	...	...	...	...	...	1
4.	Peon	...	...	...	...	...	1
<i>Lahore Branch Office</i>							
1.	Lower Division Clerk	...	...	...	...	...	1
2.	Peon	...	...	...	...	...	1

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.

APPENDIX IV

FEDERAL PUBLIC SERVICE COMMISSION

Statement of Summary of Examinations and Tests conducted by the Federal Public Service Commission during the year 1956

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	2	3	4	5	6	7	8	9	10	11
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.	Nil	...	...	...	...	...	...	...	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—5)	
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.

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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

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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		
	<hr/> 30 <hr/>		<hr/> 65 <hr/>		<hr/> 60 <hr/>		<hr/> 9 <hr/>

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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 Mohamad Khan, Member, F.P.S.C.	Wazirzada Sardar Gul Mohamad Khan, Member, F.P.S.C.	Wazirzada Sardar Gul Mohamad Khan, Member, F.P.S.C.	Mr. A. D. Azhar, Financial Adviser, Pakistan High Commission in U.K.
Mr. A. A. Burney, Joint Secretary, Ministry of Finance.	Mian M. Afzal Husain, Vice-Chancellor, University of the Punjab.	Dr. Moazzam Hossain, Chairman, Public Service Commission, East Pakistan.	
Mr. J. G. Kharas, Joint Secretary, Ministry of F.A. & C.R.	Mr. Nasim Husain, O.S.D., Ministry of F.A. & C.R.	Dr. W. A. Jenkins, C.I.E., D.Sc., Vice-Chancellor, Dacca University.	Mr. A. E. Porter, I.C.S. (Retd.).
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. Kharas, 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 Establishment.	Mr. G. Burgess, Director, Civil Service Academy, Lahore.	Mr. Ismail, P.S.P., Deputy Inspector 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., Commissioner, 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-Chancellor, University of Karachi.	Mr. Ahmad Hasan, Commissioner, Income Tax, North Zone.	Mr. Jalaluddin Ahmad, Commissioner of Income Tax, East Pakistan.	
Sir Eric Franklin, O.B.E., Establishment Officer, Cabinet Secretariat.	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 Director, Military Lands & Cantonments.	
Sir Thomas Ellis, O.S.D., Cabinet Secretariat (Establishment Division).		Mr. S. M. A. Ghani, Postmaster General, East Pakistan.	

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APPENDIX VII

List of 37 recruitments wherein the Commission were not able to recommend suitable candidates.

S. No.	Name of the Post and Ministry.
1.	Director, Central Skin and Social Hygiene Centre, Chittagong, Ministry of Health.
2.	Mechanical Engineer, Pakistan Research Institute, Abbottabad, Ministry of Agriculture.
3.	Protozoologist, Malaria Institute of Pakistan, Dacca, Ministry of Health.
4.	Deputy Educational Adviser (Technical), Ministry of Education.
5.	Junior Lecturer in Physics, Central Government College for Women, Karachi, Ministry of Education.
6.	Professor of Physiology, Dow Medical College, Karachi, Ministry of Health.
7.	Assistant Director, Malaria Institute of Pakistan, Karachi, Dacca, Ministry of Health.
8.	Assistant Research Officer, Hides and Skins, Pakistan Animal Husbandry Research Institute, Peshawar and Comilla, Ministry of Agriculture.
9.	Station Director, Microphone Station, Karachi, Chief Commissioner's Secretariat, Karachi.
10.	Sanitary Adviser, Pakistan Public Works Department, Karachi, Ministry of Works.
11.	Appraisers (Machinery Expert) Customs House, Karachi, Ministry of Finance.
12.	Mines Manager, Coal Mineral Makerwal Collieries, Baluchistan, Ministry of Industries.
13.	Lecturer in Civil Engineering, Electrical, Mechanical Engineering School of Military Engineering, Risalpur, Ministry of Defence.
14.	Reader in Science and Mathematics, School of Military Engineering Risalpur, Ministry of Defence.
15.	Sectional Officer (Composite Wood Products), Ministry of Agriculture.
16.	Supervisor, Physical Education, Directorate of Education, Karachi.
17.	Leadsman, Chalna Anchorage, Communications and Transport Division.

S. No.	Name of the Post and Ministry.
18.	Four Bengali Reporters in Parliamentary Secretariat, Karachi.
19.	Medical Officer Incharge, Special Wards, Ministry of Health.
20.	Fruit and Vegetable Adviser, Ministry of Agriculture.
21.	Director of Health Services, Federal Area, Karachi, Ministry of Health.
22.	Junior Masters, Military College, Jhelum, Ministry of Defence.
23.	Technical Officer (Engineering), Ministry of Commerce.
24.	Assistant Director of Training, Manpower and Employment, Ministry of Labour.
25.	Radiologist (One for Diagnostic and one for Therapy), Ministry of Health.
26.	Superintendent, Central Government Hospitals, Karachi, Ministry of Health.
27.	Mechanical Engineer, Pakistan Forest Research Institute, Peshawar, Ministry of Agriculture.
28.	Junior Lecturer in Mathematics, Ministry of Education.
29.	Junior Lecturer in Sindhi, Ministry of Education.
30.	Station Director, Microphone Station, Karachi, Chief Commissioner's Secretariat, Karachi. (Readvertised in the same year).
31.	Public Health Engineer, Ministry of Health.
32.	Engineer-in-Charge, Power House, Karachi Polytechnic, Ministry of Education.
33.	Two Assistant Engineers, Power House, Karachi Polytechnic, Ministry of Education.
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 7th 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 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 along with 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 approval of the

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 inadvertance. The Commission did not however, consider inadvertance 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, Commission's approval would be obtained. This was not done until, at last, the person appointed

(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.

Lahore—contd.

- Messrs. Hamid Noorani & Co., 59, Fleming Road.
 Messrs. Mirza Book Agency, 9A, Shah Alam Market.
 Messrs. Nawa-i-Waqt Publications Ltd.
 Messrs. Premier Book House, 4/5, Katchery Road, Near Anarkali
 Messrs. Technical and Commercial Book Co., Chawk Dalgaran
 Messrs. The Publishers United Ltd., 176, Anarkali.
 Messrs. The Punjab Religious Book Society, Anarkali.

Peshawar :—

- Messrs. Ferozsons, 35, The Mall.

Rawalpindi :—

- Messrs. The London Book Company.
 Messrs. Victory Book Stores, Edwardes Road.

Hyderabad :—

- Messrs. Ameer Brothers, Hirabad.
 Messrs. Educational Book Depot Stationers & Booksellers, School Road.
 Messrs. The New Allies Stores, Jail Road, Near Tower.

Multan City :—

- Messrs. The Multan Chamber of Commerce.

Quetta :—

- Messrs. Aligarh Book Stall, Mission Road.

Lyallpur :—

- Messrs. Danishmand & Co., Karkhana Bazar.
 Messrs. International Agency, Gujar Basti.

Sialkot City :—

- Messrs. Malik & Sons, Commercial Building, Railway Road.

Sukkur :—

- Messrs. The Ajaib Stores, Frere Road.
 Messrs. Gul Book Depot, Neemji Slope.

Larkana :—

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

Nowshera :—

- Messrs. F. K. Sethi Stores, Church Road.

II.—FOREIGN.

AFGHANISTAN :—The Ambassador of Pakistan in Afghanistan, 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 in Burma, Rander House, Phayree Street, Rangoon.

CANADA :—The High Commissioner for Pakistan in Canada, 499-Wilbord Street, Ottawa.

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

FRANCE :—The Ambassador of Pakistan in France, 18-Rue Lord Byron, Paris.

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

The Deputy High Commissioner for Pakistan in India, Calcutta.

INDONESIA :—The Ambassador of Pakistan in Indonesia, 15-Djalan Tanku Umar, Djakarta.

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

IRAQ :—The Ambassador of Pakistan in Iraq, Wazirya, Baghdad.

ITALY :—The Minister of Pakistan in Italy, 15-Via Guiseppe Mangili, Rome.

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

SAUDI ARABIA :—The Ambassador of Pakistan in Saudi Arabia, Jedda.

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

TURKEY :—The Ambassador of Pakistan in Turkey, 41-Karanfil Sokaka, Yanshehir, Ankara.

UNITED KINGDOM :—The High Commissioner for Pakistan in U. K., 34/36-Lowndes Square, London, S. W. 1.

U. S. A. :—The Ambassador of Pakistan in U. S. A., 2201-R Street, North-West Washington D. C.

U. S. S. R. :—The Ambassador of Pakistan in U. S. S. R., 17-Sadove Kudrinskaya Street, Moscow.