

REPORT IN PURSUANCE OF ARTICLE 189 OF THE CONSTITUTION OF THE ISLAMIC REPUBLIC OF PAKISTAN,
ON THE ACTIVITIES OF THE WEST PAKISTAN
PUBLIC SERVICE COMMISSION FOR THE YEAR
1965.

CHAPTER I

GENERAL

This is the tenth report on the working of the West Pakistan Public Service Commission since it was constituted in 1955.

2. During the year under report, the following officers worked as Chairman and Members of the Commission :—

Chairman—

Mr. Nasir Ahmad, C. S. P.

(He also worked during the year as a Member of the Commission on Students Problems and Welfare appointed by the President of Pakistan).

Members—

- (1) Khan Saadullah Khan, P. C. S. up to 8th October 1965, on which date he completed his period for tenure as a Member of the Commission and relinquished charge of the office of Member. He remained on leave (*ex-Asia*) from 11th May, 1965 to 12th September 1965.
- (2) Khan Muhammad Inamullah Khan, I. S. E. He remained on leave from 16th March 1965 to 20th April 1965.
- (3) Mr. Ghulam Dastgir M. Pandhiani, He remained on leave from 3rd November 1965 to 16th December 1965.
- (4) Brigadier Ata Muhammad Khan Dahan.
- (5) Nawabzada Muhammad Ayub Khan, P. C. S.
- (6) Mr. Muhammad Saleem Khan, B. A., LL.B. He took over as a Member on the 15th October 1965 (forenoon).

3. *Composition and Conditions of Service Regulations*—The Members of the Commission continued to be governed by the West Pakistan Public Service Commission (Composition and Conditions of Service) Regulations, 1958 and there was no change in these regulations during the year under report.

4. *Statutory Functions of the Commission*—The following amendments were made to the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957 :—

(i) In Schedule 'C' to the Regulations, the following amendment was made :—

“After entry 2, the following new entry shall be made”—

3. Class II Services of the West Pakistan Railway”.

The effect of this amendment was that promotions to all Class II Services under the West Pakistan Railway were excluded from the purview of the Commission.

(ii) In Regulations 5, the following amendments were made :—

In Regulation 5, in clause (5)—

(a) in sub-clause (d), the conjunction “or” appearing at the end shall be omitted;

(b) in sub-clause (e), the full-stop appearing at the end shall be replaced by a semi-colon; and

(c) after clause (e), as so amended, the following new sub-clauses shall be added :—

“(f) relating to disciplinary matters in regard to, or imposition of any penalty in accordance with the rules on, Tehsildars; or

(g) relating to retirement of Government servants on medical grounds”.

The effect of the amendments was that the Commission were not required to be consulted in disciplinary matters in regard to, or imposition of any penalty in accordance with the rules on, Tehsildars, or when any Government servant was to be retired from service solely on medical grounds.

(iii) In Schedule 'A' to the Regulations, the following amendment was made :—

“In Schedule A, for the letters and figures ‘Rs. 250’ the letters and figures ‘Rs. 350’ shall be substituted.”

This amendment was necessitated by issue of consolidated pay-scales and the effect was that Services or posts appointments to which were to be made by an authority subordinate to Government which carried an initial pay of Rs. 350 or over, excepting those specifically mentioned in the Schedule, continued to be within the purview of the Commission.

(iv) In Regulation 4, the following amendments were made :—

“(a) for the existing clause (iii), the following clause shall be substituted :—

“(iii) When promotion is from—

(a) a Class II to a Class I post; or

(b) an unclassified gazetted post to a higher unclassified gazetted post or service; or

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C O R R I G E N D A .

In the Annual Report on the working of the West Pakistan Public Service Commission for the year 1965, the following corrections should be made:-

- Page 1, para 2(1), line 2. For the word 'for' the word "of" to be substituted.
- Page 3, line 13. The word "been" to be substituted for the words 'to be'.
- Page 3, line 25. the word "dated" to be omitted.
- Page 4, para 7(c), line 2. For the word 'his', the word "hold" substituted.
- Page 5, para 8(b). The figure '4' against the word 'S
tendent' be deleted.
- do- In line 16 the word 'saving' to be
ted as "savings".
- Page 5, para 10, line 6. The word 'numbers' to be corrected
"number".
- Page 6, para 12(a), line 3. The word 'receipt' to be corrected
"receipts".
- Page 6, para 13(5), line 2. An oblique line to be inserted bet
words 'promotion' and 'transfer'
- Page 8, line 20. The word 'explaning' to be correct
"explaining".
- Page 9, Chapter V, line 4. The word "till" to be inserted bet
the words 'received' and 'the'.
- Page 17, Sr.No.38, Col.5. The word 'pos' to be corrected as
- Page 17, Sr.No.39, Col.3. The words 'Class I (Senior) Scale'
corrected as "Class I (Senior Scal

- Page 18, Sr.No.50, Col.3. The words 'Class I (Senior) Scale'
corrected as "Class I (Senior Scal
- Page 19, Sr.No.53, Col.7. In this Col. the figure "2" to be
- Page 20, Sr.No.69, Col.3. The words 'Class I (Junior) Scale'
corrected as "Class I (Junior Scal
- Page 26, heading. The words "APPENDIX II" to be corr
as 'APPENDIX I'.
- Page 28, heading. -do-
- Page 30, heading. -do-
- Page 31, Item (n). The word 'Pailway' to be corrected as "Rail
way".
- Page 32. Below Sr.No.7, Sr.Nos. "8" and "9" may
be inserted.
- Page 33, Sr.No.15, Col.4. For the figure "8", the figure '3' to be
substituted.
- Page 35. Against the first entry the figure "31"
to be inserted under col.1.
- Page 35, Sr.No.36, Col.4. The figure "1" to be inserted.
- Page 36, Sr.No.46, Col.3. The figure "2" to be inserted.
- Page 36. The figure "50" to be inserted against
the entry following entry No.49, under
col.1.

P. T. O.

Page 36, item (f). The word "Health" in the sub-heading to be corrected as "Finance".

Page 37, item (h). The word "health" in the sub-heading be corrected as "Home".

Page 37, Sr.No.60, Col.2. The word 'Axpert', to be corrected as 'Expert'.

Page 39, Total, Col.5. For the figures "34" the figures "43" to be substituted.

Page 43, Col.1. Against the entry below entry No.15, the figures "16" to be inserted, under col.1.

Page 54, Sr.No.58, Col.2. After the words "W.P.E.S." the letter 'C' to be omitted and the mark '(' inserted.

Page 55, Col.3, Sr.No.3. The figure "1" to be corrected as '6'.

Page 63, Sr.No.2, Col.3. The word 'exhonerated' to be corrected as 'exonerated'

Page 63, Sr.No.3, Col.3. The word 'to' occuring between the words 'advice' and "stoppage" to be deleted.

Page 64, Sr.No.10, Col.3. The word 'censuuing' to be corrected as 'censuring'.

Page 64, Sr.No.11, Col.3. The word "cumculative" to be corrected as 'cumulative'.

Page 65, Sr.No.19, Col.3. For the figures "88.50" the figures '882.50' to be substituted.

Page 66, Sr.No.25, Col.3. The word "the" to be inserted in the beginning of the entry.

Page 67, Sr.No.33, Col.3. The word 'wthn' to be corrected as "within"

Page 68, Sr.Nos.5 & 6 Col.2 The words 'Mukhtiar' to be corrected as "Mukhtiarkar".

Page 69, Sr.No.11, Col.3. The word 'retied' to be corrected as 'retired'.

Page 69, Sr.No.13, Col.2. The word 'as' to be corrected as "an".

Page 74. In the heading of Col. 6 the word 'Percantage' to be corrected as 'Percentage'.

Page 75. In the heading the word 'Dumber' to be corrected as "Number".

Page 75, Col.9. The word 'Finally' to be corrected as "Finallt".

Page 75, Sr.No.3, Col.12. The word 'the' to be inserted at the end of the third line.

** Page 17, Sr.No.41, Col.3. The words 'Class I (Junior) Scale' to be corrected as "Class I (Junior Scale)".

-/S.F.REHMAN/-
2-3-1966.



- (c) a classified gazetted post to an unclassified gazetted post or service and *vice versa*"; and
- (b) in clause (v), for the words "when a person is transferred from one service to another" the words "when a person is transferred from one service or post to another post or service, whether classified or unclassified and *vice versa*" shall be substituted".

In addition to the above notified amendments to the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, Government have under consideration a proposal to exclude gazetted posts below the level of Class II from the purview of the Commission. Formal amendment has, however, not yet to be issued as Government are considering as to what Mechanism should be evolved for filling such posts, recruitment to which meanwhile, continues to be made in consultation with the Commission. In Government letter No. 3610-FR-55/59561, dated the 15th October, 1955, it was provided that the Commission were to be consulted before sanctioning of gratuity and/or pension to Government servants who were injured or to the dependents of those who were killed during the communal disturbance of 1947. This position was reviewed in the light of the provisions of the Constitution of 1962 and the West Pakistan Government, in consultation with the Panjab (India) Government decided to delete the provision regarding consultation with the Public Service Commission from the original letter of dated 15th October 1955. The Instructions in this respect were issued by Government in the Finance Department, *vide* their letter dated the 18th October, 1965.

5. *Rules of Procedure of the Commission*—No change was made during the year under report, though the question of revision was under consideration.

6. *Instructions to Government Departments*—In their circular memo. No. S. O. VI-17-33/64, dated the 17th April, 1965, Government substituted instruction No. 4.4 of the "Procedure to be observed by Administrative Departments and Attached Departments of the Government of West Pakistan in their dealings with the West Pakistan Public Service Commission" as under :—

"4.4 when recruitment to a temporary or temporary likely to become permanent post is made through the Public Service Commission, the post need not be re-advertised when it is subsequently made permanent and the person selected may be confirmed against it on the strength of his record by making a reference to the Commission, provided that the qualifications for the temporary and permanent posts are the same."

The effect of this amendment was that a person already appointed in a temporary capacity who had been selected by the Commission for a temporary or temporary likely to become permanent post would not have to compete again with other candidates when it is subsequently made permanent, but the person selected could be confirmed against it on the strength of his record, in consultation with the Commission, provided the qualifications for the temporary and permanent posts are the same. This amendment is expected to give some sense of security to the persons concerned and give them an incentive for putting in good work and earning satisfactory reports to become eligible for permanent appointment.

7. *Staff of the Commission*—During the year under report, the following Gazetted officers worked in the Commission's office:—

(i) *Secretary*—(a) Mr. Zulfikar Ali, P.C.S., worked as Secretary up to the 13th April 1965 (including the period of medical leave from 22nd March 1965. He breathed his last in the Services Hospital on 13th April 1965).

(b) Mr. S. F. Tunia acted as Secretary from 23rd March 1965 to 15th June 1965, in addition to his own duties as Assistant Secretary.

(c) Mr. F. D. Saifey took over as Secretary on the 16th June 1965 (forenoon) and continued to his this office till the end of the year.

(ii) *Assistant Secretary, Registrar Examinations and Administrative Officer* :—Messrs S. F. Tunia, Muhammad Ashraf Khan and Abdul Hamid continued as Assistant Secretary, Registrar Examinations and Administrative Officer, respectively, during the year.

8. *Subordinate Staff*—The non-gazetted staff of the Commission was as under :—

(a) *Permanent*

Senior Superintendents	.. 3
Superintendents	.. 2
Assistants	.. 21
Private Secretary to the Chairman	1.

(The post of Senior Scale Stenographer was converted into that of Private Secretary).

Stenographer (Senior Scale)	.. 1. (One post of Junior scale Stenographer was converted into that of a Senior scale Stenographer.
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Stenographer (Junior Scale)	..	3
Steno-typist	..	1
Senior Clerks	..	11
Junior Clerks	..	25

(b) *Temporary*

Superintendents	2	4
Assistants	..	4
Stenographers (Junior Scale)	..	2
Junior Clerks	..	3
Staff car Driver	..	1

In addition, the following temporary posts were created by the Chairman of the Commission, for the period from the date of entertainment upto 31st May 1965, to cope with the increased volume of work arising from the new system of marking of candidates for initial recruitment which was introduced by Government:—

Superintendent	..	1
Assistants	..	4
Senior Clerks	..	2
Junior Clerks	..	3

The expenditure involved was to be met out of saving from the "Pay of Officers" for the year 1964-65 and necessary re-appropriation was sanctioned by the Finance Department.

9. The office of the Commission continued as a non-Secretariat Department.

10. *Accommodation*—The Commission's office continued to function in the old building at No. 2, Davis Road, Lahore. This building, which was originally requisitioned for the office of the former Punjab and N. W. F. P. Joint Public Service Commission was inadequate for the growing needs of the West Pakistan Public Service Commission arising from addition to the numbers of its Members, and expansion of its functions and staff. Government have, consequently, been approached for the construction of an additional block. Necessary funds have not so far been sanctioned.

11. The introduction of the Section Officers' Scheme in the Commission's office, which was last year reported to be under the consideration of the Government, has been dropped and now the question of inter-changeability of the staff of the Commission with that in the Secretariat or in the Attached Departments is under the consideration of Government.

12. (a) The receipts of the Commission continue to be credited under the head "XXXVI—Miscellaneous Departments-Examination Fees-Public Service Commission". The total receipt during the year under report were Rs. 1,02,206·00.

(b) The total expenditure during the year under report was Rs. 6,80,940·00. The break-up of the actual expenditure is as follows:—

(i) 25—*General Administration—C(14)—Secretariat and Headquarters Establishment—Public Service Commission.*

Rs.

(1) Pay of Officers	.. 1,84,782·00
(2) Pay of Establishment	.. 2,47,152·00
(3) Travelling Allowance	.. 32,511·00
(4) Other Allowances and Honoraria	.. 57,336·00
(5) Contingencies	.. 1,54,669·00

Total	.. 6,76,450·00
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(ii) 56—Stationery and Printing—B— Purchase of Stationery Stores.	4,463·00
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(iii) 57—Miscellaneous—A—Cost of Books and Periodicals.	27·00
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Grand Total	.. 6,80,940·00
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13. *Volume of Work.*—The following comparative table indicates the nature and volume of work done by the Commission during the year under report and the last year ;—

	1965	1964
(1) Number of applications received ..	8,594	2,467
(2) Number of candidates interviewed	1,809	199 (In whose cases recommendations were conveyed to Departments.
(3) Stop-gap appointments dealt with pending advertisement.	933	872
(4) Number of persons considered for recruitment without advertisement.	17	46
(5) Number of officers considered for promotion transfer/confirmation, etc.	*478	498

(6) Number of disciplinary cases	..	33	33
(7) Number of examinations held	..	8	11
(8) Number of candidates examined	..	450	1,238
(9) Service/Recruitment Rules cases (including amendments).		241	132
(10) Cases under the Government Ser- vants (Further Usefulness in Public Service) Rules.		40	98
(11) Cases of miscellaneous nature	..	115	100
(12) Number of receipts	..	50,826	39,598
(13) Number of issues	..	36,829	36,375

* Indicates the number of officers considered only in cases which were finalised during the year and not in respect of those cases which were pending.

CHAPTER II

DIRECT RECRUITMENT

In the last year's report it was mentioned that certain difficulties were being experienced in implementing Government orders regarding zonal allocation of initial recruitment vacancies and the matter had been referred to Government for a clarification and decision. This question remained under correspondence for a considerable period and only towards the close of the last year the final decision of Government was received. Many cases which had been held up were taken up and in several of them, the Commission have already conveyed their recommendations. Some cases, however, were still pending at the end of the year under report and had to be carried over to the next year.

The Commission had represented that the revised system of marking in accordance with Government directive referred to in the last year's report was found to be one of the causes of delay in conveying their recommendations in initial recruitment cases and the necessity of additional staff was imperative. After the declaration of 'Emergency' in the country any addition to staff became out of question and that for the duration of the emergency, this system may be discontinued. The Chairman of the Commission took an opportunity of explaining the difficulties being faced by the Commission personally to the Governor, who was kind enough to accede to the Commission's suggestion and allowed them to revert for the duration of the emergency to the previous system of selection based on assessment of candidates during interviews.

Appendix I gives a list of requisitions for filling in vacancies by initial recruitment which were disposed of by the Commission during the year. In 183 cases for 600 posts advertised, the Commission interviewed 882 candidates and recommended 268 candidates for appointment. Further details are given in the Appendix against each item.

2. Dearth of suitable candidates for technical and specialist posts continued to be felt during the year. The details of 78 cases involving 163 posts in which the Commission could make no recommendations are given in Appendix II.

3. The Commission also received 9 proposals involving 16 posts from different departments for direct recruitment without advertising the posts. The Commission recommended officers for 7 posts only. In the case of 7 posts, they opined that their approval was not necessary whereas in the case of two posts they did not agree. Details of these cases are given in Appendix III.

4. Cases of *ad hoc* appointments of 933 officers or the continuance of such appointments were referred to the Commission during the year under report. In order to assist the Administrative Departments in their day-to-day work, the Commission accepted a majority of these proposals. Details of these cases are given in Appendix IV.

CHAPTER III

PROMOTION/CONFIRMATION/TRANSFER CASES

The Commission considered 478 officers for promotion, confirmation, transfer, etc., against 396 posts in 134 proposals which were finalised during the year under report. The Commission tendered advice in most of the cases but in some of them the departments failed to furnish the required information/documents called for and the cases had, therefore, to be closed by the Commission. Details of these cases are given in Appendix V.

In addition, several such proposals were under examination at the end of the year. These were either received very late in the year or could not be finalised as the departments were asked to forward relevant information/documents. These cases have not been included in Appendix V but have been carried over to the next year.

CHAPTER IV

DISCIPLINARY CASES

In all, 33 cases under this head of various description, including stoppage of increments, stoppage at the efficiency bar and reduction in pension were finalised during the year. In most of these cases the advice of the Commission was accepted while in the remaining cases intimation about the final decision by Government is awaited. Particulars of these 33 cases are given in Appendix VI.

In addition, some cases of this category were pending consideration at the end of year as they were either received late in the year or the departments were asked to furnish relevant documents/information. These cases have been carried over to the next year.

CHAPTER V

ACTION UNDER THE GOVERNMENT SERVANTS (FURTHER USEFULNESS IN PUBLIC SERVICE) RULES.

The Commission tendered advice in 40 cases under the West Pakistan Government Servants' (Further Usefulness in Public Service) Rules, 1963. In several cases, intimation as to whether the Commission's advice was accepted or not was not received the end of the year under report. Of those cases in which intimation was received, the Commission's advice had not been accepted in two cases. These cases have been shown in Appendix 'A' of the accompanying memorandum.

No case under the West Pakistan Railway Servants (Further Usefulness in Public Service) Rules, 1964, was referred to the Commission during the year.

Details of all the cases considered by the Commission are given in Appendix VII.

In August, 1965, Government issued instructions to the effect that pending further orders to be issued in conformity with the new provision in clause (4) of Article 179 of the Constitution regarding age of superannuation, no further action need be taken under the existing Further Usefulness Rules. The revised rules were not issued till the end of the year under report and because of that the number of cases referred to the Commission under this head was much less than before.

CHAPTER VI

Recruitment and conditions of Service Rules cases—During the year, the Commission tendered their advice in 24 cases of main rules and in 217 cases of amendments to the rules already notified. Two cases of main rules and a few cases of amendments to the rules already notified were pending at the end of the year under report.

CHAPTER VII

MISCELLANEOUS

General cases—Ten cases of miscellaneous nature were received in which the Commission tendered their Advice. Some such cases were also pending at the end of the year under report.

Refund of Fee—Thirteen cases of refund of fees were considered by the Commission during the year, out of which they agreed to refund of fees in six cases; but refund was not allowed in 7 cases.

Mal-practices by candidates—In all 85 candidates for various competitive examinations conducted by the Commission were disqualified during the year under report from the particular examination in which they had appeared. The relevant details are as under :—

(a) W. P. C. S. (J.B.) Examination.	50 candidates for violating instructions of the Commission.
(b) Selection of stipendiaries for entry into W. P. F. S. Class I.	34 candidates for violating instructions of the Commission. One candidate for using unfair means.

Total	.. 85.
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Determination of seniority—In 5 cases of determination/fixation of seniority of officers the Commission tendered advice during the year under report. Two more cases were also received but before the cases could be considered and advice tendered by the Commission the department withdrew the proposal in one case whereas in the other case, the department intimated that it be closed.

The Commission had also referred to Government in the Services & General Administration Department for clarification whether cases of determination of seniority of individual officers were required to be normally referred to the Commission as falling within the orbit of the provisions of Article 186 (2) (d) of the Constitution or whether such cases could be referred to the Commission only under the Provisions of Article 186 (1) (b) *ibid.* The Government had referred the matter to the Law Department and their final decision has not yet been received.

CHAPTER VIII

Review of examinations conducted by the Commission during the year 1965—The Commission conducted the following examinations during the year :—

(a) *Departmental Examinations for the former Sind region :—*

<i>Serial No.</i>	<i>Name of the examination</i>	<i>Session</i>
1	Assistant Collectors' Part I Examination	February, 1965.
2	Revenue Qualifying Examination	.. April, 1965.
3	Assistant Collectors' Part II Examination	.. April, 1965.
4	Assistant Collectors' Part I Examination	.. August, 1965.
5	Assistant Collectors' Part II Examination	.. August, 1965
6	Revenue Qualifying Examination	.. October, 1965.

The number of candidates who applied for, were admitted to, appeared in and passed these examinations may be seen in Appendix VIII. The results of the Revenue Qualifying Examination held in April, 1965, could not be declared by the end of the year under report as the Commission reviewed the case of a No. of candidates who had been disqualified in the first instance for violating the instructions and their scripts which were referred to the Examiners for assessment, were not received in one case till the close of the year.

(b) *Competitive Examinations*—The Commission conducted the competitive examination for the W.P. C. S. (Judicial Branch) in the end of December, 1964 and January, 1965. The number of candidates who applied for, were admitted to, appeared and qualified may be seen in Appendix IX. This examination was advertised during the preceding year but was carried over to the year under report.

The Commission also conducted a competitive examination for the selection of stipendiaries for training and appointment in W. P. F. S. Class I, during the year under report. The number of candidates who applied for, were admitted to and qualified in the written portion of the examination may be seen in Appendix IX. The candidates who qualified in the written portion were

also given *viva voce* test, but certain legal aspects of the case had to be referred to Government and are under examination in consultation with the Law Department. Final results could not therefore be declared and no recommendations could be conveyed to Government as the advice of the Law Department and the decision of Government on the points involved had not been received till the end of the year.

The candidates who qualified in the written portion of the W. P. C. S. (E.B.) Examination held in 1964 were given *viva voce* test during the year under report and recommendations were also conveyed to Government. The details regarding this examination have also been included in Appendix IX.

A combined competitive examination for W. P. C. S. (E.B.) and Section Officers in the West Pakistan Civil Secretariat was announced in March, April, 1965. It was tentatively scheduled to be held in August/September, 1965 but owing to the Section Officers Examination also having been combined with it and later due to the emergency the halls for holding the examination not being available the examination could not be held during the year. The examination is not proposed to be held early in 1966.

GENERAL REMARKS.

(a) *Competitive Examinations*—The standard of writing and thinking of examinees seldom rose above the mediocre. A general lack of ideas and absence of learning, leave alone originality were noticeable from the performance of candidates. Most of them also betrayed a singular unawareness of the art of “composition”, that is, logical development, co-ordination, harmony or construction, analysis and synthesis. Not many knew the rudiments of the art of precis-writing or giving the substance of a passage, namely, that a precis must include everything essential in a document and should exclude things relatively unimportant. In law papers answers were generally unsatisfactory, only a few of them being supported by arguments and correct reference to the provisions of law. In general, the candidates were ill-equipped in the knowledge of almost all subjects, particularly the basic ones like Mathematics, Physics, Economics, etc., Even in Urdu which is one of the two national languages the students hardly came up to the required standard. Their knowledge of religion, and Islamic History almost bordered on ignorance. The answers were also mostly unsystematic. Facts were scattered and their significance in the discussions was not realised. Defects in language and expressions marred the quality of many answers. This is a lamentable state of affairs, and deserves immediate consideration at the hands of Government.

(b) *Departmental Examinations*—Many answers were based on vague impressions about rules which they were not able to locate or quote. This showed an inadequate study of rules and an absence of their overall grasp.

CHAPTER IX

As required under Article 189 (2) of the Constitution of the Islamic Republic of Pakistan the accompanying memorandum sets out, so far as is known to the Commission :—

- (a) the cases, if any, in which its advice was not accepted, and the reasons why the advice was not accepted; and
- (b) the cases where the Commission ought to have been consulted but was not consulted, and the reasons why it was not consulted.

Under category (a) are included 2 cases whereas under category (b) above, there are 11 cases. Details of all these cases are given in Appendices 'A' and 'B' of the Memorandum.

APPENDIX I

CASES OF RECRUITMENT BY SELECTION

(REFERRED TO IN CHAPTER II, PARA I)

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper	Candidates recommended	
1	2	3	4	5	6	7	8

(a) AGRICULTURE DEPARTMENT

1	Associate Professor of Agricultural Economics.	Class I (Senior scale)	1	4	The post was placed under the Board of Governors and was no longer within the purview of the Commission.			..	
2	Cotton Botanist (Permanent) ..	Do. ..	1	Pertinent information asked for not supplied by the Department and the case was closed under intimation to the Department.					..
3	Food Technologist, Quetta ..	Do. ..	1	1	Not held eligible ..			..	
4	Economic Botanist (Temporary)	Do. ..	1	13	6	1	Accepted.		
5	Sugarcane Factory Technologist in West Pakistan Sugarcane Control Organization.	Class I ..	1	Requisition withdrawn by the Department					..
6	Assistant Superintendent (Nutrition)(Permanent).	Class II ..	1	Ditto					..
7	Officer Incharge Eggs Production Scheme.	Do. ..	1	6	1	Not held suitable			..
8	Assistant Microbiologist ..	Do. ..	1	4	3	1	Accepted.		
9	Assistant Botanist (Maize Research).	Do. ..	1	7	7	1	Do.		

10	Sheep Development Officer ..	Do. ..	1	12	7	None held suitable.	
11	Assistant Statistical Officer, Rapid Soil Fertility, Lyallpur.	Do. ...	1	16	2	1	Accepted.
12	Assistant Botanist (Tobacco), Lyallpur.	Do. ..	1	4	3	1	Do.
13	Assistant Plant Physiologist, Lyallpur.	Do. ..	1	12	8	11	Do.
14	Assistant Agricultural Chemist, Lyallpur.	Do. ..	1	15	6	1	Do.
15	Cartographer ..	Do. ..	1	No application received.	..	..	..
16	Assistant Plant Pathologist (Potato).	Do. ..	1	5	4	1	Accepted.
17	Medical Officer, Ayub Agricultural Research Institute, Lyallpur.	Do. ..	1	Requisition returned as the post belonged to the Health Department and recruitment to it should also be made by that Department.			
18	Assistant Oil Technologist, Lyallpur.	Do. ..	1	10	7	1	Accepted.
19	Assistant Professor of Chemistry	Do. ..	1	7	2	1	Do.
20	Assistant Agricultural Chemist, Rapid Soil Fertility (Temporary).	Do. ..	1	5	3	1	Do.
21	Assistant Botanist (Millets) (Permanent).	Do. ..	1	12	3	1	Do.
22	Assistant Agricultural Bacteriologist, Tandojam.	Do. ..	1	5	2	1	Do.
23	Assistant Botanist (Fodder) (Permanent).	Do. ..	1	14	7	1	Do.
24	Assistant Virologist ..	Do. ..	1	6	1	1	Do.
25	Training and Utilization Officer	Do. ..	1	2	Both held ineligible.		...

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper	Candidates recommended	
1	2	3	4	5	6	7	8
(a) AGRICULTURE DEPARTMENT— <i>concl'd.</i>							
26	Librarian ..	Class II ..	3	10	1	1	Accepted.
27	Lecturer in English, Agriculture College, Tandojam.	Do. ..	2	No application received.			
28	Assistant Professor of Agricultural Engineering, Agriculture College, Tandojam.	Do, ..	2	No application received.	..	..	..
29	Assistant Statistical Officer, Tandojam.	Do. ..	1	30	5	None held suitable.	..
30	Engineer, Fisheries Department..	Do. ..	1	No application received.	..	..	..
31	Extra Assistant Director of Agriculture.	Do. ..	1	56	27	1	Acceptance awaited.
(b) BASIC DEMOCRACIES, SOCIAL WELFARE AND LOCAL GOVERNMENT DEPARTMENTS							
32	Editor, Basic Democracies Department.	Class I (Junior)	1	5	1	Not found suitable.	..
33	Deputy Director, B. N. R. ..	Class I ..	1	2	None held eligible.	..	..
34	Research Officer, B. N. R. ..	Class II ..	1	11	5	1	Accepted.

35	Leader's Training Officers, Basic Democracies.	Do. ..	3	Post was later abolished.	..	..	..
36	Publicity Officer, Basic Democracies.	Do. ..	1	5	2	1	Acceptance awaited.
37	Technical Instructors, Basic Democracies.	Do. ..	2	5	1	Not found suitable.	..

(c) COMMUNICATIONS AND WORKS DEPARTMENT.

38	Deputy Director in West Pakistan Housing and Settlement Agency.	Class I ..	1	Post was abolished and case closed.	..	..	..
39	Assistant Architects (Temporary), Buildings and Roads Department.	Class I (Senior) scale.	1	3	None held eligible	..	..
40	Assistant Architects (Temporary), Buildings and Roads Department.	Ditto	2	4	1	1	Acceptance awaited.
41	Assistant Director in West Pakistan Housing and Settlement Agency (Temporary).	Class I (Junior) scale.	5	24	None held eligible	..	..
42	Assistant Engineer (Civil) (Temporary), Buildings and Roads Department.	Class II ..	75	202	98	35	Acceptance awaited.
43	Assistant Engineer (E. & M.) (Temporary), Buildings and Roads Department.	Do. ..	26	43	7	8	Ditto.
44	Consulting Architects ..	Specialist post	4	27 (1 from Pakistan and 26 from foreign countries).	(1 interviewed by the Board constituted by the High Commissioner for Pakistan in United Kingdom).	1	The Commission recommended one officer but also stated that the salary demanded by him was high. Government did not appoint him. Thus, all the four posts advertised remained unfilled.

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper	Candidates recommended	
1	2	3	4	5	6	7	8

(d) CO-OPERATION AND LABOUR DEPARTMENT

45	Assistant Director of Apprenticeship Training, Labour Department.	Class I ..	1	3	None held eligible.	..	..
46	Inspector of Mines, Labour Department.	Do. ..	1	6	1	1	Accepted.
47	Junior Inspector of Mines, Labour Department	Do. ..	1	9	2	1	Do.
48	Technical Assistant, Labour Department.	Do. ..	4	12	2	2	Acceptance awaited.
49	Technical Assistant, Labour Department.	Do. ..	1	3	None held eligible	..	..

(e) EDUCATION DEPARTMENT

50	Permanent Post in W.P.E.S. (Administrative Branch) (Women's Section).	Class I (Senior) scale.	1	8	None held eligible.	..	..
51	Senior Professor for the College of Home and Social Sciences, Lahore (Collegiate Branch) (Women's Section).	Ditto.	1	3	Action stopped as desired by the Department. Later on, the post was re-advertised with revised qualifications.	..	..

52	Senior Professor in Economics (Collegiate Branch) (Men's Section).	Ditto	1	4	1	Not found suitable	
53	Inspector of Schools for Physical Education (Men's Section).	Ditto	2	19	7+3 on paper qualifications.	2	Accepted.
54	Teacher Trainer (Temporary, likely to become permanent), Government Polytechnic Institute.	Ditto	1	4	3	None found suitable.	..
55	Chief Instructor in Radio and Electronics, Government Polytechnic Institute.	Ditto	1	The Department	was asked to send	a fresh requisition	..
56	Principal, Government Technical Teachers Training College, Lyallpur (Permanent).	Ditto	1	3	1	Not found suitable.	..
57	Professor of English (Temporary, likely to become permanent) (Collegiate Branch) (Men's Section).	Class I (Junior Scale)	3	4	The only candidate summoned for interview did not appear.	—	..
58	Professor in Economics (Temporary, likely to become permanent) (Collegiate Branch) (Men's Section).	Ditto	7	No application received.			..
59	Professor in Political Science (Temporary, likely to become permanent).	Ditto	4	1	Not held eligible	..	..
60	Professor in English (Temporary, likely to become permanent).	Ditto	6	No application received.	—		..
61	Subject Specialist (Women) in Physical Education and Sports Centre (Temporary, likely to become permanent).	Ditto	1	2	None held eligible	..	..
62	Ditto Do.	Ditto	1	3	1	1	Acceptance awaited.
63	Subject Specialist (Men) (Permanent in Physical Education and Sports Centre).	Ditto	1	6	3	None held suitable.	..

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper	Candidates recommended	
1	2	3	4	5	6	7	8
(e) EDUCATION DEPARTMENT—concl'd.							
64	Subject Specialist (Men) (Permanent in Physical Education & Sports Centre).	Class I (Junior) Scale.	1	10	6	1	Acceptance awaited.
65	Principals, Government Commercial Institutes in West Pakistan (Temporary, likely to become permanent).	Ditto ...	22	57	None held eligible	...	...
66	Senior Instructor in Air-conditioning and Refrigeration, Government Polytechnic Institute.	Ditto ..	2	No application received.	..	...	...
67	Head of Department, Chemical Technology, Government Polytechnic Institute.	Class I (Senior) Scale.	1	5	1	Not found suitable.	...
68	Head of Department, Civil, in Government Polytechnic Institute.	Ditto ..	1	3	2	Ditto ...	...
69	Senior Instructor, Electrical, Government Polytechnic Institute.	Class I (Junior) Scale.	7	2	None held eligible	...	...
70	Senior Instructor in Drafting and Designing, Government Polytechnic Institute.	Ditto ...	1	1	Ditto	..	...
71	Senior Instructor in Foundry in Government Polytechnic Institute.	Ditto ..	1	1	Ditto	...	...

72	Senior Instructor in Radio Electronics, Government Polytechnic Institutes.	Ditto	3	8	Ditto	..	..
73	Chief Instructor in Automobile in Government Polytechnic Institute.	Gazetted ..	1	No application received.	..	..	..
74	Instructor in Metallurgy and Welding.	Class I (Junior) Scale.	1	1	Not held eligible.	..	..
75	Instructor in English and Management, Government School of Engineering, Rasul.	Gazetted ..	1	No application received.	..	..	..
76	Instructor in Chemistry, Government School of Engineering, Rasul.	Do. ..	1	1	The only candidate summoned for interview did not appear.	..	..
77	Instructor in Electrical Technology, Government of School Engineering, Rasul.	Do. ..	1	1	Not held eligibl.	..	..
78	Instructor in Welding and Metallurgy for Government Polytechnic Institute.	Do. ..	1	2	Do.	..	..
79	Instructor in Foundry and Pattern for Government Polytechnic Institute, West Pakistan.	Do. ..	1	5	None held eligible.	..	..
80	Lecturer in Textile Engineering, Government Polytechnic Institute, West Pakistan.	Do. ..	1	1	Ditto	..	..
81	Instructors in Language (Urdu), Government Commercial Training Institutes.	Do. ..	12	The Department intimated not to proceed with the selection.			
82	Instructors in Commerce, Government Commercial Training Institutes.	Do. ..	21	Ditto	ditto	..	..

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper	Candidates recommended	
1	2	3	4	5	6	7	8
83	Instructors in Language (English), Government Commercial Training Institutes.	Gazetted ..	12	(e) EDUCATION DEPARTMENT— <i>contd.</i> The Department the selection.	intimated not to	proceed with	..
84	Instructors in Commerce for Government Commercial Training Institutes.	Class 11 ..	16	23	Only two candidates satisfied the conditions of eligibility. Since the response was poor, posts were re-advertised.		..
85	Instructors in Radio and Electronics, Government Polytechnic Institutes.	Do. ..	5	19	5	3	Accepted.
86	Lecturer in Biology (Collegiate Branch—Men's Section).	Do. ..	3	18	13	3	Do.
87	Lecturer in Civics (Collegiate Branch—Men's Section).	Do. ..	6	45	39	6	Do.
88	Lecturer in Islamic History (Collegiate Branch—Men's Section).	Do. ..	5	42	19	5	Do.
89	Lecturer in Islamic Culture (Collegiate Branch—Men's Section)	Do. ..	2	1	1	1	Do.

90	Lecturer in Islamiat (Collegiate Branch—Men's Section).	Do. ..	8	82	56	8	Acceptance awaited.
91	Lecturer in Pushto (Collegiate Branch—Men's Section).	Do. ..	2	31	20	2	Ditto
92	Lecturer in Sociology (Collegiate Branch—Men's Section).	Do. ..	3	8	4	3	Ditto
93	Lecturer in Zoology (Collegiate Branch—Men's Section).	Do. ..	14 ⁷ / ₈	35	24	14	Ditto
94	Lecturer in History-cum-Civics (Collegiate Branch—Men's Section)	Do. ..	9	26	12	3	Ditto
95	Lecturer in Astronomy (Collegiate Branch—Men's Section).	Do. ..	1	1	Not held eligible	..	..
96	Lecturer in Commerce (Collegiate Branch—Men's Section).	Do. ..	3	1	Ditto ..	..	..
97	Lecturer in Bengali (Collegiate Branch—Men's Section).	Do. ..	2	3	Ditto ..	..	..
98	Lecturer in Gujrati (Collegiate Branch—Men's Section).	Do. ..	1	1	Ditto ..	..	..
99	Lecturer in Micro-biology (Collegiate Branch—Men's Section)	Do. ..	1	1	Ditto ..	..	..
100	Lecturer in Arabic (Collegiate Branch—Women's Section).	Do. ..	4	11	10	4	Acceptance awaited
101	Lecturer in Bengali (Collegiate Branch—Women's Section).	Do. ..	2	3	None held eligible	..	..
102	Lecturer in Botany (Collegiate Branch—Women's Section).	Do. ..	5	23	18	5	Acceptance awaited
103	Lecturer in Chemistry (Collegiate Branch—Women's Section).	Do. ..	7	30	21	7	Ditto
104	Lecturer in Civics (Collegiate Branch—Women's Section).	Do. ..	1	4	4	1	Ditto

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commissions recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper	Candidates recommended	
1	2	3	4	5	6	7	8
			(e) EDUCATION DEPARTMENT—concl'd.				
105	Lecturer in Geography (Collegiate Branch—Women's Section).	Class II ..	4	43	41	4	Acceptance awaited.
106	Lecturer in Mathematics (Collegiate Branch—Women's Section).	Do. ..	6	28	24	6	Ditto
107	Lecturer in Physics (Collegiate Branch—Women's Section).	Do. ..	9	16	13	9	Ditto
108	Lecturer in Philosophy (Collegiate Branch—Women's Section).	Do. ..	4	23	17	4	Ditto
109	Lecturer in Psychology (Collegiate Branch—Women's Section).	Do. ..	3	18	15	3	Ditto
110	Lecturer in Persian (Collegiate Branch—Men's Section).	Do. ..	4	37	27	4	Ditto
111	Lecturer in Fine Arts (Collegiate Branch—Men's Section).	Do. ..	9	14	8	8	Ditto
112	Lecturer in Arabic— <i>cum</i> —Islamiat (Collegiate Branch—Men's Section).	Do. ..	1	4	2	1	Accepted
113	Lecturer in Economics (Collegiate Branch—Men's Section).	Do. ..	2	28	22	2	Acceptance awaited
114	Lecturer in Islamic History (Collegiate Branch—Men's Section).	Do. ..	2	16	10	2	Ditto

115	Lecturer in Fine Arts (Collegiate Branch—Men's Section).	Do.	4	11	10	4	Ditto
116	Lecturer in Statistics (Collegiate Branch—Men Section.).	Do.	1	3	1	1	Ditto
117	Lecturer in Arabic-cum-Islamiat (Collegiate Branch—Men Section.).	Do.	1	4	3	1	Ditto
118	Lecturer in History-cum-Civics (Collegiate Branch—Men's Section).	Do.	1	2	The only candidate—summoned for interview did not appear.	..	..

(f) FINANCE DEPARTMENT

119	Research and Statistical Officer	Unclassified, equivalent to Class I.	1	13	4	None held suitable.	..
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(g) HEALTH DEPARTMENT

120	Professor of T. B. and Chest Diseases.	Special Gazetted Teaching post.	1	4	1	1	Acceptance awaited.
121	Professor of Public Health Practice.	Ditto.	1	2	1+1 on paper qualifications.	None held suitable.	
122	Professor of Physiology	Unclassified Teaching post.	1	2	2	1	Acceptance awaited
123	Professor of Sanitary Engineering	Ex-cadre., Teaching post.	1	1(on plain paper).	Not held eligible	..	..
124	Assistant Professor of Histology	Special gazetted Teaching post.	4	9	6	4	Acceptance awaited.
125	Assistant Professor of Bio-chemistry.	Ditto ..	3	6	1+2 on paper qualifications	2	Ditto
126	Assistant Professor of Surgery	Ditto ..	1	2	1	1	Ditto

APPENDIX II—contd.

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBERS OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper	Candidates recommended	
1	2	3	4	5	6	7	8
127	Assistant Professor of Pharmacology.	Special Gazetted Teaching post.	1	4	1+2 on paper qualifications	(Panel of 2 candidates recommended in order of merit).	Acceptance awaited
128	Assistant Professor of Obstetrics and Gynæcology.	Ditto ..	5	20	7	4	Panel of 3 candidates recommended in order of merit.
129	Assistant Professor of Orthopædic Surgery	Ditto ..	1	3	2	2	(Panel of 2 candidates recommended in the order of merit). Acceptance waited.
130	Associate Surgeon (Obstetrics and Gynæcology).	Ditto	1	7	3	3	(Panel of 3 candidates recommended in the order of merit.) Acceptance awaited.
131	Assistant Professor of Entomology and Parasitology.	Ex-cadre Teaching post.	1	2	2	2	(Panel of 2 candidates recommended in order of merit). Acceptance awaited.
132	Assistant Professor of Physiology	Teaching post	1	1	1	1	Acceptance awaited.

133	Assistant Professor [of Medicine (Pædiatrics)]	Ditto	1	3	2	1	Ditto.
134	Assistant Professor of Neuro-Surgery.	Special Gazetted Teaching post.	1	2	1	1	Accepted.
135	Psychologist ..	W.P.H.S.I...	1	2	None held eligible.	..	..
136	Psychologist ..	Ditto	1	1	1	1	Acceptance awaited.
137	Permanent post in W.P.H.S. (Women's Branch).	Class I ..	1	9	4	1+1 in reserve	Ditto.
138	Physician at one of the Government Hospitals in West Pakistan (Temporary, likely to become permanent).	Do. ..	1	15	2	1	Ditto.
139	Inspector of Drugs ..	Class II ..	1	14	5	1	Ditto.
140	Principal, Public Health Nursing School, Lahore (Permanent).	Special Gazetted	1	No application received.	..	..	..
141	Physio-Therapists ..	Ditto	4	6	None held eligible.	..	..
142	Deputy Superintendent (Administration) in a Mental Hospital (Temporary).	Ditto	1	3	Ditto	..	..
143	Demonstrator in Statistics ..	Ditto	1	4	3	1	Acceptance awaited.
144	Media Expert in Family Planning	Class II	1	3	Requisition withdrawn by the Government.	..	..
145	Technical Assistant, Laboratory	Do.	4	12	2	2	Accepted.
146	Assistant Engineer (E. & M.) Public Health Engineering Department.	Do.	3	2	One candidate summoned for interview did not appear.	..	..

APPENDIX II—contd.

Serial No.	Name of the posts or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper	Candidates recommended	
1	2	3	4	5	6	7	8
147	Assistant Engineer (Temporary), Public Health Engineering Department.	Class II	42	70	39	23	Acceptance in 11 cases received; in the rest awaited
148	Assistant Engineer (E. & M.), Public Health Engineering Department.	Do.	3	No application received.	..	..	..
(g) HEALTH DEPARTMENT—contd.							
149	Superintendent, Jail ..	Class II ..	1	The Commission advised that according to the provisions of the Service Rules, this post was to be filled by promotion. The Department accepted the advice.		..	..
150	Expert, Jail Industries (Temporary).	Do. ..	1	3	None held eligible.	..	..
151	Deputy Superintendent of Police/Director, Forensic Laboratory, Karachi.	Do. ..	1	19	4	1	Accepted.
152	Statistical Officer in Crime Branch of Police.	Do. ..	1	4	1	Not found suitable.	..
(h) HOME DEPARTMENT							

(i) INDUSTRIES, COMMERCE AND MINERAL DEVELOPMENT DEPARTMENT

153	Research Officer in Planning Cell of Industries, Commerce and Mineral Resources Department.	Class I (Junior Scale.)	1	7	1	Not held suitable.	..
154	Research Officer in the Planning Cell of the Industries, Commerce and Mineral Resources Department.	Ditto ..	1	7	1	Ditto	..
155	Geologist in West Pakistan Mineral Development Department.	Ditto ..	2	6	3	2	Accepted.
156	Assistant Director (Technical) in the West Pakistan Mineral Development Department.	Ditto ..	4	9	1	Not held suitable.	..
157	Deputy Director (Technical) in West Pakistan Mineral Development Department.	Class I ..	1	5	3	1	Accepted.
158	Manager, Government Development-cum-Training Centre for Metal Industries, Kohat Pass.	Class II ..	1	No application received.	..	..	..
159	Statistician in the West Pakistan Industries Department.	Do. ..	1	4	None held eligible.	..	..
160	Superintendent, Central Pottery Agency, Shikardara.	Do. ..	1	3	Ditto	..	..
161	Works Manager, Government Printing and Stationery.	Do. ..	1	2	1	1	Acceptance awaited.
162	Head Translator in the Printing and Stationery.	Do. ..	1	1	Not held eligible.	..	..
(j) INFORMATION DEPARTMENT							
163	Director of Information ..	Class I (Senior Scale)	1	12	3	None held suitable.	..

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APPENDIX III—contd.

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF—				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper	Candidates recommended	
1	2	3	4	5	6	7	8
(j) INFORMATION DEPARTMENT— <i>conold</i>							
164	English Editor in Publications, Research and Films Cell.	Gazetted Unclassified	1	No application received.	..	..	..
(h) IRRIGATION AND WORKS DEPARTMENT							
165	Assistant Executive Engineer ..	Class I ..	1	41	6	1	Acceptance awaited.
166	Electric Inspector (Permanent) ..	Do.	2	2	None held eligible.	..	..
167	Physical Chemist in the Directorate of Land Reclamation.	(Class I Senior scale.)	1	6	2	1	Accepted.
168	Electric Inspector to Government of West Pakistan (Permanent)	Class I ..	2	4	2	None found suitable.	..
169	Temporary Engines (Civil) ..	Class II ..	1	9	(Requisition withdrawn by the Departement).	..	..
170	Assistant Electric Inspector, Quetta and Karachi.	Do. ..	2	No application received.	..	..	..
171	Assistant Electric Inspector (Permanent).	Do. ..	1	1	1	Not found suitable	..
172	Assistant Electric Inspector ..	Do. ..	1	2	1	Ditto: ..	..

(l) PLANNING AND DEVELOPMENT DEPARTMENT

173	Research Officer	..	Class I (Junior scale)	3	27	10	3	Accepted.
174	Statistical Officer	..	Class II ..	2	15	5	2	Do.

(m) SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

175	Progress Officer, Commissioner's Office, D. I. Khan.		Class I (Junior scale)	1	11	1	1	Acceptance awaited.
176	Civil Judge (Temporary)	..	Unclassified	2	54	Requisition withdrawn by the Government.		..
177	Research Officer	..	Class II	1	1	1	1	Accepted.

(n) WEST PAKISTAN RAILWAY DEPARTMENT

178	Junior Information Officer	..	Class I Junior	1	4	None held eligible.	..	..
179	Assistant Engineer (Civil) (Temporary).		Class I ..	12	108	48	12	Accepted.
180	Assistant Engineer (Electrical) (Temporary).		Do. ..	3	9	2	2	Do.
181	Radiologist (Temporary).	..	Class II ..	1	No application received	..	..	..
182	Assistant Surgeon (Permanent)	..	Do. ...	14	14	3	3	Accepted.
183	Pathologist-cum-Bacteriologist (Temporary)		Class I ...	1	2	1	Not held suitable	..
Total			..	600	2,044	882+8	268	

APPENDIX II

LIST OF POSTS/ SERVICES IN RESPECT OF WHICH SUITABLE CANDIDATES WERE NOT AVAILABLE FOR APPOINTMENT

(REFERED TO IN CHAPTER II, PARAGRAPH II)

Serial No.	Name of the post	No. of vacancies	No. of applications received	No. of candidates interviewed	Reasons why candidates could not be recommended
1	2	3	4	5	6

(a) AGRICULTURE DEPARTMENT

1	Food Technologist, Quetta ..	1	1	..	Not held eligible.
2	Officer Incharge, Eggs Production Scheme	1	6	1	Ditto.
3	Sheep Development Officer ..	1	12	7	Ditto.
4	Cartographer ..	1	..	..	No application received.
5	Training and Utilization Officer ..	1	2	..	Both held ineligible.
6	Assistant Professor of Agricultural Engineering, Agriculture College, Tandojam.	2	..	..	No application received.
7	Lecturers in English, Agriculture College, Tandojam.	2	..	..	Ditto.
	Engineer, Fisheries Department ..	1	..	..	Ditto.
	Assistant Statistical Officer, Tandojam ..	1	30	5	None held suitable.

(b) BASIC DEMOCRACIES, SOCIAL WELFARE AND LOCAL GOVERNMENT DEPARTMENT

10	Editor, Basic Democracies Department ..	1	5	..	Not found suitable.
11	Deputy Director, B. N. R. ..	1	2	..	None held eligible.
12	Technical Instructors, Basic Democracies	2	5	1	Not found suitable.

(c) COMMUNICATIONS AND WORKS DEPARTMENT

13	Assistant Architects (Temporary B. and R. Department).	1	3	..	None held eligible.
14	Assistant Director in West Pakistan Housing and Settlement Agency.	5	24	..	Ditto.

(d) CO-OPERATION AND LABOUR DEPARTMENT

15	Assistant Director of Apprenticeship Training, Labour Department.	1	8	..	None held eligible.
16	Technical Assistant in Labour Department	1	3	..	Ditto.

(e) EDUCATION DEPARTMENT

17	Permanent post in W.P.E.S-I (Senior Scale) Administrative Branch (Women's Section).	1	8	..	Ditto.
18	Senior Professor in Economics (Collegiate Branch) (Men's Section).	1	4	1	Not found suitable.
19	Teacher Trainer (Temporary, likely to become permanent), Government Polytechnic Institute	1	4	3	Ditto.
20	Principal, Government Technical Teachers' Training College, Lyallpur (Permanent).	1	3	1	Ditto.
21	Professor of English (Temporary likely to become permanent) Collegiate Branch—Men's Section).	3	4	..	The only candidate summoned for interview did not appear.
22	Professor in Economics (Temporary, likely to become permanent) (Collegiate Branch—Men's Section).	7	..	..	No application received.

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APPENDIX II

Serial No.	Name of the post	No. of vacancies	No. of applications received	No. of candidates interviewed	Reasons why candidates could not be recommended
1	2	3	4	5	6
(e) EDUCATION DEPARTMENT— <i>concl'd.</i>					
23	Professor in Political Science (Temporary, likely to become permanent).	4	1	..	Not held eligible.
	Professor in English (Temporary, likely to become permanent).	6		..	No application received.
25	Subject Specialist (Men) (Permanent) in Physical Education and Sports Centre.	1	6	3	None held suitable.
26	Subject Specialist (Women) in Physical Education and Sports Centre (Temporary, likely to become permanent).	1	2	..	Ditto.
	Principals, Government Commercial Institutes in West Pakistan (Temporary, likely to become permanent).	22	57	..	Ditto.
28	Senior Instructor in Air-Conditioning and Refrigeration, Government Polytechnic Institute.	2	..	..	No application received.
9	Head of Department, Chemical Technology, Government Polytechnic Institute.	1	5	1	Not found suitable.
0	Senior Instructor Electrical, Government Polytechnic Institutes.	7	2	..	None held eligible.

	Head of Department Civil in Government Polytechnic Institutes.	1	3	2	None found suitable.
32	Senior Instructor in Drafting and Designing, Government Polytechnic Institutes.	1	1	..	Not held eligible.
33	Senior Instructor in Foundry in Government Polytechnic Institutes.	1	1	..	Ditto.
34	Senior Instructor in Radio Electronics, Government Polytechnic Institutes.	3	8	..	Ditto.
35	Chief Instructor in Automobile ..	1	..	..	No application received.
36	Instructor in Metallurgy and Welding ..	1	..	..	Not held eligible.
37	Instructor in English and Management, Government School of Engineering, Rasul.	1	..	..	No application received.
38	Instructor in Chemistry, Government School of Engineering, Rasul.	1	1	..	The only candidate summoned for interview did not appear.
39	Instructor in Electrical Technology, Government School of Engineering, Rasul.	1	1	..	Not held eligible.
40	Instructor in Welding and Metallurgy for Government Polytechnic Institute.	1	2	..	None held eligible.
41	Instructor in Foundry and Pattern for Government Polytechnic Institute, West Pakistan.	1	5	..	Ditto.
42	Lecturer in Textile Engineering, Government Polytechnic Institute, West Pakistan.	1	1	..	Ditto.
43	Instructor in Commerce for Government Commercial Training Institutes.	16	23	..	Only two candidates satisfied the conditions of eligibility. Since the response was poor, posts were re-advertised.
44	Lecturer in Astronomy ...	1	1	..	Not held eligible.

APPENDIX II—contd.

Serial No.	Name of the post	No. of vacancies	No. of applications received	No. of candidates interviewed	Reasons why candidates could not be recommended.
1	2	3	4	5	6
(e) EDUCATION DEPARTMENT— <i>concl'd.</i>					
45	Lecturer in Commerce (Collegiate Branch, Men's Section).	3	1	..	Not held eligible.
46	Lecturer in Bengali (Collegiate Branch—Men's Section).		3	..	Ditto.
47	Lecturer in Gujrati (Collegiate Branch—Men's Section).	1	1	..	Ditto.
48	Lecturer in Micro-Biology (Collegiate Branch—Men's Section).	1	1		Ditto.
49	Lecturer in Bengali (Collegiate Branch—Men's Section).	2	3		Ditto.
50	Lecturer in History-cum-Civics (Collegiate Branch—Men's Section).	1	2	..	The only candidate summoned for interview did not appear.
(f) HEALTH DEPARTMENT					
51	Research and Statistical Officer ..	1	13	4	None held suitable.

(g) HEALTH DEPARTMENT

52	Professor of Public Health Practice ..	1	2	1+1 (on paper qualification)	None held suitable.
53	Professor of Sanitary Engineering ..	1	1 (on plain paper).	..	Not held eligible.
54	Psychologist ..	1	2	..	None held eligible.
55	Principal Public Nursing School, Lahore (Permanent).	1	..	..	No application received.
56	Physio-Therapists ..	4	6	..	None held eligible.
57	Deputy Superintendent (Administration in a Mental Hospital (Temporary).	1	3	..	Ditto.
58	Assistant Engineer (E. & M.) Public Health Engineering Department.	3	2	..	One candidate who was summoned for interview did not appear.
59	Assistant Engineers (E. & M.), Public Health Engineering Department.	3	..	..	No application received.

(h) HEALTH DEPARTMENT

60	Expert, Jail Industries (Temporary) ..	1	3	..	None held eligible.
61	Statistical Officer in Crime Branch of Police Department.	1	4	1	Not found suitable.

(i) INDUSTRIES, COMMERCE AND MINERAL RESOURCES DEPARTMENT

62	Research Officer in Planning Cell of Industries, Commerce and Mineral Resources Department.	1	7	1	Not held suitable.
63	Research Officer in the Planning Cell of the Industries, Commerce and Mineral Resources Department.	1	7	1	Ditto.

APPENDIX II—concl.

Serial No.	Name of the post	No. of vacancies	No. of applications received	No. of candidates interviewed	Reasons why candidates could not be recommended.
1	2	3	4	5	6
(i) INDUSTRIES, COMMERCE AND MINERAL RESOURCES DEPARTMENT—concl.					
64	Assistant Director (Technical) in the West Pakistan Mineral Development Department.	4	9	1	Not held suitable.
65	Manager, Government Development-cum-Training Centre for Metal Industries, Koha Pass.	1	..	..	No application received.
66	Statistician in the West Pakistan Industries Department.	1	4	..	None held eligible.
67	Superintendent, Central Pottery Agency, Shahdara.	1	3	..	Ditto.
68	Head Translator in the Printing and Stationery Department.	1	1	..	Ditto.
(j) INFORMATION DEPARTMENT					
69	Director of Information ..	1	12	3	None held suitable.
70	English Editor in Publications, Research and Films Cell.	1	..	..	No application received.
(k) IRRIGATION AND POWER DEPARTMENT					
71	Electric Inspector (Permanent). ..	2	2	..	None held eligible

72	Electric Inspector to Government of West Pakistan (Permanent).	2	4	2	None found suitable.
73	Assistant Electric Inspector, Quetta and Karachi.	2	..	..	No application received.
74	Assistant Electric Inspector (Permanent	1	1	1	Not found suitable.
75	Ditto ..	1	2	1	Ditto.

• (1) WEST PAKISTAN RAILWAY DEPARTMENT

76	Junior Information Officer ..	1	4	..	None held eligible.
77	Radiologist (Temporary) ..	1	..	..	No application received.
78	Pathologist-eum-Bacteriologist (Temporary)	1	2	1	Not held suitable.
Total ..		163	344+1	34+1	

APPENDIX III

CASES OF INITIAL APPOINTMENT WITHOUT ADVERTISEMENT

(REFERRED TO IN CHAPTER-II PARA. 3.)

Serial No.	Name of the post	No. of persons proposed for appointment	Commission's advice	Whether the Commission's advice accepted.
1	2	3	4	5
1	Appointment of Assistant Secretaries of the former Karachi Administration as Section Officers in the West Pakistan Civil Secretariat.	7	The Commission opined that their approval for the absorption of the seven Assistant Secretaries of Karachi Administration as Section Officers in the West Pakistan Civil Secretariat was not necessary.	Accepted.
2	Appointment of a Private Secretary of the former Commissioner, Karachi Administration as Section Officer in the West Pakistan Civil Secretariat.	1	Commission agreed to the absorption of the officer as Section Officer in the West Pakistan Civil Secretariat.	Do.
3	W.P.H.S. Class II	1	On provincialisation of T.B. Clinic, Khairpur, it was proposed to absorb the officer-in-charge in W.P.H.S. Class II. After interviewing the officer, the Commission agreed to the officer's absorption in W.P.H.S. Class II.	Do.
4	Excise and Taxation Officers (Class II) (2 posts) ...	5	These posts were to be filled from amongst the officers declared surplus as a result of re-organisation or winding up of the department. The Commission interviewed six officers from the surplus pool and recommended five officers whom they considered suitable for these 5 vacancies.	Do.
5	Labour Officer (Class II) (1 post)			Do.
6	Registrar, Government Polytechnic Institute, Karachi (1 post).			Do.
7	Regional Manager, Employment Exchange (Grade I (1 post).			Acceptance awaited.

8	Assistant Director of Industries (Class I) ..	1	The Department had proposed appointment of a surplus officer of the Settlement Organisation to the post. The Commission did not agree. However, to avoid financial hardship to the officer, his stop-gap appointment for 6 months was agreed to.	Acceptance awaited.
9	Information/Enquiry Officer in the Directorate of Industries, West Pakistan.	1	The department had proposed appointment of a surplus officer. The Commission did not agree.	Do.
	Total ..	16		

APPENDIX IV

CASES OF STOP-GAP APPOINTMENTS

(REFERRED TO IN CHAPTER II—PARAGRAPH 4)

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted.
1	2	3	4	5	6

(a) AGRICULTURE DEPARTMENT

1	Assistant Director of Fisheries	..	Class I (Junior scale).	2	Agreed to the extension of ad hoc appointment for further 6 months.
2	Biological Production Officer in W.P.A.H.S., Class II.		Class II	1	Agreed.
3	Posts in W. P. A. H. S. Class II.	..	Do.	1	Do.
4	Ditto.	..	Do.	4	Do.
5	Ditto.	..	Do.	6	Do.
6	Ditto.	..	Do.	5	Do.
7	Ditto.	..	Do.	3	Do.
8	Ditto.	..	Do.	3	Do.
9	Ditto.	..	Do.	2	Do.
10	Assistant Plant Physiologist	..	Do.	1	Do.

11	Assistant Agricultural Bacteriologist	..	Do.	1	Agreed
12	Assistant Statistical Officer, Rapid Soil Fertility		Do.	1	Do.
13	Assistant Botanist (Research)	..	Do.	1	Do.
14	Assistant Game Warden	..	Do.	1	Agreed up to 30th June, 1965.
15	Ditto.	..	Do.	1	Agreed from 1st April 1965 to 31st May 1965.
	Administrative Officer (Fisheries Department)	..	Unclassified Gazetted.	1	Agreed till the selectee of the Commission was appointed.

(b) BASIC DEMOCRACIES, SOCIAL WELFARE AND LOCAL GOVERNMENT DEPARTMENT

17	Assistant Directors	..	Class I	7	Agreed.	..	Accepted.
18	Assistant Directors	..	Class I (Junior Scale)	7	Do.	..	Do.
19	Development Officers	..	Class II	33	Do.	..	Do.
20	Ditto.	..	Do.	33	Do.	..	Do.
21	Ditto.	..	Do.	33	Do.	..	Do.

(c) COMMUNICATIONS AND WORKS DEPARTMENT

22	Stop-Gap appointment of Overseers as Officiating Sub-Divisional Officers (E.&M.) B.& R. Department.			46	The Department was informed that since a requisition for 26 posts had been received they might extend the <i>ad hoc</i> appointment of 26 officers under the powers delegated. For the remaining vacancies, the department was asked to forward regular proposal complete with the seniority list and character rolls.
23	Stop-Gap appointment of Overseers as Officiating Sub-Divisional Officers (E.&M.) B.& R. Department.			46	On explaining the circumstances, the Commission agreed to the extension of <i>ad hoc</i> appointment of all 46 officers up to 30th June 1965.
24	Ditto.	..		46	<i>Ad hoc</i> appointment agreed up to 31st December 1965.

APPENDIX IV—concl'd.

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6

COMMUNICATIONS AND WORKS DEPARTMENT—concl'd.

25	Sub-Divisional Officers (Civil) B.&R. Department ..		122	The department was informed that since 120 vacancies were reported, they might continue the <i>ad hoc</i> appointment of 120 officers under the powers delegated. As regards the remaining regular proposal was asked for.
26	Sub-Divisional Officer (Civil) B. & R. Department ..		122	On explaining the circumstance, the Commission agreed to the extension of <i>ad hoc</i> appointment upto 30th June 1965.
27	Assistant Architect in the office of the Consulting Architect B. & R. Central Region, Lahore.		1	Extension in <i>ad hoc</i> appointment agreed upto 30th September 1965.
28	Stop-gap appointment of a Superintendent as Planning and Progressing Officer in the West Pakistan Housing and settlement Agency.		1	The Commission intimated that since the requisition had already been received, the department was competent to extend the <i>ad hoc</i> appointment till the selectee of the Commission became available.

(d) EDUCATION DEPARTMENT

29	Curator, Peshawar Museum ..	Class I (Senior scale).	1	Commission agreed to the <i>ad hoc</i> appointment from 1st March 1958 to 30th April 1963.
30	W.P.E.S.—I (Administration Branch) Men's Section, Karachi Region.	Class I	1	The Commission observed that under the provisions of the Service Rules the vacancy should go to the Rawalpindi Region while the officer belongs to Karachi Region. He was not eligible against the vacancy unless exemption was obtained from the

					Government in Services and General Administration Department. Under the circumstance, the Commission did not agree to his appointment even on <i>ad hoc</i> basis.	
31	Lecturer in various subjects (Collegiate Branch) (Men's Section) , Hyderabad Region.	Class II	30	The Commission agreed to the extension of <i>ad hoc</i> appointments of 30 Lecturers in different subjects up to 31st May 1965.	..	
32	Lecturer in Economic and Sindhi (Collegiate Branch) . (Men's Section), Hyderabad Region.	Do.	2	The Commission agreed to the extension of <i>ad hoc</i> appointments up to 31st May 1965.	..	
33	Lecturers in various subjects (Collegiate Branch) (Women's Section), Lahore Region.	Do.	11	The Commission agreed to the extension of <i>ad hoc</i> appointment in 10 cases and in one they did not agree.	..	
34	Ditto Ditto ...	Do.	9	In 7 cases the Commission agreed up to 31st May 1965, in one case up to 4th October 1964 and in one case the Commission did not agree.	..	
35	Ditto Ditto	Do.	1	The Commission did not agree	..	
36	Lecturers in various subjects (Collegiate Branch) (Womans Section), Lahore Region.	Do.	1	Agreed upto 1st July 1965	..	
37	Ditto Ditto	Do.	1	The Commission did not agree	..	
38	Ditto Ditto	Do.	16	The Commission agreed to the extension of <i>ad hoc</i> appointment in 12 cases upto 30th September 1965 and in 4 cases they did not agree.	..	
39	Ditto Ditto	Do.	4	Agreed up to 30th September 1965 in 3 cases. In one case the Commission did not agree.	..	
40	Ditto Ditto	Do.	2	Agreed up to 31st October 1965 and 18th September 1965.	..	
41	Ditto Ditto	Do.	2	Agreed up to 31st December 1965	..	
42	Ditto Ditto	Do.	4	Ditto	..	

APPENDIX IV—contd.

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6

EDUCATION DEPARTMENT — <i>concl'd.</i>					
43	Lecturers in various subjects (Collegiate Branch), (Women Section), Lahore Region.	Class II	4	Agreed up to 31st December 1965	..
44	Ditto Ditto	Do.	1	The Commission did not agree	..
45	Ditto Ditto	Do.	1	The Commission agreed up to 31st December 1965	..
46	Ditto Ditto	Do.	1	Ditto	..
47	Lecturer in Civics, Government Intermediate College, Thana.	Do.	1	The Commission agreed to the extension of the <i>ad hoc</i> appointment till 30th April 1965	..

(e) INFORMATION DEPARTMENT

48	Cultural Adviser	Class I, (Junior Scale).	1	Agreed	.. Accepted.
49	Do.	Class II	1	Do.	.. Do.
50	Information Officer	Do.	1	Agreed up to 6th July 1965	.. Do.
51	Do.	Do.	1	Agreed up to 6th October 1965	.. Do.
52	Do.	Do.	1	Agreed up to 6th January 1966	.. Do.

(f) INDUSTRIES, COMMERCE AND MINERAL RESOURCES DEPARTMENTS

53	Principal, Government Model Tanning and Foot-wear Centre, Gujranwala.	Class I	1	The Commission opined that since the requisition was with them, there was no need to issue approval.	
54	Assistant Director of Industries	Do.	25	Agreed upto 31st March 1965.	

55	Ditto	Ditto	..	..	Do.	..	25	Agreed to extension of <i>ad hoc</i> appointment of 22 officers up to 30th June 1965.
56	Ditto	Ditto	..	..	Do.	..	25	Agreed up to 30th September 1965.
57	Senior Manager (Urdu Gazette Cell) Printing and Stationery.				Do.	..	1	The Commission agreed till the case is finally decided.
58	Manager (Works) (Printing and Stationery)				..	Class II	2	Agreed upto 31st May 1965.
59	Ditto	Ditto	..	..	Do.	..	1	Ditto Ditto
60	Ditto	Ditto	..	..	Do.	..	1	Ditto Ditto
61	Industrial Development Officers/Purchase Officers				Do.	..	48	Agreed up to 30th June 1965.
62	Ditto	Ditto	..	..	Do.	..	39	Agreed up to 31st March 1965.
63	Ditto	Ditto	..	..	Do.	..	48	Agreed up to 30th September 1965.
64	Ditto	Ditto	..	..	Do.	..	48	Agreed up to 31st December 1965 in case of 37 officers and in case of remaining the case was deferred under Services and General Administration Department instructions dated 25th June 1965.
65	Mineral Development Officers				Do.	..	2	Agreed from 30th November 1963 to 25th June 1965.
66	Sericulture Development Officer				Do.	..	1	Agreed up to 30th June 1965.
67	Ditto	Ditto	..	..	Do.	..	1	Agreed up to 30th September 1965.
68	Boiler Inspector				Do.	..	2	Agreed up to 31st March 1965.
69	Ditto	..	..	..	Do.	..	2	Agreed up to 30th June 1965.
70	Ditto	..	..	..	Do.	..	2	Agreed up to 30th September 1965.
71	Ditto	..	..	..	Do.	..	2	Agreed up to 31st March 1965.
72	Ditto	..	..	..	Do.	..	2	Agreed up to 30th June 1965.
73	Ditto	..	..	..	Do.	..	2	Agreed up to 30th September 1965.

APPENDIX IV—contd.

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6
(f) INDUSTRIES COMMERCE AND MINERAL RESOURCES DEPARTMENT—contd.					
74	Boiler Inspector	Class II ..	1	Agreed up to 31st March 1966.	
75	Research Officer	Do. ..	3	Agreed up to 31st March 1965.	
76	Ditto	Do. ..	2	Agreed up to 30th June 1965.	
77	Ditto	Do. ..	3	Agreed up to 30th September 1965.	
78	Ditto	Do. ..	4	Agreed up to 31st March 1966.	
79	Audit Officers	Do. ..	1	Agreed up to 31st March 1965.	
80	Ditto	Do. ..	1	Agreed up to 30th June 1965.	
81	Ditto	Do. ..	1	Agreed up to 30th September 1965.	
(G) IRRIGATION AND POWER DEPARTMENT					
82	Junior Research Officer (Hydraulics) ..	Class I (Junior scale).	1	The Commission advised that the post against which the officer had been proposed for appointment should be advertised so that others may also compete and take their chance.	
83	Assistant Research Officer	Class II ..	1	The Department was asked to forward the proposal on the <i>pro forma</i> prescribed.	
84	Assistant Agricultural Engineer (Agricultural Development Corporation).	Do. ..	1	Agreed with effect from 3rd October 1960, up to the officer's transfer to the Agricultural Development Corporation.	

(h) SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

85	P.C.S. (E.B.) Officer	..	..	..	Class I	1	The Commission agreed to the continued <i>ad hoc</i> appointment of the officer up to 31st December 1965 or till the advice of the Commission in this case, whichever was earlier.	Accepted
86	Additional Civil Judges	..	..	..	Class II	2	Agreed up to 30th September 1965.	
87	Ditto	..	..	..	Do.	2	Agreed up to 31st December 1965.	Accepted
					Total	933		

APPENDIX V
CASES OF PROMOTION/TRANSFER/CONFIRMATION
 (REFERRED TO IN CHAPTER III)

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6
PROMOTION CASES					
(a) AGRICULTURE DEPARTMENT					
1	Rice Botanist (Class I)	1	1	Agreed	Accepted.
2	Ditto	1	1	Do.	Do.
3	Statistical Officer (Class I)	1	1	Do.	Do.
4	Forest Officer (Class I)	1	1	The Commission advised that his case could not be considered unless the Forest Officer's post was included in the W.P.F.S., Class I.	..
5	Assistant Director/Agronomist (Class I)	2	2	The Department withdrew their proposal.	..
6	W.P.A.H.S., Class II	6	11	The Commission agreed to the promotion of officers proposed by the Department.	Accepted.
7	Assistant Agronomist, Lyallpur (Class II)	1	1	Agreed	Do.
8	Assistant Botanist Vegetables, Lyallpur (Class II)	1	1	Do.	Do.

9	Assistant Agricultural Chemist (Class II)	..	1	1	Do.	..	Do.
10	Assistant Entomologist, Lyallpur (Class II)	..	1	1	Do.	..	Do.
11	Assistant Botanist Cotton, Multan (Class II)	..	2	2	Do.	..	Do.
12	Oxfam Maize Development Officer (Class II)	..	1	1	Do.	..	Do.
13	Ditto Ditto	..	1	1	The case has been closed due to non-receipt of regular proposal asked for.	..	-
14	Assistant Statistical Officer (Class II)	..	1	1	Agreed	..	Accepted.
15	Assistant Plant Pathologist (Class II)	..	1	1	Do.	..	Acceptance awaited.
16	Planning and Progressing Officer (Class II)	..	1	1	Case has been closed due to non-compliance of Government as they were asked to send revised proposal.	..	-
17	Assistant Entomologist, Quetta (Class II)	..	1	1	Agreed	..	Accepted.
18	Assistant Cotton Breeder (Class II)	..	1	1	Do.	..	Do.
19	Assistant Cotton Botanist, Tandojam (Class II)	..	1	1	Do.	..	Do.
20	Assistant Agronomist, Tandojam (Class II)	..	1	1	Do.	..	Do.
21	Assistant Botanist (Class II)	..	1	1	Do.	..	Do.
22	Ditto Ditto	..	1	1	Do.	..	Acceptance awaited.
23	Assistant Botanist, Tandojam (Class II)	..	2	1	Do.	..	Accepted.
24	Assistant Sugarcane Botanist (Class II)	..	1	1	Do.	..	Do.
25	Assistant Professor of Botany (Class II)	..	1	1	Do.	..	Do.
26	Librarian (Class II)	..	1	1	Do.	..	Do.
27	Assistant Horticulturist, Murree (Class II)	..	1	1	The Commission did not agree to the proposed promotion.	..	-
28	Assistant Horticulturist (Class II)	..	1	1	Agreed	..	Acceptance awaited.
29	Assistant Professor of Botany (Class II)	..	1	1	Do.	..	Accepted.

APPENDIX V—contd.

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6
(a) AGRICULTURE DEPARTMENT—concl'd.					
30	Assistant Plant Protection Officer (Class II)	1	1	The case has been closed due to non-receipt of the character roll of the officer in spite of many reminders.	—
31	Assistant Statistical Officer, (Class II)	1	1	Agreed	Accepted.
32	W. P. F. S., Class II	1	1	Do.	Do.
33	Ditto Ditto	2	2	Do.	Do.
34	Assistant Fruit Specialist, Lyallpur (Class II)	1	1	Do.	Do.
35	Assistant Agronomist, Khanpur (Class II)	1	1	Do.	Do.
36	Assistant Live-Stock Specialist, Lyallpur (Class II)	1	1	Do.	Do.
37	Seed Certification Officer (Class II)	1	1	Do.	Do.
38	Assistant Botanist Cotton (Class II)	1	1	Do.	Do.
39	Assistant Professor of Zoology (Class II)	1	1	Do.	Do.
(b) COMMUNICATIONS AND WORKS DEPARTMENT					
40	Executive Engineer (officiating) Class I (Senior scale) (E. & M.)	1	1	Agreed	Do.
41	Ditto Ditto	1	1	The proposal was returned to the Department and they were asked to refer cases of all the Temporary Engineers for determining their suitability for Class II first.	

42	Superintending Engineer (Class I)	..	3	3	Case closed as not being referable to the Commission.	
43	Assistant Design Officer (officiating) (Class I)	..	3	3	The Commission agreed to the continuance of the officers as a stop-gap measure up to 31st December 1965 and asked the department to get the Service Rules notified as early as possible.	
44	Assistant Director, Lahore Township (Class II)	..	1	1	Agreed	Accepted.
45	Sub-Divisional Officer (Class II)	..	1	1	Do.	Do.
46	Sub-Divisional Officer (Gazetted)	..	4	4	The Commission agreed to <i>ad hoc</i> appointment for six months.	
47	Administrative Officer (Gazetted-below Class II)	..	1	1	Agreed	Accepted.
48	Superintendent (Gazetted) in the B. & R. Department (below Class II).		2	2	Do.	Do.
49	Ditto	Ditto	1	2	The Commission agreed to the promotion of one officer.	

(c) EDUCATION DEPARTMENT

50	W.P.E.S. Class II (Administrative Branch) (Men's Section), Lahore Region.		1	1	Commission agreed to the promotion of the officer proposed.	Accepted.
51	W.P.E.S., Class I (Administrative Branch) (Women's Section), Peshawar Region.		1	1	Agreed	Do.
52	W.P.E.S.-I (Administrative Branch) (Men's Section), Hyderabad Region.		1	1	Do.	Do.
53	Ditto	Ditto	16	18	The Commission considered 16 officers proposed by the Department suitable for promotion.	Do.
54	W.P.E.S.-I (Administrative Branch) (Women's Section), Karachi Region.		1	1	Agreed	Do.
55	W.P.E.S.-I (Administrative Branch) (Women's Section), Peshawar Region.		1	1	Do.	Do.

APPENDIX V—contd.

Serial No.	Service or post	Number of vacancies	Number of persons considered or proposed	Commission's advice	Whether the commissions' recommendations were accepted
1	2	3	4	5	6
	(c) EDUCATION DEPARTMENT— <i>concl'd.</i>				
56	W.P.E.S.I (Administrative Branch) (Women's Section)-Lahore Region.	1	2	The Commission agreed to the promotion of the officer proposed by the Department.	..
57	W.P.E.S-I (Junior Scale) (Collegiate Branch-Women's Section), Lahore Region.	3	8	Commission recommended 3 officers for promotion.	Accepted.
58	Professors in W.P.E.S-IC-Junior scale-Collegiate Branch-Men's Section), Lahore Region.	16	18	The Commission considered 16 officers proposed by the Department suitable for promotion.	Do. ..
59	W.P.E.S-I (Junior Scale) (Collegiate Branch-Women's Section), Quetta Region.	1	4	Commission recommended one officer for promotion.	Do.
60	W.P.E.S-I (Junior scale-Collegiate Branch-Women's Section), Lahore Region.	11	23	Commission agreed to the promotion of 11 officers proposed by the Department.	Do. ..
	..	..		..	..
	..	..		..	..
	..	..		..	..

61	Professor in WPES-I (Junior Scale—Collegiate Branch): Women's Section), Quetta Region.	1	8	Commission agreed to the promotion of 6 officers proposed by the Department.	Accepted.
62	WPES (Administrative Branch) (Women's Section) Class II, Quetta Region.	3	3	The Department was asked to send a proper proposal which was not received. The stop gap appointments were agreed to by the Commission up to 30th November 1965.	—
63	WPES (Administrative Branch) (Men's Section) Class II, Karachi Region.	12	12	The information/documents asked for were not supplied. The stop-gap appointments were agreed to by the Commission up to 31st December 1965.	—
64	WPES (Administrative Branch) (Women's Section) Class II, Karachi Region.	3	3	The information/documents asked for were not supplied. The stop-gap appointments were agreed to by the Commission up to 31st December 1965.	—
65	WPES (Administrative Branch) (Men's Section) Class II, Peshawar Region.	54	54	The documents called for were not supplied by the Department. The matter was brought to the notice of the Services and General Administration Department. The stop-gap appointments were agreed to by the Commission up to 31st December 1965.	—
66	WPES-I (Junior) (Collegiate Branch—Women's Section), Rawalpindi Region.	5	5	Agreed.	Accepted.
67	Headmasters (WPES Class II—Administrative Branch) Men's Section), Karachi Region.	3	3	The Commission advised that a fresh proposal may be sent.	Do.
68	Headmistresses (WPES-II—Administrative Branch) (Women's Section), Peshwar Region.	9	9	Agreed.	Do.
69	WPES-II (Administrative Branch)/(Men's Section) Quetta Region.	9	9	The Commission considered only 4 officers suitable for promotion, two were considered unsuitable and consideration in the case of three officers was deferred.	Do.
70	WPES-II (Administrative Branch) (Women's Section), Peshawar Region.	2	2	Agreed	Do.

APPENDIX V—contd.

Serial No.	Service or post	Number of vacancies	No. of persons considered or proposed	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6

(d) FOOD DEPARTMENT

71	Asaistant Director Food in Hyderabad/Kalat Region (Class I-Junior Scale).	2	4	The Commission agreed to the promotion of the officer proposed by the Department.	Accepted.
72	Ward Rationing Officer; Hyderabad Region (Unclassified Gazetted).	3	3	Agreed.	Do.
73	District Food Controllers Hyderabad Region (Class II)	2	2	Do.	Do.
74	District Food Controller, Karachi Region (Class II)	1	2	The Commission agreed to the promotion of the junior officer proposed by the Department and also the supersession of the senior officer.	Do.

(e) FINANCE DEPARTMENT

75	Proposal to give retrospective effect to the promotion of a Senior Auditor from 1961	1	1	The Commission did not agree with the proposal which was against the provisions of the Service Rules and asked the Department to reconcile the point and furnish further comments.	The Department informed that the request of the officer was not acceded to.
76	Examiner, Local Fund Accounts	4	7	10	Accepted.
77	Assistant Examiner, Local Fund Accounts	3			

(f) HEALTH DEPARTMENT

78	Class I post in Group 'C' in WPHS.	1	1	Agreed.	Accepted.
79	Class I post in Group 'B'	1	1	Do.	Do.
80	Class I post in Group 'C'	1	1	Do.	Do.
81	WPHS-I on all West Pakistan basis	2	2	Fresh proposals received. Case closed	---
82	Ditto	1	1	Ditto	---
83	Medical Officer (Class II)	1	1	Ditto	---
84	Administrative Officer (Health Department Ministerial Class II).	1	2	The Commission agreed to the promotion of the officer proposed by the Department.	Accepted.

(g) HOME DEPARTMENT

85	Promotion of a PDSP Group C (Class II)	1	1	Agreed	Acceptance awaited.
86	Deputy Superintendent of Police (M. T. Branch) (Group 'C') (Class II).	1	1	Do.	Accepted.
87	Deputy Superintendent of Police in Striking Force (Class II).	1	1	Do.	---
88	Officer-in-Charge W.P.P.S. I.I., Lahore Class II)	1	1	The Commission advised that the post be advertised.	Accepted.
98	Superintendent Jail (Class-II)	2	5	The Commission agreed to the promotion of one officer and advised that the 2nd post may be advertised.	Do.
90	Superintendent of Jail (Class II)	2	5	The Commission recommended 2 officers for promotion.	Do.
91	Expert Jail Industries (Class II)	1	1	The Commission advised that the post be advertised.	Do.
92	Superintendent Jail (Class II)	1	1	The Commission did not consider the officer suitable for promotion.	Do.
93	Superintendent Jail (Class I)	1	1	Agreed	Acceptance awaited.

APPENDIX V—contd.

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6
(g) HOME DEPARTMENT—contd.					
94	Superintendent Jail (Class II)	1	2	The Commission recommended one officer for promotion.	Acceptance awaited.
95	Supervisors, Reclamation and Probation	3	3	The Commission did not agree to the proposal and advised the Department to forward a consolidated requisition for all the 12 posts for advertising.	Ditto.
(h) INFORMATION DEPARTMENT					
96	Assistant Director of Information, Class I Junior Scale..	10	10	Fresh proposal received, case closed.	
97	Information Officer (Class II)	1	2	The Commission agreed to the promotion of the officer proposed by the Department.	Accepted.
(i) IRRIGATION AND POWER DEPARTMENT					
98	Assistant Executive Engineer (Class I Junior Scale)	1	1	Proposal returned to the Department and they have been asked to revise it in accordance with the council of Minister's decision, dated 17th August 1964.	
99	Temporary Assistant Engineer (Officiating XEN (Unclassified).	1	1	The Department was informed that the Commission were not concerned with the audit objections. If it was not a case of promotion but merely of regularising payments, Government should itself issue instructions to Audit or condone the irregularities. The Commission regretted that they could not be a party to a case of this kind.	

100	Junior Research Officer (Mathematics) (Unclassified)		1	2	The Commission recommended the senior of the two officers for promotion to the post. Since he was on deputation, they further agreed to the promotion of the next officer in his place provisionally.	Accepted.
101	Sub-Divisional Officers (Class II)	--	13	13	The proposal was returned to the Chief Engineer, Irrigation, Peshawar Region, for submission through Government.	-
102	Assistant Land Reclamation Officer (Class II)	..	5	5	The proposal was returned to the Chief Engineer, Irrigation, Lahore Region, who was asked to forward it through Government.	-
103	Assistant Research Officer (Class II)	..	1	1	The Department was informed that as the period of his promotion under Government was less than six months, no approval was necessary. Commission's advice would be necessary in case he was continued in a Gazetted post on his transfer back to the Irrigation Department from WAPDA.	-
104	Assistant Land Reclamation Officer (Class II)	--	2	2	The proposal was returned and the Chief Engineer, Irrigation, Sargodha Zone, was asked to forward the same through Government.	
105	Sub-Divisional Officers (Officiating) (Class II)	--	8	8	The proposal was returned and the Chief Engineer, Irrigation, Lahore Region, who was asked to forward the same through Government.	
106	Statistical Officer (Class II)	---	1	1	The confidential reports for period from 1962 to 1964 were not made available by the Department inspite of ordinary/D.O. reminders. The Commission, therefore, closed the case on their side, under intimation to Department.	
107	Officiating Sub-Divisional Officer (Mechanical) (Class II)		3	3	The Commission agreed only to <i>ad-hoc</i> appointments up to 31st August 1965 and the Department was asked to forward a regular requisition for advertising the posts.	

APPENDIX V—contd.

Serial No.	Service or post	Number of vacancies	Number of persons considered or proposed	Commission's advice	Whether the Commission's recommendations were accepted.
1	2	3	4	5	6

(i) IRRIGATION AND POWER DEPARTMENT

108	Assistant Land Reclamation Officer/Deputy Collectors (Class II/Below Class II).	3	3	The proposal was returned to the Chief Engineer, Irrigation, Peshawar Region, who was asked to submit it through Government.	
109	Executive Engineer, Group 'B' (Officiating)	1	1	The Department was informed that the name of the officer was not considered in 1962 as he was not of sufficient seniority amongst the Assistant Engineers of Group 'B'.	
110	Deputy Collectors/Assistant Land Reclamation Officer	15	15	The proposal was returned to the Chief Engineer, Irrigation, Bahawalpur Region, and was asked to forward the proposal through the Government.	
111	Sub-Divisional Officers (Officiating)	10	38	The proposal was returned to the Chief Engineer, Irrigation, Bahawalpur Region, and was asked to send it through the Government.	

(j) SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

112	Superintendent (Gazetted) in the West Pakistan Civil Secretariat.	1	1	Agreed.	
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(k) WEST PAKISTAN RAILWAY DEPARTMENT

113	Civil Engineer (Class I Senior Scale)	2	2	Agreed.	Acceptance awaited.
114	Ditto	5	5	Do.	Do.
115	Executive Engineer (Signal), Class I—Senior Scale	1	1	The Commission agreed to the promotion of one officer.	Accepted.
116	Promotion of Junior Research Officer to the post of Divisional Commercial Officer (Class I—Senior Scale).	1	1	Agreed.	Do.
117	Divisional Electrical Engineer, (Class I—Senior Scale)	1	1	Do.	Do.
118	Promotion of Assistant Medical Officer to the post of Divisional Medical Officer (Class I—Senior Scale).	1	1	Do.	Do.

(b) CASES OF APPOINTMENT TO SELECTION GRADE

119	Promotion to Selection grade in West Pakistan (Education Service, Class I) (Senior Scale) (Administrative Branch—Women's Section).	1	1	The Commission agreed to the appointment of the officer proposed to the Selection Grade.	Acceptance awaited
120	Promotion to Selection Grade in W.P.E.S., Class I (Senior Scale) (Collegiate Branch—Women's Section).	4	4	The Commission agreed to the appointment of the officers proposed by the Department to the Selection Grade.	Accepted.
121	Promotion to selection grade in W.P.E.S., Class I (Senior Scale) (Collegiate Branch—Men's Section).	10	14	The Commission recommended 10 officers for appointment to the selection grade. They also recommended one other officer for appointment to the selection grade in the vacancy caused by the suspension of the officer recommended for appointment to the selection grade.	Do.

(c) CASES OF CONFIRMATION

122	Confirmation of an Assistant Professor of T. B.	1	1	The Commission advised that the officer may be confirmed with effect from 3rd December 1964 and not from an earlier date	
123	Confirmation of Progress Officers in the Planning and Development Department.	2	2	The Commission agreed to the confirmation of one officer and in the case of the other they recommended that his period of probation may be extended by one year.	Accepted.

APPENDIX V—contd

Serial No.	Service or post	Number of vacancies	Number of persons considered or proposed	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6
(c) CASES OF CONFIRMATION— <i>concl'd.</i>					
124	Confirmation of an Assistant Director of Industries (Class I—Junior Scale).	1	1	Agreed.	Accepted.
125	Confirmation of P.D.S.P. (Class II) (Police Department)	5	5	The Commission agreed to the confirmation of four of the five officers proposed by the Department.	Do.
126	Ditto.	1	1	The Commission did not agree.	Acceptance awaited
127	Confirmation of an Assistant Agricultural Chemist (Class II).	1	1	Agreed.	Accepted.
128	Confirmation of an Assistant Horticulturist (Class II) ..	1	1	Case closed as the Department failed to furnish the required information.	..
129	Confirmation of an Assistant Agricultural Engineer (Well Drilling (Class II).	1	1	Proposal withdrawn by the Department.	
130	Confirmation as a D.S.P. (Class II). ..	10	10	Agreed.	Accepted.
131	Confirmation to the rank of P.D.S.P in group 'D' (Class II)	1	1	Agreed.	Do.
132	Confirmation of an officer as Manager, Government Weaving and Finishing Centre, Shahdara (Class I—Junior Scale).	1	1	The Commission did not agree.	Acceptance awaited
133	Maize Botanist (Class I) (Agriculture Department) ..	2	2	Agreed.	Accepted.
134	Manager, Provincial Stationery Office, Lahore (Printing and Stationery Department) (Unclassified).	1	1	Agreed.	Do.
(d) CASES OF TRANSFER					
135	Appointment of an officer as Progress Officer in the Planning and Development Department by transfer.	1	1	The Commission did not agree.	Acceptance awaited.
	Total ..	396	478		

APPENDIX VI
**CASES OF DISCIPLINARY ACTION/STOPPAGE AT THE EFFICIENCY BAR/STOPPAGE OF INCREMENT/
REDUCTION IN PENSION, ETC.**
(REFERRED TO IN CHAPTER IV)

Serial No.	Subject	Commission's advice	Action taken by the Government/Department concerned.
1	2	3	4
		(A) AGRICULTURE DEPARTMENT	
1	Departmental enquiry against a W.P.F.S., Class II Officer.	The Commission advised that the officer should be exonerated of the charges.	Accepted.
2	Departmental enquiry against a W.P.F.S., Class II Officer	The Commission advised to stoppage of 3 increments of the officer with cumulative effect.	Acceptance awaited.
3	Departmental enquiry against a District Soil Conservationist for organising a plan to insult and assault an Assistant Director, Soil Conservation.	The Department had proposed dismissal of the Officer but the Commission advised that the officer be removed from service.	Accepted. (Both the cases relate to the same Officer).
4	Disciplinary action against a District Soil Conservationist for an unauthorised absence from duty.	The Commission agreed to the dismissal of the officer from service.	
	(B) BASIC DEMOCRACIES	SOCIAL WELFARE AND LOCAL GOVERNMENT DEPARTMENTS	
5	Departmental enquiry against a Sub-Divisional Officer, Social Welfare Department.	The Commission agreed with the proposal that the officer be reverted as an Overseer.	Accepted.
		(C) BOARD OF REVENUE	
6	Compulsory retirement of a Mukhtiarkar under the West Pakistan Government Servants (Efficiency and Discipline) Rules, 1960.	The Commission advised that as the officer was considered under the West Pakistan Government Servants (Further Usefulness in Public Service) Rules, 1963, and allowed to continue upto the age of 55 years, no action under the Efficiency and Discipline Rules should be taken.	Acceptance Awaited.

APPENDIX VI—Contd.

Serial No.	Subject	Commission's advice	Action taken by Government/Department concerned.
1	2	3	4
7	Holding up at the efficiency bar of a Mukhtiarkar	(C) BOARD OF REVENUE— <i>concl'd.</i> The Commission advised that the stoppage at the Efficiency bar being not a penalty within the meaning of Efficiency and Discipline Rules, the case was not referable to them.	Acceptance awaited.
8	Holding up at the efficiency bar of a Mukhtiarkar	The Commission advised that the stoppage at the efficiency bar being not a penalty within the meaning of Efficiency and Discipline Rules, the case was not referable to them.	Ditto
9	Ditto	Ditto	Ditto
(D) COMMUNICATION AND WORKS DEPARTMENT			
10	Departmental enquiry against an Executive Engineer, Building and Road Department.	Government had proposed that the officer's one increment may be stopped and loss caused to Government recovered from him by adjusting it against the arrears due to him. The Commission recommended stoppage of one increment and censuring the Officer.	Accepted.
11	Departmental enquiry against an Assistant Architect in the office of the consulting Architect to Government of West Pakistan, Buildings and Roads Department.	In this case the Department had proposed withholding of increment of the officer for one year with cumulative effect; but the Commission recommended that instead of withholding his increment for one year with cumulative effect, his one increment should be stopped for a period of three years only.	Acceptance awaited.
12	Holding up at the efficiency bar of an Assistant Research Officer, Building and Road Department.	The Department had proposed to stop the officer at the efficiency bar for a period of two years but the Commission advised that the proposed punishment was not justified.	Accepted.

(E) CO-OPERATION AND LABOUR DEPARTMENT

- | | | | | |
|----|--|----|---|-----------|
| 13 | Disciplinary action against a Labour Officer | .. | The Commission advised that the Officer should be reverted to the post of Assistant labour Officer. | Accepted. |
| 14 | Disciplinary action against a Labour Officer | .. | The Commission opined that the officer was still a Subordinate Officer and could not be treated as holding a Class II post and as such, his case was not referable to them. | |

(f) EDUCATION DEPARTMENT

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|----|--|--|--|---|
| 15 | Departmental enquiry against a subject Specialist, Education Extension Centre, Lahore. | | The Commission did not agree with the proposed penalty of stoppage of increment of the officer for a year without cumulative effect but they agreed with the recommendations of the Enquiry Officer that the accused officer be reduced to a lower post. The Commission further advised that before implementing their advice, the three defects in the enquiry proceedings pointed out by them should be removed. | The department decided to hold the enquiry <i>de novo</i> . |
|----|--|--|--|---|

(g) FINANCE DEPARTMENT

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|----|--|--|---|---------------------|
| 16 | Departmental enquiry against a Senior Auditor, Local Audit Department. | | The Commission agreed that the Officer be compulsorily retired from service. | Accepted. |
| 17 | Departmental enquiry against a Senior Auditor, Local Audit Department. | | The Commission agreed that the officer may be compulsorily retired from service. | Do. |
| 18 | Departmental enquiry against a Senior Auditor, Local Audit Department. | | Commission agreed that the officer be compulsorily retired from service. | Do. |
| 19 | Departmental enquiry against a Head Accountant (now Treasury Officer). | | The Commission agreed that 50 per cent of the loss amounting to Rs. 88.50 may be recovered from the officer and also that he be reverted from Treasury Officer to that of Assistant Accountant. | Acceptance awaited. |

(h) HOME DEPARTMENT

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|----|---|--|--|-------------------|
| 20 | Departmental Proceedings against an Officiating Deputy Superintendent of Police of Group 'B'. | | The Commission advised that the stoppage of one increment of the officer without cumulative effect would be more sufficient. | Accepted awaited. |
|----|---|--|--|-------------------|

APPENDIX VII—contd.

Serial No.	Subject	Commission's Advice	Action taken by the Government/Department concerned
1	2	3	4
		(i) INFORMATION DEPARTMENT	
21	Enquiry against an Assistant Director of Information ..	The Commission advised that the officer should forfeit one year's increment without cumulative effect.	Accepted.
22	Enquiry against an Information Officer ..	The Commission advised that the officer should be censured and his one annual increment should be withheld without cumulative effect.	Do.
		(j) IRRIGATION AND POWER DEPARTMENT	
23	Reduction in pension of a retired Executive Engineer ..	The Commission advised that it would be unfair to punish the officer twice, firstly by retiring him and then by reducing his pension by 15 per cent and, as such, they recommended that no reduction in the pension admissible be made.	Do.
24	Disciplinary action against a Land Reclamation Officer.	The Commission agreed with the Government that the Officer should be censured.	..
25	Disciplinary action against a Sub-Divisional Officer (Class II).	Commission advised that the order of the former Chief Engineer, Irrigation, imposing the penalty of stopping one increment should stand.	..
26	Stoppage at the efficiency of an Assistant Engineer (Class II).	The Commission opined that as stoppage at the efficiency bar for unfitness to cross it was not a penalty under the West Pakistan Government Servants (Efficiency and Discipline) Rules, 1960, the case was not referable to them.	Accepted.

(k) SERVICES AND GENERAL ADMINISTRATION
DEPARTMENT

27	Reduction in the Special Additional pension of a retired Deputy Commissioner (P.C.S. (E.B.) Officer).	The Commission advised that Special Additional Pension may be allowed for the number of completed years of service.	Accepted.
28	Reduction in the pension of a P.C.S. (E.B.) Officer.	Commission did not agree with the proposed reduction in pension.	Acceptance awaited.
29	Reduction in the Special Additional pension of a P.C.S. Officer.	The Commission did not agree with the Department's proposal for dis-allowing the officer the special additional pension for 1959, 1960 and 1963.	Accepted.
30	Reduction in the Special Additional pension of a P.C.S. (E.B.) Officer (Retired) (ex-Deputy Commissioner).	The Commission advised that Special Additional Pension for the both the years as admissible should be given to the officer.	Acceptance awaited.
31	Reduction in pension/Special Additional Pension to a P.C.S. (E.B.) Officer (Retired).	The Commission advised that the officer should not be allowed special additional pension but no reduction be made in his ordinary pension.	Acceptance awaited.
32	Departmental proceedings against a P.C.S. (E.B.) Officer	The Commission agreed with the proposal that the Officer be compulsorily retired under the West Pakistan Government Servants (Efficiency and Discipline) Rules, 1960.	Accepted.
33	Reduction in pension of a P.S.P. Officer (Retired)	The Department was informed that the cases of P.S.P. Officers were not within the Commission's purview.	

APPENDIX VII

(a) CASES UNDER THE WEST PAKISTAN GOVERNMENT SERVANTS (FURTHER USEFULNESS IN PUBLIC SERVICE) RULES, 1963

(b) THE WEST PAKISTAN RAILWAY SERVANTS (FURTHER USEFULNESS IN PUBLIC SERVICE) RULES, 1964.

(REFERRED TO IN CHAPTER V).

Serial No.	Subject	Commission's advice	Action taken by Government/Department concerned
1	2	3	4
(A) WEST PAKISTAN GOVERNMENT SERVANTS (FURTHER USEFULNESS IN PUBLIC SERVICE) RULES, 1963.			
(a) AGRICULTURE DEPARTMENT.			
1	Retirement of an Extra Assistant Director of Agriculture	The Commission agreed that the officer be retired from service.	Accepted.
2	Retirement of an Assistant Plant Protection Officer ..	The Commission agreed that the officer be retired from service.	Acceptance awaited.
3	Retirement of a Biological Production Officer in W.P. A. H. S. Class II.	The Commission agreed that the officer be retired from Service.	Accepted.
(b) BASIC DEMOCRACIES, SOCIAL WELFARE AND LOCAL GOVERNMENT DEPARTMENTS			
4	Retirement of an Assistant Director, Basic Democracies ..	The Commission agreed with the Appropriate Committee that the officer be retired from Service.	Do.
(c) BOARD OF REVENUE			
5	Retirement of a Mukhtiar ..	The Commission agreed with the proposal that the officer be retired from service.	Acceptance awaited.
6	Retirement of a Mukhtiar ..	The Commission did not agree with the Appropriate Committee and recommended that the officer be allowed to continue in service.	Not accepted (See Serial No. 1 in Appendix 'A' of the accompanying memorandum).

	Ditto.	..	Ditto	..	Acceptance awaited.
8	Ditto.	..	The Commission agreed to the retirement of the officer on attaining the age of 55 years.		Ditto.
9	Ditto	..	Ditto		Ditto.
10	Retirement of an Excise and Taxation Officer	...	The Commission agreed with the Appropriate Committee that the officer be retired.		Ditto.

(d) COMMUNICATIONS AND WORKS DEPARTMENTS.

11	Retirement of an Executive Engineer Building and Road Department.		In this case the Commission agreed with the Appropriate Committee that the officer should be retired from service		Ditto.
12	Retirement of a Circle Head Draftsman, Building and Road Department.		The post of Circle Head Draftsman being a non-gazetted post, the case was not referable to the Commission. No advice tendered.	..	
13	Retirement of as Administrative Officer, Building and Road, Department.		The Commission agreed to the retirement of the officer	..	Acceptance awaited.

(e) CO-OPERATION AND LABOUR DEPARTMENT

14	Retirement of an Assistant Registrar, Co-operative Societise.		the Commission agreed with the Appropriate Committee that the officer be retired from service.		Accepted.
15	Retirement of a Labour Officer	..	The Commission agreed to the retirement of the officer on completing 25 years' qualifying service.		Acceptance awaited.
16	Ditto		The Commission agreed that the officer be retired from service.		Accepted.
17	Ditto		The Commission agreed that the officer be retired from service. His case was again returned for further consideration but the Commission reiterated their previous advice.		Ditto.

APPENDIX VII—con'd.

Serial No.	Subject	Commission's advice	Action taken by Government Department concerned
1	2	3	4

(f) EDUCATION DEPARTMENT

18.	Retirement of a Headmaster, Government Boys Secondary School (Karachi Region).	The Commission agreed with the Appropriate Committee that the officer be retired from service on medical ground.	The Government in the Education Department intimated that the case of this officer for proposed retirement on the ground of medical unfitness having been placed in Category 'D' by the Appropriate Committee was outside the scope of the West Pakistan Government Servants (Further Usefulness in Public Service) Rules, 1963. Since he had already attained the age of 55 years before 19th September 1964. Since the Appropriate Committee had decided to retain him in service on account of his satisfactory service record, but he was found medically unfit his case was to be dealt with by the appointing authority under the West Pakistan Government Servants (Efficiency and Discipline) Rules, 1960.
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19	Retirement of a Headmaster, Government High School (Sargodha Division).	The Commission agreed with the appropriate Committee that the officer be retired from service.	Acceptance awaited.
20	Retirement of a Headmaster, Government High School, (Rawalpindi Region).	Ditto	Ditto
21	Retirement of a Headmaster, Government High School, (Quetta Region).	Ditto	Ditto
22	Retirement of a Headmaster, Government High School, (Sargodha Division).	The Commission agree with the Appropriate Committee that the officer be retired from service.	The Services and General Administration Department referred back the case for justifying the Commission's advice in January, 1965, but the Commission reiterated their previous advice. Final orders of acceptance awaited.
23	Retirement of a Headmaster, Government High School (Karachi Region).	The Commission agree with the Appropriate Committee that the officer be retired from service on attaining the age of 55 years.	Acceptance awaited.
24	Retirement of a Lecturer in Lahore Region.	The Commission agreed with the Appropriate Committee that the officer be retired from service on attaining the age of 55 years.	Ditto

(g) FOOD DEPARTMENT

25	Gazetted Superintendent, Directorate of Food, Karachi..	The Commission advised that the officer should be retired	Accepted.
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(h) HEALTH DEPARTMENT

26	Retirement of a Class I Officer of the Health Department..	The Commission agreed with the proposal that the officer be retired on medical ground.	Ditto
27	Retirement of a Chief Engineer, Public Health Engineering Department.	The Commission did not agree to the retirement of the officer and recommended that he be retained in service after attaining the age of 55 years.	Advice over-ruled by the Governor (See Serial No. 2 in Appendix 'A' in the accompanying memorandum.).

APPENDIX VII—contd.

Serial No.	Subject	Commission's advice°	Action taken by Government Department concerned
1	2	3	4
28	Retirement of an Executive Engineer, Public Health Engineering Department.	The Commission agreed with the Appropriate Committee that the officer be retired.	Acceptance awaited.
(i) HOME, DEPARTMENT.			
29	Retirement of a Deputy Superintendent of Police	The Commission agreed that the officer be retired from service on attaining the age of 55 years.	Acceptance awaited.
30	Retirement of an officiating Deputy Superintendent, Central Prisons.	The Commission agreed that the officer be retired from service.	Accepted.
31	Retirement of a Deputy Superintendent, Central Prisons.	The Commission agreed that the officer be retired from service.	Do.
(j) INDUSTRIES, COMMERCE AND MINERAL RESOURCES DEPARTMENT.			
32	Retirement of a Purchase Officer (Directorate of Industries).	The Commission agreed that the officer be retired from service on attaining the age of 55 years.	Do.
(k) INFORMATION DEPARTMENT			
33	Retirement of an Assistant Director of Information	The Commission agreed with the recommendation that the officer be retired from service.	Do.
(l) IRRIGATION AND POWER DEPARTMENT			
34	Retirement of an Assistant Engineer, Electricity Department (on deputation to WAPDA).	Commission agreed with the Appropriate Committee that the officer be retired.	Acceptance awaited.

35	Retirement of a Sub-Divisional Officer (Electricity) ..	The Commission agreed with the Appropriate Committee to retire the officer at the age of 55 years but pointed out that the officer had already crossed the age of 55 years.	Ditto
36	Retirement of a Sub-Divisional Officer (on deputation to WAPDA).	The Commission did not agree with the Appropriate Committee and advised that the officer be allowed to continue in service beyond 25 years of qualifying service.	Ditto
	(m) SERVICES	AND GENERAL ADMINISTRATION DEPARTMENT.	
37	Retirement of a P. C. S. Officer ..	The Commission agreed with the proposal that the officer be retired from service at the age of 55 years.	Accepted.
38	Retirement of an Additional City Magistrate, Karachi	Ditto ..	Do.
39	Retirement of a Resident Magistrate ..	The Commission did not agree with the Appropriate Committee and advised that the officer be allowed to continue in service. The case was referred back to the Commission for reconsideration but they expressed their inability to revise their previous advice.	Acceptance awaited.
40	Retirement of a Section Officer in the West Pakistan Civil Secretariat	The Commission agreed that the officer be retired from service.	Accepted.

(b) THE WEST PAKISTAN RAILWAYS SERVANTS (FURTHER USEFULNESS IN PUBLIC SERVICE) RULES, 1964.

(No case referred to the Commission)

APPENDIX VIII

EXAMINATIONS—DEPARTMENTAL AND LANGUAGE

(REFERRED TO IN CHAPTER VIII)

Serial No.	Name of the examination	NUMBER OF CANDIDATES			Percentage of candidates who passed	REMARKS
		Admitted	Examined	Passed/qualified		
1	2	3	4	5	6	7
1	Assistant Collectors Part I, February, 1965 ..	3	3	3	100%	*Result not yet declared.
2	Revenue Qualifying Examination, April, 1965 ..	30	23	.. *	..	
3	Assistant Collectors Part II Examination, April, 1965	2	2	2	100%	
4	Assistant Collectors Part I Examination, August, 1965	6	6	2	33.33%	
5	Assistans Collectors Part II Examination, August, 1965	1	1	1	100%	
6	Revenue Qualifying Examination, October, 1965	21	15	6	40%	
	Total ..	63	50	14	..	

APPEINDIX IX

COMPETITIVE EXAMINATIONS CONDUCTED BY THE WEST PAKISTAN PUBLIC SERVICE COMMISSION DURING THE YEAR, 1965
(REFERRED TO IN CHAPTER VIII)

Serial No.	Name of the Examination	Place and date of examination	Numner of vacancies	Number of applications for admission received	DUMBER OF CANDIDATES						REMARKS
					Who were admitted	Who appeared	who qualified		for	for appoint-	
							in written portion	Finally in written portion and viva voce				Recommended appointment	ment
1	2	3	4	5	6	7	8	9	10	11	12
1	West Pakistan Civil Service (Executive Branch) Examination.	Examination was held in January 1964 at Lahore/Hyderabad/Peshawar and viva voce at Lahore Hyderabad/Karachi/Peshawar in 1964 and 1965.	28	1422	1271	969	477	111	28	28	The written examination was held in 1964, but viva voce was held partly in 1964 and partly in 1965 and recommendations were also conveyed in 1965.
2	West Pakiston Civil Service (Judicial Branch) Examination.	Examination was held in December, 1964 and January 1965 at Lahore/Hyderabad and Peshawar viva voce held at Lahore in August September, 1965	19 (including 7 added later	334	290	223	57	20	19	Acceptance awaited.	
3	Selection of Stipendiaries for training at the Pakistan Forest Institute, Peshawar, for entry into WPFS-I.	Examination held at Lahore Peshawar and Hyderabad in July, 1965, viva-voce held at Lahore in September/October 1965.	11	258	214	177	65				

WEST PAKISTAN PUBLIC SERVICE COMMISSION, LAHORE.

C O R R I G E N D A .

In the Memorandum accompanying the Annual Report on the working of the West Pakistan Public Service Commission for the year, 1965, the following corrections should be made:-

Page 2. The word "Department" misprinted in the last but one line under col.2 against Sr.No.2 to be corrected as "Departments"

Page 3. The word "dated" in line 5, under col.2, against Sr.No.2 to be corrected as "date".

Page 5.(i) The letter "f" occurring in line 3 under col.2 against Sr.No. 6 to be corrected as "of".

(ii) The word "t e" and the figures "19 4" occurring in the 7th line against Sr.No.7 under col.2 to be corrected as "the" and "1964" respectively.

Page 6. The word "reason" under col.3 against Sr.No.8 to be corrected as "reasons".

Page 7.(i) The letter "o" occurring in the 6th line against Sr.No.11 under col.2 to be corrected as "to".

(ii) The word "compl ance" in the last line against Sr.No.11 under col.3 to be corrected as "compliance".

/S.F.REHMAN/-
2-3-1966.

Memorandum required under Article 189 (2) of the Constitution of the Islamic Republic of Pakistan, accompanying the Annual Report on the working of the West Pakistan Public Service Commission, for the year 1965.

- (a) The cases, if any, in which the Commission's advice was not accepted and the reasons, so far as known to the Commission, why the advice was not accepted.

During the year under report, there were only two cases in which the advice of the Commission was not accepted, as against thirteen such cases during the preceding year. Details of both these cases, indicating the advice tendered by the Commission and the reasons for its non-acceptance, as conveyed to the Commission, are given in Appendix "A".

- (b) The cases where the Commission ought to have been consulted but was not consulted, and the reasons, so far as known, why it was not consulted.
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The number of irregular cases which came to the notice of the Commission during the year was 11. Details of the irregularities committed by the departments/appointing authorities, along with the reasons why the Commission was not consulted wherever furnished to the Commission, are given in Appendix "B".

The Commission regret to note that even when the irregularities are pointed out, the departments concerned seldom try to clarify their position, with the result that some irregularities which could have been explained away, have to be reported by the Commission here.

APPENDIX "A"

CASES IN WHICH THE COMMISSION'S ADVICE WAS NOT ACCEPTED AND THE REASONS, SO FAR AS KNOWN TO THE COMMISSION, WHY THE ADVICE WAS NOT ACCEPTED.

Serial No.	Nature of cases and the Commission's advice	Reasons, so far as known, why advice not accepted.
1	2	3
1	Committee No. 5 recommended that a Mukhtiarkar who had completed 25 years service should be retired. The Commission did not agree with the Committee as, in their opinion, the record of the officer for the year 1961, 1962 and 1963 was quite good and there was no justification for retiring him. The Commission's advice was not accepted and was over-ruled by the Governor.	The Government intimated that the officer had been earning extremely damaging reports.
2	Appropriate Committee No. 1 recommended retirement of a Chief Engineer, Public Health Engineering Department, West Pakistan, under the West Pakistan Government Servants (Further Usefulness in Public Service) Rules, 1963, on attaining the age of 55 years. The Commission did not agree with the recommendations of the Committee and advised that the officer should be allowed to continue as, in their opinion, the record of the officer did not justify his retirement. The advice of the Commission was over-ruled without following the usual procedure given in Rule 19 (2) of the West Pakistan Government Rules of Business, 1962, and Instruction No. 6.1 of the Instructions to be observed by the Administrative Department and Attached Departments of the Government of West Pakistan in their dealings with the West Pakistan Public Service Commission.	It was stated that the officer did not possess good or unblemished record of service which, according to the West Pakistan Government Servants (Further Usefulness in Public Service) Rules, 1963, was a criterion for allowing a Government servant to continue in service beyond the age of 55 years.

APPENDIX 'B'

CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN CONSULTED BUT WAS NOT CONSULTED AND THE REASONS, SO FAR AS KNOWN TO THE COMMISSION, WHY IT WAS NOT CONSULTED.

Serial No.	Particulars of cases/irregularity	Reasons, so far as known, why the Commission was not consulted.
1	2	3

AGRICULTURE DEPARTMENT

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| 1 | <p>Approval for the continuance of two officers at the posts of Planning and Progress Officers in the West Pakistan Agriculture Department expired on 31st August 1964. They were allowed by the Department to continue beyond that date upto 31st December 1964 without obtaining further approval of the Commission. This is irregular and contrary to the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, and the irregularity was pointed out to the Department.</p> | No reasons given by the Department. |
| 2 | <p>The West Pakistan Agriculture Department promoted certain Agricultural Assistants to the posts of Assistant Plant Protection Officers and Extra Assistant Directors of Agriculture in the Hyderabad Region with effect from 26th September 1963, subject to the approval of the Commission. In spite of repeated reminders, regular proposals on the prescribed <i>pro forma</i> along with the up-to-dated seniority list of the Agricultural Assistants of the Region and their Character Rolls, were not forwarded to the Commission nor the Commission were approached by the Department for approval of the <i>ad hoc</i> appointments of those officials. In January, 1965, the Department took a new stand that, as these promotions were made before the promulgation of the West Pakistan Agriculture Service, Class II, Rules, 1964, the rules were not applicable to them. The Department was informed that as these cases were neither considered nor approved by the Commission before the promulgation of the Service Rules, they had to be examined and considered strictly in accordance with the provisions of the Service Rules. The Department was again requested in March, 1965 to forward a proper proposal in accordance with the Service Rules, but their reply is still awaited. The continuance of these Agricultural Assistants in W.P.A.S. Class II without the prior approval of the Commission for over a year and a half is contrary to Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, and the irregularity was pointed out to the Department.</p> | No reasons given by the Department. |

Serial No.	Particulars of cases irregularity	Reasons, so far as known, why the Commission was not consulted.
1	2	3

AGRICULTURE DEPARTMENT

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| 3 | Approval for the continuance of an officer in the post of Assistant Plant Protection Officer (Crash) Mirpurkhas, in the West Pakistan Agriculture Service, Class II, expired on 31st July 1964. He was allowed by the Department to continue beyond that date upto 28th February 1965 without obtaining further approval of the Commission. This is irregular and contrary to the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, and the irregularity was pointed out to the Department. | No explanation furnished by the Department. |
| 4 | <p>(i) The Director, Ayub Agricultural Research Institute, Lyallpur appointed four officials to the post of Assistant Plant Physiologist, Assistant Botanist (Tobacco), Assistant Statistical Officer (Rapid Soil Fertility Survey Scheme) and Assistant Botanist (Maize Research), in the West Pakistan Agriculture Service, Class II, purely as a stop-gap measure for a period of six months with effect from 5th March 1964, 8th April 1964, 1st January 1963 and 19th November 1962, respectively, but their cases for continuance beyond the initial period of six months were referred to the West Pakistan Public Service Commission on 20th November 1964. According to Regulation 3 (4) (b) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, their cases for continuance beyond the period of six months should have been referred to the Commission at least two months before the extension. This was not done and the irregularity was pointed out to the Department.</p> <p>(ii) The requisitions for the posts of Assistant Oil Technologist and Assistant Agricultural Chemist in the West Pakistan Agriculture Service Class II, advertised by the Commission, were withdrawn by the department on 14th April 1964 on the ground that these posts were to be filled by promotion and the two officials, who were working against these posts as stop gap arrangement, were allowed to continue without prior consultation with the Commission purporting to rely on the Government orders contained in S&GAD letter No. S.O. VII-10-5/61, dated 15th August 1963. But, under the said orders, departments are allowed to continue the stop-gap arrangements made by them till selectees of the Public Service Commission are available, only in the cases where regular requisitions have been sent to the Commission. In this case, the requisition had been withdrawn, hence the provisions of the said orders could not be invoked and consultation with the Public Service Commission for continuing stop-gap arrangements became mandatory</p> | No explanation received from the Department so far. |

under Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. Instead, the cases of the two officials were referred to the Commission after a lapse of more than 7 months. Thus, the Department failed to understand the distinction between stop-gap appointments made against posts filled by direct recruitment and those filled by promotion. The irregularity was pointed out and the position explained to the Department.

- 5 The Agriculture Department promoted an Agricultural Assistant to the post of Assistant Plant Pathologist in W.P.A.S. Class II on 17th July 1964. The Officer was allowed to continue after the expiry of his initial appointment of six months without the prior approval of the Commission. Approval to his continuance beyond 17th January 1965 should have been obtained, if not earlier, soon after 17th January 1965, but this was not done. The actual reference in the matter was made to the Commission on 24th June 1965, i.e., more than five months later. As it was known to the Department at the very outset that the vacancy was to last for more than 6 months, they should not have promoted the officer without prior consultation with the Commission. The manner in which the Department proceeded is contrary to the provisions of Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, and this irregularity was pointed out to them.

The Agriculture Department promoted an official to the post of Assistant Professor of Zoology in W.P.A.S. Class II, Agriculture College, Tandojam, on 26th October 1964 for a period of six months and he was continued beyond this period without the prior approval of the Commission. Approval of the Commission should have been obtained, if not earlier, soon after he completed the initial period of six months, as required by Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations 1957, but this was not done. Reference to the Commission was made on 11th June 1965, i.e., one and a half months later. As it was known to the department at the very outset that the vacancy was to last for more than six months, they should not have promoted the officer initially without prior consultation with the Commission. This irregularity was pointed out to the Department.

The Agriculture Department promoted a Statistical Investigator to the post of Assistant Statistical Officer in W.P.A.S. Class II, on 9th May 1964. The Officer was allowed to continue after the expiry of his initial period of six months without prior approval of the Commission. Approval to his continuance beyond 9th November 1964 should have been obtained, if not earlier, soon after 9th November 1964, as required by Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, but this was not done. The actual reference in the matter was made to the Commission on 23rd November 1964, i.e., a fortnight after the expiry of initial period of six months. The Commission should have been consulted before he was appointed as it was known to the Department at the very outset that the vacancy was to last for more than six months. This irregularity was pointed out to them.

The Department regretted their delay in making a late reference to the Commission. The Commission did not accept this explanation and the irregularity was noted down. No further explanation received from the Department.

No explanation received from the Department so far.

No explanation received from the Department so far.

Serial No.	Particulars of cases/irregularity	Persons, so far as known, why the Commission was not consulted
1	2	3

8. The Department promoted a Veterinary Assistant Surgeon to Class II from 1st January 1959 without the prior approval of the Commission. His case for approval was, however, referred to the Commission in 1962, though in the meantime, he had been even promoted to a higher post in Class I on 7th December 1959. As reports for some years were missing from the Character Roll received from the Department, it was returned to them for completion,—*vide* the Commission's letter No. 453-PSC-C4-62/738-C, dated the 4th April, 1962. It was only in June 1965 that the Character Roll was received back but again incomplete, for though the missing reports were furnished, but the reports received earlier and returned to the Department were kept back. This was pointed out to the Department in October 1965, but the reports in question have not been received back from them so far. Thus, this officer continued in Class II for nearly a year and thereafter in Class I for over 4½ years without his suitability having been determined by the Commission. This is a grave violation of Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations.
- No reasons were given by the Department.

EDUCATION DEPARTMENT

9. Appointments of 2 officers as Instructors in Mathematics and Wood Work respectively, in the Government Technical Teachers' Training College, Lyallpur, were initially made for a period of six months as a stop-gap arrangement. This period was subsequently extended by the Department without the approval of the Commission required under Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. This was irregular for no requisition for these posts had been sent to the Commission by them. The Department was accordingly asked to intimate why this irregularity should not be noted down in the Annual Administration Report.
- The Department stated that the requisitions were already with the Commission. But in fact the requisitions referred to had already been disposed of by the Commission and the result of the advertisement was also intimated to the Department in November, 1963. The Commission, therefore, did not consider Department's explanation as satisfactory.

INDUSTRIES, COMMERCE AND MINERAL RESOURCES DEPARTMENT

10. The Government in the Industries, Commerce and Mineral Resources Department, promoted an officer of the Printing and Stationery Department to the post of Senior Manager (Urdu Gazette Cell) in the West Pakistan Printing and Stationery Service, Class I (Junior Scale), against a clear vacancy without the prior approval of the Commission. The Commission should have been consulted
- Before the irregularity was noted down, the department was asked to intimate the circumstances under which prior consultation with the Commission

before the promotion was made, as required under Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. This was an irregularity on the part of the Department which was pointed out to them.

was dispensed with. In reply the Department stated that the appointment of the Officer was necessary for the formation of the Urdu Gazette Cell and further stated that the appointment was made purely as a stop-gap arrangement and the matter was simultaneously brought to the notice of the Commission. This explanation was not considered satisfactory by the Commissioner.

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

- 11 The Government of West Pakistan in the Services and General Administration Department in their circular letter No. S (R) 1077/2-4/63—SOXIII, dated 3rd July 1965 issued instructions to all Administrative Departments, etc., without consulting the Commission, to the effect that certain number of vacancies in certain specified categories of posts should be reserved for disabled persons. These instructions pertained to the methods of recruitment and the principles on which appointments to the specified categories of posts were to be made. The Services involved were subordinate services—Class III and Class IV—but since the Service Rules relating to Class III Services were also being referred to the Commission for advice, they should have been consulted before a decision on the principles involved was taken and before these instructions were issued by Government, as required under Article 186 (2) of the Constitution.

On the position being pointed out, the Government intimated that the intention was to consult the Commission at the time of incorporating the instructions in the Service/Recruitment Rules and that the Circular letter, as it was, contained only executive instructions which were not mandatory. The clarification furnished was not considered adequate by the Commission as prior consultation with the Commission was necessary before any decision was taken by Government and circularized to the Departments for compliance.

C O R R I G E N D A

In the Memorandum accompanying the Annual Report on the working of the West Pakistan Public Service Commission for the year, 1966, the following corrections should be made:-

- Page 3: The word 'supserseded' misprinted in the fourth line under column '2' against serial No.'2' may be corrected as 'superseded'.
- Page 5: The word 'coninued' misprinted in the third line under column 2 against Sr.No.4 to be corrected as 'Continued'.
- Page 9: (i) The word 'on' misprinted in the fifth line under Column 2 against serial No.13 to be corrected as 'in'.
- (ii) An oblique line to be inserted between the words 'thereason' in the 23th line under column 3 against sr.No.13.
- (iii) The word 'wblle' misprinted in the fifth line under column 2, against serial No.14, to be corrected as 'while'.
- (iv) The word 're-corganization' misprinted in the fifth line under column 2 against serial No.14 to be corrected as 're-organization'.
- (v) The word 'the' occuring in the 2nd line against Sr.No.15 under column 3 to be corrected as 'that'.
- Page 10:- The word 'pomote' misprinted in the 9th line under column 2 against sr.No.16 to be corrected as 'promote'.
- (vi) The word 'Inspecor' misprinted in the 7th line against sr.No.16 under column 3 to be corrected as 'Inspector'.
- Page 13: (i) The word 'surat-plus' misprinted in the first line under column 2 against sr.No.22 to be corrected as 'Surplus'.
- (ii) The word 'this' occuring in the 16th line under column 3, against sr.No.22 to be corrected as 'his'.

Memorandum, required under Article 189(2) of the Constitution of the Islamic Republic of Pakistan, Accompanying the Annual Report on the working of the West Pakistan Public Service Commission for the year, 1966.

- (a) The cases, if any, in which the Commission's advice was not accepted and the reasons, so far as known to the Commission, why the advice was not accepted.

The Commission have to report two cases during the year under report, the same number as reported last year, in which their advice was not accepted. Details of both the cases, indicating the advice tendered by the Commission and the reasons for its non-acceptance, as conveyed to the Commission, are given in Appendix "A".

- (b) The cases where the Commission ought to have been consulted but were not consulted, and the reasons, so far as known, why they were not consulted.
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The number of irregular cases which came to the notice of the Commission during the year was 23, as against 11 reported last year. Details of the irregularities committed by the departments/appointing authorities, along with the reasons why the Commission were not consulted, wherever furnished to the Commission, are given in Appendix "B".

The Commission reluctantly wish to mention once again that in many cases, the concerned departments/authorities failed to avail of the opportunities afforded to them to clarify their position *vis-a-vis* the irregularities as pointed out to them, with the result that some of the irregularities which could perhaps have been satisfactorily explained away, have to be reported by the Commission.

APPENDIX "A"

CASES IN WHICH THE COMMISSION'S ADVICE WAS NOT ACCEPTED AND THE REASONS, SO FAR AS KNOWN TO THE COMMISSION, WHY THE ADVICE WAS NOT ACCEPTED

Serial No.	Nature of cases and the Commission's advice	Reasons, so far as known, why advice was not accepted
1	2	3
1	The Director of Industries and Commerce, West Pakistan, appointed an Assistant of the Civil Secretariat as Purchase Officer in the Industries Service, Class-II, on deputation. According to Service Rules, the post in question was either to be filled by initial recruitment or by promotion. There was no dearth of qualified candidates because when similar posts were advertised by the Commission for direct recruitment they received a large number of applications. Besides, sufficient number of officials in the next lower cadre were also available for promotion. There was thus no justification, for bringing an official from outside, much less from a lower non-gazetted post and that, too, the (Secretariat) ministerial service. The official also did not possess the minimum qualifications laid down in the Industries Service Class II Rules and he was, therefore, not qualified for appointment as Purchase Officer. For these reasons the Commission declined to approve his appointment. His case was referred to the Commission for a second time for reconsideration but they found no justification for revising their earlier advice. The matter was referred by the department to the Services and General Administration Department, who ruled that as the appointment was by "deputation", a reference to the Commission was not necessary and, thereupon, the Director of Industries informed the Commission that the case had been treated as closed. The Commission are of the opinion that deputation is, under all circumstances, an "appointment" and, therefore, has to conform to the rules in this respect applicable to the post. The Commission pointed out that the Services and General Administration Department Policy letter No. S. O. XII (S & GAD) 2-86/63, dated 12th May 1964, clearly required that in cases of deputation to autonomous bodies, the provisions of the relevant service rules should apply. This principle applies with greater force in this case when the deputation is to a higher post in another department of Government.	The department informed the Commission that as the appointment was by deputation a reference to the Commission was not necessary and that the case should be closed.

The appointment of the official as a Purchase Officer and his continuance were thus held by the Commission to be irregular and they decided to record this as a case of disagreement.

- 2 The Commission advised the Inspector-General of Police, West Pakistan, that one vacancy in the Selection Grade of Deputy Superintendent of Police should be kept unfilled for an officer who, on the basis of his character Roll, was considered by them suitable for promotion, till such time as the enquiries pending against him on account of which he was proposed to be superseded were completed. The advice of the Commission was not accepted.

Government in Services and General Administration Department intimated that the charges against the accused officer were of a serious nature, that he was under-suspension since 16th November 1964 and, therefore, he should be superseded. The advice of the Commission was not acted upon.

APPENDIX "B"

CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN CONSULTED BUT WERE NOT CONSULTED AND THE REASONS, SO FAR AS KNOWN TO THE COMMISSION, WHY THEY WERE NOT CONSULTED.

Serial No.	Particulars of cases/irregularity	Reasons, so far as known, why the Commission were not consulted
1	2	3

(a) AGRICULTURE DEPARTMENT

- 1 One Research Assistant was appointed as Assistant Agricultural Chemist, Rapid Soil Fertility Scheme, on 1st April 1958, under the Ministry of Food and Agriculture, Government of Pakistan, without the approval of the Federal (now Central) Public Service Commission. On the transfer of the Scheme to the West Pakistan Government with effect from 1st July 1961, he continued on this post up to May, 1965, without his case having been referred to the West Pakistan Public Service Commission for their concurrence. The continuance of this officer as Assistant Agriculture Chemist in the Agriculture Department, Government of West Pakistan, from 1st July 1961 to 15th May 1965, without prior consultation with the West Pakistan Public Service Commission was irregular. The department was requested to state the circumstances under which prior consultation with the Commission was dispensed with, because it amounted to a violation of Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. The explanation tendered by the department was considered by the Commission. It was not found satisfactory and the irregularity committed by the department was noted down and the department informed accordingly.

The officer was appointed as Assistant Agricultural Chemist, Rapid Soil Fertility Scheme, Agricultural Research Institute, Tandojam, on the 1st of April, 1958, by the Government of Pakistan, Ministry of Food and Agriculture (Agriculture Division), Karachi, —vide their notification No. F. 16-14/57-A, dated the 26th of December, 1958. The papers for his approval were sent by the Agriculture Chemist, Agricultural Research Institute, Tandojam, to the Ministry of Food and Agriculture (Agriculture Division), Karachi, for obtaining the approval of the Federal Public Service Commission, Karachi. The action taken by the Ministry of Agriculture or the Central Public Service Commission was not communicated till the time the Administration, etc., of the scheme was entirely transferred to the Department of Agriculture, Government of West Pakistan, with effect from 1st of July, 1961. He continued against this post upto the 8th of November, 1964, when he was transferred from the temporary

- 2 The department promoted three officials on *ad hoc* basis to the posts in W.P.A.H.S., Class II, without prior approval of the Commission, from 28th February 1965, 21st January 1965 and 14th January 1965. after the expiry of their initial/extended periods of six months they were allowed to continue by the department without the obtaining prior approval of the Commission and their cases were referred to them as late as October, 1965. This was irregular and contrary to Regulation 3 (4)/ (b) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. The Irregularity was pointed out to the department.
- 3 Approval to the continuance of three officers in W.P.A.H.S., Class II, as previously conveyed by the Commission expired on 31st December, 1965. They were allowed by the department to continue beyond that date up to 31st May, 1966, without obtaining further approval of the Commission. This was irregular and contrary to the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. The irregularity was pointed out to the department and it was also brought to the notice of the Services and General Administration Department.
- 4 The Agriculture Department of West Pakistan promoted as Research Assistant to the post of Extra Assistant Director of Agriculture "E & M" in W.P.A.S., II., Hyderabad Region, with effect from 24th December 1963 and he continued upto 28th October 1964 without the approval of the Commission. The matter came to the notice of the Commission in June 1966, when the department sought *ex-post facto* approval to this *ad hoc* promotion from 24th June 1964 to 28th October 1964. The Commission did not approve the proposed *ad hoc* extension. The continuance of this official in Class II without prior approval of the Commission was contrary to Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. The irregularity was pointed out to the department.

post of Assistant Agriculture Chemist (Rapid Soil Fertility Scheme), Tandojam, to the permanent post of Assistant Agricultural Chemist, Agriculture Research Institute, Tandojam, in place of another officer promoted as Agricultural Chemist (I), Lyallpur. The case for regular appointment of the officer in Class-II was not sent in time due to the fact that it was presumed that the approval of the Federal Public Service Commission might have been conveyed which, after an enquiry, was found to have not been issued.

The department intimated that the appointments of the officials were made by the Administration Department in the public interest and they had not drawn pay in W.P.A.H.S. Class II, after the expiry of their original terms of *ad hoc* appointment. The Commission did not accept this explanation and the irregularity was noted down. No further explanation was received from the Department.

The department stated that these appointments were made afresh. The explanation was not accepted by the Commission.

While making the reference for seeking *ex-post facto* approval, the department themselves had admitted that this *ad hoc* promotion was irregular. No further explanation was given by the department.

Serial No.	Particulars of cases/irregularity	Reasons, so far as known why the Commission were not consulted
1	2	3

AGRICULTURE DEPARTMENT—contd.

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|---|---|--|
| 5 | <p>In connection with the promotions of an official to the post of Oxfam Maize Development Officer in W.P.A.S., Class II, the department also forwarded the Character Roll of the next junior official on the seniority list. On perusal of his Character Roll, it came to the notice of the Commission that the official in question was also promoted to a Class-II post on 20th November 1962 and continued to work on it throughout 1963 without the prior approval of the Commission. This was contrary to Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957.</p> <p>The Department was asked in September, 1965, to explain the circumstances under which this irregularity occurred, but inspite of repeated reminders, including one D. O. reminder, the department did not make any reply. At last they were issued one month's notice. No reply was received from the department within the stipulated period. Due to this non-compliance on the part of the department, the irregularity was noted down and the department informed accordingly.</p> | <p>No reason/explanation has been advanced by the Department.</p> |
| 6 | <p>The Agriculture Department forwarded a proposal for promotion of an official to the post of Assistant Statistical Officer, in W.P.A.S., II, Hyderabad Region, in December, 1965. The Character Roll of the officer was not completed and missing reports were asked for on 12th January 1966. In spite of repeated reminders, including two D. O. reminders, the missing reports were not received till at last, the department was issued one month's notice on 13th May 1966, stating that in case the required documents were not received within this period, the case would be treated as closed. As the missing reports were not received within the stipulated period, the case was closed and the irregularity for non-compliance was noted down. The official is presumably still continuing on the post. The department was informed that the case has been closed, but they have taken no notice.</p> | <p>No reason/explanation advanced by the Department.</p> |
| 7 | <p>West Pakistan Agriculture Department promoted an Agricultural Assistant to the post of Assistant Horticultural Officer (Merger Scheme), Peshawar Region, in W.P.A.S. Class II, on 18th February 1962 and allowed him to continue on <i>ad-hoc</i> basis beyond six months without prior approval of the Commission. This was irregular. The case of this official was referred to the Commission, for the first time, about 16 months after his appointment. The Department was asked to explain the circumstances under which prior consultation with the Commission was dispensed with. The explanation of the Department as mentioned in column No. 2, was found not satisfactory by the Commission as the case was referred in an incomplete manner and the irregularity was noted.</p> | <p>The Department explained that the case was originally referred to the Commission on 22nd October 1963 which was returned by them in April, 1964 and the Department again sent the case in October, 1964. According to them the matter remained under correspondence with the Commission and their approval could not be obtained for one reason or the other.</p> |

- 8 The West Pakistan Agriculture Department promoted a Research Assistant to the post of Assistant Agronomist, in West Pakistan Agriculture Service, Class II, on 28th July 1962, and the initial period of six months of his appointment expired on 27th January 1963. According to Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, a reference should have been made to the Commission immediately.

The department explained that the matter remained under correspondence with the Director, Ayub Agricultural Research Institute, Lyallpur, and due to this the case could not be referred to the Commission earlier.

But a reference to the Commission was made in December 1963, about one year late. This was irregular. The explanation tendered by the Department was considered not satisfactory by the Commission.

- 9 The West Pakistan Agriculture Department promoted a Research Assistant to the post of Fertilizer Conducting Officer, Quetta in W.P.A.S. II, with effect from 31st August 1965 and referred his case to the Commission at the end of March, 1966. i.e. after about nine months. This was contrary to Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. The explanation of the department that the Director was competent to make *ad-hoc* appointments was found not satisfactory. The irregularity was noted down and the department was informed accordingly.

The Department explained that the Director, Agriculture Research Institute, Tandojam, was competent to make *ad-hoc* appointments.

(b) EDUCATION DEPARTMENT

- 10 The Education Department appointment an Officer as Assistant Director, Physical Education and Sports, in the Directorate of Education, Rawalpindi, on 10th August 1962 and they continued him without the approval of the Commission, till 19th April 1964, when he was reverted. The rules relating to the post were notified, on 23rd November 1962. The case of appointment of the officer seeking the Commission's approval was referred to them in August, 1965, i.e. about three years after the appointment. This was irregular and the irregularity was pointed out to the Department.

The Department put forward the excuse of administrative difficulties for not making a reference in time. These were considered by the Commission to be not convincing.

(c) EXCISE AND TAXATION DEPARTMENT

- 11 The Excise and Taxation Department promoted an Inspector to the post of Excise and Taxation Officer, when he had completed only one year and nine months service as an Inspector. He was promoted without consulting the Commission although the vacancy was to last for more than 6 months. On the promulgation of the West Pakistan Excise and Taxation Service (Class II) Rules, 1965, had only two years and 9 months service and was thus not eligible for promotion under the rules, according to which minimum service of three years as an Inspector is required for promotion as Excise and Taxation Officer. As he was working on a purely temporary basis, his case should have been reviewed but this was not done and the officer was allowed to continue. Further, his case was referred only when he had completed three years service and, even at that time, the Department was not sure of his seniority position. The manner in which the officer was promoted and allowed to continue without the approval of the Commission was, therefore, irregular and the irregularity was pointed out to the Department.

The Department admitted in their letter, dated 20th December, 1965, that this Inspector had only 1 year and 9 months service at this credit at the time of his promotion.

Serial No.	Particulars of cases/irregularity	Reasons. so far as known, why the Commission were not consulted
1	2	3

(d) HOME DEPARTMENT

12 The cases of appointment of two officers as Administrative Officer and Communication Officer, respectively, were referred to the Federal (now Central) Public Service Commission and the advice tendered by them on, 27th February 1961 was that the post of Administrative Officer should be filled by promotion of a Superintendent in the Civil Defence Organisation and that the post of Communication Officer be filled by direct appointment through the Commission. The cases of these two officers were thereafter referred also to this Commission, —vide Home Department's letter No. 12(77)/CD., dated the 27th February, 1965. This Commission intimated that as the Central Public Service Commission had already tendered their advice, consultation with the West Pakistan Public Service Commission was not necessary and that, according to the Regulations, these cases had to be referred to the Central Government for further consultation with the Central Public Service Commission, if it was considered necessary.

No reasons given by the Department.

From the Director, Civil Defence, West Pakistan's letter No. EA/1-1/W/2028, dated the 18th February, 1966, it appeared that the Department was still not inclined to accept the advice of the Central Public Service Commission in the case of appointment to the post of Administrative Officer and had unnecessarily repeated the case of proposed appointment of the officer in spite of the fact that this Commission had already pointed out the correct procedure in this behalf.

With regard to the post of Communication Officer, the advice of the Federal (now Central) Public Service Commission was that the post should be filled by direct appointment through the Commission and it was emphasised that a proper requisition on the prescribed form be sent to enable the Commission to proceed with the recruitment. This advice was tendered on 27th February 1961, but the proper requisition for the post has not been forwarded to the Commission during the last five years.

In view of the position explained above it has been observed that the two officers in question have been allowed to continue on the posts of Administrative Officer and Communication Officer, respectively, in disregard of the Commission's advice, dated 27th January 1961. This irregularity was pointed out to the Department and brought also to the notice of the Additional Chief Secretary to Government, West Pakistan, Services and General Administration Department.

13 It was noticed that two officials were appointed to the posts of Supervisors, Reclamation and Probation, in the West Pakistan Reclamation and Probation Service, Class II. The Home Department was asked to indicate the circumstances under which prior consultation with the Commission was dispensed with in their cases. They intimated that the appointments of these officials were made by the Services and General Administration Department. Thereon, the Government of West Pakistan on the Services and General Administration Department was asked to intimate the circumstances under which prior consultation with the Commission in regard to the appointment of these officials as Supervisors was dispensed with. The Services and General Administration Department intimated that although the appointments of these officials as Supervisors were made by the Services and General Administration Department, yet at the same time, the Home Department was asked to obtain the approval of the Commission in its capacity as the Administrative Department. The continuance of these officers beyond the initial period of six months without the approval of the Commission was, therefore, contrary to Regulation 3(4) (B) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. The explanation tendered by the Home Department was not considered satisfactory by the Commission and they were informed accordingly.

14 An Assistant Superintendent of Jail, who was rather Junior in his own grade was directly appointed to a Class II, post of Industrial Expert in the office of the I.G. Prisons on 1st July 1961, without reference to the Commission although his appointment was expected to last beyond six months. His case was referred to the Commission in October, 1961, but while the matter was still under consideration, the Commission was informed as that a result of re-organization of the Department this post had been abolished.

Subsequently, however, it transpired that the post had not been abolished but redesignated as Expert, Jail Industries, and shifted to the Home Department of the Civil Secretariat, and the officer continued to work in it without approval of the Commission for over 2 1/2 years, until January, 1965, when the Commission was approached to approve his appointment on regular basis. No reasons were indicated by the Department for this inordinate delay in forwarding the case. The Commission refused to approve his appointment as it was not justified either by promotion because only Deputy Superintendents Jail were eligible for promotion to Class II posts, or by initial recruitment for which he did not possess the requisite qualifications. The Commission advised advertisement of the post and that advice was accepted, but the irregularity in not referring the case of continued appointment of the officer for such a long time was pointed out to the Department and also reported to Government in the Services and General Administration Department.

15 It was noticed that a Prosecuting Inspector of Police (Region No. 2) was promoted as Prosecuting Deputy Superintendent of Police with effect from 21st December 1964 in a vacancy which was initially for a period of more than six months and the case regarding his suitability for promotion was referred to the Commission on 15th October 1965. The Department was asked to intimate the circumstances under which prior consultation with the Commission as required under Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulation, 1957, was dispensed within his case. The Department intimated that the case was not referred due to oversight. This position was unsatisfactory and the Department was informed accordingly.

The reason advanced by the Home Department was that the officials were appointed by the Services and General Administration Department and not by the Home Department. But, on enquiry it transpired that though the appointments were approved by the Services and General Administration Department, the Home Department was asked, in its capacity as the Administrative Department, to obtain the approval of the Commission which it did not obtain. Thus, the reason advanced by the Home Department was untenable and was not accepted as adequate by the Commission.

No reasons were given by the Department for inordinate delay in referring the case.

The reason advanced by the Department was that the case was not referred to the Commission earlier due to oversight.

Sl. No.	Particulars of cases /ir regularity	Reasons, so far as known, why the Commission were not consulted
1	2	3

(d) HOME DEPARTMENT—continued.

- 16 The Commission had approved an Inspector of Police for admission to the select list of Inspectors of Police of General Branch, khairpur and Hyderabad Division, fit for officiating promotion as Deputy Superintendent of Police in 1964. He was promoted but was subsequently reverted without consulting the Commission. The Commission pointed out that since they were consulted regarding his admission to the select list, they should have been consulted about his reversion too. In reply, the department intimated that since the name of the Inspector was not removed from the select list, no consultation with the Commission was necessary. Department's reply was considered inconsistent and it was pointed out that so long as the officer's name remained on the select list he could not be passed over. The Department was, accordingly, requested either to promote him or remove his name from the select list after consultation with the Commission. The Department informed the Commission that the officer had preferred an appeal to the Provincial Government against his reversion and that further action would be taken after decision on his appeal.

The Commission maintained that the Inspector-General of Police could revert an officer on the select list but only after getting his name removed from the select list with prior consultation with the Commission. According to the Commission it was unfair to deny promotion to the Inspector when he continued to be borne on the select list. It was an irregularity on the part of the Department, and it was decided to mention it in the Annual Administration Report. The Department was informed accordingly under intimation to the Services and General Administration Department.

According to the Department, there was no provision in the Service Rules that if an officiating Deputy Superintendent of Police was reverted as Inspector his name should also be removed from the select list. The Department intimated that the Inspector was reverted for having proved unfit to be Illaqa Officer as a result of departmental enquiry into his conduct against which he had preferred an appeal. They further intimated that the name of the Inspector was not removed from the select list pending decision of Government on his appeal and requested the Commission to defer noting down the irregularity. The contention of the Department was not accepted. Their attention was drawn to rule 5 of the D.S.P. Service Rules, which lays down that an Inspector whose name remains on the select list, has to be promoted according to his position on the select list. The Department was informed that as their action was a clear violation of sub-rule (3) of rule 5 of the Service Rules, the irregularity already noted down would stand and there was no point in deferring it as requested by the Department.

- 17 The Government of West Pakistan in the Home Department promoted an Assistant as Administrative Officer without prior approval of the Commission. The vacancy was a regular one and, therefore, prior consultation with the Commission was necessary. This was not done, which was irregular and the irregularity was pointed out to the Department.

No explanation given by the Department.

(e) INDUSTRIES, COMMERCE AND MINERAL RESOURCES DEPARTMENT

- 18 In connection with recruitment to 11 posts of Industrial Development Officer/Purchase Officers in the West Pakistan Industries Service, Class II, the Commission recommended eleven candidates in August, 1962, for appointment to these posts on the clear condition that if the posts were declared non-technical and thus came under the ban on fresh recruitment imposed by Government,—vide Services and General Administration Department letter No. 19(SGA/E) 61, dated 30th June 1961, no action was to be taken on the Commission's recommendation. Subsequently, in the Services and General Administration Department's letter No. E.&A. (S&GAD) 10(ii)/62, dated 19th December 1962, it was left to the Commission to determine whether the posts were technical or non-technical. The Commission decided that the posts were non-technical and, as such, the condition imposed by the Commission became operative and the selection made by them was automatically cancelled. The Department was informed accordingly and requested to report the vacancies to the Services and General Administration Department for inclusion in the pool of surplus officers which was being maintained by that Department.

After it was left to the Commission to determine whether the posts were technical or non-technical, the Department made a further reference to Government requesting for relaxation of the ban in respect of these posts on the ground of hardship to the individuals already recommended, if the appointments were not made on the basis of the said recommendations. The matter was under correspondence for two years and meanwhile the Department had already appointed five officers on *ad hoc* basis. The Services and General Administration Department ultimately agreed on 26th July 1965 to the relaxation of temporary ban in respect of the five persons who had already been appointed. Thus, their appointment was on the strength of the relaxation allowed by the Services and General Administration Department.

According to the revised procedure for absorption of Surplus officers laid down after the removal of the ban on fresh recruitment, the surplus officers available on the list prepared by the Services and General Administration Department were to be considered first with reference to the qualifications mentioned in the requisition. The Department were accordingly requested to send a fresh requisition to enable the Commission to consider and decide the suitability or otherwise of the surplus officers for appointment to the said post. But, instead of sending a requisition the Department issued orders of regular appointment of five out of eleven candidates originally recommended by the Commission,—vide their notification No. AE-7-17(v)65, dated 6th August 1965. These appointments could not have been made as the previous recommendations of the Commission stood cancelled as far back as in 1963, when the Services and General Administration Department in their letter dated 19th December 1962, had clarified the position of technical and non-technical posts and the Department ought not to have taken action on the provi-

Particulars of cases/irregularity	Reasons, so far asknown, why the Commission were not consulted
2	3

(e) INDUSTRIES, COMMERCE AND MINERAL RESOURCES DEPARTMENT--*concl.*

sional recommendations of the Commission which had been made in August, 1962. There was no point in their approaching the Services and General Administration Department again and seeking a relaxation. It was surprising to note that while the Commission were insisting that their recommendations stood cancelled, the Department had been in correspondence with the Services and General Administration Department and seeking relaxation of the ban. The manner in which the Department proceeded in this case, against the advice of the Commission, was hardly satisfactory. The Commission, therefore, decided to note down this irregularity and also brought the matter to the notice of the Services and General Administration Department, for further necessary action.

It was noted that a Class II Officer of Industries Department was promoted to Class I (Junior Scale) in 1957 by the Department and his case was referred to the Commission in 1964 for regularisation and approval. The officer, on the basis of his record, was not considered suitable for promotion to Class I but by the time the Commission tendered their advice, the officer had been retired under the West Pakistan Government Servants (Further Usefulness in Public Service) Rules, 1962. Thus, the officer, who was unfit for promotion, continued in Class from 22nd May 1957 to 31st December 1964 (about seven years) and enjoyed benefits of promotion for seven and a half years.

This is a typical example of the inordinate delay on the part of the Department in obtaining Commissions' advice regarding suitability or otherwise of officers for promotion to Class I in the Industries Department. The inordinate delay in this case gave undeserved advantage to the officer and rendered the advice of the Commission infructuous. This serious irregularity was pointed out to the Department.

No reasons advanced by the Department.

(f) IRRIGATION AND POWER DEPARTMENT

20 The Irrigation and Power Department referred to in November, 1964 a proposal of promotion to the post of Junior Research Officer (Mathematics) Officer was in the Irrigation Research Institute. The senior-most Assistant Research Officer was reported to be on deputation to WAPDA and the next Junior Officer proposed for promotion in his vacancy. The senior-most

The Department regretted that the facts were not brought to the notice of the Commission through an oversight.

officer was recommended for promotion in absentia and the next junior officer was recommended for promotion provisionally. Later on it was detected that the officer recommended for promotion provisionally was not approved by the Commission in the lower cadre of Assistant Research Officer. The irregularity for not placing the actual facts of the case before the Commission was brought to the notice of the Department.

- 21 On the abolition of the temporary post of Assistant Research Officer, Barma Dam Hydel Falls Division, the Irrigation and Power Department absorbed the incumbent of that post against another vacant post of Assistant Research Officer. The orders of absorption which were issued in September, 1962, were subject to the approval of the Public Service Commission. The Irrigation and Power Department, however, referred this case to the Commission in April, 1966, i.e., after about 3 1/2 years.

The Department said that the delay in making a reference to the Commission was due to oversight.

(g) INFORMATION DEPARTMENT

- 22 A former Public Relations Officer of the Civil Defence Organisation, Karachi, who was rendered surplus on the abolition of the post, was absorbed by the Information Department as an Information Officer without the approval of the Commission and his case was not referred for the advice of the Commission, as required under the Regulations. The irregularity came to the notice when his case for promotion-cum-transfer to the higher post of Assistant Director in the Bureau of National Reconstruction was referred to the Commission in December, 1965. The Commission were of the view that the Information Department had committed an irregularity in appointing the officer as Information Officer without the approval of the Commission. The Information Department was, accordingly, asked to intimate why the irregularity should not be noted down. The explanation furnished by the Department was not considered satisfactory by the Commission and they decided to note the irregularity. The Department was informed accordingly.

The Information Department explained that the officer was appointed as Information Officer on the abolition of his post of Public Relations Officer of the Civil Defence Organisation, Karachi, on the merger of Karachi with West Pakistan. The Information Department objected to give him benefit of past service and referred the case to the Services and General Administration Department. The matter remained under consideration with the Services and General Administration Department and the Information Department and final reply was not received by the Department, till this transfer to the higher post of Assistant Director in September, 1965. The Department stated that due to this correspondence the case could not be referred to the West Pakistan Public Service Commission earlier. The department further maintained that it was a genuine case of absorption of an uprooted officer and the Commission had also since agreed to his appointment to a higher post of Assistant Director in the B.N.R.

Serial No.	Particulars of cases/irregularity	Reasons, as far as known, why the Commission were not consulted
1	2	3

(h) SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

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|----|---|---|
| 23 | <p>It was noticed that Deputy Superintendents of Police were being promoted as Officiating Superintendents of Police by Government without prior consultation with the Provincial Public Service Commission. The Government was asked to intimate the circumstances under which prior approval of this Commission had been dispensed with. The reply of the Department was that cases regarding promotion of Deputy Superintendents of Police to the rank of Superintendents of Police were not referable to the Provincial Public Service Commission. The position was again explained to them that so long a Deputy Superintendent of Police is officiating as Superintendent of Police his promotion is from a Class II post (Deputy Superintendent of Police) to a Class-I post (Officiating Superintendent Police) and, as such, his case falls within clause (iii) of Regulation 4 of West Pakistan Public Service Commission (Limitation of Functions) Regulation, 1957. In spite of repeated reminders, officials as well as demi-official the Government in the Services and General Administration Department have not been able to arrive at a decision in this matter so far during a period of one and a half years (from 16th July 1965 to 31st December 1966).</p> | <p>No final reply was sent by Government. They have forwarded only interim information that the case was under consideration of the Law Department.</p> |
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REPORT IN PURSUANCE OF ARTICLE 189 OF THE CONSTITUTION OF THE ISLAMIC REPUBLIC OF PAKISTAN ON THE ACTIVITIES OF THE WEST PAKISTAN PUBLIC SERVICE COMMISSION FOR THE YEAR 1966.

CHAPTER I—GENERAL

This is the eleventh report on the working of the West Pakistan Public Service Commission since 1955, when it was constituted.

2. During the year under report, the following officers worked as Chairman and Members of the Commission:—

Chairman—Mr. Nasir Ahmad.

Members—(1) Mr. Muhammad Inamullah Khan, I.S.E., completed his tenure as a Member of the Commission and relinquished charge of the office of Member on 15th March 1966. No one was appointed in his place.

(2) Mr. Ghulam Dastgir M. Pandhiani.

(3) Brig. Ata Muhammad Khan Daha.

(4) Nawabzada Muhammad Ayub Khan, P.C.S., and

(5) Mr. Muhammad Saleem Khan.

3. *Composition and Conditions of Service Regulations*—The Members of the Commission continued to be governed by the West Pakistan Public Service Commission (Composition and Conditions of Service) Regulations, 1958, and there was no change in these Regulations during the year under report.

The regulation governing the pay of the Members was last revised in 1963. The revised regulations operate to the disadvantage of some of such Members of the Commission as are serving Government servants or have retired from Government service. This fact was brought to the notice of the Government and the Government were requested to restore the original position which existed prior to the revision of these regulations. Government have not agreed to the suggestion of the Commission. The Commission feel that their point of view has not been properly appreciated and would urge its reconsideration.

4. *Statutory Functions of the Commission*—No amendment to the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, was made during the year under report. The following proposals for amendment of these Regulations or affecting the functions of the Commission, however, were considered by the Commission:—

(a) Government intimated that they had decided to declare the posts of Inspectors of Police as Gazetted officers. Before issue of a formal notification to that effect, it was proposed that these posts should be excluded from the purview of the Commission. The Commis-

sion observed that since the general question of excluding gazetted posts below Class II status from the purview of the Commission was already under the consideration of Government, it would not be desirable to exclude from their purview, individual cases of that category, pending final decision of the general question. If the main proposal were finally accepted, the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, would be amended accordingly and the posts of Inspectors of Police would automatically stand excluded.

- (b) The post of Marketing Officer (Wool) which was previously in the West Pakistan Industries Service Class II, was upgraded to Class I (Junior Scale). The Industries, Commerce and Mineral Resources Department, had proposed that the officer who held the post while it was in Class II should be appointed to continue against the upgraded post. The Commission, however, did not agree and advised that the post should first be included in Appendix 'A' to the West Pakistan Industries Service (Class I) Rules, 1962, whereafter it would be possible to consider the suitability or otherwise of the officer for appointment to the post in the light of the new provisions. The department referred the matter to the Commission for reconsideration several times, but the Commission adhered to their previous advice.

The Industries, Commerce and Mineral Resources Department, then approached the Services and General Administration Department to exclude the post from the purview of the Commission. When the question was referred to the Commission they observed that there did not exist any grounds for doing so. Even if the Department wanted to retain the post as an isolated one, outside the cadre of the West Pakistan Industries Service, Class I, it would still be necessary to determine the qualifications required for the post in consultation with the Commission. Accordingly, the Commission suggested that the Administrative Department be asked to settle this question first, and after that in the light of the qualifications/methods of appointment as might be provided, it would be possible for them to determine the question of suitability of the

officer proposed for appointment to the post on merits.

- (c) In Chapter VII Miscellaneous of the Report for the year 1965, under 'Determination of Seniority' it was mentioned that the Commission had referred to Government in the Services and General Administration Department for clarification whether cases of determination of seniority of individual officers were required to be normally referred to the Commission, as falling within the orbit of the provisions of Article 186(2)(d) of the Constitution or whether these cases could be referred to the Commission only under the provisions of Article 186 (1) (b) *ibid.* The matter was referred by the services and General Administration Department to the Law Department.

The Law Department advised that individual cases affecting seniority of officers were referable to the Commission under Article 186(2)(d) of the Constitution, unless expressly excluded from their purview by an order issued by the Governor under the provisions of Article 186 (2) *ibid.* No such order was issued by the Governor.

The Services and General Administration Department, thereupon, proposed that it would not be feasible and advisable to refer the cases of seniority to the Commission on the grounds:—

- (i) that these cases were not referable to the Commission under the old Constitution, and
- (ii) that the work-load of the Commission would increase beyond control.

After examining all the aspects of the question, the Commission advised that they felt that the Services and General Administration Department did not seem to have appreciated the fact that it had been expressly provided for in the present constitution, for the first time, that matters affecting the terms and conditions of service were referable to the Commission and seniority according to the judgment of the Supreme Court (PLD-1960 SC 195), was a very important part of the terms and condi-

tions of Government servants. As regards the second arguments, the Commission observed that it was purely an administrative matter and could not be raised in order to dispense with a constitutional requirement.

The Commission, accordingly, did not agree to the proposal that the mandatory requirements of consulting the Commission in matters affecting seniority of Government servants, which formed an integral part of their terms and conditions of service, should be excluded from their purview.

- (d) Under the Constitution (Fourth Amendment) Act, 1965, the statutory functions of the Commission as detailed in Article 186 (2) were enlarged to the extent that they were required to be consulted in regard to the retirement of a person under the provisions of Article 178(4)(a) of the Constitution, i.e., when it was proposed to retire any Government servant on completion of 25 years of qualifying service and before completion of 55 years of age.

Under the Constitution (Sixth Amendment) Act, 1966 a further proviso was added to the effect that any order providing for exception to the requirement of consultation with the Commission on the matter specified in para. (f) of clause (2) of Article 186 as indicated above should provide for Consultation on that matter with such authority as may be specified in that Order.

In view of the above provision, the Central Government had issued instructions to the effect that the Central Public Service should be consulted only in cases of retirement of Class I Officers on the analogy of these instructions West Pakistan Government in the Services and General Administration Department proposed that the West Pakistan Public Service Commission should also be consulted only in the case of Class I officers or those holding equivalent posts, who were to be retired on completion of 25 years of qualifying service. This necessitated amendment of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957.

After examining the proposal in all its aspects, the Commission advised that, in the absence of any cogent reasons, all cases, including those of Class II (i. e. cases of all officers holding gazetted appoint-

ments whether in Class I, Class II Services or equivalent posts of special gazetted posts), should be referred to them, as it would be inadvisable, and even not fair, to make a distinction of this kind between Class I and Class II Officers. The Government accepted the advice of the Commission and issued instruction in October, 1966, that the Commission should be consulted in all such cases as fell within their purview subject to the provisions in the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957.

- (e) A proposal for excluding consultation with the Commission in the matter of suspension of officers for more than one year remained under consideration.

5. *Rules of Procedure of the Commission*—No change was made during the year under report and the question of Revision remained under consideration.

6. *Instructions to Government Department's*—No change was made during the year under report, but the question of their revision in the light of the latest orders of Government, remained under consideration.

7. *Staff of the Commission*—During the year under report, the following Gazetted Officers worked in the Commission's office :—

- (i) *Secretary*—(a) Mr. F. D. Saifey worked as Secretary upto 20th January 1966 (afternoon).
(b) Mr. Towfiq Fehmi Rizvi, C.S.P., who took over as Secretary on the 20th January, 1966 (afternoon) has continued to hold this office till the end of the year.
- (ii) *Assistant Secretary, Registrar Examinations and Administrative Officer*—(a) Messrs S. F. Tunia, Muhammad Ashraf Khan and Abdul Hamid continued as Assistant Secretary, Registrar Examinations and Administrative Officer, respectively, during the year.
- (b) Mr. Abdul Hamid, Administrative Officer, who completed 55 years of age on 30th April 1966, was allowed extension up to 31st July 1967.

8. *Subordinate Staff*—The non-gazetted staff of the Commission was as under :—

(a) *Permanent*

Senior Superintendents	...	3	
Superintendents	..	3	
Assistants	..	22	
Private Secretary to the Chairman	...	1	
Stenographers (Senior Scale)	..	4	(Three of these post previously existed in the Junior Scale, but were upgraded to Senior Scale in December, 1966).
Steno-typist	..	1	
Senior Clerks	..	11	
Junior Clerks	..	26	

(b) *Temporary*

Superintendent	..	1	
Assistants	..	3	
Stenographers (Senior Scale)	..	2	(These posts previously existed in Junior Scale but were upgraded to Senior Scale in December, 1966).
Junior Clerks	..	2	
Staff Car Driver	..	1	

In addition, the following temporary posts were created by the Chairman of the Commission in December, 1966, for a period of three months for the preparation of the Annual Report on the working of the Commission and to cope with the general increase in the volume of work in the Commission's office :—

Assistants	..	2
Senior Clerks	..	1
Junior Clerks	..	2

The expenditure involved on this account would be met out of the savings from the "Pay of Officers" for the year 1966-67 and necessary re-appropriation has been sanctioned by the Finance Department.

9. The Commission wish to stress the point that their working has been handicapped, particularly since integration, due to the following main factors :—

- (1) The work-load of the Commission has continued to increase and numerous complications in work have cropped up due to peculiar circumstances arising out of integration of different Units.
- (2) The office of the Commission has continued to be inadequately staffed, compared with the work-load.
- (3) The pay scales of the members of the staff and their status have not been commensurate with the nature and importance of duties entrusted to them.

The Commission have been making frequent representations to Government to provide them with adequate staff ever since integration. Even the full strength of the staff which was working in the integrating units was not sanctioned for the integrated West Pakistan Public Service Commission in 1955. After having tried their best to cope with the increased volume of work, the Commission requested for additional staff in November, 1957 but the increase which was sanctioned was less than even 50 per cent of their minimum requirements. Representations continued to be made but the petty increase in staff, sanctioned in a piecemeal manner, were not in keeping with the requirements of the Commission. The Provincial Re-organisation Committee recognised in 1960-61 the special type of work handled by the Commission and the large bulk of clerical work involved in processing the recruitment and examination side of the Commission's business. That Committee recommended re-organisation of the office of the Commission, but the various proposals made in this direction during the past 5 to 6 years have failed to elicit the desired response. This question was again taken up in 1964. The Government appointed a Committee consisting of Deputy Secretary (O. & M.), Deputy Secretary (Establishment) and Deputy Secretary (General) who examined the work-load of the Commission on the spot. The Committee suggested creation of the following posts in the office of the Commission :—

(1) Secretary	.. 1
(2) Deputy Secretary	.. 1
(3) Section Officers	.. 13
(4) Senior Superintendents	.. 2
(5) Assistants	.. 41
(6) Stenotypists	.. 14
(7) Junior Clerks	.. 36

This meant an increase of 30 to 50 per cent in the existing strength of the staff at different levels but the recommendations

of the committee were not implemented by Government. The Commission feel that Government might have shown greater consideration to their persistent requests to provide them with the minimum essential assistance to enable them to discharge their multifarious responsibilities in a satisfactory manner. While the office staff in the Secretariat has almost been doubled since the introduction of the Section Officer's Scheme in the course of about 6 years, the Commission have not been provided even with the minimum increased requirements. The merger of Karachi Administration, transfer of extra subjects to the Provincial Government like Railways, and the expansion of several provincial departments like Education, have thrown considerable extra burden on the Commission but, in spite of this the Government have somehow shown reluctance in allowing any substantial increase in the staff of the Commission. The inadequacy of the staff has greatly hampered the working of the Commission, and they would earnestly urge a reconsideration of their case for extra staff.

10. The office of the Commission continued as a non-Secretariat Department. During the past several years, the Commission have approached Government on many occasions for raising the status of their office to the Secretariat level but without success. The staff of the Commission have to scrutinize and examine proposals and intricate service questions coming from the Secretariat Departments as well as from the Attached Departments of Government and it is but reasonable that their office staff should have at least the same status and scales of pay as the Secretariat staff. This would not only enable the Commission to attract personnel of the required standard and to keep them contented, but would also secure interchangeability of their staff with the Secretariat. The Commission have been urging on the Government the desirability of interchangeability of their staff with the Secretariat for the last three years but without any results. The question of interchangeability of the staff of the Commission with that of the Secretariat and the Attached Departments was considered by Government in October, 1966, and it was decided that inter-transferability of the Commission's staff with that of the Secretariat was not possible without changing the pay scales of the Commission's staff and bringing it at par with the Secretariat staff and that, if that was done, various other Attached Departments would ask for similar upgrading of their pay scales. Government, therefore, suggested that it should be possible to arrange some inter-transferability among certain offices of the same status.

11. *Accommodation*—The Commission's office continued to function in the old building at No. 2, Davis Road, Lahore. This building, originally requisitioned for the office of the former Punjab and N.-W. F. P. Joint Public Service Commission, was as previously

reported from time to time, inadequate for the growing needs of the West Pakistan Public Service Commission on account of additions to the number of Members of the Commission and expansion of their functions and staff. The Government were consequently, approached for the construction of an additional block. Necessary funds have not so far been sanctioned.

12. (a) The receipts of the Commission continue to be credited under the Head "XXXVI—Miscellaneous Departments—Examination Fees—Public Service Commission". The total receipts during the year under report were Rs. 1,08,497·00.

(b) The total expenditure during the year under report was Rs. 6,92,203·00. The break-up of the actual expenditure is as follows :—

(i) "25—General Administration—C—(14)—Secretariat, and Headquarters Establishment—Public Service Commission".

	Rs.
(1) Pay of Officers ..	1,87,989·00
(2) Pay of Establishment ..	2,45,518·00
(3) Travelling Allowance ..	41,340·00
(4) Other Allowances and Honoraria ..	56,996·00
(5) Contingencies ..	1,56,600·00
Total ..	6,88,443·00
(ii) Stationery and Printing—B—Purchase of Stationery Stores.	3,695·00
(iii) 57—Miscellaneous—A—Cost of Books and Periodicals.	65·00
Grand Total ..	6,92,203·00

13. *Volume of work*—The following comparative table indicates the nature and volume of work done by the Commission during the year under report and the last year :—

	1966	1965
(1) Number of applications received ..	8,049	8,594
(2) Number of candidates interviewed	3,011	1,809
(3) Stop-gap appointments dealt with, pending advertisement.	1,192	933
(4) Number of persons considered for recruitment without advertisement,	161	17

(5) Number of officers considered for promotion/transfer/confirmation, etc.	1,471	478
(6) Number of disciplinary cases ..	39	33
(7) Number of examination held ..	9	8
(8) Number of candidates examined ..	906	450
(9) Service/Recruitment Rules cases (including amendments).	437	241
(10) Cases of retirement on completion of 25 year's service.	2	..
(11) Cases of miscellaneous nature ..	101	115
(12) Number of receipts ..	51,454	50,826
(13) Number of issues ..	43,265	36,829

This shows an overall increase of 9.7 per cent in the work of the Commission during 1966, compared with 1965.

CHAPTER II

INITIAL RECRUITMENT

The previous system of selection based on assessment of candidates during interviews which was reverted to during emergency in 1965 was followed during the year under report. Appendix I gives a list of requisition for filling vacancies by initial recruitment which were disposed of by the Commission during the year. The Commission interviewed 2,955 candidates and considered 68 candidates on paper qualifications and recommended 1,084 candidates for appointment for 1,784 advertised posts in 291 cases of direct recruitment. Further details are given in the Appendix against each item.

2. Dearth of suitable candidates for technical and specialised posts continued to be felt during the year. The Commission could not make any recommendations in 84 cases involving 167 posts. The details of these cases are given in Appendix II. In addition, for several other posts, the Commission could not recommend the required number of candidates details of which would be found in Appendix I.

It would be observed that the Commission were unable to have adequate response from suitably qualified candidates in the following main fields :—

- (a) specialised and reserach side of the Agricuutre, Forests and Animal Husbandry Departments;
- (b) Senior teaching and technical posts of the Education and Technical Education Departmen; and
- (c) Senior teaching and specialist posts of the Health Department.

It may be mentioned, in this connection, that the Commission had approached Government last year to authorise the

Commission to depute one of their Members to the United Kingdom and other foreign countries for undertaking selection of suitable candidates for technical and other specialised posts, but the Government did not agree.

3. The Commission also received 4 proposals involving 161 officers for absorption, which included 75 surplus officers who were considered without advertising the posts. The Commission recommended 161 candidates for appointment whereas in 4 cases consideration was deferred. In the remaining cases they did not agree. Details of these cases are given in Appendix III.

4. Cases of *ad hoc* appointments of 1,192 officers or continuance of such appointments were referred to the Commission during the year under report. In order to assist the Administrative Departments in their day-to-day work the Commission accepted majority of these proposals. Details of these cases are given in Appendix IV. Largest Number of references regarding *ad hoc* appointments were received from the Buildings and Roads and Industries Departments.

In order to curb the tendency of making *ad hoc* appointments without justification and to restrict such appointments to genuine cases only, Government in the Services and General Administration Department Circular letter No. S. O. IV (S&GAD) 16-14/64, dated the 20th October 1966, laid down a specific procedure for making *ad hoc* appointments. Under this procedure, the Administration Departments are to prepare brief summaries of all pending cases where they feel *ad hoc* appointments should be made. Copies of these summaries are to be forwarded to the Services and General Administration Department and the Chairman of the Commission, who would fix a meeting for discussion of the summaries, with the Secretary of the Administration Department and the representative of the Services and General Administration Department. The object of these meetings is to remove bottlenecks, which are likely to delay the Commission's advice and also to assess how far *ad hoc* appointments were justified. If a case for *ad hoc* appointment is made out in the meeting, the Administrative Department would send a proposal to that effect to the Services and General Administration Department who would send a proposal to that effect to the Services and General Administration Department who would then consider the question of making *ad hoc* appointment for a short period, not exceeding 6 months. This period would be utilised to get the advice of the Commission for making regular appointments. Generally, this period would not be extended.

It was further emphasized, that this procedure would continue for a transitional period of a six months only and that all the Administrative Department, should, in the meantime, plan their appointments in such a way that the occasion for making

ad hoc appointments does not arise, at any stage, after the transitional period is over.

In pursuance of the above directions, the Chairman of the Commission held several meetings with the representatives of the Administrative Departments and the Services and General Administration Department in the short period after the issue of these instructions during the year under report. It is expected that this procedure would go a long way in curbing the practice of making *ad hoc* appointments without justification and also in selecting the best available person.

This procedure requires the administrative departments to send their requisitions to the Commission before they can make a request to convene the meeting for *ad hoc* appointments. Advantage is taken of this meeting between the Chairman of the Commission, the Secretary of the Administrative Department and the representative of the Services and General Administration Department out to iron out any difficulty or legal flaw in the requisition for purposes of its advertisement.

It has been observed by the Commission that new posts are sanctioned at the beginning of the budget period but the departments do not take prompt action to send requisition for advertising the posts. If the departments take prompt action there would not be many occasions for putting in a request for *ad hoc* appointments.

CHAPTER III

PROMOTION CONFIRMATION TRANSFER CASES

The Commission considered 1,471 officers for promotion, confirmation, transfer, etc., against 1,403 posts in 245 proposals, which were finalised during the year under report.

The Commission regret to observe again that in quite a number of cases the Administrative Departments concerned failed to fully appreciate and respond to the earnest efforts made by the Commission in finalising such cases as expeditiously as possible. In some cases, relevant information and or documents, were not supplied despite reminders, with the result that the Commission had to close those cases at their end. In some cases, the documents, etc., were supplied after protracted correspondence. It was also noted that the concerned departments did not follow the provisions of the Service Recruitment rules while submitting their proposals, which resulted in delay and inconvenience to the concerned officers. The Commission wish to emphasise once again that if the departments observed all the requirements of the relevant Service/Recruitment rules and forward all the relevant documents and information at the outset, it would facilitate the work of the Commission who would respond very quickly and convey their advice without any delay.

In the case of promotions to Class I services and posts, generally, the criterion to be followed is that the vacancies are to be allocated to different regions in proportion to the strength of regional sub-cadres and in accordance with the "Cycle" system. Though instructions for laying down these 'Cycles' were issued last year, it is regrettable that most of the departments have not so far laid down the required cycles for various Class I Services and posts under their control. The result has been a delay in the disposal of these cases and ultimately the Commission have given their advice subject to the observance of the cycle system. It is hoped that all the Administrative Departments would decide the 'Cycles' for promotion to Class I Services and posts without any further delay so that proposals for promotion could be promptly disposed of.

In addition to the proposals finalised during the year, as detailed in Appendix V, several such proposals were under examination at the end of the year. These were either received very late in the year or could not be finalised due to the reasons given above. These cases have not been included in Appendix V but have been carried over to the next year.

CHAPTER IV

DISCIPLINARY CASES

In all, 39 cases, under this head, of various descriptions, including stoppage of increments, reduction in ordinary pension or withholding of Special Additional Pensions for certain periods, were considered and finalised by the Commission during the year. In most of the cases they tendered advice, which was accepted or in certain cases, intimation in regard to the final decision taken by Government was awaited. Particulars of these 39 cases are given in Appendix VI.

In addition, some cases of this category were pending consideration at the end of the year as they were either received late in the year or could not be proceeded with for want of relevant documents information called for from the departments. These cases have been carried over to the next year.

CHAPTER V

CASES OF RETIREMENT UNDER ARTICLE 178(4) (a) OF THE CONSTITUTION

Under this head, only 2 cases were received by the Commission almost at the end of the year under report. The Commission could convey their advice only in one case and the other one was still under consideration at the close of the year. Details of both these cases are given in Appendix VII.

CHAPTER VI

RECRUITMENT AND CONDITIONS OF SERVICE RULES
CASES

During the year, the Commission tendered their advice in 19 cases of main rules and in 418 cases of amendments to the rules already notified. Some cases of main rules and a few cases of amendments to the rules were under consideration at the end of the year.

CHAPTER VII

MISCELLANEOUS

General cases—Eight cases of miscellaneous nature were received in which the Commission tendered their advice. Some such cases were also pending consideration at the end of the year under report.

Refund of Fees—Seventy-five cases of refund of Examination Fees were considered by the Commission during the year. Out of them, in 33 cases they agreed to the refund of fees, in one case fee was held over to the credit of the candidate for the next examination and in 41 cases refund was not allowed.

Mal-practices by candidates—Eight candidates who appeared for the W.P.C.S. (E.B.) Competitive Examination held in 1966 were disqualified for that examination for violating instructions of the Commission, one other candidate was disqualified for using unfair means in the examination hall.

Similarly, one candidate who appeared for the Revenue Qualifying Examination held in April, 1966, violated the 'Directions to candidates' and the Commission recommended to Government that he should be disqualified. Government decision was awaited till the end of the year under report.

Determination of seniority—In all, 8 cases of determination of seniority of officers were decided by the Commission during the year under report and they tendered their advice. A few cases of this nature were pending consideration at the end of the year because they were either received late in the year or relevant document, etc. were not received from the departments.

CHAPTER VIII

**REVIEW OF EXAMINATIONS CONDUCTED BY THE COMMISSION
DURING THE YEAR 1966**

The Commission conducted the following examinations during the year :—

**(a) DEPARTMENTAL EXAMINATION FOR THE FORMER SIND
REGION**

<i>Serial No.</i>	<i>Name of the examination</i>	<i>Session</i>
1	Assistant Collectors' Part I Examination	February, 1966.
2	Assistant Collectors' Part II Examination.	February, 1966.
3	Revenue Qualifying Examination ..	April, 1966.
4	Assistant Collectors' Part I Examination.	April, 1966.
5	Assistant Collectors' Part II Examination.	April, 1966.
6	Assistant Collectors' Part I Examination.	August, 1966.
7	Assistant Collectors' Part II Examination.	August, 1966.
8	Revenue Qualifying Examination ..	October, 1966.

The number of candidates who applied for, were admitted to, appeared in and passed these examinations may be seen in Appendix VIII.

(b) Competitive Examinations—The Commission conducted the combined competitive examination for recruitment to the W.P.C.S. (E.B.) and Section Officers in the West Pakistan Secretariat in February 1966. The number of candidates who applied for, were admitted to, appeared and qualified may be seen in Appendix IX. The number of vacancies for the W.P.C.S. (E.B.) was increased by Government from 30 to 65 after the examination was held. This was done as a measure of expediency to fill the gaps caused by retirements due to the Constitution (Sixth Amendment) Act, 1966. Government also decided, in consultation with the Commission, to recruit 7 probationers for the Transportation (Traffic) and the Commercial Departments of the Pakistan Western Railway on the basis of the results of this examination.

This examination was advertised during the preceding year but was actually held in the year under report.

In the last year's report, it was mentioned that the Commission had also conducted a competitive examination for the

selection of stipendiaries for training in 1965—67 course for appointment to the W. P. F. S. Class I during that year and though the candidates who qualified in the written portion of the examination were also given *viva voce* test, yet final results could not be declared as certain legal aspects were referred to Government which were under examination by them in consultation with the Law Department. The advice of the Law Department was given during the current year and on the basis of that advice Government in the Agriculture Department, scrapped the examination.

The Commission also advertised the following examinations during the year :—

- (i) Examination for selection of stipendiaries for training in the 1967—69 course and appointment to W.P.F.S., Class I; and
- (ii) Combined competitive examination for W.P.C.S. (E.B.) and Section Officers in the West Pakistan Secretariat and Class I posts in the Transportation (Traffic) and Commercial Department of P. W. R.

The examination at (i) above is scheduled to be held from 24th January 1967, whereas that at (ii) would be held thereafter.

In the case of the W. P. C. S. (J.B.), the Government have decided to recruit 35 candidates by means of an *ad hoc* selection, otherwise than through competitive examination in order to quickly fill the vacancies which have suddenly occurred during the year. The Service Rules have been amended to cover these specific appointments.

GENERAL REMARKS

(a) *Competitive Examinations*—The standard of examinees continued to be generally poor. Their answers were lacking in factual details. The language was faulty and the style was immature. Most of the candidates indicated a lack of command over sequence, structure and showed want of sufficient understanding as to the methods of composition. Candidates appeared not to have read standard books and their power of description and reasoning was limited. Mistakes of language, idioms and spelling were common. Unsystematic writing and irrelevance were the main drawbacks of the answers of candidates. The standard of general knowledge was low and one would wonder how some of the candidates could ever have thought of sitting for the competitive examination. Most of them just reproduced crammed information.

(b) *Departmental Examinations*—The answers disclosed that there was insufficient intelligent application of mind. The candidates did not seem to have grasped the subject matter but simply reproduced portions of text-books without carrying to know about the relevance of the points. Generally, no reasons were

advanced for the answers given. The standard of competence was just average or below average.

CHAPTER IX

As required under Article 189 (2) of the Constitution of the Islamic Republic of Pakistan the accompanying memorandum sets out, so far as is known to the Commission :—

(a) the cases, if any in which their advice was not accepted and the reasons why the advice was not accepted; and

(b) the cases where the Commission ought to have been consulted but were not consulted and the reasons why they were not consulted.

Under category (a) are included to cases whereas under category (b) above, there are 23 cases. Details of all these cases are given in Appendices 'A' and 'B' of the Memorandum.

APPENDIX
CASES OF RECRUITMENT BY SELECTION
 (REFERRED TO IN CHAPTER II.)

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8

(a) AGRICULTURE DEPARTMENT

	Plant Physiologist in Pakistan, Forest Institute, Peshawar.	Class I ..	1	10	1	Not found suitable.	
2	Extension Specialist in Pakistan Forest Institute, Peshawar.	Ditto ..	1	No application received.			
3	Wood Chemist in Pakistan Forest Institute, Peshawar.	Ditto ..	1	No application received.			
4	Plant Pathologist in Pakistan Forest Institute, Peshawar.	Ditto ..	1	6	1	Not found suitable.	
5	Economic Entomologist in the Pakistan Forest Institute, Peshawar.	Ditto ..	1	4	2	Ditto	
6	Assistant Forest Economist in Pakistan Forest Institute, Peshawar.	Ditto	1	6	3	1	Accepted.
7	Soil Chemist in Pakistan Forest Institute, Peshawar.	Ditto ..	1	7	1 (on paper qualifications).	None found suitable.	

8	Pharmacologist in Pakistan Forest Institute, Peshawar.	Class I ..	1	3	2	Ditto	
9	Agricultural Chemist, Quetta ..	Ditto ..	1	3	3	1	Accepted.
10	Fruit Specialist, Lyallpur ..	it o ..	1	6	Requisition withdrawn by the Department.		
11	Officer Incharge, Live-stock Experimental Station.	itto ..	1	12	None held eligible.		
12	Animal Nutrition Research Officer.	Ditto ..	1	4	Ditto		
13	Officer on Special Duty in W.P.A.H.S.I.	Ditto ..	1	14	Ditto		
14	Food Technologist, Peshawar ..	Ditto ..	1	Requisition withdrawn by the Department.			
15	Assistant Nutrition Chemist (Temporary).	Class II ..	1	5	1	The only candidate considered on paper qualifications was not found suitable.	
16	Assistant Disease Investigation Officer.	Ditto ..		11	5	1	Accepted.
17	Assistant Disease Control Officer	Ditto ..	1	18	13	1	Accepted.
18	Assistant Research Officer (Parasitology), Peshawar.	Ditto ..	1	9	1	The only candidate interviewed was not found suitable.	
19	Estate Manager, Peshawar ..	Ditto ..	1	3	3	None found suitable.	
20	Sheep Development Officer ..	Ditto ..	1	12	7	Ditto.	
21	Sheep Development Officer ..	Ditto ..	1	13	10	Ditto.	
22	Assistant Research Officer, T. B. Peshawar.	Ditto ..	1	2	Both held ineligible.	..	
23	Livestock Disease Control Officer, Bannu.	Ditto ..	1	19	6	1	Acceptance awaited.
24	Assistant Director, Animal Husbandry, Bannu.	Ditto ..	1	24	9	1	Ditto.

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commis- sion's recommenda- tions were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8

(a) AGRICULTURE DEPARTMENT—contd.

25	Artificial Insemination Officer, Quetta.	Class II ..	1	5	1	1	Accepted.
26	Assistant Disease Control Officer, Karachi.	Ditto ..	1	15	3	None found suitable.	
27	Assistant Agricultural Engineers (Candidates for training).	Ditto ..	46	202	132	On a request from the Deptt. the case was transferred to them for final selection as the selection was not with in the purview of the Com- mission.	
28	Assistant Agricultural Chemist, Rapid Soil Fertility, Tandojam.	Ditto ..	1	5	3	1	Accepted.
29	Assistant Agricultural Chemist, Quetta.	Ditto ..	1	6	2	1	Accepted.
30	Assistant Agricultural Engineer, Sub-shop.	Ditto ..	2	3	1	1	Accepted.

	Assistant Sugar-cane Chemist, Lyallpur.	Class II ..	1	15	Requisition withdrawn by the Department.		
32	Assistant Botanist Cotton, Multan.	Ditto ..	1	6	4	1	
33	Assistant Botanist Cotton, Lyallpur.	Ditto	1	13	7	1	
34	Oxfam Maize Development Officer, Montgomery.	Ditto ..	1	14	7	1	Acceptance awaited.
35	Assistant Publicity Officer ..	Ditto ..	1	Requisition withdrawn by the Department.			
36	Training and Utilization Officer ..	Ditto	1	Requisition withdrawn by the Department.			
37	Assistant Plant Protection Officer,	Ditto ..	1	43	10	1	Accepted.
38	Assistant Horticultural Officer ..	Ditto ..	1	10	6	1	Do.
39	Assistant Director (Technical), Locust Control Organization.	Ditto ..	1	8	3	1	Do.
40	Assistant Agricultural Engineer, Peshawar Region.	Ditto ..	7	7	2	2	Do.
41	Assistant Botanist Maize Seed Production, Tarnab.	Ditto ..	1	Requisition withdrawn by the Department.			
42	Assistant Chemist (Gur), Lyallpur	Ditto ..	1	12	Requisition withdrawn by the Department.		
43	Engineer, Fisheries Department ..	Di to ..	1	No application received.	..	..	
44	Assistant Forest Chemist (A) in Pakistan Forest Institute, Peshawar.	Ditto	1	6	None eligible.	..	
	Assistant Forest Chemist (B) in Pakistan Forest Institute, Peshawar.	Ditto	1	4	Ditto	..	

Serial No.	Name of the post service	Class to which the post or service belongs	NUMBERS OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8

46	Assistant Seasoning Officer in Pakistan Forest Institute, Peshawar.	Class II ..	1	3	None held eligible.	..	..
47	Assistant Wood Working Officer in Pakistan Forest Institute, Peshawar.	Ditto ..	1	2	1	1	Acceptance awaited.

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(b) COMMUNICATIONS AND WORKS DEPARTMENT

48	Ekistician in Housing and Settlement Agency.	Class I ..	5	15	1 + 2 (P. Q.)	3	Acceptance [awaited.
49	Economist (Town Planning Department).	Class I ..	1	7	2	1	Acceptance awaited.
50	Temporary Assistant Engineers (Civil).	Gazetted unclassified.	85	226	Requisition withdrawn by the Department.		
51	Temporary Assistant Engineers (E. & M.)	Ditto	18	5	Requisition withdrawn by the Department.		

(c) EDUCATION DEPARTMENT

52	Senior Professor in Political Science (Collegiate Branch) (Men's Section).	Class I ..	1	4	2	1	Accepted.
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53	Senior Professor in English (Collegiate Branch) (Men's Section).	Class I	2	4	None held eligible.	..	..
54	Professor in Urdu, (Collegiate Branch) (Men's Section).	Ditto ..	3	14	5	3	Accepted.
55	Professor in Urdu (Collegiate Branch) (Men's Section).	Ditto ..	3	9	6	3	Acceptance awaited.
	Professor in Economics (Collegiate Branch) Men's Section.	Ditto ..	7	1	The only candidate was found ineligible.		
57	Professor in Political Science, Collegiate Branch (Men's Section).	Ditto ..	4	1	The only candidate was found ineligible.		
58	Professor in Statistics, Junior Scale Collegiate Branch (Men's Section).	Ditto ..	1	1	1	1	Accepted.
59	Professor in Mathematics (Collegiate Branch) (Women's Section).	Ditto ..	1	10	3	1	Acceptance awaited.
60	Professor in Geography (Collegiate Branch) Men's Section.	Ditto ..	1	4	2	1	Accepted.
61	Professor of Mathematics ..	Ditto ..	1	14	10	1	Accepted.
62	Professor of Mathematics ..	Ditto ..	2	18	14	2	Acceptance awaited.
63	Professor in Economics (Collegiate Branch) (Women's Section).	Ditto ..	1	2	None held eligible.	..	..
64	Professor in Clothing and Textile Collegiate Branch (Women's Section).	Ditto ..	1	3	None held eligible.	.	.
65	Professor in Related Arts ..	Ditto ..	2	2	1	1	Acceptance awaited.
66	Junior Research Fellow, Government College, Lahore.	Special Gazetted	5	11	7	5	Accepted.

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commissioner's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualification	Candidates recommended	
1	2	3	4	5	6	7	8

(c) EDUCATION DEPARTMENT

67	Subject Specialist in Agriculture, (Ex-cadre, Men's Section).	Class II ..	1	8	5	1	Acceptance awaited.
68	Subject Specialist in Science (Ex-cadre, Men's Section).	Ditto ..	1	5	3	None held suitable.	..
69	Lady Subject Specialist in Home Economics (Women's Section).	Ditto ..	1	8	4	1	Acceptance awaited.
70	Deputy Director, Planning and Evaluation Cell, Education Department.	Class I ..	1	Requisition returned.		..	..
71	Lecturer in Arabic (Collegiate Branch) (Men's Section).	Class II ..	4	42	31	4	Acceptance awaited.
72	Lecturer in Arabic (Collegiate Branch) (Men's Section).	Ditto ..	4	61	48	4	Ditto
73	Lecturer in Botany (Collegiate Branch) (Men's Section).	Ditto ..	9	41	26	9	Ditto.
74	Lecturer in Chemistry (Collegiate Branch) (Men's Section).	Ditto ..	25	75	45	25	Ditto.
75	Lecturer in English (Collegiate Branch) (Men's Section).	Ditto ..	28	79	21	15	Ditto.

76	Lecturer in English (Collegiate Branch, Men's Section).	Ditto	62	132	100	50	Ditto.
77	Lecturer in Economics (Collegiate Branch, Men's Section).	Ditto	20	65	44	19	Ditto.
78	Lecturer in Gen. History (Collegiate Branch, Men's Section).	Ditto	14	103	74	14	Ditto.
79	Lecturer in Geography (Collegiate Branch, Men's Section).	Ditto.	16	40	36	15	Ditto.
80	Lecturer in Islamiat, Muslim History. (Men's Section)	Ditto	3	33	3	3	Ditto.
81	Lecturer in Islamic Culture (Collegiate Branch, Men's Section).	Ditto	2	17	10	3	Ditto.
82	Lecturer in Maths. (Collegiate Branch, Men's Section).	Ditto	20	73	62	19	Ditto.
83	Lecturer in Physics (Collegiate Branch, Men's Section).	Ditto	35	35	64	35	Ditto.
84	Lecturer in Philosophy (Collegiate Branch, Men's Section).	Ditto	5	11	11	5	Ditto.
85	Lecturer in Philosophy (Collegiate Branch, Men's Section).	Ditto	3	20	16	7	Ditto.
86	Lecturer in Psychology (Collegiate Branch, Men's Section).	Ditto	3	13	13	3	Ditto.
87	Lecturer in Psychology (Collegiate Branch, Men's section).	Ditto	7	32	24	7	Ditto.
88	Lecturer in Pol. Science (Collegiate Branch, Men's section).	Ditto	11	76	55	11	Ditto.
89	Lecturer in Persian (Collegiate Branch, Men's Section).	Ditto	7	94	64	7	Ditto.

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commissioner's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualification	Candidates recommended	
1	2	3	4	5	6	7	8
(c) EDUCATION DEPARTMENT							
90	Lecturer in Statistics (Collegiate Branch, Men's Section).	Class II	5	18	14	5	Acceptance awaited.
91	Lecturer in Statistics (Collegiate Branch, Men's Section).	Ditto	5	31	23	5	Ditto.
92	Lecturer in Sindhi (Collegiate Branch, Men's Section).	Ditto	2	23	10	2	Ditto.
93	Lecturer in Sindhi (Collegiate Branch, Men's Section).	Ditto	3	41	18	3	Ditto.
94	Lecturer in Urdu (Collegiate Branch, Men's Section).	Ditto	14	103	130	13	Ditto.
95	Lecturer in Pushto (Collegiate Branch, Men's Section).	Ditto	7	40	35	6	Ditto.
96	Lecturer in Arabic-cum-Islamiat (Collegiate Branch, Men's Section).	Ditto	2	14	11	2	Ditto.
97	Lecturer in Economics and Banking (Collegiate Branch, Men's Section).	Ditto	1	3	3	1	Ditto.
98	Lecturer in Commercial Management, Collegiate Branch, Men's Section).	Ditto	1	No application received.	..	..	..
99	Lecturer in Zoology (Collegiate Branch, Men's Section).	Ditto	4	42	36	4	Acceptance awaited.

100	Lecturer in Arabic (Collegiate Branch, Women's Section).	Ditto	3	16	14	3	Ditto.
101	Lecturer in Arabic-cum-Islamiyat (Collegiate Branch, Women's Section).	Ditto	1	4	3	1	Ditto.
102	Lecturer in Biology (Collegiate Branch, Women's Section).	Ditto	4	20	18	4	Ditto.
103	Lecturer in Biology (Collegiate Branch, Women's Section).	Ditto	5	20	17	5	Ditto.
104	Lecturer in Botany (Collegiate Branch, Women's Section).	Ditto	6	33	31	6	Ditto.
105	Lecturer in Civics (Collegiate Branch, Women's Section).	Ditto	2	11	9	2	Ditto.
106	Lecturer in Chemistry (Collegiate Branch, Women's Section).	Ditto	13	40	39	13	Ditto.
107	Lecturer in English (Collegiate Branch, Women's Section).	Ditto	16	66	29	18	Ditto.
108	Lecturer in English (Collegiate Branch, Women's Section).	Ditto	19	62	42	19	Ditto.
109	Lecturer in Gen. History (Collegiate Branch, Women's Section).	Ditto	6	24	15	6	Ditto.
110	Lecturer in Gen. History (Collegiate Branch, Women's Section).	Ditto	6	23	14	5	Ditto.
111	Lecturer in Geography (Collegiate Branch, Women's section).	Ditto	7	40	42	7	Ditto.
112	Lecturer in History-cum-Civics (Collegiate Branch, Women's Section).	Ditto	1	2	The only candidate summoned for interview did not appear.		--

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commissioner's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considere on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
113	Lecturer in Economics (Collegiate Branch, Women's Section).	Class II	6	20	25	6	Acceptance awaited.
114	Lecturer in Home Economics (Collegiate Branch, Women's Section).	Ditto	10	13	7	5	Ditto.
115	Lecturer in Home Economics (Collegiate Branch, Women's Section).	Ditto	3	3	5	3	Ditto.]
116	Lecturer in Islamiat (Collegiate Branch, Women's Section)	Ditto	6	24	17	6	Ditto.
117	Lecturer in Islamiat (Collegiate Branch, Women's Section).	Ditto	7	29	21	7	Ditto.
118	Lecturer in Mathematics (Collegiate Branch, Women's Section).	Ditto	4	23	19	4	Ditto.
119	Lecturer in Political Science (Collegiate Branch, Women's Section).	Ditto	6	30	20	6	Ditto.
120	Lecturer in Political Science (Collegiate Branch, Women's Section).	Ditto	4	33	23	4	Ditto.]
121	Lecturer in Pushto (Collegiate Branch, Women's Section).	Ditto	1	1	1	12	Ditto.]

	Lecturer in Persian (Collegiate Branch, Women's Section).	Ditto	4	37	26	4	Ditto.
122	Lecturer in Philosophy (Collegiate Branch, Women's Section).	Ditto	6	24	13	6	Ditto.
124	Lecturer in Psychology (Collegiate Branch, Women's Section).	Ditto	5	21	13	5	Ditto.
125	Lecturer in Physics (Collegiate Branch, Women's Section).	Ditto	15	22	20	11	Ditto.
126	Lecturer in Urdu (Collegiate Branch, Women's Section).	Ditto	15	109	92	15	Ditto.
127	Lecturer in Urdu (Collegiate Branch, Women's Section).	Ditto	15	93	62	15	Ditto.
128	Lecturer in Zoology (Collegiate Branch, Women's Section).	Ditto	6	26	22	6	Ditto.
129	Lecturer in Zoology (Collegiate Branch, Women's Section).	Ditto	4	24	21	4	Ditto.
130	Principal, Government College of Physical Education.	Class I ..	1	6	5	1	Ditto.
131	Assistant Director, Physical Education and Sports.	Gazetted ..	1	3	1	1	Ditto.
132	W. P. E. S. (I) (Administrative Branch, Women's Section).	Class I ..	1	13	None held eligible.	..	..

Serial No.	Name of the post or service Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendation's were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
133	Professor of Physics, W. P. E. S. I, (Collegiate Branch, Men's Section).	Class I	3	32	18	3	Acceptance awaited.
134	Professor in Chemistry, W.P.E.S. I, (Collegiate Branch, Men's Section).	Ditto	3	6	3	2	Ditto.
135	Professor in Mathematics, W. P. E. S. I, (Collegiate Branch, Men's Section).	Ditto	3	23	17	3	Ditto.
(d) TECHNICAL EDUCATION							
136	Inspector of Schools, Deaf, Dumb and Blind Institution.	W. P. E. S. I	1	1	1	..	The only candidate was found not suitable.
137	Project Director, Aided Technical Project.	Gazetted ..	1	5	1	..	Not found suitable.
138	Deputy Director, Technical Education, Lahore and Karachi Regions.	Do. ..	2	17	4	2	Accepted.
139	Principal, Government Commercial Training Institute.	Do. ..	14	7	None held eligible.	..	..
140	Principal, Government Poly-technic Institute.	Do. ..	6	21	2	Both held unsuitable.	..

141	Head of Department in Electrical	Do. ..	8	7	3	2	Accepted.
142	Head of Department in Mechanical.	Do. ..	9	20	7	7+1 (P. Q.)	Do.
143	Head of Department in Automobile and Diesel.	Do. ..	1	11	4	1 (P. Q.)	None held suitable.
144	Head of Department in Automobile and Diesel.	Do. ..	1	No application was received.	..	..	..
145	Head of Department, in Air-conditioning.	Do. ..	1	5	1	Not found suitable.	..
146	Head of Department, in Chemical Technology.	Do. ..	1	3	2	1	Accepted.
147	Head of the Department (Civil)	Do. ..	1	1	Not held suitable.	..	..
148	Teacher Trainer ..	Do. ..	1	4	1	The only candidate interviewed was not found suitable.	..
149	Chief Instructor in Automobile ..	Do. ..	1	2	None held eligible.	..	..
150	Chief Instructor in Radio and Electronics.	Do. ..	1	2	Ditto.	..	..
151	Chief Instructor in Radio and Electronics.	Do. ..	1	1	Held ineligible.	..	..
152	Chief Instructor in Related Studies	Do. ..	1	20	9x1 P. Q.	1	Accepted.
153	Chief Instructor in Power ..	Do. ..	1	6	3	1	Do.
154	Senior Instructor in Mechanical..	Do. ..	13	5	2	1	Do.
155	Senior Instructor in Spinning ..	Do. ..	1	1	None held eligible.	..	..

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
156	Senior Instructor in Weaving ..	Gazetted ..	1	2	1	1	Accepted.
157	Senior Instructor in English and Management.	Do. ..	3	13	2	1	Do.
158	Senior Instructor in Mathematics	Do. ..	2	13	2	1	Do.
159	Senior Instructor in Industrial Arts.	Do. ..	4	8	None held eligible.	..	..
160	Senior Instructor in Civil Technology.	Do. ..	2	4	3	3	Do.
161	Senior Instructor in Science ..	Do. ..	1	4	None held eligible.	..	..
162	Senior Instructor in Electrical ..	Do. ..	7	2	Ditto ..	..	..
163	Senior Instructor in Electrical ..	Do. ..	9	2	The only candidate Summoned for interview did not attend.	..	..
164	Senior Instructor in Drafting and Designing.	Do. ..	2	1	Not held eligible.	..	..
165	Senior Instructor in Foundry Pattern making.	Do. ..	1	No application was received.	..	..	..

166	Senior Instructor in Metallurgy and Welding.	Gazetted	1	1	Not held eligible.	..	..
167	Senior Instructor in Air-conditioning and Refrigeration.	Do. ..	2	No application received.	..	..	..
168	Senior Instructor in Science ..	Do. ..	1	1	Not held eligible	..	..
169	Senior Instructor in Science (Physics).	Do. ..	1	4	4	1	Acceptance awaited.
170	Senior Instructor in Automobile	Do. ..	5	6	3	1	Ditto.
171	Senior Instructor in Drafting and Designing.	Do. ..	2	1	Not held eligible	2	..
172	Senior Instructor in Civil ..	Do. ..	1	3	All held ineligible.	..	..
173	Senior Instructor in Foundry ..	Do. ..	1	1	..	..	..
174	Senior Instructor in Metallurgy and Welding.	Do. ..	1	No application received.	4	..	..
175	Senior Instructor in Science ..	Do. ..	2	15	..	..	Acceptance awaited.
176	Senior Instructor in Air-conditioning and Refrigeration.	Do. ..	2	2	None held eligible.	2	..
177	Senior Instructor in Chemical Technology.	Do. ..	1	2	1	..	..
178	Instructor in Education ..	Do. ..	1	2	1	Not found suitable.	Acceptance awaited.
179	Instructor in Mathematics ..	Do. ..	1	9	6	1	Ditto.
180	Instructor in Metal Works ..	Do. ..	1	5	Not held eligible	1	..

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Application received	candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
181	Instructor in Civil Technology ..	Gazetted ..	5	10	8	4	Acceptance awaited.
182	Lady Instructor in English ...	Do. ...	1	3	2	1	Ditto.
183	Instructor in Radio Electronics..	Do. ...	1	13	4	1	Ditto.
184	Instructor in Chemical Technology	Do. ...	3	3	2	1	Ditto.
185	Instructor in English and Management.	Do. ...	1	No application was received.	..	..	..
186	Instructor in Wood Work ..	Do. ...	1		6	..	None held eligible.
187	Instructor in Textile Engg. ..	Do. ..	1	3	1	Not found suitable.	..
188	Instructor in Welding ..	Do. ..	2	1	1	Ditto.	..
189	Instructor in Electrical ..	Do. ..	1	2	1	1	Not found suitable.
190	Instructor in Automobile and Diesel.	Do. ..	9	14	1	None held eligible.	..

191	Instructor in Power Technology	Gazetted	1	3	1	1	Acceptance awaited.
192	Instructor in Air-Conditioning and Refrigeration.	Do. ..	2	7	1	1	Ditto.
193	Instructor in Electrical ..	Do. ..	27	22	6	4	Ditto.
194	Instructor in Civil Technology ..	Do. ..	9	6	2	None found eligible.	..
195	Instructor in Drafting and Designing.	Do. ..	9	8	1	1	Acceptance awaited.
196	Instructor in General Metal Works	Do. ..	7	16	1	Not found eligible.	..
197	Instructor in Weaving ..	Do. ..	1	4	None held eligible.	..	..
198	Instructor in Spinning ..	Do. ..	1	3	1	1	Acceptance awaited.
199	Instructor in Related Studies Chemistry.	Do. ..	4	7	8	3	Ditto.
200	Instructor in Industrial Arts ..	Do. ..	3	13	9	3	Ditto.
201	Instructor in Arts and Crafts ..	Do. ..	1	4	None held eligible.	..	..
202	Instructor in Science ..	Do. ..	1	2	1	1	Acceptance awaited.
203	Instructor in English and Management in English.	Do. ..	2	2	1	1	Ditto.
(c) HEALTH DEPARTMENT							
204	Anaesthetists ..	Class I ..	3	21	2+1 (on paper qualifications).	2	Accepted.

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Coimmission's recommendations were accepted
			Vacancies	Applications	Candidates interviewed or paper qualifications	Candidates	
1	2	3	4	5	6	7	8
205	Anaesthetists ..	Class I ..	1	Department decided to fill the post by promotion and withdraw the requisition.	..	..	..
206	Radio Therapists ..	Ditto ..	2	Requisition withdrawn by the department.	..	..	..
207	Professor of Paediatrics ..	Special Gazetted.	1	4	2	1	Accepted.
208	Profesor of Pharmacology ..	Ditto	1	3	2 + 1 (on paper qualifications).	..	Do.
209	Professor of Medicine ..	Ditto		7	3	1	Do.
210	Ditto ..	Ditto	1	..	7	1	Do.
211	Professor of Maternal and Child Welfare.	Ditto	1	2	None held eligible.	..	
212	Professor of Dermatolgy ..	Ditto	1	1	1	1	Acceptance awaited..
213	Professor of Anatomy ..	Ditto	1	5	4 + 1 (on paper qualifications).	..	

214	Assistant Professor of Anatomy	Special Gazetted	10	16	9+1 (on paper quali- fications).	10	Accepted.	
215	Associate Surgeon (Urology)/ Assistant Professor of Urology.	Ditto	1 Requisition with- drawn by the department.		..	..	..	
216	Associate Surgeon, Plastic Surgery	Ditto	1	5	1	1	Accepted.	
217	Assistant Professor of Medicine	Ditto	3	29	18+4 (on paper quali- fications).	3	Ditto.	
218	Assistant Professor of Microbiology	Ditto	3	9	4+2 (on paper quali- fications).	3	Acceptance awaited.	
219	Assistant Professor of Cardiology	Ditto	3	15	9+1 (on paper quali- fications).	5 (a panel of five candidates in order of merit conveyed).	Three candidates ap- pointed by Government.	10.
220	Assistant Professor of Histology	Ditto	4	9	5	4	Accepted.	
221	Associate Physical/Assistant Pro- fessor in Venerology.	Ditto	1	2	1	(Not found suit- able).		
222	Assistant Professor of Surgery ..	Ditto	4	19	14	4	Accepted.	
223	Medical Officer (Women) ..	Class II ..	70	145	83+2 (on paper quali- fications).	70	Acceptance awaited.	
224	Medical Officer (Men) ..	Ditto	438	509	271+42 (on paper quali- fications).	257	Ditto.	
225	Chemist, Medical Store ..	Ditto	1	2	Both held ineli- gible.	..	..	

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted.
			Vacancies	Applications received	candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8

APPENDIX I—CONTD.

226	Assistant Matron	Special Gazetted.	1	2	1	Not found suitable.	
227	Assistanc Matron	Ditto	1	2	1	1	Candidate did not join post re-advertised.
228	Principal, Public Health Nursing School, Lahore.	Ditto	1	2	Both held ineligible.		
229	District Midwifery Supervisors	Ditto	4	19	8+2 (on paper qualifications).	4+2	Accepted.
230	Superintendent, Public Health School.	Ditto	1	3	1	1	Do.
231	Public Health Nursing Supervisors	Ditto	2	14	7+2 (on paper qualifications).	2	Do.
232	Assistant Nursing Superintendent	Ditto	2	6	4	None found suitable.	
233	Principal, Public Health Nursing School, Lahore.	Ditto	1	The post was proposed to be filled by the department by promotion. Requisition withdrawn.	..	..	..

•234	Matron	..	Ditto	1	8	5	None found suitable.	
235	Health Educators	..	Ditto	3	43	28	Requisition withdrawn by the department after interviews completed.	
236	Tutor Sisters	..	Ditto	9	20	2	2	Accepted.
237	Chief Radiographer	..	Ditto	1	6	Node held eligible.		
238	Health Educators	..	Ditto	6	83	25	Requisition with drawn by the department after interviews completed.	
239	Dental Surgeons	..	Class II ..	22	67	28+1 (on paper qualifications).	22	Acceptance awaited.
240	Medical Superintendent (General)	..	Class I ..	1	10	4+1 (on paper qualifications).	2	
241	Medical Superintendent (T. B.) Sanatoriums/Hospitals.	..	Ditto	1	8	6	1	Accepted.
242	Medical Superintendent (T. B.) Sanatoriums/Hospitals.	..	Ditto	1	7	4	1	Do.
243	Government Public Analysts	..	Class I ..	4	19	5	3	Acceptance awaited.
244	Statistical Officer	..	Class II ..	1	14	6	1	Accepted.
245	Serologist	..	Special Gazetted.	1	1	Not held eligible		

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8

246	Bacteriologist/Bacteriologist-cum-Serologist.	Class I ..	2	No application received.		..	..
247	Blood Doner Organiser ..	Special Gazetted.	1	3	None held eligible.		
248	Physiotherapist and Chief Physiotherapist.	Ditto	4	6	Ditto	..	..
249	Store-Keeper ..	Ditto	1	1	1	1	Acceptance awaited.
250	Public Health Field Nursing Supervisor.	Ditto	1	No application received.			
251	Biochemist ..	Class I ..	1	2	1	1	Accepted.

(f) INDUSTRIES DEPARTMENT

252	Deputy Director (Tech.) Mineral Development Department.	Class I ..	1	9	7	None found suitable.	
253	Deputy Director of Industries (Chemical and Food).	Class I ..		Case closed as the department failed to furnish the required information.	..		

254	Assistant Director of Industries in various Wings.	Ditto	14	Ditto	..	..	..
255	Inspector of Boilers	Class II	1	5			
256	Principal, Government Model Tanning and Footwear Centre, Gujranwala.	Class I		Post transferred to the small industries co-operation.	7	1	..

(g) IRRIGATION AND POWER DEPARTMENT

257	Junior Research Officer (Hydraulics).	Class I	1	14	..	..	..
258	Assistant Research Officer, Irrigation and Research Institute, Lahore.	..	The case was closed as the observations conveyed on the requisition were not confirmed by the department.				
259	Assistant Engineers	Class II	36	197	72	36	Acceptance awaited.
260	Assistant Engineers (Mechanical)	Class II	10	Action on the requisition closed. Department informed accordingly.	..	..	..
261	Senior Research Assistant, Irrigation Research Institute, Lahore.	Non-Gazetted	10	The posts were non-gazetted and not within the purview of the Commission. The case returned to the department.	..	..	..
262	Assistant Electric Inspector	Class II	1	No application received.	..	..	..
263	Ditto	Ditto	2	Ditto	..	..	..

Serial No.	Name of the post of service	Class to which the post or service belongs	Vacancies	NUMBER OF			Whether the Commission's recommendations were accepted
				Applications received.	Candidates interviewed or considered on paper.	Candidates recommended	
1	2	3	4	5	6	7	8

(h) PLANNING AND DEVELOPMENT DEPARTMENT

264	Research Officers ..	..	Class I ..	1	22	10	2	Accepted.
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(i) PAKISTAN WESTERN RAILWAY

265	Pathologist, cum-Bacteriologist ..	..	Class I	1	2	None held eligible.		
266	Anaesthetist ..	..	Ditto	1	8	1 + 2 (On paper qualification).	1	Acceptance awaited.
267	Assistant Controller of Stores ..	..	Ditto	2	31	22	2	Accepted.
268	A .. (Eye) ..	..	Class II ..	1	1	1	1	Do.
269	Assistant Engineer (Mechanical) ..	..	Class I ..	5	16	5	2	Do.
270	Eye Specialist ..	..	Ditto	1	6	1	1	Do.
271	Signal Engineers] ..	..	Ditto	2	8	None held eligible		
272	Signal Engineers ..	..	Ditto	2	6	None held eligible		
273	Assistant Engineers Signal ..	..	Ditto	8	22	8	5	Acceptance awaited.
274	Assistant Mechanical Engineers ..	..	Ditto	4	15	4	4	Accepted.

275	Assistant Chemist and Metrologist	Ditto	1	2	None held eligible.	..	..
276	Assistant Chemist and Metarologist.	Ditto	1	1	None held eligible.	..	
277	Radiologist	Class II ..	2	1	None held eligible.	..	
278	Radiologist	Class I ..	1	5	3	1	Acceptance awaited.
279	Signal Specialist	Ditto	1	3	1+1 (On paper qualification.	..	Ditto.
280	Divisional Medical Officers ..	Ditto	4	21	13+1 (On paper qualification.	4	Accepted.
281	Lady Assistant Surgeons ..	Class II ..	2	16	9	2	Do.
282	Lady Assistant Surgeons ..	Ditto	2	14	4	2	Do.
283	Assistant Surgeons (Men) ..	Ditto	27	16	6	4	Do.
284	Aneasthetist	Ditto	1	No application received.	..	..	..
285	Aneasthetist	Ditto	1	Ditto.	..	..	..

(j) PUBLIC HEALTH ENGINEERING DEPARTMENT

286	Executive Engineer (Mechanical) (Temporary).	Class I	2	7	3	2	Acceptance awaited.
287	Assistant Research Officer (Temporary).	Gazetted equivalent to Class II	3	11	2	..	None held eligible.

Serial No.	Name of the post of service	Class to which the post or service belongs	Vacancies	NUMBER OF			Whether the Commissioner's recommendations were accepted
				Applications received	Candidates interviewed or considered on paper	Candidates recommended	
1	2	3	4	5	6	7	8
(j) PUBLIC HEALTH ENGINEERING DEPARTMENT—concl'd.							
288	Assistant Research Officer (Temporary).	Gazetted equivalent to Class II	3	23	10	3	Accepted.
289	Assistant Engineers (Mechanical) (Temporary).	Ditto	3	5	4	3	Do.
290	Assistant Engineers (Mechanical) (Temporary).	Ditto	1	1	1	..	Not found suitable.
291	Executive Engineers Civil/Mechanical (Temporary).	Ditto	5+2	..	Case closed under intimation to Department. Copy endorsed to S.&G.A.D.		
Total			1,784	8,501	2,955+08	1,084+2	

APPENDIX II

LIST OF POSTS SERVICES IN RESPECT OF WHICH SUITABLE CANDIDATES WERE NOT AVAILABLE FOR APPOINTMENT.

(REFERRED TO IN CHAPTER II. PARA. 2)

Serial No.	Name of the Post	No. of vacancies	No. of applications received	No. of candidates interviewed.	REASONS WHY CANDIDATES COULD NOT BE RECOMMENDED.
1	2	3	4	5	6
(2). AGRICULTURAL DEPARTMENT					
1	Plant Physiologist in the Pakistan Forest Institute, Peshawar.	1	10	1	The only candidate interviewed was not found suitable.
2	Extension Specialist in the Pakistan Forest Institute, Peshawar.	1	..	..	No application received.
3	Wood Chemist in the Pakistan Forest Institute, Peshawar.	1	..	..	Ditto.
4	Plant Pathologist in the Forest ..	1	6	1	The only candidate interviewed was not found suitable.
5	Economic Entomologist in the Pakistan Forest Institute, Peshawar.	1	4	2	Both the candidates interviewed were not found suitable.
6	Soil Chemist in the Pakistan Forest Institute, Peshawar.	1	7	1	The only candidate interviewed was not found suitable.
7	Pharmacologist in the Pakistan Forest Institute, Peshawar.	1	3	2	Both the candidates interviewed were not found suitable.
8	Officer Incharge Live-stock Experimental Station.	1	12	..	All the applicants were held ineligible.
9	Animal Nutrition Research Officer	1	4	..	Ditto.

Serial No.	Name of the Post	No. of vacancies	No. of applications received	No. of Candidates interviewed	REASONS WHY CANDIDATES COULD NOT BE RECOMMENDED.
1	2	3	4	5	6

(a) AGRICULTURAL DEPARTMENT—*conold.*

10	Officer on Special Duty in W.P.A.H.S., Class I.	1	14	..	All the applicants were held ineligible.
11	Assistant Nutrition Chemist (Temporary) ..	1	5	1	The only candidate considered on paper qualifications was not found suitable.
12	Assistant Research Officer (Parasitology) Peshawar.	1	9	1	The only candidate interviewed was not found suitable.
13	Sheep Development Officer ..	1	12	7	None of the 7 candidates interviewed was found suitable.
14	Sheep Development Officer ..	1	13	10	None of the 10 candidates interviewed was found suitable.
15	Assistant Research Officer (T.B.), Peshawar ..	1	2	..	Both the applicants were held ineligible.
16	Assistant Disease Control Officer, Karachi ..	1	15	3	None of the 3 candidates interviewed was found suitable.
17	Engineer, Fisheries Department ..	1	..	..	No application was received.
18	Assistant Forest Chemist (A) in the Pakistan Forest Institute, Peshawar.	1	6	..	All the applicants were held ineligible.
19	Assistant Forest Chemist (B) in the Pakistan ..	1	4	..	Ditto.
20	Assistant Seasoning Officer in the Pakistan ..	1	3	..	Ditto.

(b) EDUCATION DEPARTMENT

1. Senior Professor in English (College Br.) (Men's Sec.).	2	4	..	None held eligible.
2 Professor in Economics (College Br.) (Men's Section).	7	1	..	The only candidate was found ineligible.
3 Professor in Political Science (College Br.) (Men's Section).	4	1	..	Ditto.
4 Professor in Economics (College Br.) (Women's Section).	1	2	..	Both the applicants held ineligible.
5 Professor in Clothing and Textile (College Br.) Women's Section).	1	3	..	All the applicants held ineligible.
6 Subject Specialist in Science (Ex-cadre Men's Section).	1	5	3	None found suitable.
7 Lecturer in History-um-Civics ..	1	2	..	The only candidate summoned for interview did not appear.
8 W.P.E.S. I (Admn. Br.) (Women's Section) ..	1	13	..	All the applicants were held ineligible.
9 Principal, Government Commercial Training Institute.	14	7	..	Ditto.
10 Principals, Government Polytechnic Institutes	6	21	2	Both the applicants were held ineligible.
11 Head of Department Automobile and Diesel	1	..	..	No application received.
12 Head of Department Air-Conditioning ..	1	5	1	The only candidates interviewed was not found suitable.
13 Head of Department (Civil) ..	1	1	..	The only applicant was held ineligible.
14 Teacher Trainer ..	1	4	1	The only candidate interviewed was not found suitable.
15 Chief Instructor in Automobile ..	1	2	..	Both the applicants were held ineligible.
16 Chief Instructor in Radio and Electronics ..	1	2	..	Ditto.
17 . Ditto.	1	1	..	The only applicant was held ineligible.
18 Senior Instructor in Spinning	1	1	..	Ditto.

Sl No.	Name of the Post	No. of vacancies	No. of applica- tions received	No. of candidates interviewed.	REASONS WHY CANDIDATES COULD NOT BE RECOMMENDED.
	2	3	4	5	6

(b) EDUCATION DEPARTMENT—*concl'd.*

9	Senior Instructor in Industrial Arts ..	4	8	..	All the applicants were held ineligible.
0	Senior Instructor in Science ..	1	4	..	Ditto.
1	Senior Instructor in Electrical ..	7	2	..	Both applicants held ineligible.
2	Senior Instructor in Elecrrical ..	9	2	..	The only candidate summoned for interview did not appear.
3	Senior Instructor in Drafting and Designing	2	1	..	The only applicant was held ineligible.
4	Senior Instructor in Foundry and Pattern Making.	1	..	..	No application was received.
5	Senior Instructor in Matallurgy and Welding	1	1	..	The only applicant was held inelligible.
6	Senior Instructor in Air-conditioning and Refregeration.	2	..	..	No application was received.
7	Senior Instructor in Science (Physics) ..	1	1	..	The only applicant was held in-eligible.
8	Senior Instructor in Drafting and Designing	2	1	..	Ditto.
9	Senior Instructor in Civil ..	1	3	..	All the applicants were held ineligible.
0	Senior Instructor in Matallurgy and Welding	1	..	..	No application was received.
1	Senior Instructor in Air-conditioning and Refrigeration.	2	2	..	Both the applicants were held ineligible.
2	Senior Instructor in Chemical Technology ..	1	2	1	The only candidate interviewed was not found suitable.

53	Instructor in Metal Work	..	1	5	..	All the applicants were held ineligible.
54	Instructor in English and Management	..	1	..	..	No application was received.
55	Instructor in Wood Work	..	1	3	..	All the applicants were held ineligible.
56	Instructor in Textile Engineering	..	1	3	1	The only candidate interviewed was not found suitable.
57	Instructor in Welding	..	2	1	1	Ditto.
58	Instructor in Electrical	..	1	2	1	Ditto.
59	Instructor in Automobile and Diesel	..	9	14	..	All the applicants were held ineligible.
60	Instructor in Civil Technology	..	9	6	2	None was found suitable.
61	Instructor in General Metal Works	..	7	15	1	The only candidate interviewed was not found suitable.
62	Instructor in Weaving	..	1	4	..	All the applicants held ineligible.
63	Instructor in Arts and Crafts	..	1	4	..	Ditto.

No.	Name of the post	No. of vacancies	No. of applications received	No. of candidates interviewed	REASONS WHY CANDIDATES COULD NOT BE RECOMMENDED
	2	3	4	5	6

(c) HEALTH DEPARTMENT

64	Associate Physician Assistant Professor in Venerology.	1	2	1	The only candidate interviewed held ineligible.
65	Assistant Matron	1	2	1	The only candidate interviewed held ineligible.
66	Assistant Nursing Superintendent	2	6	4	All the candidates interviewed held ineligible.
67	Matron	1	8	5	All the candidates interviewed held ineligible.
68	Chief Radiographer	1	6	..	All the applications held ineligible.
69	Serologist	1	1	..	The only applicant held ineligible.
70	Bacteriologist Bacteriologist-cum-Serologist	2	..	..	No application was received.
71	Blood Donor Organiser	1	3	..	All the applicants held ineligible.
72	Physiotherapist and Chief Physiotherapist	4	6	..	All the applicants held ineligible.
73	Public Health Field Nursing Supervisors	1	..	..	No application was received.

(d) INDUSTRIES DEPARTMENT

74	Deputy Director (Tech.) Mineral Development Department.	1	9	7	All the candidates interviewed held ineligible.
75	Inspector of Boilers ..	1	5	..	All the applicants held ineligible.

(e) IRRIGATION AND POWER DEPARTMENT

76	Assistant Electric Inspectors ..	2	..	..	No application received.
77	Assistant Electric Inspectors ..	2	..	..	No application received.

(f) PUBLIC HEALTH ENGINEERING DEPARTMENT

78	Assistant Research Officer (Temporary) ..	3	11	2	Both the candidates held ineligible.
79	Assistant Engineers Mechanical (Temporary)	1	1	1	The only candidate interviewed was held ineligible.

(g) PAKISTAN WESTERN RAILWAY

80	Pathologist-cum-Bacteriologist ..	1	2	..	Both the applicants held ineligible.
81	Signal Engineers ..	2	8	..	All the applicants held ineligible.
82	Signal Engineers ..	2	6	..	All the applicants held ineligible.
83	Anaesthetist ..	1	..	..	No application received
84	Anaesthetist ..	1	..	..	No application received.
G and Total ..		167	365	64	

APPENDIX III

CASES OF INITIAL APPOINTMENT WITHOUT ADVERTISEMENT

(REFERRED TO IN CHAPTER II PARAGRAPH 3)

Serial No.	Name of the post	No. of Persons proposed for appointment	Commission's advice	Whether the Commission's advice accepted
1	2	3	4	5
1	Absorption of Lawyer Magistrates/Additional City Magistrates etc., in W.P.C.S. (E.B.) in terms of the Service Rules.	85	After considering the Character Rolls of all the 85 Officers proposed by Government, the Commission agreed to the absorption of 79 Officers in the W.P.C.S. (E.B.). The consideration of the cases of 4 officers was deferred for want of complete Character Rolls/relevant information. In the case of 2 Officers, the Commission did not agree to their absorption on the basis of their Character Rolls.	
2	Absorption of surplus officers of various Departments of Central Provincial Government.	73	Government supplied a list of 73 Officers who were considered by the Commission and were asked to submit applications on prescribed form. The Commission summoned 48 Officers of whom 4 appeared. Out of them, 35 Officers were being recommended for absorption against several categories of posts earmarked for the purpose.	
3	Excise and Taxation Officers (Class II)	2	The Commission considered the case of 2 surplus Officers already appointed as Excise and Taxation Officers for regularisation of their appointment. In one case, the Commission agreed to the absorption of the Officer as Excise and Taxation Officer whereas in the other case, they did not agree. But his case was again referred to the Commission for review and, on reconsideration, the Commission agreed to his retention as Excise and Taxation Officer as well.	

4 Appointment of an Officer to S. S. E. Class I
under the Guarantee System for 1952.

1

The Commission intimated that the Officer was not eli-
gible for Class I post under the Guarantee System.

Total

161

APPENDIX IV
CASES OF AD HOC OR STOP-GAP APPOINTMENTS
 (REFERRED TO IN CHAPTER II, PARAGRAPH 4).

Serial No.	Name of the Post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commissions recommendation were accepted
1	2	3	4	5	6

(a) AGRICULTURE DEPARTMENT

1	W.P.A.H.S. I	.. Class I	4	Agreed.	
2	Forest Officer	.. Ditto	1	Do.	
3	Forest Officer	.. Ditto	1	Do.	
4	Forest Officer	.. Ditto	1	Do.	
5	Dairy Chemist	.. W.P.A.H.S. I	1	Do.	
6	Fodder Botanist	.. W.P.A.H.S. I	1	Do.	
7	Fodder Botanist	.. W.P.A.H.S. I	1	Do.	
8	Economic Botanist	.. W.P.A.H.S. I	1	Do.	
9	Economic Botanist	.. W.P.A.H.S. I	1	Do.	
10	Plant Protection Officer	.. W.P.A.H.S. I	1	Do.	
11	Plant Protection Officer	.. W.P.A.H.S. I	1	Do.	
12	W.P.E.S. I	.. Class I	3	Proposal for regular promotion separately considered. No action taken.	

13	Principal, Agricultural Training Institute	..	Do.	1	Agreed.	
14	Entomologist.	..	Do.	1	Do.	
15	Agronomist/Sugarcane Botanist	..	Do.	2	Do.	
16	Agronomist/Sugar Cane Botanist	..	Do.	2	Do.	
17	W.P.A.H.S. II	..	Glass II	10	Do.	
18	W.P.A.H.S. II	..	Ditto	4	Do.	
19	Training and Utilization Officer	..	Ditto	1	The Commission did not agree	
20	Assistant Botanist (Rice), Rakh Mangham T	..	Ditto	1	Agreed.	.. Accepted.
21	Assistant Agronomist (Sugar Cane)	..	Ditto	1	Do.	.. Do.
22	Assistant Botanist (Rice), Kala Shah Kaku F	..	Ditto	1	Do.	
23	Assistant Plant Protection Officer	..	Ditto	1	The Commission did not agree	..
24	Assistant Agricultural Chemist	..	Ditto	1	Case closed as the Officer's regular promotion was approved.	Accepted.
25	Assistant Botanist (General)	..	Ditto	1	Agreed.	
26	Extra Assistant Director of Agriculture	..	Ditto	1	The Commission did not agree	
27	Assistant Oil Technologist	..	Ditto	1	Case closed as the Department failed to furnish information asked for despite repeated reminders and even after giving a month's notice.	
28	Assistant Agricultural Chemist	..	Ditto	1		
29	Assistant Botanist (Tobacco)	..	Ditto	1		
30	Assistant Agricultural Chemist (Lyalpur)	..	Ditto	1	Agreed.	
31	Assistant Entomologist	..	Ditto	1	The Department was informed that since the requisition for the posts were with the Commission, the Department could automatically extend <i>ad hoc</i> appointments no advice tendered.	
32	Extra Assistant Director of Fisheries	..	Ditto	3	Agreed.	

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted.
1	2	3	4	5	6
33	Extra Assistant Director of Fisheries ..	Class II	4	Agreed.	
34	Superintendent, Curing Yard Fisheries, Gowadar	Ditto	1	Do.	
35	Superintendent, Curing Yard Fisheries, Pagni	Ditto	1	Do.	
36	Assistant Wood Working Officer ..	Ditto	1	The Department informed that since the requisitions for the posts were with the Commission, the Department could automatically extend <i>ad hoc</i> appointments. No advice tendered.	
37	Assistant Forest Chemists ..	Ditto	2	The Department informed that since the requisitions for the posts were with the Commission, the Department could automatically extend <i>ad hoc</i> appointments. No advice tendered.	
38	W.P.F.S. II ..	Ditto	1	The officer already approved for regular promotion. Case closed.	
39	W.P.F.S. I ..	Class I	3	Proposal for regular promotion separately considered. No action taken.	
(b) BASIC DEMOCRACIES, SOCIAL WELFARE AND LOCAL GOVERNMENT DEPARTMENT					
40	Assistant Director, Basic Democracies Department.	Class I	1	Agreed	
41	Assistant Director, Basic Democracies Department.	Ditto	8	Do.	
42	Leaders Training Officers ..	Class II	2	Do.	

43	Development Officers	..	Ditto	40	Do	
44	Development Officers	..	Ditto	38	Do.	

(c) BUILDING AND ROADS DEPARTMENT

45	Ad-hoc promotion of Overseers (E and M) as Officiating Sub-Divisional Officers.	..	..	32	Agreed up to 30th June 1966	.. Accepted.
46	Officiating Sub-Divisional Officers (Civil)	..	..	128	Agreed upto 31st March, 1966, pending receipt of regular proposals.	Do.
47	Officiating Sub-Divisional Officers (Civil)	..	..	128	Agreed upto 31st May 1966	.. Do.
48	Officiating Sub-Divisional Officers (Civil)	..	..	128	Agreed upto 31st August 1966	.. Do.
49	Officiating Sub-Divisional Officers (Civil)	..	..	128	Agreed upto 31st December 1966.	
50	Sub-Divisional Officers as Officiating Executive Engineers (Civil).	..	..	44	Agreed upto 31st August 1966.	
51	Officiating Assistant Engineers (E. and M.)	..	..	58	Agreed upto 31st October 1966.	
5	Chief Draftmen as Officiating Sub-Divisional Officers/Assistant Design Officers.	..	..	2	Agreed upto 29th June 1966 and 31st October 1966 respectively.	

(d) EDUCATION DEPARTMENT

53	Lecturers in various subject in W.P.E.S. II (Collegiate Branch) (Men's Section).	Class II	8	Agreed upto 31st May 1966 or till the selectees of the Commission became available, whichever earlier.	
54	Lecturers in W.P.E.S. II (Collegiate Branch), (Women's Section). Lahore Region.	Ditto		Agreed upto 31st December 1965.	
55	Lecturers in W.P.E.S. II (Collegiate Branch) Women's Section, Lahore Region.	Ditto		The Commission did not agree.	
56	Lecturers in W.P.E.S. II (Collegiate Branch) (Women's Section) Lahore Region.	Ditto		Agreed up to 31st December 1965.	
57	Eye and E.N.T. Specialists	.. W.P.H.S. I	2	The Commission agreed to the ad hoc promotions of the officers till the Health Department finalized the cadre strength of Class II regional sub-cadres.	Accepted.

(2) HEALTH DEPARTMENT

58	Ophthalmologists	..	Ditto	2	Ditto.	.. Accepted.
59	Radiologists/Radio Diagnostician	..	Ditto		Agreed	.. Acceptance awaited

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6

(e) HEALTH DEPARTMENT

60	Clinical Pathologist	W.P.H.S.I.	2	The Commission agreed to the <i>ad hoc</i> promotion of two officers (one of them being the senior officer proposed for suppression by the Department till the Health Department finalized the cadre strength of Class II regional sub-cadres).	Acceptance awaited.
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(f) HOME DEPARTMENT

61	Supervisor, Reclamation and Probation	Class II	2	Agreed.	
62	Specialist Instructor in Civil Defence	Gazetted	1	Do.	
63	Chief Staff Officer, Civil Defence Directorate, Lahore.	Do.	1	Do.	
64	Depot Superintendent, Civil Defence Organization, Karachi.	Do.	1	Do.	
65	Civil Defence Officer, Jauharabad	Do.	1	Do.	
66	Civil Defence Officer, Sukkur	Do.	1	Do.	
67	Administrative Officers	Gazetted (unclassified).	1	Do.	

(g) INDUSTRIES DEPARTMENT

68	Marketing Officer (Wool)	..	Class I	1	Agreed up to 31st December 1965.
69	Marketing Officer (Wool)	..	Do.	1	Agreed up to 31st March 1966.
70	Marketing Officer (Wool)	..	Do.	1	Agreed up to 31st December 1966.
71	Assistant Director of Industries	..	Do.	15	Agreed from 31st March 1966 to 30th June 1966.
72	Ditto	..	Do.	6	Agreed up to 31st October 1966.
73	Ditto	..	Do.	14	Agreed up to 30th July 1966.
74	Ditto	..	Do.	14	Agreed up to 31st December 1966.
75	Sericulture Development Officer	..	Class II	1	Agreed up to 31st March 1966.
76	Ditto	..	Do.	1	Agreed up to 30th June 1966.
77	Ditto	..	Do.	1	Agreed up to 3rd September 1966.
78	Ditto	..	Do.	1	Agreed up to 31st December 1966.
79	Industrial Development Officer/Purchase Officer	..	Do.	43	Agreed up to 31st March 1966.
80	Ditto	..	Do.	38	Agreed up to 30th June 1966.
81	Ditto	..	Do.	1	Agreed up to 30th June 1966.
82	Ditto	..	Do.	34	Agreed up to 30th September 1966.
83	Ditto	..	Do.	14	Agreed up to 31st December 1966.
84	Statistical Officer	..	Do.	1	Agreed from 12th October 1966 to 23rd January 1967.
85	Mineral Development Officer in the Directorate of Mineral Development.	..	Do.	2	Agreed from 25th June 1965 to 30th April 1966.
86	Ditto	..	Do.	1	Agreed up to 31st July 1966.

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted.
1	2	3	4	5	6

(g) INDUSTRIES DEPARTMENT—*concl'd.*

87	Research Officers in the Directorate of Industries and Commerce.	Class II	2	Agreed up to 30th September 1966.	
88	Ditto.	Do.	2	Agreed upto 31st December 1966.	
89	Manager (Works) Printing and Stationery Department.	Do.	1	Agreed.	

(h) INFORMATION DEPARTMENT

90	Information Officer	Class II	1	Agreed up to 6th April 1966	Accepted.
91	Research Officer (Cultural Liaison Officer)	Do.	1	Agreed.	

(i) IRRIGATION AND POWER DEPARTMENT

92	Temporary Assistant Engineers (Irrigation)	Class II	1	Information asked for not supplied by the Department despite repeated requests. Case closed.	
93	Officiating Sub-Divisional Officers (Mechanical)	Do.	8	<i>Ad hoc</i> promotion of 8 officers agreed to by the Commission (one officer who was superseded by the Department was recommended for promotion as Sub-Divisional Officer on <i>ad hoc</i> basis).	
4	Assistant Electric Inspectors	Gazetted (unclassified).	2	The Department was informed that as the requisition for the posts was with the Commission, it was competent to extend <i>ad hoc</i> appointments without the Commission's approval.	

(2) SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

95	W.P.C.S. (E. B.) (from Tehsildar/N.T.)	..	Class I	23	The Commission did not agree and asked for regular proposals.	
96	W. P. C. S. (E.B.) (Peshawar Region) Proposal according to old rules.		Do.	23	Agreed upto 31st December 1966	.. Promotion already made.
97	W.P.C.S. (Ex. Br.) Pubjab and Bahawalpur Region.		Do.	46	Agreed up to 31st December 1966.	
98	Assistant Director (Coal Control Wing), Directorate of Mineral Development.		Do.	1	The Department failed to furnish required information. Case closed.	
99	Section Officers in the Civil Secretariat	..	Gazetted (unclassified).	5	Ad hoc promotion agreed till the selectees of the Commission became available.	Accepted.
100	Superintendent in the West Pakistan Civil Secretariat.		Do.	1	Agreed up to 17th October 1966.	.. Do.
101	Ditto	..	Do.	32	Agreed upto 31st March 1966	.. Do.
102	Ditto	..	Do.	1	Agreed from 24th November 1965 to 18th December 1965.	Do.
103	Ditto	..	Do.	1	Agreed up to 31st March 1966	.. Do.
04	Ditto	..	Do.	2	Agreed up to 30th June 1966	.. Do.
			Total	..	1,192	

APPENDIX V
CASES OF PROMOTION/TRANSFER/CONFIRMATION
(REFERRED TO IN CHAPTER III)

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6

PROMOTION CASES

(a) AGRICULTURE DEPARTMENT

1	Principal, Agricultural Training Institute (Class I) ..	1	1	Agreed	..	Accepted.
2	Horticultural/Plant Protection Officer, Class I ..	6	6	Do.	..	Do.
3	Statistician, Class I ..	1	1	Do.	..	Do.
4	Agricultural Publications Officer, Class I ..	1	1	Do.	..	Do.
5	Assistant Agricultural Engineer, Field Operation, Class II	1	1	Do.		Do.
6	Assistant Agricultural Engineer, W.P.A.S. II ..	1	1	Do.	..	Do.
7	Ditto	1	1	Do.	..	Do.
8	Ditto	2	2	Case closed due to non-compliance by the Department.		
9	Administrative Officer (Class II), Lahore Region	5	5	Agreed	..	Do.
10	Administrative Officer (Class II), Peshawar Region ..	4	1	Do.	..	Do.

11	Administrative Officer (Class II), Hyderabad Region ..	2	2	Revised proposal asked for ..	Accepted.
12	Assistant Agricultural Chemist, Tandojam ..	1	1	Agreed ..	Do.
13	Assistant Agricultural Chemist, Lyallpur ..	1	1	Do. ..	Do.
14	Assistant Agricultural Chemist, Tandojam ..	1	1	Do. ..	Do.
15	Assistant Agricultural Chemist, Peshawar ..	1	1	Do. ..	Acceptance awaited.
16	Assistant Horticultural Officer, W.P.A.S. II ..	1	1	Proposal turned down as the seniority list was not in the line.	..
17	Assistant Horticultural Officer, W.P.A.S. II ..	1	1	Agreed ..	Acceptance awaited.
18	Assistant Horticulturist, Tandojam, W.P.A.S. II ..	1	1	Do. ..	Accepted.
19	Assistant Horticulturist, W.P.A.S. II ..	1	1	Do. ..	Acceptance awaited.
20	Assistant Agronomist, Sugarcane Tandojam ..	1	1	Do. ..	Accepted.
21	Assistant Agronomist, Sugarcane ..	1		Not agreed as the proposal was not within the ratio prescribed under the Service Rules.	
22	Assistant Agronomist, W.P.A.S. II ..	1	1	Agreed ..	Accepted.
23	Assistant Botanist (Wheat), Tandojam, W.P.A.S. II ..	1	1	The department was informed that the case was not referable to the Commission as it was a case of transfer within the same service.	
24	Assistant Botanist (Wheat), W.P.A.S. II ..	1	1	Agreed ..	Accepted.
25	Assistant Botanist (Rice), W.P.A.S. II ..	1	1	Do. ..	Do.
26	Assistant Botanist (Cereal), W.P.A.S. II ..	1	1	Do. ..	Do.
27	Assistant Botanist (Oil-Seeds), W.P.A.S. II ..	1	1	Do. ..	Do.
28	Assistant Botanist (Wheat), W.P.A.S. II ..	1	1	Proposal was not in order. Fresh proposal asked for.	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6

PROMOTION CASES—CONTD.

(a) AGRICULTURE DEPARTMENT—*contd.*

29	Assistant Botanist (Wheat), W.P.A.S. II	1	1	Agreed	Acceptance awaited.
30	Ditto	1	1	Proposal turned down and revised proposal not yet received.	..
31	Assistant Cotton Botanist, P.W.A.S. II	1	1	Agreed	Acceptance awaited.
32	Assistant Rice Botanist, W.P.A.S. II	1	1	Ditto.	Ditto.
33	Assistant Plant Protection Officer, Peshawar	1	1	Not agreed	..
34	Assistant Plant Protection Officer, Peshawar Region	1	1	Agreed	Accepted.
35	Ditto	1	1	Do.	Do.
36	Assistant Plant Protection Officer, W.P.A.S. II	14	14	Proposal returned to the Department.	..
37	Ditto	1	1	Not agreed as the proposal was not within the ratio prescribed under Service Rules.	..
38	Extra Assistant Director of Agriculture, W.P.A.S. II	2	2	Cases not considered as Government subsequently intimated that these officers were approved by the Commission as Assistant Plant Protection Officers, the case was of transfer in the same wing, in the same capacity, within the same service and hence consultation with the Commission was not necessary.	..

39	Extra Assistant Director of Agriculture (E. and M.) W.P.A.S. II.	1	1	Agreed	..	Accepted.
40	Extra Assistant Director of Agriculture, Peshawar Region.	1	1	Do.	..	Do.
41	Extra Assistant Director of Agriculture, W.P.A.S. II	11	11	Case closed due to non-compliance of the requirements of Commission. Fresh proposal not received.		
42	Extra Assistant Director of Fisheries	1	4	Government was informed to forward a revised proposal. Not received yet.		
43	Maiz Development Officer, W.P.A.S. II	1	1	Agreed	..	Accepted.
44	Assistant Cotton Breeder, Tandojam	1	1	Do.	..	Do.
45	Assistant Chemist (Tonicology)	1	1	Proposal turned down	..	..
46	Assistant Economic Botanist, W.P.A.S. II	1	1	Agreed	..	Do.
47	Technical Officer, W.P.A.S. II	1	1	Proposal turned down	..	..
48	Technical Officer A.R.I., W.P.A.S. II	1	1	Ditto	..	..
49	Progress Officer	1	1	Ditto	..	..
50	Assistant Food Technologist, W.P.A.S. II	1	1	Agreed	..	Accepted.
51	Assistant Statistical Officer, W.P.A.S. II	1	1	Do.	..	Do.
52	Ditto	1	1	Do.	..	Do.
53	Ditto	1	1	Do.	..	Acceptance awaited.
54	Ditto	1	1	Case closed due to non-compliance of the requirements of the Commission. Fresh proposal not received.	..	..
55	Promotions to W.P.A.H.S. II	1	1	Agreed	..	Accepted.
56	Ditto	5	5	Do.	..	Do.
57	Assistant Director in W.P.A.H.S. II	1	1	This case was not referable to the Com- mission.		

Serial No.	Service or post	Number of vacancies	No. of persons considered or proposed	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6

PROMOTION CASES—CONTD.

(a) AGRICULTURE DEPARTMENT—concl'd.

58	Promotion to W.P.A.H.S. II	..	4	4	Agreed	..	Accepted.
59	Ditto	..	3	3	Do.	..	Do.
60	Ditto	..	6	10	Do.	..	Do.
61	Assistant Mycologist, W.P.A.H.S. II	..	1	1	Do.		Do.
62	Assistant Bacteriologist, Tandojam	..	1	1	Do.	..	Do.
63	Superintendent, Fish Curing Yard	..	2	2	Proposal turned down, asking them to forward the proposal after getting these posts included in the Service Rules.	..	
64	Fertilizer Conducting Officer, Quetta	..	1	1	Agreed	..	Acceptance awaited.

(b) BASIC DEMOCRACIES, LOCAL GOVERNMENT AND SOCIAL DEPARTMENT

65	Assistant Directors, B.D. (Class I)	..	10	10	As the Department had not been able to furnish the information/documents asked for by the Commission, the case was closed in the Commission's Office under intimation to Services and General Administration Department.		
66	Principal, B.D. Training Institute, Tandojam (Class I)	..	1	2	Agreed	..	Accepted

67	Development Officers (Class II)	..	40	40	As the Department had not been able to furnish the information/ documents asked for by the Commission, the case was closed in the Commission's Office under intimation to Services and General Administration Department.
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(c) BOARD OF REVENUE

68	Budget Officer (Gazetted Unclassified) (equivalent to Class I).	..	1	1	Proposal not complete. Case closed under intimation to Services and General Administration Department.
69	Superintendent (Gazetted)	..	5	5	Ditto Ditto.
70	Ditto	..	12	12	Agreed .. Already promoted.
71	Private Secretaries (Special Gazetted)	..	5	5	Do. .. Ditto.

(d) Co-OPERATION DEPARTMENT

72	Assistant Registrar, Class II, Peshawar Region	..	3	7	Agreed to the promotion of 3 officers .. Accepted.
73	Assistant Registrar, Class II, Quetta Region	..	2	2	Agreed .. Do.
74	Assistant Registrar, Class II, Lahore Region	..	8	7	Do. .. Do.

(e) COMMUNICATIONS AND WORKS DEPARTMENT

75	Officiating Executive Engineers, Class I	..	1	1	Agreed .. Accepted.
76	Sub-Divisional Officers as officiating Executive Engineers, Class I.	..	44	44	Do. .. Do.
77	Sub-Divisional Officer/T. A. E. to the rank of officiating Executive Engineers, Class I.	..	44	44	Case returned to the Department. Fresh proposal asked for. ..
78	Superintendent as Administrative Officer, Buildings and Roads, Southern Region, Hyderabad (Gazetted Unclassified).	..	1	1	Agreed .. Accepted.
79	Senior Superintendent as Administration Officer, Buildings and Roads, Lahore (Gazetted Unclassified).	..	1	1	Do. .. Acceptance awaited.
80	Assistant Design Officers, Class II	..	3	3	Do. .. Accepted.

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6

PROMOTION CASES—CONTD.

(f) CIVIL DEFENCE DEPARTMENT

81	Special Instructor, Civil Defence Training School, Karachi (Unclassified Gazetted).	1	1	Agreed	.. Acceptance awaited.
82	Depot Superintendent, Civil Defence Organization, Karachi (Unclassified Gazetted).	1	1	Department was asked to send a revised proposal.	..
83	Civil Defence Officer, Sukkur (Unclassified Gazetted) ..	1	1	Agreed	.. Acceptance awaited.
84	Civil Defence Officer, Jauharabad (Unclassified Gazetted).	1	1	Department was asked for revised proposal.	..
85	Civil Defence Officer. (Unclassified Gazetted) ..	1	1	Department was asked to reconsider their proposal.	..
86	Ditto ..	14	14	Ditto	
87	Chief Staff Officer, Karachi (Unclassified Gazetted) ..	1	1	Agreed	.. Acceptance awaited.
88	Publicity Officer (Unclassified Gazetted) ..	1	1	Department was asked to reconsider their proposal.	..

(g) EDUCATION DEPARTMENT

89	Professor W.P.E.S., Class I (Junior) (Collegiate Branch), (Women's Section).	3	3	Agreed	.. Acceptance awaited.
90	W.P.E.S., Class I (Administration Branch) (Men's Section), Peshawar Region.	2	3	Do.	.. Accepted.

91	W.P.E.S.-I (Administration Branch) (Men's Section), Hyderabad Region.	1	1	Do.	..	Acceptance awaited.
92	W.P.E.S.-I (Junior Scale) (Collegiate Branch) (Women's Section), Peshawar Region.	2	2	Do.	..	Ditto.
93	W.P.E.S.-I (Administration Branch) (Men's Section) ..	8	8	The Commission advised to send revised proposal.	..	
94	W.P.E.S.-I (Administration Branch) (Women's Section)	4	5	Agreed	..	Acceptance awaited.
95	Assistant Accounts Officer in Lahore Region (Isolated Post).	1	1	Do.	..	Accepted.
96	Senior Superintendents (Special Gazetted) ..	2	2	Do.	..	Do.
97	Headmasters in Karachi Region (W.P.E.S.-II) (Administration Branch) (Men's Section).	12	12	The Commission advised to send the regular proposal alongwith the C. Rs.	..	
98	S. E. S. Officials to W.P.E.S.-II (Administration Branch) (Men's Section), Hyderabad Region.	51	60	Agreed to promotion of 51 officers	..	Accepted.
99	S. E. S. Officials to W.P.E.S.-II (Administration Branch) (Men's Section), Rawalpindi Region.	40	46	Agreed in the case of 36 officers. They did not agree to the proposed supersession of one official. The department was asked to keep 2 vacancies in abeyance till the enquiries were finalized against two officials and in the case of one official, the Department was asked to furnish the statement of refusal.	..	Acceptance awaited.
100	W.P.E.S. (Administration Branch) (Women's Section), Rawalpindi Region.	13	13	Agreed	..	Accepted.
101	W.P.E.S. (Administration Branch) (Women's Section) Lahore Region.	18	21	Agreed to 17 officers and did not agree to the proposal of one lady being Under-Graduate.	..	Do.
102	W.P.E.S. (Administration Branch) (Men's Section), Peshawar Region.	55	55	Agreed	..	Do.
103	W.P.E.S. (Administration Branch) (Women's Section), Karachi Region.	7	7	Department was advised to submit a revised proposal.	..	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the Commission's recommendations were accepted.
1	2	3	4	5	6

(g) EDUCATION DEPARTMENT—*concl'd.*

104	W.P.E.S. (Administration Branch) (Men's Section), Hyderabad Region.	1	1	Agreed	.. Already promoted.
105	W.P.E.S.-II (Administration Branch) (Women's Section), Quetta Region.	3	6	Do.	.. Accepted.
106	W.P.E.S.-II (Administration Branch) (Women's Section), Hyderabad Region.	12	13	Do.	.. Acceptance awaited.

(h) EXCISE AND TAXATION DEPARTMENT

107	Director (Class I Senior)	..	1	1	Agreed	Acceptance awaited
108	Excise and Taxation Officers (Class II)	..	4	4	Commission agreed in 2 cases. In one case the Commission did not agree and in the other case the Commission agreed to the promotion of the officer on <i>ad hoc</i> basis till the selectee of the Commission became available.	Ditto.
109	Excise and Taxation Officer (Class II)	..	1	1	The Commission did not agree to the promotion of the officer and advised to revert the officer as the vacancy did not belong to the region to which the officer belonged.	Accepted.
110	Excise and Taxation Officers (Class II)	..	4	4	The Commission approved the promotion of 2 officers on regular basis. For the remaining 2 vacancies the Commission agreed on <i>ad hoc</i> basis in one case and in the other they did not agree.	Do.

11	Excise and Taxation Officers (Gazetted Class II)	..	1	1	Promotion of only one officer was approved against leave vacancy.	Do.
112	Excise and Taxation Officers (Gazetted Class II)	..	2	2	Only <i>ad hoc</i> appointment approved upto 31st December 1966.	Do.
131	Excise and Taxation Officers (Gazetted Class II)	..	6	3	Only <i>ad hoc</i> appointment in case of 3 officers.	Do.
114	Ditto ditto	..	2	2	Proposal premature. Not considered.	Do.

(i) FOOD DEPARTMENT

115	Deputy Chief Accounts Officer	..	1	4	Agreed	..	Accepted	
116	Assistant Directors Food (Class I)	..	2	4	Do.	..	Do.	
117	Assistant Accounts Officers	..	2	2	The Food Department had promoted two Senior Superintendents as Assistant Accounts Officers without the approval of the Commission and referred their cases to the Commission for approval. Since it was not clear whether the officials belonged to the regions concerned or were working in the Headquarters office but belonged to the concerned region as required under the Service Rules, the Department was asked to forward the proper proposals accompanied by relevant seniority lists. The Department did not agree and referred the matter to the Services and General Administration Department. But the Services and General Administration Department upheld the stand taken by the Commission and advised the Food Department to follow the provisions of the Service Rules. Thereafter, the Food Department intimated that they had taken up the question of amending the Service Rules with the Services and General Administration Department, and that they would be notified in due course whereafter revised proposals would be forwarded to the Commission. The Commission, therefore, closed the			..

Serial No.	Services or posts	No. of vacancies	No of persons considered or proposed	Commission's advice	Whether the Commission's recommendations were accepted
1		3	4	5	6

(*) FOOD DEPARTMENT—*contd.*

117— Assistant Accounts Officers— *concl'd.*

118 Ward Rationing Officers in Karachi Region

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case. The department was informed accordingly with the further intimation that a fresh file would be started as and when revised proposals, after amendment of the Service Rules, were received.

The Officials proposed to be considered belonged to the cadres of Shop Inspectors/Price Control Inspectors. As the Services Rules did not contain provisions for promotion from these cadres, the Department was advised to forward a revised proposal in accordance with the Service Rules. The Food Department replied that a proposal for conversion of the posts of Inspectors in the Karachi Region to that of Assistant Food Controllers was under consideration with the Finance Department and requested the Commission to consider the proposal in relaxation of the provisions of the Service Rules. The Commission, however, did not agree to the proposal and advised the Department either to get the Service Rules amended, in order to make a provision for promotion of Inspectors to the posts of Ward Rationing Officers or to await decision

					of the Finance Department on their proposal for conversion of the posts of Inspectors into those of Assistant Food Controllers. Since the Service Rules could not be got amended by the Department the case was closed and the department was informed accordingly.
119	Ward Rationing Officer in Lahore Region	..	1	1	Agreed.
120	Statistical Officer (Class II)		1	1	It was stated by the department that an amendment to the Service Rules had been approved by the S.R. Sub-Committee and the proposal was forwarded on the basis of the anticipated amendments. The Commission, however, advised that the amendment should first be got incorporated in the Service Rules, otherwise the proposal, which was not in consonance with the existing Rules, could not be considered as much. As the Food Department could not get the rules amended, it was decided to close the case and the department was informed accordingly with the remarks that a fresh file would be started as and when proper proposal was received after notification of the amendment to Service Rules.

(h) Food

121	District Food Controller	..	1	1	As the department had not been able to furnish the information asked for by the Commission, the case was closed in the Commission's office.
122	District Food Controller (Peshawar Region)		1	1	As the department had not been able to Ditto Ditto

Serial No.	Services of posts	No. of vacancies	No. of person considered or Proposed	Commission's advice	Whether the commission's recommendation were accepted
1	2	3	4	5	6

(j) HEALTH DEPARTMENT

123	W.P.H.S. II to W.P.H.S I.	..	7	7	Agreed	..	Accepted
124	Venerologist (Class I)	..	1	1	Do.	..	Acceptance awaited
125	W.P.H.S. I (Group C)	..	1	1	Do.	..	Ditto.
126	Assistant Medical Officer to W.P.H.S. II	..	5	5	Case closed till a regular proposed was forwarded.		
127	Women Medical Officer (Class II)	..	1	1	Ditto	Ditto	
128	Ditto	..	1	1	Ditto	Ditto	
129	Ditto		1	1	Agreed.	..	Accepted.
130	Ditto		15	17	Agreed in the case of 14 officers		Acceptance awaited

(k) HOME DEPARTMENT

131	Administrative Officer (Unclassified Gazetted)	..	3	3	Agreed	..	Accepted
132	Suprintendent Jail (Class I)	..	1	1	Do.	..	Do.
133	Deputy Superintendent of Jail (Unclassified Gazetted)		1	1	The proposal was withdrawn by the department.		Do.
134	Ditto.	Ditto.	..	3	3	Agreed in the case of the one officer. The case of the others are yet to be decided.	Do.

135	Superintendent of Jail (Class II)	..	1	1	Agreed	..	Do.
136	Ditto	..	1	1	Do.	..	Do.
137	Deputy Superintendent of Police (Class II)	..	10	10	Do.	..	Do.
138	Inspectors of Police, General Branch of Karachi (Class I) as Deputy Superintendent of Police		12	12	Do.	..	Do.
139	Ditto Ditto		11	11	Do.	..	Do.
140	Deputy Superintendent of Police (Class II)	..	11	24	Do.	..	Do.
141	Deputy Superintendents of Police	..	11	11	Do.	..	Do.
142	Ditto	..	23	23	Do.		Acceptance awaited
143	Prosecuting Deputy Superintendents of Police	..	1	1	Do.	..	Accepted.
144	Ditto	..	1	1	Do.	..	Do.
145	Deputy Superintendents of Police (Class II)	..	1	1	Do.	..	Do.
146	Prosecuting Deputy Superintendent of Police (Class II)		1	1	Do.	..	Do.
147	Deputy Superintendent of Police (Class II)	..	3	3	Do.	..	Acceptance awaited
148	Prosecuting Deputy Superintendent of Police (Class II)		1	1	Do.	..	Ditto.
149	Prosecuting Inspectors of Police as Prosecuting Deputy Superintendents of Police (Class II)		3	1	Do.		
150	Prosecuting Deputy Superintendent of Police (Class II)		1	1	Do.	..	Ditto.
151	Prosecuting Inspectors of Police as Prosecuting Deputy Superintendents of Police		2	2	Do.	..	Ditto.
152	Prosecuting Inspector of Police as Prosecuting Deputy Superintendents of Police (Class II).		7	7	Do.		Ditto.

Serial No.	Service of post	No. of vacancies	No. of person considered or proposed	Commission's advice	Whether the Commissions' recommendation were accepted
1	2	3	4	5	6

(l) INFORMATION DEPARTMENT

153	Assistant Director, UNR (Class I)	..	1	1	Agreed	..	Accepted.
154	Information Officers (Class II)	..	10	10	As the department had not been able to furnish the information/documents asked for by the Commission, the case was closed in the Commission's office under intimated to the department.		
155	Assistant Information Officer (Gazetted below Class II)		1	3	The Commission did not agree to the promotion of the officer proposed by the department and recommended another officer in his place.		

(m) INDUSTRIES DEPARTMENT

156	Assistant Director of Industries (Class I)	..	2	2	Agreed in case of one officer and other case was under correspondence.		
157	Ditto	Ditto	..	11	11	Agreed	.. Acceptance- awaited.
158	Senior Manager (Class I)	..	1	1	Do.	..	Do.
159	Administrative Officer (Gazetted Unclassified)	..	1	1	Do.	..	Accepted..
160	Ditto	Ditto	..	5	5	Do.	.. Do.
161	Purchase Officer (Class II)	..	1	1	The Commission did not agree		
162	Industrial Development Officer/Purchase Officers	..	3	3	Agreed in case of one officer	..	Do..

163	Tanning Superintendent in Mode Tanning and Foot-wear Centre, Gujranwala.	1	1	Case closed Post transferred to Small Industries Corporation.	
164	Works Managers Printing and Stationery (Class II) ..	4	5	Agreed in the case of 4 officers.	Accepted.
165	Works Manager Printing and Stationary ..		1	Agreed.	Acceptance awaited.

(n) IRRIGATION AND POWER DEPARTMENT

166	Officiating <i>Ex</i> -Engineers, Group 'B' ..	1	1	The department was informed that the officer was too junior and as such, his case was not considered for promotion by the Commission.	
167	Officiating <i>Ex</i> -Engineers, (Unclassified Gazetted) ..	3	3	Commission confirmed the provisional recommendations.	Acceptance awaited.
168	Officiating <i>Ex</i> -Engineers (Unclassified Gazetted Class I)	2	2	The department was informed that the <i>ad hoc</i> promotion of T.K.S. were made without consulting the Commission if there is any mistake that may be rectified by the department by taking appropriate action. The Commission are not concerned.	
169	Statistical Officer (Class II) ..	1	1	The department has been informed that as the officer had already retired and the advice of the Commission was not obtained in time as such it was of no use tendering advice at that stage.	
170	Deputy Controllers/Assistant Land Reclamation Officers (Special Gazetted)	15	15	The proposal was returned to the Chief Engineer Irrigation, Bahawalpur Region who was asked to forward the same through Government in the Irrigation and Power Department.	
171	Assistant Land Reclamation Officer/Deputy Collector (Class II).	1	1	Agreed	Accepted.

Serial No.	Service of post	No. of vacancies	No. of person considered or proposed	Commissions' advice	Whether the Commission's recommendation were accepted
1	2	3	4	5	6

POWER DEPARTMENT

172	Assistant Land Reclamation Officers/Deputy Collectors (Class II).	2	2	Agreed ..	Accepted
173	Officiating Assistant Land Reclamation Officer ..	1	1	Do. ..	Acceptance awaited
174	Officiating Assistant Land Reclamation Officers ..	5	5	The proposal was returned and the Chief Engineer was asked to route the proposal through Government.	Ditto.
175	Canal Collectors and Land Reclamation Officers (Unclassified).	11	9	Agreed ..	Ditto.
176	Canal Collectors (Class I) ..	1	1	Do. ..	Accepted
177	Canal Collectors (Unclassified) ..	1	1	Do.	
178	Officiating Sub-Divisional Officers (Class II) ..	38	38	The proposal was returned and the Chief Engineer was asked to route the proposal through Government.	
179	Ditto Ditto ..	31	31	Ditto Ditto ..	
180	Officiating Sub-Divisional Officers (Civil Recruitment Sargodha (Class II)	30	30	Action on the case had been closed as the documents information asked for were not supplied by the departments.	

1	Officiating Sub-Divisional Officers (Gazetted Class II) ..	38	38	The proposal was not considered. The <i>ad hoc</i> appointments were agreed upon upto 31st December 1966, and the department was advised to forward the proposal after obtaining relaxation from the operation of the Services and General Administration Department letter, dated 25th June 1965.
82	Sub-Divisional Officer (Class II) (Civil) Group 'B' .. (Mech) Group 'B' .. (Civil) Group 'A' .. (Mech) Group 'D' ..	139 } 13 } 5 } 13 }	170	The department was asked to forward regular proposal on the <i>pro forma</i> prescribed, for promotion to Class II Service.
183	Sub-Divisional Officer (Class II) (Mech and Civil) ..	12	12	The <i>ad hoc</i> appointments were agreed. The department was asked to issue appointment orders in respect of selectees of the Commission so that any further extension was not necessary.
184	Sub-Divisional Officers (Class II) (Civil) ..	5	16	The Commission recommended 5 Temporary Engineers for appointment to Class II.
185	Sub-Divisional Officers (Class II) (Civil) ..	4	19	As the Character Rolls were called back by the department the proposal could not be finalized. Case closed.
186	Overseers, Supervisors and Temporary Engineers to SSE-II	17	17	The proposal was withdrawn by the department.
187	Assistant Research Officer (Class II) ..	1	1	Agreed .. Accepted.

(n) FINANCE DEPARTMENT

188	Accountant as Treasury Officer ..	1	1	Agreed .. Accepted.
189	Senior Auditor (Local Fund Audit) ..	4	4	Agreed .. Accepted.
190	Senior Auditor (Local Fund Audit) ..	1	1	Agreed .. Accepted.

Serial No.	Service or Post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the Commission's recommendation were accepted
1	2	3	4	5	6

(b) PUBLIC ENGINEERING DEPARTMENT

191	Administrative Officer (Gazetted) (Unclassified)	..	2	2	Agreed	..	Accepted
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(7) PLANNING AND DEVELOPMENT DEPARTMENT

192	Progress Officers	..	2	2	Agreed	..	Accepted
193	Progress Officer	..	1	1	Agreed	..	Do.

(r) SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

4	Deputy Secretaries (Class I)	..	10	10	Case closed.		
195	The Secretary to the Governor, West Pakistan	..	1	1	Case closed. It was a case of deputation		
196	P.C.S. (E.B.) (Group 'D') (Class-I)	..	6	6	Case closed, New proposal asked for	..	
197	P.C.S. (E.B.) (Class-I)	..	30	24	The comn. interviewed 24 officers and 10 were recommended.		Acceptance awaited
198	Section Officers (Gazetted)	..	13	20	Agreed	..	Already promoted.
199	Superintendent (Unclassified Gazetted)	..	20	20	The Commission agreed to the promotion of 20 Assistants as Superintendents.		
200	Ditto Ditto.	..	7	7	The Commission agreed to the promotion of 4 officers and in the case of remaining 3 agreed to their <i>ad hoc</i> appointment.		
201	Ditto Ditto.	..	1	1	Agreed	..	Accepted.
202	Superintendents (Unclassified Gazetted)	..	1	1	Agreed	..	Do.

203	Superintendents (Unclassified Gazetted)	..	1	1	Agreed	..	Do.
204	Superintendents (Gazetted)	..	7	7	Agreed	..	Do.

(s) RAILWAY DEPARTMENT

205	Divisional Electrical Engineer (Class-I)	..	1	1	Agreed	..	Accepted
206	Executive Engineers (Signal) (Class -I)	..	1	2	Agreed in the case of one officer	..	Do.
207	Divisional Personal Officer	..	1	1	Agreed	..	Do.
208	Executive Engineer	..	1	1	Do.	..	Do.
209	Assistant Superintendent Watch and Ward Class I	..	1	1	Do.	..	Do.
210	Executive Engineer Class-I	..	1	4	Agreed in the case of one officer.	..	Do.
211	Divisional Signal Engineers	..	1	1	Agreed	..	Do.
212	Divisional Medical Officer Class-I	..	1	1	Agreed	..	Do.
213	Electrical Engineering Department	..	1	1	Agreed	..	Do.
214	Personnel Branch of P.W.R.	..	3	4	Agreed in the case of one officer.	..	Do.
215	LGS to OSD (Class-I)	..	1	1	Agreed	..	Do.
216	Signal Engineer (Class-I	..	1	1	Agreed	..	Do.

(s) MISCELLANEOUS PROMOTIONS

217	Superintendent, West Pakistan Assembly (Gazetted)	..	1	1	Agreed	..	Accepted.
218	Superintendent, West Pakistan Assembly (Gazetted)	..	1	1	Not agreed	..	

CASES OF APPOINTMENT TO SELECTION GRADE

219	W. P. E. S. Class I (Administration Branch) (Men's Section).	5	5	The proposal being incomplete, the case was closed and the Department asked to refer the case with all the required documents.		
220	W.P.E.S. Class I (Administration Branch Women's Section).	1	1	Agreed	..	Accepted

229	Stores Officers (Gazetted Specialist) (Works Department).	2	..	In spite of repeated requests, the Department failed to produce the essential documents in this case. The case was, therefore, closed by the Commission and the Department was informed.	
230	Assistant Stores Officer, (Communications and Works Department).	2	2	The proposal returned to the Department and asked to send complete and fresh a proposal.	Awaited.
231	Assistant Professor of Oral Surgery (Health Department)	1	1	Agreed	Accepted.
232	Assistant Professor of E.&T. (Health Department)	1	1	Agreed	Do.
233	Professor of Epidemology and Bio-Statistics (Health Department).	1	1	Agreed	Do.
234	Assistant Professor of Bacteriology (Health Department)	1	1	Agreed	Do.
235	Professor of Medical Entomology and Parasitology (Health Department).	1	1	Agreed	Do.
236	Physicist, Health Department (Class II)	2	2	Proposal was withdrawn by the Department.	
237	Manager, Government Weaving Factory, Shahdara (Class I) (Industries Department).	1	1	Agreed	Accepted
238	Deputy Superintendent of Police, General Branch, (Class II) (Khairpur and Hyderabad).	9	9	Agreed	Acceptance awaited
239	Deputy Superintendent of Police (Class II) (Region No.4)	1	1	Agreed	Accepted.
240	Deputy Superintendent of Police (Class II) (Region No 3)	1	1	Agreed	Do.
241	Progress Officer in Planning and Development Department.	1	1	Agreed	Do.
242	P.A. to Commissioner, Rawalpindi Division	1	1	The case was not referable to the Commission as an officer was already approved against permanent post.	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the Commissions recommendations were accepted
1	2	3	4	5	6
243	Administrative Officer (Communications and Works Department).	3	3	Agreed	Accepted.
244	Game Warden, West Pakistan ..	1	1	Case closed as it was not referable to the Commission.	..
245	Lecturer at Government Inter.College, Peshawar ..	8	8	(i) The Commission agreed in cases of 7 officers. (ii) The case of one officer was deferred till his Character Roll was received.	..
Grand Total		1,403	1,471		

APPENDIX VI

CASES OF DISCIPLINARY ACTION/STOPPAGE AT THE EFFICIENCY BAR/STOPPAGE OF INCREMENTS/ REDUCTION IN PENSION, ETC.

(REFERRED TO IN CHAPTER IV)

Serial No.	Subject	Commission's advice	Action taken by the Government Department concerned.
1	2	3	4

(a) AGRICULTURE DEPARTMENT

1	Disciplinary action against an Extra Assistant Director of Agriculture.	The Commission agreed with the department's proposal the officer should be dismissed from Government service.	
2	Disciplinary action against an Extra Assistant Director of Agriculture.	The Commission intimated that as no penalty had been proposed, the case was not referable to them.	
3	Departmental enquiry against Divisional Forest Officer.	Proposal being incomplete, the case was closed.	..
4	Departmental Enquiry against a Sub-Divisional Forest Officer.	Proposal being incomplete, the case was closed	..

(b) COMMUNICATION AND WORKS DEPARTMENT

5	Disciplinary action against an Executive Engineer.	The Commission advised that since the punishment or warning as proposed by the Department was not a penalty within the meaning of Efficiency and Discipline Rules, the Commission were not concerned. They further opined that the warning could not be placed in the Character Roll of the officer at that time.	
6	Disciplinary action against a Sub-Divisional Officer.	As the papers of enquiry forwarded to the Commission were not complete, the Department was informed that without complete record of the case, it was not possible for the Commission to tender any advice.	

Serial No.	Subject	Commission's advice	Action taken by the Government Department concerned.
1	2	3	4
		(b) COMMUNICATION AND WORKS DEPARTMENT, conold.	
7	Disciplinary action against a Sub-Divisional Officer.	The Commission advised that, from the material supplied by the Department, the punishment of dismissal proposed against the officer was not justified because (a) The officer was alleged to have tampered with the Cash book and changed the figure of Rs. 1,752/12 to 1,752/11. The error was to the extent of one anna only. (b) The other important charge was the loss of Rs. 1,034. A Court Enquiry was held and the officer punished for that default. He was proposed to be punished again for the same offence. (c) The remaining charges were not very serious.	Advice accepted. The officer was exonerated of the charges levelled against him.
8	Suspension of a Sub-Divisional Officer	The Commission agreed to the continued suspension of the officer beyond one year, but suggested that the enquiry proceedings should be completed within six months. (c) EDUCATION DEPARTMENT	Acceptance awaited.
9	Departmental enquiry against a W.P.E.S., Class II Officer (formerly Headmaster, Quetta).	The Commission did not agree with the proposed stoppage of 2 increments of the officer without cumulative effect. The Commission, however, agreed to the following penalties as proposed by the Enquiry Officer— (a) Recovery of Rs. 53-74; and (b) To be warned to be careful in future.	Accepted.

10.	Departmental enquiry against a W.P.E.S. Class II Officer (former District Inspector of Schools, Multan).	While agreeing with the department's proposed penalty of stoppage of increments for two years without cumulative effect, the Commission pointed out that the proposed punishment was light, particularly in view of proved charge No.	In view of the Commission's advice the two department stopped increments of the officer with cumulative effect.
11.	Disciplinary action against a W.P.E.S. Class II Officer (since retired).	The Commission agreed with the proposed punishment of the recovery of the embezzled amount of Rs. 3,280.00 from the officer.	Acceptance awaited.
12.	Disciplinary action against a W.P.E.S. Class II Officer (formerly Head master, Government High School, Fort Abbas).	The Commission agreed with the proposed punishment of the recovery of the misappropriated amount of Rs. 1,206.00 from the officer.	Acceptance awaited.

(d) INFORMATION DEPARTMENT

13.	Departmental enquiry against an Assistant Director of Information.	The Commission advised that the officer should be removed from service with effect from the date he was placed under suspension, viz., 17th May, 1962.	The department intimated that since the charge sheet on the officer was not accompanied by a statement of allegations the Government could not award him the proposed punishment. On the advice of the Law Department it was proposed to hold a fresh enquiry and to Commission consulted again. In view of this, the case was closed under intimation to the department.
14.	Departmental enquiry against an Information Officer (on leave Ex-Pakistan).	The Commission agreed to the dismissal of the officer from service without framing a charge sheet, holding a formal enquiry and thereafter issuing a show cause notice, etc.	Accepted.

(e) IRRIGATION AND POWER DEPARTMENT

Disciplinary action against a Hydraulic Officer in Class I (Junior).	The Commission agreed with the Department's proposal that two increments of the officer be stopped without cumulative effect.	Accepted.
Disciplinary action against an Assistant Engineer in Class II.	The Department was informed that the Commission could not arrive at an independent conclusion about the merits of the case in the absence of the Measurement Book. It was not supplied despite repeated reminders and hence the Commission closed the case.	
Disciplinary action against a Sub-Divisional Officer Class II.	The Commission agreed with the proposal of the Department that the officer be removed from service.	Acceptance awaited.

Serial No.	Subject	Commission's advice	Action taken by the Government Department concerned.
1	2	3	4

(e) IRRIGATION AND POWER DEPARTMENT—*concl'd.*

18	Recovery of loss to Government amounting to Rs. 3,151.50 from a retired Sub-Divisional Officer Class II, on account of excess payment to a contractor.	The Commission advised that 50% of the loss caused to Government should be recovered from the concerned Officer.	Acceptance awaited.
19	Disciplinary action against an Assistant Engineer (Electricity Department) promoted as Executive Engineer by WAPDA.	Since the case was not referable to the Commission, no advice was tendered.	
20	Grant of Special Additional Pension to a retired Operational Manager (WAPDA).	The Commission advised that the officer may be allowed special additional pension for the years 1948, 1954 and 1955 in the lower grade and for the years, 1961, 1962 and 1963 in the higher grade, subject to verification by the Audit.	
21	Reduction in the pension/gratuity of a retired Assistant Land Reclamation Officer (Class II).	The Commission advised that a token cut not exceeding 1% (one percent) should be made from the pension admissible to the officer.	Acceptance awaited.

(f) SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

22	Proposal to disallow Special Additional pension/gratuity for the year 1962 to a retired W.P.C.S. (E.B.) Officer.	The Commission agreed that Special Additional pension may not be allowed to the officer for the year 1962.	Accepted.
23	Reduction in Special Additional Pension/gratuity to a retired W. P. C. S. (E.B.) Officer.	The Commission did not agree and advised that special additional Pension for the entire period, as due, may be allowed.	Acceptance awaited.
4	Reduction in Pension/gratuity of a retired W.P.C.S. (E.B.) Officer.	The Commission agreed to the reduction by 10% of the pension admissible to the officer.	Acceptance awaited.

25	Reduction in pension/gratuity of a retired W. P. C. S. (E. B.) Officer.	The Commission advised that a reduction of 2% may be made in the pension admissible to the officer.	Acceptance awaited.
26	Reduction in the Special Additional Pension of a retired W. P. C. S. (E.B.) Officer.	The Commission did not agree with the proposal for reduction of pension and advised that the officer may be allowed to draw full Special Additional Pension admissible to him.	Accepted.
27	Reduction in the pension/gratuity of a retired W.P.C.S. (E.B.) Officer.	The Commission did not agree with the proposal for the reduction of pension and advised that the officer be allowed to draw full ordinary pension admissible to him.	Acceptance awaited.
28	Reduction in the pension of a retired W.P.C.S. (E.B.) Officer.	The Commission did not agree with the proposal for the reduction of pension and advised that the officer be allowed to draw full ordinary pension and Special Additional Pension for 1956-59.	Accepted.
29	Reduction in Special Additional Pension of a retired W.P.C.S. (E.B.) Officer.	The Commission advised that the officer be allowed special additional pension except for the period from 1st January, 1964 to 23rd September, 1964.	Acceptance awaited.
30	Reduction in pension /gratuity of retired W.P. C.S. (E.B.) Officer.	The Commission advised that the officer be allowed full pension admissible.	Acceptance awaited.
31	Reduction in pension/gratuity of a retired W.P. C.S. (E.B.) Officer.	The Commission advised that since the Government allowed the officer to continue in service after 55 years of age, a token cut not exceeding 1% from the ordinary pension admissible would meet the ends of justice.	The Government requested the Commission to reconsider their advice. After reconsideration of the case, the Commission re-iterated their earlier advice. Accepted awaited.
32	Departmental enquiry against a W.P.C.S. (E.B.) Officer.	Since the Commission were not consulted before the officer was dismissed by Government they declined to tender any advice.	..
33	Departmental enquiry against a Superintendent of Police.	The officer was exonerated of all the charge.	Accepted.
MISCELLANEOUS			
34	Disciplinary action against an Industrial Development Officer of Directorate of Industries, West Pakistan.	The Commission agreed with the imposition of the following penalties as proposed by the department :— (i) Reduction to the lowest stage of the time scale in Class II (Grade Rs. 350—925.) (ii) Stoppage of increment for 2 years with cumulative effect. (iii) Warning which should be placed on his record, and (iv) Recoveries of excess amount of travelling allowance drawn by him.	

Serial No.	Subject	Commission's advice	Action taken by the Government Department concerned
1	2	3	4
35	Departmental enquiry against an Inspector of Police, Anti-Corruption Establishment Southern Region.	The Commission agreed with the proposal of the Department that since the charges proved by the Enquiry Officer were serious and made the officer unfit for continuance in Government service, he should be dismissed from service.	Accepted.
36	Departmental enquiry against an Urdu Reporter of the West Pakistan Provincial Assembly Department.	The Commission advised that the officer be compulsorily retired and the recovery of loss of Rs. 6,500.00 should be made from him.	Accepted.
37	Departmental enquiry against an officiating Deputy Superintendent of Police (Group B).	Since the proposal of the department was to censure the Officer the Commission advised that his case was not referable to them at that stage.	
38	Action against a District Manager of Road Transport Corporation, West Pakistan under the Road Transport Corporation West Pakistan (Removal of Undesirable Employees) Ordinance.	The Commission advised that the case was not referable to them.	
39	Departmental enquiry against an Assistant Director, Basic Democracies.	The Commission agreed that the officer may be retired from Government service.	The Department intimated that the penalty approved by the Commission had become infructuous as the officer had already retired from service on completion of 25 years of service with effect from 9th February 1966.

APPENDIX VII

CASES OF RETIREMENT UNDER ARTICLE 178 (4) (a) OF THE CONSTITUTION

(Referred to in Chapter V)

Serial No.	Subject	Commission's advice	Action taken by Government Department concerned
1	2	3	4
1	Retirement of W. P. E. S., Class II Officer (Headmaster of a Government High School).	The Commission agreed to the retirement of the officer as proposed by the Department.	Acceptance awaited.
2	Retirement of a W. P. A. H. S., Class I Officer	Case under consideration of the Commission.	

APPENDIX VIII
EXAMINATION DEPARTMENTAL AND LANGUAGE
(Referred to in Chapter VIII)

Serial No.	Name of the Examination	NUMBER OF CANDIDATES			Percentage of candidates who passed	REMARKS
		Admitted	Examined	Passed Qualified		
	2	3	4	5	6	7
					per cent	
1	Assistant Collectors Part I February, 1966	7	7	7	100	
2	Assistant Collector's Part II February, 1966	2	1	1	100	
3	Revenue Qualifying, April 1966	21	21	6	28.6	
4	Assistant Collector's Part I April, 1966	1	1	1	100	
5	Assistant Collector's Part II April, 1966	6	6	5	83.3	
6	Assistant Collector's Part I August, 1966	7	7	7	100	
7	Assistant Collector's Part II August, 1966	3	3	3	100	
8	Revenue Qualifying, October, 1966	20	16	10	62.5	
		67	62	40		

APPENDIX IX

COMPETITIVE EXAMINATIONS CONDUCTED BY THE WEST PAKISTAN PUBLIC SERVICE COMMISSION DURING THE YEAR 1966

Serial No.	Name of the Examination	Place and date of examination	Number of vacancies	Number of applications for admission received	NUMBER OF CANDIDATES				Recommended for appointment	Selected for appointment	REMARKS
					who were admitted	who appeared	who qualified				
							in written portion	Finally in written portion and viva voce			
1	2	3	4	5	6	7	8	9	10	11	12
1	Combined Competition Examination for recruitment to:— (a) W.P.C.S. (E.B.) (b) W. P. Secretariat (Section officers) Service. (c) Probationers for Transportation (Traffic) and Commercial Departments of the P. W. R.	Examinations held in February at Lahore/Hyderabad Peshawar and viva voce at Lahore Karachi/Peshawar in October/November/December, 1966	(a) 30+35 (b) 23 (c) 7 95	1546	1202	*844	250	111	(a) W.P.E.S. (EB) 65 (b) Section Officers 23 (c) Probationers for P.W.R. 7.	appointment orders yet to be issued by the Government.	

*(Includes 5 candidates whose candidature was later cancelled).

ANNUAL REPORT ON THE WORKING OF THE WEST
PAKISTAN PUBLIC SERVICE COMMISSION, FOR THE
YEAR, 1967.

CORRIGENDA

In the Annual Report on the working of the West Pakistan Public Service Commission for the year, 1967, the following corrections should be made :—

- Page 7, para. 13, item (4) .. The words 'recruitment' and 'advertisement', which have been misprinted in lines 2 and 3 should be corrected.
- Page 7, para. 13, item (10).. The word 'service' should be added after the word 'years' in line 2.
- Page 8, Chapter II .. In para. 1, lines 1 and 2, the word 'candidate' should be substituted by the word 'candidates'.
- Page 8, Chapter II .. In para. 1, line 10, the word 'requirement' should be substituted by the word 'recruitment'.
- Page 8, Chapter II .. In para. 2, the opening word 'Death' should be substituted by the word 'Dearth'.
- Page 8, Chapter II .. In para. 3, line 11, the word 'member' should be read as 'members'.
- Page 9, para. 4 .. In line 9, the word 'appointment' should be read as 'appointments'.
- Page 10, lines 6-7 .. The word 'in' may be inserted between the words 'detailed' and 'Appendix V'.
- Page 10, Chapter VII .. The words 'instructions' and 'another' which have been misspelt in line 8, should be corrected.
- Page 10, Chapter VII .. The word 'disqualified' which has been misprinted in line 11, should be corrected.
- Page 11, Chapter VII .. The word 'violating' in line 3 on page 11, which has been misprinted, should be corrected.
- Page 11, Chapter VII, line 6 The word 'candidates' which has been mis-spelt, should be corrected.

- Page 11, Chapter VII, line 10 The word 'cses' should be read as 'cases'. The word 'of' at the end of the line should be omitted.
- Page 11, Chapter VIII .. The word 'appeared' which has been misspelt in line 15, should be corrected.
- Page 12, Sub-para. (iii) .. The word 'qualify', 'the' and 'written' which have been misprinted in lines 4 and 5, should be corrected.
- Page 12, Sub-para. (iv) .. The words 'number' and 'admitted', which have been misprinted in lines 5 and 6, should be corrected. The word 'examination' in line 8 should be read as 'examinations'.
- Page 12, 'General Remarks' Clause (a). The words 'startingly' and 'analytical' which have been misprinted in lines 3 and 5, should be corrected.
- Page 13, line 3 .. The word 'of' should be inserted between the words 'few' and 'the' in place of letter 'o'.
- Page 13, line 4 .. The word 'through' which has not been completely printed, should be corrected.
- Page 13, line 13 .. The word 'streanth' which has been misprinted should be corrected.
- Page 13, line 14 .. The word 'condition' should be read as 'condision'.
- Page 13, line 26 .. The opening word 'had' which has been misprinted, should be corrected.
- Page 13, line 34 .. The word 'casis' should be corrected as 'oasis'.
- Page 13, line 36 .. The words 'Critical insight' which have been misprinted, should be corrected.
- Page 14, Sub-para. (b) .. In line 1, the word 'answer' should be read as 'answers'. The words 'standard', 'not' and 'showed' which have been misprinted in lines 2, 4 and 5 respectively, should be corrected.

Page 14, Chapter IX

- .. The Word 'IRREGULARITIES' which has been misprinted in the head lines, should be corrected. In line 3, the word 'int' should be corrected as 'in'. The Words 'clear', 'supplies', 'filled' and 'whatsoever' which have been misprinted in lines 4, 13, 16 and 21, respectively should be corrected.

In line 22, the word 'and' should be corrected as 'an'.

In line 22, the word 'and' which has been mis-spelt should be corrected.

In line 25 the word 'and' between the words 'connection' and 'since', should be corrected as 'had', and the word 'Building' should be read as 'Buildings'.

Page 15

- .. In lines 34 and 35, the word 'Building' should be read as 'Buildings'.

In line 38, the words 'Building' and 'Road' should be read as 'Buildings and Roads'.

In line 39, the word 'eventually' which has been mis-spelt, should be corrected.

Page 16

- .. In line 11, the word 'irregularity' which has been misprinted, should be corrected.

In lines 19 and 20, the words 'Budget Department' should be corrected as 'Basic Democracies'.

In line 42, the word 'while' which has been misprinted should be corrected.

Page 17

- .. In line 3, the word 'promoting' should be corrected as 'promotion'.

Page 21

- .. In para. (B), the word 'WHERE' in line 2, should be corrected as 'WERE'

Page 22

- .. In line 4, the words 'ANIMAL HUSBANDRY' should be enclosed in brackets.

In line 10, the letter '(u)' after the word 'paragraph' should be corrected as '(a)'.

Page 22, S. No. 1

- .. The word 'enquiry' which has been misprinted in line 12, should be corrected.

In line 15, the word 'goods' should be read as 'good'.

Page 22, S. No. 2

- .. The word 'allocated' which has been misprinted in line 3, should be corrected.

In line 12, after the word 'from' the following should be added:—

"21st October 1953 in view of rule 10 (1)(a) of the West Pakistan Medical Service (Class II—Men's Section) Rules, 1965".

Page 23

- .. In line 6, the word 'advices' should be read as 'advice'.

Page 23, S. No. 4

- .. In line 6, the word 'promotions' should be read as 'promotion'.

Page 23, S. No. 5

- .. The word 'the' at the end of line 3, should be omitted.

In line 4, the opening word 'thoroughly' which have been misprinted, should be corrected.

Page 24, S. No. 6

- .. In line 2, the word 'act' should be inserted between the words 'to' and 'as'.

Page 24, S. No. 7

- .. The word 'justified' which has been misprinted in line 7, should be corrected.

Page 25

- .. In line 2, the word 'these' should be corrected as 'those'.

In line 3 the word 'conclusion' which has been mis-spelt, should be corrected.

Page 25, S. No. 9

- .. In line 4, the figure '2186', should be corrected as "186". The word 'unbroken' which has been misprinted in line 2 under col. 3, should be corrected.

- In line 26, the words 'an integral' which have been misprinted should be corrected.
- In line 26, the word 'should' which has been misprinted should be corrected.
- Page 26, S. No. 2 .. In line 5, the word 'prior' which has been misprinted, should be corrected.
- Page 27, S. No. 5 .. In line 7, the word 'appointment', which has been misprinted, should be corrected.
- The word 'was' which has been misprinted in line 14, should be corrected.
- The word 'the' which has been misprinted at the end of line 17, should be corrected.
- Page 28, S. No. 7 .. The letter 'a' should be inserted between the words 'for' and 'short' in line 3, under col. 3.
- Page 28 S. No. 8 .. In line 4, under col: 3, the word 'in' should be substituted by the word 'an'.
- The word 'Officer' which has been misprinted at the end of line 4 under col. 3 should be corrected.
- Page 31 S. No. 15 .. In line 8, the word 'officers' should be read as 'officer'.
- Page 31, S. No. 17 .. In lines 2 and 3, the figures '1967' and '1957' should be corrected as '1966' and '1967' respectively.
- Page 31, S. No. 17 .. The line 'No reasons were intimated by the Department' under col. 3, should be omitted.
- Page 32, item(b) .. In line 4, the word 'on' between the words 'case' and 'should' should be omitted.
- Page 35, S. No. 13 .. Under col. 7, the figure '1' should be inserted.
- Page 39, S. No. 53 .. Under col. 6, the figure '5' should be inserted.
- Page 42, S. No. 89 .. Under col. 4, the figure '4' should be substituted by the figure '3'.

- Page 46, S. No. 130 .. Under col. 5 and 6, the figures '21' and '2' should be substituted by the figures '2' and '1' respectively.
- Page 48, S. No. 155 .. Under col. 5, the figures '22' should be substituted by the figure '2'.
- Page 48, S. No. 158 .. The word 'Defence' which has been misprinted in line 2, under col. 2, should be corrected.
- Page 51, S. No. 189 .. Under col. 6, the figure '1' should be inserted.
- Page 52, S. No. 1 .. The opening word 'Assistant' which has been misprinted under col. 2, should be corrected.
- Page 53, S. No. 14 .. Under col. 6, the word 'application' should be read as 'applications'.
- Page 53, S. No. 16 .. Under col. 4, the figure '2' should be inserted.
- Page 56, S. No. 3 .. In line 2, under col. 4, the word 'application' should be read as 'applications'.
The oblique '/' should be inserted between the words 'Central' and 'Provincial' in line 2, under col. 2, and the word 'Department' in lines 1 and 2 should be corrected as 'Departments'.
- Page 57, S. No. 9 .. Under col. 2, the word 'Botanist' which has been misprinted, should be corrected.
- Page 58, S. No. 19 .. Under col. 2, the word 'Oil' should be substituted by the word 'Soil'.
- Page 60, S. No. 42 .. The figure '120' which has been misprinted under col. 4, should be corrected.
- Page 60, S. No. 43 .. The word 'Commission' which has been misprinted under col. 5, in line 1, should be corrected.
- Page 60, S. No. 48 .. Under col. 4, the figure '6' should be substituted by the figure '60'.
- Page 66, Appendix V .. The word 'No.' which has been misprinted under col. 1 of heading, should be corrected.

- Page 66, Appendix V .. Under col. 2, of the heading, the word 'of' occurring between the words 'Service' and 'posts' should be substituted by the word 'or'.
- Page 66, S. No. 4 .. The word 'Botanist' which has been mis-spelt under col. 2, should be corrected.
- Page 66, S. No. 7 .. The words 'documents' and 'supplied' which have been misprinted in lines 1 and 2, under col. 5, should be corrected.
- Page 67, S. No. 10 .. The word 'which' should be inserted between the words 'against' and 'the' in line 2, under col. 5.
- Page 68, S. No. 28 .. The opening word 'Livestock' which has been misprinted under col. 2, should be corrected.
- Page 68, S. No. 28 .. Under col. 3, the figure '1' should be inserted.
- Page 68, S. No. 35 .. The following sentences which have been misprinted in lines 1—7, under col. 5, should be corrected :—
 'The 8 officers were previously brought on the select list of Mukhtiarkars for the years 1951 and 1952 on trial basis. The Commission agreed to retain the names of 7 officers on select list of the years 1951 and 1952 as Mukhtiarkars. One officer was not considered fit for retention'.
- Page 70, S. No. 52 .. The figure '2' under col. 1 should be substituted by the figure '52'.
- Page 71, S. No. 59 .. The words 'Ditto' 'ditto' under col. 2 should be replaced by the words :—
 'S.E.S. Officials to W. P. E. S. II (Admn. Branch) Women's Section, Karachi, Region'.
- Page 71, S. No. 60 .. The word 'also' which has been misprinted in line 2, against item (ii) under col. 5, should be corrected.
- Page 72, S. No. 66 .. The word 'Collegiate' which has been misprinted in line 1, under col. 2 should be corrected.
- Page 72, S. No. 73 .. The figure '73' should be inserted under col. 1, below serial No. 72.

- Page 72, S. No. 73 .. The word 'suitable' which has been misprinted in line 2, against item (i) under col. 5, should be corrected.
- Page 73, S. No. 75 .. The word 'likely' which has been misprinted in line 3, under col. 5, should be corrected.
- Page 75, line 1 .. The word 'FOOD' which has been misprinted in the head line, should be corrected.
- Page 77, S. No. 118 .. The figure '118' which has been misprinted under col. 1, below serial No. 117, should be corrected.
- Page 77 .. Below serial No. 120, under col. 1, Serial No. "121" shall be inserted.
- Page 77 .. A closing bracket should be inserted after the word 'POLICE' in the head line between S. Nos. 121 and 122.
- Page 78, S. No. 132 .. The figures '132' should be inserted under col. 1, below serial No. 131.
- Page 79, S. Nos. 145 and 146 The oblique '/' should be inserted between the words 'I. D. O.' and 'Purchase Officer' under col. 2.
- Page 84, S. No. 197 .. The figure '56' and the word 'advice' which have been misprinted in lines 1 and 7 respectively under col. 5, should be corrected.
- Page 86, S. No. 6 .. The word 'cumulative' which has been misprinted in line 2, under col. 3, should be corrected.
- Page 87, S. No. 7 .. The word 'of' should be inserted between the words 'punishment' and 'stoppage' in line 1, under col. 3.
- Page 88, S. No. 18 .. The word 'pay' occurring in line 1 under col. 3, should be substituted by the word 'by'.
- Page 89, Appendix ~~VII~~ .. The oblique '/' should be inserted between the words 'Government' and 'Department' in col. 4, of the heading.
- Page 92, S. No. 7 .. The figure '78½%', occurring under col. 6 should be substituted by the figure '87½%'.

**REPORT IN PURSUANCE OF ARTICLE 189 OF THE CON-
STITUTION OF THE ISLAMIC REPUBLIC OF PAKIS-
TAN ON THE ACTIVITIES OF THE WEST PAKISTAN
PUBLIC SERVICE COMMISSION FOR THE YEAR
1967**

CHAPTER I—GENERAL

This is the twelfth report on the working of the West Pakistan Public Service Commission since it was constituted in 1955.

2. During the year under report, the following officers worked as Chairman and Members of the Commission:—

1. *Chairman* (i) Mr. Nasir Ahmad, C. S. P. (retired) completed his tenure and relinquished charge of his office as Chairman of the Commission on 31st March 1967 (forenoon).

(ii) Mr. I. U. Khan, H. K., S. Pk., C. S. P., took over as Chairman of the Commission with effect from 20th July 1967. He also represented the Government of Pakistan on the Rann of Kutch Tribunal and was on deputation in Geneva from 15th September 1967 to 20th December 1967 in this connection.

2. *Members* (1) Mr. Ghulam Dastgir M. Pandhiani completed his tenure as a Member on the 31st March, 1967.

(2) Brig. Ata Muammad Khan. He completed his tenure on 30th June 1967 and was re-appointed for a fresh term with effect from 1st July 1967. He also worked as Chairman of the Commission in addition to his own duties as a Member from 31st March 1967 to 19th July 1967. He was nominated by the Chairman of the Commission to act for him during his absence at Geneva with effect from 15th September 1967, under para. 2. of the Rules of Procedure of the West Pakistan Public Service Commission.

(3) Nawabzada Muhammad Ayub Khan, P. C. S. He completed his tenure on 4th December 1967 and was re-appointed for a fresh term with effect from 5th December 1967 (forenoon).

(4) Mr. Muhammad Saleem Khan,

(5) Mr. Abdul Kadir Muhammadali took over as a Member with effect from 1st April 1967 (forenoon).

3. *Composition and conditions of Service regulations*—The Members of the Commission continued to be governed by the West Pakistan Public Service Commission (Composition and Conditions of Service) Regulations, 1958. Government have, however, amended Regulation 9 of these Regulations raising the Special Pay from Rs. 300.00 to Rs. 330.00 per mensem in the case of Members who were in the Service of Pakistan on the date of their appointment and whose pay (excluding Special Pay) did not exceed Rs. 2,500 in the case of Chairman and Rs. 2,000 in the case of other Members; their pay plus special pay being subject to a maximum of Rs. 2,500 in the case of Chairman and Rs. 2,000 in the case of a Member.

The question of pay structure of the Members of the Commission was reconsidered by the Government, but the Commission were informed that there was no scope to revise the previous decision.

4. *Statutory Functions of the Commission*—The following proposals regarding amendments to the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957 or affecting the functions of the Commission were dealt with during the year under report :—

<i>Particulars of proposals</i>	<i>Commission's advice</i>
(i) Government proposed that the posts of Comptrollers, Government Houses at Peshawar, Karachi and Quetta may be excluded from the purview of the Commission.	Agreed to the proposed amendment.
(ii) Government proposed to delete the provisions contained in clause 4 and sub-clause (e) of clause (5) of Regulation 5 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations 1957, so as to dispense with consultation with the Commission when it is proposed to pass revised orders in appeal.	The Commission did not agree to the proposal and their views were conveyed to Government. No further reference has been received from Government.

(iii) Government decision not to consult the Commission in cases of withholding of special or additional pension or reducing the ordinary pension of a Gazetted Government servant. The Commission have disagreed with the views of the Law Department and have sought further advice of the Law Department through Services and General Administration Department. They have also made a reference to the Central Public Service Commission to ascertain their position.

(iv) The question that cases affecting seniority of individual officers were referable to the Commission under Article 186 (2) (b) had been referred to the Services and General Administration Department, who proposed in spite of Law Department's advice to the contrary, that such cases should not be referable to the Commission. The Commission did not agree to the proposal; but their advice was overruled and an amendment was made to the Limitation of Function Regulations excluding such cases from the purview of the Commission.

(v) Government proposed that consultation with the Commission in cases of promotion to the posts of Deputy Secretaries in the Civil Secretariat should not be necessary. Under consideration and taken over to the next year.

(vi) Government's proposal for excluding consultation with the Commission in the matter of suspension of officers for more than one year. Under consideration and taken over to the next year.

5. *Rules of Procedure of the Commission*—The following amendment was made in the Rules of Procedure of the West Pakistan Public Service Commission substituting Rule 10 thereof :—

“10—When the office of the Chairman becomes vacant through death, resignation, completion of term of office, or otherwise, the senior most Member shall exercise all the powers and functions of the Chairman until the vacancy is duly filled up. The effect of this amendment was that the scope of Rule 10 was enlarged to cover cases due to completion of term of office or otherwise”.

6. *Instructions to Government Departments*—No change was made during the year under report but the question of their revision in the light of the latest orders of Government remained under consideration.

During the year under report, the Government considered in detail the question of delay, its causes and remedies in making appointments through the Public Service Commission and, after assessment of the entire position, issued instructions to all Administrative Departments, etc., —*vide* Services and General Administration Department letter No. SOIV (S&GAD) 16 14/64, dated the 7th October, 1967. If the Departments observed the instructions carefully, the work at various levels would be facilitated.

STAFF OF THE COMMISSION

7. During the year under report, the following Gazetted officers worked in the Commission's Office :—

- (1) *Secretary*—(i) Mr. Tewfiq Fehmi Rizvi, C. S. P., worked as Secretary upto 13th September 1967 (afternoon) on which date he took over as Officer on Special Duty in the office of the West Pakistan Public Service Commission and proceeded abroad on a Government Scholarship.
(ii) Mr. Amir Yusuf Ali Khan, C. S. P., took over as Secretary, West Pakistan Public Service Commission with effect from 13th September 1967 (afternoon).
- (2) *Deputy Secretary*—Mr. S. F. Tunia, Assistant Secretary took over as Deputy Secretary, West Pakistan Public Service Commission with effect from 10th January 1967 against a newly created temporary post in his own grade of Assistant Secretary *plus* Rs. 220 per mensem as Special pay.
- (3) *Registrar Examinations*—Raja Muhammad Ashraf Khan.
- (4) *Assistant Secretary*—(i) Ch. Abdul Hameed, Administrative Officer, on promotion as Assistant Secretary, took over on the 10th January 1967 and retired with effect from 31st July, 1967.
(ii) Sh. Ghulam Nabi, Senior Superintendent, who was on deputation to the West Pakistan Text Book Board and was promoted in absentia as Officiating Administrative Officer with effect from 10th January 1967 (on reversion from the West Pakistan Text Book Board,) took over as Officiating Assistant Secretary with effect from 31st July 1967 (afternoon).
- (5) *Administrative Officer*—Mr. Akhtar Mohsin, Senior Superintendent, on promotion as Officiating Administrative Officer took over charge of the post of Administrative Officer with effect from 10th January 1967.

SUBORDINATE STAFF

8. The non-gazetted staff of the Commission was as under:—

(a) *Permanent*

Senior Superintendents	... 3
Superintendents	... 3
Assistants	... 22
Private Secretary to the Chairman	... 1
Stenographers (Senior Scale)	... 4
Steno-typists	... 1
Senior Clerks	... 11
Junior Clerks	... 26

(b) *Temporary*

Superintendent	... 2
Assistants	... 5
Stenographers (Senior Scale)	... 2
Stenographers (Junior Scale)	... 1
Senior Clerk	... 1
Junior Clerk	... 4
Staff Car Driver	... 1

9. In the year, 1965, the Commission had moved Government to sanction more staff for their office to cope with the increased volume of work, but due to national emergency consideration of the proposal was deferred by Government. The temporary staff, which has been included under (b) above sanctioned by Government with effect from 10th January 1967 as against the demand of the Commission, was as under :—

	<i>Demand</i>	<i>Sanctioned Staff</i>
1. Deputy Secretary	... 1	1
2. Assistant Secretary	... 1	...
3. Senior Superintendent	... 1	...
4. Superintendent	... 1	1
5. Junior Scale Stenographer	... 1	1
6. Steno Typist	... 1	...
7. Assistants	... 8	2
8. Senior Clerks	... 4	1
9. Junior Clerks	... 9	2

The Commission were not satisfied with the temporary staff sanctioned by Government during, 1967 and moved Government again to sanction additional staff. In order to ascertain the volume of work with the Commission, the Government asked the O. & M. Unit to examine the position and submit a report. The report submitted by the O. & M. Unit was under detailed discussion with them till the close of the year.

10. The Office of the Commission continued as a non-Secretariat Department in spite of repeated requests made to Government from time to time to classify the Staff with the Secretariat Status. The Chairman of the Commission addressed the Additional Chief Secretary to Government of West Pakistan in the matter in February, 1967, explaining the need for raising the status of the Commission office. A reminder was also sent in July, 1967, but no decision was taken by Government till the end of the year under report.

The question of interchangability of the staff of the Commission continued undecided.

11. *Accommodation*—The Commission's office continued to function in the old building at No. 2, Davis Road, Lahore. The building which was originally requisitioned for the office of the former Punjab and N.-W.F. P., Joint Public Service Commission was, as previously reported from time to time, quite inadequate for the growing needs of the West Pakistan Public Service Commission on account of addition to the number of its Members, and expansion of its functions and staff. Government were, consequently, approached in 1965 for the construction of an additional block, but necessary funds have not so far been sanctioned. The Planning and Development Department approved the scheme for the construction of the additional block at a cost of Rs. 3.05 lacs, at a late stage, due to which it could not be included in the annual development programme budget for the year, 1967-68.

12. (a) The receipts of the Commission continue to be credited under the head "XXXVI—Miscellaneous Departments—Examination Fees—Public Service Commission". The total receipts during the year under report were Rs. 61,756.00.

(b) The total expenditure during the year under report was Rs. 7,46,885.41. The break up of the actual expenditure is as follows :—

(i) 25—General Administration—C(14)—Secretariat and Headquarters Establishment—Public Service Commission :—

	Rs.
(1) Pay of Officers	... 1,55,142.44
(2) Pay of Establishment	... 2,86,948.14
(3) Travelling Allowance	... 37,554.26

(4) Other allowances and Honoraria	...	61,367·06
(5) Contingencies	...	2,01,218·51
Total		7,42,230·41
(ii) 56—Stationary and Printing—B— Purchases of Stationery stores	...	4,655·00
Grand Total		7,46,855·41

13. *Volume of work*—The following comparative table indicates the nature and volume of work done by the Commission during the year under report and the last year :—

	1967	1966
(1) Number of applications received	1,2631	8,049
(2) Number of candidates interviewed	1,590	3,011
(3) Stop-gap appointments dealt with pending regular appointments.	907	1,192
(4) Number of person considered for recruitment without advertisement	184	161
(5) Number of officers considered for promotion/transfer/confirmation, etc.	2,170	1,471
(6) Number of disciplinary cases	21	39
(7) Number of examinations held	12	9
(8) Number of candidates examined	1,171	906
(9) Service/Recruitment Rules cases (including amendments)	339	437
(10) Cases of retirement on completion of 25 years	42	2
(11) Cases of miscellaneous nature including cases of determination of seniority	252	101
(12) Number of receipts	55,479	51,454
(13) Number of issues	54,822	43,265

CHAPTER II

INITIAL RECRUITMENT

The previous system of selection based on assessment of candidate during interviews which was reverted to during emergency in 1965 was being followed till October, 1967, when Government issued instructions that the Commission should themselves evolve a uniform and workable system of evaluation for each service within the general framework that 30 per cent marks may be allocated for interview and 70 per cent for academic record and experience. The formula to be devised for this purpose was under consideration of the Commission. Appendix I gives a list of requisitions for filling vacancies by initial requirement which were disposed of by the Commission during the year. The Commission interviewed 2010 candidates and considered 31 candidates on paper qualifications and recommended 557 candidates for appointment for 764 advertised posts in 189 cases of initial recruitment details are given in the Appendix against each item.

2 Death of suitable candidates for technical and specialised posts continued to be felt during the year. The Commission could not make any recommendations in 44 cases involving 86 posts. The details of these cases are given in Appendix II. In addition, for several other posts, the Commission could not recommend the required number of candidates, details of which would be found in Appendix I.

It would be observed that the Commission were unable to have adequate response from suitably qualified candidates in the following main fields :—

- (a) Specialised and research side of Agriculture
- (b) Senior teaching posts in Technical Education
- (c) Senior teaching and specialist posts of Health Department

3 The Commission also received 2 proposals involving 7 surplus officers who were considered without advertising the posts, for absorption in various posts. Details of these cases are given in Appendix III.

The Services and General Administration Department,—*vide* their notifications Nos. S. O. XVIII-1-13/9, dated the 11th November, 1966 and dated the 28th December 1967 amended Rule 7 of the West Pakistan Civil Service (Judicial Branch) Rules 1962 for a period of one year and 3 months commencing from the 1st November, 1966 to provide for special recruitment to 33 posts to be filled from the practising advocates and 2 posts from such member of the ministerial services and establishment subject to the administrative control of the High Court as possessed a degree in Law. The High

Court of the West Pakistan, through the Services and General Administration Department forwarded 175 applications of both the categories of candidates for this special recruitment which was made otherwise than on the basis of a competitive examination to fill quickly the vacancies which were created suddenly. Further details of this recruitment are given in Appendix III.

AD-HOC APPOINTMENTS

4. The Government of West Pakistan in the Services and General Administration Department Circular letter No. SOIV(S&GAD)-16-14/64, dated the 20th October, 1966 laid down a specific procedure for making *ad-hoc* appointments. The Government have decided to continue this procedure for making *ad-hoc* appointments till further orders,—*vide* their letter No. SOIV (S&GAD)-16-14/64 (Policy), dated 10th October 1967. During the year under report the Commission considered cases of 907 officers for *ad-hoc* appointment. Further details are given in Appendix IV against each item. Under this special procedure the departments have to justify the need for such appointments in advance which has resulted in a decrease in such appointments during the year.

CHAPTER III

PROMOTION, CONFIRMATION AND TRANSFER CASES

The Commission considered 2170 officers for promotions confirmations, transfers, etc., against 2079 posts in 202 proposals, which were finalised during the year under report.

The Commission regret to observe that in quite a number of cases the Administrative Departments concerned still failed to fully appreciate and respond to the earnest efforts made by the Commission in finalising such cases as expeditiously as possible. In some cases, relevant information and documents were not supplied despite reminders, with the result that the Commission had to close those cases at their end. In some cases the documents, etc., were supplied after protracted correspondence. It was also noted that the concerned departments did not follow the provisions of the Service/Recruitment rules while submitting their proposals, which resulted in delay and inconvenience to the concerned officers.

In the case of promotion to class I services and posts, generally, the criterion to be followed is that the vacancies are to be allocated to the different regions in proportion to the strength of regional sub-cadre in accordance with the "Cycle" system. Though instructions for laying down these "Cycle" were issued in 1965, yet in most of the cases the proposals were not made out by the departments according to the formula of cycle system. The Commission wish to emphasise that if the departments observe all the requirements of the relevant service/recruitment rules and forward their proposals with the relevant seniority lists and complete Character Rolls as per Government

Instructions contained in the Services and General Administration Department circular No. S. O. IV (S&GAD)16-14/64, dated the 7th October 1967, it would facilitate the work of the Commission, who would respond very quickly and convey their advice with the minimum exchange of correspondence on the subject.

In addition to the proposals finalised during the year, as detailed Appendix V a number of such proposals were under examination at the end of the year. These were either received very late in the year or could not be finalised due to the reasons given above. These cases have not been included in Appendix V but have been carried over to the next year.

CHAPTER IV

DISCIPLINARY CASES

In all 21 cases, under this head of various descriptions, including stoppage of increments, reduction in ordinary pension or with holding of Special Additional Pensions for certain periods, were considered and finalised by the Commission during the year. Particulars of these 21 cases are given in Appendix VI.

CHAPTER V

CASES OF RETIREMENT UNDER ARTICLE 178(4) (a) OF THE CONSTITUTION

Under this head, the Commission tendered advice in the cases of 42 officers, Details of these cases are given in Appendix VII.

CHAPTER VI

RECRUITMENT AND CONDITIONS OF SERVICE RULES CASES.

During the year, the Commission tendered their advice in 18 cases of main rules and in 321 cases of amendments to the rules already notified. Some cases of main rules and a few cases of amendments to the rules were under consideration at the end of the year.

CHAPTER VII

MISCELLANEOUS

General Cases—2 cases of miscellaneous nature were received in which the Commission tendered their advice.

Refund of Fees—236 cases of refund of Examination Fees were considered by the Commission during the year.

Mal-Practices by candidates—2 candidates who appeared for the W. P. C. S. (Executive Branch) and Section Officers Combined Competitive Examination held in 1967 were disqualified for that examination for violating the instructions of the Commission, on other candidate for the same examination was warned for violating the instructions and a fourth one who used unfair means at the examination was caught red handed and was disqualified for the examination and from appearing at the W. P. C. S., examination on permanent basis.

A candidate who appeared for the Assistant Collectors, Part II Departmental Examination in August, 1967 was disqualified for that examination for violating instructions of the Commission.

Another candidate who had appeared for the Assistant Collector's Part I, Departmental Examination held in February, 1967 violated the Commission's directions to candidates and also used unfair means. The Commission recommended to Government that he be disqualified for that examination. Government decision was awaited till the end of the year under report.

Determination of Seniority—In all, 8 cases of determination of seniority of officers were decided by the Commission during the year under report and they tendered their advice.

CHAPTER VIII

REVIEW OF EXAMINATIONS CONDUCTED BY THE COMMISSION UNDER THE YEAR, 1967

The Commission conducted the following examination during the year :—

(a) Departmental Examinations for the former Sind Region.

Serial No.	Name of the Examination	Session
1	Assistant Collectors' Part I Examination	February, 1967.
2	Assistant Collectors' Part II Examination	February, 1967.
3	Assistant Collectors' Part I Examination	April, 1967.
4	Revenue Qualifying Examination	April, 1967.
5	Assistant Collectors' Part II Examination	April, 1967.
6	Assistant Collectors' Part I Examination	August, 1967.
7	Assistant Collectors' Part II Examination	August, 1967.
8	Revenue Qualifying Examination	October, 1967.

The number of candidates who applied for, were admitted to, appeared in and passed these examinations may be seen in Appendix VIII.

(b) *Competitive Examinations*—(i) The Commission conducted the combined competitive Examination for recruitment to the W.P.C.S. (E.B.), Section Officers in West Pakistan Secretariat, Probationers for Transportation (Traffic) and the Commercial Departments of the

Pakistan Western Railways and Excise and Taxation Officers, in May, 1967. The number of candidates who applied for, were admitted to, appeared for and qualified in the written papers may be seen in Appendix IX. 50 vacancies of W. P.C.S. (E. B.) were advertised in the first instance but later on Government decided to fill 35 vacancies on the basis of the results of the last combined Competitive Examination held in February, 1966 and the remaining 15 vacancies were left for the combined competitive examination held in May, 1967.

(ii) The Commission also conducted an examination during January 1967 for the selection of 11 stipendiaries for training in the 1967-69, course for appointment to W. P. F. S. Class I. The number of candidates who applied for, were admitted to, appeared for qualified in the examination and were appointed may be seen in Appendix IX.

(iii) The Commission have decided to conduct a short test in January 1968, in respect of candidates who had applied for recruitment to the posts of Assistant Registrars of Co-operative Societies and Labour Officers. The candidates who would qualify in the written test would be interviewed by the Commission.

(iv) The Commission have also conducted Shorthand and Typewriting tests for recruitment to the posts of Instructors in English/Urdu Shorthand and Typewriting for the Government Commercial Institutes, Teacher Training College and Polytechnic on the 13th December 1967. The number of candidates who applied for were admitted to, appeared for and qualified in the written tests may be seen in Appendix IX.

The examination at serial No. (i) and (ii) above were advertised during the preceding year but were actually held in the year under report.

GENERAL REMARKS

(a) *Competitive Examinations*—With very few exceptions the standard of majority of examinees in most of the fields continued to be poor. Among the exceptions, some of them had startlingly fresh ideas which were indicative of the range of their reading and analytical mind. Some candidates evinced considerable awareness of current problems and gave indication of lively and imaginative minds but their language, from the view points of grammar and idioms was decidedly sub standard. Nothing to speak of the misuse of articles, many of the examinees had no idea of the tenses. They made spelling mistakes like school children and could not spell even simple words like 'control' correctly. Some wrote

such horrible English that one begins to wonder how such candidates at all manage to pass their B. A. Examinations. The following are a few of the instances:—

“We shall *skitch* his personal life which will *through* a lot on his policies”.

“His father was *chasing* by a pathan Ruler”.

“Foreign Government greatest need was *loyalty*”.

“At the *with drew* of foreign ruler the *factioneries* assigned”.

“He should try to *reforms* the Police”.

“Soldier afraid from death”.

“In September 1966 Indian forces attack our Pakistani forces”.

“His *streng'h* is more than our *injatly*”.

“His condition”.

متعصر	Ins.ead of	متاثر	ليله	Instead of	لیلی
اطافه	“	اضافه	باقائده	“	باقاعده
لحازا	“	لهذا	ثوقیانہ	“	سوقیانہ
غبط	“	غیظ	کرہ	“	قرعہ
اثاثی	“	اماسی	تمحیث	“	تمحیص
اکلیت	“	اقلیت	مہتمر	“	موتحر
			مشور	“	مشهور
			شائره	“	شاعرہ

Bad handwriting was the repeated complaint. Most of the examinees seemed to be un-familiar with the technique of writing a good answer. Without ascertaining what is right or wrong they had penned down what came in the minds. A few candidates had not understood the meaning of “Divine Unity”. They had talked about and discussed Muslim Brotherhood of the Muslim Nation. It appeared that the present generation has lost all touch with learning and knowing and does not seem to have any interest. One of the Examiner’s observation was “Going through the huge bundle of answer books was like a journey through dull, dreary, desolate desert landscape, with very few relieving features, here and there. There were many mirages, but only a few oasis came up the way”. In the case of literature papers, there is hardly any evidence of originality or a genuine critical insight. The material for the answers was derived from help books or ‘outline’ histories of literature.

(b) *Departmental Examinations*—The answer given by the examinees generally reflected a poor standard and were on the whole rather disappointing. Candidates did not have thorough knowledge of the subjects. They had not been able to answer the questions even with the aid of books which showed that they had not studied the subject. Lack of depth and clear understanding of the principles of law involved were noticeable.

CHAPTER IX

MISCELLANEOUS IRREGULARITIES COMMITTED BY CERTAIN DEPARTMENTS.

Agriculture Department—The West Pakistan, Agriculture Department referred the case of confirmation of an Assistant Horticulturist into W.P.A.S. II in January, 1966. The seniority position was not clear and the department was asked to forward an up-to-date seniority list of officiating Class II Officers of Research Wing of the Central Region. In spite of repeated reminders, including D.O. reminders, the department did not supply it till 26th January, 1967. The case was accordingly closed by the Commission and the Department informed. This position was also brought to the notice of the Services and General Administration Department.

Industries Department—The Director of Industries and Commerce, West Pakistan, had appointed a Superintendent in the Department of Investment promotion and Supplies, Government of Pakistan, as purchase Officer in the Industries Service, Class II on deputation. According to the Service Rules, the post in question was either to be filled by initial recruitment or by promotion. There was no dearth of qualified candidates for direct recruitment because when such posts were advertised by the Commission they received a large number of applications. Besides, there was a sufficient number of officials in the next lower cadre available for promotion. There was thus no justification, what soever for bringing an official from outside the Department.

The appointment of the official in question as purchase Officer and his continuance as such were thus held by the Commission to be irregular.

Irrigation and Power Department—The Government in the Irrigation and Power Department, with their letter No. P-3/8. S.O. II (E)/65(A), dated the 26th October 1966 forwarded a proposal for promotion of Temporary Engineers and Class II Officers to Class I cadre of West Pakistan Service of Engineers (Irrigation) and forwarded a seniority list of 61 officials. The Commission tendered

their advice in the matter. The department,—*vide* their letter No. P-3/8-SOII(E)/65(A), dated the 8th February 1967, intimated that the names of three officials could not be included inadvertently in the seniority list of Officiating Executive Engineers proposed for promotion to Class I and that their names should be inserted in the Seniority list at serial No. 41 (a) 41 (b) and 59 (a) respectively. The names of these 3 officials were included in the seniority list and the Commission proceeded to decide their suitability. Subsequently, the Department,—*vide* their letter No. P-5/19-SOII(E)/62 A, dated the 25th August, 1967 again intimated that the name of one officer might be deleted from serial No. 59-A of the seniority list and inserted at Serial No. 87. The Commission considered that these were serious irregularities. The above irregularities were brought to the notice of the Department,—*vide* this Commission's letter No. 3182-GAIII-67-PSC/601, dated the 30th September 1967.

Public Health Engineering Department—The Chief Engineer—West Pakistan Public Health Engineering Department, in his letter No. 99-ES/62/365/ESI(2), dated the 3rd February 1967, referred a proposal of promotion of Overseers as officiating Sub-Divisional Officer in the Public Health Engineering Department stating therein that the officers proposed for promotion, who actually belonged to Building and Road Department had opted for the Public Health Engineering Department within the meaning of Rule, 3-17 (b) of Civil Services Rules (Punjab) Volume I, Part I under which their connection and since been severed with their parent Building and Roads Department. The proposal was considered by the Commission and they agreed to the promotion of the officers and the advice of the Commission was conveyed to the Public Health Engineering Department on 17th April 1967. In the meantime Secretary to Government of West Pakistan Communications and Works Department in his letter No. Estt. I/1-7-61, dated the 18th April, 1967, informed the Commission that although the cadres which covered the posts of Public Health Engineering had been separated from that of Building and Roads Department, officers continued to be borne on the same common list of Building and Roads employees and that any proposal made by the Public Health Engineering Department would not be completed because the seniority list would have omitted many officers who were physically working in the Building and Road Department and eventually might be permanently transferred to Public Health Engineering Department. He further requested that the advice of the Commission might be withheld.

2. While considering the request of the Communications and Works Department referred to above, the Commission invited the Director of Establishment of the Public Health Engineering Department to clarify the matter. He stated that the statement of the Public Health Engineering Department made in letter No. 99-ES/62/365/ESI(2), dated the 3rd February, 1967, referred to above was

not correct and he regretted the mistake. In the circumstances, the Commission withdrew their advice, dated the 17th April 1967 and advised the Public Health Engineering Department to revert the promoted Sub-Divisional Officers with immediate effect, because the advice of the Commission was obtained on the basis of erroneous facts supplied by the Public Health Engineering Department. The facts of the case were also brought to the notice of the Government in a D. O. letter, dated the 9th June 1967, from the Chairman of the Commission to the Additional Chief Secretary to Government of West Pakistan Services and General Administration Department. The regularity for concealing the facts of the case was brought to the notice of the Department.

BASIC DEMOCRACIES SOCIAL WELFARE AND LOCAL GOVERNMENT DEPARTMENT

The Secretary to Government of West Pakistan Basic Democracies Social Welfare and Local Government Department in his letter No. SO(BDIV)/8/19-62, dated the 13th November 1965, informed the Commission that he had appointed an official as a temporary measure against the post of Assistant Director Budget Department which was earmarked for direct recruitment and sought the approval of the Commission to his continued *ad hoc* appointment. The Commission advised the Department,—*vide* their letter No. 6034-GCI-65-PSC/34-C., dated the 20th January 1967, that since the *ad hoc* appointment of the official was to be made against a post earmarked for initial recruitment, a requisition for advertising the post might first be sent to the Commission before the approval of the Commission to the continued *ad hoc* appointment of the official was conveyed. The Department replied,—*vide* their letter No. SO (BDIV)-8/19-62, dated the 7th August, 1967, that no post was available for initial recruitment for which a requisition could be sent to the Commission. In the circumstances the Commission decided that the appointment of the official as a direct recruit on *adhoc* basis was irregular and could not be approved. The facts of the case were also brought to the notice of the Government in letter No. 3422-PSC-/GAI-67/706, dated the 29th November 1967, addressed to the Additional Chief Secretary to Government of West Pakistan, Services and General Administration Department. The irregularity committed by the department in this case was brought to their notice.

HEALTH DEPARTMENT

The West Pakistan Health Department requested for approval of *ad hoc* promotion of a doctor to the post of Venerologist in W. P. H. S., 1 in September, 1966. On 6th December, 1966, while agreeing to the *ad hoc* promotion of this officer, the West Pakistan Public Service Commission requested the Department to forward proper proposal for filling this post on regular basis. Till the 30th June, 1967, in spite of reminder no proposal was sent to the Commission, which was irregular. The irregularity was pointed out to the Department, and the case was closed.

INFORMATION DEPARTMENT

The Information Department proposed a Photographer for promoting as Information Officer. The proposal was not in accordance with the West Pakistan Information Service, Class II Rules, 1963. The Department was, therefore, advised to forward a fresh proposal.

The Department, in reply, intimated that steps were being taken to amend the service rules and requested the Commission to acquiesce in the *ad hoc* appointment of the official till the service rules were amended. The Commission while inviting the attention of the Department to their previous advice on the subject, allowed the official to continue on *ad hoc* basis for a period of six months which was extended to by another spell of six months on the clear condition that the amendments to the service rules should be finalised within this period.

On the expiry of the extended period, the Department proposed further extension, but as the Service Rules Sub-Committee had not accepted the proposal of the Department to make Photographers eligible for promotion as Information Officer, the Commission did not agree to the continuance of the official any more and the Department actually issued orders of reversion of the official. These orders were, however, subsequently held in abeyance till further orders without any reference to the Commission who had assumed that their advice had been accepted. The reason given by the Department for their action was that they were trying to get the Finance Department's approval to one of the posts of Information Officers in the Central Region being declared an *ex-cadre* post and changing the nomenclature of the post of Photographer to that of Pictorial Publicity Officer, etc.

The Commission further observed that as the official was not allowed to continue, he should have been reverted immediately and there was no point in issuing the reversion orders, if they were to be held in abeyance. His continuance as Information Officer on *ad hoc* basis for about 9 months (from 15th February 1967 to 10th November 1967) contrary to the advice of the Commission was irregular. The irregularity was pointed out to the Department under intimation to the Services and General Administration Department.

CHAPTER X

As required under Article 189 (2) of the Constitution of Islamic Republic of Pakistan, the required Memorandum setting out, so far as is known to the Commission :—

- (a) the cases, if any, in which their advice was not accepted and the reasons why the advice was not accepted ; and

(b) the cases where the Commission ought to have been consulted but were not consulted and the reasons why they were not consulted.

Under category (a) are included 9 cases were as under category (b) above, there are 17 cases.

**MEMORANDUM TO THE ANNUAL REPORT OF THE
WEST PAKISTAN PUBLIC SERVICE COMMISSION
FOR THE YEAR, 1967**

MEMORANDUM REQUIRED UNDER ARTICLE 189(2) OF
THE CONSTITUTION OF THE ISLAMIC REPUBLIC
OF PAKISTAN; ACCOMPANYING THE ANNUAL
REPORT ON THE WORKING OF THE WEST
PAKISTAN PUBLIC SERVICE COMMISSION
FOR THE YEAR, 1967

- (A) THE CASES IN WHICH THE COMMISSION'S ADVICE WAS NOT
ACCEPTED AND THE REASONS, SO FAR AS KNOWN TO THE
COMMISSION, WHY THE ADVICE WAS NOT
ACCEPTED

During the year under report, there were 9 cases of this category as against 2 such cases during the preceding year. Details of these cases, indicating the advice tendered by the Commission and the reasons for its non-acceptance, as conveyed to the Commission, are given hereafter.

- (B) THE CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN
CONSULTED BUT WHERE NOT CONSULTED AND THE REASONS
SO FAR AS KNOWN, WHY THEY WERE NOT CONSULTED

The number of irregular cases which came to the notice of the Commission during the year was 17, as against 23 reported last year. Details of the irregularities committed by the Departments/Appointing Authorities alongwith the reasons why the Commission were not consulted, wherever furnished to the Commission, are given hereafter.

(A) THE CASES IN WHICH COMMISSION'S ADVICE WAS NOT ACCEPTED AND THE REASONS SO FAR AS KNOWN TO THE COMMISSION, WHY THE ADVICE WAS NOT ACCEPTED

Serial No.	Nature of cases and the Commission's advice	Reasons so far as known, why the advice was not accepted
AGRICULTURE ANIMAL HUSBANDRY DEPARTMENT		
1	Government of West Pakistan in the Agriculture Department forwarded for the advice of the Commission a case of retirement of officer in WPAHS-I in pursuance of paragraph (a) of clause (IV) of article 178 of the Constitution. The Commission after going through the confidential record and the statement of enquiry pending against him informed the department that they were of the view that the record of the officer did not justify his retirement under paragraph (u) of clause (IV) of article 178 of the Constitution. The Commission also conveyed their observation to the department saying that although an enquiry was going against him since 1962 (some aspects of which might be serious) yet it had not been decided so far and unless the enquiry was concluded and charges established, no action could be taken against him. There were a few unsatisfactory reports but the good reports greatly outnumbered the adverse ones and his merits greatly outweighed demerit when his record was assessed as a whole. The department of agriculture again referred his case to the Commission through the S & GAD for reconsideration of the advice not to retire him from service after the completion of 25 years of service qualifying for pension. The Commission's advice was, however, not accepted and it was finally over-ruled.	The assessment of the record of the officer as made by the Department was that it was full of adverse entries and in their view it was not a clean or satisfactory record.
HEALTH DEPARTMENT		
2	A Doctor was conscripted and assigned to the Civil Medical Service of the former N.W.F.P. under the provisions of the Medical Practitioners (National Service) Act, 1950, and he commenced his allocated service on 21st October, 1953. Subsequently he applied for the posts of Medical Officers in W. P. H. S., II (Men's Section) in 1957 and was selected and recommended by the Commission for appointment. In January, 1957, the Health Department proposed that, as was done in similar other cases of conscript doctors, this doctor may also be allowed to have his seniority fixed with reference to the date of his first appointment as a conscript doctor, namely 21st October, 1953. The Commission considered the proposal but advised that he should be absorbed in W.P.H.S., Class II with effect from the date of his selection by the Commission, i.e., 13th April, 1957, and that he could not be given seniority with retrospective effect, i.e., from The Health Department, however, issued an order on	No reasons for not accepting the advice of the Commission were intimated by the Department.

20th June, 1967, giving seniority to the Doctor from the date of commencement of his allocated service, i.e., 21st October, 1953 and while endorsing a copy of this order to the Commission, the Department merely intimated that the decision had been taken in consultation with the Services and General Administration Department Law Department and forwarded a copy of the advice given by the services and General Administration Department, the advice of the Commission was thus over-ruled without following the regular procedure prescribed for the purpose.

It was noticed that the decision was taken on the basis of the reasons not intimated by the Health Department. In its original reference and according to instruction 6.2 of the Procedure to be observed by the Administrative Departments and Attached Departments of the Government of West Pakistan in their dealings with the West Pakistan Public Service Commission, the Commission should have been given an opportunity of reconsidering their advice and of making a fresh recommendation, if necessary, on the basis of the advice tendered by the Services and General Administration Department. It was not done and this action of the Department in issuing orders without giving the Commission an opportunity for reconsideration of their previous advice was irregular and the Commission decided to record this as a case of disagreement.

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

- 3 The Government of West Pakistan in the S & GAD proposed to reduce the ordinary pension of a retired P.C.S. Officer by 10%. The Commission, on the basis of the record of the officer, advised that a token out of 2% would meet the ends of justice. The Government did not agree with the advice of the Commission and reduced the ordinary pension of the officer by 5% without following the regular procedure, laid down for over-ruling the Commission.

Government intimated that the retired officer had the reputation for dishonesty, therefore, a reduction of 5% in the pension was necessary.

- 4 The Government of West Pakistan in the S&GAD. referred the cases of certain P.C.S. (E.B.) Officers of Group 'C' for promotion to the Selection Grade, against 23 vacancies. The Commission recommended the names of 23 officers, for promotion to the Selection Grade from the dates from which their junior were promoted. The S&GAD asked the Commission for justification of their recommendations in favour of 10 officers out of 23 recommended for promotions to Selection Grade. The contentions of the Commission were not accepted and the Government did not agree with the recommendations of the Commission in respect of 10 officers.

The Government expressed the views that the Commission did not communicate further justification in respect of their recommendations for the grant of Selection Grade to the 10 officers.

- 5 The Government of West Pakistan in the S&GAD. proposed 5% reduction in the ordinary pension of a retired P.C.S. Officer. The proposal was examined by the Commission and on the basis of the record of the Officer, which was found to be roughly satisfactory, the Commission did not agree with the proposed reduction. The Government declined to accept the advice of the Commission and the orders were passed to reduce the ordinary pension of the officer by 5%. The case was re-examined by the Commission and they explained in detail to the Government that their advice was justified. The Provincial Government still did not agree with the reasons advanced by the Commission and their advice was over-ruled.

According to the department the Retired Officers honesty was doubted on two occasions, he indulged in nepotism, committed financial irregularities and was described as of poor calibre and as such his record could not be treated as "Thoroughly satisfactory."

Serial. No.	Nature of cases and the Commission's advice	Reasons so far as known why the advice not accepted
1	2	3
6	The Government of West Pakistan in the S&GAD referred the cases of Select List of Mukhtiarkars fit to act as Deputy Collectors for the years 1958 and 1966, in October, 1966, simultaneously; 45 Mukhtiarkars were proposed to be brought on the Select List and 24 to be ignored. The number of vacancies were not indicated in the proposal. The Commission examined the records of all the 69 officers. Out of them, the Commission considered 56 Mukhtiarkars suitable to be brought on the Select Lists of those fit to act as Deputy Collectors. Nine were declared unsuitable and the cases of four were not examined because they were stated as retired/recommended for retirement. The 56 Mukhtiarkars considered suitable by the Commission were recommended with the stipulation that the promotion of Mukhtiarkars should be strictly in the order of their seniority. The Government notified the promotion of only those officers who were initially promoted on <i>ad-hoc</i> basis, without the prior approval of the Commission. By the notification a number of senior officers, who were declared suitable by the Commission were ignored. The matter was however, discussed with the Chairman, who after consulting the other members of the Commission, informed the A. C. S. on telephone, that the Commission would adhere to their earlier advice, that the promotion should be strictly in order of seniority.	The Government was of the view that if the advice of the Commission were accepted in this case, it would create a serious administrative problem involving demotion of a large number of experienced Magistrates and promotion in their place of persons with little or no experience of magisterial work. The administration was stated to be seriously short of experienced Magistrates on account of the application of 55 years rule and went of timely recruitment during the last ten years. The S&GAD, also pointed out that for various reasons, administrative, political and legal, it would not be possible ordinarily to undertake reversions.
7	The Government of West Pakistan in the S&G AD proposed 27 Section Officers for promotion to Special/Selection Grade against 12 vacancies. The Commission recommended 12 Section Officers for promotion to the grade. The Government accepted the advice of the Commission in respect of 10 officers and they asked the Commission to review the cases of the remaining two officers. On reconsideration, the Commission concluded that their recommendations in favour of both the officers were justified. The advice of the Commission was, however, not accepted and was over-ruled.	The Government was of the view that on the basis of their record the promotion of two Section Officers in question was not justified.
8	The Services and General Administration Department referred the cases of certain Section Officers for promotion to the posts of Deputy Secretaries in the West Pakistan Civil Secretariat. The Government recommended supersession of six Section Officers. The Commission considered the C. Rs. of 10 Section Officers proposed for promotion or supersession and on examination of their record they did not agree with the proposed supersession of 4 Section Officers.	The Government was of the view that on the basis of their record the promotion of the three Section Officers in question was not justified.

The Government moved the Commission to reconsider their recommendations in favour of these initially proposed for supersession by the Government. On reconsideration the Commission came to the conclusion that the Section Officers supersession, as proposed by the Government, was not justified. Out of the 4 Section Officers in question the advice in respect of one Section Officer was accepted but the Commission's advice in favour of the remaining 3 was over-ruled.

9 The Government of West Pakistan in the S&GAD was asked to clarify whether cases affecting seniority of individual officers normally fall within the purview of the Commission under Article 186(2)(d) of the Constitution or such cases could be referred to the Commission only by the Governor under Article 2186 (1) (b). The Government obtained the advice of the Law Department who interpreted Article 186(2)(d) of the Constitution to mean that the Commission should be consulted in cases affecting seniority of individual officers, unless such cases are specially excluded from the purview of the Commission by the Governor in terms of clause (2) of Article 186 of the Constitution. In spite of the clear advice of the Law Department, the Government were reluctant to refer such cases to the Commission and suggested that it would not be advisable and feasible to refer the cases of seniority to the Commission on the grounds:—

(i) that such cases were not referable to the Commission under the old Constitution and

(ii) that the work-load of the Commission would increase beyond control.

As regards (i) above, the Commission pointed out to Government that the S&GAD did not seem to have appreciated the fact that it had been expressly provided in the present Constitution, for the first time, that matters affecting the terms and conditions of service are referable to the Commission and seniority, according to the judgment of the Supreme Court (PLD 1960 SC 195), is a very important part of the terms and conditions of service of Government servants. As regards the argument at (ii) above, the Commission observed that it was purely an administrative matter and could not be raised in order to dispense with a constitutional requirement.

The Commission, therefore did not agree to the proposal of Government that the mandatory requirements of consulting the Commission in matters affecting seniority of government servants, which formed an integral part of their terms and conditions of service, should be excluded from their purview.

The Government still did not accept the position taken by the Commission and the Governor ordered that the Commission need not be consulted in matters of seniority except in regard to principles on which it may be fixed and an amendment to the Limitation of Functions Regulations was made to that effect.

The reasons advanced by the S&GAD were—

(i) The unbroken practice and Law in the past has been that service Rules concerning seniority are laid down in Consultation with the Commission but individual cases of seniority are decided without reference to the Commission.
(ii) If all cases of seniority of individual officers are referred to the Commission the normal work of the Commission would come almost to a stand still.

(iii) The conditions created by integration are unusual and do not permit large scale consultation with the Commission.

(iv) If consultation in such cases becomes obligatory many of the cases settled long ago will again be raked up. This will give rise to voluminous correspondence between the Commission and the Administrative Departments and the Commission will get encumbered with unnecessary and complicated matters.

6) CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN CONSULTED BUT WERE NOT CONSULTED AND THE REASONS, SO FAR AS KNOWN TO THE COMMISSION WHY THEY WERE NOT CONSULTED.

Serial No.	Particulars of cases/irregularity	Reasons, so far as known, why the Commission were not consulted
	AGRICULTURE DEPARTMENT 1 The Department of Agriculture promoted an officer to W. P. A.S., Class I in July, 1965 and referred his case for the advice of the Commission in February 1966. The proposal was defective with regard to certain aspects of the rules and procedure and the department was asked to comply with them. But they did not care to comply and went on repeating the defective proposal and the officer continued as such in an irregular manner for a period of one year and three months.	No reasons were advanced by the Department.
	AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT 2 The Government of West Pakistan in the Agriculture Department promoted an official as W. P. A. H. S. Class II but his case was referred in March, 1967 to the Commission for their approval after about 5 years. In this case, as the duration of his appointment in W. P. A. H. S., Class II was known at the out-set to be more than six months, prior consultation with the Commission was necessary,—vide Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. This was not done and the irregularity was pointed out to the Government in the Agriculture Department.	The Department informed the Commission that it happened due to rush of work. This explanation being unsatisfactory was not accepted by the Commission and the department was informed accordingly.
	AGRICULTURE (FOREST) DEPARTMENT 3 The West Pakistan Agriculture Department promoted five Forest Rangers to W. P. F. S., Class II without prior approval of the Commission. These vacancies were for an indefinite period and as such, reference to the Commission was necessary under Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations 1957. This was pointed out to the department and they were requested to state the circumstances under which prior consultation with the Commission was dispensed with they were further requested to intimate the date on which the posts were sanctioned and the period for which they were sanctioned. No reply or explanation was received from the department and the irregularity was noted down. The department was informed accordingly under intimation to S. & G. A. D.	No reasons were advanced by the Department.

CO-OPERATION DEPARTMENT

- 4 The West Pakistan Co-operation Department promoted an officer as Deputy Registrar of Co-operative Societies on 15th August 1960 without consulting the Commission. This Officer continued as such till he retired on 29th September 1966. The case for regularisation of his promotion was referred to the Commission in September 1967. The promotion and further continuance of the Officer without the prior approval of the Commission was contrary to Regulation 4 of West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, and was irregular. This serious irregularity committed by the Co-operation Department was pointed out to them and also brought to the notice of Government in Services and General Administration Department.

No reasons were explained by the Department.

EDUCATION DEPARTMENT

- 5 A candidate was appointed as Teacher trainer against the post of Head Teacher of a Government Polytechnic Institute, with effect from 28th December 1963 on *ad-hoc* basis. The period of his *ad-hoc* appointment was extended by the Education Department from time to time, without prior consultation with the Commission, and without placing a requisition with them. The requisition sent to the Commission on 6th March 1964 was withdrawn on 19th October 1964. Thereafter no requisition proposal was received from the Department and the extension of *ad-hoc* appointment after that period without the consultation of the Commission was irregular.

The Department stated in their letter, dated the 27th May 1967 that as the appointment of the officer was made in 1963, it did not require to be dealt with according to Government instructions, dated 20th October 1966. This was not accepted by the Commission as there was no requisition with them when the *ad-hoc* appointment was made and the requisition had already been withdrawn from the Commission when the period of *ad-hoc* appointment was extended by the Department.

The Department was informed on the 22nd February, 1967 that the case of this Officer ought to have been dealt with according to Government instructions dated the 20th October, 1966 relating to *ad-hoc* appointments. The Department stated in their letter, dated the 27th May, 1967 that as the appointment was made in 1963, it did not require to be dealt with according to Government instructions dated 20th October 1966. This was not quite correct as the stop-gap appointment was made by the Department and thereafter a requisition was sent to the Commission but when the requisition was withdrawn, the Department could not have extended the *ad-hoc* appointment of the Officer without the consultation of the Commission. As such, the appointment or extension in the *ad-hoc* appointment of this officer after the withdrawal of the requisition was irregular. This irregularity was pointed out to the Department and also brought to the notice of the Government in the Services and General Administration Department.

EXCISE AND TAXATION DEPARTMENT

- 6 The Government in the Excise and Taxation Department promoted on *ad-hoc* basis an Excise and Taxation Officer as Additional Director, Excise and Taxation, Karachi, without prior approval of the Commission. According to the Government instructions contained in the Services and General Administration Department Circular letter

The Department stated that the nature of Excise and Taxation work was such that it was against the Public interest to leave the post vacant even for a short while

Serial No.	Particulars of cases/irregularity	Reasons, so far as known why the Commission was not consulted
1	2	3
	No. S. O. IV (S. & G. A. D.)-16/64, dated the 20th October, 1966, prior consultation with the Commission was necessary before making <i>ad-hoc</i> promotion but this was not done. It was an irregularity and the Department was informed accordingly under intimation to the Services and General Administration Department. The reasons advanced by the department were not considered satisfactory by the Commission.	
7	The Government in the Excise and Taxation Department promoted on <i>ad-hoc</i> basis two officials from the posts of Superintendent, Directorate of Excise and Taxation, Karachi and Inspector Excise and Taxation, Karachi to the posts of Excise and Taxation Officer without prior approval of the Commission. According to the Government instructions contained in the Services and General Administration Department Circular letter No. S. O. IV (S. & G. A. D.)-16-14/64, dated the 20th October, 1966 prior consultation with the Commission was necessary before making such <i>ad-hoc</i> promotion. The prescribed procedure was not observed, which was irregular and the Department was informed accordingly under intimation to the Services and General Administration Department.	The Department stated that the nature of Excise and Taxation work was such that it was against the Public interest to leave the posts vacant even for short-while.
8	The Excise and Taxation Department promoted an Excise and Taxation Inspector of Quetta and Kalat Region as an Excise and Taxation Officer against a vacancy of the former Punjab region on 10th April 1963 subject to the approval of the Commission but his case was referred to the Commission in October, 1963. The Commission asked for certain information which was considered necessary for consideration of this proposal in September, 1964. The required information was not supplied till December, 1964 and the Commission closed the file under intimation to Services and General Administration Department. The case was reopened on receipt of a fresh reference from the Department in December, 1965 and on examination of the proposal it was found that the promotee was not eligible for promotion under the Excise and Taxation Service Class II Rules, 1965, as the vacancy against which had been promoted belonged to a region other than his own. The Commission advised reversion of the promotee to his post of Excise and Taxation Inspector, Quetta and Kalat Region. The advice of the Commission was accepted and the notification reverting him was issued in April, 1966. But in August, 1967 the department approached the Commission to approve his <i>ad-hoc</i> appointment for a period from 18th April 1966 to 23rd February 1967. The continuance of the officer for this period of 10 months without reference to the Commission was irregular and the Commission therefore, declined to agree to the extension of his <i>ad-hoc</i> appointment. The department as well as the Services and General Administration Department were informed accordingly.	No sound reasons were advanced by the Department. It was intimated that the Director, Excise and Taxation, Quetta Division, insisted upon the continuance of the officer as in Excise and Taxation Office till the arrival of his substitute.

HEALTH DEPARTMENT

- 9 The West Pakistan Health Department promoted a doctor to W. P. H. S., II on 7th February 1967, on *ad-hoc* basis and requested the West Pakistan Public Service Commission for approval of his *ad-hoc* promotion in June, 1967. Even then the proposal was not made in accordance with the Services and General Administration Department letter No. S. O. IV (S&GAD) 16-14/64, dated 20th October 1966, according to which a summary was to be sent for a decision of the question in the meeting, before promoting him. The *ad-hoc* promotion with effect from 7th February 1967 without getting it approved from the *ad-hoc* appointments Committee, was irregular and this irregularity was pointed out to the Department and also brought to the notice of Government in the Services and General Administration Department.

No reasons were intimated by the Department.

IRRIGATION AND POWER DEPARTMENT

- 10 In March, 1966, the Irrigation and Power Department forwarded a proposal regarding temporary promotion of an Electric Sub-Inspector, as Assistant Electric Inspector. He had been promoted with effect from 20th July 1965 without prior approval of the Commission but his case was referred to the Commission after more than 8 months of the appointment. The Commission pointed out to the Department that the vacancy against which the officer was promoted was likely to last for more than six months and as such, the Commission should have been consulted before this promotion was ordered, as required by Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957 read with paragraph 3.1 of the Instructions to be observed by the Administrative Departments and Attached Departments of the Government of West Pakistan in their dealings with the Commission. The reply given by the Department was considered not satisfactory.

The Department simply regretted the irregularity and no other grounds were given.

LABOUR DEPARTMENT.

- 11 The Director, Labour Welfare, West Pakistan, appointed a Vice-Principal, Technical Training Centre, Multan, without prior approval of the *ad-hoc* Appointment Committee. According to Government instructions contained in the Services and General Administration Department Circular letter No. S. O. IV (S&GAD) 16-14/64, dated the 20th October, 1966, clearance of the case from the *ad-hoc* Appointment Committee was necessary. The irregularity was pointed out to the Department under intimation to the Services and General Administration Department.

No reasons were advanced by the Department.

Serial No.	Particulars of cases/irregularity	Reasons, so far as known why the Commission was not consulted
1	2	3
	LABOUR DEPARTMENT— <i>concl'd.</i>	
12	The Director, Labour Welfare promoted certain officials as Managers, Employment Exchanges on <i>ad-hoc</i> basis towards the end of 1962. The Commission were never approached for approving their <i>ad-hoc</i> appointments or for their extensions, as required by Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. In this case the Commission observed that an official who was very senior and his record was also quite satisfactory was left out for promotion on <i>ad-hoc</i> basis by the Department. The official next below to him was promoted towards the end of 1962. Normally, on the basis of his record he should have got this vacancy but he had thus been kept out unfairly for nearly five years. This was a grave irregularity on the part of the Labour Department and the Commission took a serious notice of it. The Labour Department and the Services and General Administration Department were informed accordingly.	No reasons/explanation were advanced by the Department.
13	The Labour Department promoted three Managers Employment Exchanges, Class II, to the posts of Regional Managers, Employment Exchanges in Class I on 29th April 1967 without prior approval of the Commission contrary to paragraph 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. The notifications issued by the Department on 29th April 1967 did not even say that the three officers were being promoted in an officiating capacity or on <i>ad-hoc</i> basis and subject to the approval of the Commission. These promotion even in officiating capacity and on <i>ad-hoc</i> basis could not be made without prior approval of the <i>ad-hoc</i> Appointments Committee,—<i>vide</i> Services and General Administration Department, letter No. S. O. IV (S&GAD) 16-14/64, dated 20th October 1966. Thus not only the West Pakistan Public Service Commission (Limitation of Functions) Regulations were violated but Government instructions regarding <i>ad-hoc</i> appointments were also contravened. This irregularity was pointed out to the Department and also reported to the Services and General Administration Department.	No reasons were advanced by the Department.

LAW DEPARTMENT

- 14 A permanent Urdu Reporter of the Provincial Assembly of West Pakistan was departmentally proceeded against and it was proposed to retire him compulsorily with immediate effect and to recover an amount of Rs. 6,500.00 from him on account of pecuniary loss caused to the public exchequer by his negligence and breach of orders. The case was referred to the Commission in November, 1965 and the Commission agreed to the proposed punishment. The advice of the Commission was accepted by the Provincial Assembly. Later on, the accused officer made an appeal to the Law Department and in the order issued by the Law Department, the recovery of Rs. 6,500.00 was set aside. Since it was an appeal relating to a disciplinary matter prior consultation with the Commission was obligatory under Regulations 5 (4) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. The action of the Law Department being contrary to the said regulation was irregular.

No reasons were stated by the Department.

- 15 The Law Department of the Government of West Pakistan promoted two officers one as Deputy Secretary and the other as Assistant Secretary in the Provincial Assembly of West Pakistan on 8th February 1966 and 26th May 1966 respectively, against clear vacancies, without prior consultation with the Commission. Their cases were not referred to the Commission till December, 1966 and thus Regulation 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, was violated.

The Department explained that the cases in question remained under action firstly in connection with representation of a superseded Superintendent of the Provincial Assembly of West Pakistan against the officer promoted as Assistant Secretary and later in connection with the retention of lien of an Assistant Secretary, Provincial Assembly on the cadre of Section Officer in the West Pakistan Secretariat.

In the case of the Assistant Secretary, the senior officers was superseded. When the case was referred to the Commission, they found that this officer's supersession was not justified and he was therefore recommended by the Commission.

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

- 16 The Government of West Pakistan in the Services and General Administration Department notified certain amendments to the West Pakistan Civil Services (Executive Branch) Rules, 1964,—vide their notification No. S. O. XVIII-I-81/57 (II), dated 30th October 1967 without getting the actual draft of the amendments approved by the Commission as is usually necessary in all such cases.

No reason given by Government.

INFORMATION DEPARTMENT

- 17 The Information Department appointed an Assistant Information Officer, as Information Officer in an *ad-hoc* capacity on 27th September 1967 and referred his case to the West Pakistan Public Service Commission on 2nd May 1967 for regularization but placed a requisition later on 11th May 1967. The department committed the following two fold irregularities.

No reasons were intimated by the Department.

Serial No.	Nature of the case/irregularity	Reasons so far as known to the Commission why they were not consulted
	(a) Firstly, the department failed to intimate the appointment of the said official as an Information Officer as soon as it was made. The explanation that this was not done because his <i>ad-hoc</i> promotion was expected to last for four months only cannot be accepted. According to Regulation 3 (4)(a) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, appointments for a period of less than six months without reference to the Commission are permissible but on the express condition that the Commission are informed at once. The question of period of promotion being short is not, therefore, relevant. Appointments made under this regulation even for a period of one month are to be intimated to the Commission. (b) Secondly the officer's case was not referred to the Commission in time. Regulation 3 (4) (b) provides that in case the appointment is likely to extend beyond the period of six months the Commission have to be consulted at least two months before the extension. The case on should, therefore, have been referred to the Commission when his appointment was extended on the expiry of 4 months and beyond six months or at least soon after the expiry of the initial period of six months, i.e., by the end of March, 1967.	The Department stated that the Commission were not consulted as the <i>ad-hoc</i> appointment was expected to last for four months only.

APPENDICES

APPENDIX I
CASES OF RECRUITMENT BY SELECTION
(REFERRED TO IN CHAPTER II)

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF					Whether the Commission's recommendations were accepted.
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended		
1	2	3	4	5	6	7		8

AGRICULTURE DEPARTMENT

1	Assistant Botanist Cotton, Dadu.	WPAS-II ..	1	5	1			Was not found suitable.
2	Assistant Botanist Tobacco, Tandojam.	Do. ..	1	4	1	1		Accepted.
3	Assistant Agronomist, Arid Zone	Do. ..	1	3	6	1		Do.
4	Assistant Agriculture Engineer	Do. ..	10	20	2	1		Do.
5	Assistant Agriculture Engineer	Do. ..	6+9	22	18	10		Do.
6	Assistant Sugar-Cane Botanist Tando Muhammad Khan.	Do. ..	1	3	3	1		Do.
7	Assistant Sugar-Cane Specialist, Mardan.	Do. ..	1	Requisition withdrawn				
8	Assistant Agronomist, Lahore Region.	Do. ..	1	18	7	1		Do.

9	Assistant Agronomist, Sugar-Cane.	Do. ..	1	13	5	1	Acceptance awaited.
10	Food Technologist, Quetta ..	WPAS-I ..	1	2	1	1	Accepted..
11	Assistant Soil Fertility Specialist	Do.	1	19	8	..	None was found suitable.
12	Soil Fertility Officer ..	Do.	1	19	5		Ditto.
13	Plant Physiologist ..	Do.	1	10	2 + 1 (On paper qualification).		Accepted.
14	Agricultural Engineer ..	Do.	1	15	6	1	Do.
15	Soil Chemist ..	Do.	1	25	6	1	Acceptance awaited.
16	Extra Assistant Director of Agriculture (E. and M.)	WPAS-II ..	1	8	2	1	Ditto.
17	Assistant Botanist Maize, Tandojam.	Do.	1	5	1	1	Ditto.
18	Assistant Botanist Millats, Tandojam.	Do.	1	5	1	1	Accepted.
19	Assistant Soil Survey Officer Tandojam.	Do.	1	16	13	1	Acceptance awaited.
20	Assistant Botanist Wheat ..	Do.	1	8	6	1	

AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT

21	Assistant Disease Investigation Officer, Hyderabad Region.	WPAH II ..	1	11	2	1	Accepted.
22	Assistant Research Officer Standardization.	Do.	1	11	3	1	Do.
23	Dairy Development Officer ..	Do.	1	9	3	1	Do.
24	Live Stock Disease Control Officer.	Do.	1	19	6		Do.

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
25	Live Stock Economist ..	WPAHS I ..	1	6	3		None was found suitable.
26	Disease Investigation Officer..	Do. ..	2	21	7+3 on paper qualification).	2	Accepted.
27	Officer on Special Duty ..	Do. ..	1	14	9	1	Do.
28	Superintendent, Live Stock Experimental Station, Bahadur Nagar.	Do. ..	1	13	8	1	Do.
29	Animal Nutrition Resident Officer.	Do. ..	1	4	3	1	Do.
30	Officer Incharge Live Stock Experimental Station Angora Goat and Karakul Sheep.	Do.	1	12	8	1	Do.
31	Officer Incharge, Eggs Production.	WPAHS II	1	13	3		None was found suitable.
AGRICULTURE (FOREST DEPARTMENT)							
32	Assistant Forest Chemist (A) in the Pakistan Forest Institute, Peshawar.	Class II ..	1	2	1	1	acceptance awaited

AGRICULTURE (FISHERIES DEPARTMENT)						
33	Zoologist in the Fisheries Training Centre, Lahore.	Class I (Junior).	1	10	6	1
34	Chemist, the West Pakistan Fisheries Department.	Class II	1	12	1	1
AGRICULTURE (FOREST DEPARTMENT)						
35	Forest Economist in the Pakistan Forest Institute, Peshawar.	Class I (Senior).	1	5	1+1	(on paper qualification) Neither found suitable.
36	Mechanical Engineer in the Pakistan Forest Institute, Peshawar.	Do. ..	1	2	2	1 Accepted.
37	Assistant Forest Economist in the Pakistan Forest Institute, Peshawar.	Class I (Junior).	1	6	3	1 Do.
38	Assistant Wood Working Officer in the Pakistan Forest Institute, Peshawar.	Class II ..	1	2	2	1 Do.
39	Assistant Entomologist Forest	Do. ..	2	5	1	1
AGRICULTURE (FOREST) DEPARTMENT						
40	Assistant Forest Entomologist in Pakistan Forest Institute, Peshawar.	W.P.F.S. II	1	8	1	1 Acceptance awaited.
41	Extension Specialists in Pakistan Forest Institute.	W.P.F.S. I	1	3	None held eligible.	
COMMUNICATION AND WORKS DEPARTMENTS						
42	Assistant Engineer (E/M B. & R.).	Class II ..	10	26	6	5 Acceptance awaited.
43	Planning and Progressing Officer Housing and Settlement Agency.	Do.	1	12	2	1 Accepted.

Serial No.	Name of the post or service	Class to which t or service belongs	NUMBER OF				Whether the Com- mission's recom- mendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifica- tions	Candidates recommended	
1	2	3	4	5	6	7	8
44	Deputy Director, Town Plann- ing.	Class I ..	3	9	8	3	Accepted.
45	Research Officer, Town Plann- ing.	Class II ..	2	18	9	1	Do.
46	Economist, Town Planning ..	Class I ..	1	7	2	1	Do.
47	Sociologist Town Planning Department.	Do. ..	1	8	1	1	Do.
EDUCATION DEPARTMENT							
48	Professor of English (Collegiate Branch, Men's Section).	Class I ..	6	15	13	4	Acceptance awaited
49	Professor of Physics (Collegiate Branch, Women Section).	Do. ..	1	6	2	1	Ditto.
50	Principal in Government Colleges (Collegiate Branch, Men's Section).	Do. ..	3	53	41	3	Accepted.
51	Principal of Education (Colle- giate Branch).	Do. ..	1	15	3	..	None found suitable.
52	Professor of Education Colle- giate Branch).	Do. ..	3	15	4	3	

53	Senior Professor in History (Collegiate Branch, Men's Section).	Do. ..	1	8		1	...
54	Senior Professor in English (Collegiate Branch, Men's Section).	Do. ..	2	12	8	2	...
55	Subject Specialist in Agriculture.	Gazetted (Ex-Cadre).	1	9	2	1	Accepted.
56	Subject Specialist in Industrial Arts.	Special Gazetted.	1	9	4	1	Do.
57	Lecturer in Arabic (Collegiate Branch, Women's Section).	Class II ..	1	15	11	1	Accepted.
58	Lecturer in Botany (Collegiate Branch, Women's Section).	Do. ..	1	24	19	1	
59	Lecturer in Biology (Collegiate Branch, Women's Section).	Do. ..	1	25	18	1	Awaited.
60	Lecturer in Chemistry (Collegiate Branch, Women's Section).	Do. ..	2	40	27	2	Accepted.
61	Lecturer in Economics (Collegiate Branch, Women's Section).	Do. ..	2	31	22	2	Do.
62	Lecturer in Fine Arts (Collegiate Branch, Women's Section).	Do. ..	1	3	2	1	Do.
63	Lecturer in General History (Collegiate Branch, Women's Section).	Do. ..	3	21	15	3	Do.
64	Lecturer in Home Economics (Collegiate Branch, Women's Section).	Do. ..	1	10	7	1	Awaited.

Serial No.	Name of the post of service	Class to which post or service belongs	NUMBER				Whether the Commission's recommendations accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
65	Lecturer in Mathematics (Collegiate Branch, Women's Section).	Class II ..	3	14	12	3	Accepted.
66	Lecturer in Philosophy (Collegiate Branch, Women's Section).	Do. ..	1	14	12	1	Awaited.
67	Lecturer in Political Science (Collegiate Branch, Women's Section).	Do. ..	4	32	21	4	Accepted.
68	Lecturer in Psychology (Collegiate Branch, Women's Section).	Do. ..	2	15	12	2	Do.
69	Lecturer in Botany (Collegiate Branch, Men's Section).	Do	7	71	62	7	Awaited.
70	Lecturer in Biology (Collegiate Branch, Men's Section).	Do. ..	10	57	37	10	Do.
71	Lecturer in Chemistry (Collegiate Branch, Men's Section).	Do. ..	37	137	84+15 (on paper qualifications).	37	Do.
72	Lecturer in Civics (Collegiate Branch, Men's Section).	Do. ..	14	93	74	14	Do.
73	Lecturer in Economics (Collegiate Branch, Men's Section).	Do. ..	20	142	97+3	20	Do.

74	Lecturer in Fine Arts (Collegiate Branch, Men's Section).	Do. ..	1	1	1	1	Do.
75	Lecturer in General History (Collegiate Branch, Men's Section).	Do.	21	125	99	21	Do.
76	Lecturer in Geography (Collegiate Branch, Men's Section).	Do. ..	11	62	51	11	Do.
77	Lecturer in Islamiat/Religion (Collegiate Branch, Men's Section).	Do. ..	14	93	83	14	Do.
78	Lecturer in Mathematics (Collegiate Branch, Men's Section).	Do. ..	21	93	73	21	Do.
79	Lecturer in Physics (Collegiate Branch, Men's Section).	Do. ..	28	137	84	28	Do.
80	Lecturer in Political Science (Collegiate Branch, Men's Section).	Do. ..	12	111	76+3 (On paper qualifications).	12	Do.
81	Lecturer in Persian (Collegiate Branch, Men's Section).	Do. ..	12	108	72	12	Do.
82	Lecturer in Urdu (Collegiate Branch, Men's Section).	Do. ..	42	315	275+8 (On paper qualifications).	42	Do.
83	Lecturer in History and History of Education (Collegiate Branch, Men's Section).	Do. ..	2	15	10	2	Do.
84	Lecturer in Philosophy (Collegiate Branch, Men's Section).	Do. ..	5	20	10	5	Do.
85	Lecturer in Statistics (Collegiate Branch, Men's Section).	Do. ..	4	17	11	4	Do.
86	Lecturer in Bengali (Collegiate Branch, Men's Section).	Do. ..	1	3	1	1	Do.

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
87	Lecturer in Psychology (College Branch, Men's Section).	Class II	1	15	12	1	Awaited.
EDUCATION (TECHNICAL) DEPARTMENT							
88	Senior Instructor in Radio Electronics, Government Polytechnic Institutes in West Pakistan.	Gazetted post	3	4	2	Nil	..
89	Head of Department (Civil) Government Polytechnic Institute, in West Pakistan.	Ditto ..	4	10	5	1	Accepted.
90	Lecturer in Civil N. E. D. Government Engineering College, Karachi.	Ditto ..	2	2	1	1	..
91	Head of the Department (Electrical) C. P. I., West Pakistan.	Ditto ..	9	3	2	1	..
92	Chief Instructor (Mechanical), G. P. I., West Pakistan.	Ditto ..	1	2	1	1	..
93	Senior Instructor in Arts and Craft, Government Technical Teachers Training College, Lyallpur.	Ditto ..	4	10	1		The only candidate interviewed was not found suitable.

94	Senior Instructor in Civil Technology, Government School of Engineering, Rasul.	Ditto	2	12	7	2	Accepted.
95	Senior Instructor in Science, Government School of Engineering, Rasul.	Ditto	1	4	3	1	Do.
96	Senior Instructor in Mechanical Government Polytechnic Institutes in West Pakistan.	Ditto	18	15	8	6	Do.
97	Senior Instructor (Civil), Government Polytechnic Institutes in West Pakistan.	Ditto	8	58	33	8	Do.
98	Principal, Government Commercial Training Institutes in West Pakistan.	Ditto	14	8	<i>Nil</i>	<i>Nil</i>	None of the candidate was held eligible.
99	Senior Instructor in Civil, Government Polytechnic Institute in West Pakistan.	Ditto	1	3	3	1	Accepted.
100	Senior Instructor in Electrical, Government Polytechnic Institute, West Pakistan.	Ditto	16	5	1	1	Do.
101	Senior Instructor in Air-Conditioning and Refrigeration, Government Polytechnic Institute, West Pakistan.	Ditto	1	<i>Nil</i>	<i>Nil</i>	<i>Nil</i>	No application received.
102	Senior Instructor in Drafting and Designing, Polytechnic Institute, West Pakistan.	Ditto	4	2	<i>Nil</i>	<i>Nil</i>	Neither of the candidate held eligible.
103	Senior Instructor in Tool Design and Tool Making, Government Polytechnic Institute, West Pakistan.	Ditto	1	<i>Nil</i>	<i>Nil</i>	<i>Nil</i>	..
104	Senior Instructor in Machine Shop, Government Polytechnic Institute, West Pakistan.	Ditto	1	<i>Nil</i>	<i>Nil</i>	<i>Nil</i>	..

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commis- sion's recommenda- tions were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
105	Senior Instructor in Chemical Technology, Polytechnic Institute, West Pakistan.	Gazetted post	3	11	Nil	Nil	None was held eligible.
106	Deputy Chief Instructor in Electrical, Government Polytechnic Institute, West Pakistan.	Ditto ..	1	Nil	Nil	Nil	The only candidate interviewed was not found suitable.
107	Senior Instructor in Dyeing Finishing, Government Polytechnic Institute, West Pakistan.	Ditto ..	1	2	1	Nil	
108	Instructor in Mechanical for Government Polytechnic Institutes in West Pakistan.	Ditto ..	29	43	11	8	Accepted.
109	Instructor in Mathematics for Government Polytechnic Institute, West Pakistan.	Ditto ..	9	40	23	9	..
110	Instructor in related studies in Physics for Government Polytechnics Institutes in West Pakistan.	Ditto ..	10	48	28	10	..
111	Instructor in English Managements (Economics) for Government Polytechnic Institute, West Pakistan.	Ditto ..	5	27	12	5	..

112	Instructor in English and Management (Psychology) for Government Polytechnic Institute, West Pakistan.	Ditto ..	3	14	8	3	..
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HEALTH DEPARTMENT

113	Tutor Sister ..	Special Gazetted	10	13	9	9	Accepted.
114	Assistant Nursing Superintendent.	Ditto ..	2	6	4	2	Do.
115	Assistant Matron, Health Department.	Ditto ..	1	3	2	1	Do.
116	Assistant Professor of Occupational Health.	Ditto ..	1	1	1	1	
117	Assistant Professor of Ophthalmology.	Ditto ..	2	8	3	2	Do.
118	Serologist ..	Ditto ..	1	The only candidate was held ineligible.			
119	Professor of Paediatrics ..	Ditto ..	1	3	1	1	Do.
120	Assistant Professor of Dental Surgery.	Ditto ..	2	5	1	1	Do.
121	Nursing Sisters/Assistant Tutor Sisters.	Ditto ..	26	197	86	26	Do.
122	Medical Superintendent, Government Mental Hospitals.	W.P.H.S. I ..	3	5	2	2	Do.
123	Medical Superintendents Physicians, Surgeons.	Ditto ..	8	42	30	8	Do.
124	Inspectors of Drugs ..	Class II ..	1	11	4	1	Do.
125	Bio-chemists Pathology Department.	Gazetted Unclassified.	2	7	2	Nil	None was found suitable.

Serial No.	Name of the post or service	Class of which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8

126	Principal, Government Tibbia College, Bahawalpur.	W.P.H.S II	1	12	None was held eligible.		
127	Bio-chemist Institute of Hygiene and Preventive Medicine.	Gazetted Unclassified.	1	8	5	1	Accepted.
128	Chemist Medical Store Depot, Lahore.	W.P.H.S. I.	1	3	None was held eligible.		
129	Senior Registrars for the Surgical Units of Hospitals attached to Medical Colleges.	Special Gazetted.	10	13	10	10	Accepted.
130	Superintendent. Public Health School.	Ditto ..	1	21	2	1	Do.
131	Medical Superintendent, Mental Hospital.	Ditto ..	1	1	1	1	Do.
132	Senior Registrars, Surgical Units	Ditto ..	4	8	6	4	Do.
133	Assistant Professor Obst., and Gynaecology.	Ditto .. (Teaching post).	3	10	8	3	Do.
134	Assistant Professor Bio-Chemistry.	Special Gazetted Teaching post	1	3	Nil	Nil	None was found eligible.

135	Assistant Professor Bio-Chemistry.	Ditto ..	1	2	1	1	Accepted.
136	Assistant Professor E.N.T. ..	Ditto ..	1	6	2	1	Do.
137	Demonstrator Sociology ..	Special Gazetted.	1	5	3	1	Do.
138	Professor of E.N.T. ..	Ditto ..	1	5	2	1	Do.
139	Assistant Professor, Venerology	Ditto ..	1	6	Nil	Nil	No candidate was found eligible.
140	Assistant Professor, Surgery ..	Ditto ..	3	47	28	3	Accepted in respect of two candidates. In case of the third orders of Government awaited.
141	Assistant Professor, Histology ..	Ditto ..	3	4	Nil	Nil	No candidate was found suitable.
142	Assistant Professor Exp. Physiology.	Ditto ..	3	5	2	1	..
143	Professor of Medicines ..	Ditto (Teaching)	1	4	2	1	Accepted.
144	Senior Registrar, Surgery ..	Ditto	10	13	10	10	Do.
145	Assistant Professor, Physiology	Ditto ..	1	2	2	Nil	No candidate was found suitable.
146	Assistant Professor, Anatomy ..	Ditto ..	7	4	Nil	Nil	The only candidate summoned remained absent.
147	Assistant Professor, Neuro Surgery.	Ditto ..	2	2	Nil	Nil	Ditto.
148	Assistant Professor, Neuro Surgery.	Ditto ..	2	1	Nil	Nil	The only candidate was held ineligible.
149	Associate Physician Assistant Professor Neurology.	Ditto ..	1	6	2	1	Accepted.
150	Professor of Anatomy ..	Ditto ..	1	3	1	1	Do.

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
151	Assistant Professor Dermatology	Special Gazetted Teaching.	1	4	2	1	Accepted
152	Professor of Surgery ...	Ditto ..	3	8	8	3	Do.
153	Assistant Professor, Paediatrics	Ditto ..	1	5	2	1	Do.
154	Professor of Surgery ..	Ditto ..	2	10	6	<i>Nil</i>	None was found suitable.
155	Professor of Obst. and Gynaecology.	Ditto ..	1	22	<i>Nil</i>	<i>Nil</i>	None was found eligible.
156	Ditto ..	Ditto ..	1	4	<i>Nil</i>	<i>Nil</i>	None was found eligible.
157	Matrons, Health Department ..	Ditto	3	20	12	1	
HOME (CIVIL DEFENCE) DEPARTMENT							
158	Communications officer in the Civil Defence Department.	Un-classified (Gazetted).	1	5	2	<i>Nil</i>	Neither was found suitable.
HOME (JAIL) DEPARTMENT							
159	Officer Incharge staff Training Institute, Lahore.	Class II (Ex-cadre)	1	9	None held eligible		Ditto.

160	Statistical Officer in the office of Assistant Inspector General of Police Traffic, West Pakistan, Lahore.	Un classified (Gazetted)	1	3	None held eligible		Ditto.
HOME (POLICE) DEPARTMENT							
161	Inspector of Boiler in the Directorate of Industries.	Class II	1	5	None held eligible		
162	Mineral Development Officer in the Directorate of Mineral Development.	Class I (Jr.)	2	27	8	2	Accepted.
163	Assistant Director (Technical) in the Directorate of Mineral Development, West Pakistan.	Class I (Jr.)	4	19	12	4	Acceptance awaited.
164	Deputy Director of Industries (Non- Technical) in the Industries Department.	Class I (Sr.)	1	27	4	1	Ditto.
165	Research Officer in the Directorate of Industries and Commerce.	Class II ..	1	4	2	1	Ditto.
166	Inspector of Boilers in the Directorate of Industries.	Ditto ..	1	3	1	1	Ditto.
INDUSTRIES DEPARTMENT							
167	Information officers ..	Class II ..	5	146	33	5	Accepted.
INFORMATION DEPARTMENT							
168	Temporary Assistant Engineers (E. & M.)	Class II ..	5	13	3	3	Accepted. (No other candidate was found eligible for the remaining 2 posts).
IRRIGATION AND POWER DEPARTMENT							
169	Technical Assistant	Class II	3	14	4	3	Acceptance awaited.
170	Inspector of Mines ..	Class I (Sr.)	1	5	4	1	Ditto.
LABOUR DEPARTMENT							

Serial No.	Name of the post or service	Class to which the post of service belongs	NUMBER OF				Whether the Commissions' recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
		LAW DEPARTMENT (PROVINCIAL ASSEMBLY)					
171	Editor of Debates in the West Pakistan Provincial Assembly.	Unclassified Gazetted.	1	4			None held eligible.
			PUBLIC HEALTH ENGINEERING				
172	Assistant Engineers (Electrical)	Class II	2	2	Nil		Neither was held eligible.
173	Temporary posts of Assistant Engineer (E. & M.)	Ditto	2	Nil	Nil		No application was received.
			PUBLIC HEALTH ENGINEERING DEPARTMENT				
174	Executive Engineers (Civil) ..	Class I	5	49			Requisition withdrawn.
175	Assistant Engineers (E. & M.) ..	Ditto	2	1			The only candidate remained absent.
176	Assistant Engineers Electrical)	Ditto	2	Nil			No candidate applied.
			PAKISTAN WESTERN RAILWAY				
177	Assistant Electrical Engineer in P. W. R.	Class I (Jr.)	4	8	2		Neither found suitable.

178	Junior Information Officer in P.W.R.	Ditto ..	1	34	2		Ditto
179	Signal Engineer in P.W.R. ..	Class I (Sr.) ..	2	6	(One paper qualifications)	1	Accepted.
180	Lady Assistant Surgeon in P.W.R.	Class II ..	6	8	7	5	Do.
181	Pathologist-cum-Bacteriologist in P.W.R.	Class I (Sr.)	1	3	1	1	Do.
182	Lady Assistant Surgeon in P. W. R.	Class II ..	1	1	1	1	Acceptance awaited.
183	Assistant Electrical Engineer in P.W.R.	Class I (Jr.)	4	12	4	3	Accepted.
184	Assistant Surgeon in P.W.R.	Class II ..	23	13	4	3	Do.
185	Divisional Medical Officer in P.W.R.	Class I (Sr.)	1	12	7	1	Do.
PAKISTAN WESTERN RAILWAY							
186	Assistant Chemist and Metallurgist	Class I (Jr.)	1	10	1	1	Accepted.
187	Publicity and Public Relation Officers in P.W.R.	Class I	1	54	13	1	Do.
188	Assistant Signal Engineers in the Signal Engineering Department of the West Pakistan Railway Service of Engineering.	Ditto	4	15	9	2	Acceptance awaited.
SOCIAL WELFARE							
189	Assistant Director, Social Welfare Department.	Unclassified (Gazetted).	1	5		Nil	The only candidate interviewed was not found suitable.
Grand total			764	3887	2010+31 (One paper qualification).	557	

APPENDIX II

LIST OF POSTS SERVICES IN RESPECT OF WHICH SUITABLE CANDIDATES WERE NOT AVAILABLE FOR APPOINTMENT

(REFERRED TO IN CHAPTER II)

Serial No.	Name of the post	No. of Vacancies	No. of Application received	No. of candidates interviewed	Reason why candidates could not be recommended
1	2	3	4	5	6

AGRICULTURE DEPARTMENT

1	Assistant Botanist Cotton, Dadu ..	1	51	1	The interviewed candidate was not suitable.
2	Assistant Soil Fertility Specialist ..	1	19	8	None of the candidates was found suitable.
3	Soil Fertility Officer ..	1	19	5	Ditto.
4	Forest Economist in the Pakistan Forest Institute, Peshawar.	1	5	1+1 (Paper qualification).	Neither was found suitable.
5	Extension Specialists in Pakistan Forest Institute.	1	3	..	None was held eligible.
6	Live Stock Economist ..	1	6	3	None of the interviewed candidates was found suitable.
7	Officer Incharge Eggs Production ..	1	13	3	Ditto ditto.

EDUCATION DEPARTMENT (TECHNICAL)

8	Senior Instructor in Arts and Craft, Government T.T. College, Lyallpur.	4	10	1	The only candidate interviewed was not found suitable.
9	Principal Government Commercial Training Institute, in West Pakistan.	14	8	..	Ditto ditto.

10	Senior Instructor Air Conditioning and Refrigeration Government Polytechnic Institute, Government of West Pakistan.	1	..	..	No application was received.
11	Senior Instructor in Drafting and Designing, Polytechnic Institute, West Pakistan.	4	2	..	Neither of the candidate was held eligible.
12	Senior Instructor in Tool Design and Tool making, Government Polytechnic Institute, West Pakistan.	1	..	..	No application was received.
13	Senior Instructor in Machine Shop, Polytechnic Institute, West Pakistan.	1	Nil	Nil	Ditto.
14	Senior Instructor in Chemical Technology, Polytechnic Institute, West Pakistan.	3	11	..	All the application were rejected and none was held eligible.
15	Deputy Chief Instructor in Electrical Polytechnic Institute, West, Pakistan.	1	..	..	No application received
16	Senior Instructor in Dying Finishing, Government Polytechnic Institute, West Pakistan.	1		1	The only candidate interviewed was not found suitable.
17	Senior Instructor in Radio Electronics ..	3	4	2	Neither of the candidate interviewed was found suitable.
			EDUCATIONT	DEPARTMENT	
18	Professor of Education (Collegiate Branch)			3	None was found suitable.

HEALTH DEPARTMENT

19	Assistant Professor Bio-Chemistry ..	1	3	Nil	None was found eligible.
20	Assistant Professor Venerology ..	1	6	Nil	Ditto.
21	Assistant Professor Histology ..	3	4	Nil	Ditto.
22	Assistant Professor Physiology ..	1	2	2	Ditto.
23	Assistant Professor Anatomy ..	7	4	Nil	The only candidate summoned remained absent.
24	Assistant Professor Nero Surgery ..	2	2	Nil	Ditto. ditto
25	Assistant Professor of Nero Surgery ..	2	1	Nil	The only candidate was held ineligible.

Serial No.	Name of the post	No. of vacancies	No. of application received	No. of candidates interviewed	Reason why candidates could not be recommended
1	2	3	4	5	6
26	Professor of Surgery ..	2	10	6	None was found suitable.
27	Professor of Obst. and Gynecology ..	1	2	Nil	None was found eligible .
28	Ditto ..	1	4	Nil	Ditto.
29	Bio-Chemist Pathology Department ..	2	7	2	Neither was found suitable.
30	Principal, Government Tibbia College Bahawalpur.	1	12	..	None held eligible.
31	Chemist Medical Store Department, Lahore	1	3	..	Ditto.
32	Serologist ..	1	1	Nil	The only candidate was not held eligible.
HOME (POLICE) DEPARTMENT					
33	Statistical Officer in the Office of A. I. G. Traffic, West Pakistan, Lahore.	1	3	Nil	None was found eligible.
HOME (JAIL) DEPARTMENT					
34	Officer Incharge, Staff Training Institute, Lahore.	1	9	Nil	None was found eligible
HOME (CIVIL DEFENCE) DEPARTMENT					
35	Communications Officer in the Civil Defence Department.	1	5	2	None was found eligible.
INDUSTRIES DEPARTMENT					
36	Inspector of Boiler in the Directorate of Industries.	1	5	..	None was found eligible

		PUBLIC HEALTH ENGINEERING DEPARTMENT			
37	Assistant Engineer (Electrical) in P.H.E. Department.	2	2	..	Neither was held eligible.
38	Temporary Posts of Assistant Engineer (E&M)	2	..	..	No application was received.
39	Assistant Engineers (E&M) ..	2	1	..	The only candidate remained absent.
40	Assistant Engineers (Electrical) ..	2	..	..	None applied for the post.
		PAKISTAN WESTERN RAILWAY			
41	Assistant Electrical Engineer ..	4	8	2	Neither was found suitable.
42	Junior Information Officer, P.W.R.	1	34	2	Ditto.
		SOCIAL WELFARE DEPARTMENT			
43	Assistant Director, Social Welfare Department	1	5	1	The only candidate interviewed was not found suitable.
		LAW DEPARTMENT (PROVINCIAL ASSEMBLY)			
44	Editor of Debates in the Provincial Assembly, West Pakistan.	1	4	Nil	No candidate was held eligible.
GRAND TOTAL ..		86	259	45+1	

APPENDIX III
CASES OF INITIAL APPOINTMENT WITHOUT ADVERTISEMENT
(REFERRED TO IN CHAPTER II PARAGRAPH 3)

Serial No.	Name of the post	No. of persons proposed for appointment	Commission's advice	Whether the Commission's advice was accepted
1	2	3	4	5
1	Statistical Officer in the Directorate of Hydrology.	1	Commission agreed to his appointment	Acceptance awaited.
2	Temporary Assistant Engineer in Class II	1	The proposal was withdrawn by the Department.	
3	W.P.C.S. (JB)	175	The Services and General Administration Department forwarded 175 application from practising lawyers and the Ministerial Government servants under the Administrative control of the High Court. The Commission interviewed 170 candidates. Out of them 35 were recommended for appointment.	Accepted.
4	Absorption of Surplus Officers of various Department of Central Provincial Government.	5	The Commission interviewed all 5 Surplus Officers and recommended them for absorption against various posts.	
5	Absorption of Surplus Officers of various Department of Central Provincial Government.	2	Both the candidates were interviewed by the Commission. It was however, found that both the Officers could not be treated as Surplus Officers.	
	Total	184		

APPENDIX IV
CASES OF AD HOC OR STOP-GAP APPOINTMENT
 (REFERRED TO IN CHAPTER II PARAGRAPH 4)

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendation were accepted
1	2	3	4	5	6

AGRICULTURE DEPARTMENT

1	Fodder Botanist	W.P.A.S. I	1	Agreed.	Accepted.
2	Agronomist	Ditto	1	Do.	Do.
3	Sugar cane Botanist	Ditto	1	Do.	Do.
4	Cotton Botanist	Ditto	1	Do.	Do.
5	Principal, Agricultural Teacher Training	Ditto	1	Do.	Do.
6	Soil Scientist	Ditto	1	Do.	Do.
7	Deputy Director, Agriculture (E.&M.)	Ditto	1	Do.	Do.
8	Horticulturist	Ditto	1	Do.	Do.
9	Assistant Botanist Maiz (Seed Production)	W.P.A.S. II	1	Do.	Do.
10	Assistant Chemist (Textology)	Ditto	1	Agreed up to 31st July 1967	Do.
11	Principals, Agricultural Teacher Training	W.P.A.S. I	3	Agreed	Do.

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendation were accepted.
1	2	3	4	5	6
12	Agronomist	W.P.A.S.I.	3	Agreed	Accepted.
13	Sugar-cane Botanist				
14	Cotton Botanist				
15	Agronomist				
16	Sugar Cane Botanist	W.P.A.S.II ..	3	Agreed.	
17	Cotton Botanist				
18	Assistant Agricultural Engineer, Soil Con- versation Wing.				
19	District Oil Conservationist				
20	E.A.D.A. (E.&M) (Extension Wing) ..	Ditto ..	1	Agreed for a period of 3 months ..	
21	Instructors	Ditto ..	5	Agreed for 3 months	
22	Assistant Botanist (Potato)	Ditto ..	1	Not agreed	
23	Assistant Food Technologist	Ditto ..	1	Pending amendment in the rules the proposal was not considered.	
24	Assistant Agricultural Engineer	Ditto ..	1	Not agreed	

25	Assistant Chemist Toxicology	Ditto ..	1	Ad hoc appointment agreed up to 31st December 1967.
26	Assistant Engineer Agriculture	Ditto ..	5	Ad hoc appointment agreed up to 31st October 1967.
27	Fruit Specialist	W.P.A.H.S. Class I	1	The proposal was withdrawn by the department.
28	Soil Chemist and Soil Fertility Officers ..	Ditto ..	2	Agreed ..
29	Deputy Director Agriculture of E.&M ..	Ditto ..	1	Agreed ..

AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT

30	Dairy Chemist	W.P.A.H.S. Class I	1	Agreed ..
31	Various Class I Post	Ditto ..	7	Do. ..
32	Research Officers	Ditto ..	2	Do. ..
33	Various Class I Posts	Ditto ..	3	Do. ..
34	Superintendent Livestock	Ditto ..	1	Do. ..
35	Livestock Development Officer	Ditto ..	1	Do. ..
36	Disease Investigator Officer	Ditto ..	1	Do. ..
37	Animal Nutrition Research Officer ..	Ditto ..	1	Do. .. Accepted.
38	Officer on Special Duty	Ditto ..	1	Do. ..

AGRICULTURE (FISHERIES) DEPARTMENT

39	Extra Assistant Director of Fisheries	Class II ..	6	Agreed ..
40	Extra Assistant Director of Fisheries ..	Ditto ..	6	Do. ..
41	Extra Assistant Director of Fisheries ..	Ditto ..	1	Agreed from 31st October 1967 to 31st December 1967.

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendation were accepted
1	2	3	4	5	

COMMUNICATIONS AND WORKS DEPARTMENT

42	Officiating Sub-Divisional Officer (Civil) ..	Class II (Gazetted).	12	The Commission agreed to the <i>ad hoc</i> appointment up to 30th June 1967.	Accepted.
43	Officiating Assistant Engineer, E.&M. ..	Ditto. ..	61	The Commission agreed to the <i>ad hoc</i> appointment up to 31st January 1967.	Do.
44	Officiating Executive Engineer ..	Class I ..	47	The Commission agreed to the <i>ad hoc</i> appointment up to 15th May 1967.	Do.
45	Sociologist in Physical Planning Cell. C.&W. Department.	Ditto ..	1	The Commission agreed to the <i>ad hoc</i> appointment.	Do.
46	Officiating Sub-Divisional Officer (Civil) ..	Class II (Gazetted).	141	The Commission agreed to the <i>ad hoc</i> appointment up to 30th September 1967.	..
47	Assistant Director Town Planning ..	Gazetted ..	2	The Commission agreed to the <i>ad hoc</i> appointment of one Officer from 11th June 1966 to 3rd June 1967 and to other from 18th August 1966 to 1st June 1967.	..
48	Officiating Assistant Engineer (E.&M) ..	Class II (Gazetted)	6	The Commission agreed to the <i>ad hoc</i> appointment from 1st February 1967 to 30th September 1967.	..

EDUCATION DEPARTMENT

49	Subject Specialist Physical Education ..	Class I ..	1	Agreed	
50	Junior Research Fellow Nuclear Research Laboratory, Government College, Lahore.	Do. ..	1	Do.	

EDUCATION DEPARTMENT (TECHNICAL)

51	Head of Department (Mechanical) Government Polytechnic Institute, Abbottabad.	Class I	..	1	Agreed	..	..	..	Accepted.
52	Head of Department (Electrical) Government Polytechnic Institute, Bahawalpur.	Do.	..	1	Do.	..	..	..	Do.
53	Head of Department (Automobile) Government Polytechnic Institute, Rawalpindi.	Do.	..	1	Do.	..	..	..	Do.
54	Principal, Government Polytechnic Institute Khairpur.	Do.	..	1	Do.	..	..	..	Do.
55	Senior Instructor (Air-Conditioning and Refrigeration) Government Polytechnic Institute, Lahore.	Do.	..	1	Do.	..	..	..	Do.
56	Head of Department (Automobile) Government Polytechnic Institute, Karachi.	Do.	..	1	Do.	..	..	..	Do.
57	Principal, Government Polytechnic Institute, Multan.	Do.	..	1	Do.	..	..	..	Do.
58	Head of Department (Mechanical) Government Polytechnic Institute, Khairpur.	Do.	..	1	Do.	..	..	..	Do.
59	Principal, Government Polytechnic Institute, Hyderabad.	Do.	..	1	Do.	..	..	..	Do.
60	Project Director Aided Technical Project, West Pakistan Education Department, Lahore.	Do.	..	1	Do.	..	..	..	Do.

EXCISE AND TAXATION DEPARTMENT

61	Excise and Taxation Officers	..	Class II	..	11	The Commission agreed to the <i>ad hoc</i> appointment till 30th September 1967.	Accepted.
62	Excise and Taxation Officers	..	Do.	..	1	The Commission agreed to the extension of <i>ad hoc</i> appointment of the Officer from 18th April 1966 to 28th February 1967.	Do.

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commissions advice	Whether the Commission's recommendation were accepted
1	2	3	4	5	6
63	Law Officer	Class I ..	1	Not agreed.	Accepted
64	Additional Director E. and T. ..	Do. ..	3	The Commission agreed to the <i>ad hoc</i> appointment for 3 months.	Do.

HEALTH DEPARTMENT

65	Anaesthetists	W.P.H.S.I ..	2	Action deferred till receipt of proper proposal. File closed.	Do.
66	Radio Therapists	Ditto. ..	2	Case closed due to non receipt of proper proposal.	Do.
67	Clinical Pathologists	W.P.H.S. I (Junior Scale)	5	Case closed due to non receipt of proper proposal.	Do.
68	Gynaecologists	W.P.H.S.I (Senior Scale)	6 (2 in Senior 4 in Junior Scale).	The Commission agreed to the <i>ad hoc</i> appointment.	Do.
69	Anaesthetists	W.P.H.S. I (Junior Scale).	4	Action deferred till receipt of proper proposal. File closed.	Do.
70	Various posts in Class I	W.P.H.S. I ..	55	The Commission agreed to the <i>ad hoc</i> appointment. / .	Do.

HOME (JAIL DEPARTMENT)					
71	Superintendent Jail	..	Class II ..	1	Agreed
72	Superintendent Jail	..	Ditto ..	1	Do.
73	Deputy Superintendent Jail	..	Gazetted Un- classified.	1	Do.
74	Superintendent Jail	..	Class I ..	2	Do.
75	Superintendent Jail	..	Ditto ..	1	Do.
76	Deputy Superintendent Jail	..	Gazetted Un- classified.	5	Do.
77	Superintendent Jail	..	Class I ..	3	Do.

HOME (CIVIL DEFENCE DEPARTMENT)					
78	Depot Superintendent	..	Gazetted ..	1	Agreed up to 31st August 1960. ..
79	Civil Defence Officer	..	Do. ..	1	Ad Hoc appointment agreed upto 31st August 1967. ..

INDUSTRIES DEPARTMENT					
80	Marketing Officer (Wool)	..	Class I ..	1	Agreed up to 30th April 1967
81	Assistant Director of Industries	..	Ditto ..	6	Agreed up to 31st December 1966
82	Assistant Director of Industries	..	Ditto ..	14	Agreed
83	Industrial Development Officer/Purchase Officer	..	Class II ..	13	Do.
84	Industrial Development Officer/Purchase Officer	..	Ditto ..	1	Agreed up to 31st March 1967.
85	Research Officers	..	Class II ..	2	Agreed up to 30th June 1967
86	Research Officers	..	Ditto ..	2	Agreed up to 31st August 1967
87	Research Officers	..	Ditto ..	2	Agreed up to 31st October 1967
88	Industrial Development Officer/Purchase Officer	..	Ditto ..	13	Agreed up to 31st August 1967.

Serial No.	Name of the post	Class which to service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations are accepted
1	2	3	4	5	6
89	Industrial Development Officers/Purchase Officers.	Class II ..	13	Agreed up to 31st October 1967 ..	..
90	Inspector of Boilers ..	Ditto ..	1	Agreed ..	..
91	Assistant Director of Industries ..	Class I ..	11	Agreed up to 31st March 1967 ..	..
92	Assistant Director of Industries ..	Ditto ..	11	Agreed up to 30th June 1967 ..	..
93	Assistant Director of Industries ..	Ditto ..	2	Agreed up to 30th June 1967.	..
94	Industrial Development Officer/Purchase Officer	Class II ..	7	Agreed up to 31st January 1968 in case of 6 officers and upto 31st December in case of the one remaining officer.	..

KARACHI ADMINISTRATION

95	Additional Civil Judge Karachi ..	Class I ..	1	The Commission agreed to the continued <i>ad hoc</i> appointment from 1st January 1967 to 31st March 1967.	Accepted.
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LABOUR DEPARTMENT

96	Assistant Director ..	Class I ..	1	<i>Ad hoc</i> appointment agreed.	..
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INFORMATION DEPARTMENT

97	Information Officer ..	Class II ..	1	Agreed up to 30th June 1967	..
98	Assistant Information Officer ..	Gazetted (unclassified.)	1	Ditto.	..

RAILWAY DEPARTMENT

99	Junior Information Officer	..	Class I	..	1	Agreed	..	Accepted.
100	Assistant Surgeons	..	Class II	..	20	Do.	..	Do.
101	Assistant Surgeons	..	Ditto	..	20	Do.	..	..
102	Junior Information Officer P.W.R.	..	Class I	..	1	Do.	..	..

SOCIAL WELFARE DEPARTMENT

103	Regional Child Welfare Officer	..			3	Not agreed.		
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SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

104	Section Officers	..	Gazetted Un- classified		40	The appointments were already made by the Government. The Commission in a meeting agreed to stop gap appointment of First 17 Superintendents upto 31st March 1968 and to the remaining 23 up to 1st November 1967 as Section Officer against the direct recruitment vacancies.	Accepted
105	Superintendent of the Civil Secretariat	..	Ditto	..	21	The appointment were already made by the Government. The Commission in a meeting agreed to the arrangement up to the end of July 1967.	Do.
106	Ditto	..	Ditto	..	21	Agreed	Do.
107	Ditto	..	Ditto	..	21	Do.	
108	Section Officers	..	Ditto	..	21	Agreed in the case of 21. Two other were not considered suitable.	Do.
109	Section Officers Civil Secretariat	..	Junior Class I		8	Agreed in the case of eight officers	Acceptance awaited.
			Grand Total	..	907		

APPENDIX V

CASES OF PROMOTION/TRANSFER/CONFIRMATION

(REFERRED TO IN CHAPTER III)

Serial No.	Service of post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted
1	2	3	4	5	6
AGRICULTURE DEPARTMENT					
1	Confirmation as Extra Assistant Director of Agriculture.	1	1	Agreed ..	Accepted.
2	Assistant Plant Protection Officer, Peshawar Region.	3	3	Do.	Do.
3	Assistant Food Technologist Quetta Region ..	1	1	Do. ..	Do.
4	Assistant Botanist Wheat Lyallpur ..	1		Seniority list not supplied by the Department. Case closed.	
5	Assistant Entomologist, Lyallpur ..	1	..	Proposal withdrawn for want of vacancies	
6	Assistant Statistical Officer, Hyderabad Region	1	1	Agreed	Accepted.
7	Confirmation as Administrative Officer ..	1	..	As the essential documents were not supplied the case was closed and the department was advised to forward a fresh proposal.	
8	Agriculture Engineer in W.P.A.S. Class I ..	1	1	Agreed ..	Accepted.
9	Assistant Director Soil Conservation Class I (Junior)	1	1	Do. ..	

10	Food Technologist in W.P.A.S. Class I ..	1	..	The proposal was not considered as the post against the officer proposed was to be filled by initial recruitment	
11	Food Technologist in W. P. A. S. Class I ..	1	..	Case closed as desired by the department.	
12	Confirmation as Assistant Sugarcane Specialist	1	1	Agreed ..	Accepted.
13	Assistant Botanist Banana, Tarnab ..	1	1	Do.	..
14	Assistant Gur Chemist, Peshawar ..	1	..	The proposal was not according to Service Rules and was turned down.	
15	Extra Assistant Director, Agriculture (E&M) ..	1	1	Agreed ..	..
16	Assistant Plant Protection Officers ..	14	14	Do. ..	Accepted.
17	Assistant Statistician A. R. I. Tarnab ..	1	1	Do. ..	Do.
18	Assistant Chemist Gur, Tarnab ..	1	1	Do. ..	..
19	Deputy Director of Agriculture in W.P.A.S. I..	9	12	Do. ..	Acceptance awaited.
20	Assistant Publicity Officer in W.P.A.S. Class II	2	2	The Commission agreed to the promotion of one officer in absentia, subject to the claim of his senior. The case of the other officer remained unsettled for want of certain clarification from the department.	..
21	Research Officer in W.P.A.S. Class II ..	1	..	Proposal withdrawn ..	
22	District Soil Conservationists in W.P.A.S. Class II.	4	4	Only <i>ad hoc</i> appointment was agreed to for period of three months.	..
23	Assistant Agriculture Engineer Soil Conservation Wing.	1	1	Ditto ..	..
24	Assistant Botanist (Cotton) ..	1	1	Agreed ..	Accepted.
25	Extra Assistant Director of Agriculture (E&M)	1	1	Not agreed.	
26	Assistant Agricultural Engineer Hyderabad Region.	5	5	The Commission considered 2 persons suitable and one unsuitable for promotion one retired from service and the other's case remained undecided.	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the Commission's recommendation were accepted
1	2	3	4	5	6
27	Assistant Sugar Beet Geneticist, (Tarnab) Peshahawar.	1	1	Agreed	Accepted.
AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT					
28	Livestock Officer in W.P.A.H.S. II	..	..	The proposal was not considered as the post against which the officer proposed was to be filled by initial recruitment.	..
29	Promotion to W.P.A.H.S. Class II	7	14	Agreed	Accepted.
30	Ditto	4	6	Do.	Do.
31	Dairy Bacteriologist in W.P.A.H.S. II	1	..	The department was asked to refer this case for Commission's consideration after inclusion of the post in the Service Rules.	..
AGRICULTURE (FOREST) DEPARTMENT					
32	W. P. F. S. Class II	1	1	Agreed	Acceptance awaited.
BOARD OF REVENUE DEPARTMENT					
33	Private Secretary to the Member Board of Revenue	1	1	Agreed	Accepted
34	Ditto	2	2	Agreed	Accepted.
35	Select List of Mukhtiarkars for the year 1951-52	8	8	The 8 officers were previously ought on the select list of Mukhtiarkars for the year 1951 and 1952 on trial basis names Commission agreed to retain the 1951 of 7 officers on select list of the year officer and 1952 as Mukhtiarkars. One officer was not considered fit for retention.	..

BOARD OF REVENUE (EXCISE AND TAXATION DEPARTMENT)

36	Additional Director Excise and Taxation Karachi Class I Junior Scale.	2	2	Agreed	
37	Additional Director Excise and Taxation Class I (Junior Scale).	4	4	Do.	
38	Promotion to Excise and Taxation Officer ..	1	1	The Commission did not agree with the proposal and advised that the question of compulsory retirement of the officer should first be decided and then his case of promotion may be forwarded against the Next vacancy.	..

COMMUNICATION AND WORKS DEPARTMENT

39	Pre-Integration Promotion Vacancies of S. S.E. Class II.	16	16	The Commission agreed with the promotion of 15 officers and not agreed in respect of remaining one.	Advice Accepted
40	Temporary Assistant Engineer of former Punjab for promotion to Class II.	24	24	Agreed to the promotion of 20 officers and not agreed to the promotion of four.	Accepted.
41	Temporary Assistant Engineer of former N. W. F. P. for promotion to class II.	1	1	Agreed	.. Accepted.
42	Temporary Assistant Engineer of former Khairpur for promotion to Class II.	1	1	Agreed	.. Accepted.
43	Promotion of S. E. S. of former Baluchistan to temporary Assistant Engineer Class II.	4	4	Agreed	.. Accepted.
44	S. E. S.s/Supervisors/S. D. O.s to temporary Assistant Engineer and Class II (Former Sind).	20	20	The Commission considered 14 suitable for promotion and 6 unsuitable for promotion	Accepted.
45	Temporary Engineers/Class II to Junior Scale Class I.	112	..		Proposal withdrawn.
46	Promotion of Overseers as Assistant Engineer (E. & M.) in Class II	17	..	Proposal defective case closed.	..
47	Promotion of P.S.E. II as Officiating Executive Engineers Class I (Junior Scale).	1	1	Case deferred.	

Serial No.	Service or post	No. of vacancies	No. of person considered or proposed	Commission's Advice	Whether the Commissions recommendation were accepted
1	2	3	4	5	6
48	Executive Engineers (Class I) in ex-Punjab.	4	7	Out of the seven officers, the Commission recommended 4 officers for promotion.	
49	Absorption of Temporary Assistant Engineers to Class II.	266	266	The Commission agreed to the absorption of 143 officers as W. P. E. S. II. They did not agree to the suitability of 2 officers. The cases of the remaining officers remained undecided till the end of the year.	
50	Promotion to Administrative Officer ..	1	1	Agreed ..	Accepted.
51	Class II/Temporary Engineers to Class I (Junior)	105	..	Proposal with drawn.	
2	Promotion of S. D.O. Class II officers as officiating Executive Engineers.	46	96	The Commission recommended 46 officers for promotion.	
53	Confirmation as Assistant Director Town Planning.	2	2	The Commission agreed to the confirmation of one officer. The case of the other officer remained undecided.	
CO-OPERATIVE DEPARTMENT					
54	Assistant Registrars Co-operative Societies, Multan Region.	9	9	Agreed	Accepted.
55	Assistant Registrar Co-operative Societies, Karachi Region.	7	7	Agreed	Accepted.

EDUCATION DEPARTMENT

54	S.E.S. Officials to W.P.E.S.-II (Administration Branch) Men's Section, Peshawar Region.	14	15	Agreed	..	Accepted.
57	S.E.S. Officials to W.P.E.S.-II (Administration Branch) Men's Section, Hyderabad Region.	14	14	Do.	..	Do.
58	S.E.S. Officials to W.P.E.S.-II (Administration Branch) Men's Section, Karachi Region.	37	44	Do.	..	Do.
59	ditto ditto	7	9	The Commission agreed to the proposed promotion of 6 ladies. Another lady who was proposed for supersession was found suitable and recommended for promotion.		Do.
60	S.E.S. Officials to W.P.E.S.-II (Administration Branch) Women's Section, Rawalpindi Region.	28	36	(i) The Commission Agreed to the promotion of 27 officials. (ii) The proposed supersession of one officer was also agreed. (iii) One lady was not found suitable. (iv) The case of one Lady was deferred.		..
61	Promotion of S.E.S. Officials to W.P. E.S., II (Administration Branch) Men's Section, Peshawar Region.	21	24	Agreed		Accepted.
62	S.E.S. Lady officials to W. P. E. S., II (Administration Branch) Women's Section, Quetta Branch.	1	1	Do.		Do.
63	S.E.S. Officials to W.P.E.S.-II, (Administration Branch) Men's Section, Rawalpindi Region.	35	37	(i) Against 20 regular vacancies, the Commission agreed to the proposed promotion of 21 officers. (ii) Regarding proposal of 15 expected posts the Department was advised to forward the proposal in accordance with West Pakistan Government instruction.		Do.

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6
64	W.P.E.S.-I (Junior Scale) Collegiate Branch, Women's Section, Karachi Region.	2	3	The Commission advised that the revised proposal should be forwarded keeping in view the Government instruction regarding "Cycle System".	
65	W.P.E.S.-I (Junior Scale) Collegiate Branch Women's Section, Rawalpindi Region.	6	6		
66	W.P.E.S.-I (Junior Scale) Collegiate Branch, Women's Section, Quetta Region.	1	6		
67	W.P.E.S.-I (Junior Scale) Collegiate Branch, Women's Section, Lahore Region.	22	22		
68	W.P.E.S.-I (Junior Scale) Collegiate Branch, Men's Section, Lahore Region.	47	57		
69	W.P.E.S.-I (Junior Scale) Collegiate Branch, Men's Section, Peshawar Region.	26	26		
70	W.P.E.S.-I (Junior Scale) Collegiate Branch, Men's Section, Rawalpindi Region.	47	52		
71	W.P.E.S.-I (Junior Scale) Collegiate Branch, Men's Section, Karachi Region.	7	8	Agreed.	Already promoted.
72	Under-graduate S.E.S. Officials to Class II, Hyderabad Region.	1	2		
	S.E.S. Officials to W.P.E.S.-II (Administration Branch) Men's Section, Lahore Region.	77	88	(i) The Commission considered 72 Officials suitable for promotion.	

		(ii) 3 officials were not found suitable.	
		(iii) 4 Officials were not considered eligible for promotion, according to the service rules.	
		(iv) The cases of 9 officials were deferred.	
1	1	Agreed	.. Accepted.
11	11	The Commission advised that the confirmation of 7 officers appointed against temporary likely to be made permanent posts prior to 21st March 1965, should be made without reference to the Commission. The confirmation of the remaining 7 officers were agreed to.	
62	..	The Commission advised that the cases of persons selected against temporary likely to be made permanent posts before 21st March 1965 may be confirmed without further reference to the Commission. The cases of 59 such persons were returned.	Accepted.
		(ii) The Commission agreed to the proposed confirmation of the remaining 3 Lecturers selected against temporary posts.	
18	18	Agreed	Do.
16	16	Do.	Do.
2	2	Do.	Do.

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendation's were accepted
1	2	3	4	5	6

EDUCATION (TECHNICAL) DEPARTMENT

80	Head of the Department (Electrical) Government Polytechnic Institute, Rawalpindi.	1	1	Agreed ..	Accepted.
81	Principal, Government Polytechnic Institute in West Pakistan.	6	7	Case was not completed by the Department and was closed on the Commission side under intimation to the Department.	
82	Head of Department (Civil) Government School of Engineering, Rasul.	1	1	Agreed ..	Awaited.

FINANCE DEPARTMENT

83	Audit Officer in the Sargodha Region ..	1	1	Agreed ..	Accepted.
84	Audit Officer, Lahore Region ..	3	3	Do. ..	Do.
85	Promotion as Treasury Officer ..	2	2	Do. ..	Do.
86	Promotion as Senior Auditor, Karachi Region	1	1	Do. ..	Do.
87	Promotion as Treasury Officer ..	3	3	Do. ..	Do.

OOD DEPARTMENT

1	..	Case closed as the proposals were found defective.	
1	2	The Commission did not recommend the officer, proposed by the Department but recommended another officer in supersession of proposed officer.	
1	3	Agreed	.. Accepted.
1	1	Do.	.. Do.
1	2	Do.	.. Do.
5	5	Agreed to 4. Promotion of one official was not agreed	.. Do.
1	4	Agreed	.. Do.
2	5	Do.	.. Accepted in favour of one.
2	5	Do.	.. Accepted.
1	3	Do.	.. Do.

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HEALTH DEPARTMENT

5	5	The Commission agreed to the confirmation of 3 officers only. The cases of the officers against remaining two vacancies remained unsettled.	Do
1	1	Agreed to confirmation	.. Do.
1	1	Agreed	.. Do.

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6
101	Statistical Officer in the Health Department ..	2	2	Agreed to confirmation ..	Accepted.
102	Tutor Sister (Special Gazetted) ..	5	5	The Commission agreed to the confirmation of 3 ladies only.	
103	W. P. H. S., II to W. P. H. S., I ..	67	92	Agreed ..	
104	Administrative Officer in Lahore and Sargodha Regions.	2	2	Do. ..	Acceptance awaited.
105	Gynaecologists W. P. H. S., I ..	6	7	Proposal turned down as it was not in accordance with the cycle system.	
106	Ophthalmologists W. P. H. S., I ..	3	6	Ditto ditto.	
107	Pathologists W. P. H. S., I ..	4	5	Ditto ditto.	
108	Radiotherapists W. P. H. S., I ..	2	2	Ditto ditto.	
109	B. C. G. Officers W. P. H. S., I ..	3	4	Ditto ditto.	
110	Anaesthetists W. P. H. S., I ..	8	8	Ditto ditto.	
111	Eye, Ear, Nose and Throat Specialist ..	1	3	Proposal not in accordance with the cycle system and was turned down.	
112	Medical Officers W. P. H. S., II ..	2	..	Regular proposal not received from the Department and the case was closed.	
113	Nursing Superintendent ..	1	2	Agreed ..	

114	Radiologist W. P. H. S., I	3	..	Proposal turned down being not according to cycle system.	
115	Principals Public Health Schools W. P. H. S., I	1	5	Ditto ditto.	
116	Confirmation as Assistant Professor of Ophthalmology.	1	1	Agreed	..
117	Confirmation as Assistant Professor of Pathology.	1	1	Do.	..
118	Confirmation as Assistant Professor of Ruto-mology and Parasitology.	1	1	Do.	..
119	Confirmation as Assistant Professor of Pharmacology.	3	3	Do.	..
120	Confirmation as Professor of Medicine	1	1	Do.	.. Accepted.
	Confirmation as Assistant Professor of E. N. T.	1	1	Do.	..
HOME (POLICE DEPARTMENT)					
122	Superintendent, Rangers, Class I	1	1	Agreed	.. Acceptance awaited.
123	Select List fit to act as D. S. P.	4	4	The Commission agreed to the inclusion of the names of all the 4 officers in the Select List, fit to act as D. S. P.	
124	Select list of Inspector of Police of General Branch of Quetta and Kalat Region fit to act as D. S. P.	5	5	The Commission agreed to include the names of 4 Inspectors in the Select List of D. S. P. The 5th was not considered suitable.	
125	D. S. P. (Tele-Communication)	1	..	Case closed and the Department was asked to send proposal in, accordance with the service rules.	
126	Ditto ditto	1	..	Ditto ditto.	..
127	Director, Forensic Science Laboratory, Peshawar	1	..	The officer was allowed to continue till the notification of the service rules. The Department was also advised to expedite the framing of service rules.	

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6
128	D. S. P., Finger Print Bureau, Lahore ..	1	1	Agreed subject to the certificate that the officer is the senior-most Inspector on Regional as well as on West Pakistan Seniority list.	
129	Promotion to P. D. S. P. ..	5	5	Agreed.	
130	Promotion to P. D. S. P. ..	2	..	Seniority position was not in order. The case was closed. The Department was advised to send the proposal after the finalisation of the seniority position.	
HOME (JAIL DEPARTMENT)					
131	Deputy Superintendent, Jail (Gazetted Un-classified) ..	2	2	Agreed	Accepted.
	Deputy Superintendent, Jail (Gazetted Un-classified).	3	3	Do.	..
133	Superintendent, Jail, Class I ..	1	1	Do,	Accepted.
134	Superintendent, Jail, Class I ..	1	1	Do.	Do,
135	Administrative Officer (Gazetted) ..	1	1	Do.	Do.
136	Deputy Superintendent, Jail ..	3	3	Do.	Acceptance awaited.

137	Deputy Superintendent, Jail	..	3	3	Do.	..	Ditto.
138	Superintendent, Jail, Class II	..	1	4	Do.	..	Accepted.
139	Superintendent, Jail, Class II	..	1	1	Do.	..	Do.
140	Superintendent, Jail, Class II	..	1	1	Do.	..	Do.
141	Deputy Superintendent, Jail	..	4	4	Do.	..	Do.
142	Deputy Superintendent, Jail	..	4	9	Do.	..	Acceptance awaited
143	Superintendent, Jail, Class I	..	1	1	Do.	..	Accepted.

INDUSTRIES DEPARTMENT

144	I. D. O.	..	6	6	The Commission approved the promotion of only two officers. The cases of the remaining officers remained unsettled.		
145	I.D.O. Purchase Officer	..	5	5	The Commission approved the promotion of only three officers, the cases of the remaining two officers remained unsettled.		
146	I.D.O.-Purchase Officer	..	15	15	The Commission approved the promotion of the two officers, 5 Officers' promotion was not approved. The cases of remaining officers remained unsettled.		
147	Assistant Director of Industries		1	1	Agreed	..	
148	Assistant Director of Industries in Class I	..	6	..	The cycle of vacancies was not indicated and the case was, therefore, closed on the Commission side under intimation to S.& G.A.D.		

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6

INDUSTRIES, (PRINTING AND STATIONERY) DEPARTMENT

149	Manager (Provincial), Stationery Office	1	2	The Commission advised that the case may be referred after the notification of the Service Rules.	
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INFORMATION DEPARTMENT

150	Assistant Director of Information, Class (Junior Scale).	I	10	..	Cases closed as the proposals were found defective.	
151	Information Officer	..	1	1	Not agreed	.. Acceptance awaited.

IRRIGATION AND POWER DEPARTMENT

152	Deputy Collector, Lahore Region ..	..	7	7	Agreed	.. Accepted.
153	Land Reclamation Officers	..	1	2	Do.	.. Do.
154	Sub-Divisional Officers	..	3	3	The Commission agreed to the <i>pro forma ad hoc</i> promotion.	.. Do.
155	Sub-Divisional Officers	..	30	30	The Commission agreed to the <i>ad hoc</i> promotion only up to 30th June 1967.	..
156	Junior Research Officer	..	6	6	Agreed	.. Accepted.

157	Officiating Executive Engineer	..	155	260	The Commission approved the promotion of 131 officers. 10 (ten) were not found suitable and the cases of the remaining remained unsettled by the end of the year.	
158	W.P.S.E., Class I	..	75	78	The Commission approved the promotion of 65 officers. One was found unsuitable. The case of remaining officers remained undecided.	Acceptance awaited.
159	Deputy Collectors/Assistant Land Reclamation Officers, Bahawalpur Region.		5	5	Agreed	..
160	Absorption of temporary Engineers to W.P.S.E. II (Irrigation Department).		40	40	The Commission approved the promotion of 32 officers. One was not considered suitable. The cases of the remaining officers remained unsettled.	
161	Deputy Collector (Peshawar Region), Unclassified Gazotted.		1	1	Agreed	..
162	Deputy Collectors/Assistant Land Reclamation Officers.		5	5	Do.	..
163	Promotion of Zilladars of Sargodha Region as Deputy Collectors.		6	11	Do.	..
164	Promotion of Deputy Collectors to the rank of Canal Collectors in Bahawalpur Region.		1	2	Do.	..
165	Promotion of Zilladars to the rank of Deputy Collectors in Bahawalpur Region.	11 + 2 for select list.		9	The Commission approved the name of 8 Zilladars for promotion as Deputy Collectors. One was not considered suitable. They also advised that a requisition for filling the remaining posts by initial recruitment should be sent.	
166	Conversion of the post of Senior Research Assistant into that of Assistant Research Officer, Class II.		10	10	The Commission agreed to the promotion of 8 officers. They did not consider one as suitable. The cases of the remaining officers remained undecided till the end of the year.	

Serial No.	Name of the post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6

LABOUR DEPARTMENT

167	Manager, Employment Exchange	..	9	16	The Commission tendered their advice against 5 vacancies only. The case of one officer was deferred for want of report for the year, 1966. For the remaining 3 vacancies, the department was asked to send the revised proposal.
168	Statistical Officer, Class II	..	1	1	The Commission agreed to the promotion till the notification of the Rules.
169	Assistant Director, Apprenticeship Training		1		In the absence of the rules, the Commission did not agree to the promotion.

LAW (PROVINCIAL ASSEMBLY) DEPARTMENT

170	Superintendent, Provincial Assembly	..	1	2	Agreed.	..
171	Assistant Secretary	..	1	2	The Commission did not agree to the proposal of the Department and the officer recommended for supersession was recommended for promotion.	Advice accepted.
172	Assistant Secretary		1	1	Agreed.	..

PLANNING AND DEVELOPMENT DEPARTMENT

173	Research Officer	..	3	3	Agreed.	..	Accepted.
174	Statistical Officer	..	1	1	Ditto	..	Do.
175	Confirmation as Research Officer	..	1	1	Ditto	..	Do.

PUBLIC HEALTH ENGINEERING DEPARTMENT

176	Administrative Officer	..	1	1	Agreed	..	Accepted.
P. W. RAILWAY DEPARTMENT							
177	Civil Engineer Class I	..	3	3	Agreed	..	Accepted.
178	Civil Engineer Class I	..	1	1	Agreed upto 31st July 1967	..	Do.
179	Promotion of A. M. O. to Sr. Scale (Class I) Medical.	..	1	1	Agreed for a period of 1 year with effect from 25th May 1967.	..	Do.
180	Electrical Engineer Class I	..	2	2	} Agreed for a period of one year	..	Do.
181	Electrical Engineer Class I	..	1	1		..	Do.
182	Confirmation as Dentist Class I	..	1	1	Agreed	..	Acceptance awaited.
183	Substantive Promotion of Officer from Class II and Class I against the departmental quota.	..	2	2	Do.	..	Accepted.
184	Assistant Mechanical Engineer (Class I Senior Scale).	..	1	1	Agreed	..	Accepted.
185	Temporary Engineer (Class I Senior Scale)	..	1	1	Do.	..	Do.
186	Divisional Medical Officer Class I	..	1	1	Do.	..	Do.
187	Signal Engineer	..	1	1	Do.	..	Do.
188	Section Officers (Unclassified)	..	9	12	Do.	..	Do.
189	Section Officers Class I	..	10	10	The Commission agreed to the promotion of all except one.	..	Do.
190	Section Officer	..	1	1	Not agreed	..	..

Serial No	Name of the Post	Class to which service or post belongs	Number of vacancies	Commission's advice	Whether the Commission's recommendations were accepted
1	2	3	4	5	6
191	Section Officer (Unclassified) ..	1	1	Not agreed ..	..
192	Section Officer (Unclassified) ..	1	1	Agreed	..
193	Assistant Electrical Engineer ..	2	2	Do.	..
194	Preparation of Select List for promotion of Class II to Class I transportation traffic and Commercial Department of the P.W. R.	2	6	The Commission considered all the 6 officers suitable with no supersession.	

SERVICES & GENERAL ADMINISTRATION DEPARTMENT

195	Superintendent in the Civil Secretariat	1	1	Agreed ..	Accepted.
196	Section Officer in Civil Secretariat ..	10	10	Do. ..	..
197	Deputy Collector (P.C.S. Group B.) ..	45	69	The Commission considered 53 officers suitable to be brought on select list 'A' for the years 1958 and 1966 fit for promotion to Deputy Collectors. The Commission also advised that promotions should be made in accordance with the seniority in the lower cadre. This advice of the Commission was not accepted and the Government notified the promotions irrespective of seniority.	
198	P.C.S. (E.B.) Peshawar Region ..	30	53	The Commission consider 37 officers to be brought on Select List 'A'.	

199	P.C.S. (E.B.) Punjab and Bahawalpur Region	47	149	The Commission considered 86 Officers suitable to be brought on Select List 'A'.
200	P.C.S. (E.B.) Quetta Region ..	33	101	The Commission recommended 47 officers suitable to be brought on Select List 'A'.

SOCIAL WELFARE

201	Assistant Directors Liaison Officer, Principal Child Welfare Training Institute ..	6		In the absence of service rules the Commissions did not consider the Department's proposal. The Department was informed.
202	Superintendent, Mother and Children Home ..	1	1	Agreed ..
	Grand Total ..	2079	2170	

APPENDIX VI.

CASES OF DISCIPLINARY ACTION/STOPPAGE AT THE EFFICIENCY BAR/STOPPAGE OF INCREMENTS/REDUCTION IN PENSION, ETC

(REFERRED TO IN CHAPTER IV).

Serial No.	Subject	Commission's Advice	Action taken by the Government/Department concerned
1	2	3	4
AGRICULTURE DEPARTMENT			
1	Departmental Enquiry against an Entomologist in W. P. A. S. I. (Quetta).	The Commission advised that the enquiry may be held de-novo.	Accepted.
2	Disciplinary Action against an Extra Assistant Director of Agriculture, Gujranwala.	The Commission in the first instance recommended that the officer should be dismissed from service, but later on the request of the department it was recommended that he should be retired from service.	Accepted.
COMMUNICATIONS AND WORKS DEPARTMENT			
3	Disciplinary action against an Executive Engineer and two Sub-Divisional Officers of Communications and Works Department.	Proposal withdrawn	..
4	Action against two Sub-Divisional Officers Communications and Works Department	According to rule 5-4 of (Limitation of Functions) regulation, the Commission were not required to be consulted in this case and the department was informed.	Awaited.
EDUCATION DEPARTMENT.			
5	Departmental enquiry against a Head master, Government High School, Liaquatpur.	The Commission advised that the accused may be exonerated of all the charges.	Accepted.
6	Departmental enquiry against a Headmaster of Government High School.	The Commission agreed to the proposed punishment of stoppage of two increments without cumulative effect.	Accepted.

7	Departmental enquiry against a Headmistress, Government High School, Kamalia.	The Commission agreed to the proposed punishment stoppage of two increments without cumulative effect.	Accepted.	
8	Departmental enquiry against a Registrar, Departmental Examination, Quetta Region.	The Commission agreed with the proposed punishment of reduction in rank.	Accepted	
9	Departmental Enquiry against a Headmaster of Government Normal School, Sahiwal.	The Commission agreed with the proposed punishment of withholding of two increments without cumulative effect.	Acceptance awaited.	H
10	Departmental enquiry against a Headmistress, Government Girls High School, Haroonabad.	The procedure laid down in the Efficiency and Disciplinary Rules, 1950, was not fully observed. It was, therefore advised that the procedural irregularity may be removed.	..	

HEALTH DEPARTMENT.

11	Disciplinary Action against an Assistant Chemical Examiner, W. P. H. S. II.	The Departmental enquiry case against the officer was considered by the Commission in 1950 and they advised that his four increments with cumulative effect and his future promotion should be stopped. His representation against the punishment, received in 1957 was reconsidered by the Commission and they reiterated their previous advice.		
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HOME (POLICE) DEPARTMENT.

12	Departmental proceedings against a D. S. P. of Region No. II.	Case closed on Department's suggestion.		
IRRIGATION AND POWER DEPARTMENT.				
13	Disciplinary action against an Assistant Engineer, Class II.	The Commission agreed with the department that increment for two years may be stopped.	Accepted.	
14	Disciplinary action against S. E. (former Electricity Department), Class I.	The Commission agreed with the department that the accused officer may be removed from service.	Acceptance awaited.	
15	Reduction in the Pension of an Assistant Land Reclamation Officer.	The Commission advised that the proposed reduction in the Pension was not justified.	Accepted.	
16	Ditto	Proposal Agreed	Accepted.	

LABOUR DEPARTMENT

17	Departmental enquiry against Deputy Director of Labour Welfare Department.	The Commission agreed with Department that the officer may be retired from the Service compulsorily.		
----	--	--	--	--

Sérial No.	Subject	Commission's advice	Action taken by the Government /Department concerned.
1	2	3	4

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

- | | | | |
|----|--|---|----|
| 18 | Reduction in the Superannuation Pension of a Retired P. C. S. (E.B.) Officer. | The Commission agreed to the proposed reduction pay 2% of the pension admissible to the officer. | .. |
| 19 | Reduction in the Pension/Gratuity of a retired P. C. S. (E.B.) Officer. | The Commission did not agree to the proposed reduction in the ordinary pension of the officer. | .. |
| 20 | Reduction in the pension/gratuity of a retired W. P. C. S. (E.B.) Officer. | Government proposal agreed. | .. |
| 21 | Reduction in the special Additional Pension of a retired W. P. C. S. (E.B.) Officer. | The Commission advised that the officer may be allowed full special additional pension as admissible under the rules. | .. |

APPENDIX VII
CASES OF RETIREMENT UNDER ARTICLE 178 (4) (a) OF THE CONSTITUTION
(REFERRED TO IN CHAPTER V)

Serial No.	Subject	Commission's advice	Action by Government Department/ concerned.
1	2	3	4
AGRICULTURE DEPARTMENT			
1	Retirement of W. P. A. S. Class I Officer	Retirement not agreed	Advice accepted.
2	Retirement of Research Officer in the Agriculture Department.	Agreed	
AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT			
3	Retirement of a W. P. A. H. S. Class I Officer	Retirement not agreed	Not accepted.
AGRICULTURE (FOREST) DEPARTMENT.			
4	Retirement of W. P. F. S. Class I.	Retirement Agreed	
BOARD OF REVENUE			
5	Retirement of a Mukhtiarkar	Retirement not agreed	
6	Retirement of a Mukhtiarkar	Retirement agreed	
7	Retirement of a Mukhtiarkar	Retirement not agreed	
8	Retirement of a Tehsildar	Retirement not agreed	

Serial No.	Subject	Commission's advice					Action by Government/Department concerned.
1	2	3					4
9	Retirement of a Mukhtiarkar	Not agreed					
10	Retirement of a Tehsildar	Ditto					
11	Retirement of a Tehsildar	Retirement agreed					
12	Ditto	Ditto					
13	Ditto	Not Agreed					
14	Ditto	Ditto					
15	Ditto	Retirement agreed					
16	Ditto	Ditto					
17	Ditto	Retirement not agreed					
18	Ditto	Ditto					
19	Retirement of a Mukhtiarkar	Retirement not agreed					
20	Ditto	Ditto					
21	Retirement of a Tehsildar	Retirement agreed					
22	Ditto	Ditto					
23	Ditto	Ditto					
24	Ditto	Ditto					
25	Ditto	Ditto					

	Ditto	...	Retirement not agreed	...	...	...	...	...
27	Ditto	...	Ditto	...	...	...	...	...
28	Ditto	...	Retirement agreed	...	...	...	...	...

EDUCATION DEPARTMENT

29	Retirement of a Principal, Government College for Women Jhelum.	...	Retirement not agreed	...	...	...	...	...
30	Retirement of an Inspector of Girls Schools, Quetta Region after completion of 25 years service.	...	The officer had not completed 25 years qualifying service. It was advised that the case may be referred in 1968.					
31	Retirement of a Headmistress, Government Girls High School, Dharyala Jalip, Rawalpindi.	...	Ditto	Ditto	Ditto	...	...	...
32	Retirement of a Principal, Government Inservice Training Centre, Rawalpindi.	...	Ditto	Ditto	Ditto	...	...	...
33	Retirement of a Headmaster, Government High School, Mitha Tiwana.	...	Ditto	Ditto	Ditto	...	...	...

FOOD DEPARTMENT

34	Retirement of a District Food Controller	...	Retirement not agreed	...	...	...	...	...
35	Retirement of a Ward Rationing Officer	...	Ditto	...	...	...	...	...

HOME (JAIL) DEPARTMENT

36	Retirement of Superintendent, Jail, Class II	...	Retirement not agreed	...	...	...	...	...
37	Deputy Superintendent, Jail	...	Retirement agreed	...	...	...	...	Accepted.
38	Retirement of two Deputy Superintendents of Police	...	Retirement not agreed	...	...	...	...	...
39	Retirement of 5 Deputy Superintendents of Police	...	Agreed with the retirement of two. Not agreed with the retirement of three.					
40	Retirement of a D. S. P.	...	Retirement not agreed	...	...	...	...	...
41	Retirement of a D. S. P.	...	Retirement not agreed	...	...	...	...	...

LABOUR DEPARTMENT

42	Retirement of a Manager, Employment Exchange	...	Retirement not agreed	...	...	...	...	...
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APPENDIX VIII
EXAMINATIONS DEPARTMENTAL
 (REFERRED TO IN CHAPTER VIII)

Serial No.	Name of the Examination	NUMBER OF CANDIDATES			Percentage of candidates who passed	REMARKS
		admitted	Examined	Passed qualified		
1	2	3	4	5	6	7
1	Assistant Collectors Part I Feb. (67)	5	5	4	80%	The case of one candidate for using Unfair means was reported to Government and their orders are awaited.
2	Assistant Collectors Part II February (1967)	8	8	4	50%	
3	Revenue Qualifying Examination April, 1967	10	8	3	37½%	
4	Assistant Collectors Part I, April, 1967	1	Nil	Nil	..	The only candidate remained absent.
5	Assistant Collectors Part II, April, 1967	1	1	Nil	..	
6	Assistant Collectors Part I, August, 1967	9	9	Nil	..	Two candidates remained absent.
7	Assistant Collectors Part II, August, 1967	8	8	7	78½%	
8	Revenue Qualifying Examination, October, 1967	6	5	1	20%	
	GRAND TOTAL	48	42	19		

APPENDIX A

COMPETITIVE EXAMINATIONS CONDUCTED BY THE WEST PAKISTAN PUBLIC SERVICE COMMISSION DURING THE YEAR 1967

(REFERRED TO IN CHAPTER VIII)

Serial No.	Name of the Examination	Place and date of examination	Number of vacancies	NUMBER OF CANDIDATES					Recommended for appointment	Selected for appointment	REMARKS
				Number of applications for admission	Who were admitted	Who appeared	Who qualified				
1	2	3	4	5	6	7	In written portion	Finally in written portion and viva voce	10	11	12
1	Competitive Examination for Selection of Stipendiary candidates for training at the Pakistan Forest Institute, Peshawar in the Superior Forest Service Course 1967-69, for rectt. to W.P.F.S. Class I.	Peshawar Lahore Hyderabad 24-1-67 to 28-1-67	11	384	325	259	62	18	11	11	Recommendations accepted.
2	Combined Competitive Examination for recruitment to (a) West Pakistan P. C. S. (E.B.) (b) West Pakistan Secretariat Section Officers Service.	Lahore Hyderabad Peshawar 8-5-67 to 24-5-67	(a) 15 (b) 28 (c) 6 (d) 3	1,341	1,199	840	182 Result of two candidates yet to be declared				

Serial No.	Name of the examination	Place and date of examination	Number of vacancies	Number of applications for admission	Who were admitted	Who appeared	NUMBER OF CANDIDATES				REMARKS
							Who qualified		Recommended for appointment	Selected for appointment	
							in written portion	Finally in written portion and viva voce			
1	2	3	4	5	6	7	8	9	10	11	12
3	(c) Probationers for Transportation (Traffic) and Commercial Department of the P. W. R. (d) Excise and Taxation Officers. Urdu Shorthand and Typewriting tests for recruitment as Instructors in Urdu Shorthand and Typewriting in Commercial Training Institutes, Technical Education Department.	Lahore .. on 13-12-67	6	5	1	1	..	..			
4	English Shorthand and Typewriting tests for recruitment as Instructors in English Shorthand and Typewriting in Commercial Training Institutes, Technical Education Department.		22	64	31	29	..	..			
GRAND TOTAL			91	1,794	1,556	1,129	244	18	11	11	

23 PSC-550-17-3-68-SGPWP, Lahore.

ANNUAL REPORT ON THE WORKING OF THE WEST PAKISTAN PUBLIC SERVICE COMMISSION FOR THE YEAR, 1968.

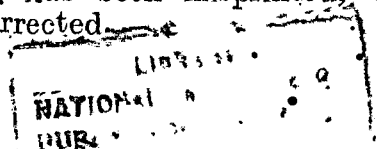
CORRIGENDA

In the Annual Report on the working of the West Pakistan Public Service Commission for the year, 1968, the following corrections should be made :—

- | | |
|----------------------|---|
| Page 1, Chapter I | .. In para 3 line 1, the word 's' should be added after the word 'Condition'. |
| Page 1, Chapter I | .. In para 4, line 5, the word 'Departmental' should be substituted by the word 'Department'. |
| Page 2, Chapter I | .. In line 4 of the last para, the word 'reference' and 'necessitate' should be read as 'references' and 'necessitate'. |
| Page 4, Chapter I | .. In line 3 of Page 11, the word 'the' should be added after the word 'and'. |
| Page 4, Chapter II | ... In line 2 of para 11 (i) Comma may be added after the word 'Disciplinary'. |
| Page 5, .. | .. In line 8 of para 12, the word 'function' should be read as 'functions'. |
| Page 5, .. | ... In line 4 of para 13 (a) the word 'an' should be added after the word 'showed'. |
| Page 7, Chapter II. | .. In last line of page 7 the spelling of the word 'permanent' may be corrected. |
| Page 7, .. | .. In the last line of this page the last word may be corrected as 'given'. |
| Page 8, .. | .. In para 7, line 3, the word 'invold-ing' should be corrected as 'involving'. |
| Page 9, Chapter III. | .. Lines 13 and 16 the word 'appointment' should be corrected as 'appointments'. |

Page 11 Chapter IV	.. In line 3, the word 'to' should be added before the word 'prior'.
Page 11, ,, ,,	.. In line 6 oblique may be inserted after the word 'on'
Page 11, ,, ,,	.. In lines 28 & 29, the word 'contained' which has been misprinted, should be corrected.
Page 12, Chapter VII	.. In line 1, the word 'tendered' which has been misspelt, should be corrected.
Page 12, Chapter VIII	.. In line four, the word 'writ' should be added after the word 'sixteen'.
Page 12, Chapter VIII	.. In the last line, the word 'senior' should be read as 'seniority'.
Page 14,	.. (i) In line 12, the figure '198' may be read as '1968'. (ii) The word 'medicore' should be spelt as 'mediocre'.
Page 18,	.. In lines 11 & 12 the word 'Limitation' which has been misprinted, should be corrected.
Page 19,	.. (i) In Col. 1, S. No. 2 of S. No. 1 should be omitted. (ii) Against S. No. 1 under col. No. 2, the bracket should be closed after the word 'West Pakistan' in line two.
Page 19, S. No. 2	.. The figure '1968' in line 2, col. 3 should be read as '1966'.
Page 19, S. No. 2	.. The word 'different' which has been misprinted in line 6 col. 3 should be corrected.
Page 20, S. No. 3	.. The word 'infringement' which has been misprinted in line 4, col. 2 should be corrected
Page 20, S. No. 3	.. In line 6 col. 2, there should be fulstop (.) after the word 'irregular'.
Page 20, S. No. 4	.. The word 'Societies' which has been misprinted should be corrected in line 2, col. 2.
Page 20, S. No. 4	.. The word 'Cooperative' which has been misprinted in line 2, col. 2, should be corrected.

- Page 20, S. No. 4 .. The word 'Societies' which has been misspelt in line 3 col : 2, should be corrected.
- Page 20, S. No. 4 .. The word 'Cooperation' should be read as 'Cooperative' in line 5, Col : 3.
- Page 20, S. No. 5 .. In line 8 Col : 2, the word 'which' which has been misprinted, should be corrected.
- Page 21, .. The S. No. '6' which has been misprinted, should be corrected.
- Page 21, S. No. 6 .. In line 2, No. 718, which has been misprinted, should be corrected.
- Page 21, S. No. 6 .. In line 5, the date '5th October' which has been misprinted should be corrected.
- Page 21, .. In line 10, the word 'intimated' which has been misprinted, should be corrected.
- Page 21, .. In line 11, the word 'this' which has been misprinted, should be corrected.
- Page 21, ... In line 16, the word 'irregularity' which has been misprinted, should be corrected.
- Page 21, S. No. 7 .. In line 2, the word 'Development' which has been misprinted, should be corrected.
- Page 21, S. No. 7 .. In line 3, the word 'were' after the word 'Pakistan' should be omitted.
- Page 21, S. No. 7 .. In line 3, the figure '1966' which has been misprinted, should be corrected.
- Page 21, S. No. 7 .. In line 20 the word 'Irregular' which has been misspelt, should be corrected.
- Page 21, S. No. 7 .. In line 21, the word 'Industries' which has been misprinted, should be corrected.
- Page 21, S. No. 7 .. In line 1 Col : 3, the word 'Department' which has been misprinted, should be corrected.
- Page 22, .. In line 2, the word 'paragraph' which has been misprinted, should be corrected.



- Page 22,
- Page 22, S. No. 8
- Page 22, S. No. 8
- Page 23, S. No. 9
- Page 23, S. No. 9
- Page 23,
- Page 23, S. No. 10
- Page 26, Appendix I
- Page 26, Appendix I
- Page 26, Appendix I
- Page 27, S. No. 9
- Page 27, S. No. 12
- Page 27, S. No. 16.
- Page 28,
- Page 28, S. No. 25
- .. In line 7, the word 'presumably' corrected as 'presumably'
- .. In line 9, the word 'underserved' should be corrected.
- .. In line 9, the word 'several' which has been misprinted should be corrected.
- .. In line 2, the word 'post' should be read as 'posts'.
- .. In line 4, the word 'promotion' should be read as 'promotions'.
- .. In line 1 col. 3, the word 'posts' should be corrected.
- .. (i) In second last line, the word 'respectively' should be corrected.
- (ii) In col. 3, the word 'reason' should be read as 'reasons'.
- 'Appendix I' at page 25 should be read as 'Appendices'.
- In col. 2, the word 'of' should be read as 'or'.
- .. Col. 6, the word 'interviewed' should be corrected.
- .. In col. 8, the word 'Commission' and 'crecommendation' should be read as 'Commission's' and 'Recommendations'.
- .. In col. 6, the figure '1' should be corrected as '15'.
- .. In col. 8, the word 'from' should be corrected and the word 'other' should be added after the word 'from' and the word 'the' which has been misprinted in line 7, should be corrected.
- .. In col. 8, the word 'withdrawn' which has been misprinted, should be corrected.
- .. In col. 2, the word 'of' should be corrected as 'or' and the word 'Services' should be corrected as 'Service'.
- .. In col. 2, the word 'Registrar' should be corrected as 'Registrars'.

Page 29, S. No. 29	.. Under col. 8 the word 'suitable' should be added.
Page 29, S. No. 36	.. In col. 6, the figure '2' should be corrected as '21'.
Page 30, Col : 2	.. The word 'Services' should be corrected as 'Service'.
Page 30, Col : 6	.. The word 'qualification' should be corrected as 'qualifications.'
Page 30, S. No. 50	.. Under col. 4, the figure '3' should be corrected as '1'.
Page 31, S. No. 55	.. In col. 8, the word 'posts' which has been misprinted, should be corrected.
Page 31, S. No. 57	.. In col. 3, the word, 'Do' which has been misprinted, should be corrected. Under cols. No. 4, 5 & 6 above S. No. 58, the heading ' <i>Education (Technical) Department</i> ' should be read.
Page 33, S. No. 76	.. In col. 2, the word 'Graph' should be corrected as 'Graphic'.
Page 34, S. No. 90	.. The word 'Distetics' should be corrected 'Dietetics'.
Page 34, S. No. 94	.. In col. 4, the figure '1' which has been missed should be inserted.
Page 34, S. No. 95	.. In col. 6, the figure '2' should have been missed should be inserted.
Page 34, S. No. 96	.. In col. 6, the figure '1' which has been missed after the figure '4+', should be inserted.
Page 35, S. No. 102	.. In col. 4, the figure '1' which has been missed should be inserted.
Page 35, S. No. 107	.. Under col. 6, the word 'on' which has been misprinted, should be corrected.
Page 35, S. No. 108	.. Under col. 7, the figure 'D2' should be corrected as '12'.
Page 35, S. No. 110	.. Under col. 3, the word 'Ditto' should be corrected as 'Special Gazetted Class I'.
Page 35, S. No. 111	.. Under col. 3, the word 'Ditto' should be corrected as 'Special Gazetted Class I'.

Page 35, S. No. 112	.. Under col. 6, the figure '4' which has been missed, should be inserted.
Page 36,	.. Under col. 2, the word 'Services' should be read as 'Service'.
Page 36, Col : 6,	.. The word 'condidate' should be read as 'Candidates'.
Page 36, S. No. 116	.. Under col. 2, the word '(ieather)' should be corrected as '(leather)' and in col. 4, figure '81' should be read as '1'.
Page 36, S. No. 117	.. Col. 4, the figure '8' which has been missed, should be inserted.
Page 37, S. No. 123	.. Under col : 4, the figure '1' which has been missed, should be inserted.
Page 38,	... Under col. 2, the word 'Services' should be corrected as 'Service'.
Page 41, S. No. 14	.. Under col. 6, the word 'Appreared' should be read as 'appeared'
Page 41, S. No. 18	... Under col. 6, the word 'candidate, which has been misspelt should be corrected.
Page 41, S. No. 21	.. Under col. 2, the word 'Electronic' should be read as 'Electronics'.
Page 42, S. No. 25	.. Col. 2, the word 'Instructor' which has been misprinted should be corrected.
Page 42; S. No. 25	.. Under col. 2, the words 'writing' and 'institutes' which has been misprinted, should be corrected.
Page 42, S. No. 30	.. Under col. 6, the word 'found' which has been missed after the word 'not' should be inserted.
Page 46, S. No. 12	.. Under col. 3, the word 'W.P.A.S.I' which has been misprinted, should be corrected.
Page 47, S. No. 25	.. Under col. 3, the word 'W.P.A.S. I.' which has been misprinted, shuld be corrected.
Page 47, S. No. 27	.. Under col. 3, the word 'Ditto' should be read as 'W.P.A.E.S. I.'
Page 47, S. No. 28	.. Under col. 3, the word 'Ditto' should be read as 'W.P.A.S. II.'

- Page 47, S. No. 33 .. Under col. 3, the sign 'Ditto' should be corrected as 'W.P.A.E.S. II.'
- Page 47, S. No. 34 .. Under col. 3, the sign 'Ditto' should be corrected as 'W.P.A.S. II.'
- Page 48, S. No. 36 .. Under col. 3, the sign 'Ditto' should be corrected as 'W.P.A.E.S. II.'
- Page 48, S. No. 37 to 44 .. Under col. 3, the sign 'Ditto' should be corrected as 'W.P.A.E.S. II.'
- Page 50, .. The Heading 'Democrancies' should be corrected as 'Democracies.'
- Page 50, S. N. 69 .. Under col. 5, lines 3 & 5, the words 'at lest' and 'classification' should be corrected as 'at least' and 'clarification.'
- Page 52, S. No. 101 .. In col. 2, the word 'Mstitbtes' should be corrected as 'Institutes'.
- Page 55, S. No. 139 .. The sign 'Ditto' should be corrected under col. 5.
- Page 56, S. No. 157 .. Under col. 3, the word 'Senior Class I' which has been misprinted, should be corrected.
- Page 61, S. No. 29 .. Under col. 2, the word 'W.P.A.S. II' should be corrected as 'W.P.A.S. I.'
- Page 61, S. No. 30 .. Under col. 5 line 2, the word 'a' after the word 'officer' should be omitted
- Page 62, S. No. 52 .. Under col. 2, the word 'W.P.A.S. I' should be read as 'W.P.A.S. II'.
- Page 63, S. No. 53 .. Under col. 4, the word 'absentia' which has been misprinted, should be corrected and the sign 'Ditto' which has been missed, should be inserted.
- Page 63, S. No. 54 .. Under col. 2, the word 'Conservationists' should be corrected and the word 'Accepted' should be corrected as sign 'Ditto'.
- Page 63, S. No. 58 .. The sign 'Ditto' should be inserted under col. 5.
- Page 63, S. No. 64 ... Under col. 6, the word 'accepted' should be omitted.
- Page 63, S. No. 66 .. Under col. 5, which has been printed totally wrong should be corrected as

Page 63, S. No. 70

'Agreed to the promotion of 8 officers including 2 in absentia. 5 were not considered suitable. For the remaining one vacancy fresh proposal sent for.

Under cols. 3 & 4 the figures '1' & '1' which have been missed should be inserted.

Page 64, S. No. 71

The word 'Department' should be read as 'Departments.'

Page 64, S. No. 74

.. Under col. 2, the word 'W.P.A.H.S. I' should be corrected as 'W.P.A.H.S. II'

Page 64, S. No. 75

Under col. 5, line 2 the word 'Cases' should be read as 'Case'

Page 65, S. No. 83

.. Under col. 6, the word 'Accepted' should be omitted.

Page 66, S. No. 98

.. Under col. 5, lines 1 & 2 the word 'of' and 'of' which have been misprinted, should be corrected.

Page 67, S. No. 109

.. Col. 2 the word 'officials' which has been misprinted, should be corrected.

Page 68, S. No. 118

.. Under col. 2, the word 'vi' after the word 'Karachi' should be omitted.

Page 68, S. No. 129

.. Under col. 2 's' after the word 'Region' should be omitted.

Page 69,

.. The Heading 'Food Department' which has been missed under cols. 3 & 4 should be inserted between S. No. 130 & 131.

Page 71, S. No. 161

.. Oblique should be inserted between the words 'officers' and 'purchase'.

Page 72, S. No. 182

.. Under col. 5 line 2, the word 'involving' which has been misprinted, should be corrected:

Page 73, S. No. 202

.. Under col. 5, the word 'a' between 'officer' and 'suitable' should be omitted:

Page 75, S. No. 223

.. The heading 'SOCIAL WELFARE DEPARTMENT' should be inserted between the S. No. 222 & 223 under col. Nos. 3 & 4.

- Page 78, .. In the heading 'oblique' should be inserted after 'increments'.
- Page 78, S. No. 2 .. Under col. 4, the sign 'Do' should be corrected as 'Awaited'.
- Page 78, S. No. 4 & 5 Under col. 2, the word 'officers' should be read as 'officer'.
- Page 78, S. 4 .. Under col. 4 the word 'Accepted' should be omitted.
- Page 79, S. No. 7 .. Under col. 4, there should be 'Awaited' in place of 'Accepted'.
- Page 79, S. No. 8 .. Under col. 3, the word 'Commission' which has been misprinted should be corrected and in col. 4, there should be '—' in place of 'Accepted'. Word 'denovo' should be inserted between the words 'enquiry' and 'in' in the second line.
- Page 79, S. No. 9 .. Under col. 3 line 3, the words 'officer' and 'Commission' should be corrected.
- Page 79, S. No. 11 .. Under col. 3, the word 'proposed' which has been misprinted, should be corrected.
- Page 79, S. No. 11 .. Under col. 4, the sign 'Ditto' should be written
- Page 79, S. No. 15 .. Under col. 2, the word 'Executive' which has been misspelt, should be corrected.
- Page 79, S. No. 16 .. Under col. 3, lines 1 & 2, the sign '%' which has been missed, should be corrected and the words 'of' and 'officer' which have been misspelt, should be corrected.
- Page 80, S. No. 21 .. Under col. 2, the word 'A.C.M.' which has been missed should be corrected.
- Page 86, .. In the heading 'oblique' should be inserted between the words 'Examinations' and 'tests'.

**ANNUAL REPORT ON THE WORKING
OF THE
WEST PAKISTAN PUBLIC SERVICE COMMISSION
FOR THE YEAR
1968
AND THE
MEMORANDUM REQUIRED UNDER ARTICLE 189 (2)
OF THE CONSTITUTION**



REPORT IN PURSUANCE OF ARTICLE 189 OF THE CONSTITUTION OF THE ISLAMIC REPUBLIC OF PAKISTAN
ON THE ACTIVITIES OF THE WEST PAKISTAN PUBLIC
SERVICE COMMISSION FOR THE YEAR, 1968.

CHAPTER I—GENERAL

This is the thirteenth report on the working of the West Pakistan Public Service Commission since it was constituted in 1955.

2. During the year under report the following officers worked as Chairman and Members of the Commission :—

1. Chairman .. Mr. I. U. Khan, H. K., S. Pk., C.S.P.
2. Member .. (1) Mr. Abdul Kadir.
(2) Brig. Ata Muhammad Khan.
(3) Nawabzada Muhammad Ayub Khan, P.C.S.
(4) Mr. Muhammad Saleem Khan. He completed his term on 14th October, 1968 (A. N.) and was reappointed for a fresh term with effect from 15th October, 1968 (F. N.).
(5) Mr. R. M. Wall, T. Pk. P. P. M., P.S.P. took over as Member with effect from 7th December, 1968 (F. N.).

3. *Composition and Condition of Service Regulations*—The Members of the Commission continued to be governed by the West Pakistan Public Service Commission (Composition and Conditions of Service) Regulations, 1958. The following new rule was added to the Regulations :—

“6-B—the seniority *inter se* of the Members shall be determined in accordance with the respective dates of their entering upon their office as Members; Provided that when a Member is appointed for a second or subsequent term, his seniority shall be reckoned from the date when he enters upon the second or subsequent term of office, as the case may be.”

4. *Statutory Functions of the Commission*—No change has been made to the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, during the year under report.

This year the East Pakistan Government in consultation with the West Pakistan Government, amended their Department Examination Rules entrusting the work regarding the conduct of the Departmental Examination of C.S.P. Officers of East Pakis-

tan domicile serving in West Pakistan under the supervision of the West Pakistan Public Service Commission. The first such examination has been held in November, 1968.

5. *Rules of procedure of the Commission*—No change was made.

6. *Instructions to Government Departments*—No change has been made to the instructions relating to the procedure to be observed by the Administrative Departments of Government in their dealings with the Commission. The question of an amendment to paragraph 4.4 of the procedure to be observed by the Administrative Departments of Government is under consideration of the Commission.

Government in the Services and General Administration Department had *inter alia* issued instructions in 1967,—*vide* their Circular letter No. S. O. IV (S. & G.A.D.) 16-14/64, dated the 7th October, 1967 to all Departments to follow the following procedure in order to avoid delay in appointments made through the West Pakistan Public Service Commission :—

- (i) *Delay in making requisitions*—(a) Each Department should work out vacancies for one financial year and send the requisitions to the Commission in the preceding March.
- (b) Departmental Secretary should send a certificate to Services and General Administration Department in April that this has been done.
- (ii) *Zonal and Regional Representation*—The responsibility for correct zonal and regional representation in promotions and recruitments will be that of the Administrative Department/Attached Department concerned. The Department should, however, when sending a requisition, invariably supply necessary information regarding Regional/Zonal allocation to the Commission so as to enable them to see whether proposals made by the Department are correct and in keeping with rules. In case of difference of opinion the matter should be referred to the Services and General Administration Department for final decision.

These instructions, are, however, not being faithfully observed by the Administrative Departments of Government, as piecemeal requisitions continue to be sent to the Commission. In many cases they are not complete and necessitate back reference to the Departments concerned.

STAFF OF THE COMMISSION

7. During the year under report, the following Gazetted Officers worked in the Commission's Office :—

- (1) Secretary .. (i) Mr. Amir Yusuf Ali Khan, C. S. P.
 (ii) Mr. Tewfiq Fehmi Rizvi, C. S. P.,
 Officer on Special Duty who proceeded
 abroad on scholarship on 14th September
 1967 reported back in the Commission's
 office on 13th September, 1968 and
 relinquished charge on 23rd September,
 1968 to take up appointment in the
 Central Government.
- (2) Deputy Secretary .. Mr. S. F. Tunia.
- (3) Registrar Examinations. Raja Muhammad Ashraf Khan.
- (4) Assistant Secretary : Sh. Ghulam Nabi.
- (5) Administrative Officer. Mr. Akhtar Mohsin.

SUBORDINATE STAFF

8. The non-gazetted staff of the Commission was as under :

(a) *Permanent.*

Senior Superintendents	..	3
Superintendents	..	3
Assistants	..	22
Private Secretary to Chairman	..	1
Stenographers (Senior Scale)	..	4
Steno-typist	..	1
Senior Clerks	..	11
Junior Clerks	..	26

(b) *Temporary*

Superintendents	..	2
Assistants	..	5
Stenographers (Senior Scale)	..	2
Stenographers (Junior Scale)	..	1
Senior Clerk	..	1
Junior Clerks	..	4
Staff Car Driver	..	1

9. The demand for more staff made by the Commission in 1965 was partly met by Government with the sanction of the following additional staff with effect from 1st July, 1968 :—

Senior Superintendent	.. 1
Assistants	.. 4
Senior Clerks	.. 2

The O. & M. Unit which carried out a preliminary examination of the Commission's Office recommended the creation of the post of an additional Assistant Secretary which has been agreed to by the Services and General Administration Department. The Government have constituted a Committee to examine the present methods of personnel selection and to recommend measures for effecting improvements in them. The Commission have concurred with this proposal.

10. The office of the Commission continued as a Non-Secretariat Department in spite of repeated requests made to Government from time to time to classify the staff with secretariat status.

11. The Commission reorganised the office machinery during June, 1968 with a view to improving the working of the office and following measures were adopted :—

(i) The personnel selection work and promotion, disciplinary pension and other miscellaneous work was separated and assigned to different branches. Previously all kind of work was entrusted to the seven branches excluding the Examination branch which has all along been functioning independently. There are two branches entrusted with promotion and disciplinary work which are working directly under the supervision of the Secretary and the Deputy Secretary of the Commission. The 5 recruitment branches are functioning under 4 Branch Officers, namely Secretary, Deputy Secretary, Assistant Secretary and Administrative Officer. The Registrar, Examinations is solely incharge of personnel selection through written examinations and is also doing the work of Service Regulations. Thus there are 5 gazetted officers responsible for various branches who directly put up cases to the Members-in-Charge or the Commission for orders.

(ii) The Commission have introduced the practice of indicating the zones of various vacancies in the advertisements and only candidates from the particular zones are summoned for interview. The

candidates from other zones are not called for interview as even if they attain high position in the order of merit they are not likely to be recommended.

12. *Accommodation*—The Commission's office continued to function in the old building at No. 2, Davis Road, Lahore. This building, which was originally requisitioned for the office of the former Punjab and N.-W. F. P. Joint Public Service Commission was, as previously reported from time to time, quite inadequate for the growing needs of the West Pakistan Public Service Commission on account of addition to the number of the Members and expansion of its function and increase in staff. Government were consequently, approached in 1965 for the construction of an additional block. The Government sanctioned an amount of Rs. 3.05 lacs during the current financial year and the work of construction has been taken in hand by the P. W. D. with effect from 14th October, 1968 and it is expected that the work will be completed by the end of 1969.

13. (a) The receipts of the Commission continued to be credited under the head "XXXVI- Miscellaneous Departments Examination Fee-Public Service Commission". The total receipts during the year under report were Rs. 1,08,283.00, which showed increase of Rs. 46,527.00 over the receipts of the last year.

(b) The total expenditure during the year under report was Rs. 6,40,709.43. The break up of the actual expenditure is as follows :—

(i) 25-General Administration—C(14) Secretariat and Headquarters Establishment Public Service Commission :—

	Rs.
(1) Pay of Officers	.. 2,09,069.29
(2) Pay of Establishment	.. 2,50,179.60
(3) Travelling Allowance	.. 44,056.40
(4) Other Allowances and Honoraria	62,870.97
(5) Contingencies	.. 70,558.17

Total	.. 6,36,734.43

(ii) 56-Stationery and Printing-B- purchase of Stationery Stores.	3,975.00
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Grand Total	.. 6,40,709.43
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14. *Volume of work*—The following comparative table indicates the nature and volume of work done by the Commission during the year under report and the last year :—

		1968	1967
(1) Number of applications received	..	9,419	12,631
(2) Number of candidates—			
(a) Called for interview	..	5850+(6 to be con- sidered on paper qualifica- tions).	..
(b) Interviewed	..	3,930+(5 conside- red on paper qualifica- tions).	1,590
(3) Stop-gap appointments dealt with pending regular appointments.		2,571	907
(4) Number of posts for which interviews have been finalised but the Commission's recommendations held up for receipt of final approval of Government for the proposed bifurcation of the existing block and consequential adjustment.		245	..
(5) Number of Officers considered for pro- motion/transfer/confirmation, etc.		1,047	2,170
(6) Number of disciplinary cases	..	22	21
(7) Number of examinations held	..	10	12
(8) Number of candidates examined	..	1,088	1,171
(9) Service/Recruitment Rules cases (including amendments).		55	339
(10) Cases of Retirement on completion of 25 years qualifying service.		6	42
(11) Cases of miscellaneous nature including cases of determination of seniority and Writ/Civil Suit.		86	252
(12) Number of receipts	..	52,074	55,479
(13) Number of issues	..	42,224	54,822

CHAPTER II—INITIAL RECRUITMENT

Last year in October, 1967, the Government issued 'instructions that the Commission should themselves evolve a uniform and workable system of evaluation for each service within the general framework that 30% marks may be allocated for interview and 70% for academic record and experience. The Commission considered this question and observed that they found the implementation of such a formula on the basis of an elaborate evaluation of classes and divisions, qualifications, number of attempts and failures, etc., of the candidates, very difficult and cumbersome. The Commission expressed the view that the general framework of 30% marks for interview and 70% marks for academic record and experience should continue as at present because this system was working quite satisfactorily. The Commission also requested the Government to modify the instructions issued in 1967 accordingly but the final decision has not yet been conveyed by the Government.

2. Requisitions for 21 posts in various subjects for the Pakistan Forest Institute, Peshawar were received. With the exception of three all other posts were advertised and action on the applications received in response to the advertisement was almost completed. The interviews of the candidates were not completed or started when a Board of Governors for the Pakistan Forest Institute, Peshawar was constituted under the West Pakistan Educational and Training Institutions Ordinance, 1960. In pursuance of the Government Notification No. F-2(30)/67-BG/2372, dated 18th September, 1968 constituting the Board of Governors, the Agriculture Department intimated that recruitment to the Class I and Class II posts falling vacant in the Pakistan Forest Institute, Peshawar would be made by the Board of Governors themselves and requested the Commission for the return of all requisitions previously placed with them. The matter has been under consideration of the Commission whether the Commission are still competent to deal with the cases which were received prior to the issue of the above notification particularly when this notification is silent about the powers and functions of the Board.

3. *Temporary appointees*—The Commission observed that due consideration could not be given to the temporary appointees so long as the temporary and permanent posts were grouped together for the purposes of the application of the Block System. When these temporary appointees applied for subsequent vacancies they were not called for interview as they had already been selected, but no permanent vacancy was given.

to them, as permanent vacancies were filled by candidates selected subsequently. This resulted in undue hardship. Again if a temporary post went to a zone under the combined Block System but was subsequently abolished, that zone lost the vacancy and the persons from that zone remained unrepresented in the services concerned.

Keeping these factors in view the Commission recommended the maintenance of two separate blocks, one for temporary posts and the other for posts which were of more or less of a permanent nature. This matter is awaiting consideration by the Council of Ministers.

4. *Merit quota*—It was also noticed that the instructions about the application of the Block System were not the same as were envisaged by the Reorganisation Committee. The Commission suggested that 20 per cent vacancies should first be earmarked for being filled on merit and the Block System should be applicable to the remaining vacancies.

5. *Filling up of zonal vacancies*—According to the previous practice, if no candidate was available from a particular zone the vacancy was filled on an all West Pakistan basis. If subsequently a candidate became available from that zone he was not considered because it was not the turn of the zone to get the vacancy. This resulted in hardship for zones for which vacancies were limited. The Commission, therefore, suggested that if no candidate was available from a particular zone that vacancy might be filled on all West Pakistan basis on the express condition that when a suitable candidate was available from that zone, a vacancy should be given to that particular zone. These suggestions were approved by the Secretaries Committee and are now pending for consideration by the Council of Ministers.

6. Appendix I gives a list of requisitions for filling vacancies by initial recruitment which were disposed of by the Commission. The Commission interviewed 2,194 candidates and considered sixteen candidates on paper qualifications and recommended 649 candidates for appointment against 1,141 advertised posts in 143 cases of initial recruitment. Details are given in the Appendix I against each item.

7. Dearth of suitable candidates for technical and specialised posts continued to be encountered during the year. The Commission could not make any recommendations in 44 cases involving 78 posts. The details of these cases are given in Appendix II. In addition for several other posts, the Commission could not recommend the required number of candidates details of which may be found in Appendix I.

It would be observed that the Commission were unable to have adequate response from suitably qualified candidates in the following main fields:—

- (a) Senior teaching posts in Technical Education.
- (b) Senior teaching and specialist posts of Health Department.
- (c) Specialised and research side of Agriculture (Forest).

CHAPTER III—AD HOC APPOINTMENTS

In order to curb the tendency of making *ad hoc* appointments without justification and to restrict such appointments to genuine cases only, Government in the Services and General Administration Department circular letter No. S.O.IV (S&GAD) 16-14/64, dated 20th October, 1966, laid down a specific procedure for making *ad hoc* appointments. The *Ad hoc* Appointments' Committee is headed by the Chairman of the Commission and consists of the Secretary of the concerned Administrative Department and the Deputy Secretary (Regulations) of the Services and General Administration Department. All work concerning *Ad hoc* appointments is processed in the Commission's office though the decisions are taken by the *ad hoc* Appointments Committee.

Besides the cases decided by the *Ad hoc* Appointment Committee, the Commission also considered cases involving extension in respect of *ad hoc* appointments approved by the Commission before the *Ad hoc* Appointment Committee came into existence.

9. During the year under report the cases of 2,571 officers were examined by the office of the Commission and were disposed of by the Commission/*Ad hoc* appointments Committee. Further details are given in Appendix III against each item.

The *ad hoc* Appointments Committee noted down six cases in which irregularities were committed by the various departments. These cases and the nature of the irregularities committed were brought to the notice of the S.&G.A.D. for necessary action.

CHAPTER IV—PROMOTION, CONFIRMATION AND TRANSFER CASES

The Commission considered 1,047 officers for promotions, confirmations, transfers, etc., against 1,060 posts in 223 proposals which were finalised during the year under report.

The Commission regret to observe that in quite a number of cases the Administrative Departments concerned failed to fully appreciate and respond to the earnest efforts made by the Commission in finalising such cases as expeditiously as possible. In some cases the documents, etc., were supplied after protracted correspondence. It was also noted that the departments did not

follow the provisions of the Service/Recruitment Rules while submitting their proposals, which delayed the finalisation of the cases of officers and caused inconvenience to them.

Previously the cases of promotion were examined and decided in the light of the rules/instructions in force at the time of considering the proposal for filling vacancies. The Commission observed that the High Court of West Pakistan in Writ Petition No. 702 of 1961 has held that the terms and conditions which were applicable to Government servants before the commencing day of Constitution could not be taken away by the Provincial Legislature by giving retrospective effect to the repeal of any rule of 1943 by an Ordinance of 1963. This decision of the High Court is under appeal to the Supreme Court. The Commission realised that no amount of delay on the part of the department or the Commission in finalising the case can take away the right of those persons who were entitled to consideration for promotion at the time the vacancies occurred. Accordingly the Commission have decided that the promotions should be finalised in accordance with the rules or instructions in force at the time the vacancies occurred. For this purpose the vacancies have been divided into the following five categories :—

- | <i>Category of vacancies</i> | <i>Rules or instructions applicable</i> |
|--|--|
| (a) The vacancies against pre-integration posts which were available at the time of integration. | The rules prevalent in the former integrating units concerned. |
| (b) The vacancies against pre-integration posts which occurred on/after 14-10-55 up to 15-4-63. | The Service Rules of the unit concerned. But if there were no Service Rules of the unit concerned then the general principle of merit-cum-seniority and other provisions contained in paragraphs 18 and 19 of Government of West Pakistan S.&G.A.D. letter No. 871-Integ-55/4471, dated 25th November 1955, should be applied. |
| (c) The vacancies against posts created on/after 14-10-55 upto 15-4-63. | The vacancies should be filled according to para. 20 of Government of West Pakistan S. &G.A.D. letter issued on, 25th November, 1955, on the basis of merit-cum-seniority. |

- (d) The vacancies which occurred between the period from 16-4-63 prior to the date of notification of Service Rules. The vacancies should be filled according to the instructions contained in the Government of West Pakistan, S. & G.A.D. letter No. S.O. XIX-Misc-1/62, dated 16-4-1963, on the basis of merit-cum-seniority.
- (e) The vacancies which occurred on after the date of notification of Service Rules. The vacancies should be filled in accordance with the notified Rules.

The Service/Recruitment Rules have prospective effect from the date of their notification.

The Commission now insist upon knowing the dates of occurrence of vacancies as it is then alone that correct rules and instructions can be applied to each proposal.

Consideration of Retired Officers—Previously retired officers were not considered for promotion. It was noticed that omission to consider retired officers created complications. In some cases officers got promotion from earlier dates. If retired officers had been considered the date of their promotion would have been the date of the retirement of the officers who were ignored on the ground that they had retired. It was also noticed that, if retired officers had been considered, the very nature of the vacancy would change because the officers next to the retired officers could claim consideration only from the date of the retirement of their seniors. The Commission considers retired officers as well and is in a position to give correct decisions.

The Commission wish to emphasise that if the departments observe all the requirements of the relevant Service/Recruitment Rules and forward their proposals with the relevant seniority lists and complete character rolls as per Government instructions contained in the Services and General Administration Department Circular No. S.O. IV (S & GAD) 16-14/64, dated the 7th October, 1967, it would enable them to finalise the cases without making any back reference and convey their advice expeditiously.

In addition to the finalised proposals as detailed in Appendix IV, a number of proposals were under examination at the end of the year. These were either received very late in the year or could not be finalised due to the reasons given above. These cases have not been included in Appendix IV and have been carried over to the next year.

CHAPTER V—DISCIPLINARY CASES

In all 22 cases under this head including stoppage of increments, reduction in ordinary pension or withholding of Special/Additional Pensions for certain periods, were considered and fina-

lised by the Commission during the year. Particulars of these twenty-two cases are given in Appendix V,

CHAPTER VI—CASES OF RETIREMENT UNDER ARTICLE 178 (4) (a) OF THE CONSTITUTION

Under this head, the Commission tendered advice in the cases of six officers, details of which are given in Appendix VI.

CHAPTER VII—RECRUITMENT AND CONDITIONS OF SERVICE RULES CASES.

The Commission tendered advice in eighteen cases of new rules and in thirty-seven cases of amendments to the rules which have already been notified. Some cases of new rules and a few cases of amendments to the rules were under consideration at the end of the year.

CHAPTER VIII—MISCELLANEOUS

General cases—Fourteen cases of miscellaneous nature were received in which the Commission tendered advice.

Writ/Civil Suits—The Commission were made a party in sixteen petitions and nineteen civil suits filed by certain applicants/officers in different cases of recruitment/promotion. The concerned courts dismissed three writ petitions and one civil suit and granted injunctions in three cases. One of the civil suits was withdrawn by the plaintiff.

Refund of Fees—Twenty-eight cases of refund of Examination Fees were decided by the Commission.

Mal-practices by candidates—(i) One candidate who appeared in the W.P.C.S. (Executive Branch) and Section Officers, etc., combined competitive examination, held in May, 1967, has been disqualified and his result has been quashed on account of suppression of material information by him in his application dated 8th November 1966, submitted for this examination.

(ii) Another candidate who appeared in the Competitive Examination, held in 1968 for selection of stipendiary candidates for training at the Pakistan Forest Institute in the Superior Forest Service Course 1968-70 for recruitment to W. P. F. S., Class I has been disqualified for one year on account of supplying incorrect material information in his application for the examination.

(iii) Five more candidates who appeared in the combined written test for recruitment to the posts of Labour Officers and Assistant Registrars, Co-operative Societies held in 1968 were disqualified for violating instructions of the Commission.

Determination of seniority—Two cases of determination of senior were considered by the Commission and advice tendered.

CHAPTER IX

REVIEW OF EXAMINATIONS CONDUCTED BY THE COMMISSION
DURING THE YEAR 1968.

The Commission conducted the following examinations during the year :—

(a) Departmental Examinations for the former Sind Region.

Serial No.	Name of the Examination	Session
1	Assistant Collectors' Part I Examination	.. February 1968.
2	Assistant Collectors' Part II Examination	.. February 1968.
3	Revenue Qualifying Examination	.. April, 1968.
4	Assistant Collectors' Part I Examination	.. April, 1968.
5	Assistant Collectors' Part II Examination	.. April, 1968.
6	Assistant Collectors' Part I Examination	.. August, 1968.
7	Assistant Collectors' Part II Examination	.. August, 1968.
8	Revenue Qualifying Examination	.. October, 1968.

The number of candidates who applied for, were admitted to, appeared in and passed these examinations may be seen in Appendix VII.

SECOND HALF YEARLY DEPARTMENTAL EXAMINATION OF OFFICERS
UNDER THE GOVERNMENT OF EAST PAKISTAN CONDUCTED UNDER
THE SUPERVISION OF THE WEST PAKISTAN PUBLIC SERVICE COMMISSION AT LAHORE.

(b) The Commission also conducted in November, 1968, the Second Half Yearly Departmental Examination of C.S.P. Officers of East Pakistan domicile serving in West Pakistan on behalf of the East Pakistan Public Service Commission. Only 3 candidates were admitted by the East Pakistan Public Service Commission, of whom only two appeared at Lahore and their papers were sent to the East Pakistan Public Service Commission after the conclusion of the examination.

(c) *Competitive Examinations*—(i) The combined Competitive Examination for recruitment to the W.P.C.S. (Ex. Br.) Section Officers in the West Pakistan Secretariat, probationers for Transportation (Traffic) and Commercial Departments of the Pakistan Western

Railways and Excise and Taxation Officers could not be advertised during the year under report as the question of certain amendments to the relevant service rules was still under consideration of the West Pakistan Government. Requisitions for recruitment to 95 posts in the W.P.C.S. (Ex. Br.) 5 posts of Section Officers, 8 posts of probationers for Transportation (Traffic) and Commercial Departments of the Pakistan Western Railways and one post of Excise and Taxation Officer were, however, received during the year under report and are awaiting advertisement pending amendments to the rules.

(ii) The Commission conducted an examination during August, 1968 for the selection of 5 stipendiaries for training in the 1968-70 Course for recruitment to W.P.F.S. Class I. The number of candidates who applied for, were admitted to, appeared for and qualified in the examination may be seen in Appendix VIII. The Commission had to conduct this examination at very short notice and sent their recommendations to Government in September, 1968. Intimation about the selection of candidates for training subject to their medical fitness, was received from the Department in October, 1968.

(iii) The Commission during this year advertised for an examination to be held in the last week of January extending to some days of February, 1969, for recruitment to 35 posts in W.P.C.S. (Judicial Branch). Eight hundred and eighteen candidates have applied for the examination.

(iv) The Commission also conducted a short test in January, 1968 in respect of candidates who had applied for recruitment to the posts of Assistant Registrars of Co-operative Societies and Labour Officers. The number of candidates who were admitted to appeared for and qualified for *viva voce* as a result of the test may be seen in Appendix VIII.

GENERAL REMARKS

(a) *Competitive Examinations*—The general performance of the candidates happened to be very poor this year also. Very few exceptions apart the majority of scripts showed lack of knowledge, very mediocre talent, poor English and a lot of grammatical and spelling mistakes. It is surprising that candidates offering Science subjects and Mathematics were not able to answer simple questions of degree standard. Their illustrations in support of the answers were not up to the mark. The answers generally lacked system and application of recognised methods. It appears that experiments in Science subjects are not demonstrated in the class room during lectures, but are only explained on black boards. Due emphasis should be stressed on this point. The standard exhibited in the General Knowledge paper was very low and the candidates had a tendency to write irrelevant material though they seemed to know

very few things. Their knowledge was very superficial, as would be evident from some of the mistakes listed below :—

1. 1857 War was named as
2. Pig was written as 'Soor'.
3. Ziarat Juniper Forests areas was referred as "Baluchistan Forests".
4. Gulf of Aqaba was considered as "Lake of Aqaba".
5. Germany was spelt as 'Jermamy'.
6. They did not know the difference between a Colony and a Protectorate.
7. Border line instead of boundary line.

(b) *Departmental Examinations*—The answers of examinees disclosed that there was insufficient application of mind, lack of thorough knowledge of the subject and cramming up of the main sections without having any idea of their application. They had not been able to answer the questions even with the aid of books which showed that they had not studied the subjects thoroughly and critical explanation was deficient. Generally, no reasons were advanced with the answers. The standard of competence was just average or below average.

CHAPTER X

As required under Article 189 (2) of the Constitution of Islamic Republic of Pakistan, the required Memorandum setting out so far as is known to the Commission—

- (a) the cases, if any, in which their advice was not accepted and the reasons why the advice was not accepted; and
- (b) the cases where the Commission ought to have been consulted but were not consulted and the reasons why they were not consulted.

Under category (a) there is one case whereas under category (b) above, there are 10 cases.

**MEMORANDUM TO THE ANNUAL REPORT OF THE WEST
PAKISTAN PUBLIC SERVICE COMMISSION FOR THE YEAR, 1968**

**MEMORANDUM REQUIRED UNDER ARTICLE 189 (2) OF
THE CONSTITUTION OF THE ISLAMIC REPUBLIC OF
PAKISTAN ACCOMPANYING THE ANNUAL REPORT
ON THE WORKING OF THE WEST PAKISTAN
PUBLIC SERVICE COMMISSION FOR THE
YEAR 1968.**

- (A) THE CASES IN WHICH THE COMMISSION'S ADVICE WAS NOT ACCEPTED AND THE REASONS, SO FAR AS KNOWN TO THE COMMISSION, WHY THE ADVICE WAS NOT ACCEPTED.

There is only one case of this category as against nine such cases during the preceding year. Details of this case, indicating the advice tendered by the Commission and the reasons for its non-acceptance, as conveyed to the Commission, are given on the next page.

- (B) THE CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN CONSULTED BUT WERE NOT CONSULTED AND THE REASONS SO FAR AS KNOWN, WHY THEY WERE NOT CONSULTED.

The number of irregular cases which came to the notice of the Commission was ten as against seventeen reported last year. Details of the irregularities committed by the Departments/Appointing Authorities along with the reasons why the Commission were not consulted, wherever furnished to the Commission, are given on the following pages :—

(A) THE CASES IN WHICH COMMISSION'S ADVICE WAS NOT ACCEPTED AND THE REASONS SO FAR AS KNOWN TO THE COMMISSION, WHY THE ADVICE WAS NOT ACCEPTED

Serial No.	Nature of the cases and the Commission's advice	Reasons so far as known, why the advice was not accepted
	HEALTH DEPARTMENT Government of West Pakistan in the Health Department had referred case of a departmental enquiry against an Assistant Chemical Examiner for the advice of the Commission in November 1959. The Commission advised that this officer should be awarded the punishment of stoppage of four increments with cumulative effect and promotion should also be withheld. The advice was accepted and orders were issued by the Government accordingly. Subsequently on a representation made by the accused officer the Health department proposed to have the punishment imposed on the accused quashed by the Governor without consulting the Commission. As the procedure adopted by the Health Department was contrary to clause (E) of Reg. 5 (5) of the Commission's (imitation o. Functions) Regulations, 1967, the Governor did not agree and ordered that the facts as subsequently revealed should be brought to the notice of the Commission for their reconsideration. The Commission reconsidered the matter but maintained their previous advice tendered to Government. The advice of the Commission was not accepted by the Governor.	Government accepted the representation of the accused and revised their previous decision.

(B) CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN CONSULTED BUT WERE NOT CONSULTED AND THE REASONS, SO FAR AS KNOWN TO THE COMMISSION, WHY THEY WERE NOT CONSULTED

Serial No.	Particulars of cases/irregularity	Reasons, so far as known, why the Commission were not consulted
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AGRICULTURE DEPARTMENT

1 Two persons were appointed by the Central Government (through erst-while Director of Agriculture, West Pakistan with effect from 29th March 1958 and 5th April 1958 respectively, as Fertilizer Conducting Officers in the General Central Service Class II for the Rapid Soil Fertility Scheme in West Pakistan while it was being administered by that Government. After the transfer of the Scheme to the Provincial Government the staff recruited by the Central Government was also taken under the Provincial Service. According to the regulations of the Central Commission, recruitment should have been made through them. This, however, was not done until the scheme was transferred to the Provincial Government sometime in 1961.

2 The officers continued as Fertilizer conducting Officers in Class II service without their suitability or otherwise having been decided by the Public Service Commission for about ten years. Their cases were referred to the Commission for regularization in January, 1968. The continuance of these officers without the approval of the Commission for so many years was irregular and this fact was pointed out to the Department.

2 In the first instance the Agriculture Department themselves, decided to stop an officer at the Efficiency Bar with continuing effect for a period of one year from 1st January 1966. The orders of punishment were passed without consulting the Commission. It was again proposed to stop him at the Efficiency Bar with continuing effect and his case was referred to the Commission in January, 1968 for their advice. The stoppage at Efficiency Bar of the Officer with effect from 1st January 1966 with continuing effect without prior concurrence of the Commission was not in order,—vide Regulation 5 (2) (e) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. It was further pointed out to the Department that the period of further one year had expired on 31st December, 1967 and the matter should have been referred to the Commission immediately and not after a year.

The reasons intimated were that it was not in the knowledge of the West Pakistan Agriculture Department that the appointment of these officers were on *ad-hoc* basis and that it required regularization in consultation with the Central or the Provincial Public Service Commission. The Commission did not consider this explanation satisfactory.

The Department intimated that when the officer was stopped at the Efficiency Bar for one year with effect from 1st January 1968 it was not in the knowledge of the Department that consultation with the Commission was necessary. The Department further intimated that the Character Roll of the officer was not readily available as it was to be called from the different offices with the result, that the matter was not referred to the Commission in time. The explanation of the Department was not considered satisfactory.

Serial No.	Particulars of cases/irregularity	Reasons, so far as known, why the Commission, were not consulted
1	2	3

CO-OPERATION DEPARTMENT

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| 3 | <p>The West Pakistan Co-operation Department promoted two officials as District Co-operative Officer (Gazetted Class II) on 24th October 1963 without prior approval of the Commission and referred the case to the Commission on 20th January 1965. This was an infringement of regulation 4 of the West Pakistan P. S. C. (L. F.) Regulation 1957 and was irregular. This irregularity was pointed out to the department.</p> | <p>The Department explained that the Registrar Karachi who had since resigned failed to refer the case to the Commission. The plea of the Department is not tenable.</p> |
| 4 | <p>The West Pakistan Co-operation Department promoted an Assistant Registrar Co-operative Societies to the post of Deputy Registrar Co-operative Societies with effect from 7th May 1962 and referred his case to the Commission for regularisation in October, 1967. His continuance in West Pakistan Co-operative Service Class I, for over five years without the approval of the Commission was irregular and this irregularity was pointed out to the Department.</p> | <p>The Department's Explanation was that this officer was promoted for a period of six months as a stop gap arrangement subject to the approval of the Commission. Before the expiry of this period he was sent on deputation first to the Agricultural Development Corporation and then to the Co-operation Development Board till 1st January, 1967 and on his return to the Department he was promoted as Deputy Registrar Multan. Thus the case remained to be referred to the Commission.</p> |

EDUCATION (TECHNICAL) DEPARTMENT

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| 5 | <p>An Officer was allowed to continue purely as a stop-gap measure as Teacher Trainer against the post of Head Teacher Trainer at Government Polytechnic Institute, Rawalpindi upto 30th September, 1967. No regular proposal to fill in the post of Head Teacher Trainer, by Transfer, as required under the rules was forwarded by the Education Department and the Officer was further allowed to continue beyond 30th September, 1967 without prior approval of the Commission. It was an irregularity on the part of the Department which was pointed out to them and also brought to the notice of the Government in S. & G. A.D. No. 1000/1967.</p> | <p>No reason has been advanced by the Department.</p> |
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HOME (JAIL) DEPARTMENT

The Director of Prisons, Southern Range, Hyderabad,—vide his letter No. C/778, dated 12th August, 1966 forwarded a complaint against an Superintendent of Jail Class II for making insulting remarks against Senior Officers. The Commission,—vide their letter No. 2546-DII-66-PSC/890-D, dated 1st October, 1966, referred the matter to the Secretary to Government of West Pakistan, Home Department, observing that the officer had violated Government instructions on the subject and therefore disciplinary action needs to be taken in this case. The Home Department,—vide their letter No. Prs.1-1 (b)-25/65 (vol. II), dated 16th March, 1968 intimated that the accused officer had been censured. The Commission on receipt of this reference observed that no consultation with them was made while imposing the aforesaid penalty on the accused officer, which was in violation of Regulation 5 (2) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations. The Commission accordingly decided to note down irregularity for mentioning in the Annual Administration Report. The irregularity was brought to the notice of the Home Department,—vide this Commission's letter No. 2434-CI-3-68-PSC/140-CI, dated 8th August, 1968

No reason for not consulting the Commission in this matter was forwarded by the Department.

INDUSTRIES, COMMERCE, MINERAL RESOURCES

7 One Accounts Supervisor was promoted to the post of Assistant Director Non-Technical Class II by the Director of Mineral Development West Pakistan, were Lahore on 19th April 1968 and he was allowed to continue until 4th June, 1968. The Commission were not informed of his appointment as they should have been immediately as required by regulation No. 4 of West Pakistan P. S. C. (Limitation of Function) Regulations, 1957. His case was also not referred to this Commission within six months of appointment. It was referred to them in December, 1966. But as there were no recruitment rules for the post, proposal was not entertained and the Director was advised to frame the rules first and then refer the case for the approval of the Commission. This advice went unheeded and the Officer was continued in his appointment without the approval of the Commission and was granted extensions from time to time by the department themselves, the last being upto 18th April, 1968. The Department could not do this as the case for regular promotion was not with the Commission. By this time, the coal control wing was transferred to the Directorate of Industries and Commerce and this Department too allowed the Officer to continue upto 18th October, 1968 without getting the approval of Commission. He would have continued in the irregular manner had the Commission not pointed out to the Director of Industries that the post of Assistant Director (Non-Technical) was not included in Appendix 'A' of the Industries Department Ministerial Service (Headquarter) Rules, 1964 and the draft rules of Director of Mineral Development were not applicable and as such he could not be allowed to continue and asked for withdrawal of the orders of Extension of his *ad-hoc* appointment. The irregularity was pointed out to the Department.

No reason have been advanced by the department.

Serial No.	Particulars of cases/irregularity	Reasons, so far as known, why the Commission were not consulted
1	2	3

It was also found in this case that another Account Supervisor who was senior to the one discussed in the preceding paragraph and who was at first superseded was later promoted on 8th August 1966 as Depot Officer. His case too was referred in December, 1966 but as in the case of the former, the Commission declined to consider his case for regular promotion in the absence of the service Recruitment Rules. No further reference was received in his case while the Officer was presumably continued all along without the approval of the Commission. This irregularity was also pointed out to the Department.

LABOUR DEPARTMENT

8 The Director, Labour Welfare West Pakistan promoted 28 Officials as Labour Officers without the approval of the Commission. Although the Directorate was aware from the outset in 1962 of the decision of Reorganisation Committee which required promotions to Class II or equivalent posts to be made on regional basis yet the Department went on making promotions in disregard of this decision particularly after it was embodied in the Government policy letter S. & G. A. D.'s No. S. O. XIX-Misc. I/62, dated 16th April, 1963 with the result that quite a number of persons promoted by the Department got under served promotions for several years and were reverted only in October, 1966 as there were no vacancies available for them in the regions to which they belonged. This is one of the unhappy results of the inordinate delay in getting the appointments made from time to time regularised from the Commission. This irregularity was pointed out to the Director, Labour Welfare, West Pakistan as well as to the S. & G. A. D.

The Labour Department offered their explanation through S. & G. A. D. (Section VI) "that the delay in regionalisation of the cadre of Labour Officers occurred as the task involved was tremendous in nature and laborious in character. Also there were certain administrative difficulties in finalising the regional cadre. According to the Department the regionalisation was completed in June 1966 and the case was placed before the Council of Ministers on 2nd September, 1966 for seeking certain clarification. It was decided by the Council of Ministers that Labour Officers in excess of the regional quota were to be reverted and they took action accordingly. Further the orders regionalising the cadre had been implemented retrospectively which had obviated the hardship, if any to the officers concerned and while forwarding explanation S. & G. A. D. requested the Commission for their reaction in the matter.

The Commission reconsidered the explanation and as the grounds advanced by the Department were quite vague it was not accepted.

9 The Labour Department promoted three Assistant Directors to the posts of Deputy Directors, likely to last for indefinite period, before the post in question were classified, without reference to this Commission. As the promotion were from lower unclassified to higher unclassified posts, prior consultation with the Commission was obligatory. The officers were promoted on 25th April, 1967 and the case was referred to the Commission on 6th June, 1967 after about two months. It was a violation of Regulation 4 (iii) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957 as amended,—vide Notification No. SOVI-17-56 '64, dated 9th November, 1965. The irregularity was pointed out to the Department under intimation to the S. & G. A. D.

The Labour Department took the plea that since the posts of Assistant Directors from which, and Deputy Directors to which the promotions were to be made were both unclassified posts they did not fall under any of the categories mentioned in paragraph 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. The stand taken by the Department was not correct and therefore the explanation given by them was not considered satisfactory.

PRINTING AND STATIONERY DEPARTMENT

10 Two Officers of the Printing and Stationery Department have been continuing long before the revised procedure for *ad hoc* appointment was laid down in October, 1966. The extension in their *ad hoc* appointments was, therefore, to be approved by the Commission and not by the Committee. Their approval was also not obtained when the extension in *ad hoc* appointment was granted to the two officers mentioned above, by the Controller, Printing and Stationery beyond 14th March, 1968, and again from 19th April, 1968, respectively. This is an irregularity which was pointed out to the Controller of the Administrative Department.

No reason were given by the Department.

APPENDIX I

APPENDIX I
CASES OF RECRUITMENT BY SELECTION
 (REFERRED TO IN CHAPTER II)

Serial No.	Name of the post of service	Class to which the post or service belongs	NUMBER OF				Whether the Commission recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
AGRICULTURE DEPARTMENT							
1	Agriculture Chemist II ..	WPAS-I ..	1	26	4 + 1 (On paper qualifications).	1	Accepted.
AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT							
2	Research Officers ..	WPAHS-I	2	15	8 + 1 (On paper qualifications).	2	Accepted.
3	Assistant Disease Control Officer.	WPAHS-II..	1	31	23	1	Accepted.
AGRICULTURE (FOREST DEPARTMENT)							
4	Forest Economist ..	WPFS-I (Senior).	1	8	2	..	No candidate found suitable.
5	Extension Specialist ..	Ditto ..	1	4	..	..	The only candidate summoned remained absent.
6	Wood Preservation Officer ..	Ditto ..	1	3	..	..	None was found eligible.
7	Plant Physiologist ..	WPFS I (Junior).	1	11	2	1	Accepted.

8	Plant Pathologist	..	Ditto	..	1	34	17 + 1 (On paper qualifications)	1	Accepted.
9	Soil Chemist	..	WPFS-I (Junior).	..	1	32	1	1	Accepted.
10	Wood Chemist	..	WPFS I (Junior).	..	1	14	3	1	Accepted.
11	Pharmacologist	..	Ditto	..	1	13	8	1	Ditto.
12	Junior Timber Physicist	..	Ditto	..	1	6	..	..	The zonal Candidate remained absent. Action on the applications from candidates has been held up because Forest Institute has been placed under the Board of Governors.
13	Junior Range Management Specialist.	..	Ditto	..	1	1	..	..	Not held eligible.
14	Assistant Forest Chemist (b)	..	WPFS II	..	1	5	1	1	Accepted.
15	Assistant Statistician	..	Ditto	..	1	1	..	..	Not held eligible.
16	Experimental Assistant Silviculturist.	..	Ditto	..	1	6	..	..	Requisition was withdrawn by the Department.
17	Sericulture Development Officer	..	Ditto	..	1	4	..	..	None was held eligible.
18	Assistant Entomologist	..	Ditto	..	2	5	..	..	Ditto.
19	Sub-Divisional Forest Officer	..	Ditto	..	3	11	..	..	Two candidates summoned remained absent.

BUREAU OF NATIONAL RECONSTRUCTION DEPARTMENT

20	Public Relation Officer	..	Class II	..	1	20	14	1	
21	Research Officer	..	Ditto	..	1	3	..	..	None was held eligible

Serial No.	Name of the post of services	Class to which the post or service belongs	Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	Whether the Commission's recommendations were accepted
1	2	3	4	5	6	7	8

COMMUNICATIONS AND WORKS DEPARTMENT

22	Assistant Director Town Planning	Class II ..	5	9	4	3	Accepted.
23	Assistant Engineer (Civil) ..	Ditto ..	85	491	220	85	
24	Consulting Architects ..	Senior Class I	3	4	..	..	None of the applicants was held eligible.

Co-OPERATION DEPARTMENT

25	Assistant Registrar Co-operative Societies.	Class II ..	21	1226	94	17	The recommendations against the remaining 4 temporary vacancies have been held up.
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EDUCATION DEPARTMENT

26	Principal, Government Comprehensive High Schools for Girls.	Special Gazetted (Class I).	5	51	6	5	Accepted.
27	Professor in Home Economics	WPES I (Senior Scale)	1	1	..	..	Requisition with drawal.
28	West Pakistan Education Service Class I (Senior) Administration Branch (Men's Section).	Ditto ..	2	35	..	..	Posts filled from surplus staff.

29	Junior Research Fellow at the Government Nuclear Research Laboratory, Physics Department Government College, Lahore.	Special Gazetted Ex-cadre Class I (Junior).	1	5	3	..	None was found.
30	West Pakistan Education Service Class I (Administration Branch-Women's Section).	WPES I ..	2	19	6	2	..
31	Subject Specialist in English for Boys.	Class II ..	3	7	2	1	..
32	Subject Specialist in Mathematics for Girls.	Do.	5	8	3	3	..
33	Subject Specialist in Home Economics for Girls.	Do.	5	4	4	..	None was found suitable.
34	Subject Specialist in English for Girls.	Do. ..	1	5	..	..	The candidate remained absent.
35	Lecturer in Social Work ..	Do. ..	2	4	2	2	..
36	Lecturer in Geography (Collegiate Branch, Women Section).	Do. ..	2	29	2	2	..
37	Lecturer in Islamiat (Collegiate Branch, Women Section).	Do. ..	2	42	31	2	..
38	Lecturer in Persian (Collegiate Branch, Women Section).	Do. ..	2	28	19	2	..
39	Lecturer in Zoology (Collegiate Branch, Women Section).	Do. ..	1	29	21	1	..
40	Lecturer in Fine Art (Collegiate Branch, Women Section).	Do. ..	1	9	6	1	..
41	Lecturer in Home Economics (Collegiate Branch, Women Section).	Do. ..	11	12	11	9	..
42	Lecturer in Sindhi (Collegiate Branch, Women Section).	Do. ..	3	5	5	3	..

Serial •No.	Name of the post or services	Class to which the post or service belongs	NUMBER OF				Whether the Commis- sion's recommend- tions were accepted
			Vacancies	Applications received	Candidates in- terviewed or considered on paper qualifi- cation	Candidates recommended	
1	2	3	4	5	6	7	8

EDUCATION DEPARTMENT

43	Lecturer in Biology (Collegiate Branch, Men's Section).	Class II ..	6	78	52	6	Accepted.
44	Lecturer in Philosophy (Collegiate Branch, Men's Section).	Do. ..	5	20	10	5	Accepted.
45	Lecturer in Psychology (Collegiate Branch, Men's Section).	Do. ..	1	15	10	1	Accepted.
46	Lecturer in Statistics (Collegiate Branch, Men's Section).	Do. ..	4	17	11	4	Accepted.
47	Lecturer in Botany (Collegiate Branch, Men's Section).	Do. ..	3	77	38	3	Accepted.
48	Lecturer in History (Collegiate Branch, Men's Section).	Do. ..	7	113	53	7	Accepted.
49	Lecturer in Bengali (Collegiate Branch, Men's Section).	Do. ..	1	3	1	1	Accepted.
50	Lecturer in Sociology (Collegiate Branch, Men's Section).	Do. ..	3	2	3	1	Accepted.
51	Lecturer in Geology (Collegiate Branch, Men's Section).	Do. ..	1	5	1	1	Accepted.
52	Lecturer in Physics (Collegiate Branch, Men's Section).	Do. ..	10	135	76	10	Accepted.

53	Lecturer in Zoology (Collegiate Branch, Men's Section).	Do. ..	1	32	20	1	Accepted.
54	Lecturer, in Marketing. Collegiate Branch, Men's Section).	Do. ..	1	3	2	..	None was found suitable.
55	Lecturer in Geology (Collegiate Branch, Men's Section).	Do. ..	1	2	1	..	The only candidate appeared declined to accept the pos.
56	Lecturer in Archiology (Collegiate Branch, Men's Section).	Do. ..	1	3	3	..	Post withdrawn by the department.
57	Lecturer in Microbiology (Collegiate Branch, Men's Section).	..	1	4	..	..	None was held eligible.
58	Senior Instructor in Auto and Diesel, Government Polytechnic Institutes in West Pakistan.	Gazetted Post.	2	4	2	2	..
59	Senior Instructor in Foundry and Pattern Making Government Polytechnic Institutes in West Pakistan.	Ditto ..	1	3	..	..	None of the candidates was found eligible.
60	Senior Instructor in Radio Electronics, Government Polytechnic Institutes in West Pakistan.	Ditto ..	2	3	..	..	Ditto.
61	Senior Instructor in related subjects in Physics, Government Polytechnic Institutes in West Pakistan.	Ditto. ..	2	19	10	2	Accepted.
62	Deputy Chief Instructor in Mechanical Government Polytechnic Institute, West Pakistan.	Ditto. ..	1	2	..	..	Neither of the candidates was found eligible.
63	Deputy Chief Instructor in Power, Government Polytechnic Institute, West Pakistan.	Ditto. ..	1	1	..	..	The only candidate was not held eligible.

Serial No.	Name of the post or service	Case to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
				EDUCATION	DEPARTMENT—	concl'd.	
64	Deputy Chief Instructor in Auto and Diesel, Govt. Polytechnical Institute, West Pakistan.	Gazetted Post	1	2	..	..	Neither of the candidate was found eligible
65	Deputy Chief Instructor in Radio Electronics, Government Polytechnic Institute in West Pakistan.	Ditto. ..	1	4	1	1	Accepted.
66	Lecturer in Mechanical, N.E.D., Government Engineering College, Karachi.	Ditto. ..	3	2	1	1	Accepted.
67	Lecturer in Chemistry, N.E.D., Government Engineering College, Karachi.	Ditto. ..	1	3	2	1	Accepted.
68	Head of Department (Civil), Government Polytechnic institutes in West Pakistan.	Ditto. ..	3	9	1	..	The only candidate was not found suitable.
69	Chief Instructor (Television and Radio Electronic), Government Polytechnic Institute.	Ditto. ..	1	1	..	..	The only applicant was not found eligible.
70	Head of Department (Electrical), Government Polytechnic Institutes.	Ditto. ..	9	3	2	1	Accepted.
71	Head of Department (Auto and Farm Machinery).	Ditto. ..	1	7	..	..	None was found eligible.

72	Head of Department, Electrical	Ditto ..	8	1	..	..	The only applicant not found eligible.
73	Senior Instructor related subject in Physics.	Ditto ..	2	19	10	2	Accepted.
74	Senior Instructor, Electrical ..	Ditto ..	1	1	..	..	The only applicant was not found eligible.
75	Instructor in Urdu Shorthand and Typewriting for Commercial Institutes in West Pakistan.	Ditto ..	6	5	..	..	None was found eligible.
76	Instructor in Printing and Graphic Arts for Government Institute of Printing and Graph Arts, Lahore.	Ditto ..	1	2	..	..	Neither was found eligible.
77	Instructor in Foundry and Pattern Making, Government Polytechnic Institutes in West Pakistan.	Ditto ..	2	5	4	2	..
78	Instructor in Mathematics for Government Polytechnic Institutes in West Pakistan.	Ditto ..	3	18	13	3	Accepted.
79	Instructor in Tool Design and Tool Making.	Ditto ..	1	1	..	..	The only applicant was held ineligible.
80	Instructor in English ..	Ditto ..	1	1	1	1	Accepted.
HEALTH DEPARTMENT							
81	Assistant Professor of Anaesthesia.	Special Gazetted.	1	6	..	..	Post withdrawn.
82	Assistant Professor of Physiology	Ditto ..	1	1	1	..	The only candidate was not found suitable.
83	Assistant Professor, Morbid Anatomy.	Ditto ..	1	1	1	1	Accepted.
84	Assistant Professor of Dental Surgery.	Ditto ..	1	1	1 on paper qualifications.	..	The only candidate was not found suitable.
85	Professor of Nutrition ..	Ditto ..	1	1	1	..	Ditto.

Serial No..	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8

HEALTH DEPARTMENT—*contd*

86	Assistant Professor of Venereology.	Special Gazetted	1	1	1	..	The only candidate was not found suitable.
87	Assistant Professor of Chemical Pathology.	Ditto ..	4	9	1	..	Was not found suitable
88	Professor of Ophthalmology	Ditto ..	1	4	1	1	Accepted.
89	Assistant Professor of Microbiology.	Ditto ..	1	3	2	1	Ditto.
90	Professor of Nutrition and Dietetics.	Ditto ..	1	1	1	..	The only candidate was not found suitable.
91	Assistant Professor of Dental Surgery (Prosthetic Dentistry).	Ditto ..	1	1	1	..	Ditto.
92	Assistant Professor of Preventive Medicine/Public Health Practice.	Ditto ..	5	11	3	1	Accepted.
93	Assistant Professor of Pharmacology.	Ditto ..	5	8	3 + 1 (On paper qualifications)	3	Do.
94	Professor of Pathology	Ditto ..		6	3	1	Do.
95	Assistant Professor of Experimental Physiology.	Ditto ..	3	5		1	Do.
96	Assistant Professor of Pathology	Ditto ..	2	10	4 + (On paper qualifications)	2	Do.

97	Assistant Professor of Medicine	Ditto ..	3	22	11+1 (On paper qualifications)	3	Do.
98	Assistant Professor of Orthopaedic Surgery.	Ditto ..	1	12	3	1	Do.
99	Assistant Professor, Histology	Ditto ..	3	4	1	1	Do.
100	Bio-Chemist ..	Ditto ..	2	2	2	..	None was found suitable.
101	Assistant Professor, Hamatology	Ditto ..	2	9	4+1 (On paper qualifications)	2	..
102	Professor of Orthopaedic Surgery.	Ditto ..		1	..	..	Not found eligible.
103	Medical Officers in W.P.H.S. II (Men's Branch).	W.P.H.S. II	303	320	206	195	Accepted
104	Medical Officers in W.P.H.S. II (Women's Branch).	Ditto ..	113	101	81	60	Do
105	Nursing Superintendent ..	Special Gazetted.	4	16	3	3	Do.
106	Assistant Physiotherapists ..	Special Gazetted Class II.	2	13	The Commission asked the Department to forward a revised requisition in view of the amendments in the Service Rules for the posts but the requisition has not been returned by the Department and the case has been closed.		
107	Dental Surgeon ..	Class II ..	28	62	53+1 (On paper qualifications).	28	Accepted.
108	Health Educators ..	Ditto ..	12	190	69+1 (On paper qualifications)	12	..
109	Inspectors of Drugs ..	Ditto ..	2	28	7	2	..
110	Physiotherapists ..	Ditto ..	4	14	8	4	Accepted.
111	Bio-Chemist ..	Ditto ..	1	4	..	..	The only candidate summoned remained absent.
112	Principal Tibia College, Bahawalpur	Gazetted Class II Ex-cadre.	1	11	1	..	None was found suitable.

Serial No.	Name of the post or services	Class to which the post or service belongs	NUMBER OF				
			Vacancies	Applications received	Candidate interviewed considered on paper qualifications	Candidates recommended	Whether the Commission's recommendations were accepted
1	2	3	4	5	6	7	8

HEALTH DEPARTMENT—CONCLD.

113	Professor of Orthopaedic Surgery	Special Gazetted.	1	3	1	1	..
114	Specialist, Clinical and Specialist. Non-Clinical in W.P.H.S. II	Class II ..	202	62	25+1 (On paper qualifications).	24	.

HOME (JAIL) DEPARTMENT

115	Superintendent, Jail, Class I ..	Class I ..	2	110	59	2	Accepted.
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INDUSTRIES DEPARTMENT

116	Assistant Director (leather) ..	Class I (Junior)	81	10	..	..	None was found eligible.
117	Industrial Development Officers/ Purchase Officers.	Class II ..		352	198	8	..
118	Geologist in the Mineral Development Directorate.	Classification not yet made.	2	27	7	2	Accepted.
119	Deputy Director (Tech.) Mineral Development Directorate.	Class I (Senior).	1	14	9+2 (On paper qualifications)	1	..

IRRIGATION AND POWER DEPARTMENT

120	Assistant Research Officer (Physics).	Specialist Gazetted posts (Class II).	3	14	8	3	Accepted.
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121	Assistant Research Officer (Soil Mechanics).	Ditto	2	8	1	1	..
122	Assistant Research Officer (Hydraulics).	Ditto	3	47	15	3	..
123	Assistant Research Officer (Mathematics).	Ditto		7	5	1	..
124	Assistant Director (Ground Water & Hydrology).	Special Gazetted posts, Class I (Jr.).	1	12	4	1	Accepted.
125	Junior Research Officer (Hydraulics).	Specialist post (Class I).	1	13	7	1	Accepted.
126	Principal Research Officer (Hydraulics).	Ditto	1	5	1	1	..
127	Assistant Engineer (Mechanical)	Class II	2	5	1	1	..
128	Assistant Electric Inspector	Gazetted post (Class II).	5	8	1	..	The only candidate interviewed was not found suitable.

LABOUR DEPARTMENT

129	Junior Inspector of Mines	Class I (Junior).	2	6	3	2	
130	Vice-Principal, Technical Training Centre.	Class II	3	17	7	3	..
131	Managers, Employment Exchanges.	Ditto.	5	187	55	5	Accepted.
132	Labour Officers	Ditto.	28	870	100	16	..

PRINTING AND STATIONERY DEPARTMENT

133	Manager/Manager (Works)	Class II	4	1	..	..	The only applicant was not found eligible.
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PUBLIC HEALTH ENGINEERING DEPARTMENT

134	Assistant Engineers (Civil)	Class II	26	150	70	26	Accepted.
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Serial No.	Name of the post or services	Class to which the post or service belongs	NUMBER OF				
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	Whether the Commission's recommendations were accepted
1	2	3	4		6	7	8

RAILWAY DEPARTMENT

135	Assistant Engineers (Civil) P. W. R.	Class I ..	12	326	218 + 2 (On paper qualifications).	12	Accepted.
136	Junior Information Officers, P. W. R.	Ditto	1	70	9	1	Do.
137	Assistant Surgeons ..	Class II ..	20	12	1 + 1 (On paper qualifications).	2	Do.
138	Lady Assistant Surgeons ..	Class II ..	1	1	1	1	Awaited.

PLANNING AND DEVELOPMENT DEPARTMENT

139	Progress Officer ..	Class I (Junior).	1	25	9	1	Accepted.
140	Research Officer ..	Class I (Junior)	1	39	16	1	..
141	Director, Bureau of Statistics	Special Gazetted.	1	2	1	1	..
142	Chief of Section ..	Class I ..	1	1	1	..	The only candidate was not found suitable.
143	Chief of Section ..	Class I ..	1	1	1	1	Accepted.

APPENDIX II

APPENDIX II

LIST OF POSTS OR SERVICES IN RESPECT OF WHICH SUITABLE CANDIDATES WERE NOT AVAILABLE FOR APPOINTMENT

(REFERRED TO IN CHAPTER II)

Serial No.	Name of the post	No. of vacancies	No. of applications received	No. of candidates interviewed	Reason why candidates could not be recommended
1	2	3	4	5	6
AGRICULTURE (FOREST) DEPARTMENT					
1	Forest Economist ..	1	8	2	No candidate found suitable.
2	Extension Specialist ..	1	4	..	The only candidate summoned remained absent.
3	Wood Preservation Officer ..	1	3	..	None was found eligible.
4	Junior Range Management Specialist ..	1	1	..	Not held eligible.
5	Assistant Statistician ..	1	1	..	Not held eligible.
6	Sericulture Development Officer ..	1	4	..	None was held eligible.
7	Assistant Entomologist ..	2	5	..	Ditto.
8	Sub-Divisional Forest Officer ..	3	11	..	Two candidates summoned remained absent.
BUREAU OF NATIONAL RECONSTRUCTION					
9	Research Officer ..	1	3	..	None was held eligible.
COMMUNICATION AND WORKS DEPARTMENT					
10	Consulting Architects ..	3	4	..	None of applicants was held eligible.

EDUCATION DEPARTMENT

11	Junior Research Fellow at the Government Nuclear Research Laboratory, Physics Department, Government College, Lahore.	1	5	3	None was found suitable.
12	Subject Specialist in Home Economics for Girls.	5	4	4	None was found suitable.
13	Subject Specialist in English for Girls	1	5	..	The candidate remained absent.
14	Lecturer in Geology (Collegiate Branch, Men's section).	1	2	1	The only candidate appeared declined to accept the post.
15	Lecturer in Microbiology (Collegiate Branch, Men's Section).	1	4	..	None was held eligible.
16	Lecturer in Marketing (Collegiate Branch, Men's Section).	1	3	2	Both the candidates remained absent.

EDUCATION (TECHNICAL) DEPARTMENT

17	Deputy Chief Inspector Mechanical Government Polytechnic Institute, West Pakistan.	1	2	..	Neither of the candidate was found eligible.
18	Deputy Chief Instructor in Power Government polytechnic Institute, West Pakistan.	1	1	..	The only candidate was not eligible.
19	Deputy Chief Instructor in Auto and Diesel, Government polytechnic Institute West Pakistan.	1	2	..	Neither of the candidate was found eligible.
20	Head of Department (Civil) Government polytechnic Institute, West Pakistan.	3	9	1	The only candidate was not found suitable.
21	Chief Instructor (Television and Radio Electronic Government Polytechnic Institute.	1	1	..	The only applicant was not found eligible.
22	Head of Department Auto and Farm Machinery.	1	7	..	None was found eligible.
23	Head of Department Electrical	8	1	..	The applicant was not found eligible.
24	Senior Instructor Electrical	1	1	..	The only applicant was not found eligible.

Serial No.	Name of the posts	No. of Vacancies	No. of Application received	No. of candidates interviewed	Reason why candidates could not be recommended
1	2	3	4	5	
25	Instructor in Urdu Short hand and Type-writing for commercial Insitutes in West Pakistan.	6	5	..	None was found eligible.
26	Instructor in Printing and Graphic Arts for Government Institute of Printing and Graphic Arts, Lahore.	1	2	..	Neither was found eligible.
27	Instructor in Tool Design and Tool Making	1	1	..	The only applicant was held ineligible.
28	Senior Instructor in Foundry and Pattern Making Government polytechnic Institute in West Pakistan.	1	3	..	None of the candidates was found eligible.
29	Senior Instructor and Radio Electronics Government polytechnic Institutes in West Pakistan	2	3	..	Ditto ditto.
HEALTH DEPARTMENT					
30	Assistant Professor Physiology ..	1	1	1	The only candidate was not suitable.
31	Assistant Professor of Dental Surgery ..	1	1	1	Ditto ditto.
32	Professor of Nutrition ..	1	1	1	Ditto ditto.
33	Assistant Professor of Chemical Pathology	4	9	1	Was not found suitable,
34	Assistant Professor of Venerology ..	1	1	1	The only candidate was not found suitable.
35	Professor of Nutrition and Dietetics	1	1	1	Ditto ditto.
36	Assistant Professor of Dental Surgery (Prosthetic Dentistry).	1	1	1	Ditto ditto.

37	Bio-Chemist	..	2	2	2	None was found suitable.
38	Professor of Orthopaedic Surgery	..	1	1	..	Not found eligible.
39	Bio-Chemist	..	1	1	..	The only candidate summoned remained absent.
40	Principal Tibia College, Bahawalpur	..	1	11	4	None was found suitable.
INDUSTRIES DEPARTMENT						
41	Assistant Director (Leather)	..	1	10	..	None was found eligible.
IRRIGATION AND POWER DEPARTMENT						
42	Assistant Electric Inspector	..	5	8	1	The only candidate interviewed was not found suitable.
PRINTING AND STATIONERY DEPARTMENT						
43	Manager/Manager (Works)	..	4	1	..	The only applicant was not found eligible
PLANNING AND DEVELOPMENT DEPARTMENT						
44	Chief of Sections		1	1	1	The only candidate was not found suitable.

APPENDIX III

APPENDIX III
CASES OF AD-HOC OR STOP-GAP APPOINTMENT
 (REFERRED TO IN CHAPTER III)

Serial No.	Name of the post	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

. AGRICULTURE DEPARTMENT

1	Entomologist	W. P. A. S. I	1	Agreed upto 30th September, 1968.
2	Senior Instructors	Ditto	5	Agreed.
3	Cotton Botanist, Multan	Ditto	1	Not agreed on the basis of unsatisfactory record of the officer.
4	Extra Assistant Director (Recovery)	W.P.A.S. II	1	Agreed upto 31st May, 1968.
5	Assistant Director	W.P.A.S.I (Junior)	1	Agreed.
6	Plant Pathologist, Quetta	W.P.A.S. I	1	..
7	Assistant Horticulture Officer	W.P.A.S. II	1	Agreed.
8	Extra Assistant Director of Agriculture, Peshawar Region	W.P.A.S. II	3	Agreed.
9	Assistant Technologist	W.P.A.S. II	1	Do.
10	Assistant Agronomist	Ditto	1	Do.
11	Assistant Horticulturist (Deciduous Fruits)	Ditto	1	Do.
12	Horticulturist	W.P.A.S.	2	The proposal was agreed to the <i>ad hoc</i> appointment of only one officer.

13	Assistant Food Technologist, Mirpurkhas	..	..	W.P.A.S. II	1	Agreed.
14	Assistant Botanist (Taxonomy)	..	..	Ditto	1	Agreed.
15	Assistant Geneticist	..	..	Ditto	1	Do.
16	Assistant Botanist (Wheat)	..	..	Ditto	1	Do.
17	Assistant Botanist (Fodders)	..	..	Ditto	1	Do.
18	Assistant Botanist (Tobacco)	..	..	Ditto	1	Do.
19	Assistant Botanist (Groundnut)	..	..	Ditto	1	Do.
20	Assistant Botanist (Maize)	..	..	Ditto	1	Do.
21	Assistant Botanist (Maize)	..	..	Ditto	1	Do.
22	Assistant Agronomist	..	..	Ditto	1	Do.
23	Assistant Agronomist	..	..	Ditto	1	Do.
24	Assistant Botanist (Sugarcane)	..	..	Ditto	1	Do.
25	Sugarcane Botanist Sugar cane Specialist	..	..	W.P.A.S.	3	Do
26	Oil seed Botanist	..	..	Ditto	1	Do.
27	Agricultural Engineer	..	..	Ditto	2	Do.
28	Entomologist	..	..	Ditto	1	Do.
29	Deputy Director Agriculture	..	..	Ditto	1	Do.
30	Statistician	..	..	Ditto	1	It was advised that a revised proposal be substituted.
31	Deputy Director Agriculture (E & M)	..	..	Ditto	1	
32	Soil Fertility Officer	..	..	Ditto	1	Do.
33	Assistant Agriculture Engineers	..	..	Ditto	5	Do.
34	Assistant Entomologist	..	..	Ditto	1	Do.

Serial No.	Name of the posts	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5
35	Extra Assistant Director of Agriculture (E & M) ..	W.P.A.S. II	6	Agreed.
36	Assistant Agriculture Engineer ..	Ditto	20	Do.
37	Assistant Entomologist ..	Ditto	5	Do.
38	Assistant Plant Pathologist ..	Ditto	2	Do.
39	Instructors Agricultural Training Institute, Peshawar Region ..	Ditto	3	Agreed in the case of 2 officers and disagreed in the case of 1 officer due to non-availability of the vacancy.
40	Planning and Progressive Officer, Peshawar Region ..	Ditto	1	Agreed to the <i>ad-hoc</i> appointment as Instructor instead of Planning and Progressive Officer.
41	Assistant Agricultural Information Officer ..	Ditto	3	Not agreed as the candidate applied for Information Officer did not possess the requisite qualifications for appointment to these posts.
42	Assistant Soil Fertility Officer, Lahore Region ..	Ditto	7	Agreed except in the case of one officer whose record was incomplete.
43	Assistant Soil Fertility Officer, Hyderabad Region ..	Ditto	2	Agreed to the <i>ad-hoc</i> appointment of 2 officers and disagreed in the case of one officer due to his unsatisfactory record
44	Assistant Soil Fertility Officer, Peshawar Region ..	Ditto	5	Agreed.

45	Deputy Director of Agriculture	..	..	..	W.P.A.S. I	1	Do.
46	Agricultural Chemists	..	..	..	Ditto	1	Do.
47	Soil Fertility Officer	..	..	..	Ditto	1	Do.

AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT

48	W.P.A.H.S. Class I	..	..	..	W.P.A.H.S. I	10	Agreed.
49	Ditto	..	..	..	Ditto	10	Do.
50	W. P. A. H. S. Class II	..	..	..	W.P.A.H.S. II	2	Do.
51	Ditto	..	..	..	Ditto	4	Do.
52	Research Officers	..	..	..	Ditto	1	Do.
53	Diary Chemist	..	..	..	Ditto	1	Do.
54	W. P. A. H. S. Class II	..	..	..	Ditto	6	Do.
55	Veterinary Assistant Surgeon	..	..	..	Ditto	2	Do.

AGRICULTURE (FISHERIES) DEPARTMENT

56	Assistant Director of Fisheries	..	..	..	W.P.F.S. I	1	Agreed.
57	Research Officer	..	..	..	W.P.F.S. I	1	Do.
58	Extra Assistant Director Fisheries	..	..	..	W.P.F.S. II	7	Do.
59	Extra Assistant Director of Fisheries	..	..	..	Ditto	1	Not agreed on the basis of unsatisfactory record of the officer.

AGRICULTURE (FOREST) DEPARTMENT

60	Sub-Divisional Forest Officer (Wildlife)	..	..	..	W.P.F.S. II	1	Agreed.
61	Assistant Director Sericulture Frontier Region	..	..	..	W.P.F.S. I (Jr.)	1	Do.
62	Sericulture Development Officer	..	..	..	W.P.F.S. II	1	It was observed that it is not desirable to consider the proposal unless the rules are framed. The Department was advised to send a proposal after the rules are framed.

Serial No.	Name of the post	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

BASIC DEMOCRACIES DEPARTMENT

63	Progress Officer	.. ..	Class I (Junior)	1	Agreed.
64	Publication Officer	.. ..	Ditto	1	Not agreed as the proposed candidate was not held eligible.
65	Development Officer	.. ..	Class II	22	Agreed.
66	Assistant Director	.. ..	Ditto	11	Do.

BUREAU OF NATIONAL RECONSTRUCTION DEPARTMENT

67	Research Officer	.. ..	Class II	1	Not considered as the qualification of the candidate was not clear.
68	Public Relations Officer	.. ..	Ditto	1	Agreed.

COMMUNICATION AND WORKS DEPARTMENT

69	Assistant Architecture	.. ..	Un-classified ..	1	Not agreed and the Department was asked to get the rules approved at last by the Service Rules Sub-Committee and then send the requisition with classification whether candidate is qualified or not.
70	Assistant Engineers	.. ..	Class II	13	Not agreed as the regular case was likely to be finalised.
71	Officiating Assistant Engineers (E. & M.)..	.. ..	Ditto	60	Agreed.
72	Officiating Assistant Engineers (Civil)	.. ..	Ditto	141	Do.
73	Sub-Divisional Officers (E. & M.) Officiating		Ditto	60	Do.

74	Officiating Assistant Engineers (Civil)	..	..	..	Ditto	141	Do.
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CO-OPERATION DEPARTMENT

75	Assistant Registrars, Co-operative Societies	..	..	..	Class II	12	The <i>ad-hoc</i> appointments of 11 officials were agreed.
76	Assistant Registrars, Co-operative Societies	..	..	..	Ditto	1	Agreed.
77	Assistant Registrars, Co-operative Societies	..	..	..	Ditto	1	Do.
78	Assistant Registrars, Co-operative Societies	..	..	..	Ditto	1	Agreed.

EDUCATION DEPARTMENT

79	Professor in Home Economics	..	..	..	W.P.E.S. I (Senior).	1	Do.
80	Lecturers in different subjects (Collegiate Branch-Men's Section)	..	..	..	W.P.E.S. II	166	Do.
81	Lecturers in different subjects (Collegiate Branch-Women's Section).	..	..	..	Ditto.	58	Do..
82	Lecturers in different subjects (Collegiate Branch-Men's Section)	..	..	..	Ditto	114	Do.
83	Lecturers in different subjects (Collegiate Branch-Women's Section).	..	..	..	Ditto	40	Do.
84	Lecturers in different subjects (Collegiate Branch-Men's Section)	..	..	..	Ditto	292	Do.
85	Lecturers in different subjects (Collegiate Branch-Women's Section).	..	..	..	Ditto	84	Do.
86	Lecturers in different subjects (Collegiate Branch-Ments Section)	..	..	..	Ditto	191	Do.
87	Lecturers in different subjects (Collegiate Branch-Women's Section).	..	..	..	Ditto	72	Do.
88	Lecturers in different subjects (Collegiate Branch-Men's Section);	..	..	..	Ditto	296	Do.
89	Research Officer	..	..	..	Ditto	1	Not agreed as the person proposed was not academically qualified and was overage.
90	Lecturers in Medium Bengali College, Karachi in different subjects.	..	..	..	Ditto	3	Agreed.
91	Lecturers in Training Colleges in different subjects	..	..	..	Ditto	6	Do.

Serial No.	Name of the post	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

EDUCATION (TECHNICAL) DEPARTMENT

92	Lecturer in Mechanical Engineering Department in N.E.D. Government Engineering College, Karachi.	Class I (Junior Scale).	1	Agreed.
93	Associate Professor in Mechanical N. E.D. Government Engineering College, Karachi.	Class I	1	Do.
94	Senior Instructor Civil for Government Polytechnic Institutes	Ditto	5	Do.
95	Senior Instructor in Mechanical	Ditto	13	Do.
96	Senior Instructor in Chemical	Ditto	3	Do.
97	Senior Instructor in Electrical	Ditto	3	Do.
98	Senior Instructor in Auto and Diesel	Ditto	2	Do.
99	Lecturer in Urdu	Ditto	1	Do.
100	Instructors in Islamiat for Government Commercial Institutes in West Pakistan. ..	Class II	22	Do.
101	Instructors in Islamiat for Government Polytechnic Mstitbtes in West Pakistan.	Ditto	17	Do.

EXCISE AND TAXATION DEPARTMENT

102	Excise and Taxation Officers in the Karachi Region ..	Class II	9	Agreed up to 31st March, 1968.
103	Excise and Taxation Officers in Region 'B'	Ditto	6	The Department was informed that in the case of 3 officers the <i>ad-hoc</i> appointments could be extended in accordance with the S. & G. A. D. circular letter, dated 15th August, 1963. In the case of remaining 3 officers the proposal was agreed for a period of further 6 months.

104	Additional Director, Excise and Taxation, Karachi	..	Class I (Junior)	2	Agreed up to 31st March, 1963.
105	Excise and Taxation Officer in Region 'A'	..	Class II	1	Agreed.

HEALTH DEPARTMENT

106	Senior Registrar, Surgery	..	W.P.H.S., I	3	Agreed.
107	Assistant Professor of Dental Surgery	..	Ditto	1	Do.
108	Assistant Professor of Obstetrics and Gynaecology	..	Ditto	1	Do.
109	Bio-Chemist	..	Ditto	2	Do.
110	Assistant Professor of Anatomy	..	Ditto	6	Not agreed as the candidate did not fulfil the requisite qualifications.
111	Professor of Ophthalmology	..	Ditto	1	Ditto.
112	Specialist Clinical and Specialist Non-Clinical in W. P. H. S., II (Men's Branch).	..	W.P.H.S., II	202	The <i>ad hoc</i> appointments of 131 Doctors were approved.
113	Specialist Clinical and Specialist Non-Clinical in W.P.H.S., II. (Men's Branch).	..	Ditto	..	The <i>ad-hoc</i> appointments of 14 Doctors were approved.
114	Medical Officers in W.P.H.S. II, (Men's Branch)	..	Ditto	56	Agreed.
115	Medical Officers in W.P.H.S. II (Women's Branch)	..	Ditto	18	Do.
116	Physian/Surgeon	..	W.P.H.S., I	6	Do.
117	Inspectors of Drugs	..	W.P.H.S., II	2	Do.
118	Inspectors of Drugs	..	Ditto	2	Do.
119	Professor of Orthopaedic Surgery	..	Specialist	1	Do.
120	W. P. H. S., Class II (Women's Branch)	..	Class II	110	The <i>ad-hoc</i> appointments of 14 Doctors were approved.
121	W. P. H. S., Class II (Men's Branch)	..	Ditto	422	The <i>ad-hoc</i> appointments of 58 Doctors were approved.
122	W.P.H.S., Class II (Women's Branch)	..	Ditto	110	The <i>ad-hoc</i> appointment of 1 Doctor was approved.
123	W.P.H.S., Class II (Men's Branch)	..	Ditto	422	The <i>ad-hoc</i> appointments of 11 Doctors were approved.

Serial No.	Name of the posts	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

HOME (JAIL) DEPARTMENT

124	Superintendent, Jail Class II Central Region	Class II ..	5	Agreed.
125	Superintendent, Jail Class I	Class I ..	1	Do.

HOME RECLAMATION (PROBATION) DEPARTMENT

126	Supervisor Reclamation and Probation	Class II ..	1	Agreed.
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INDUSTRIES DEPARTMENT

127	Assistant Director	Class I (Junior)	1	Agreed.
128	Research Officer	Class II ..	2	Do.
129	Research Officer	Ditto	2	Do.
130	Industrial Development Officer	Ditto	6	Do.
131	Industrial Development Officer	Ditto	1	Do.
132	Industrial Development Officer	Ditto	1	Do.
133	Industrial Development Officer/Purchase Officers ..	Ditto	13	Do.
134	Marketing Officer (Wool)	Class I ..	1	Do.
135	Marketing Officer (Wool)	Ditto	1	Do.
136	Assistant Director of Industries	Ditto	5	Do.
137	Assistant Director of Industries	Ditto	5	Do.
138	Industrial Development Officer	Class II ..	1	Do.

139	Deputy Director (Technical) Mineral Development ..	..	Class I ..	1	
140	Industrial Development Officer	..	Class II ..	1	It was not agreed to allow him to continue as Industrial Development Officer on <i>ad-hoc</i> basis in the first instance but on reconsideration of the case the officer was allowed to continue.
141	Assistant Director of Industries	..	Class I (Junior)	1	Agreed.
142	Assistant Director of Industries	..	Ditto. ..	5	Agreed to the continued <i>ad hoc</i> appointment of one officer upto 30th September 1968 or till the finalization of his case whichever is earlier. In the case of remaining officers the Department was advised to extend the <i>ad-hoc</i> promotion themselves as the regular proposal was with the Commission.

INFORMATION DEPARTMENT

143	Information Officer	..	Class II ..	1	Agreed.
144	Information Officer	..	Ditto	4	Do.
145	Information Officer	..	Ditto	1	Do.
146	Assistant Director Information	..	Class I ..	1	Do.
147	Assistant Director Information	..	Class I ..	1	Do.

IRRIGATION AND POWER DEPARTMENT

148	Officiating Executive Engineer	..	Class I ..	37	Agreed.
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LABOUR DEPARTMENT

149	Regional Manager Employment Exchange Organization ..	..	Class I (Junior)	2	Agreed in the case of one and not agreed in the case of other on the basis of unsatisfactory record of the officer.
150	Regional Manager Employment Exchange Organization ..	..	Ditto	1	Not agreed as the Department neither made available the seniority list of class II officer nor intimated the position about the application of the cycle system.

Serial No.	Name of the post	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

PUBLIC HEALTH ENGINEERING DEPARTMENT

151	Assistant Engineer (Civil)	Class II	2	Not agreed as the reference was not received through the Secretary of the concerned Department.
152	Assistant Engineers (Mechanical)	Class II	2	Agreed subject to the condition that a regular requisition would be sent to the Commission before appointment orders are issued.
153	Research Officer (Scientist)	Class I	1	Agreed upto six months with effect from 21st April 1968.
154	Research Officer (Scientist)	Ditto	1	Agreed upto six months with effect from 21st October, 1968.

RAILWAY DEPARTMENT

155	Assistant Surgeons	Class II	6	Agreed.
156	Assistant Surgeons	Ditto	5	Do.
157	Officer on Special Duty (Co-operative) Senior Class I	Senior Class	1	Do.
158	Promotion of a Class II Officer of the personnel Branch of P. W. R. to Class I (Senior Scale).	Ditto	3	Do.
159	Lady Assistant Surgeon	Class II	1	Do.
160	Lady Assistant Surgeon	Ditto	1	Do.

161	Assistant Surgeon	..	..	..	Ditto	3	Do.
162	Assistant Surgeon	..	..	..	Ditto	4	Do.
163	Lady Assistant Surgeon	..	..	..	Ditto	4	Do.
164	Junior Information Officer	..	..	..	Class I ..	1	Do.
165	Senior Statistical Officer	..	..	..	Class I (Senior)	1	Do.
166	Divisional Mechanical Engineer	..	..	..	Senior Class I..	2	Do.
167	Divisional Medical Officer	..	..	..	Ditto	1	Do.

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

168	Additional Civil Judge, Karachi	..	..	..	Class I ..	1	Agreed to the proposed extension of his <i>ad-hoc</i> appointment from 1st April, 1967 to 3rd January 1968.
169	Section Officer	..	..	..	Junior Class I	8	Agreed.
170	Section Officer	..	..	..	Ditto	41	Do.
171	Section Officer	..	..	..	Ditto	10	Do.
172	Section Officer	..	..	..	Ditto	4	Do.
173	Head Translator Official Language Committee Class II	..	..	..	Class II ..	1	Do.

SOCIAL WELFARE DEPARTMENT

174	Senior Community Development Officer..	..	..	..	Senior Class I..	3.	Not agreed as one of the proposed officers was not held eligible and about the remaining two it was decided to refer their cases of <i>ad-hoc</i> appointments after their regular promotions to Class II are approved by the Commission.
175	Principal and Child Welfare and Inservice Training Institute	..	..	..	Ditto	1	Agreed.
176	Superintendent, Mothers and Children Home, Sialkot	..	..	..	Class I (Junior)	1	Do.

APPENDIX IV

APPENDIX IV
CASES OF PROMOTION/TRANSFER/CONFIRMATION
(REFERRED TO IN CHAMBER IV)

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	2	6
AGRICULTURE DEPARTMENTS					
1	Assistant Agronomist, W.P.A.S. II ..	1	1	Agreed with the Department's proposal ..	Accepted.
2	Assistant Technologist (Processing), WPAS II	1	1	Ditto	Do.
3	Assistant Botanist (Wheat), WPAS II ..	1	1	Ditto	Do.
4	Assistant Horticulturist, WPAS II ..	1	1	Ditto	Do.
5	Assistant Entomologist, WPAS II ..	1	1	Ditto	Do.
6	Assistant Accounts Officer, WPAS II ..	1	1	Ditto	Do.
7	Extra Assistant Director, Agriculture, WPAS II	2	3	Ditto	Do.
8	Assistant Soil Chemist, WPAS II ..	1	1	Ditto	Do.
9	Assistant Plant Physiologist, WPAS II ..	1	1	Ditto	Do.
10	Assistant Botanist (Maize), WPAS II ..	1	1	Ditto	Do.
11	Assistant Botanist (Cotton), WPAS II ..	1	2	Ditto	Do.
12	Instructors in WPAS II ..	2	2	The Commission agreed to the promotion of one officer and deferred the consideration in the case of other officer for want of certain information.	Do.
13	Assistant Soil Fertility Officer, WPAS II ..	3	3	Agreed with the Department's proposal ..	Do.
14	Assistant Agricultural Chemist Khanpur, WPAS II.	1	1	Ditto	Do.

15	Assistant Agricultural Chemist, Lyallpur WPAS II.	1	1	Ditto.	Do.
16	Assistant Agricultural Chemist, Lyallpur, WPAS-II.	1	1	Ditto	Do.
17	Assistant Soil Fertility Officer, WPAS II ..	1	1	Ditto	Do.
18	Assistant Plant Pathologist (Tabacco), WPAS-II.	1	1	Ditto	Do.
19	Physiologist in WPAS II	1	1	Ditto	Do.
20	Assistant Cotton Breeder, WPAS II ..	1	1	Ditto	Do.
21	Confirmation as Farm Superintendent, WPAS II.	1	1	Ditto	Do.
22	Assistant Agricultural Engineer, WPAS II ..	1	1	Ditto	Do.
23	Assistant Plant Protection Officer, WPAS II ..	1	1	Ditto	Do.
24	Assistant Accounts Officer, WPAS II ..	1	1	Not Agreed	Do.
25	Assistant Botanist (Taxonomy), WPAS II ..	1	1	Agreed with the Department's proposal ..	..
26	Assistant Oil Technologist, WPAS II ..	1	1	Ditto	..
27	Assistant Botanist (Sugarcane)/Assistant Agromomist, WPAS II.	1	1	Ditto	..
28	Confirmation as Agricultural Chemist, WPAS I	1	1	Not Agreed	Accepted.
29	Forest Officer in WPAS II	1	1	Agreed with the Department's proposal ..	Do.
30	Soil Scientist in WPAS I	1	1	The Commission did not consider the Officer a suitable and advised the Department to forward a fresh proposal.	Do.
31	Agriculturist/Agromomist, WPAS I ..	1	1	Agreed with the Department's proposal ..	..
32	Assistant Plant Pathologist (Virology), WPAS I	1	1	Ditto	..
33	Agromomist, WPAS I	1	1	Ditto	..
34	Sugarcane Botanist, WPAS I	1	1	Ditto	..
35	Cotton Botanist, WPAS I	1	1	Ditto.	
36	Fodder Botanist, WPAS I	1	1	Ditto.	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	
37	Food Technologist, WPASI	1	1	Agreed with the Departments' proposal	
38	Vegetable Botanist, WPASI	1	1	Ditto.	
39	Arid Zone Pomologist Horticulturist (Pomolog) WPASI.	1	1	Ditto.	
40	Economic Botanist, WPASI	1	1	Ditto.	
41	Agricultural Chemist, WPASI	1	1	Ditto.	
42	Soil Chemist, WPAS I	1	1	Ditto.	
43	Soil Fertility Officer, WPASI	1	1	Ditto.	
44	Agriculturist Agronomist, WPASI	1	1	Ditto.	
45	Cotton Botanist, WPASI	1	1	Ditto.	
46	Assistant Soil Fertility Officers WPAS II..	2	2	Ditto	Accepted.
47	Assistant Botanists, WPAS II	2	2	Ditto.	
48	Assistant Agricultural Chemist, Kharapur, WPAS II	1	1	Ditto.	
49	Assistant Agronomist, Bahawalpur, WPAS II	1	1	Ditto.	
50	Assistant Entomologist, WPAS II	1	1	Ditto.	Accepted.
51	Assistant Entomologist WPAS II	2	2	Ditto	Do.
52	Farm Superintendent/Assistant Agronomist Farm WPASI	1	1	Ditto.	Do.

53	Assistant Entomologist (Central Region), WPAS II.	4	4+3 in absentia		
54	District Soil Conversationists, WPAS II ..	4	4	Accepted.	Do.
55	Assistant Plant Pathologist	2	1 2+in absentia	Agreed with the Department proposal	Do.
56	Extra Assistant Director of Agriculture Lahore Region.	1	1	Ditto	
57	Extra Assistant Director of Agriculture Recovery of Outstanding Government dues of Cotton Fee.	1	1	Ditto	Accepted.
58	Extra Assistant Director of Agriculture ..	1	1		
59	Assistant Agricultural Chemist (Gur) ..	1	1	Ditto	Accepted.
60	Assistant Soil Fertility Officer (Peshawar Region)	1	1	Ditto	Do.
61	Assistant Food Technologist ..	1	1	Ditto.	
62	Confirmation as Assistant Horticulturists	1	1	Ditto.	
63	Confirmation as Assistant Horticulturists	1	1	Ditto.	
64	Assistant Horticulturist (Deciduous Fruit) WPAS II (Northern Region).	1	1	Ditto.	Accepted.
65	Confirmation as Agricultural Chemist, Horticulturist and Plant Pathologist WPAS I	3	3	Ditto	Do.
66	Agricultural Engineers ..	7	13	Agreed to the promotion of 8 officers including absentia 5 were not considered suitable. For the remaining one vacancy fresh proposal sent for.	
67	Cotton Botanist, Multan	1	1	Agreed with the Department's proposal.	
68	Agricultural Chemist Bio-Chemistry) WPAS I (Research Wing).	1	1	Ditto.	
69	Assistant Technologist (Cereals)	1	1	Ditto.	
70	Assistant Botanist in WPAS II (Northern Region)			Ditto	

Serial No.	Service or post	No. of vacancies	No. of persons considered for proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	6
AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT					
71	Assistant Director, WPAHS I	2	2	Agreed with the Department proposal ..	Accepted.
72	Poultry Development Officer and Dairy Development Officer in WPAHS II	2	4	Agreed in the cases of two and not agreed in the cases of other two.	..
73	WPAHS Class II Multan Region	1	2	The Commission approved the promotion of one superseding his senior.	Accepted.
74	Sheep Development Officer, WPAHS I in Peshawar Region.	1	1	Agreed with the Department's proposal ..	
75	WPAHS Class II, the Directorate of West Pakistan Veterinary Research Institute.	6	6	Agreed in the cases of 5 and not agreed in the cases of one.	Accepted.
76	WPAHS Class I (Extension side)	9	13 including two retired and two in absentia being on deputation.	Agreed with the Department's proposal.	
AGRICULTURE (FISHERIES) DEPARTMENT					
77	Assistant Director of Fisheries	2	2	Agreed with the Department's proposal ..	..
78	Extra Assistant Director of Fisheries ..	8	8	Agreed to the promotion of 4 officers and the remaining 4 were not considered suitable.	Accepted.
AGRICULTURE (FOREST) DEPARTMENT					
79	W. P. F. S. II	2	2	Agreed with the Department's proposal ..	Accepted.
80	Selection Grade Class I in Forest Department ..	1	1	Ditto ..	Do.

81	Assistant Director, Sericulture Frontier Region in W.P.F.S. I (Junior)	1	2	File closed and the Department was asked to forward fresh proposal after the rules are framed.	..
82	Sub-Divisional Forest Officer (Wild life) Quetta	1	1	The Department was asked to forward fresh proposal after the rules are framed.	..
BASIC DEMOCRACIES DEPARTMENT					
83	Transfer as Development Officer	1	1	Not agreed.	Accepted.
CIVIL DEFENCE DEPARTMENT					
84	Administrative Officer	1	1	Agreed with the Department's proposal ..	Do.
COMMUNICATIONS AND WORKS DEPARTMENT					
85	Executive Engineer	2	2	Agreed with the Department's proposal ..	..
86	Executive Engineer (E & M) to Class I ..	7	7	The Commission agreed to the promotion of 5 officers and did not agree in respect of remaining two.	..
87	Promotion of Consulting Architect to the Selec- tion Grade.	1	1	Agreed with the Department's proposal ..	..
88	Class II Temporary Engineers to Class I (Junior)	39	39	Agreed to the promotion of 37 officer and did not agree in respect of the remain- ing two.	..
89	Officiating Sub-Divisional Officers	1	1	Agreed with the Department's proposal ..	Accepted.
90	Transfer of B & R Engineers to Public Health Engineering Department.	23	23	The Commission agreed to the transfer of these officers from one Department to the other on equal posts/pay if no promotion or payment of higher emoluments are in- volved.	Do.
91	Officiating Executive Engineer	1	1	Agreed with the Department's proposal ..	Do.
92	Officiating Executive Engineer	2	2	Ditto	
93	Officiating Executive Engineer	1	1	Ditto.	
94	Officiating Executive Engineer	1	1	Not agreed.	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether any recommendations were accepted by the Department
1	2	3	4	5	6

95	Promotion of Class II Temporary Engineers against post 1963 vacancies of Class I (Junior).	45	38	Agreed to the promotion of 37 officers and did not agree to the promotion of one officer. The cases of the remaining 8 officers remained unsettled.	
96	Officiating Executive Engineers ..	16	16	Agreed with the Department's proposal ..	
97	Officiating Executive Engineers (E & M) ..	7	7	Ditto	
98	Confirmation as Executive Engineers (E & M) in Class I.	7	7	Agreed to the confirmation of 6 officers and did not agree in respect of the remaining one.	

CO-OPERATION DEPARTMENT

99	Deputy Registrar, Co-operative Societies ..	18	17	Agreed to the promotion of 17 officers including 2 retired officers. For the remaining vacancies the case remained pending for want of C.Rs.	Accepted.
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EDUCATION DEPARTMENT

100	S. E. S. officials to W.P.E.S. II (Administration Branch, Womens' Section), Lahore Region.	34	32	31 were considered suitable and one not suitable. The cases of 3 not finalised.	Do.
101	S. E. S. officials to W.P.E.S. II (Administration Branch, Women's Section), Hyderabad Region.	2	3 including one proposed for super-session.	Agreed with the Department's proposal ..	Do.
102	S. E. S. officials to W.P.E.S. II (Administration Branch) (Women's Section), Quetta Region.	2	2	Ditto	Do.
103	S.E.S. officials to W.P.E.S. II (Administration Branch) (Men's Section), Quetta Region.	17	17	Ditto	Do.

104	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section), Karachi Region.	6	6	Ditto	Do.
105	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section) Rawalpindi Region.	16	16	Ditto	Do.
106	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section) Hyderabad Region.	10	10	Ditto	Do.
107	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section), Peshawar Region.	16	16	Ditto	Do.
108	S. E. S. officials to W.P.E.S. II (Administration Branch, Women's Section), Rawalpindi Region.	8	7	Ditto	Do.
109	S.E.S. officials to W.P.E.S. II (Administration Branch—Men's Section), Lahore Region.	42	30	Considered 30 suitable and the cases of 12 not finalised.	Accepted.
110	Promotion of a officer in W.P.E.S. Class I (Senior) (Administration Branch, Men's Section) to Selection Grade.	1	1	Agreed with the Department's proposal.	Accepted.
111	S.E.R.S. officials to W.P.E.S. II (Administration Branch, Men's Section), Peshawar Region.	16	17 including one in absentia	Ditto	Do.
112	S.E.R.S. Lady officials to W.P.E.S.-II (Administration Branch), Women's Sections, Karachi Region.	1	1	Ditto	Do.
113	Lecturers from W.P.E.S. II to W.P.E.S. I (Junior Scale) (Collegiate Branch) (Women's Section).	36	36	Ditto	..
114	Officers of W.P.E.S. II (Administration Branch; Women's Section) W.P.E.S. I (Administration Branch—Women's Section.)	4	4	Ditto	Accepted.
115	S.E.R.S. officials to W.P.E.S. II (Administration Branch Women's Section), Rawalpindi Region.	1	1	Ditto	..

EDUCATION (TECHNICAL) DEPARTMENT.

116	Principals for Government Polytechnic Institutes in West Pakistan.	6	6	Ditto	Accepted.
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Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	6

EXCISE AND TAXATION DEPARTMENT

117	Excise and Taxation Officer in Region 'B' ..	3	3	Agreed in the cases of two and not agreed in the case of one.	..
118	Additional Directors, Excise and Taxation, Karachi vi.	2	2	Agreed with the Department's proposal ..	Accepted.

FINANCE DEPARTMENT

119	Assistant Directors in the Local Audit Department.	4	4	Agree with the Department proposal ..	Acceptance in case of 2 officers received 88
120	Audit Officer in the Sagodha Region ..	1	1	Ditto ..	Accepted
121	Audit Officer in the Audit Department ..	3	3	Ditto ..	Do.
122	Audit Officers in Lahore Region ..	4	4	Ditto ..	Do.
123	Audit Officers in Peshawar Region ..	2	2	Ditto ..	Do.
124	Audit Officers in Multan Region ..	2	2	Agreed in the case of one subject to the claim of his senior who was under enquiry and disagreed in the case of other.	Do.
125	Audit Officers in Sargodha Region ..	2	2	Agreed with the Department's proposal ..	Do.
126	Director in the Local Audit Department ..	2	2	Ditto ..	..
127	Director Local Fund Audit Department ..	3	3	Ditto ..	..
128	Audit Officer in Peshawar Region ..	1	1	Ditto ..	Accepted.
129	Audit Officer in Lahore Regions ..	1	1	Ditto ..	..

130	Audit Officer in Bahawalpur Region	1	1	Ditto	Accepted..
131	Assistant Accounts Officers Food, Department	1	1	Case closed as the Department failed to supply information and documents.	..
132	District Food Controller	3	3	Agreed with the Department's proposal ..	Accepted.
133	Assistant Director, Food	2	2	Ditto ..	
134	District Food Controller in Multan Region ..	1	1	Ditto ..	

HEALTH DEPARTMENT

135	Confirmation as Dental Surgeons	20	20	Agreed except in the case of one who was not regular temporary selectee of the Commission but was recommended only in a stop-gap measure. The Department was informed that the case of that doctor did not fall under para 4.4 of the procedural instructions and that the post should be filled by initial recruitment.	..
136	W.P.H.S. II, Peshawar Region	2	2	Agreed with the Department's proposal.	

HOME (JAIL) DEPARTMENT

137	Deputy Superintendent, Jail	3	3	Agreed with the Department's proposal ..	Accepted.
138	Deputy Superintendent, Jail	1	1	Ditto ..	..
139	Fit List upto Class II Superintendent Jail Class II.	10	10	Agreed in the cases of 8 persons and not in respect of the remaining two.	
140	Superintendent, Jail, Class I	2	3	Agreed to the promotion of 2 officers ignoring one senior.	..

HOME (POLICE) DEPARTMENT

141	Confirmation as P.D.S.P. Region No. V ..	1	1	Agreed with the Department's proposal ..	Accepted.
142	Confirmation as D.S.P. Region No. IV ..	5	5	The Commission agreed except in the case of one officer.	Do.
143	Confirmation as P.D.S.P. Region No. IV ..	1	1	Agreed with the Department's proposal ..	Do.
144	Confirmation as D. S. P. Region No. III ..	8	8	Ditto ..	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the department
1	2	3	4	5	6

HOME (POLICE) DEPARTMENT—*cont'd.*

145	Select list of Inspectors fit for promotion as Officiating D. S. P.	6	6	Agreed with the Department's proposal.	Accepted.
146	Confirmation as D. S. P.	5	5	Ditto	Do.
147	Deputy Superintendent of Police in Region No. III.	1	1	Ditto	..
148	Confirmation as D. S. P. in Region No. I	3	3	Agreed to the confirmation of 2 officers and not agreed in respect of the remaining one.	..
149	Selection Grade promotion to an officiating D.S.P.	1	1	The Commission reiterated to their previous advice and recommended the same officer for selection grade.	..
150	Deputy Superintendents of Police in Region No. V.	4	4	Agreed with the Department's proposal	..
151	P. D. S. P.	1	1	Ditto.	..
152	Select list for promotion to the rank of D.S.P. in Region No. 3.	43	43	Ditto.	..
153	Select list for promotion to the rank of D.S.P. in Region No. 2.	26	28	Agreed to the promotion of 26 officers and recommended 2 for supersession.	..

INDUSTRIES DEPARTMENT

154	Deputy Chief Inspector of Boiler	1	1	Agreed with the Department's proposal.	..
155	Assistant Director of Industries	11	11	Ditto	Accepted.
156	Assistant Director of Industries	1	1	Ditto	Do.
157	West Pakistan Industries Service Class I	12	13	Agreed in the cases of 11 officers. One was not considered suitable and in his place, a Junior Officer was recommended.	..

158	Industrial Development Officer/Purchase Officer.	6	2	Agreed to in the cases of two officers. The cases of 4 remained unsettled.	..
159	Confirmation as Inspector of Biolers ..	2	2	Agreed with the Department's proposal ..	..
160	Marketing Officer (Wool) ..	1	1	Ditto ..	..
161	Industrial Development Officer/Purchase Officer.	5	3	Agreed in the cases of 3 officers. The cases of 2 remained unsettled.	..
162	Industrial Development Officer/Purchase Officer	11	10	Agreed in the case of 10 officers. The case of one officer remained under consideration.	..
163	Absorption against the post of Assistant Director Industries	1	1	Advised to get his name included in the list of surplus officers and forward requisition.	..
164	Confirmation as Assistant Director of Industries	1	1	Agreed with the Department's proposal.	..
165	Administrative Officer	1	1	Agreed with the Department's proposal ..	Accepted.
166	Industrial Development Officer/Purchase Officer.	1	1	Ditto.	..

INFORMATION DEPARTMENT

167	Assistant Director (Technical)	1	1	Agreed with the Department's proposal ..	Accepted.
168	Information Officers (Pictorial Publicity) ..	1	1	Ditto ..	Do.
169	Information Officers	3	3	Ditto ..	Do.
170	Technical Officer	1	1	Ditto ..	Do.

IRRIGATION AND POWER DEPARTMENT

171	Canal Collector Lahore Region	1 + 2 (Select List)	3	Agreed with the Department's proposal ..	..
172	Absorption into Class II	80	70	66 considered suitable and 4 unsuitable. The cases of ten remained pending.	..
173	Canal Collector Bahawalpur Region ..	1	1	Agreed with the Department's proposal ..	Accepted.
174	Canal Collector Sargodha Region ..	2 + 1 (Select List)	3	Ditto.	..
175	Junior Research Officer Statistics in the Irrigation Research Institute-	1	1	Ditto ..	..

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department.
1	2	3	4	5	6
176	Officiating Executive Engineer	12	11	11 considered suitable and the case of one officer remained pending.	
177	Officiating Executive Engineer	1	1	Agreed with the Department's proposal ..	Accepted.
178	Officiating Canal Collector, Sargodha ..	1	1	Ditto.	
179	Assistant Land Reclamation Officer ..	6	6	Ditto.	
180	Officiating Executive Engineer	4	4	Ditto.	
181	Officiating Executive Engineer	13	13	Ditto.	Accepted.
182	Promotion of O. E. S. to Class II Peshawar Region.	4	7	Agreed to the promotion against 3 vacancies involving supersession of 4 persons. 4th vacancy was kept vacant.	
183	Assistant Land Reclamation Officer, Sargodha Region.	2	2	Agreed with the Department's proposal. ..	Accepted.
184	Assistant Research Officer Class II ..	2	2	Ditto ..	Do.
185	Officiating Executive Engineer	3	3	Ditto ..	Do.
186	Promotion of O. E. S. to Class II Sargodha Region.	7	7	Ditto ..	
187	Assistant Research Officer	1	1	Not agreed.	
188	Electric Inspector Class I	1	1	Agreed with the Department's proposal ..	
189	Officiating Executive Engineer	2	2	Ditto ..	
190	Promotion to S.S.E. Class II ..	1	1	Ditto	

191	Promotion of O.E.S. to Class II, Lahore Region	5	5	Agreed to the promotion of 4 persons and did not agree in respect of one.
192	Officiating Executive Engineer ..	71	64	Agreed to the confirmation of 64 persons and the cases of remaining 7 officers remained unsettled.
193	Confirmation of Land Reclamation Officer Revenue side.	1	3	Agreed to the confirmation of an officer involving supersession of two officers.

LABOUR DEPARTMENT

194	Statistical Officer	1	1	Agreed with the Department's proposal
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PLANNING AND DEVELOPMENT DEPARTMENT

195	Assistant Director in the Industrial Survey Cell of the Bureau of Statistics.	1	1	Agreed with the Department's proposal ..	Accepted.
196	Assistant Chief of Section	2	2	Ditto	..
197	Statistical Officer	1	1	Ditto	Accepted.
198	Assistant Chief of Section	1	1	Ditto	Do.
199	Assistant Director	1	1	Ditto	Do.
200	Assistant Chief of Section	2	2	Ditto	Do.
201	Progress Officer	2	2	Ditto	Do.
202	Assistant Chiefs of Sections	1	2	Considered the Junior Officer a suitable in supersession of his senior.	Do.

PRINTING AND STATIONERY DEPARTMENT

203	Manager (Works)	1	1	Agreed with the Department's proposal ..	Accepted.
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RAILWAY DEPARTMENT

204	Senior Scale post in Electrical Engineering Department.	3	3	Agreed with the Department's proposal ..	Accepted.
205	Senior Scale (Signal Engineer)	1	1	Ditto	Do.
206	Officers of the power Motive and Mechanical Engineering in Class I.	2	2	Ditto	Do.
207	Senior Statistical Officer Class I	1	1	Not agreed and advised to advertise the post.	..

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	6

RAILWAY DEPARTMENT

208	Divisional Medical Officer, Class I ..	1	1	Agreed with the Department's proposal ..	Accepted.
209	Award of Selection Grade to Section Officers ..	2	2 + 1 against the suspended lien of one	Ditto ..	Do.
210	Substantive promotion of an A.M.O. to Senior Scale (Class I) in the Medical Department.	1	1	Continuance agreed upto 31st December 1968 or till the Service Rules are approved, whichever is earlier.	Accepted.
211	Senior scale post of Divisional Signal Engineer	1	1	Not agreed.	..
212	Senior scale post in the Signal Engineering Department.	1	1	Agreed with the Department's proposal.	..
213	Extension in the officiating promotion of Class II officers of Civil Engineering Department to Class I (Senior) Scale.	3	6	Not agreed and advised to promote the officers in Junior Class I to Senior Class I.	..
214	Extension in the officiating promotion to Class I (Senior Scale) posts of Divisional Signal Engineers.	2	2	Agreed with the Department's proposal.	..
215	Senior Scale Class I posts in the Motive (Power) and Mechanical Engineering Branch.	2	2	Not agreed.	..
216	Assistant Chief Superintendent Watch and Ward	1	1	Ditto	..
217	Promotion of Section Officers to the Selection Grade.	2	2	Agreed with the Department's proposal ..	..

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

218	Section Officer	1	1	Agreed with the Department's proposal	..
219	Section Officer .. .	1	1	Ditto.	

220	Promotion of Section Officers to Selection Grade	17	17	Agreed with the Department's proposal ..
221	Section Officers	4	3	Agreed in the cases of 3 officers only. For the 4th vacancy the Department was advised to send a summary proposal.
222	Promotion of Ministerial Government Servants to the P.C.S. (E.B.).	10	10	Agreed with the Department's proposal ..
223	Assistant Directors, Liaison Officer and Principal, Child Welfare Training Institute.	6	6	The proposal was defective and revised proposal was requested.

APPENDIX V

APPENDIX V

CASES OF DISCIPLINARY ACTION [STOPPAGE AT THE EFFICIENCY BAR] STOPPAGE OF INCREMENTS REDUCTION IN PENSION, ETC.

(REFERRED TO IN CHAPTER V)

Serial No.	Subject	Commission's Advice	Action taken by the Government Department concerned
1	2	3	4
AGRICULTURE DEPARTMENT			
1	With holding special additional pension of a retired Principal, Agriculture College, Tandojam.	The Commission advised that it may not be withheld.	Accepted.
COMMUNICATIONS AND WORKS DEPARTMENT			
2	Departmental enquiry against an Executive Engineer and two Assistant Engineers of Communications and Works Department.	The Commission agreed to the proposed punishment of stoppage of three increments with cumulative effect and censure to all the three officers.	Do.
CO-OPERATION DEPARTMENT			
3	Disciplinary action against an Assistant Registrar, Co-operative Societies.	The Commission agreed to the proposed punishment of compulsory retirement of the officer.	Accepted.
EDUCATION DEPARTMENT			
4	Departmental enquiry against a W.P.E.S. II Officer formerly Headmaster, Government Normal School, Sahiwal.	The Commission agreed with the proposed punishment of withholding of two yearly increments without cumulative effect.	Accepted.
5	Departmental enquiry against a W.P.E.S. II Officer formerly District Inspector of Schools, Mirpurkhas.	The Commission agreed with the proposed penalty that he may be reduced in rank to a lower post from W.P.E.S. II to S.E.S.	Do.
6	Departmental enquiry against a W.P.E.S. II Officer on deputation to the Institute of Research and Education, Punjab University.	The Commission agreed to the proposed dismissal of the Officer from service.	Do.

7	Departmental enquiry against a W.P.E.S. II Officer formerly District Inspector of Schools, Tharparkar.	The Commission agreed to the proposed punishment of withholding of two yearly increments without commulative effect.	Accepted.
8	Disciplinary action against a Lecturer in Persian Government Inter College, Alipur (Muzaffargarh).	The Commission advised the Department to hold a fresh enquiry in the case and then refer to the Commission. Case closed under intimation to the Department.	Accepted.
9	Disciplinary action against a Lecturer in Arabic, Government College, Sheikhpura.	The Commission considered punishment proposed by the Department to be rather severe. In view of exceptionally good record of the accused officer, the Commission advised stoppage of the two increments without commulative effect.	Accepted.

HOME (POLICE DEPARTMENT)

10	Departmental enquiry against an officiating D.S.P. ..	The Commission did not agree with the proposed retirement and recommended that a minor punishment may be inflicted upon him.	Acceptance awaited.
11	Reduction in pension to an officiating D.S.P. of Region No. V.	The Commission did not agree to the proposed reduction.	
12	Reduction in pension of a D.S.P. of Region No. III	The Commission did not agree to the proposal.	..

INFORMATION DEPARTMENT

13	Departmental enquiry against an Assistant Director of Information.	The Commission advised to stop the increments of the Officer for 2 years without commulative effect.	Accepted.
14	Departmental enquiry against an Information Officer	The Commission agreed to the proposed punishment of compulsory retirement from Government service of the Officer.	Awaited.

IRRIGATION AND POWER DEPARTMENT

15	Disciplinary action against an Executive Engineer ..	The Commission agreed with the department that the accused Officer may be censured.	Accepted.
16	Disciplinary action against an Assistant Engineer of the former Electricity department.	The Commission agreed to the Department that 50 recovery of the loss may be imposed on the accused officer.	Awaited.

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

17	Reduction in the pension of retired P.C.S. Officer ..	The Commission agreed to the proposed reduction by 2 % ..	
18	Departmental enquiry against a P.C.S. Officer ..	The Commission agreed to the proposed punishment of withholding of increment of the officer for a year with commulative effect.	Accepted.

Serial No.	Subject	Commission's advice	Action taken by Government Department concerned
1	2	3	4
SERVICES AND GENERAL ADMINISTRATION DEPARTMENT— <i>concl.</i>			
19	Departmental enquiry against a P.C.S. Officer ..	The Commission agreed to the proposed punishment of censure	Accepted.
20	Disciplinary action against an Additional City Magistrate, Karachi.	The Commission agreed to the proposed punishment of withholding of 3 increments and transfer to non-magisterial post.	Accepted.
21	Reduction in the gratuity to a retired Karachi.	The Commission agreed to the proposed cut of 5 % in his gratuity.	Accepted.
22	Reduction in superannuation pension of a retired P.O.S., Officer.	The Commission did not agree to the proposed reduction ..	

APPENDIX VI

APPENDIX VI

CASES OF RETIREMENT UNDER ARTICLE 178 (4) (a) OF THE CONSTITUTION

(REFERRED TO IN CHAPTER VI)

Serial No.	Subject	Commission's advice	Action taken by Government Department concerned.
1	2	3	4
BOARD OF REVENUE			
1	Retirement of a Tehsildar, Sargodha Division	The Commission agreed to the retirement of the officer on completion of 25 years qualifying service.	
CO-OPERATION DEPARTMENT			
2	Retirement of a special Auditor of the Co-operative Societies.	The Commission agreed to the retirement of the officer on completion of 25 years qualifying service.	
EDUCATION DEPARTMENT			
3	Retirement of an Inspectress of Girls Schools, Quetta Division.	The Commission did not agree to the proposed retirement of the officer on completion of 25 years service.	Accepted.
4	Retirement of a Headmistress, Government Girls High School, Dharyala Jalap (Rawalpindi Region).	The Commission agreed to the retirement of the Officer on completion of 25 years qualifying service.	Acceptance awaited.
INFORMATION DEPARTMENT			
5	Retirement of an Information Officer	Not agreed	Awaited.
RAILWAY DEPARTMENT			
6	Retirement of an Assistant Engineer P.W.R., Class B	Agreed.	Awaited.

APPENDIX VII

APPENDIX VII
EXAMINATIONS DEPARTMENTAL
 (REFERRED TO IN CHAPTER IX)

Serial No.	Name of the Examination	NUMBER OF CANDIDATES			Percentage of candidates who passed	REMARKS
		Admitted	Examined	Passed qualified		
1	2	3	4	5	6	7
1	Assistant Collectors, Part I, February 1968 ..	14	14	9	64.28%	
2	Assistant Collectors, Part II, February 1968 ..	1	1	1	100%	
3	Revenue Qualifying Examination, April, 1968 ..	18	18	5	27.77%	
4	Assistant Collectors, Part I, April, 1968 ..	6	5	2	40%	
5	Assistant Collectors, Part II, April, 1968 ..	9	8	6	75%	
6	Assistant Collectors, Part I, August, 1968 ..	3	2	2	100%	
7	Assistant Collectors, Part II, August, 1968 ..	5	3	2	66.66%	
8	Revenue Qualifying Examination, October, 1968 ..	16	13	..	Result not de- clared till the end of the year.	
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APPENDIX VIII

APPENDIX VIII

COMPETITIVE EXAMINATIONS TEST CONDUCTED BY THE WEST PAKISTAN PUBLIC SERVICE COMMISSION DURING THE YEAR 1968.

(REFERRED TO IN CHAPTER IX)

Serial No.	Name of the Examination	Place and date of examination	Number of vacancies	Numbers of application for admission	NUMBER OF CANDIDATES					Recommended for appointment	Selected for appointment	REMARKS
					Who were admitted	Who appeared	Who qualified					
							In written portion	Finally in written portion and viva voce				
1	2	3	4	5	6	7	8	9	10	11	12	
1	Competitive Examination for Selection of Stipendiary candidates for training at the Pakistan Forest Institute in the Superior Forest Service Course 1968—70, for recruitment to W.P.F.S. Class I	Peshawar, Lahore, Hyderabad. 5-8-68 to 8-8-68.	5	228	182	134	34	29	5	5	Recommendations accepted.	
	Written test for recruitment to the posts of Assistant Registrars, Co-operative Societies in the W.P.C.S. Class II and Labour Officers in the Labour Department.	Peshawar, Lahore, Hyderabad. 29-1-68.	21 + 17	1226 + 735	488 + 438	890	104 + 107	..	..	..	..	

**ANNUAL REPORT ON THE WORKING
OF THE
WEST PAKISTAN PUBLIC SERVICE COMMISSION
FOR THE YEAR
1968
AND THE
MEMORANDUM REQUIRED UNDER ARTICLE 189 (2)
OF THE CONSTITUTION**



REPORT IN PURSUANCE OF ARTICLE 189 OF THE CONSTITUTION OF THE ISLAMIC REPUBLIC OF PAKISTAN ON THE ACTIVITIES OF THE WEST PAKISTAN PUBLIC SERVICE COMMISSION FOR THE YEAR, 1968.

CHAPTER I—GENERAL

This is the thirteenth report on the working of the West Pakistan Public Service Commission since it was constituted in 1955.

2. During the year under report the following officers worked as Chairman and Members of the Commission :—

1. Chairman .. Mr. I. U. Khan, H. K., S. Pk., C.S.P.
2. Member .. (1) Mr. Abdul Kadir.
(2) Brig. Ata Muhammad Khan.
(3) Nawabzada Muhammad Ayub Khan, P.C.S.
(4) Mr. Muhammad Saleem Khan. He completed his term on 14th October, 1968 (A. N.) and was reappointed for a fresh term with effect from 15th October, 1968 (F. N.).
(5) Mr. R. M. Wall, T. Pk. P. P. M., P.S.P. took over as Member with effect from 7th December, 1968 (F. N.).

3. *Composition and Condition of Service Regulations*—The Members of the Commission continued to be governed by the West Pakistan Public Service Commission (Composition and Conditions of Service) Regulations, 1958. The following new rule was added to the Regulations :—

“6-B—the seniority *inter se* of the Members shall be determined in accordance with the respective dates of their entering upon their office as Members; Provided that when a Member is appointed for a second or subsequent term, his seniority shall be reckoned from the date when he enters upon the second or subsequent term of office, as the case may be.”

4. *Statutory Functions of the Commission*—No change has been made to the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, during the year under report.

This year the East Pakistan Government in consultation with the West Pakistan Government, amended their Department Examination Rules entrusting the work regarding the conduct of the Departmental Examination of C.S.P. Officers of East Pakis-

tan domicile serving in West Pakistan under the supervision of the West Pakistan Public Service Commission. The first such examination has been held in November, 1968.

5. *Rules of procedure of the Commission*—No change was made.

6. *Instructions to Government Departments*—No change has been made to the instructions relating to the procedure to be observed by the Administrative Departments of Government in their dealings with the Commission. The question of an amendment to paragraph 4.4 of the procedure to be observed by the Administrative Departments of Government is under consideration of the Commission.

Government in the Services and General Administration Department had *inter alia* issued instructions in 1967,—*vide* their Circular letter No. S. O. IV (S. & G.A.D.) 16-14/64, dated the 7th October, 1967 to all Departments to follow the following procedure in order to avoid delay in appointments made through the West Pakistan Public Service Commission :—

- (i) *Delay in making requisitions*—(a) Each Department should work out vacancies for one financial year and send the requisitions to the Commission in the preceding March.
- (b) Departmental Secretary should send a certificate to Services and General Administration Department in April that this has been done.
- (ii) *Zonal and Regional Representation*—The responsibility for correct zonal and regional representation in promotions and recruitments will be that of the Administrative Department/Attached Department concerned. The Department should, however, when sending a requisition, invariably supply necessary information regarding Regional/Zonal allocation to the Commission so as to enable them to see whether proposals made by the Department are correct and in keeping with rules. In case of difference of opinion the matter should be referred to the Services and General Administration Department for final decision.

These instructions, are, however, not being faithfully observed by the Administrative Departments of Government, as piecemeal requisitions continue to be sent to the Commission. In many cases they are not complete and necessitate back reference to the Departments concerned.

STAFF OF THE COMMISSION

7. During the year under report, the following Gazetted Officers worked in the Commission's Office :—

- (1) Secretary .. (i) Mr. Amir Yusuf Ali Khan, C. S. P.
 (ii) Mr. Tewfiq Fehmi Rizvi, C. S. P.,
 Officer on Special Duty who proceeded
 abroad on scholarship on 14th September
 1967 reported back in the Commission's
 office on 13th September, 1968 and
 relinquished charge on 23rd September,
 1968 to take up appointment in the
 Central Government.
- (2) Deputy Secretary .. Mr. S. F. Tunia.
- (3) Registrar Examinations. Raja Muhammad Ashraf Khan.
- (4) Assistant Secretary ; Sh. Ghulam Nabi.
- (5) Administrative Officer. Mr. Akhtar Mohsin.

SUBORDINATE STAFF

8. The non-gazetted staff of the Commission was as under :—

(a) *Permanent.*

Senior Superintendents	..	3
Superintendents	..	3
Assistants	..	22
Private Secretary to Chairman	..	1
Stenographers (Senior Scale)	..	4
Steno-typist	..	1
Senior Clerks	..	11
Junior Clerks	..	26

(b) *Temporary*

Superintendents	..	2
Assistants	..	5
Stenographers (Senior Scale)	..	2
Stenographers (Junior Scale)	..	1
Senior Clerk	..	1
Junior Clerks	..	4
Staff Car Driver	..	1

9. The demand for more staff made by the Commission in 1965 was partly met by Government with the sanction of the following additional staff with effect from 1st July, 1968 :—

Senior Superintendent	..	1
Assistants	..	4
Senior Clerks	..	2

The O. & M. Unit which carried out a preliminary examination of the Commission's Office recommended the creation of the post of an additional Assistant Secretary which has been agreed to by the Services and General Administration Department. The Government have constituted a Committee to examine the present methods of personnel selection and to recommend measures for effecting improvements in them. The Commission have concurred with this proposal.

10. The office of the Commission continued as a Non-Secretariat Department in spite of repeated requests made to Government from time to time to classify the staff with secretariat status.

11. The Commission reorganised the office machinery during June, 1968 with a view to improving the working of the office and following measures were adopted :—

- (i) The personnel selection work and promotion, disciplinary pension and other miscellaneous work was separated and assigned to different branches. Previously all kind of work was entrusted to the seven branches excluding the Examination branch which has all along been functioning independently. There are two branches entrusted with promotion and disciplinary work which are working directly under the supervision of the Secretary and the Deputy Secretary of the Commission. The 5 recruitment branches are functioning under 4 Branch Officers, namely Secretary, Deputy Secretary, Assistant Secretary and Administrative Officer. The Registrar, Examinations is solely incharge of personnel selection through written examinations and is also doing the work of Service Regulations. Thus there are 5 gazetted officers responsible for various branches who directly put up cases to the Members-in-Charge or the Commission for orders.
- (ii) The Commission have introduced the practice of indicating the zones of various vacancies in the advertisements and only candidates from the particular zones are summoned for interview. The

candidates from other zones are not called for interview as even if they attain high position in the order of merit they are not likely to be recommended.

12. *Accommodation*—The Commission's office continued to function in the old building at No. 2, Davis Road, Lahore. This building, which was originally requisitioned for the office of the former Punjab and N.-W. F. P. Joint Public Service Commission was, as previously reported from time to time, quite inadequate for the growing needs of the West Pakistan Public Service Commission on account of addition to the number of the Members and expansion of its function and increase in staff. Government were consequently, approached in 1965 for the construction of an additional block. The Government sanctioned an amount of Rs. 3.05 lacs during the current financial year and the work of construction has been taken in hand by the P. W. D. with effect from 14th October, 1968 and it is expected that the work will be completed by the end of 1969.

13. (a) The receipts of the Commission continued to be credited under the head "XXXVI- Miscellaneous Departments Examination Fee-Public Service Commission". The total receipts during the year under report were Rs. 1,08,283.00, which showed increase of Rs. 46,527.00 over the receipts of the last year.

(b) The total expenditure during the year under report was Rs. 6,40,709.43. The break up of the actual expenditure is as follows :—

(i) 25-General Administration—C(14) Secretariat and Headquarters Establishment Public Service Commission :—

	Rs.
(1) Pay of Officers . . .	2,09,069.29
(2) Pay of Establishment . .	2,50,179.60
(3) Travelling Allowance . .	44,056.40
(4) Other Allowances and Honoraria	62,870.97
(5) Contingencies . . .	70,558.17

Total . . .	6,36,734.43
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(ii) 56-Stationery and Printing-B- purchase of Stationery Stores.	3,975.00
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Grand Total . . .	6,40,709.43
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14. *Volume of work*—The following comparative table indicates the nature and volume of work done by the Commission during the year under report and the last year :—

		1968	1967
		— —	— —
(1) Number of applications received	..	9,419	12,631
(2) Number of candidates—			
(a) Called for interview	..	5850+(6 to be con- sidered on paper qualifica- tions).	..
(b) Interviewed	..	3,930+(5 conside- red on paper qualifica- tions).	1,590
(3) Stop-gap appointments dealt with pending regular appointments.		2,571	907
(4) Number of posts for which interviews have been finalised but the Commission's recommendations held up for receipt of final approval of Government for the proposed bifurcation of the existing block and consequential adjustment.		245	..
(5) Number of Officers considered for pro- motion/transfer/confirmation, etc.		1,047	2,170
(6) Number of disciplinary cases	..	22	21
(7) Number of examinations held	..	10	12
(8) Number of candidates examined	..	1,088	1,171
(9) Service/Recruitment Rules cases (including amendments).		55	339
(10) Cases of Retirement on completion of 25 years qualifying service.		6	42
(11) Cases of miscellaneous nature including cases of determination of seniority and Writ/Civil Suit.		86	252
(12) Number of receipts	..	52,074	55,479
(13) Number of issues	..	42,224	54,822

CHAPTER II—INITIAL RECRUITMENT

Last year in October, 1967, the Government issued instructions that the Commission should themselves evolve a uniform and workable system of evaluation for each service within the general framework that 30% marks may be allocated for interview and 70% for academic record and experience. The Commission considered this question and observed that they found the implementation of such a formula on the basis of an elaborate evaluation of classes and divisions, qualifications, number of attempts and failures, etc., of the candidates, very difficult and cumbersome. The Commission expressed the view that the general framework of 30% marks for interview and 70% marks for academic record and experience should continue as at present because this system was working quite satisfactorily. The Commission also requested the Government to modify the instructions issued in 1967 accordingly but the final decision has not yet been conveyed by the Government.

2. Requisitions for 21 posts in various subjects for the Pakistan Forest Institute, Peshawar were received. With the exception of three all other posts were advertised and action on the applications received in response to the advertisement was almost completed. The interviews of the candidates were not completed or started when a Board of Governors for the Pakistan Forest Institute, Peshawar was constituted under the West Pakistan Educational and Training Institutions Ordinance, 1960. In pursuance of the Government Notification No. F-2(30)/67-BG/2372, dated 18th September, 1968 constituting the Board of Governors, the Agriculture Department intimated that recruitment to the Class I and Class II posts falling vacant in the Pakistan Forest Institute, Peshawar would be made by the Board of Governors themselves and requested the Commission for the return of all requisitions previously placed with them. The matter has been under consideration of the Commission whether the Commission are still competent to deal with the cases which were received prior to the issue of the above notification particularly when this notification is silent about the powers and functions of the Board.

3. *Temporary appointees*—The Commission observed that due consideration could not be given to the temporary appointees so long as the temporary and permanent posts were grouped together for the purposes of the application of the Block System. When these temporary appointees applied for subsequent vacancies they were not called for interview as they had already been selected, but no permanent vacancy was give-

to them, as permanent vacancies were filled by candidates selected subsequently. This resulted in undue hardship. Again if a temporary post went to a zone under the combined Block System but was subsequently abolished, that zone lost the vacancy and the persons from that zone remained unrepresented in the services concerned.

Keeping these factors in view the Commission recommended the maintenance of two separate blocks, one for temporary posts and the other for posts which were of more or less of a permanent nature. This matter is awaiting consideration by the Council of Ministers.

4. *Merit quota*—It was also noticed that the instructions about the application of the Block System were not the same as were envisaged by the Reorganisation Committee. The Commission suggested that 20 per cent vacancies should first be earmarked for being filled on merit and the Block System should be applicable to the remaining vacancies.

5. *Filling up of zonal vacancies*—According to the previous practice, if no candidate was available from a particular zone the vacancy was filled on an all West Pakistan basis. If subsequently a candidate became available from that zone he was not considered because it was not the turn of the zone to get the vacancy. This resulted in hardship for zones for which vacancies were limited. The Commission, therefore, suggested that if no candidate was available from a particular zone that vacancy might be filled on all West Pakistan basis on the express condition that when a suitable candidate was available from that zone, a vacancy should be given to that particular zone. These suggestions were approved by the Secretaries Committee and are now pending for consideration by the Council of Ministers.

6. Appendix I gives a list of requisitions for filling vacancies by initial recruitment which were disposed of by the Commission. The Commission interviewed 2,194 candidates and considered sixteen candidates on paper qualifications and recommended 649 candidates for appointment against 1,141 advertised posts in 143 cases of initial recruitment. Details are given in the Appendix I against each item.

7. Dearth of suitable candidates for technical and specialised posts continued to be encountered during the year. The Commission could not make any recommendations in 44 cases involving 78 posts. The details of these cases are given in Appendix II. In addition for several other posts, the Commission could not recommend the required number of candidates details of which may be found in Appendix I.

It would be observed that the Commission were unable to have adequate response from suitably qualified candidates in the following main fields:—

- (a) Senior teaching posts in Technical Education.
- (b) Senior teaching and specialist posts of Health Department.
- (c) Specialised and research side of Agriculture (Forest).

CHAPTER III—AD HOC APPOINTMENTS

In order to curb the tendency of making *ad hoc* appointments without justification and to restrict such appointments to genuine cases only, Government in the Services and General Administration Department circular letter No. S.O.IV (S&GAD) 16-14/64, dated 20th October, 1966, laid down a specific procedure for making *ad hoc* appointments. The *Ad hoc* Appointments' Committee is headed by the Chairman of the Commission and consists of the Secretary of the concerned Administrative Department and the Deputy Secretary (Regulations) of the Services and General Administration Department. All work concerning *Ad hoc* appointments is processed in the Commission's office though the decisions are taken by the *ad hoc* Appointments Committee.

Besides the cases decided by the *Ad hoc* Appointment Committee, the Commission also considered cases involving extension in respect of *ad hoc* appointments approved by the Commission before the *Ad hoc* Appointment Committee came into existence.

9. During the year under report the cases of 2,571 officers were examined by the office of the Commission and were disposed of by the Commission/*Ad hoc* appointments Committee. Further details are given in Appendix III against each item.

The *ad hoc* Appointments Committee noted down six cases in which irregularities were committed by the various departments. These cases and the nature of the irregularities committed were brought to the notice of the S.&G.A.D. for necessary action.

CHAPTER IV—PROMOTION, CONFIRMATION AND TRANSFER CASES

The Commission considered 1,047 officers for promotions, confirmations, transfers, etc., against 1,060 posts in 223 proposals which were finalised during the year under report.

The Commission regret to observe that in quite a number of cases the Administrative Departments concerned failed to fully appreciate and respond to the earnest efforts made by the Commission in finalising such cases as expeditiously as possible. In some cases the documents, etc., were supplied after protracted correspondence. It was also noted that the departments did not

follow the provisions of the Service/Recruitment Rules while submitting their proposals, which delayed the finalisation of the cases of officers and caused inconvenience to them.

Previously the cases of promotion were examined and decided in the light of the rules/instructions in force at the time of considering the proposal for filling vacancies. The Commission observed that the High Court of West Pakistan in Writ Petition No. 702 of 1961 has held that the terms and conditions which were applicable to Government servants before the commencing day of Constitution could not be taken away by the Provincial Legislature by giving retrospective effect to the repeal of any rule of 1943 by an Ordinance of 1963. This decision of the High Court is under appeal to the Supreme Court. The Commission realised that no amount of delay on the part of the department or the Commission in finalising the case can take away the right of those persons who were entitled to consideration for promotion at the time the vacancies occurred. Accordingly the Commission have decided that the promotions should be finalised in accordance with the rules or instructions in force at the time the vacancies occurred. For this purpose the vacancies have been divided into the following five categories :—

- | <i>Category of vacancies</i> | <i>Rules or instructions applicable</i> |
|--|--|
| (a) The vacancies against pre-integration posts which were available at the time of integration. | The rules prevalent in the former integrating units concerned. |
| (b) The vacancies against pre-integration posts which occurred on/after 14-10-55 up to 15-4-63. | The Service Rules of the unit concerned. But if there were no Service Rules of the unit concerned then the general principle of merit-cum-seniority and other provisions contained in paragraphs 18 and 19 of Government of West Pakistan S.&G.A.D. letter No. 871-Integ-55/4471, dated 25th November 1955, should be applied. |
| (c) The vacancies against posts created on/after 14-10-55 upto 15-4-63. | The vacancies should be filled according to para. 20 of Government of West Pakistan S. &G.A.D. letter issued on 25th November, 1955, on the basis of merit-cum-seniority. |

- (d) The vacancies which occurred between the period from 16-4-63 prior to the date of notification of Service Rules. The vacancies should be filled according to the instructions contained in the Government of West Pakistan, S. & G.A.D. letter No. S.O. XIX-Misc-1/62, dated 16-4-1963, on the basis of merit-*cum*-seniority.
- (e) The vacancies which occurred on after the date of notification of Service Rules. The vacancies should be filled in accordance with the notified Rules.

The Service/Recruitment Rules have prospective effect from the date of their notification.

The Commission now insist upon knowing the dates of occurrence of vacancies as it is then alone that correct rules and instructions can be applied to each proposal.

Consideration of Retired Officers—Previously retired officers were not considered for promotion. It was noticed that omission to consider retired officers created complications. In some cases officers got promotion from earlier dates. If retired officers had been considered the date of their promotion would have been the date of the retirement of the officers who were ignored on the ground that they had retired. It was also noticed that, if retired officers had been considered, the very nature of the vacancy would change because the officers next to the retired officers could claim consideration only from the date of the retirement of their seniors. The Commission considers retired officers as well and is in a position to give correct decisions.

The Commission wish to emphasise that if the departments observe all the requirements of the relevant Service/Recruitment Rules and forward their proposals with the relevant seniority lists and complete character rolls as per Government instructions contained in the Services and General Administration Department Circular No. S.O. IV (S & GAD) 16-14/64, dated the 7th October, 1967, it would enable them to finalise the cases without making any back reference and convey their advice expeditiously.

In addition to the finalised proposals as detailed in Appendix IV, a number of proposals were under examination at the end of the year. These were either received very late in the year or could not be finalised due to the reasons given above. These cases have not been included in Appendix IV and have been carried over to the next year.

CHAPTER V—DISCIPLINARY CASES

In all 22 cases under this head including stoppage of increments, reduction in ordinary pension or withholding of Special/Additional Pensions for certain periods, were considered and fina-

lised by the Commission during the year. Particulars of these twenty-two cases are given in Appendix V.

CHAPTER VI—CASES OF RETIREMENT UNDER ARTICLE 178 (4) (a) OF THE CONSTITUTION

Under this head, the Commission tendered advice in the cases of six officers, details of which are given in Appendix VI.

CHAPTER VII—RECRUITMENT AND CONDITIONS OF SERVICE RULES CASES.

The Commission tendered advice in eighteen cases of new rules and in thirty-seven cases of amendments to the rules which have already been notified. Some cases of new rules and a few cases of amendments to the rules were under consideration at the end of the year.

CHAPTER VIII—MISCELLANEOUS

General cases—Fourteen cases of miscellaneous nature were received in which the Commission tendered advice.

Writ/Civil Suits—The Commission were made a party in sixteen petitions and nineteen civil suits filed by certain applicants/officers in different cases of recruitment/promotion. The concerned courts dismissed three writ petitions and one civil suit and granted injunctions in three cases. One of the civil suits was withdrawn by the plaintiff.

Refund of Fees—Twenty eight cases of refund of Examination Fees were decided by the Commission.

Mal-practices by candidates—(i) One candidate who appeared in the W.P.C.S. (Executive Branch) and Section Officers, etc., combined competitive examination, held in May, 1967, has been disqualified and his result has been quashed on account of suppression of material information by him in his application dated 8th November 1966, submitted for this examination.

(ii) Another candidate who appeared in the Competitive Examination, held in 1968 for selection of stipendiary candidates for training at the Pakistan Forest Institute in the Superior Forest Service Course 1968-70 for recruitment to W. P. F. S., Class I has been disqualified for one year on account of supplying incorrect material information in his application for the examination.

(iii) Five more candidates who appeared in the combined written test for recruitment to the posts of Labour Officers and Assistant Registrars, Co-operative Societies held in 1968 were disqualified for violating instructions of the Commission.

Determination of seniority—Two cases of determination of seniority were considered by the Commission and advice tendered.

CHAPTER IX

REVIEW OF EXAMINATIONS CONDUCTED BY THE COMMISSION
DURING THE YEAR 1968.

The Commission conducted the following examinations during the year :—

(a) Departmental Examinations for the former Sind Region.

Serial No.	Name of the Examination	Session
1	Assistant Collectors' Part I Examination	.. February 1968.
2	Assistant Collectors' Part II Examination	.. February 1968.
3	Revenue Qualifying Examination	.. April, 1968.
4	Assistant Collectors' Part I Examination	.. April, 1968.
5	Assistant Collectors' Part II Examination	.. April, 1968.
6	Assistant Collectors' Part I Examination	.. August, 1968.
7	Assistant Collectors' Part II Examination	.. August, 1968.
8	Revenue Qualifying Examination	.. October, 1968.

The number of candidates who applied for, were admitted to, appeared in and passed these examinations may be seen in Appendix VII.

SECOND HALF YEARLY DEPARTMENTAL EXAMINATION OF OFFICERS
UNDER THE GOVERNMENT OF EAST PAKISTAN CONDUCTED UNDER
THE SUPERVISION OF THE WEST PAKISTAN PUBLIC SERVICE COMMISSION AT LAHORE.

(b) The Commission also conducted in November, 1968, the Second Half Yearly Departmental Examination of C.S.P. Officers of East Pakistan domicile serving in West Pakistan on behalf of the East Pakistan Public Service Commission. Only 3 candidates were admitted by the East Pakistan Public Service Commission, of whom only two appeared at Lahore and their papers were sent to the East Pakistan Public Service Commission after the conclusion of the examination.

(c) *Competitive Examinations*—(i) The combined Competitive Examination for recruitment to the W.P.C.S. (Ex. Br.) Section Officers in the West Pakistan Secretariat, probationers for Transportation (Traffic) and Commercial Departments of the Pakistan Western

Railways and Excise and Taxation Officers could not be advertised during the year under report as the question of certain amendments to the relevant service rules was still under consideration of the West Pakistan Government. Requisitions for recruitment to 95 posts in the W.P.C.S. (Ex. Br.) 5 posts of Section Officers, 8 posts of probationers for Transportation (Traffic) and Commercial Departments of the Pakistan Western Railways and one post of Excise and Taxation Officer were, however, received during the year under report and are awaiting advertisement pending amendments to the rules.

(ii) The Commission conducted an examination during August, 1968 for the selection of 5 stipendiaries for training in the 1968-70 Course for recruitment to W.P.F.S. Class I. The number of candidates who applied for, were admitted to, appeared for and qualified in the examination may be seen in Appendix VIII. The Commission had to conduct this examination at very short notice and sent their recommendations to Government in September, 1968. Intimation about the selection of candidates for training subject to their medical fitness, was received from the Department in October, 1968.

(iii) The Commission during this year advertised for an examination to be held in the last week of January extending to some days of February, 1969, for recruitment to 35 posts in W.P.C.S. (Judicial Branch). Eight hundred and eighteen candidates have applied for the examination.

(iv) The Commission also conducted a short test in January, 1968 in respect of candidates who had applied for recruitment to the posts of Assistant Registrars of Co-operative Societies and Labour Officers. The number of candidates who were admitted to appeared for and qualified for *viva voce* as a result of the test may be seen in Appendix VIII.

GENERAL REMARKS

(a) *Competitive Examinations*—The general performance of the candidates happened to be very poor this year also. Very few exceptions apart the majority of scripts showed lack of knowledge, very mediocre talent, poor English and a lot of grammatical and spelling mistakes. It is surprising that candidates offering Science subjects and Mathematics were not able to answer simple questions of degree standard. Their illustrations in support of the answers were not up to the mark. The answers generally lacked system and application of recognised methods. It appears that experiments in Science subjects are not demonstrated in the class room during lectures, but are only explained on black boards. Due emphasis should be stressed on this point. The standard exhibited in the General Knowledge paper was very low and the candidates had a tendency to write irrelevant material though they seemed to know

very few things. Their knowledge was very superficial, as would be evident from some of the mistakes listed below :—

1. 1857 War was named as
2. Pig was written as 'Soor'.
3. Ziarat Juniper Forests areas was referred as.
"Baluchistan Forests".
4. Gulf of Aqaba was considered as "Lake of Aqaba".
5. Germany was spelt as 'Jermamy'.
6. They did not know the difference between a Colony
and a Protectorate.
7. Border line instead of boundary line.

(b) *Departmental Examinations*—The answers of examinees disclosed that there was insufficient application of mind, lack of thorough knowledge of the subject and cramming up of the main sections without having any idea of their application. They had not been able to answer the questions even with the aid of books which showed that they had not studied the subjects thoroughly and critical explanation was deficient. Generally, no reasons were advanced with the answers. The standard of competence was just average or below average.

CHAPTER X

As required under Article 189 (2) of the Constitution of Islamic Republic of Pakistan, the required Memorandum setting out so far as is known to the Commission—

- (a) the cases, if any, in which their advice was not accepted and the reasons why the advice was not accepted; and
- (b) the cases where the Commission ought to have been consulted but were not consulted and the reasons why they were not consulted.

Under category (a) there is one case whereas under category (b) above, there are 10 cases.

**MEMORANDUM TO THE ANNUAL REPORT OF THE WEST
PAKISTAN PUBLIC SERVICE COMMISSION FOR THE YEAR, 1968**

MEMORANDUM REQUIRED UNDER ARTICLE 189 (2) OF
THE CONSTITUTION OF THE ISLAMIC REPUBLIC OF
PAKISTAN ACCOMPANYING THE ANNUAL REPORT
ON THE WORKING OF THE WEST PAKISTAN
PUBLIC SERVICE COMMISSION FOR THE
YEAR 1968.

- (A) THE CASES IN WHICH THE COMMISSION'S ADVICE WAS NOT
ACCEPTED AND THE REASONS, SO FAR AS KNOWN TO THE
COMMISSION, WHY THE ADVICE WAS NOT ACCEPTED.

There is only one case of this category as against nine such cases during the preceding year. Details of this case, indicating the advice tendered by the Commission and the reasons for its non-acceptance, as conveyed to the Commission, are given on the next page.

- (B) THE CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN
CONSULTED BUT WERE NOT CONSULTED AND THE REASONS SO
FAR AS KNOWN, WHY THEY WERE NOT CONSULTED.

The number of irregular cases which came to the notice of the Commission was ten as against seventeen reported last year. Details of the irregularities committed by the Departments/Appointing Authorities along with the reasons why the Commission were not consulted, wherever furnished to the Commission, are given on the following pages :—

(A) THE CASES IN WHICH COMMISSION'S ADVICE WAS NOT ACCEPTED AND THE REASONS SO FAR AS KNOWN TO THE COMMISSION, WHERE THE ADVICE WAS NOT ACCEPTED

Serial
No.

Nature of the cases and the Commission's advice

Reasons so far as known, why the advice was not accepted

HEALTH DEPARTMENT

Government of West Pakistan in the Health Department had referred case of a departmental enquiry against an Assistant Chemical Examiner for the advice of the Commission in November 1959. The Commission advised that this officer should be awarded the punishment of stoppage of four increments with cumulative effect and promotion should also be withheld. The advice was accepted and orders were issued by the Government accordingly. Subsequently on a representation made by the accused officer the Health department proposed to have the punishment imposed on the accused quashed by the Governor without consulting the Commission. As the procedure adopted by the Health Department was contrary to clause (E) of Reg. 5 (5) of the Commission's (imitation o. Functions) Regulations, 1967, the Governor did not agree and ordered that the facts as subsequently revealed should be brought to the notice of the Commission for their reconsideration. The Commission reconsidered the matter but maintained their previous advice tendered to Government. The advice of the Commission was not accepted by the Governor.

Government accepted the representation of the accused and revised their previous decision.

(B) CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN CONSULTED BUT WERE NOT CONSULTED AND THE REASONS, SO FAR AS KNOWN TO THE COMMISSION, WHY THEY WERE NOT CONSULTED

Serial No.	Particulars of cases/irregularity	Reasons, so far as known, why the Commission were not consulted
	AGRICULTURE DEPARTMENT Two persons were appointed by the Central Government (through erst-while Director of Agriculture, West Pakistan with effect from 29th March 1958 and 5th April 1958 respectively, as Fertilizer Conducting Officers in the General Central Service Class II for the Rapid Soil Fertility Scheme in West Pakistan while it was being administered by that Government. After the transfer of the Scheme to the Provincial Government the staff recruited by the Central Government was also taken under the Provincial Service. According to the regulations of the Central Commission, recruitment should have been made through them. This, however, was not done until the scheme was transferred to the Provincial Government sometime in 1961. The officers continued as Fertilizer conducting Officers in Class II service without their suitability or otherwise having been decided by the Public Service Commission for about ten years. Their cases were referred to the Commission for regularization in January, 1968. The Continuance of these officers without the approval of the Commission for so many years was irregular and this fact was pointed out to the Department. In the first instance the Agriculture Department themselves, decided to stop an officer at the Efficiency Bar with continuing effect for a period of one year from 1st January 1966. The orders of punishment were passed without consulting the Commission. It was again proposed to stop him at the Efficiency Bar with continuing effect and his case was referred to the Commission in January, 1968 for their advice. The stoppage at Efficiency Bar of the Officer with effect from 1st January 1966 with continuing effect without prior concurrence of the Commission was not in order,—vide Regulation 5 (2) (c) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. It was further pointed out to the Department that the period of further one year had expired on 31st December, 1967 and the matter should have been referred to the Commission immediately and not after a year.	The reasons intimated were that it was not in the knowledge of the West Pakistan Agriculture Department that the appointment of these officers were on <i>ad-hoc</i> basis and that it required regularization in consultation with the Central or the Provincial Public Service Commission. The Commission did not consider this explanation satisfactory. The Department intimated that when the officer was stopped at the Efficiency Bar for one year with effect from 1st January 1966 it was not in the knowledge of the Department that consultation with the Commission was necessary. The Department further intimated that the Character Roll of the officer was not readily available as it was to be called from the different offices with the result that the matter was not referred to the Commission in time. The explanation of the Department was not considered satisfactory.

Serial No.	Particulars of cases/irregularity	Reasons, so far as known, why the Commission were not consulted
1	2	3

CO-OPERATION DEPARTMENT

- | | | |
|---|--|--|
| 3 | <p>The West Pakistan Co-operation Department promoted two officials as District Co-operative Officer (Gazetted Class II) on 24th October 1963 without prior approval of the Commission and referred the case to the Commission on 20th January 1965. This was an infringement of regulation 4 of the West Pakistan P. S. C. (L. F.) Regulation 1957 and was irregular. This irregularity was pointed out to the department.</p> | <p>The Department explained that the Registrar Karachi who had since resigned failed to refer the case to the Commission. The plea of the Department is not tenable.</p> |
| 4 | <p>The West Pakistan Co-operation Department promoted an Assistant Registrar (Co-operative Societies) to the post of Deputy Registrar Co-operative Societies with effect from 7th May 1962 and referred his case to the Commission for regularisation in October, 1967. His continuance in West Pakistan Co-operative Service Class I, for over five years without the approval of the Commission was irregular and this irregularity was pointed out to the Department.</p> | <p>The Department's Explanation was that this officer was promoted for a period of six months as a stop gap arrangement subject to the approval of the Commission. Before the expiry of this period he was sent on deputation first to the Agricultural Development Corporation and then to the Co-operation Development Board till 1st January, 1967 and on his return to the Department he was promoted as Deputy Registrar Multan. Thus the case remained to be referred to the Commission.</p> |

EDUCATION (TECHNICAL) DEPARTMENT

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|---|--|---|
| 5 | <p>An Officer was allowed to continue purely as a stop-gap measure as Teacher Trainer against the post of Head Teacher Trainer at Government Polytechnic Institute, Rawalpindi upto 30th September, 1967. No regular proposal to fill in the post of Head Teacher Trainer, by Transfer, as required under the rules was forwarded by the Education Department and the Officer was further allowed to continue beyond 30th September, 1967 without prior approval of the Commission. It was an irregularity on the part of the Department which was pointed out to them and also brought to the notice of the Government in S. & S. A. D.</p> | <p>No reason has been advanced by the Department.</p> |
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HOME (JAIL) DEPARTMENT

The Director of Prisons, Southern Range, Hyderabad,—vide his letter No. C/778, dated 12th August, 1966 forwarded a complaint against an Superintendent of Jail Class II for making insulting remarks against Senior Officers. The Commission,—vide their letter No. 2546-DII-66-PSC/890-D, dated 4th October, 1966, referred the matter to the Secretary to Government of West Pakistan, Home Department, observing that the officer had violated Government instructions on the subject and therefore disciplinary action needs to be taken in this case. The Home Department,—vide their letter No. Pfs.11 (b) -25/65 (vol. II), dated 16th March, 1968 intimated that the accused officer had been censured. The Commission on receipt of it is reference observed that no consultation with them was made while imposing the aforesaid penalty on the accused officer, which was in violation of Regulation 5 (2) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations. The Commission accordingly decided to note down irregularity for mentioning in the Annual Administration Report. The irregularity was brought to the notice of the Home Department,—vide this Commission's letter No. 2434-CI-3-68-PSC/140-CI., dated 8th August, 1968

No reason for not consulting the Commission in the matter was forwarded by the Department.

INDUSTRIES, COMMERCE, MINERAL RESOURCES

One Accounts Supervisor was promoted to the post of Assistant Director Non-Technical Class II by the Director of Mineral Development West Pakistan, were Lahore on 19th April 1966 and he was allowed to continue until 4th June, 1968. The Commission were not informed of his appointment as they should have been immediately as required by regulation No. 4 of West Pakistan P. S. C. (Limitation of Function) Regulations, 1957. His case was also not referred to this Commission within six months of appointment. It was referred to them in December, 1966. But as there were no recruitment rules for the post, proposal was not entertained and the Director was advised to frame the rules first and then refer the case for the approval of the Commission. This advice went unheeded and the Officer was continued in his appointment without the approval of the Commission and was granted extensions from time to time by the department themselves, the last being upto 18th April, 1968. The Department could not do this as the case for regular promotion was not with the Commission. By this time, the coal control wing was transferred to the Directorate of Industries and Commerce and this Department too allowed the Officer to continue upto 18th October, 1968 without getting the approval of Commission. He would have continued in the irregular manner had the Commission not pointed out to the Director of Industries that the post of Assistant Director (Non-Technical) was not included in Appendix 'A' of the Industries Department Ministerial Service (Headquarter) Rules, 1964 and the draft rules of Director of Mineral Development were not applicable and as such he could not be allowed to continue and asked for withdrawal of the orders of Extension of his *ad-hoc* appointment. The irregularity was pointed out to the Department.

No reason have been advanced by the department.

Serial No.	Particulars of cases/irregularity	Reasons, so far as known, why the Commission were not consulted
1	2	3

It was also found in this case that another Account Supervisor who was senior to the one discussed in the preceding paragraph and who was at first superseded was later promoted on 8th August 1966 as Depot Officer. His case too was referred in December, 1966 but as in the case of the former, the Commission declined to consider his case for regular promotion in the absence of the service Recruitment Rules. No further reference was received in his case while the Officer was presumably continued all along without the approval of the Commission. This irregularity was also pointed out to the Department.

LABOUR DEPARTMENT

8 The Director, Labour Welfare West Pakistan promoted 28 Officials as Labour Officers without the approval of the Commission. Although the Directorate was aware from the outset in 1962 of the decision of Reorganisation Committee which required promotions to Class II or equivalent posts to be made on regional basis yet the Department went on making promotions in disregard of this decision particularly after it was embodied in the Government policy letter S. & G. A. D.'s No. S. O. XIX-Misc. I/62, dated 16th April, 1963 with the result that quite a number of persons promoted by the Department got under served promotions for several years and were reverted only in October, 1966 as there were no vacancies available for them in the regions to which they belonged. This is one of the unhappy results of the inordinate delay in getting the appointments made from time to time regularised from the Commission. This irregularity was pointed out to the Director, Labour Welfare, West Pakistan as well as to the S. & G. A. D.

The Labour Department offered their explanation through S. & G. A. D. (Section VI) "that the delay in regionalisation of the cadre of Labour Officers occurred as the task involved was tremendous in nature and laborious in character. Also there were certain administrative difficulties in finalising the regional cadre. According to the Department the regionalisation was completed in June 1966 and the case was placed before the Council of Ministers on 2nd September, 1966 for seeking certain clarification. It was decided by the Council of Ministers that Labour Officers in excess of the regional quota were to be reverted and they took action accordingly. Further the orders regionalising the cadre had been implemented retrospectively which had obviated the hardship, if any to the officers concerned and while forwarding explanation S. & G. A. D. requested the Commission for their reaction in the matter.

The Commission reconsidered the explanation and as the grounds advanced by the Department were quite vague it was not accepted.

9 The Labour Department promoted three Assistant Directors to the posts of Deputy Directors, likely to last for indefinite period, before the post in question were classified, without reference to this Commission. As the promotion were from lower unclassified to higher unclassified posts, prior consultation with the Commission was obligatory. The officers were promoted on 25th April, 1967 and the case was referred to the Commission on 6th June, 1967 after about two months. It was a violation of Regulation 4 (iii) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957 as amended,—vide Notification No. SOVI-17-56 '64, dated 9th November, 1965. The irregularity was pointed out to the Department under intimation to the S. & G. A. D.

The Labour Department took the plea that since the posts of Assistant Directors from which, and Deputy Directors to which the promotions were to be made were both unclassified posts they did not fall under any of the categories mentioned in paragraph 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. The stand taken by the Department was not correct and therefore the explanation given by them was not considered satisfactory.

PRINTING AND STATIONERY DEPARTMENT

10 Two Officers of the Printing and Stationery Department have been continuing long before the revised procedure for *ad hoc* appointment was laid down in October, 1968. The extension in their *ad hoc* appointments was, therefore, to be approved by the Commission and not by the Committee. Their approval was also not obtained when the extension in *ad hoc* appointment was granted to the two officers mentioned above, by the Controller, Printing and Stationery beyond 14th March, 1968, and again from 19th April, 1968, respectively. This is an irregularity which was pointed out to the Controller of the Administrative Department.

No reason were given by the Department.

APPENDIX I

APPENDIX I
CASES OF RECRUITMENT BY SELECTION
 (REFER TO IN CHAPTER II)

Serial No.	Name of the post of service	Class to which the post or service belongs	NUMBER OF				Whether the Commission recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8

AGRICULTURE DEPARTMENT

1	Agriculture Chemist II ..	WPAS-I ..	1	26	4+1 (On paper qualifications).	1	Accepted.
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AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT

2	Research Officers ..	WPAHS-I	2	15	8+1 (On paper qualifications).	2	Accepted.
3	Assistant Disease Control Officer.	WPAHS-II..	1	31	23	1	Accepted.

AGRICULTURE (FOREST DEPARTMENT)

4	Forest Economist ..	WPFS-I (Senior).	1	8	2	..	No candidate found suitable.
5	Extension Specialist ..	Ditto ..	1	4	..	..	The only candidate summoned remained absent.
6	Wood Preservation Officer ..	Ditto ..	1	3	..	..	None was found eligible.
7	Plant Physiologist ..	WPFS I (Junior).	1	11	2	1	Accepted.

29	Junior Research Fellow at the Government Nuclear Research Laboratory, Physics Department Government College, Lahore.	Special Gazetted Ex-cadre Class I (Junior).	1	5	3	..	None was found.
30	West Pakistan Education Service Class I (Administration Branch-Women's Section).	WPES I ..	2	19	6	2	..
31	Subject Specialist in English for Boys.	Class II ..	3	7	2	1	..
32	Subject Specialist in Mathematics for Girls.	Do.	5	8	3	3	..
33	Subject Specialist in Home Economics for Girls.	Do.	5	4	4	..	None was found suitable.
34	Subject Specialist in English for Girls.	Do. ..	1	5	..	..	The candidate remained absent.
35	Lecturer in Social Work ..	Do. ..	2	4	2	2	..
36	Lecturer in Geography (Collegiate Branch, Women Section).	Do. ..	2	29	2	2	..
37	Lecturer in Islamiat (Collegiate Branch, Women Section).	Do. ..	2	42	31	2	..
38	Lecturer in Persian (Collegiate Branch, Women Section).	Do. ..	2	28	19	2	..
39	Lecturer in Zoology (Collegiate Branch, Women Section).	Do. ..	1	29	21	1	..
40	Lecturer in Fine Art (Collegiate Branch, Women Section).	Do. ..	1	9	6	1	..
41	Lecturer in Home Economics (Collegiate Branch, Women Section).	Do. ..	11	12	11	9	..
42	Lecturer in Sindhi (Collegiate Branch, Women Section).	Do. ..	3	5	5	3	..

Serial No.	Name of the post or services	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualification	Candidates recommended	
1	2	3	4	5	6	7	8

EDUCATION DEPARTMENT

43	Lecturer in Biology (Collegiate Branch, Men's Section).	Class II ..	6	78	52	6	Accepted.
44	Lecturer in Philosophy (Collegiate Branch, Men's Section).	Do. ..	5	20	10	5	Accepted.
45	Lecturer in Psychology (Collegiate Branch, Men's Section).	Do. ..	1	15	10	1	Accepted.
46	Lecturer in Statistics (Collegiate Branch, Men's Section).	Do. ..	4	17	11	4	Accepted.
47	Lecturer in Botany (Collegiate Branch, Men's Section).	Do. ..	3	77	38	3	Accepted.
48	Lecturer in History (Collegiate Branch, Men's Section).	Do. ..	7	113	53	7	Accepted.
49	Lecturer in Bengali (Collegiate Branch, Men's Section).	Do. ..	1	3	1	1	Accepted.
50	Lecturer in Sociology (Collegiate Branch, Men's Section).	Do. ..	3	3	3	1	Accepted.
51	Lecturer in Geology (Collegiate Branch, Men's Section).	Do. ..	1	5	1	1	Accepted.
52	Lecturer in Physics (Collegiate Branch, Men's Section).	Do. ..	10	135	76	10	Accepted.

53	Lecturer in Zoology (Collegiate Branch, Men's Section).	Do. ..	1	33	20	1	Accepted.
54	Lecturer, in Marketing, Collegiate Branch, Men's Section).	Do. ..	1	3	2	..	None was found suitable.
55	Lecturer in Geology (Collegiate Branch, Men's Section).	Do. ..	1	2	1	..	The only candidate appeared declined to accept the pos.
56	Lecturer in Archiology (Collegiate Branch, Men's Section).	Do. ..	1	3	3	..	Post withdrawn by the department.
57	Lecturer in Microbiology (Collegiate Branch, Men's Section).	..	1	4	..	..	None was held eligible.
58	Senior Instructor in Auto and Diesel, Government Polytechnic Institutes in West Pakistan.	Gazetted Post.	2	4	2	2	..
59	Senior Instructor in Foundry and Pattern Making Government Polytechnic Institutes in West Pakistan.	Ditto ..	1	3	..	..	None of the candidates was found eligible.
60	Senior Instructor in Radio Electronics, Government Polytechnic Institutes in West Pakistan.	Ditto ..	2	3	..	..	Ditto.
61	Senior Instructor in related subjects in Physics, Government Polytechnic Institutes in West Pakistan.	Ditto. ..	2	19	10	2	Accepted.
62	Deputy Chief Instructor in Mechanical Government Polytechnic Institute, West Pakistan.	Ditto. ..	1	2	..	..	Neither of the candidates was found eligible.
63	Deputy Chief Instructor in Power, Government Polytechnic Institute, West Pakistan.	Ditto. ..	1	1	..	..	The only candidate was not held eligible.

Serial No.	Name of the post or service	Case to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
				EDUCATION	DEPARTMENT—	concl'd.	
64	Deputy Chief Instructor in Auto and Diesel, Govt. Polytechnical Institute, West Pakistan.	Gazetted Post	1	2	..	..	Neither of the candidate was found eligible
65	Deputy Chief Instructor in Radio Electronics, Government Polytechnic Institute in West Pakistan.	Ditto. ..	1	4	1	1	Accepted.
66	Lecturer in Mechanical, N.E.D., Government Engineering College, Karachi.	Ditto. ..	3	2	1	1	Accepted.
67	Lecturer in Chemistry, N.E.D., Government Engineering College, Karachi.	Ditto. ..	1	3	2	1	Accepted.
68	Head of Department (Civil), Government Polytechnic institutes in West Pakistan.	Ditto. ..	3	9	1	..	The only candidate was not found suitable.
69	Chief Instructor (Television and Radio Electronic), Government Polytechnic Institute.	Ditto. ..	1	1	..	..	The only applicant was not found eligible.
70	Head of Department (Electrical), Government Polytechnic Institutes.	Ditto. ..	9	3	2	1	Accepted.
71	Head of Department (Auto and Farm Machinery).	Ditto. ..	1	7	..	..	None was found eligible.

72	Head of Department, Electrical	Ditto ..	8	1	..	..	The only applicant not found eligible.
73	Senior Instructor related subject in Physics.	Ditto ..	2	19	10	2	Accepted.
74	Senior Instructor, Electrical ..	Ditto. ..	1	1	..	..	The only applicant was not found eligible.
75	Instructor in Urdu Shorthand and Typewriting for Commercial Institutes in West Pakistan.	Ditto ..	6	5	..	..	None was found eligible.
76	Instructor in Printing and Graphic Arts for Government Institute of Printing and Graph Arts, Lahore.	Ditto ..	1	2	..	..	Neither was found eligible.
77	Instructor in Foundry and Pattern Making, Government Polytechnic Institutes in West Pakistan.	Ditto ..	2	5	4	2	..
78	Instructor in Mathematics for Government Polytechnic Institutes in West Pakistan.	Ditto ..	3	18	13	3	Accepted.
79	Instructor in Tool Design and Tool Making.	Ditto ..	1	1	..	..	The only applicant was held ineligible.
80	Instructor in English ..	Ditto ..	1	1	1	1	Accepted.
HEALTH DEPARTMENT							
81	Assistant Professor of Anaesthesia.	Special Gazetted.	1	6	..	..	Post withdrawn.
82	Assistant Professor of Physiology	Ditto ..	1	1	1	..	The only candidate was not found suitable.
83	Assistant Professor, Morbid Anatomy.	Ditto ..	1	1	1	1	Accepted.
84	Assistant Professor of Dental Surgery.	Ditto ..	1	1	1 on paper qualifications.	..	The only candidate was not found suitable.
85	Professor of Nutrition ..	Ditto ..	1	1	1	..	Ditto.

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8

HEALTH DEPARTMENT—*contd*

86	Assistant Professor of Venereology.	Special Gazetted	1	1	1	..	The only candidate was not found suitable.
87	Assistant Professor of Chemical Pathology.	Ditto ..	4	9	1	..	Was not found suitable
88	Professor of Ophthalmology	Ditto ..	1	4	1	1	Accepted.
89	Assistant Professor of Microbiology.	Ditto ..	1	3	2	1	Ditto.
90	Professor of Nutrition and Dietetics.	Ditto ..	1	1	1	..	The only candidate was not found suitable.
91	Assistant Professor of Dental Surgery (Prosthetic Dentistry).	Ditto ..	1	1	1	..	Ditto.
92	Assistant Professor of Preventive Medicine/Public Health Practice.	Ditto ..	5	11	3	1	Accepted.
93	Assistant Professor of Pharmacology.	Ditto ..	5	8	3 + 1 (On paper qualifications)	3	Do.
94	Professor of Pathology	Ditto ..		6	3	1	Do.
95	Assistant Professor of Experimental Physiology.	Ditto ..	3	5		1	Do.
96	Assistant Professor of Pathology	Ditto ..	2	10	4 + (On paper qualifications)	2	Do.

97	Assistant Professor of Medicine	Ditto ..	3	22	11+1 (On paper qualifications)	3	Do.
98	Assistant Professor of Orthopaedic Surgery.	Ditto ..	1	12	3	1	Do.
99	Assistant Professor, Histology	Ditto ..	3	4	1	1	Do.
100	Bio-Chemist ..	Ditto ..	2	2	2	..	None was found suitable.
101	Assistant Professor, Hamatology	Ditto ..	2	9	4+1 (On paper qualifications)	2	..
102	Professor of Orthopaedic Surgery.	Ditto ..		1	..	..	Not found eligible.
103	Medical Officers in W.P.H.S. II (Men's Branch).	W.P.H.S. II	303	320	206	195	Accepted
104	Medical Officers in W.P.H.S. II (Women's Branch).	Ditto ..	113	101	81	60	Do
105	Nursing Superintendent ..	Special Gazetted.	4	16	3	3	Do.
106	Assistant Physiotherapists ..	Special Gazetted Class II.	2	13	The Commission asked the Department to forward a revised requisition in view of the amendments in the Service Rules for the posts but the requisition has not been returned by the Department and the case has been closed.		
107	Dental Surgeon ..	Class II ..	28	62	53+1 (On paper qualifications).	28	Accepted.
108	Health Educators ..	Ditto ..	12	190	69+1 (On paper qualifications)	22	..
109	Inspectors of Drugs ..	Ditto ..	2	28	7	2	..
110	Physiotherapists ..	Ditto ..	4	14	8	4	Accepted.
111	Bio-Chemist ..	Ditto ..	1	4	..	..	The only candidate summoned remained absent.
112	Principal Tibia College, Bahawalpur	Gazetted Class II Ex-cadre.	1	11	1	..	None was found suitable.

Serial No.	Name of the post or services	Class to which the post or service belongs	NUMBER OF				
			Vacancies	Applications received	Candidate interviewed considered on paper qualifications	Candidates recommended	Whether the Commission's recommendations were accepted
1	2	3	4	5	6	7	8

HEALTH DEPARTMENT—CONCLD.

113	Professor of Orthopaedic Surgery	Special Gazetted.	1	3	1	1	...
114	Specialist, Clinical and Specialist. Non-Clinical in W.P.H.S. II	Class II ..	202	62	25 + 1 (On paper qualifications).	24	

HOME (JAIL) DEPARTMENT

115	Superintendent, Jail, Class I ..	Class I ..	2	110	59	2	Accepted.
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INDUSTRIES DEPARTMENT

116	Assistant Director (leather) ..	Class I (Junior)	81	10	..	..	None was found eligible.
117	Industrial Development Officers/ Purchase Officers.	Class II ..		352	198	8	..
118	Geologist in the Mineral Development Directorate.	Classification not yet made.	2	27	7	2	Accepted.
119	Deputy Director (Tech.) Mineral Development Directorate.	Class I (Senior).	1	14	9 + 2 (On paper qualifications)	1	..

IRRIGATION AND POWER DEPARTMENT

120	Assistant Research Officer (Physics).	Specialist Gazetted posts (Class II).	3	14	8	3	Accepted.
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121	Assistant Research Officer (Soil Mechanics).	Ditto	2	8	1	1	..
122	Assistant Research Officer (Hydraulics).	Ditto	3	47	15	3	..
123	Assistant Research Officer (Mathematics).	Ditto		7	5	1	..
124	Assistant Director (Ground Water & Hydrology).	Special Gazetted posts, Class I (Jr.).	1	12	4	1	Accepted.
125	Junior Research Officer (Hydraulics).	Specialist post (Class I).	1	13	7	1	Accepted.
126	Principal Research Officer (Hydraulics).	Ditto	1	5	1	1	..
127	Assistant Engineer (Mechanical)	Class II	2	5	1	1	..
128	Assistant Electric Inspector	Gazetted post (Class II).	5	8	1	..	The only candidate interviewed was not found suitable.

LABOUR DEPARTMENT

129	Junior Inspector of Mines	Class I (Junior).	2	6	3	2	..
130	Vice-Principal, Technical Training Centre.	Class II	3	17	7	3	..
131	Managers, Employment Exchanges.	Ditto.	5	187	55	5	Accepted.
132	Labour Officers	Ditto.	28	870	100	16	..

PRINTING AND STATIONERY DEPARTMENT

133	Manager/Manager (Works)	Class II	4	1	..	..	The only applicant was not found eligible.
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PUBLIC HEALTH ENGINEERING DEPARTMENT

134	Assistant Engineers (Civil)	Class II	26	150	70	26	Accepted.
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Serial No.	Name of the post or services	Class to which the post or service belongs	NUMBER OF				
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	Whether the Commission's recommendations were accepted
1	2	3	4		6	7	8

RAILWAY DEPARTMENT

135	Assistant Engineers (Civil) P. W. R.	Class I ..	12	326	218+2 (On paper qualifications).	12	Accepted.
136	Junior Information Officers, P. W. R.	'Ditto	1	70	9	1	Do.
137	Assistant Surgeons ..	Class II ..	20	12	1+1 (On paper qualifications).	2	Do.
138	Lady Assistant Surgeons ..	Class II ..	1	1	1	1	Awaited.

PLANNING AND DEVELOPMENT DEPARTMENT

139	Progress Officer ..	Class I (Junior).	1	25	9	1	Accepted.
140	Research Officer ..	Class I (Junior)	1	39	16	1	..
141	Director, Bureau of Statistics	Special Gazetted.	1	2	1	1	..
142	Chief of Section ..	Class I ..	1	1	1	..	The only candidate was not found suitable.
143	Chief of Section ..	Class I ..	1	1	1	1	

APPENDIX H

APPENDIX II

LIST OF POSTS OR SERVICES IN RESPECT OF WHICH SUITABLE CANDIDATES WERE NOT AVAILABLE FOR APPOINTMENT

(REFERRED TO IN CHAPTER II)

Serial No.	Name of the post	No. of vacancies	No. of applications received	No. of candidates interviewed	Reason why candidates could not be recommended
1	2	3	4	5	6
AGRICULTURE (FOREST) DEPARTMENT					
1	Forest Economist	1	8	2	No candidate found suitable.
2	Extension Specialist	1	4	..	The only candidate summoned remained absent.
3	Wood Preservation Officer	1	3	..	None was found eligible.
4	Junior Range Management Specialist	1	1	..	Not held eligible.
5	Assistant Statistician	1	1	..	Not held eligible.
6	Sericulture Development Officer	1	4	..	None was held eligible.
7	Assistant Entomologist	2	5	..	Ditto.
8	Sub-Divisional Forest Officer	3	11	..	Two candidates summoned remained absent.
BUREAU OF NATIONAL RECONSTRUCTION					
9	Research Officer	1	3	..	None was held eligible.
COMMUNICATION AND WORKS DEPARTMENT					
10	Consulting Architects	3	4	..	None of applicants was held eligible.

EDUCATION DEPARTMENT					
11	Junior Research Fellow at the Government Nuclear Research Laboratory, Physics Department, Government College, Lahore.	1	5	3	None was found suitable.
12	Subject Specialist in Home Economics for Girls.	5	4	4	None was found suitable.
13	Subject Specialist in English for Girls ..	1	5	..	The candidate remained absent.
14	Lecturer in Geology (Collegiate Branch, Men's Section).	1	2	1	The only candidate appeared declined to accept the post.
15	Lecturer in Microbiology (Collegiate Branch, Men's Section).	1	4	..	None was held eligible.
16	Lecturer in Marketing (Collegiate Branch, Men's Section).	1	3	2	Both the candidates remained absent.
EDUCATION (TECHNICAL) DEPARTMENT					
17	Deputy Chief Inspector Mechanical Government Polytechnic Institute, West Pakistan.	1	2	..	Neither of the candidate was found eligible.
18	Deputy Chief Instructor in Power Government polytechnic Institute, West Pakistan.	1	1	..	The only candidate was not eligible.
19	Deputy Chief Instructor in Auto and Diesel, Government polytechnic Institute West Pakistan.	1	2	..	Neither of the candidate was found eligible.
20	Head of Department (Civil) Government polytechnic Institute, West Pakistan.	3	9	1	The only candidate was not found suitable.
21	Chief Instructor (Television and Radio Electronic Government Polytechnic Institute.	1	1	..	The only applicant was not found eligible.
22	Head of Department Auto and Farm Machinery.	1	7	..	None was found eligible.
23	Head of Department Electrical ..	8	1	..	The applicant was not found eligible.
24	Senior Instructor Electrical ..	1	1	..	The only applicant was not found eligible.

Serial No.	Name of the posts	No. of Vacancies	No. of Application received	No. of candidates interviewed	Reason why candidates could not be recommended
1	2	3	4	5	
25	Instructor in Urdu Short hand and Type-writing for commercial Insitutes in West Pakistan.	6	5	..	None was found eligible.
26	Instructor in Printing and Graphic Arts for Government Institute of Printing and Graphic Arts, Lahore.	1	2	..	Neither was found eligible.
27	Instructor in Tool Design and Tool Making	1	1	..	The only applicant was held ineligible.
28	Senior Instructor in Foundry and Pattern Making Government polytechnic Instituto in West Pakistan.	1	3	..	None of the candidates was found eligible.
29	Senior Instructor and Radio Electronics Government polytechnic Institutes in West Pakistan	2	3	..	Ditto ditto.
HEALTH DEPARTMENT					
30	Assistant Professor Physiology ..	1	1	.. 1	The only candidate was not suitable.
31	Assistant Professor of Dental Surgery ..	1	1	1	Ditto ditto.
32	Professor of Nutrition ..	1	1	1	Ditto ditto.
33	Assistant Professor of Chemical Pathology	4	9	.. 1	Was not found suitable,
34	Assistant Professor of Venerology ..	1	1	1	The only candidate was not found suitable.
35	Professor of Nutrition and Dietetics ..	1	1	1	Ditto ditto.
36	Assistant Professor of Dental Surgery (Prosthetic Dentistry).	1	1	1	Ditto ditto.

37	Bio-Chemist	..	2	2	2	None was found suitable.
38	Professor of Orthopaedic Surgery	..	1	1	..	Not found eligible.
39	Bio-Chemist	..	1	1	..	The only candidate summoned remained absent.
40	Principal Tibia College, Bahawalpur	..	1	11	4	None was found suitable.
INDUSTRIES DEPARTMENT						
41	Assistant Director (Leather)	..	1	10	..	None was found eligible.
IRRIGATION AND POWER DEPARTMENT						
42	Assistant Electric Inspector	..	5	8	1	The only candidate interviewed was not found suitable.
PRINTING AND STATIONERY DEPARTMENT						
43	Manager/Manager (Works)	..	4	1	..	The only applicant was not found eligible
PLANNING AND DEVELOPMENT DEPARTMENT						
44	Chief of Sections		1	1	1	The only candidate was not found suitable.

APPENDIX III

APPENDIX III
CASES OF AD-HOC OR STOP-GAP APPOINTMENT
(REFERRED TO IN CHAPTER III)

Serial No.	Name of the post	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5
AGRICULTURE DEPARTMENT				
1	Entomologist	W. P. A. S. I	1	Agreed upto 30th September, 1968.
2	Senior Instructors	Ditto	5	Agreed.
3	Cotton Botanist, Multan	Ditto	1	Not agreed on the basis of unsatisfactory record of the officer.
4	Extra Assistant Director (Recovery)	W.P.A.S. II	1	Agreed upto 31st May, 1968.
5	Assistant Director	W.P.A.S.I (Junior)	1	Agreed.
6	Plant Pathologist, Quetta	W.P.A.S. I	1	..
7	Assistant Horticulture Officer	W.P.A.S. II	1	Agreed.
8	Extra Assistant Director of Agriculture, Peshawar Region	W.P.A.S. II	3	Agreed.
9	Assistant Technologist	W.P.A.S. II	1	Do.
10	Assistant Agronomist	Ditto	1	Do.
11	Assistant Horticulturist (Deciduous Fruits)	Ditto	1	Do.
12	Horticulturist	W.P.A.S.	2	The proposal was agreed to the <i>ad hoc</i> appointment of only one officer.

13	Assistant Food Technologist, Mirpurkhas	..	..	W.P.A.S. II	1	Agreed.
14	Assistant Botanist (Taxonomy)	..	..	Ditto	1	Agreed.
15	Assistant Geneticist	..	..	Ditto	1	Do.
16	Assistant Botanist (Wheat)	..	..	Ditto	1	Do.
17	Assistant Botanist (Fodders)	..	..	Ditto	1	Do.
18	Assistant Botanist (Tobacco)	..	..	Ditto	1	Do.
19	Assistant Botanist (Groundnut)	..	..	Ditto	1	Do.
20	Assistant Botanist (Maize)	..	..	Ditto	1	Do.
21	Assistant Botanist (Maize)	..	..	Ditto	1	Do.
22	Assistant Agronomist	..	..	Ditto	1	Do.
23	Assistant Agronomist	..	..	Ditto	1	Do.
24	Assistant Botanist (Sugarcane)	..	..	Ditto	1	Do.
25	Sugarcane Botanist Sugar cane Specialist	..	..	W.P.A.S.	3	Do
26	Oil seed Botanist	..	..	Ditto	1	Do.
27	Agricultural Engineer	..	..	Ditto	2	Do.
28	Entomologist	..	..	Ditto	1	Do.
29	Deputy Director Agriculture	..	..	Ditto	1	Do.
30	Statistician	..	..	Ditto	1	It was advised that a revised proposal be substituted.
31	Deputy Director Agriculture (E & M)	..	..	Ditto	1	Agreed.
32	Soil Fertility Officer	..	..	Ditto	1	Do.
33	Assistant Agriculture Engineers	..	..	Ditto	5	Do.
34	Assistant Entomologist	..	..	Ditto	1	Do.

Serial No.	Name of the posts	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5
25	Extra Assistant Director of Agriculture (E & M) ..	W.P.A.S. II	6	Agreed.
36	Assistant Agriculture Engineer ..	Ditto	20	Do.
37	Assistant Entomologist ...	Ditto	5	Do.
38	Assistant Plant Pathologist ..	Ditto	2	Do.
39	Instructors Agricultural Training Institute, Peshawar Region ..	Ditto	3	Agreed in the case of 2 officers and disagreed in the case of 1 officer due to non-availability of the vacancy.
40	Planning and Progressive Officer, Peshawar Region ..	Ditto	1	Agreed to the <i>ad-hoc</i> appointment as Instructor instead of Planning and Progressive Officer.
41	Assistant Agricultural Information Officer ..	Ditto	3	Not agreed as the candidate applied for Information Officer did not possess the requisite qualifications for appointment to these posts.
42	Assistant Soil Fertility Officer, Lahore Region ..	Ditto	7	Agreed except in the case of one officer whose record was incomplete.
43	Assistant Soil Fertility Officer, Hyderabad Region ..	Ditto	2	Agreed to the <i>ad-hoc</i> appointment of 2 officers and disagreed in the case of one officer due to his unsatisfactory record
44	Assistant Soil Fertility Officer, Peshawar Region ..	Ditto	5	Agreed.

45	Deputy Director of Agriculture	..	..	..	W.P.A.S. I	1	Do.
46	Agricultural Chemists	..	..	..	Ditto	1	Do.
47	Soil Fertility Officer	..	..	..	Ditto	1	Do.

AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT

48	W.P.A.H. S. Class I	..	..	..	W.P.A.H.S. I	10	Agreed.
49	Ditto	..	..	..	Ditto	10	Do.
50	W. P. A. H. S. Class II	..	..	..	W.P.A.H.S. II	2	Do
51	Ditto	..	..	..	Ditto	4	Do.
52	Research Officers	..	..	..	Ditto	1	Do.
53	Diary Chemist	..	..	..	Ditto	1	Do.
54	W. P. A. H. S. Class II	..	..	..	Ditto	6	Do.
55	Veterinary Assistant Surgeon	..	..	..	Ditto	2	Do.

AGRICULTURE (FISHERIES) DEPARTMENT

56	Assistant Director of Fisheries	..	..	..	W.P.F.S. I	1	Agreed.
57	Research Officer	..	..	..	W.P.F.S. I	1	Do.
58	Extra Assistant Director Fisheries	..	..	..	W.P.F.S. II	7	Do.
59	Extra Assistant Director of Fisheries	..	..	..	Ditto	1	Not agreed on the basis of unsatisfactory record of the officer.

AGRICULTURE (FOREST) DEPARTMENT

60	Sub.Divisional Forest Officer (Wildlife)	..	..	..	W.P.F.S. II	1	Agreed.
61	Assistant Director Sericulture Frontier Region	..	..	..	W.P.F.S. I (Jr.)	1	Do.
62	Sericulture Development Officer	..	..	..	W.P.F.S. II	1	It was observed that it is not desirable to consider the proposal unless the rules are framed. The Department was advised to send a proposal after the rules are framed.

Serial No.	Name of the post	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

BASIC DEMOCRACIES DEPARTMENT

63	Progress Officer	Class I (Junior)	1	Agreed.
64	Publication Officer	Ditto	1	Not agreed as the proposed candidate was not held eligible.
65	Development Officer	Class II	22	Agreed.
66	Assistant Director	Ditto	11	Do.

BUREAU OF NATIONAL RECONSTRUCTION DEPARTMENT

67	Research Officer	Class II	1	Not considered as the qualification of the candidate was not clear.
68	Public Relations Officer	Ditto	1	Agreed.

COMMUNICATION AND WORKS DEPARTMENT

69	Assistant Architecture	Un-classified	1	Not agreed and the Department was asked to get the rules approved at last by the Service Rules Sub-Committee and then send the requisition with classification whether candidate is qualified or not.
70	Assistant Engineers	Class II	13	Not agreed as the regular case was likely to be finalised.
71	Officiating Assistant Engineers (E. & M.)	Ditto	60	Agreed.
72	Officiating Assistant Engineers (Civil)	Ditto	141	Do.
73	Sub-Divisional Officers (E. & M.) Officiating	Ditto	60	Do.

74	Officiating Assistant Engineers (Civil)	..	..	..	Ditto	141	Do.
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Co-OPERATION DEPARTMENT

75	Assistant Registrars, Co-operative Societies	..	..	..	Class II	12	The <i>ad-hoc</i> appointments of 11 officials were agreed.
76	Assistant Registrars, Co-operative Societies	..	..	..	Ditto	1	Agreed.
77	Assistant Registrars, Co-operative Societies	..	..	..	Ditto	1	Do.
78	Assistant Registrars, Co-operative Societies	..	..	..	Ditto	1	Agreed.

EDUCATION DEPARTMENT

79	Professor in Home Economics	..	..	..	W.P.E.S. I (Senior).	1	Do.
80	Lecturers in different subjects (Collegiate Branch-Men's Section)	..	..	..	W.P.E.S. II..	166	Do.
81	Lecturers in different subjects (Collegiate Branch-Women's Section).				Ditto.	58	Do..
82	Lecturers in different subjects (Collegiate Branch-Men's Section)				Ditto	114	Do.
83	Lecturers in different subjects (Collegiate Branch-Women's Section).				Ditto	40	Do.
84	Lecturers in different subjects (Collegiate Branch-Men's Section)				Ditto	292	Do.
85	Lecturers in different subjects. (Collegiate Branch-Women's Section).				Ditto	84	Do.
86	Lecturers in different subjects (Collegiate Branch-Ments Section)				Ditto	191	Do.
87	Lecturers in different subjects (Collegiate Branch-Women's Section).				Ditto	72	Do.
88	Lecturers in different subjects (Collegiate Branch-Men's Section)				Ditto	296	Do.
89	Research Officer	..	..	..	Ditto	1	Not agreed as the person proposed was not academically qualified and was overage.
90	Lecturers in Medium Bengali College, Karachi in different subjects.				Ditto	3	Agreed.
91	Lecturers in Training Colleges in different subjects	..	..	..	Ditto	6	Do.

Serial No.	Name of the post	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

EDUCATION (TECHNICAL) DEPARTMENT

92	Lecturer in Mechanical Engineering Department in N.E.D. Government Engineering College, Karachi.	Class I (Junior Scale).	1	Agreed.
93	Associate Professor in Mechanical N. E.D. Government Engineering College, Karachi.	Class I	1	Do.
94	Senior Instructor Civil for Government Polytechnic Institutes	Ditto	5	Do.
95	Senior Instructor in Mechanical	Ditto	13	Do.
96	Senior Instructor in Chemical	Ditto	3	Do.
97	Senior Instructor in Electrical	Ditto	3	Do.
98	Senior Instructor in Auto and Diesel	Ditto	2	Do.
99	Lecturer in Urdu	Ditto	1	Do.
100	Instructors in Islamiat for Government Commercial Institutes in West Pakistan.	Class II	22	Do.
101	Instructors in Islamiat for Government Polytechnic Institutes in West Pakistan.	Ditto	17	Do.

EXCISE AND TAXATION DEPARTMENT

102	Excise and Taxation Officers in the Karachi Region	Class II	9	Agreed up to 31st March, 1968.
103	Excise and Taxation Officers in Region 'B'	Ditto	6	The Department was informed that in the case of 3 officers the <i>ad-hoc</i> appointments could be extended in accordance with the S. & G. A. D. circular letter dated 15th August, 1963. In the case of remaining 3 officers the proposal was agreed for a period of further 6 months.

139	Deputy Director (Technical) Mineral Development ..	..	Class I ..	1	
140	Industrial Development Officer	..	Class II ..	1	It was not agreed to allow him to continue as Industrial Development Officer <i>ad-hoc</i> basis in the first instance but on reconsideration of the case the officer was allowed to continue.
	.				
	:				
141	Assistant Director of Industries	..	Class I (Junior)	1	Agreed.
142	Assistant Director of Industries	..	Ditto ..	5	Agreed to the continued <i>ad hoc</i> appointment of one officer upto 30th September 1968 or till the finalization of his case whichever is earlier. In the case of remaining officers the Department was advised to extend the <i>ad-hoc</i> promotion themselves as the regular proposal was with the Commission.

INFORMATION DEPARTMENT

143	Information Officer	..	Class II ..	1	Agreed.
144	Information Officer	..	Ditto	4	Do.
145	Information Officer	..	Ditto	1	Do.
146	Assistant Director Information	..	Class I ..	1	Do.
147	Assistant Director Information	..	Class I ..	1	Do.

IRRIGATION AND POWER DEPARTMENT

148	Officiating Executive Engineer	..	Class I ..	37	Agreed.
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LABOUR DEPARTMENT

149	Regional Manager Employment Exchange Organization ..	..	Class I (Junior)	2	Agreed in the case of one and not agreed in the case of other on the basis of unsatisfactory record of the officer.
150	Regional Manager Employment Exchange Organization ..	..	Ditto	1	Not agreed as the Department neither made available the seniority list of class II officer nor intimated the position about the application of the cycle system.

Serial No.	Name of the post	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

PUBLIC HEALTH ENGINEERING DEPARTMENT

151	Assistant Engineer (Civil)	.. .. .	Class II ..	2	Not agreed as the reference was not received through the Secretary of the concerned Department.
152	Assistant Engineers (Mechanical)	.. .. .	Class II ..	2	Agreed subject to the condition that a regular requisition would be sent to the Commission before appointment orders are issued.
153	Research Officer (Scientist)	.. .. .	Class I ..	1	Agreed upto six months with effect from 21st April 1968.
154	Research Officer (Scientist)	.. .. .	Ditto ..	1	Agreed upto six months with effect from 21st October, 1968.

RAILWAY DEPARTMENT

155	Assistant Surgeons	.. .. .	Class II ..	6	Agreed.
156	Assistant Surgeons	.. .. .	Ditto ..	5	Do.
157	Officer on Special Duty (Co-operative) Senior Class I		Senior Class ..	1	Do.
158	Promotion of a Class II Officer of the personnel Branch of P. W. R. to Class I (Senior Scale).		Ditto	3	Do.
159	Lady Assistant Surgeon	.. .. .	Class II ..	1	Do.
160	Lady Assistant Surgeon	.. .. .	Ditto	1	Do.

161	Assistant Surgeon	..	..	..	Ditto	3	Do.
162	Assistant Surgeon	..	..	..	Ditto	4	Do.
163	Lady Assistant Surgeon	..	..	..	Ditto	4	Do.
164	Junior Information Officer	..	..	..	Class I ..	1	Do.
165	Senior Statistical Officer	..	..	..	Class I (Senior)	1	Do.
166	Divisional Mechanical Engineer	..	..	..	Senior Class I..	2	Do.
167	Divisional Medical Officer	..	..	..	Ditto	1	Do.

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

168	Additional Civil Judge, Karachi	..	..	..	Class I ..	1	Agreed to the proposed extension of his <i>ad-hoc</i> appointment from 1st April, 1967 to 3rd January 1968.
169	Section Officer	..	..	..	Junior Class I	8	Agreed.
170	Section Officer	..	..	..	Ditto	41	Do.
171	Section Officer	..	..	..	Ditto	10	Do.
172	Section Officer	..	..	..	Ditto	4	Do.
173	Head Translator Official Language Committee Class II	..	..	..	Class II ..	1	Do.

SOCIAL WELFARE DEPARTMENT

174	Senior Community Development Officer..	..	..	..	Senior Class I..	3	Not agreed as one of the proposed officers was not held eligible and about the remaining two it was decided to refer their cases of <i>ad-hoc</i> appointments after their regular promotions to Class II are approved by the Commission.
175	Principal and Child Welfare and Inservice Training Institute	..	..	..	Ditto	1	Agreed.
176	Superintendent, Mothers and Children Home, Sialkot	..	..	..	Class I (Junior)	1	Do.

APPENDIX IV

APPENDIX IV
CASES OF PROMOTION/TRANSFER/CONFIRMATION
(REFERRED TO IN CHAMBER IV)

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	6
AGRICULTURE DEPARTMENTS					
1	Assistant Agronomist, W.P.A.S. II ..	1	1	Agreed with the Department's proposal ..	Accepted.
2	Assistant Technologist (Processing), WPAS II	1	1	Ditto	Do.
3	Assistant Botanist (Wheat), WPAS II ..	1	1	Ditto	Do.
4	Assistant Horticulturist, WPAS II ..	1	1	Ditto	Do.
5	Assistant Entomologist, WPAS II ..	1	1	Ditto	Do.
6	Assistant Accounts Officer, WPAS II ..	1	1	Ditto	Do.
7	Extra Assistant Director, Agriculture, WPAS II	2	3	Ditto	Do.
8	Assistant Soil Chemist, WPAS II ..	1	1	Ditto	Do.
9	Assistant Plant Physiologist, WPAS II ..	1	1	Ditto	Do.
10	Assistant Botanist (Maize), WPAS II ..	1	1	Ditto	Do.
11	Assistant Botanist (Cotton), WPAS II ..	1	2	Ditto	Do.
12	Instructors in WPAS II ..	2	2	The Commission agreed to the promotion of one officer and deferred the consideration in the case of other officer for want of certain information.	Do.
13	Assistant Soil Fertility Officer, WPAS II ..	3	3	Agreed with the Department's proposal...	Do.
14	Assistant Agricultural Chemist Khanpur, WPAS II.	1	1	Ditto	Do.

15	Assistant Agricultural Chemist, Lyallpur WPAS II.	1	1	Ditto.	Do.
16	Assistant Agricultural Chemist, Lyallpur, WPAS-II.	1	1	Ditto	Do.
17	Assistant Soil Fertility Officer, WPAS II	1	1	Ditto	Do.
18	Assistant Plant Pathologist (Tabacco), WPAS-II.	1	1	Ditto	Do.
19	Physiologist in WPAS II	1	1	Ditto	Do.
20	Assistant Cotton Breeder, WPAS II	1	1	Ditto	Do.
21	Confirmation as Farm Superintendent, WPAS II.	1	1	Ditto	Do.
22	Assistant Agricultural Engineer, WPAS II	1	1	Ditto	Do.
23	Assistant Plant Protection Officer, WPAS II	1	1	Ditto	Do.
24	Assistant Accounts Officer, WPAS II	1	1	Not Agreed	Do.
25	Assistant Botanist (Taxonomy), WPAS II	1	1	Agreed with the Department's proposal ..	..
26	Assistant Oil Technologist, WPAS II	1	1	Ditto	..
27	Assistant Botanist (Sugarcane)/Assistant Agonomist, WPAS II.	1	1	Ditto	..
28	Confirmation as Agricultural Chemist, WPAS I	1	1	Not Agreed	Accepted.
29	Forest Officer in WPAS II	1	1	Agreed with the Department's proposal ..	Do.
30	Soil Scientist in WPAS I	1	1	The Commission did not consider the Officer a suitable and advised the Department to forward a fresh proposal.	Do.
31	Agriculturist/Agronomist, WPAS I	1	1	Agreed with the Department's proposal ..	..
32	Assistant Plant Pathologist (Virology), WPAS I	1	1	Ditto	..
33	Agronomist, WPAS I	1	1	Ditto	..
34	Sugarcane Botanist, WPAS I	1	1	Ditto	..
35	Cotton Botanist, WPAS I	1	1	Ditto.	
36	Fodder Botanist, WPAS I	1	1	Ditto.	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	
37	Food Technologist, WPAS I	1	1	Agreed with the Department's proposal	
38	Vegetable Botanist, WPAS I	1	1	Ditto.	
39	Arid Zone Pomologist Horticulturist (Pomologist) WPAS I.	1	1	Ditto.	
40	Economic Botanist, WPAS I	1	1	Ditto.	
41	Agricultural Chemist, WPAS I	1	1	Ditto.	
42	Soil Chemist, WPAS I	1	1	Ditto.	
43	Soil Fertility Officer, WPAS I	1	1	Ditto.	
44	Agriculturist Agronomist, WPAS I	1	1	Ditto.	
45	Cotton Botanist, WPAS I	1	1	Ditto.	
46	Assistant Soil Fertility Officers WPAS II..	2	2	Ditto	Accepted.
47	Assistant Botanists, WPAS II	2	2	Ditto.	
48	Assistant Agricultural Chemist, Kharpur, WPAS II	1	1	Ditto.	
49	Assistant Agronomist, Bahawalpur, WPAS II	1	1	Ditto.	
50	Assistant Entomologist, WPAS II	1	1	Ditto.	Accepted.
51	Assistant Entomologist WPAS II	2	2	Ditto	Do.
52	Farm Superintendent/Assistant Agronomist Farm WPAS I	1	1	Ditto.	Do.

52	Assistant Entomologist (Central Region), WPAS II.	4	4+3 in absentia		
54	District Soil Conversationists, WPAS II ..	4	4	Accepted.	Do.
55	Assistant Plant Pathologist	2	1 2+in absentia	Agreed with the Department proposal	Do.
56	Extra Assistant Director of Agriculture, Lahore Region.	1	1	Ditto	
57	Extra Assistant Director of Agriculture Recovery of Outstanding Government dues of Cotton Fee.	1	1	Ditto	Accepted.
58	Extra Assistant Director of Agriculture ..	1	1		
59	Assistant Agricultural Chemist (Gur) ..	1	1	Ditto	Accepted.
60	Assistant Soil Fertility Officer (Peshawar Region)	1	1	Ditto	Do.
61	Assistant Food Technologist ..	1	1	Ditto.	
62	Confirmation as Assistant Horticulturists	1	1	Ditto.	
63	Confirmation as Assistant Horticulturists	1	1	Ditto.	
64	Assistant. Horticulturist (Deciduous Fruits) WPAS II (Northern Region).	1	1	Ditto.	Accepted.
65	Confirmation as Agricultural Chemist, Horticulturist and Plant Pathologist WPAS I	3	3	Ditto	Do.
66	Agricultural Engineers ..	7	13	Agreed to the promotion of 8 officers including 5 were notified as sutable. For the remaining one vacancy fresh proposal sent for.	
67	Cotton Botanist, Multan ..	1	1	Agreed with the Department's proposal.	
68	Agricultural Chemist Bio-Chemistry WPAS I (Research Wing).	1	1	Ditto.	
69	Assistant Technologist (Cereals)	1	1	Ditto.	
70	Assistant Botanist in WPAS II (Northern Region)			Ditto	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	6
AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT					
71	Assistant Director, WPAHS I	2	2	Agreed with the Department proposal ..	Accepted.
72	Poultry Development Officer and Dairy Development Officer in WPAHS II	2	4	Agreed in the cases of two and not agreed in the cases of other two.	..
73	WPAHS Class II Multan Region	1	2	The Commission approved the promotion of one superseding his senior.	Accepted.
74	Sheep Development Officer, WPAHS I in Peshawar Region.	1	1	Agreed with the Department's proposal ..	
75	WPAHS Class II, the Directorate of West Pakistan Veterinary Research Institute.	6	6	Agreed in the cases of 5 and not agreed in the cases of one.	Accepted.
76	WPAHS Class I (Extension side)	9	13 including two retired and two in absentia being on deputation.	Agreed with the Department's proposal.	
AGRICULTURE (FISHERIES) DEPARTMENT					
77	Assistant Director of Fisheries	2	2	Agreed with the Department's proposal ..	..
78	Extra Assistant Director of Fisheries ..	8	8	Agreed to the promotion of 4 officers and the remaining 4 were not considered suitable.	Accepted.
AGRICULTURE (FOREST) DEPARTMENT					
79	W. P. F. S. II	2	2	Agreed with the Department's proposal	Accepted.
80	Selection Grade Class I in Forest Department ..	1	1	Ditto	Do.

81	Assistant Director, Sericulture Frontier Region in W.P.F.S. I (Junior)	1	2	File closed and the Department was asked to forward fresh proposal after the rules are framed.	..
82	Sub-Divisional Forest Officer (Wild life) Quetta	1	1	The Department was asked to forward fresh proposal after the rules are framed.	..
BASIC DEMOCRACIES DEPARTMENT					
83	Transfer as Development Officer	1	1	Not agreed.	.. Accepted.
CIVIL DEFENCE DEPARTMENT					
84	Administrative Officer	1	1	Agreed with the Department's proposal	.. Do.
COMMUNICATIONS AND WORKS DEPARTMENT					
85	Executive Engineer	2	2	Agreed with the Department's proposal	..
86	Executive Engineer (E & M) to Class I	7	7	The Commission agreed to the promotion of 5 officers and did not agree in respect of remaining two.	..
87	Promotion of Consulting Architect to the Selection Grade.	1	1	Agreed with the Department's proposal	..
88	Class II Temporary Engineers to Class I (Junior)	39	39	Agreed to the promotion of 37 officer and did not agree in respect of the remaining two.	..
89	Officiating Sub-Divisional Officers	1	1	Agreed with the Department's proposal	.. Accepted.
90	Transfer of B & R Engineers to Public Health Engineering Department.	23	23	The Commission agreed to the transfer of these officers from one Department to the other on equal posts/pay if no promotion or payment of higher emoluments are involved.	.. Do.
91	Officiating Executive Engineer	1	1	Agreed with the Department's proposal	.. Do.
92	Officiating Executive Engineer	2	2	Ditto	..
93	Officiating Executive Engineer	1	1	Ditto.	..
94	Officiating Executive Engineer	1	1	Not agreed.	..

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	6

95	Promotion of Class II Temporary Engineers against post 1963 vacancies of Class I (Junior).	45	38	Agreed to the promotion of 37 officers and did not agree to the promotion of one officer. The cases of the remaining 8 officers remained unsettled.	
96	Officiating Executive Engineers	16	16	Agreed with the Department's proposal ..	
97	Officiating Executive Engineers (E & M) ..	7	7	Ditto	
98	Confirmation as Executive Engineers (E & M) in Class I.	7	7	Agreed to the confirmation of 6 officers and did not agree in respect of the remaining one.	

CO-OPERATION DEPARTMENT

99	Deputy Registrar, Co-operative Societies ..	18	17	Agreed to the promotion of 17 officers including 2 retired officers. For the remaining vacancies the case remained pending for want of C.Rs.	Accepted.
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EDUCATION DEPARTMENT

100	S. E. S. officials to W.P.E.S. II (Administration Branch, Womens' Section), Lahore Region.	34	32	31 were considered suitable and one not suitable. The cases of 3 not finalised.	Do.
101	S. E. S. officials to W.P.E.S. II (Administration Branch, Women's Section), Hyderabad Region.	2	3 including one proposed for super-session.	Agreed with the Department's proposal ..	Do.
102	S. E. S. officials to W.P.E.S. II (Administration Branch) (Women's Section), Quetta Region.	2	2	Ditto ..	Do.
103	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section), Quetta Region.	17	17	Ditto ..	Do.

104	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section), Karachi Region.	6	6	Ditto	..	Do.
105	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section) Rawalpindi Region.	16	16	Ditto	..	Do.
106	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section) Hyderabad Region.	10	10	Ditto	..	Do.
107	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section), Peshawar Region.	16	16	Ditto	..	Do.
108	S. E. S. officials to W.P.E.S. II (Administration Branch, Women's Section), Rawalpindi Region.	8	7	Ditto	..	Do.
109	S.E.S. officials to W.P.E.S. II (Administration Branch—Men's Section), Lahore Region.	42	30	Considered 30 suitable and the cases of 12 not finalised.		Accepted.
110	Promotion of a officer in W.P.E.S. Class I (Senior) (Administration Branch, Men's Section) to Selection Grade.	1	1	Agreed with the Department's proposal.		Accepted.
111	S.E.R.S. officials to W.P.E.S. II (Administration Branch, Men's Section), Peshawar Region.	16	17 including one inabsentia	Ditto	..	Do.
112	S.E.R.S. Lady officials to W.P.E.S-II (Administration Branch), Women's Sections, Karachi Region.	1	1	Ditto	..	Do.
113	Lecturers from W.P.E.S. II to W.P.E.S. I (Junior Scale) (Collegiate Branch) (Women's Section).	36	36	Ditto	..	..
114	Officers of W.P.E.S. II (Administration Branch, Women's Section) W.P.E.S. I (Administration Branch—Women's Section.)	4	4	Ditto	..	Accepted.
115	S.E.R.S. officials to W.P.E.S. II (Administration, Branch Women's Section), Rawalpindi Region.	1	1	Ditto	..	

EDUCATION (TECHNICAL) DEPARTMENT.

116	Principals for Government Polytechnic Institutes in West Pakistan.	6	6	Ditto	..	Accepted.
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Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	6

EXCISE AND TAXATION DEPARTMENT

117	Excise and Taxation Officer in Region 'B' ..	3	3	Agreed in the cases of two and not agreed in the case of one.	..
118	Additional Directors, Excise and Taxation, Karachi vi.	2	2	Agreed with the Department's proposal ..	Accepted.

FINANCE DEPARTMENT

119	Assistant Directors in the Local Audit Department.	4	4	Agree with the Department proposal ..	Acceptance in case of 2 officers received 28
120	Audit Officer in the Sagodha Region ..	1	1	Ditto ..	Accepted
121	Audit Officer in the Audit Department ..	3	3	Ditto ..	Do.
122	Audit Officers in Lahore Region ..	4	4	Ditto ..	Do.
123	Audit Officers in Peshawar Region ..	2	2	Ditto ..	Do.
124	Audit Officers in Multan Region ..	2	2	Agreed in the case of one subject to the claim of his senior who was under enquiry and disagreed in the case of other.	Do.
125	Audit Officers in Sargodha Region ..	2	2	Agreed with the Department's proposal ..	Do.
126	Director in the Local Audit Department ..	2	2	Ditto ..	..
127	Director, Local Fund Audit Department ..	3	3	Ditto ..	..
128	Audit Officer in Peshawar Region ..	1	1	Ditto ..	Accepted.
129	Audit Officer in Lahore Regions ..	1	1	Ditto ..	..

130	Audit Officer in Bahawalpur Region	1	1	Ditto	Accepted
131	Assistant Accounts Officers Food, Department	1	1	Case closed as the Department failed to supply information and documents.	
132	District Food Controller	3	3	Agreed with the Department's proposal	Accepted.
133	Assistant Director, Food	2	2	Ditto	
134	District Food Controller in Multan Region	1	1	Ditto	

HEALTH DEPARTMENT

135	Confirmation as Dental Surgeons	20	20	Agreed except in the case of one who was not regular temporary selectee of the Commission but was recommended only in a stop-gap measure. The Department was informed that the case of that Doctor did not fall under para 4.4 of the procedural instructions and that the post should be filled by initial recruitment.	
136	W.P.H.S. II, Peshawar Region	2	2	Agreed with the Department's proposal	

HOME (JAIL) DEPARTMENT

137	Deputy Superintendent, Jail	3	3	Agreed with the Department's proposal	Accepted.
138	Deputy Superintendent, Jail	1	1	Ditto	
139	Fit List upto Class II Superintendent Jail Class II.	10	10	Agreed in the cases of 8 persons and not in respect of the remaining two.	
140	Superintendent, Jail, Class I	2	3	Agreed to the promotion of 2 officers ignoring one senior.	

HOME (POLICE) DEPARTMENT

141	Confirmation as P.D.S.P. Region No. V	1	1	Agreed with the Department's proposal	Accepted.
142	Confirmation as D.S.P. Region No. IV	5	5	The Commission agreed except in the case of one officer.	Do.
143	Confirmation as P.D.S.P. Region No. IV	1	1	Agreed with the Department's proposal	Do.
144	Confirmation as D. S. P. Region No. III	8	8	Ditto	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the department
1	2	3	4	5	6

HOME (POLICE) DEPARTMENT—*cont'd.*

145	Select list of Inspectors fit for promotion as Officiating D. S. P.	6	6	Agreed with the Department's proposal.	Accepted.
146	Confirmation as D. S. P.	5	5	Ditto ..	Do.
147	Deputy Superintendent of Police in Region No. III.	1	1	Ditto ..	
148	Confirmation as D. S. P. in Region No. I ..	3	3	Agreed to the confirmation of 2 officers and not agreed in respect of the remaining one.	
149	Selection Grade promotion to an officiating D.S.P.	1	1	The Commission reiterated to their previous advice and recommended the same officer for selection grade.	
150	Deputy Superintendents of Police in Region No. V.	4	4	Agreed with the Department's proposal ..	
151	P. D. S. P.	1	1	Ditto.	
152	Select list for promotion to the rank of D.S.P. in Region No. 3.	43	43	Ditto.	
153	Select list for promotion to the rank of D.S.P. in Region No. 2.	26	28	Agreed to the promotion of 26 officers and recommended 2 for supersession.	

INDUSTRIES DEPARTMENT

154	Deputy Chief Inspector of Boiler	1	1	Agreed with the Department's proposal.	..
155	Assistant Director of Industries	11	11	Ditto ..	Accepted.
156	Assistant Director of Industries	1	1	Ditto ..	Do.
157	West Pakistan Industries Service Class I ..	12	13	Agreed in the cases of 11 officers. One was not considered suitable and in his place, a Junior Officer was recommended.	..

158	Industrial Development Officer/Purchase Officer.	6	2	Agreed to in the cases of two officers. The cases of 4 remained unsettled.	..
159	Confirmation as Inspector of Biolers ..	2	2	Agreed with the Department's proposal ..	..
160	Marketing Officer (Wool) ..	1	1	Ditto ..	..
161	Industrial Development Officer/Purchase Officer.	5	3	Agreed in the cases of 3 officers. The cases of 2 remained unsettled.	..
162	Industrial Development Officer/Purchase Officer	11	10	Agreed in the case of 10 officers. The case of one officer remained under consideration.	..
163	Absorption against the post of Assistant Director Industries	1	1	Advised to get his name included in the list of surplus officers and forward requisition.	..
164	Confirmation as Assistant Director of Industries	1	1	Agreed with the Department's proposal.	..
165	Administrative Officer	1	1	Agreed with the Department's proposal ..	Accepted.
166	Industrial Development Officer/Purchase Officer	1	1	Ditto.	..

INFORMATION DEPARTMENT

167	Assistant Director (Technical)	1	1	Agreed with the Department's proposal ..	Accepted.
168	Information Officers (Pictorial Publicity) ..	1	1	Ditto ..	Do.
169	Information Officers	3	3	Ditto ..	Do.
170	Technical Officer	1	1	Ditto ..	Do.

IRRIGATION AND POWER DEPARTMENT

171	Cana' Collector Lahore Region ..	1 + 2 (Select List)	3	Agreed with the Department's proposal ..	..
172	Absorption into Class II	80	70	66 considered suitable and 4 unsuitable. The cases of ten remained pending.	..
173	Cana' Collector Bahawalpur Region ..	1	1	Agreed with the Department's proposal ..	Accepted.
174	Cana' Collector Sargodha Region ..	2 + 1 (Select List)	3	Ditto.	..
175	Junior Research Officer Statistics in the Irrigation Research Institute-	1	1	Ditto ..	..

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department.
1	2	3	4	5	6
176	Officiating Executive Engineer	12	11	11 considered suitable and the case of one officer remained pending.	
177	Officiating Executive Engineer	1	1	Agreed with the Department's proposal ..	Accepted.
178	Officiating Canal Collector, Sargodha ..	1	1	Ditto.	
179	Assistant Land Reclamation Officer ..	6	6	Ditto.	
180	Officiating Executive Engineer	4	4	Ditto.	
181	Officiating Executive Engineer	13	13	Ditto.	Accepted.
182	Promotion of O. E. S. to Class II Peshawar Region.	4	7	Agreed to the promotion against 3 vacancies involving supersession of 4 persons. 4th vacancy was kept vacant.	..
183	Assistant Land Reclamation Officer, Sargodha Region.	2	2	Agreed with the Department's proposal. ..	Accepted.
184	Assistant Research Officer Class II ..	2	2	Ditto ..	Do.
185	Officiating Executive Engineer	3	3	Ditto ..	Do.
186	Promotion of O. E. S. to Class II Sargodha Region.	7	7	Ditto ..	..
187	Assistant Research Officer	1	1	Not agreed.	
188	Electric Inspector Class I	1	1	Agreed with the Department's proposal ..	..
189	Officiating Executive Engineer	2	2	Ditto ..	..
190	Promotion to S.S.E. Class II ..	1	1	Ditto	

191	Promotion of O.E.S. to Class II, Lahore Region	5	5	Agreed to the promotion of 4 persons and did not agree in respect of one.
192	Officiating Executive Engineer ..	71	64	Agreed to the confirmation of 64 persons and the cases of remaining 7 officers remained unsettled.
193	Confirmation of Land Reclamation Officer Revenue side.	1	2	Agreed to the confirmation of an officer involving supersession of two officers.

LABOUR DEPARTMENT

194	Statistical Officer	1	1	Agreed with the Department's proposal ..
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PLANNING AND DEVELOPMENT DEPARTMENT

195	Assistant Director in the Industrial Survey Cell of the Bureau of Statistics.	1	1	Agreed with the Department's proposal ..	Accepted.
196	Assistant Chief of Section	2	2	Ditto	
197	Statistical Officer	1	1	Ditto.	Accepted.
198	Assistant Chief of Section	1	1	Ditto	Do.
199	Assistant Director	1	1	Ditto	Do.
200	Assistant Chief of Section	2	2	Ditto	Do.
201	Progress Officer	2	2	Ditto	Do.
202	Assistant Chiefs of Sections	1	2	Considered the Junior Officer a suitable in supersession of his senior.	Do.

PRINTING AND STATIONERY DEPARTMENT

203	Manager (Works)	1	1	Agreed with the Department's proposal ..	Accepted.
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RAILWAY DEPARTMENT

204	Senior Scale post in Electrical Engineering Department.	3	3	Agreed with the Department's proposal ..	Accepted.
205	Senior Scale (Signal Engineer)	1	1	Ditto	Do.
206	Officers of the power Motive and Mechanical Engineering in Class I.	2	2	Ditto	Do.
207	Senior Statistical Officer Class I	1	1	Not agreed and advised to advertise the post.	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	6

RAILWAY DEPARTMENT

208	Divisional Medical Officer, Class I ..	1	1	Agreed with the Department's proposal ..	Accepted.
209	Award of Selection Grade to Section Officers ..	2	2 + 1 against the suspended lien of one	Ditto ..	Do.
210	Substantive promotion of an A.M.O. to Senior Scale (Class I) in the Medical Department.	1	1	Continuance agreed upto 31st December 1968 or till the Service Rules are approved, whichever is earlier.	Accepted.
211	Senior scale post of Divisional Signal Engineer	1	1	Not agreed.	..
212	Senior scale post in the Signal Engineering Department.	1	1	Agreed with the Department's proposal.	..
213	Extension in the officiating promotion of Class II officers of Civil Engineering Department to Class I (Senior) Scale.	3	6	Not agreed and advised to promote the officers in Junior Class I to Senior Class I.	..
214	Extension in the officiating promotion to Class I (Senior Scale) posts of Divisional Signal Engineers.	2	2	Agreed with the Department's proposal.	..
215	Senior Scale Class I posts in the Motive (Power) and Mechanical Engineering Branch.	2	2	Not agreed.	..
216	Assistant Chief Superintendent Watch and Ward	1	1	Ditto	..
217	Promotion of Section Officers to the Selection Grade.	2	2	Agreed with the Department's proposal ..	..

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

218	Section Officer	1	1	Agreed with the Department's proposal	..
219	Section Officer	1	1	Ditto.	..

220	Promotion of Section Officers to Selection Grade	17	17	Agreed with the Department's proposal ..
221	Section Officers	4	3	Agreed in the cases of 3 officers only. For the 4th vacancy the Department was advised to send a summary proposal.
222	Promotion of Ministerial Government Servants to the P.C.S. (E.B.).	10	10	Agreed with the Department's proposal ..
223	Assistant Directors, Liaison Officer and Principal, Child Welfare Training Institute.	6	6	The proposal was defective and revised proposal was requested.

APPENDIX V

APPENDIX V

CASES OF DISCIPLINARY ACTION [STOPPAGE AT THE EFFICIENCY BAR] STOPPAGE OF INCREMENTS REDUCTION IN PENSION, ETC.

(REFERRED TO IN CHAPTER V)

Serial No.	Subject	Commission's Advice	Action taken by the Government Department concerned
1	2	3	4
AGRICULTURE DEPARTMENT			
1	With holding special additional pension of a retired Principal, Agriculture College, Tandojam.	The Commission advised that it may not be withheld.	Accepted.
COMMUNICATIONS AND WORKS DEPARTMENT			
2	Departmental enquiry against an Executive Engineer and two Assistant Engineers of Communications and Works Department.	The Commission agreed to the proposed punishment of stoppage of three increments with cumulative effect and censure to all the three officers.	Do.
CO-OPERATION DEPARTMENT			
3	Disciplinary action against an Assistant Registrar, Co-operative Societies.	The Commission agreed to the proposed punishment of compulsory retirement of the officer.	Accepted.
EDUCATION DEPARTMENT			
4	Departmental enquiry against a W.P.E.S. II Officer formerly Headmaster, Government Normal School, Sahiwal.	The Commission agreed with the proposed punishment of withholding of two yearly increments without cumulative effect.	Accepted.
5	Departmental enquiry against a W.P.E.S. II Officer formerly District Inspector of Schools, Mirpurkhas.	The Commission agreed with the proposed penalty that he may be reduced in rank to a lower post from W.P.E.S. II to S.E.S.	Do.
6	Departmental enquiry against a W.P.E.S. II Officer on deputation to the Institute of Research and Education, Punjab University.	The Commission agreed to the proposed dismissal of the Officer from service.	Do.

7	Departmental enquiry against a W.P.E.S. II Officer formerly District Inspector of Schools, Tharparkar.	The Commission agreed to the proposed punishment of withholding of two yearly increments without commulative effect.	Accepted.
8	Disciplinary action against a Lecturer in Persian Government Inter College, Alipur (Muzaffargarh).	The Commission advised the Department to hold a fresh enquiry in the case and then refer to the Commission. Case closed under intimation to the Department.	Accepted.
9	Disciplinary action against a Lecturer in Arabic, Government College, Sheikhpura.	The Commission considered punishment proposed by the Department to be rather severe. In view of exceptionally good record of the accused officer, the Commission advised stoppage of the two increments without commulative effect.	Accepted.

HOME (POLICE DEPARTMENT)

10	Departmental enquiry against an officiating D.S.P. ..	The Commission did not agree with the proposed retirement and recommended that a minor punishment may be inflicted upon him.	Acceptance awaited
11	Reduction in pension to an officiating D.S.P. of Region No. V.	The Commission did not agree to the proposed reduction.	
12	Reduction in pension of a D.S.P. of Region No. III,	The Commission did not agree to the proposal.. . .	..

INFORMATION DEPARTMENT

13	Departmental enquiry against an Assistant Director of Information.	The Commission advised to stop the increments of the Officer for 2 years without commulative effect.	Accepted.
14	Departmental enquiry against an Information Officer	The Commission agreed to the proposed punishment of compulsory retirement from Government service of the Officer.	Awaited.

IRRIGATION AND POWER DEPARTMENT

15	Disciplinary action against an Executive Engineer ..	The Commission agreed with the department that the accused Officer may be censured.	Accepted.
16	Disciplinary action against an Assistant Engineer of the former Electricity department.	The Commission agreed to the Department that 50 recovery of the loss may be imposed on the accused officer.	Awaited.

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

17	Reduction in the pension of retired P.C.S. Officer ..	The Commission agreed to the proposed reduction by 2 % ..	
18	Departmental enquiry against a P.C.S. Officer ..	The Commission agreed to the proposed punishment of withholding of increment of the officer for a year with commulative effect.	Accepted.

Serial No.	Subject	Commission's advice	Action taken by Government Department concerned
1	2	3	4
SERVICES AND GENERAL ADMINISTRATION DEPARTMENT— <i>concl.</i>			
19	Departmental enquiry against a P.C.S. Officer ..	The Commission agreed to the proposed punishment of censure	Accepted.
20	Disciplinary action against an Additional City Magistrate, Karachi.	The Commission agreed to the proposed punishment of withholding of 3 increments and transfer to non-magisterial post.	Accepted.
21	Reduction in the gratuity to a retired P.C.S., Karachi.	The Commission agreed to the proposed cut of 5 % in his gratuity.	Accepted.
22	Reduction in superannuation pension of a retired P.C.S., Officer.	The Commission did not agree to the proposed reduction ..	

APPENDIX VI

APPENDIX VI

CASES OF RETIREMENT UNDER ARTICLE 178 (4) (a) OF THE CONSTITUTION

(REFERRED TO IN CHAPTER VI)

Serial No.	Subject	Commission's advice	Action taken by Government Department concerned.
1	2	3	4
		BOARD OF REVENUE	
1	Retirement of a Tehsildar, Sargodha Division	The Commission agreed to the retirement of the officer on completion of 25 years qualifying service.	
		CO-OPERATION DEPARTMENT	
2	Retirement of a special Auditor of the Co-operative Societies.	The Commission agreed to the retirement of the officer on completion of 25 years qualifying service.	
		EDUCATION DEPARTMENT	
3	Retirement of an Inspectress of Girls Schools, Quetta Division.	The Commission did not agree to the proposed retirement of the officer on completion of 25 years service.	Accepted.
4	Retirement of a Headmistress, Government Girls High School, Dharyala Jalap (Rawalpindi Region).	The Commission agreed to the retirement of the Officer on completion of 25 years qualifying service.	Acceptance awaited.
		INFORMATION DEPARTMENT	
5	Retirement of an Information Officer	Not agreed	Awaited.
		RAILWAY DEPARTMENT	
6	Retirement of an Assistant Engineer P.W.R., Class I.	Agreed.	Awaited.

APPENDIX VII

APPENDIX VII
EXAMINATIONS DEPARTMENTAL
(REFERRED TO IN CHAPTER IX)

Serial No.	Name of the Examination	NUMBER OF CANDIDATES			Percentage of candidates who passed	REMARKS
		Admitted	Examined	Passed qualified		
1	2	3	4	5	6	7
1	Assistant Collectors, Part I, February 1968 ..	14	14	9	64.28%	
2	Assistant Collectors, Part II, February 1968 ..	1	1	1	100%	
3	Revenue Qualifying Examination, April, 1968 ..	18	18	5	27.77%	
4	Assistant Collectors, Part I, April, 1968 ..	5	5	2	40%	
5	Assistant Collectors, Part II, April, 1968 ..	9	8	6	75%	
6	Assistant Collectors, Part I, August, 1968 ..	3	2	2	100%	
7	Assistant Collectors, Part II, August, 1968 ..	5	3	2	66.66%	
8	Revenue Qualifying Examination, October, 1968 ..	16	13	..	Result not de- clared till the end of the year.	

APPENDIX VIII

APPENDIX VIII

COMPETITIVE EXAMINATIONS TEST CONDUCTED BY THE WEST PAKISTAN PUBLIC SERVICE COMMISSION DURING THE YEAR 1968.

(REFERRED TO IN CHAPTER IX)

Serial No.	Name of the Examination	Place and date of examination	Number of vacancies	Numbers of application for admission	NUMBER OF CANDIDATES				Recommended for appointment	Selected for appointment	REMARKS
					Who were admitted	Who appeared	Who qualified				
							In written portion	Finally in written portion and viva voce			
1	2	3	4	5	6	7	8	9	10	11	12
1	Competitive Examination for Selection of Stipendiary candidates for training at the Pakistan Forest Institute in the Superior Forest Service Course 1968—70, for recruitment to W.P.F.S. Class I	Peshawar, Lahore, Hyderabad. 5-8-68 to 8-8-68.	5	228	182	134	34	29	5	5	Recommendations accepted.
	Written test for recruitment to the posts of Assistant Registrars, Co-operative Societies in the W.P.C.S. Class II and Labour Officers in the Labour Department.	Peshawar, Lahore, Hyderabad. 29-1-68.	21 + 17	1226 + 735	488 + 438	890	104 + 107	..	..	..	..

**ANNUAL REPORT ON THE WORKING
OF THE
WEST PAKISTAN PUBLIC SERVICE COMMISSION
FOR THE YEAR
1968
AND THE
MEMORANDUM REQUIRED UNDER ARTICLE 189 (2)
OF THE CONSTITUTION**



REPORT IN PURSUANCE OF ARTICLE 189 OF THE CONSTITUTION OF THE ISLAMIC REPUBLIC OF PAKISTAN
ON THE ACTIVITIES OF THE WEST PAKISTAN PUBLIC SERVICE COMMISSION FOR THE YEAR, 1968.

CHAPTER I—GENERAL

This is the thirteenth report on the working of the West Pakistan Public Service Commission since it was constituted in 1955.

2. During the year under report the following officers worked as Chairman and Members of the Commission :—

1. Chairman .. Mr. I. U. Khan, H. K., S. Pk., C.S.P.
2. Member .. (1) Mr. Abdul Kadir.
(2) Brig. Ata Muhammad Khan.
(3) Nawabzada Muhammad Ayub Khan, P.C.S.
(4) Mr. Muhammad Saleem Khan. He completed his term on 14th October, 1968 (A. N.) and was reappointed for a fresh term with effect from 15th October, 1968 (F. N.).
(5) Mr. R. M. Wall, T. Pk. P. P. M., P.S.P. took over as Member with effect from 7th December, 1968 (F. N.).

3. *Composition and Condition of Service Regulations*—The Members of the Commission continued to be governed by the West Pakistan Public Service Commission (Composition and Conditions of Service) Regulations, 1958. The following new rule was added to the Regulations :—

“6-B—the seniority *inter se* of the Members shall be determined in accordance with the respective dates of their entering upon their office as Members; Provided that when a Member is appointed for a second or subsequent term, his seniority shall be reckoned from the date when he enters upon the second or subsequent term of office, as the case may be.”

4. *Statutory Functions of the Commission*—No change has been made to the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957, during the year under report.

This year the East Pakistan Government in consultation with the West Pakistan Government, amended their Department Examination Rules entrusting the work regarding the conduct of the Departmental Examination of C.S.P. Officers of East Pakis-

tan domicile serving in West Pakistan under the supervision of the West Pakistan Public Service Commission. The first such examination has been held in November, 1968.

5. *Rules of procedure of the Commission*—No change was made.

6. *Instructions to Government Departments*—No change has been made to the instructions relating to the procedure to be observed by the Administrative Departments of Government in their dealings with the Commission. The question of an amendment to paragraph 4.4 of the procedure to be observed by the Administrative Departments of Government is under consideration of the Commission.

Government in the Services and General Administration Department had *inter alia* issued instructions in 1967,—*vide* their Circular letter No. S. O. IV (S. & G.A.D.) 16-14/64, dated the 7th October, 1967 to all Departments to follow the following procedure in order to avoid delay in appointments made through the West Pakistan Public Service Commission :—

- (i) *Delay in making requisitions*—(a) Each Department should work out vacancies for one financial year and send the requisitions to the Commission in the preceding March.
- (b) Departmental Secretary should send a certificate to Services and General Administration Department in April that this has been done.
- (ii) *Zonal and Regional Representation*—The responsibility for correct zonal and regional representation in promotions and recruitments will be that of the Administrative Department/Attached Department concerned. The Department should, however, when sending a requisition, invariably supply necessary information regarding Regional/Zonal allocation to the Commission so as to enable them to see whether proposals made by the Department are correct and in keeping with rules. In case of difference of opinion the matter should be referred to the Services and General Administration Department for final decision.

These instructions, are, however, not being faithfully observed by the Administrative Departments of Government, as piecemeal requisitions continue to be sent to the Commission. In many cases they are not complete and necessitate back reference to the Departments concerned.

STAFF OF THE COMMISSION

7. During the year under report, the following Gazetted Officers worked in the Commission's Office :—

- (1) Secretary .. (i) Mr. Amir Yusuf Ali Khan, C. S. P.
 (ii) Mr. Tawfiq Fehmi Rizvi, C. S. P.,
 Officer on Special Duty who proceeded
 abroad on scholarship on 14th September
 1967 reported back in the Commission's
 office on 13th September, 1968 and
 relinquished charge on 23rd September,
 1968 to take up appointment in the
 Central Government.
- (2) Deputy Secretary .. Mr. S. F. Tunia.
- (3) Registrar Examinations. Raja Muhammad Ashraf Khan.
- (4) Assistant Secretary ; Sh. Ghulam Nabi.
- (5) Administrative Officer. Mr. Akhtar Mohsin.

SUBORDINATE STAFF

8. The non-gazetted staff of the Commission was as under :—

(a) *Permanent.*

Senior Superintendents	..	3
Superintendents	..	3
Assistants	..	22
Private Secretary to Chairman	..	1
Stenographers (Senior Scale)	..	4
Steno-typist	..	1
Senior Clerks	..	11
Junior Clerks	..	26

(b) *Temporary*

Superintendents	..	2
Assistants	..	5
Stenographers (Senior Scale)	..	2
Stenographers (Junior Scale)	..	1
Senior Clerk	..	1
Junior Clerks	..	4
Staff Car Driver	..	1

9. The demand for more staff made by the Commission in 1965 was partly met by Government with the sanction of the following additional staff with effect from 1st July, 1968 :—

Senior Superintendent	..	1
Assistants	..	4
Senior Clerks	..	2

The O. & M. Unit which carried out a preliminary examination of the Commission's Office recommended the creation of the post of an additional Assistant Secretary which has been agreed to by the Services and General Administration Department. The Government have constituted a Committee to examine the present methods of personnel selection and to recommend measures for effecting improvements in them. The Commission have concurred with this proposal.

10. The office of the Commission continued as a Non-Secretariat Department in spite of repeated requests made to Government from time to time to classify the staff with secretariat status.

11. The Commission reorganised the office machinery during June, 1968 with a view to improving the working of the office and following measures were adopted :—

- (i) The personnel selection work and promotion, disciplinary pension and other miscellaneous work was separated and assigned to different branches. Previously all kind of work was entrusted to the seven branches excluding the Examination branch which has all along been functioning independently. There are two branches entrusted with promotion and disciplinary work which are working directly under the supervision of the Secretary and the Deputy Secretary of the Commission. The 5 recruitment branches are functioning under 4 Branch Officers, namely Secretary, Deputy Secretary, Assistant Secretary, and Administrative Officer. The Registrar, Examinations is solely incharge of personnel selection through written examinations and is also doing the work of Service Regulations. Thus there are 5 gazetted officers responsible for various branches who directly put up cases to the Members-in-Charge or the Commission for orders.
- (ii) The Commission have introduced the practice of indicating the zones of various vacancies in the advertisements and only candidates from the particular zones are summoned for interview. The

candidates from other zones are not called for interview as even if they attain high position in the order of merit they are not likely to be recommended.

12. *Accommodation*—The Commission's office continued to function in the old building at No. 2, Davis Road, Lahore. This building, which was originally requisitioned for the office of the former Punjab and N.-W. F. P. Joint Public Service Commission was, as previously reported from time to time, quite inadequate for the growing needs of the West Pakistan Public Service Commission on account of addition to the number of the Members and expansion of its function and increase in staff. Government were consequently, approached in 1965 for the construction of an additional block. The Government sanctioned an amount of Rs. 3.05 lacs during the current financial year and the work of construction has been taken in hand by the P. W. D. with effect from 14th October, 1968 and it is expected that the work will be completed by the end of 1969.

13. (a) The receipts of the Commission continued to be credited under the head "XXXVI- Miscellaneous Departments Examination Fee-Public Service Commission". The total receipts during the year under report were Rs. 1,08,283.00, which showed increase of Rs. 46,527.00 over the receipts of the last year.

(b) The total expenditure during the year under report was Rs. 6,40,709.43. The break up of the actual expenditure is as follows :—

(i) 25-General Administration—C(14) Secretariat and Headquarters Establishment Public Service Commission :—

	Rs.
(1) Pay of Officers ..	2,09,069.29
(2) Pay of Establishment ..	2,50,179.60
(3) Travelling Allowance ..	44,056.40
(4) Other Allowances and Honoraria	62,870.97
(5) Contingencies ..	70,558.17

.. Total	.. 6,36,734.43
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(ii) 56-Stationery and Printing-B- purchase of Stationery Stores.	3,975.00
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Grand Total	.. 6,40,709.43*
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14. *Volume of work*—The following comparative table indicates the nature and volume of work done by the Commission during the year under report and the last year :—

		1968	1967
(1) Number of applications received	..	9,419	12,631
(2) Number of candidates—			
(a) Called for interview	..	5850+(6 to be con- sidered on paper qualifica- tions).	..
(b) Interviewed	..	3,930+(5 conside- red on paper qualifica- tions).	1,590
(3) Stop-gap appointments dealt with pending regular appointments.		2,571	907
(4) Number of posts for which interviews have been finalised but the Commission's recommendations held up for receipt of final approval of Government for the proposed bifurcation of the existing block and consequential adjustment.		245	..
(5) Number of Officers considered for pro- motion/transfer/confirmation, etc.		1,017	2,170
(6) Number of disciplinary cases	..	22	21
(7) Number of examinations held	..	10	12
(8) Number of candidates examined	..	1,088	1,171
(9) Service/Recruitment Rules cases (including • amendments).		55	339.
(10) Cases of Retirement on completion of 25 years qualifying service.		6	42
(11) Cases of miscellaneous nature including cases of determination of seniority and Writ/Civil Suit.		86	252
(12) Number of receipts	..	52,074	55,479
(13) Number of issues	..	42,224	54,822

CHAPTER II—INITIAL RECRUITMENT

Last year in October, 1967, the Government issued instructions that the Commission should themselves evolve a uniform and workable system of evaluation for each service within the general framework that 30% marks may be allocated for interview and 70% for academic record and experience. The Commission considered this question and observed that they found the implementation of such a formula on the basis of an elaborate evaluation of classes and divisions, qualifications, number of attempts and failures, etc., of the candidates, very difficult and cumbersome. The Commission expressed the view that the general framework of 30% marks for interview and 70% marks for academic record and experience should continue as at present because this system was working quite satisfactorily. The Commission also requested the Government to modify the instructions issued in 1967 accordingly but the final decision has not yet been conveyed by the Government.

2. Requisitions for 21 posts in various subjects for the Pakistan Forest Institute, Peshawar were received. With the exception of three all other posts were advertised and action on the applications received in response to the advertisement was almost completed. The interviews of the candidates were not completed or started when a Board of Governors for the Pakistan Forest Institute, Peshawar was constituted under the West Pakistan Educational and Training Institutions Ordinance, 1960. In pursuance of the Government Notification No. F-2(30)/67-BG/2372, dated 18th September, 1968 constituting the Board of Governors, the Agriculture Department intimated that recruitment to the Class I and Class II posts falling vacant in the Pakistan Forest Institute, Peshawar would be made by the Board of Governors themselves and requested the Commission for the return of all requisitions previously placed with them. The matter has been under consideration of the Commission whether the Commission are still competent to deal with the cases which were received prior to the issue of the above notification particularly when this notification is silent about the powers and functions of the Board.

3. *Temporary appointees*—The Commission observed that due consideration could not be given to the temporary appointees so long as the temporary and permanent posts were grouped together for the purposes of the application of the Block System. When these temporary appointees applied for subsequent vacancies they were not called for interview as they had already been selected, but no permanent vacancy was given.

to them, as permanent vacancies were filled by candidates selected subsequently. This resulted in undue hardship. Again if a temporary post went to a zone under the combined Block System but was subsequently abolished, that zone lost the vacancy and the persons from that zone remained unrepresented in the services concerned.

Keeping these factors in view the Commission recommended the maintenance of two separate blocks, one for temporary posts and the other for posts which were of more or less of a permanent nature. This matter is awaiting consideration by the Council of Ministers.

4. *Merit quota*—It was also noticed that the instructions about the application of the Block System were not the same as were envisaged by the Reorganisation Committee. The Commission suggested that 20 per cent vacancies should first be earmarked for being filled on merit and the Block System should be applicable to the remaining vacancies.

5. *Filling up of zonal vacancies*—According to the previous practice, if no candidate was available from a particular zone the vacancy was filled on an all West Pakistan basis. If subsequently a candidate became available from that zone he was not considered because it was not the turn of the zone to get the vacancy. This resulted in hardship for zones for which vacancies were limited. The Commission, therefore, suggested that if no candidate was available from a particular zone that vacancy might be filled on all West Pakistan basis on the express condition that when a suitable candidate was available from that zone, a vacancy should be given to that particular zone. These suggestions were approved by the Secretaries Committee and are now pending for consideration by the Council of Ministers.

6. Appendix I gives a list of requisitions for filling vacancies by initial recruitment which were disposed of by the Commission. The Commission interviewed 2,194 candidates and considered sixteen candidates on paper qualifications and recommended 649 candidates for appointment against 1,141 advertised posts in 143 cases of initial recruitment. Details are given in the Appendix I against each item.

7. Dearth of suitable candidates for technical and specialised posts continued to be encountered during the year. The Commission could not make any recommendations in 44 cases involving 78 posts. The details of these cases are given in Appendix II. In addition for several other posts, the Commission could not recommend the required number of candidates details of which may be found in Appendix I.

It would be observed that the Commission were unable to have adequate response from suitably qualified candidates in the following main fields:—

- (a) Senior teaching posts in Technical Education.
- (b) Senior teaching and specialist posts of Health Department.
- (c) Specialised and research side of Agriculture (Forest).

CHAPTER III—AD HOC APPOINTMENTS

In order to curb the tendency of making *ad hoc* appointments without justification and to restrict such appointments to genuine cases only, Government in the Services and General Administration Department circular letter No. S.O.IV (S&GAD) 16-14/64, dated 20th October, 1966, laid down a specific procedure for making *ad hoc* appointments. The *Ad hoc* Appointments' Committee is headed by the Chairman of the Commission and consists of the Secretary of the concerned Administrative Department and the Deputy Secretary (Regulations) of the Services and General Administration Department. All work concerning *Ad hoc* appointments is processed in the Commission's office though the decisions are taken by the *ad hoc* Appointments Committee.

Besides the cases decided by the *Ad hoc* Appointment Committee, the Commission also considered cases involving extension in respect of *ad hoc* appointments approved by the Commission before the *Ad hoc* Appointment Committee came into existence.

9. During the year under report the cases of 2,571 officers were examined by the office of the Commission and were disposed of by the Commission/*Ad hoc* appointments Committee. Further details are given in Appendix III against each item.

The *ad hoc* Appointments Committee noted down six cases in which irregularities were committed by the various departments. These cases and the nature of the irregularities committed were brought to the notice of the S.&G.A.D. for necessary action.

CHAPTER IV—PROMOTION, CONFIRMATION AND TRANSFER CASES

The Commission considered 1,047 officers for promotions, confirmations, transfers, etc., against 1,060 posts in 223 proposals which were finalised during the year under report.

The Commission regret to observe that in quite a number of cases the Administrative Departments concerned failed to fully appreciate and respond to the earnest efforts made by the Commission in finalising such cases as expeditiously as possible. In some cases the documents, etc., were supplied after protracted correspondence. It was also noted that the departments did not

follow the provisions of the Service/Recruitment Rules while submitting their proposals, which delayed the finalisation of the cases of officers and caused inconvenience to them. ...

Previously the cases of promotion were examined and decided in the light of the rules/instructions in force at the time of considering the proposal for filling vacancies. The Commission observed that the High Court of West Pakistan in Writ Petition No. 702 of 1961 has held that the terms and conditions which were applicable to Government servants before the commencing day of Constitution could not be taken away by the Provincial Legislature by giving retrospective effect to the repeal of any rule of 1943 by an Ordinance of 1963. This decision of the High Court is under appeal to the Supreme Court. The Commission realised that no amount of delay on the part of the department or the Commission in finalising the case can take away the right of those persons who were entitled to consideration for promotion at the time the vacancies occurred. Accordingly the Commission have decided that the promotions should be finalised in accordance with the rules or instructions in force at the time the vacancies occurred. For this purpose the vacancies have been divided into the following five categories :—

<i>Category of vacancies</i>	<i>Rules or instructions applicable</i>
(a) The vacancies against pre-integration posts which were available at the time of integration.	The rules prevalent in the former integrating units concerned.
(b) The vacancies against pre-integration posts which occurred on/after 14-10-55 up to 15-4-63.	The Service Rules of the unit concerned. But if there were no Service Rules of the unit concerned then the general principle of merit-cum-seniority and other provisions contained in paragraphs 18 and 19 of Government of West Pakistan S.&G.A.D. letter No. 871-Integ-55/4471, dated 25th November 1955, should be applied.
(c) The vacancies against posts created on/after 14-10-55 upto 15-4-63.	The vacancies should be filled according to para. 20 of Government of West Pakistan S. & G.A.D. letter issued on, 25th November, 1955, on the basis of merit-cum-seniority.

- (d) The vacancies which occurred between the period from 16-4-63 prior to the date of notification of Service Rules. The vacancies should be filled according to the instructions contained in the Government of West Pakistan, S. & G.A.D. letter No. S.O. XIX-Misc-1/62, dated 16-4-1963, on the basis of merit-*cum*-seniority.
- (e) The vacancies which occurred on after the date of notification of Service Rules. The vacancies should be filled in accordance with the notified Rules.

The Service/Recruitment Rules have prospective effect from the date of their notification.

The Commission now insist upon knowing the dates of occurrence of vacancies as it is then alone that correct rules and instructions can be applied to each proposal.

Consideration of Retired Officers—Previously retired officers were not considered for promotion. It was noticed that omission to consider retired officers created complications. In some cases officers got promotion from earlier dates. If retired officers had been considered the date of their promotion would have been the date of the retirement of the officers who were ignored on the ground that they had retired. It was also noticed that, if retired officers had been considered, the very nature of the vacancy would change because the officers next to the retired officers could claim consideration only from the date of the retirement of their seniors. The Commission considers retired officers as well and is in a position to give correct decisions.

The Commission wish to emphasise that if the departments observe all the requirements of the relevant Service/Recruitment Rules and forward their proposals with the relevant seniority lists and complete character rolls as per Government instructions contained in the Services and General Administration Department Circular No. S.O. IV (S & GAD) 16-14/64, dated the 7th October, 1967, it would enable them to finalise the cases without making any back reference and convey their advice expeditiously.

In addition to the finalised proposals as detailed in Appendix IV, a number of proposals were under examination at the end of the year. These were either received very late in the year or could not be finalised due to the reasons given above. These cases have not been included in Appendix IV and have been carried over to the next year.

CHAPTER V—DISCIPLINARY CASES

In all 22 cases under this head including stoppage of increments, reduction in ordinary pension or withholding of Special/Additional Pensions for certain periods, were considered and fina-

lised by the Commission during the year. Particulars of these twenty-two cases are given in Appendix V.

CHAPTER VI—CASES OF RETIREMENT UNDER ARTICLE 178 (4) (a) OF THE CONSTITUTION

Under this head, the Commission tendered advice in the cases of six officers, details of which are given in Appendix VI.

CHAPTER VII—RECRUITMENT AND CONDITIONS OF SERVICE RULES CASES.

The Commission tendered advice in eighteen cases of new rules and in thirty-seven cases of amendments to the rules which have already been notified. Some cases of new rules and a few cases of amendments to the rules were under consideration at the end of the year.

CHAPTER VIII—MISCELLANEOUS

General cases—Fourteen cases of miscellaneous nature were received in which the Commission tendered advice.

Writ/Civil Suits—The Commission were made a party in sixteen petitions and nineteen civil suits filed by certain applicants/officers in different cases of recruitment/promotion. The concerned courts dismissed three writ petitions and one civil suit and granted injunctions in three cases. One of the civil suits was withdrawn by the plaintiff.

Refund of Fees—Twenty-eight cases of refund of Examination Fees were decided by the Commission.

Mal-practices by candidates—(i) One candidate who appeared in the W.P.C.S. (Executive Branch) and Section Officers, etc., combined competitive examination, held in May, 1967, has been disqualified and his result has been quashed on account of suppression of material information by him in his application dated 8th November 1966, submitted for this examination.

(ii) Another candidate who appeared in the Competitive Examination, held in 1968 for selection of stipendiary candidates for training at the Pakistan Forest Institute in the Superior Forest Service Course 1968-70 for recruitment to W. P. F. S., Class. I has been disqualified for one year on account of supplying incorrect material information in his application for the examination.

(iii) Five more candidates who appeared in the combined written test for recruitment to the posts of Labour Officers and Assistant Registrars, Co-operative Societies held in 1968 were disqualified for violating instructions of the Commission.

Determination of seniority—Two cases of determination of senior were considered by the Commission and advice tendered.

CHAPTER IX

REVIEW OF EXAMINATIONS CONDUCTED BY THE COMMISSION
DURING THE YEAR 1968.

The Commission conducted the following examinations during the year :—

(a) Departmental Examinations for the former Sind Region.

Serial No.	Name of the Examination	Session
1	Assistant Collectors' Part I Examination	.. February 1968.
2	Assistant Collectors' Part II Examination	.. February 1968
3	Revenue Qualifying Examination	.. April, 1968.
4	Assistant Collectors' Part I Examination	.. April, 1968.
5	Assistant Collectors' Part II Examination	.. April, 1968.
6	Assistant Collectors' Part I Examination	.. August, 1968
7	Assistant Collectors' Part II Examination	.. August, 1968.
8	Revenue Qualifying Examination	.. October, 1968.

The number of candidates who applied for, were admitted to, appeared in and passed these examinations may be seen in Appendix VII:

SECOND HALF YEARLY DEPARTMENTAL EXAMINATION OF OFFICERS
UNDER THE GOVERNMENT OF EAST PAKISTAN CONDUCTED UNDER
THE SUPERVISION OF THE WEST PAKISTAN PUBLIC SERVICE COMMISSION AT LAHORE.

(b) The Commission also conducted in November, 1968, the Second Half Yearly Departmental Examination of C.S.P. Officers of East Pakistan domicile serving in West Pakistan on behalf of the East Pakistan Public Service Commission. Only 3 candidates were admitted by the East Pakistan Public Service Commission, of whom only two appeared at Lahore and their papers were sent to the East Pakistan Public Service Commission after the conclusion of the examination.

(c) *Competitive Examinations*—(i) The combined Competitive Examination for recruitment to the W.P.C.S. (Ex. Br.) Section Officers in the West Pakistan Secretariat, probationers for Transportation (Traffic) and Commercial Departments, of the Pakistan Western

Railways and Excise and Taxation Officers could not be advertised during the year under report as the question of certain amendments to the relevant service rules was still under consideration of the West Pakistan Government. Requisitions for recruitment to 95 posts in the W.P.C.S. (Ex. Br.) 5 posts of Section Officers, 8 posts of probationers for Transportation (Traffic) and Commercial Departments of the Pakistan Western Railways and one post of Excise and Taxation Officer were, however, received during the year under report and are awaiting advertisement pending amendments to the rules.

(ii) The Commission conducted an examination during August, 1968 for the selection of 5 stipendiaries for training in the 1968-70 Course for recruitment to W.P.F.S. Class I. The number of candidates who applied for, were admitted to, appeared for and qualified in the examination may be seen in Appendix VIII. The Commission had to conduct this examination at very short notice and sent their recommendations to Government in September, 1968. Intimation about the selection of candidates for training subject to their medical fitness, was received from the Department in October, 1968.

(iii) The Commission during this year advertised for an examination to be held in the last week of January extending to some days of February, 1969, for recruitment to 35 posts in W.P.C.S. (Judicial Branch). Eight hundred and eighteen candidates have applied for the examination.

(iv) The Commission also conducted a short test in January, 1968 in respect of candidates who had applied for recruitment to the posts of Assistant Registrars of Co-operative Societies and Labour Officers. The number of candidates who were admitted to appeared for and qualified for *viva voce* as a result of the test may be seen in Appendix VIII.

GENERAL REMARKS

(a) *Competitive Examinations*—The general performance of the candidates happened to be very poor this year also. Very few exceptions apart the majority of scripts showed lack of knowledge, very mediocre talent, poor English and a lot of grammatical and spelling mistakes. It is surprising that candidates offering Science subjects and Mathematics were not able to answer simple questions of degree standard. Their illustrations in support of the answers were not up to the mark. The answers generally lacked system and application of recognised methods. It appears that experiments in Science subjects are not demonstrated in the class room during lectures, but are only explained on black boards. Due emphasis should be stressed on this point. The standard exhibited in the General Knowledge paper was very low and the candidates had a tendency to write irrelevant material though they seemed to know

very few things. Their knowledge was very superficial, as would be evident from some of the mistakes listed below :—

1. 1857 War was named as
2. Pig was written as 'Soor'.
3. Ziarat Juniper Forests areas was referred as "Baluchistan Forests".
4. Gulf of Aqaba was considered as "Lake of Aqaba".
5. Germany was spelt as 'Jermamy'.
6. They did not know the difference between a Colony and a Protectorate.
7. Border line instead of boundary line.

(b) *Departmental Examinations*—The answers of examinees disclosed that there was insufficient application of mind, lack of thorough knowledge of the subject and cramming up of the main sections without having any idea of their application. They had not been able to answer the questions even with the aid of books which showed that they had not studied the subjects thoroughly and critical explanation was deficient. Generally, no reasons were advanced with the answers. The standard of competence was just average or below average.

CHAPTER X

As required under Article 189 (2) of the Constitution of Islamic Republic of Pakistan, the required Memorandum setting out so far as is known to the Commission—

- (a) the cases, if any, in which their advice was not accepted and the reasons why the advice was not accepted; and
- (b) the cases where the Commission ought to have been consulted but were not consulted and the reasons why they were not consulted.

Under category (a) there is one case whereas under category (b) above, there are 10 cases.

**MEMORANDUM TO THE ANNUAL REPORT OF THE WEST
PAKISTAN PUBLIC SERVICE COMMISSION FOR THE YEAR, 1968**

**MEMORANDUM REQUIRED UNDER ARTICLE 189 (2) OF
THE CONSTITUTION OF THE ISLAMIC REPUBLIC OF
PAKISTAN ACCOMPANYING THE ANNUAL REPORT
ON THE WORKING OF THE WEST PAKISTAN
PUBLIC SERVICE COMMISSION FOR THE
YEAR 1968.**

**(A) THE CASES IN WHICH THE COMMISSION'S ADVICE WAS NOT
ACCEPTED AND THE REASONS, SO FAR AS KNOWN TO THE
COMMISSION, WHY THE ADVICE WAS NOT ACCEPTED.**

There is only one case of this category as against nine such cases during the preceding year. Details of this case, indicating the advice tendered by the Commission and the reasons for its non-acceptance, as conveyed to the Commission, are given on the next page.

**(B) THE CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN
CONSULTED BUT WERE NOT CONSULTED AND THE REASONS SO
FAR AS KNOWN, WHY THEY WERE NOT CONSULTED.**

The number of irregular cases which came to the notice of the Commission was ten as against seventeen reported last year. Details of the irregularities committed by the Departments/Appointing Authorities alongwith the reasons why the Commission were not consulted, wherever furnished to the Commission, are given on the following pages :—

(A) THE CASES IN WHICH COMMISSION'S ADVICE WAS NOT ACCEPTED AND THE REASONS SO FAR AS KNOWN TO THE COMMISSION, WHY THE ADVICE WAS NOT ACCEPTED

Serial
No.

Nature of the cases and the Commission's advice

Reasons so far as known, why the advice was not accepted

HEALTH DEPARTMENT

Government of West Pakistan in the Health Department had referred case of a departmental enquiry against an Assistant Chemical Examiner for the advice of the Commission in November 1959. The Commission advised that this officer should be awarded the punishment of stoppage of four increments with cumulative effect and promotion should also be withheld. The advice was accepted and orders were issued by the Government accordingly. Subsequently on a representation made by the accused officer the Health department proposed to have the punishment imposed on the accused quashed by the Governor without consulting the Commission. As the procedure adopted by the Health Department was contrary to clause (E) of Reg. 5 (5) of the Commission's (imitation of Functions) Regulations, 1967, the Governor did not agree and ordered that the facts as subsequently revealed should be brought to the notice of the Commission for their reconsideration. The Commission reconsidered the matter but maintained their previous advice tendered to Government. The advice of the Commission was not accepted by the Governor.

Government accepted the representation of the accused and revised their previous decision.

(B) CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN CONSULTED BUT WERE NOT CONSULTED AND THE REASONS, SO FAR AS KNOWN TO THE COMMISSION, WHY THEY WERE NOT CONSULTED

Serial No.	Particulars of cases/irregularity	Reasons, so far as known, why the Commission were not consulted
AGRICULTURE DEPARTMENT		
	Two persons were appointed by the Central Government (through erst-while Director of Agriculture, West Pakistan with effect from 29th March 1958 and 5th April 1958 respectively, as Fertilizer Conducting Officers in the General Central Service Class II for the Rapid Soil Fertility Scheme in West Pakistan while it was being administered by that Government. After the transfer of the Scheme to the Provincial Government the staff recruited by the Central Government was also taken under the Provincial Service. According to the regulations of the Central Commission, recruitment should have been made through them. This, however, was not done until the scheme was transferred to the Provincial Government sometime in 1961.	The reasons intimated were that it was not in the knowledge of the West Pakistan Agriculture Department that the appointment of these officers were on <i>ad-hoc</i> basis and that it required regularization in consultation with the Central or the Provincial Public Service Commission. The Commission did not consider this explanation satisfactory.
	The officers continued as Fertilizer conducting Officers in Class II service without their suitability or otherwise having been decided by the Public Service Commission for about ten years. Their cases were referred to the Commission for regularization in January, 1968. The continuance of these officers without the approval of the Commission for so many years was irregular and this fact was pointed out to the Department.	
	In the first instance the Agriculture Department themselves, decided to stop an officer at the Efficiency Bar with continuing effect for a period of one year from 1st January 1966. The orders of punishment were passed without consulting the Commission. It was again proposed to stop him at the Efficiency Bar with continuing effect and his case was referred to the Commission in January, 1968 for their advice. The stoppage at Efficiency Bar of the Officer with effect from 1st January 1966 with continuing effect without prior concurrence of the Commission was not in order,—vide Regulation 5 (2) (c) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. It was further pointed out to the Department that the period of further one year had expired on 31st December, 1967 and the matter should have been referred to the Commission immediately and not after a year.	The Department intimated that when the officer was stopped at the Efficiency Bar for one year with effect from 1st January 1968 it was not in the knowledge of the Department that consultation with the Commission was necessary. The Department further intimated that the Character Roll of the officer was not readily available as it was to be called from the different offices with the result that the matter was not referred to the Commission in time. The explanation of the Department was not considered satisfactory.

Serial No.	Particulars of cases/irregularity	Reasons, so far as known, why the Commission were not consulted
1	2	3

CO-OPERATION DEPARTMENT

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|---|---|---|
| 2 | The West Pakistan Co-operation Department promoted two officials as District Co-operative Officer (Gazetted Class II) on 24th October 1963 without prior approval of the Commission and referred the case to the Commission on 20th January 1965. This was an infringement of regulation 4 of the West Pakistan P. S. C. (L.F.) Regulation 1957 and was irregular. This irregularity was pointed out to the department. | The Department explained that the Registrar Karachi who had since resigned failed to refer the case to the Commission. The plea of the Department is not tenable. |
| 4 | The West Pakistan Co-operation Department promoted an Assistant Registrar Co-operative Societies to the post of Deputy Registrar Co-operative Societies with effect from 7th May 1962 and referred his case to the Commission for regularisation in October, 1967. His continuance in West Pakistan Co-operative Service Class I, for over five years without the approval of the Commission was irregular and this irregularity was pointed out to the Department. | The Department's Explanation was that this officer was promoted for a period of six months as a stop gap arrangement subject to the approval of the Commission. Before the expiry of this period he was sent on deputation first to the Agricultural Development Corporation and then to the Co-operation Development Board till 1st January, 1967 and on his return to the Department he was promoted as Deputy Registrar Multan. Thus the case remained to be referred to the Commission. |

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EDUCATION (TECHNICAL) DEPARTMENT

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| 5 | An Officer was allowed to continue purely as a stop-gap measure as Teacher Trainer against the post of Head Teacher Trainer at Government Polytechnic Institute, Rawalpindi upto 30th September, 1967. No regular proposal to fill in the post of Head Teacher Trainer, by Transfer, as required under the rules was forwarded by the Education Department and the Officer was further allowed to continue beyond 30th September, 1967 without prior approval of the Commission. It was an irregularity on the part of the Department which was pointed out to them and also brought to the notice of the Government in S. & G. A. D. | No reason has been advanced by the Department. |
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HOME (JAIL) DEPARTMENT

The Director of Prisons, Southern Range, Hyderabad,—vide his letter No. C/78, dated 12th August, 1966 forwarded a complaint against an Superintendent of Jail Class II for making insulting remarks against Senior Officers. The Commission,—vide their letter No. 2545-DII-66-PSC/890-D, dated 11th October, 1966, referred the matter to the Secretary to Government of West Pakistan, Home Department, observing that the officer had violated Government instructions on the subject and therefore disciplinary action needs to be taken in this case. The Home Department,—vide their letter No. P.S.1/1 (b) 25/65 (vol. II), dated 16th March, 1968 intimated that the accused officer had been censured. The Commission on receipt of this reference observed that no consultation with them was made while imposing the aforesaid penalty on the accused officer, which was in violation of Regulation 5 (2) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations. The Commission accordingly decided to note down irregularity for mentioning in the Annual Administration Report. The irregularity was brought to the notice of the Home Department,—vide this Commission's letter No. 2434-CI-3-68-PSC/140-CI, dated 8th August, 1968.

No reason for not consulting the Commission in the matter was forwarded by the Department.

INDUSTRIES, COMMERCE, MINERAL RESOURCES

One Accounts Supervisor was promoted to the post of Assistant Director Non-Technical Class II by the Director of Mineral Development West Pakistan, who was Lahore on 19th April 1966 and he was allowed to continue until 4th June, 1968. The Commission were not informed of his appointment as they should have been immediately as required by regulation No. 4 of West Pakistan P. S. C. (Limitation of Function) Regulations, 1957. His case was also not referred to this Commission within six months of appointment. It was referred to them in December, 1966. But as there were no recruitment rules for the post, proposal was not entertained and the Director was advised to frame the rules first and then refer the case for the approval of the Commission. This advice went unheeded and the Officer was continued in his appointment without the approval of the Commission and was granted extensions from time to time by the department themselves, the last being upto 18th April, 1968. The Department could not do this as the case for regular promotion was not with the Commission. By this time, the coal control wing was transferred to the Directorate of Industries and Commerce and this Department too allowed the Officer to continue upto 18th October, 1968 without getting the approval of Commission. He would have continued in the irregular manner had the Commission not pointed out to the Director of Industries that the post of Assistant Director (Non-Technical) was not included in Appendix 'A' of the Industries Department Ministerial Service (Headquarter) Rules, 1964 and the draft rules of Director of Mineral Development were not applicable and as such he could not be allowed to continue and asked for withdrawal of the orders of Extension of his *ad-hoc* appointment. The irregularity was pointed out to the Department.

No reason have been advanced by the department.

Serial No.	Particulars of cases/irregularity	Reasons, so far as known, why the Commission were not consulted
1	2	3

It was also found in this case that another Account Supervisor who was senior to the one discussed in the preceding paragraph and who was at first superseded was later promoted on 8th August 1966 as Depot Officer. His case too was referred in December, 1966 but as in the case of the former, the Commission declined to consider his case for regular promotion in the absence of the service Recruitment Rules. No further reference was received in his case while the Officer was presumably continued all along without the approval of the Commission. This irregularity was also pointed out to the Department.

LABOUR DEPARTMENT

The Director, Labour Welfare West Pakistan promoted 28 Officials as Labour Officers without the approval of the Commission. Although the Directorate was aware from the outset in 1962 of the decision of Reorganisation Committee which required promotions to Class II or equivalent posts to be made on regional basis yet the Department went on making promotions in disregard of this decision particularly after it was embodied in the Government policy letter S. & G. A. D.'s No. S. O. XIX-Misc. I/62, dated 16th April, 1963 with the result that quite a number of persons promoted by the Department got under served promotions for several years and were reverted only in October, 1966 as there were no vacancies available for them in the regions to which they belonged. This is one of the unhappy results of the inordinate delay in getting the appointments made from time to time regularised from the Commission. This irregularity was pointed out to the Director, Labour Welfare, West Pakistan as well as to the S. & G. A. D.

The Labour Department offered their explanation through S. & G. A. D. (Section VI) "that the delay in regionalisation of the cadre of Labour Officers occurred as the task involved was tremendous in nature and laborious in character. Also there were certain administrative difficulties in finalising the regional cadre. According to the Department the regionalisation was completed in June 1966 and the case was placed before the Council of Ministers on 2nd September, 1966 for seeking certain clarification. It was decided by the Council of Ministers that Labour Officers in excess of the regional quota were to be reverted and they took action accordingly. Further the orders regionalising the cadre had been implemented retrospectively which had obviated the hardship, if any to the officers concerned and while forwarding explanation S. & G. A. D. requested the Commission for their reaction in the matter.

The Commission reconsidered the explanation and as the grounds advanced by the Department were quite vague, it was not accepted.

- 9 The Labour Department promoted three Assistant Directors to the posts of Deputy Directors, likely to last for indefinite period, before the post in question were classified, without reference to this Commission. As the promotion were from lower unclassified to higher unclassified posts, prior consultation with the Commission was obligatory. The officers were promoted on 25th April, 1967 and the case was referred to the Commission on 6th June, 1967 after about two months. It was a violation of Regulation 4 (iii) of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957 as amended,—vide Notification No. SOVI-17-56 '64, dated 9th November, 1965. The irregularity was pointed out to the Department under intimation to the S. & G. A. D.

The Labour Department took the plea that since the posts of Assistant Directors from which, and Deputy Directors to which the promotions were to be made were both unclassified posts they did not fall under any of the categories mentioned in paragraph 4 of the West Pakistan Public Service Commission (Limitation of Functions) Regulations, 1957. The stand taken by the Department was not correct and therefore the explanation given by them was not considered satisfactory.

PRINTING AND STATIONERY DEPARTMENT

- 10 Two Officers of the Printing and Stationery Department have been continuing long before the revised procedure for *ad hoc* appointment was laid down in October, 1966. The extension in their *ad hoc* appointments was, therefore, to be approved by the Commission and not by the Committee. Their approval was also not obtained when the extension in *ad hoc* appointment was granted to the two officers mentioned above, by the Controller, Printing and Stationery beyond 14th March, 1968, and again from 19th April, 1968, respectively. This is an irregularity which was pointed out to the Controller of the Administrative Department.

No reason were given by the Department.

APPENDIX I

APPENDIX I
CASES OF RECRUITMENT BY SELECTION
 (REFERRED TO IN CHAPTER II)

Serial No.	Name of the post of service	Class to which the post or service belongs	NUMBER OF				Whether the Commission recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8

AGRICULTURE DEPARTMENT

1	Agriculture Chemist II ..	WPAS-I ..	1	26	4+1 (On paper qualifications).	1	Accepted.
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AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT

2	Research Officers ..	WPAHS-I	2	15	8+1 (On paper qualifications).	2	Accepted.
3	Assistant Disease Control Officer.	WPAHS-II..	1	31	23.	1	Accepted.

AGRICULTURE (FOREST DEPARTMENT)

4	Forest Economist ..	WPFS-I (Senior).	1	8	2.	..	No candidate found suitable.
5	Extension Specialist ..	Ditto ..	1	4	.	..	The only candidate summoned remained absent.
6	Wood Preservation Officer ..	Ditto ..	1	3	.	..	None was found eligible.
7	Plant Physiologist ..	WPFS I. (Junior).	1	11	2.	1	Accepted.

8	Plant Pathologist	..	Ditto	..	1	34	17 + 1 (On paper qualifications)	1	Accepted.
9	Soil Chemist	..	WPFS-I (Junior).	..	1	32	1	1	Accepted.
10	Wood Chemist	..	WPFS I (Junior).	..	1	14	3	1	Accepted.
11	Pharmacologist	..	Ditto	..	1	13	8	1	Ditto.
12	Junior Timber Physiologist	..	Ditto	..	1	6	..	..	The zonal Candidate remained absent. Action on the applications from candidates has been held up because Forest Institute has been placed under the Board of Governors.
13	Junior Range Management Specialist.	..	Ditto	..	1	1	..	..	Not held eligible.
14	Assistant Forest Chemist (b)	..	WPFS II	..	1	5	1	1	Accepted.
15	Assistant Statistician	..	Ditto	..	1	1	..	..	Not held eligible.
16	Experimental Assistant Silviculturist.	..	Ditto	..	1	6	..	..	Requisition was withdrawn by the Department.
17	Sericulture Development Officer	..	Ditto	..	1	4	..	..	None was held eligible.
18	Assistant Entomologist	..	Ditto	..	2	5	..	..	Ditto.
19	Sub-Divisional Forest Officer	..	Ditto	..	3	11	..	..	Two candidates summoned remained absent.

BUREAU OF NATIONAL RECONSTRUCTION DEPARTMENT

20	Public Relation Officer	..	Class II	..	1	20	14	1	
21	Research Officer	..	Ditto	..	1	3	..	..	None was held eligible

Serial No.	Name of the post of services	Class to which the post or service belongs	Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	Whether the Commission's recommendations were accepted
1	2	3	4	5	6	7	8

COMMUNICATIONS AND WORKS DEPARTMENT

22	Assistant Director Town Planning	Class II ..	5	9	4	3	Accepted.	
23	Assistant Engineer (Civil) ..	Ditto ..	85	491	220	85		
24	Consulting Architects ..	Senior Class I	3	4	..	..	None of the applicants was held eligible.	12 00

CO-OPERATION DEPARTMENT

25	Assistant Registrar Co-operative Societies.	Class II	21	1226	94	17	The recommendations against the remaining 4 temporary vacancies have been held up.	
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EDUCATION DEPARTMENT

26	Principal, Government Comprehensive High Schools for Girls.	Special Gazetted (Class I).	5	51	6	5	Accepted.	
27	Professor in Home Economics	WPES I (Senior Scale)	1	1	..	..	Requisition with drawn.	
28	West Pakistan Education Service Class I (Senior) Administration Branch (Men's Section).	Ditto ..	2	35	..	..	Posts filled from surplus staff.	

29	Junior Research Fellow at the Government Nuclear Research Laboratory, Physics Department Government College, Lahore.	Special Gazetted Ex-cadre Class I (Junior).	1	5	3	..	None was found.
30	West Pakistan Education Service Class I (Administration Branch-Women's Section).	WPESI ..	2	19	6	2	..
31	Subject Specialist in English for Boys.	Class II ..	3	7	2	1	..
32	Subject Specialist in Mathematics for Girls.	Do.	5	8	3	3	..
33	Subject Specialist in Home Economics for Girls.	Do.	5	4	4	..	None was found suitable.
34	Subject Specialist in English for Girls.	Do. ..	1	5	..	..	The candidate remained absent.
35	Lecturer in Social Work ..	Do. ..	2	4	2	2	..
36	Lecturer in Geography (Collegiate Branch, Women Section).	Do. ..	2	29	2	2	..
37	Lecturer in Islamiat (Collegiate Branch, Women Section).	Do. ..	2	42	31	2	..
38	Lecturer in Persian (Collegiate Branch, Women Section).	Do. ..	2	28	19	2	..
39	Lecturer in Zoology (Collegiate Branch, Women Section).	Do. ..	1	29	21	1	..
40	Lecturer in Fine Art (Collegiate Branch, Women Section).	Do. ..	1	9	6	1	..
41	Lecturer in Home Economics (Collegiate Branch, Women Section).	Do. ..	11	12	11	9	..
42	Lecturer in Sindhi (Collegiate Branch, Women Section).	Do. ..	3	5	5	3	..

Serial No.	Name of the post or services	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualification	Candidates recommended	
1	2	3	4	5	6	7	8

EDUCATION DEPARTMENT

43	Lecturer in Biology (Collegiate Branch, Men's Section).	Class II ..	6	78	52	6	Accepted.
44	Lecturer in Philosophy (Collegiate Branch, Men's Section).	Do. ..	5	20	10	5	Accepted.
45	Lecturer in Psychology (Collegiate Branch, Men's Section).	Do. ..	1	15	10	1	Accepted.
46	Lecturer in Statistics (Collegiate Branch, Men's Section).	Do. ..	4	17	11	4	Accepted.
47	Lecturer in Botany (Collegiate Branch, Men's Section).	Do. ..	3	77	38	3	Accepted.
48	Lecturer in History (Collegiate Branch, Men's Section).	Do. ..	7	113	53	7	Accepted.
49	Lecturer in Bengali (Collegiate Branch, Men's Section).	Do. ..	1	3	1	1	Accepted.
50	Lecturer in Sociology (Collegiate Branch, Men's Section).	Do. ..	3	3	3	1	Accepted.
51	Lecturer in Geology (Collegiate Branch, Men's Section).	Do. ..	1	5	1	1	Accepted.
52	Lecturer in Physics (Collegiate Branch, Men's Section).	Do. ..	10	135	76	10	Accepted.

53	Lecturer in Zoology (Collegiate Branch, Men's Section).	Do. ..	1	32	20	1	Accepted.
54	Lecturer in Marketing. Collegiate Branch, Men's Section).	Do. ..	1	3	2	..	None was found suitable.
55	Lecturer in Geology (Collegiate Branch, Men's Section).	Do. ..	1	2	1	..	The only candidate appeared declined to accept the pos..
56	Lecturer in Archiology (Collegiate Branch, Men's Section).	Do. ..	1	3	3	..	Post withdrawn by the department.
57	Lecturer in Microbiology (Collegiate Branch, Men's Section).	..	1	4	..	..	None was held eligible.
58	Senior Instructor in Auto and Diesel, Government Polytechnic Institutes in West Pakistan.	Gazetted Post.	2	4	2	2	..
59	Senior Instructor in Foundry and Pattern Making Government Polytechnic Institutes in West Pakistan.	Ditto ..	1	3	..	..	None of the candidates was found eligible.
60	Senior Instructor in Radio Electronics, Government Polytechnic Institutes in West Pakistan.	Ditto ..	2	3	..	..	Ditto.
61	Senior Instructor in related subjects in Physics, Government Polytechnic Institutes in West Pakistan.	Ditto. ..	2	19	10	2	Accepted.
62	Deputy Chief Instructor in Mechanical Government Polytechnic Institute, West Pakistan.	Ditto. ..	1	2	..	..	Neither of the candidates was found eligible.
63	Deputy Chief Instructor in Power, Government Polytechnic Institute, West Pakistan.	Ditto. ..	1	1	..	..	The only candidate was not held eligible.

Serial No.	Name of the post or service	Case to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8
				EDUCATION	DEPARTMENT—	concl'd.	
64	Deputy Chief Instructor in Auto and Diesel, Govt. Polytechnical Institute, West Pakistan.	Gazetted Post	1	2	..	..	Neither of the candidate was found eligible
65	Deputy Chief Instructor in Radio Electronics, Government Polytechnic Institute in West Pakistan.	Ditto. ..	1	4	1	1	Accepted.
66	Lecturer in Mechanical, N.E.D., Government Engineering College, Karachi.	Ditto. ..	3	2	1	1	Accepted.
67	Lecturer in Chemistry, N.E.D., Government Engineering College, Karachi.	Ditto. ..	1	3	2	1	Accepted.
68	Head of Department (Civil), Government Polytechnic institutes in West Pakistan.	Ditto. ..	3	9	1	..	The only candidate was not found suitable.
69	Chief Instructor (Television and Radio Electronic), Government Polytechnic Institute.	Ditto. ..	1	1	..	..	The only applicant was not found eligible.
70	Head of Department (Electrical), Government Polytechnic Institutes.	Ditto. ..	9	3	2	1	Accepted.
71	Head of Department (Auto and Farm Machinery).	Ditto. ..	1	7	..	..	None was found eligible.

72	Head of Department, Electrical	Ditto ..	8	1	..	..	The only applicant not found eligible.
73	Senior Instructor related subject in Physics.	Ditto ..	2	19	10	2	Accepted.
74	Senior Instructor, Electrical ..	Ditto. ..	1	1	..	..	The only applicant was not found eligible.
75	Instructor in Urdu Shorthand and Typewriting for Commercial Institutes in West Pakistan.	Ditto ..	6	5	..	..	None was found eligible.
76	Instructor in Printing and Graphic Arts for Government Institute of Printing and Graph Arts, Lahore.	Ditto ..	1	2	..	..	Neither was found eligible.
77	Instructor in Foundry and Pattern Making, Government Polytechnic Institutes in West Pakistan.	Ditto ..	2	5	4	2	..
78	Instructor in Mathematics for Government Polytechnic Institutes in West Pakistan.	Ditto ..	3	18	13	3	Accepted.
79	Instructor in Tool Design and Tool Making.	Ditto ..	1	1	..	..	The only applicant was held ineligible.
80	Instructor in English ..	Ditto ..	1	1	1	1	Accepted.
HEALTH DEPARTMENT							
81	Assistant Professor of Anaesthesia.	Special Gazetted.	1	6	..	..	Post withdrawn.
82	Assistant Professor of Physiology	Ditto ..	1	1	1	..	The only candidate was not found suitable.
83	Assistant Professor, Morbid Anatomy.	Ditto ..	1	1	1	1	Accepted.
84	Assistant Professor of Dental Surgery.	Ditto ..	1	1	1 on paper qualifications.	..	The only candidate was not found suitable.
85	Professor of Nutrition ..	Ditto ..	1	1	1	..	Ditto.

Serial No.	Name of the post or service	Class to which the post or service belongs	NUMBER OF				Whether the Commission's recommendations were accepted
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	
1	2	3	4	5	6	7	8

HEALTH DEPARTMENT—*contd*

86	Assistant Professor of Venereology.	Special Gazetted	1	1	1	..	The only candidate was not found suitable.
87	Assistant Professor of Chemical Pathology.	Ditto ..	4	9	1	..	Was not found suitable
88	Professor of Ophthalmology	Ditto ..	1	4	1	1	Accepted.
89	Assistant Professor of Microbiology.	Ditto ..	1	3	2	1	Ditto.
90	Professor of Nutrition and Dietetics.	Ditto ..	1	1	1	..	The only candidate was not found suitable.
91	Assistant Professor of Dental Surgery (Prosthetic Dentistry).	Ditto ..	1	1	1	..	Ditto.
92	Assistant Professor of Preventive Medicine/Public Health Practice.	Ditto ..	5	11	3	1	Accepted.
93	Assistant Professor of Pharmacology.	Ditto ..	5	8	3 + 1 (On paper qualifications)	3	Do.
94	Professor of Pathology	Ditto ..		6	3	1	Do.
95	Assistant Professor of Experimental Physiology.	Ditto ..	3	5		1	Do.
96	Assistant Professor of Pathology	Ditto ..	2	10	4 + (On paper qualifications)	2	Do.

97	Assistant Professor of Medicine	Ditto ..	3	22	11+1 (On paper qualifications)	3	Do.
98	Assistant Professor of Orthopaedic Surgery.	Ditto ..	1	12	3	1	Do.
99	Assistant Professor, Histology	Ditto ..	3	4	1	1	Do.
100	Bio-Chemist ..	Ditto ..	2	2	2	..	None was found suitable.
101	Assistant Professor, Hamatology	Ditto ..	2	9	4+1 (On paper qualifications)	2	..
102	Professor of Orthopaedic Surgery.	Ditto ..		1	..	..	Not found eligible.
103	Medical Officers in W.P.H.S. II (Men's Branch).	W.P.H.S. II	303	320	206	195	Accepted
104	Medical Officers in W.P.H.S. II (Women's Branch).	Ditto ..	113	101	81	60	Do
105	Nursing Superintendent ..	Special Gazetted.	4	16	3	3	Do.
106	Assistant Physiotherapists ..	Special Gazetted Class II.	2	13	The Commission asked the Department to forward a revised requisition in view of the amendments in the Service Rules for the posts but the requisition has not been returned by the Department and the case has been closed.		
107	Dental Surgeon ..	Class II ..	28	62	53+1 (On paper qualifications).	28	Accepted.
108	Health Educators ..	Ditto ..	12	190	69+1 (On paper qualifications)	12	
109	Inspectors of Drugs ..	Ditto ..	2	28	7	2	
110	Physiotherapists ..	Ditto ..	4	14	8	4	Accepted.
111	Bio-Chemist ..	Ditto ..	1	4	..	..	The only candidate summoned remained absent.
112	Principal Tibia College, Bawalpur	Gazetted Class II Ex-cadre.	1	11	1	..	None was found suitable.

Serial No.	Name of the post or services	Class to which the post or service belongs	NUMBER OF				
			Vacancies	Applications received	Candidate interviewed considered on paper qualifications	Candidates recommended	Whether the Commission's recommendations were accepted
1	2	3	4	5	6	7	8

HEALTH DEPARTMENT—CONCLD.

113	Professor of Orthopaedic Surgery	Special Gazetted.	1	3	1	1	...
114	Specialist, Clinical and Specialist. Non-Clinical in W.P.H.S. II	Class II ..	202	62	25+1 (On paper qualifications).	24	

HOME (JAIL) DEPARTMENT

115	Superintendent, Jail, Class I ..	Class I ..	2	110	59	2	Accepted.
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INDUSTRIES DEPARTMENT

116	Assistant Director (leather) ..	Class I (Junior)	81	10	..	..	None was found eligible.
117	Industrial Development Officers/ Purchase Officers.	Class II ..		352	198	8	..
118	Geologist in the Mineral Development Directorate.	Classification not yet made.	2	27	7	2	Accepted.
119	Deputy Director (Tech.) Mineral Development Directorate.	Class I (Senior).	1	14	9+2 (On paper) qualifications)	1	..

IRRIGATION AND POWER DEPARTMENT

120	Assistant Research Officer (Physics).	Specialist Gazetted posts (Class II).	3	14	8	3	Accepted.
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121	Assistant Research Officer (Soil Mechanics).	Ditto	2	8	1	1	..
122	Assistant Research Officer (Hydraulics).	Ditto	3	47	15	3	..
123	Assistant Research Officer (Mathematics).	Ditto		7	5	1	..
124	Assistant Director (Ground Water & Hydrology).	Special Gazetted posts, Class I (Jr.).	1	12	4	1	Accepted.
125	Junior Research Officer (Hydraulics).	Specialist Post (Class I).	1	13	7	1	Accepted.
126	Principal Research Officer (Hydraulics).	Ditto	1	5	1	1	..
127	Assistant Engineer (Mechanical)	Class II ..	2	5	1	1	..
128	Assistant Electric Inspector ..	Gazetted post (Class II). ..	5	8	1	..	The only candidate interviewed was not found suitable.

LABOUR DEPARTMENT

129	Junior Inspector of Mines ..	Class I (Junior).	2	6	3	2	..
130	Vice-Principal, Technical Training Centre.	Class II ..	3	17	7	3	..
131	Managers, Employment Exchanges.	Ditto.	5	187	55	5	Accepted.
132	Labour Officers ..	Ditto.	28	870	100	16	..

PRINTING AND STATIONERY DEPARTMENT

133	Manager/Manager (Works) ..	Class II ..	4	1	..	..	The only applicant was not found eligible.
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PUBLIC HEALTH ENGINEERING DEPARTMENT

134	Assistant Engineers (Civil) ..	Class II ..	26	150	70	26	.. Accepted.
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Serial No.	Name of the post or services	Class to which the post or service belongs	NUMBER OF				
			Vacancies	Applications received	Candidates interviewed or considered on paper qualifications	Candidates recommended	Whether the Commission's recommendations were accepted
1	2	3	4		6	7	8

RAILWAY DEPARTMENT

135	Assistant Engineers (Civil) P. W. R.	Class I ..	12	326	218 + 2 (On paper qualifications).	12	Accepted.
136	Junior Information Officers, P. W. R.	Ditto	1	70	9	1	Do.
137	Assistant Surgeons ..	Class II ..	20	12	1 + 1 (On paper qualifications).	2	Do.
138	Lady Assistant Surgeons ..	Class II ..	1	1	1	1	Awaited.

PLANNING AND DEVELOPMENT DEPARTMENT

139	Progress Officer ..	Class I (Junior).	1	25	9	1	Accepted.
140	Research Officer ..	Class I (Junior)	1	39	16	1	..
141	Director, Bureau of Statistics	Special Gazetted.	1	2	1	1	..
142	Chief of Section ..	Class I ..	1	1	1	..	The only candidate was not found suitable.
143	Chief of Section ..	Class I ..	1	1	1	1	Accepted.

APPENDIX II

APPENDIX II

LIST OF POSTS OR SERVICES IN RESPECT OF WHICH SUITABLE CANDIDATES WERE NOT AVAILABLE FOR APPOINTMENT

(REFERRED TO IN CHAPTER II)

Serial No.	Name of the post	No. of vacancies	No. of applications received	No of candidates interviewed	Reason why candidates could not be recommended
1	2	3	4	5	6
AGRICULTURE (FOREST) DEPARTMENT					
1	Forest Economist	1	8	2	No candidate found suitable.
2	Extension Specialist	1	4	..	The only candidate summoned remained absent.
3	Wood Preservation Officer	1	3	..	None was found eligible.
4	Junior Range Management Specialist	1	1	..	Not held eligible.
5	Assistant Statistician	1	1	..	Not held eligible.
6	Sericulture Development Officer	1	4	..	None was held eligible.
7	Assistant Entomologist	2	5	..	Ditto.
8	Sub-Divisional Forest Officer	3	11	..	Two candidates summoned remained absent.
BUREAU OF NATIONAL RECONSTRUCTION					
9	Research Officer	1	3	..	None was held eligible.
COMMUNICATION AND WORKS DEPARTMENT					
10	Consulting Architects	3	4	..	None of applicants was held eligible.

EDUCATION DEPARTMENT

11	Junior Research Fellow at the Government Nuclear Research Laboratory, Physics Department, Government College, Lahore.	1	5	3	None was found suitable.
12	Subject Specialist in Home Economics for Girls.	5	4	4	None was found suitable.
13	Subject Specialist in English for Girls ..	1	5	..	The candidate remained absent.
14	Lecturer in Geology (Collegiate Branch, Men's section).	1	2	1	The only candidate appeared declined to accept the post.
15	Lecturer in Microbiology (Collegiate Branch, Men's Section).	1	4	..	None was held eligible.
16	Lecturer in Marketing (Collegiate Branch, Men's Section).	1	3	2	Both the candidates remained absent.

EDUCATION (TECHNICAL) DEPARTMENT

17	Deputy Chief Inspector Mechanical Government Polytechnic Institute, West Pakistan.	1	2	..	Neither of the candidate was found eligible.
18	Deputy Chief Instructor in Power Government polytechnic Institute, West Pakistan.	1	1	..	The only candidate was not eligible.
19	Deputy Chief Instructor in Auto and Diesel, Government polytechnic Institute West Pakistan.	1	2	..	Neither of the candidate was found eligible.
20	Head of Department (Civil) Government polytechnic Institute, West Pakistan.	3	9	1	The only candidate was not found suitable.
21	Chief Instructor (Television and Radio Electronic Government Polytechnic Institute.	1	1	..	The only applicant was not found eligible.
22	Head of Department Auto and Farm Machinery.	1	7	..	None was found eligible.
23	Head of Department Electrical ..	8	1	..	The applicant was not found eligible.
24	Senior Instructor Electrical ..	1	1	..	The only applicant was not found eligible.

Serial No.	Name of the posts	No. of Vacancies	No. of Application received	No. of candidates interviewed	Reason why candidates could not be recommended
1	2	3	4	5	
25	Instructor in Urdu Short hand and Type- writing for commercial Insitutes in West Pakistan.	6	5	..	None was found eligible.
26	Instructor in Printing and Graphic Arts for Government Institute of Printing and Graphic Arts, Lahore.	1	2	..	Neither was found eligible.
27	Instructor in Tool Design and Tool Making	1	1	..	The only applicant was held ineligible.
28	Senior Instructor in Foundry and Pattern Making Government polytechnic Institute in West Pakistan.	1	3	..	None of the candidates was found eligible.
29	Senior Instructor and Radio Electronics Government polytechnic Institutes in West Pakistan	2	3	..	Ditto ditto.
HEALTH DEPARTMENT					
30	Assistant Professor Physiology ..	1	1	1	The only candidate was not suitable.
31	Assistant Professor of Dental Surgery ..	1	1	1	Ditto ditto.
32	Professor of Nutrition ..	1	1	1	Ditto ditto.
33	Assistant Professor of Chemical Pathology	4	9	1	Was not found suitable,
34	Assistant Professor of Venerology ..	1	1	1	The only candidate was not found suitable.
35	Professor of Nutrition and Dietetics ..	1	1	1	Ditto ditto.
36	Assistant Professor of Dental Surgery (Prosthetic Dentistry).	1	1	1	Ditto ditto.

37	Bio-Chemist	..	2	2	2	None was found suitable.
38	Professor of Orthopaedic Surgery	..	1	1	..	Not found eligible.
39	Bio-Chemist	..	1	1	..	The only candidate summoned remained absent.
40	Principal Tibia College, Bahawalpur	..	1	11	4	None was found suitable.
INDUSTRIES DEPARTMENT						
41	Assistant Director (Leather)	..	1	10	..	None was found eligible.
IRRIGATION AND POWER DEPARTMENT						
42	Assistant Electric Inspector	..	5	8	1	The only candidate interviewed was not found suitable.
PRINTING AND STATIONERY DEPARTMENT						
43	Manager/Manager (Works)	..	4	1	..	The only applicant was not found eligible
PLANNING AND DEVELOPMENT DEPARTMENT						
44	Chief of Sections		1	1	1	The only candidate was not found suitable.

APPENDIX III

APPENDIX III
CASES OF AD-HOC OR STOP-GAP APPOINTMENT
(REFERRED TO IN CHAPTER III)

Serial No.	Name of the post	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

AGRICULTURE DEPARTMENT

1	Entomologist	W. P. A. S. I	1	Agreed upto 30th September, 1968.
2	Senior Instructors	Ditto	5	Agreed.
3	Cotton Botanist, Multan	Ditto	1	Not agreed on the basis of unsatisfactory record of the officer.
4	Extra Assistant Director (Recovery)	W. P. A. S. II	1	Agreed upto 31st May, 1968.
5	Assistant Director	W. P. A. S. I (Junior)	1	Agreed.
6	Plant Pathologist, Quetta	W. P. A. S. I	1	..
7	Assistant Horticulture Officer	W. P. A. S. II	1	Agreed.
8	Extra Assistant Director of Agriculture, Peshawar Region	W. P. A. S. II	3	Agreed.
9	Assistant Technologist	W. P. A. S. II	1	Do.
10	Assistant Agronomist	Ditto	1	Do.
11	Assistant Horticulturist (Poisonous Fruits)	Ditto	1	Do.
12	Horticulturist	W. P. A. S.	2	The proposal was agreed to the <i>ad hoc</i> appointment of only one officer.

13	Assistant Food Technologist, Mirpurkhas	..	..	W.P.A.S. II	1	Agreed.
14	Assistant Botanist (Taxonomy)	..	..	Ditto	1	Agreed.
15	Assistant Geneticist	..	..	Ditto	1	Do.
16	Assistant Botanist (Wheat)	..	..	Ditto	1	Do.
17	Assistant Botanist (Fodders)	..	..	Ditto	1	Do.
18	Assistant Botanist (Tobacco)	..	..	Ditto	1	Do.
19	Assistant Botanist (Groundnut)	..	..	Ditto	1	Do.
20	Assistant Botanist (Maize)	..	..	Ditto	1	Do.
21	Assistant Botanist (Maize)	..	..	Ditto	1	Do.
22	Assistant Agronomist	..	..	Ditto	1	Do.
23	Assistant Agronomist	..	..	Ditto	1	Do.
24	Assistant Botanist (Sugarcane)	..	..	Ditto	1	Do.
25	Sugarcane Botanist Sugarcane Specialist	..	..	W.P.A.S.	3	Do.
26	Oil seed Botanist	..	..	Ditto	1	Do.
27	Agricultural Engineer	..	..	Ditto	2	Do.
28	Entomologist	..	..	Ditto	1	Do.
29	Députý Director Agriculture	..	..	Ditto	1	Do.
30	Statistician	..	..	Ditto	1	It was advised that a revised proposal be substituted.
31	Deputy Director Agriculture (E & M)	..	..	Ditto	1	Agreed.
32	Soil Fertility Officer	..	..	Ditto	1	Do.
33	Assistant Agriculture Engineers	..	..	Ditto	5	Do.
34	Assistant Entomologist	..	..	Ditto	1	Do.

Serial No.	Name of the posts	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5
35	Extra Assistant Director of Agriculture (E. & M)	W.P.A.S. II	6	Agreed.
36	Assistant Agriculture Engineer	Ditto	20	Do.
37	Assistant Entomologist	Ditto	5	Do.
38	Assistant Plant Pathologist	Ditto	2	Do.
39	Instructors Agricultural Training Institute, Peshawar Region ..	Ditto	3	Agreed in the case of 2 officers and disagreed in the case of 1 officer due to non-availability of the vacancy.
40	Planning and Progressive Officer, Peshawar Region ..	Ditto	1	Agreed to the <i>ad-hoc</i> appointment as Instructor instead of Planning and Progressive Officer.
41	Assistant Agricultural Information Officer	Ditto	3	Not agreed as the candidate applied for Information Officer did not possess the requisite qualifications for appointment to these posts.
42	Assistant Soil Fertility Officer, Lahore Region	Ditto	7	Agreed except in the case of one officer whose record was incomplete.
43	Assistant Soil Fertility Officer, Hyderabad Region	Ditto	2	Agreed to the <i>ad-hoc</i> appointment of 2 officers and disagreed in the case of one officer due to his unsatisfactory record
44	Assistant Soil Fertility Officer, Peshawar Region	Ditto	5	Agreed.

45	Deputy Director of Agriculture	..	..	..	W.P.A.S. I	1	Do.
46	Agricultural Chemist	..	..	..	Ditto	1	Do.
47	Soil Fertility Officer	..	..	..	Ditto	1	Do.

AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT

48	W.P.A.H.S. Class I	..	..	..	W.P.A.H.S. I	10	Agreed.
49	Ditto	..	..	..	Ditto	10	Do.
50	W. P. A. H. S. Class II	..	..	..	W.P.A.H.S. II	2	Do
51	Ditto	..	..	..	Ditto	4	Do.
52	Research Officers	..	..	..	Ditto	1	Do.
53	Dairy Chemist	..	..	..	Ditto	1	Do.
54	W. P. A. H. S. Class II	..	..	..	Ditto	6	Do.
55	Veterinary Assistant Surgeon	..	..	..	Ditto	2	Do.

AGRICULTURE (FISHERIES) DEPARTMENT

56	Assistant Director of Fisheries	..	..	..	W.P.F.S. I	1	Agreed.
57	Research Officer	..	..	..	W.P.F.S. I	1	Do.
58	Extra Assistant Director Fisheries	..	..	..	W.P.F.S. II	7	Do.
59	Extra Assistant Director of Fisheries	..	..	..	Ditto	1	Not agreed on the basis of unsatisfactory record of the officer.

AGRICULTURE (FOREST) DEPARTMENT

60	Sub-Divisional Forest Officer (Wildlife)	..	..	..	W.P.F.S. II	1	Agreed.
61	Assistant Director Sericulture Frontier Region	..	..	..	W.P.F.S. I (Jr.)	1	Do.
62	Sericulture Development Officer	..	..	..	W.P.F.S. II	1	It was observed that it is not desirable to consider the proposal unless the rules are framed. The Department was advised to send a proposal after the rules are framed.

Serial No.	Name of the post	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

BASIC DEMOCRACIES DEPARTMENT

63	Progress Officer	Class I (Junior)	1	Agreed.
64	Publication Officer	Ditto	1	Not agreed as the proposed candidate was not held eligible.
65	Development Officer	Class II	22	Agreed.
66	Assistant Director	Ditto	11	Do.

BUREAU OF NATIONAL RECONSTRUCTION DEPARTMENT

67	Research Officer	Class II	1	Not considered as the qualification of the candidate was not clear.
68	Public Relations Officer	Ditto	1	Agreed.

COMMUNICATION AND WORKS DEPARTMENT

69	Assistant Architecture	Un-classified	1	Not agreed and the Department was asked to get the rules approved at last by the Service Rules Sub-Committee and then send the requisition with classification whether candidate is qualified or not.
70	Assistant Engineers	Class II	13	Not agreed as the regular case was likely to be finalised.
71	Officiating Assistant Engineers (E. & M.)	Ditto	60	Agreed.
72	Officiating Assistant Engineers (Civil)	Ditto	141	Do.
73	Sub-Divisional Officers (E. & M.) Officiating	Ditto	60	Do.

74	Officiating Assistant Engineers (Civil)	..	..	Ditto	141	Do.
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CO-OPERATION DEPARTMENT

75	Assistant Registrars, Co-operative Societies	..	..	Class II	12	The <i>ad-hoc</i> appointments of 11 officials were agreed.
76	Assistant Registrars, Co-operative Societies	...	..	Ditto	1	Agreed.
77	Assistant Registrars, Co-operative Societies	..	..	Ditto	1	Do.
78	Assistant Registrars, Co-operative Societies	..	..	Ditto	1	Agreed.

EDUCATION DEPARTMENT

79	Professor in Home Economics	..	..	W.P.E.S. I (Senior).	1	Do.
80	Lecturers in different subjects (Collegiate Branch-Men's Section)	..	..	W.P.E.S. II..	166	Do.
81	Lecturers in different subjects (Collegiate Branch-Women's Section).			Ditto.	58	Do..
82	Lecturers in different subjects (Collegiate Branch-Men's Section)			Ditto	114	Do.
83	Lecturers in different subjects (Collegiate Branch-Women's Section).			Ditto	40	Do.
84	Lecturers in different subjects (Collegiate Branch-Men's Section)			Ditto	292	Do.
85	Lecturers in different subjects (Collegiate Branch-Women's Section).			Ditto	84	Do.
86	Lecturers in different subjects (Collegiate Branch-Ments Section)			Ditto	191	Do.
87	Lecturers in different subjects (Collegiate Branch-Women's Section).			Ditto	72	Do.
88	Lecturers in different subjects (Collegiate Branch-Men's Section)			Ditto	296	Do.
89	Research Officer	..	..	Ditto	1	Not agreed as the person proposed was not academically qualified and was overage.
90	Lecturers in Medium Bengali College, Karachi in different subjects.			Ditto	3	Agreed.
91	Lecturers in Training Colleges in different subjects	..	..	Ditto	6	Do.

Serial No.	Name of the post	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

EDUCATION (TECHNICAL) DEPARTMENT

92	Lecturer in Mechanical Engineering Department in N.E.D. Government Engineering College, Karachi.	Class I (Junior Scale).	1	Agreed.
93	Associate Professor in Mechanical N. E.D. Government Engineering College, Karachi.	Class I	1	Do.
94	Senior Instructor Civil for Government Polytechnic Institutes	Ditto	5	Do.
95	Senior Instructor in Mechanical	Ditto	13	Do.
96	Senior Instructor in Chemical	Ditto	3	Do.
97	Senior Instructor in Electrical	Ditto	3	Do.
98	Senior Instructor in Auto and Diesel	Ditto	2	Do.
99	Lecturer in Urdu	Ditto	1	Do.
100	Instructors in Islamiat for Government Commercial Institutes in West Pakistan.	Class II	22	Do.
101	Instructors in Islamiat for Government Polytechnic Institutes in West Pakistan.	Ditto	17	Do.

EXCISE AND TAXATION DEPARTMENT

102	Excise and Taxation Officers in the Karachi Region ..	Class II	9	Agreed up to 31st March, 1968.
103	Excise and Taxation Officers in Region 'B' ..	Ditto	6	The Department was informed that in the case of 3 officers the <i>ad-hoc</i> appointments could be extended in accordance with the S. & G. A. D. circular letter dated 15th August, 1963. In the case of remaining 3 officers the proposal was agreed for a period of further 6 months.

104	Additional Director, Excise and Taxation, Karachi	..	Class I (Junior)	2	Agreed up to 31st March, 1963.
105	Excise and Taxation Officer in Region 'A'	..	Class II	1	Agreed.

HEALTH DEPARTMENT

106	Senior Registrar, Surgery	..	W.P.H.S., I	3	Agreed.
107	Assistant Professor of Dental Surgery	..	Ditto	1	Do.
108	Assistant Professor of Obstetrics and Gynaecology	..	Ditto	1	Do.
109	Bio-Chemist	..	Ditto	2	Do.
110	Assistant Professor of Anatomy	..	Ditto	6	Not agreed as the candidate did not fulfil the requisite qualifications,
111	Professor of Ophthalmology	..	Ditto	1	Ditto.
112	Specialist Clinical and Specialist Non-Clinical in W. P. H. S., II (Men's Branch).	..	W.P.H.S., II	202	The <i>ad hoc</i> appointments of 131 Doctors were approved.
113	Specialist Clinical and Specialist Non-Clinical in W.P.H.S., II (Men's Branch).	..	Ditto	..	The <i>ad-hoc</i> appointments of 14 Doctors were approved.
114	Medical Officers in W.P.H.S. II, (Men's Branch)	..	Ditto	56	Agreed.
115	Medical Officers in W.P.H.S. II (Women's Branch)	..	Ditto	18	Do.
116	Physian/Surgeon	..	W.P.H.S., I	6	Do.
117	Inspectors of Drugs	..	W.P.H.S., II	2	Do.
118	Inspectors of Drugs	..	Ditto	2	Do.
119	Professor of Orthopaedic Surgery	..	Specialist	1	Do.
120	W. P. H. S., Class II (Women's Branch)	..	Class II	110	The <i>ad-hoc</i> appointments of 14 Doctors were approved.
121	W. P. H. S., Class II (Men's Branch)	..	Ditto	422	The <i>ad-hoc</i> appointments of 58 Doctors were approved.
122	W.P.H.S., Class II (Women's Branch)	..	Ditto	110	The <i>ad-hoc</i> appointment of 1 Doctor was approved.
123	W.P.H.S., Class II (Men's Branch)	..	Ditto	422	The <i>ad-hoc</i> appointments of 11 Doctors were approved.

Serial No.	Name of the posts	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

HOME (JAIL) DEPARTMENT

124	Superintendent, Jail Class II Central Region	Class II ..	5	Agreed.
125	Superintendent, Jail Class I	Class I ..	1	Do.

HOME RECLAMATION (PROBATION) DEPARTMENT

126	Supervisor Reclamation and Probation	Class II ..	1	Agreed.
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INDUSTRIES DEPARTMENT

127	Assistant Director	Class I (Junior)	1	Agreed.
128	Research Officer	Class II ..	2	Do.
129	Research Officer	Ditto	2	Do.
130	Industrial Development Officer	Ditto	6	Do.
131	Industrial Development Officer	Ditto	1	Do.
132	Industrial Development Officer	Ditto	1	Do.
133	Industrial Development Officer/Purchase Officers ..	Ditto	13	Do.
134	Marketing Officer (Wool)	Class I ..	1	Do.
135	Marketing Officer (Wool)	Ditto	1	Do.
136	Assistant Director of Industries	Ditto	5	Do.
137	Assistant Director of Industries	Ditto	5	Do.
138	Industrial Development Officer	Class II ..	1	Do.

139	Deputy Director (Technical) Mineral Development ..	..	Class I ..	1	
140	Industrial Development Officer	..	Class II ..	1	It was not agreed to allow him to continue as Industrial Development Officer <i>ad-hoc</i> basis in the first instance but, on reconsideration of the case the officer was allowed to continue.
141	Assistant Director of Industries	..	Class I (Junior)	1	Agreed.
142	Assistant Director of Industries	..	Ditto. ..	5	Agreed to the continued <i>ad hoc</i> appointment of one officer upto 30th September 1968 or till the finalization of his case whichever is earlier. In the case of remaining officers the Department was advised to extend the <i>ad-hoc</i> promotion themselves as the regular proposal was with the Commission.

INFORMATION DEPARTMENT

143	Information Officer	..	Class II ..	1	Agreed.
144	Information Officer	..	Ditto	4	Do.
145	Information Officer	..	Ditto	1	Do.
146	Assistant Director Information	..	Class I ..	1	Do.
147	Assistant Director Information	..	Class I ..	1	Do.

IRRIGATION AND POWER DEPARTMENT

148	Officiating Executive Engineer	..	Class I ..	37	Agreed.
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LABOUR DEPARTMENT

149	Regional Manager Employment Exchange Organization ..	..	Class I (Junior)	2	Agreed in the case of one and not agreed in the case of other on the basis of unsatisfactory record of the officer.
150	Regional Manager Employment Exchange Organization ..	..	Ditto	1	Not agreed as the Department neither made available the seniority list of class II officer nor intimated the position about the application of the cycle system.

Serial No.	Name of the post	Class to which service or post belongs	No. of vacancies	Advice
1	2	3	4	5

PUBLIC HEALTH ENGINEERING DEPARTMENT

151	Assistant Engineer (Civil)	Class II	2	Not agreed as the reference was not received through the Secretary of the concerned Department.
152	Assistant Engineers (Mechanical)	Class II	2	Agreed subject to the condition that a regular requisition would be sent to the Commission before appointment orders are issued.
153	Research Officer (Scientist)	Class I	1	Agreed upto six months with effect from 21st April 1968.
154	Research Officer (Scientist)	Ditto	1	Agreed upto six months with effect from 21st October, 1968.

RAILWAY DEPARTMENT

155	Assistant Surgeons	Class II	6	Agreed.
156	Assistant Surgeons	Ditto	5	Do.
157	Officer on Special Duty (Co-operative) Senior Class I	Senior Class	1	Do.
158	Promotion of a Class II Officer of the personnel Branch of P. W. R. to Class I (Senior Scale).	Ditto	3	Do.
159	Lady Assistant Surgeon	Class II	1	Do.
160	Lady Assistant Surgeon	Ditto	1	Do.

161	Assistant Surgeon	..	..	..	Ditto	3	Do. /
162	Assistant Surgeon	..	..	..	Ditto	4	Do.
163	Lady Assistant Surgeon	..	..	..	Ditto	4	Do.
164	Junior Information Officer	..	..	..	Class I ..	1	Do.
• 165	Senior Statistical Officer	..	..	..	Class I (Senior)	1	Do.
• 166	Divisional Mechanical Engineer	..	..	..	Senior Class I..	2	Do.
167	Divisional Medical Officer	..	..	..	Ditto	1	Do.

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

168	Additional Civil Judge, Karachi	..	..	..	Class I ..	1	Agreed to the proposed extension of his <i>ad-hoc</i> appointment from 1st April, 1967 to 3rd January 1968.
169	Section Officer	..	..	..	Junior Class I	8	Agreed.
170	Section Officer	..	..	..	Ditto	41	Do.
171	Section Officer	..	..	..	Ditto	10	Do.
172	Section Officer	..	..	..	Ditto	4	Do.
173	Head Translator Official Language Committee Class II	..	..	..	Class II ..	1	Do.

SOCIAL WELFARE DEPARTMENT

174	Senior Community Development Officer..	..	..	..	Senior Class I..	3	Not agreed as one of the proposed officers was not held eligible and about the remaining two it was decided to refer their cases of <i>ad-hoc</i> appointments after their regular promotions to Class II are approved by the Commission.
75	Principal and Child Welfare and Inservice Training Institute	..	..	..	Ditto	1	Agreed.
176	Superintendent, Mothers and Children Home, Sialkot	..	..	..	Class I (Junior)	1	Do.

APPENDIX IV

APPENDIX IV

CASES OF PROMOTION/TRANSFER/CONFIRMATION

(REFERRED TO IN CHAMBER IV)

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department .
1	2	3	4	2	6
AGRICULTURE DEPARTMENTS					
1	Assistant Agronomist, W.P.A.S. II ..	1	1	Agreed with the Department's proposal ..	Accepted.
2	Assistant Technologist (Processing), WPAS II	1	1	Ditto	Do.
3	Assistant Botanist (Wheat), WPAS II ..	1	1	Ditto	Do.
4	Assistant Horticulturist, WPAS II ..	1	1	Ditto	Do.
5	Assistant Entomologist, WPAS II ..	1	1	Ditto	Do.
6	Assistant Accounts Officer, WPAS II ..	1	1	Ditto	Do.
7	Extra Assistant Director, Agriculture, WPAS II	2	3	Ditto	Do.
8	Assistant Soil Chemist, WPAS II ..	1	1	Ditto	Do.
9	Assistant Plant Physiologist, WPAS II ..	1	1	Ditto	Do.
10	Assistant Botanist (Maize), WPAS II ..	1	1	Ditto	Do.
11	Assistant Botanist (Cotton), WPAS II ..	1	2	Ditto	Do.
12	Instructors in WPAS II ..	2	2	The Commission agreed to the promotion of one officer and deferred the consideration in the case of other officer for want of certain information.	Do.
13	Assistant Soil Fertility Officer, WPAS II ..	3	3	Agreed with the Department's proposal...	Do.
14	Assistant Agricultural Chemist Khanpur, WPAS II.	1	1	Ditto	Do.

15	Assistant Agricultural Chemist, Lyallpur WPAS II.	1	1	Ditto.	Do.
16	Assistant Agricultural Chemist, Lyallpur WPAS-II.	1	1	Ditto	Do.
17	Assistant Soil Fertility Officer, WPAS II	1	1	Ditto	Do.
18	Assistant Plant Pathologist (Tabacco), WPAS-II.	1	1	Ditto	Do.
19	Physiologist in WPAS II	1	1	Ditto	Do.
20	Assistant Cotton Breeder, WPAS II	1	1	Ditto	Do.
21	Confirmation as Farm Superintendent, WPAS II.	1	1	Ditto	Do.
22	Assistant Agricultural Engineer, WPAS II	1	1	Ditto	Do.
23	Assistant Plant Protection Officer, WPAS II	1	1	Ditto	Do.
24	Assistant Accounts Officer, WPAS II	1	1	Not Agreed	Do.
25	Assistant Botanist (Taxonomy), WPAS II	1	1	Agreed with the Department's proposal ..	..
26	Assistant Oil Technologist, WPAS II	1	1	Ditto	..
27	Assistant Botanist (Sugarcane)/Assistant Agonomist, WPAS II.	1	1	Ditto	..
28	Confirmation as Agricultural Chemist, WPAS I	1	1	Not Agreed	Accepted.
29	Forest Officer in WPAS II	1	1	Agreed with the Department's proposal ..	Do.
30	Soil Scientist in WPAS I	1	1	The Commission did not consider the Officer a suitable and advised the Department to forward a fresh proposal.	Do.
31	Agriculturist/Agronomist, WPAS I	1	1	Agreed with the Department's proposal ..	..
32	Assistant Plant Pathologist (Virology), WPAS I	1	1	Ditto	..
33	Agronomist, WPAS I	1	1	Ditto	..
34	Sugarcane Botanist, WPAS I	1	1	Ditto	..
35	Cotton Botanist, WPAS I	1	1	Ditto.	..
36	Fodder Botanist, WPAS I	1	1	Ditto.	..

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	
37	Food Technologist, WPAS I	1	1	Agreed with the Departments' proposal	
38	Vegetable Botanist, WPAS I	1	1	Ditto.	
39	Arid Zone Pomologist Horticulturist (Pomology) WPAS I.	1	1	Ditto.	
40	Economic Botanist, WPAS I	1	1	Ditto.	
41	Agricultural Chemist, WPAS I	1	1	Ditto.	
42	Soil Chemist, WPAS I	1	1	Ditto.	
43	Soil Fertility Officer, WPAS I	1	1	Ditto.	
44	Agriculturist Agronomist, WPAS I	1	1	Ditto.	
45	Cotton Botanist, WPAS I	1	1	Ditto.	
46	Assistant Soil Fertility Officers WPAS II..	2	2	Ditto	Accepted.
47	Assistant Botanists, WPAS II	2	2	Ditto.	
48	Assistant Agricultural Chemist, Kharpur, WPAS II	1	1	Ditto.	
49	Assistant Agronomist, Bahawalpur, WPAS II	1	1	Ditto.	
50	Assistant Entomologist, WPAS II	1	1	Ditto.	Accepted.
51	Assistant Entomologist WPAS II	2	2	Ditto	Do.
52	Farm Superintendent/Assistant Agronomist Farm WPAS I	1	1	Ditto.	Do.

53	Assistant Entomologist (Central Region), WPAS II.	4	4+3 in absentia		
54	District Soil Conversationists, WPAS II ..	4	4	Accepted.	Do. .
55	Assistant Plant Pathologist	2	1 2+in absentia	Agreed with the Department proposal	Do.
56	Extra Assistant Director of Agriculture, Lahore Region.	1	1	Ditto	
57	Extra Assistant Director of Agriculture Recovery of Outstanding Government dues of Cotton Fee.	1	1	Ditto	Accepted.
58	Extra Assistant Director of Agriculture ..	1	1		
59	Assistant Agricultural Chemist (Gur) ..	1	1	Ditto	Accepted.
60	Assistant Soil Fertility Officer (Peshawar Region)	1	1	Ditto	Do.
61	Assistant Food Technologist	1	1	Ditto.	
62	Confirmation as Assistant Horticulturists	1	1	Ditto.	
63	Confirmation as Assistant Horticulturists	1	1	Ditto.	
64	Assistant Horticulturist (Deciduous Fruits) WPAS II (Northern Region).	1	1	Ditto.	Accepted.
65	Confirmation as Agricultural Chemist, Horticulturist and Plant Pathologist WPAS I	3	3	Ditto	Do.
66	Agricultural Engineers	7	13	Agreed to the promotion of 8 officers including absentia 5 were not considered suitable. For the remaining one vacancy fresh proposal sent for.	
67	Cotton Botanist, Multan	1	1	Agreed with the Department's proposal.	
68	Agricultural Chemist (Bio-Chemistry) WPAS I (Research Wing).	1	1	Ditto.	
69	Assistant Technologist (Cereals)	1	1	Ditto.	
70	Assistant Botanist in WPAS II (Northern Region)			Ditto	

Serial No.	Service or post	No. of vacancies	No. of persons considered for proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	6
AGRICULTURE (ANIMAL HUSBANDRY) DEPARTMENT					
71	Assistant Director, WPAHS I	2	2	Agreed with the Department proposal ..	Accepted.
72	Poultry Development Officer and Dairy Development Officer in WPAHS II ..	2	4	Agreed in the cases of two and not agreed in the cases of other two.	
73	WPAHS Class II Multan Region	1	2	The Commission approved the promotion of one superseding his senior.	Accepted.
74	Sheep Development Officer, WPAHS I in Peshawar Region.	1	1	Agreed with the Department's proposal ..	
75	WPAHS Class II, the Directorate of West Pakistan Veterinary Research Institute.	6	6	Agreed in the cases of 5 and not agreed in the cases of one.	Accepted.
76	WPAHS Class I (Extension side)	9	13 including two retired and two in absentia being on deputation.	Agreed with the Department's proposal.	
AGRICULTURE (FISHERIES) DEPARTMENT					
77	Assistant Director of Fisheries	2	2	Agreed with the Department's proposal ..	..
78	Extra Assistant Director of Fisheries ..	8	8	Agreed to the promotion of 4 officers and the remaining 4 were not considered suitable.	Accepted.
AGRICULTURE (FOREST) DEPARTMENT					
79	W. P. F. S. II	2	2	Agreed with the Department's proposal ..	Accepted.
80	Selection Grade Class I in Forest Department ..	1	1	Ditto ..	Do.

81	Assistant Director, Agriculture Frontier Region in W.P.F.S.I. (Junior)	1	2	File closed and the Department was asked to forward fresh proposal after the rules are framed.	
82	Sub-Divisional Forest Officer (Wild life) Quetta	1	1	The Department was asked to forward fresh proposal after the rules are framed.	
BASIC DEMOCRACIES DEPARTMENT					
83	Transfer as Development Officer	1	1	Not agreed.	Accepted.
CIVIL DEFENCE DEPARTMENT					
84	Administrative Officer	1	1	Agreed with the Department's proposal ..	Do.
COMMUNICATIONS AND WORKS DEPARTMENT					
85	Executive Engineer	2	2	Agreed with the Department's proposal	
86	Executive Engineer (E & M) to Class I ..	7	7	The Commission agreed to the promotion of 5 officers and did not agree in respect of remaining two.	
87	Promotion of Consulting Architect to the Selection Grade.	1	1	Agreed with the Department's proposal ..	
88	Class II Temporary Engineers to Class I (Junior)	39	39	Agreed to the promotion of 37 officer and did not agree in respect of the remaining two.	
89	Officiating Sub-Divisional Officers	1	1	Agreed with the Department's proposal ..	Accepted.
90	Transfer of B & R Engineers to Public Health Engineering Department.	23	23	The Commission agreed to the transfer of these officers from one Department to the other on equal posts/pay if no promotion or payment of higher emoluments are involved.	Do.
91	Officiating Executive Engineer	1	1	Agreed with the Department's proposal ..	Do.
92	Officiating Executive Engineer	2	2	Ditto	
93	Officiating Executive Engineer	1	1	Ditto.	
94	Officiating Executive Engineer	1	1	Not agreed.	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	6

95	Promotion of Class II Temporary Engineers against post 1963 vacancies of Class I (Junior).	45	38	Agreed to the promotion of 37 officers and did not agree to the promotion of one officer. The cases of the remaining 8 officers remained unsettled.	
96	Officiating Executive Engineers	16	16	Agreed with the Department's proposal ..	
97	Officiating Executive Engineers (E & M) ..	7	7	Ditto	
98	Confirmation as Executive Engineers (E & M) in Class I.	7	7	Agreed to the confirmation of 6 officers and did not agree in respect of the remaining one.	

CO-OPERATION DEPARTMENT

99	Deputy Registrar, Co-operative Societies ..	18	17	Agreed to the promotion of 17 officers including 2 retired officers. For the remaining vacancies the case remained pending for want of C.Rs.	Accepted.
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EDUCATION DEPARTMENT

100	S. E. S. officials to W.P.E.S. II (Administration Branch, Womens' Section), Lahore Region.	34	32	31 were considered suitable and one not suitable. The cases of 3 not finalised.	Do.
101	S. E. S. officials to W.P.E.S. II (Administration Branch, Women's Section), Hyderabad Region.	2	3 including one proposed for super-session.	Agreed with the Department's proposal ..	Do.
102	S. E. S. officials to W.P.E.S. II (Administration Branch) (Women's Section), Quetta Region.	2	2	Ditto ..	Do.
103	S.E.S. officials to W.P.E.S. II (Administration Branch) (Men's Section), Quetta Region.	17	17	Ditto ..	Do.

104	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section), Karachi Region.	6	6	Ditto	..	Do.
105	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section) Rawalpindi Region.	16	16	Ditto	..	Do.
106	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section) Hyderabad Region.	10	10	Ditto	..	Do.
107	S. E. S. officials to W.P.E.S. II (Administration Branch) (Men's Section), Peshawar Region.	16	16	Ditto	..	Do.
108	S. E. S. officials to W.P.E.S. II (Administration Branch, Women's Section), Rawalpindi Region.	8	7	Ditto	..	Do.
109	S.E.S. officials to W.P.E.S. II (Administration Branch—Men's Section), Lahore Region.	42	30	Considered 30 suitable and the cases of 12 not finalised.		Accepted.
110	Promotion of a officer in W.P.E.S. Class I (Senior) (Administration Branch, Men's Section) to Selection Grade.	1	1	Agreed with the Department's proposal.		Accepted.
111	S.E.R.S. officials to W.P.E.S. II (Administration Branch, Men's Section), Peshawar Region.	16	17 including one in absentia	Ditto	..	Do.
112	S.E.R.S. Lady officials to W.P.E.S-II (Administration Branch), Women's Sections, Karachi Region.	1	1	Ditto	..	Do.
113	Lecturers from W.P.E.S. II to W.P.E.S. I (Junior Scale) (Collegiate Branch) (Women's Section).	36	36	Ditto	..	
114	Officers of W.P.E.S. II (Administration Branch, Women's Section) W.P.E.S. I (Administration Branch—Women's Section.)	4	4	Ditto	..	Accepted.
115	S.E.R.S. officials to W.P.E.S. II (Administration, Branch Women's Section), Rawalpindi Region.	1	1	Ditto	..	..

EDUCATION (TECHNICAL) DEPARTMENT.

116	Principals for Government Polytechnic Institutes in West Pakistan.	6	6	Ditto	..	Accepted.
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Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department
1	2	3	4	5	6

EXCISE AND TAXATION DEPARTMENT

117	Excise and Taxation Officer in Region 'B'	3	3	Agreed in the cases of two and not agreed in the case of one.	..
118	Additional Directors, Excise and Taxation, Karachi	2	2	Agreed with the Department's proposal	Accepted.

FINANCE DEPARTMENT

119	Assistant Directors in the Local Audit Department	4	4	Agree with the Department proposal	Acceptance in case of 2 officers received
120	Audit Officer in the Sagodha Region	1	1	Ditto	Accepted
121	Audit Officer in the Audit Department	3	3	Ditto	Do.
122	Audit Officers in Lahore Region	4	4	Ditto	Do.
123	Audit Officers in Peshawar Region	2	2	Ditto	Do.
124	Audit Officers in Multan Region	2	2	Agreed in the case of one subject to the claim of his senior who was under enquiry and disagreed in the case of other.	Do.
125	Audit Officers in Sargodha Region	2	2	Agreed with the Department's proposal	Do.
126	Director in the Local Audit Department	2	2	Ditto	..
127	Director Local Fund Audit Department	3	3	Ditto	..
128	Audit Officer in Peshawar Region	1	1	Ditto	Accepted.
129	Audit Officer in Lahore Region	1	1	Ditto	..

130	Audit Officer in Bahawalpur Region	1	1	Ditto	Accepted..
131	Assistant Accounts Officers Food, Department	1	1	Case closed as the Department failed to supply information and documents.	
132	District Food Controller	3	3	Agreed with the Department's proposal	Accepted.
133.	Assistant Director, Food	2	2	Ditto	
134	District Food Controller in Multan Region	1	1	Ditto	

HEALTH DEPARTMENT

135	Confirmation as Dental Surgeons	20	20	Agreed except in the case of one who was not regular temporary selectee of the Commission but was recommended only in a stop-gap measure. The Department was informed that the case of that Doctor did not fall under para 4.4 of the procedural instructions and that the post should be filled by initial recruitment.	
136	W.P.H.S. II, Peshawar Region	2	2	Agreed with the Department's proposal	

HOME (JAIL) DEPARTMENT

137	Deputy Superintendent, Jail	3	3	Agreed with the Department's proposal	Accepted.
138	Deputy Superintendent, Jail	1	1	Ditto	
139	Fit List upto Class II, Superintendent Jail Class II.	10	10	Agreed in the cases of 8 persons and not in respect of the remaining two.	
140	Superintendent, Jail, Class I	2	3	Agreed to the promotion of 2 officers ignoring one senior.	

HOME (POLICE) DEPARTMENT

141	Confirmation as P.D.S.P. Region No. V	1	1	Agreed with the Department's proposal	Accepted.
142	Confirmation as D.S.P. Region No. IV	5	5	The Commission agreed except in the case of one officer.	Do.
143	Confirmation as P.D.S.P. Region No. IV	1	1	Agreed with the Department's proposal	Do.
144	Confirmation as D. S. P. Region No. III	8	8	Ditto	

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the department
1	2	3	4	5	6

HOME (POLICE) DEPARTMENT—*cont'd.*

145	Select list of Inspectors fit for promotion as Officiating D. S. P.	6	6	Agreed with the Department's proposal.	Accepted.
146	Confirmation as D. S. P.	5	5	Ditto ..	Do.
147	Deputy Superintendent of Police in Region No. III.	1	1	Ditto ..	
148	Confirmation as D. S. P. in Region No. I ..	3	3	Agreed to the confirmation of 2 officers and not agreed in respect of the remaining one.	..
149	Selection Grade promotion to an officiating D.S.P.	1	1	The Commission reiterated to their previous advice and recommended the same officer for selection grade.	
150	Deputy Superintendents of Police in Region No. V.	4	4	Agreed with the Department's proposal ..	
151	P. D. S. P.	1	1	Ditto.	
152	Select list for promotion to the rank of D.S.P. in Region No. 3.	43	43	Ditto.	
153	Select list for promotion to the rank of D.S.P. in Region No. 2.	26	28	Agreed to the promotion of 26 officers and recommended 2 for supersession.	

INDUSTRIES DEPARTMENT

154	Deputy Chief Inspector of Boiler	1	1	Agreed with the Department's proposal.	..
155	Assistant Director of Industries	11	11	Ditto ..	Accepted.
156	Assistant Director of Industries	1	1	Ditto ..	Do.
157	West Pakistan Industries Service Class I ..	12	13	Agreed in the cases of 11 officers. One was not considered suitable and in his place, a Junior Officer was recommended.	

158	Industrial Development Officer/Purchase Officer.	6	2	Agreed to in the cases of two officers. The cases of 4 remained unsettled.	..
159	Confirmation as Inspector of Biolers ..	2	2	Agreed with the Department's proposal ..	..
160	Marketing Officer (Wool) ..	1	1	Ditto ..	..
161	Industrial Development Officer/Purchase Officer.	5	3	Agreed in the cases of 3 officers. The cases of 2 remained unsettled.	..
162	Industrial Development Officer/Purchase Officer	11	10	Agreed in the case of 10 officers. The case of one officer remained under consideration.	..
163	Absorption against the post of Assistant Director Industries	1	1	Advised to get his name included in the list of surplus officers and forward requisition.	..
164	Confirmation as Assistant Director of Industries	1	1	Agreed with the Department's proposal.	..
165	Administrative Officer ..	1	1	Agreed with the Department's proposal ..	Accepted.
166	Industrial Development Officer/Purchase Officer	1	1	Ditto.	..

INFORMATION DEPARTMENT

167	Assistant Director (Technical) ..	1	1	Agreed with the Department's proposal ..	Accepted.
168	Information Officers (Pictorial Publicity) ..	1	1	Ditto ..	Do.
169	Information Officers ..	3	3	Ditto ..	Do.
170	Technical Officer ..	1	1	Ditto ..	Do.

IRRIGATION AND POWER DEPARTMENT

171	Cana' Collector Lahore Region ..	1 + 2 (Select List)	3	Agreed with the Department's proposal ..	..
172	Absorption into Class II ..	80	70	66 considered suitable and 4 unsuitable. The cases of ten remained pending.	..
173	Cana' Collector Bahawalpur Region ..	1	1	Agreed with the Department's proposal ..	Accepted.
174	Cana' Collector Sargodha Region ..	2 + 1 (Select List)	3	Ditto.	..
175	Junior Research Officer Statistics in the Irrigation Research Institute.	1	1	Ditto	..

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations were accepted by the Department.
1	2	3	4	5	6

176	Officiating Executive Engineer	12	11	It considered suitable and the case of one officer remained pending.	
177	Officiating Executive Engineer	1	1	Agreed with the Department's proposal	Accepted.
178	Officiating Canal Collector, Sargodha	1	1	Ditto.	
179	Assistant Land Reclamation Officer	6	6	Ditto.	
180	Officiating Executive Engineer	4	4	Ditto.	
181	Officiating Executive Engineer	13	13	Ditto.	Accepted.
182	Promotion of O. E. S. to Class II Peshawar Region.	4	7	Agreed to the promotion against 3 vacancies involving supersession of 4 persons. 4th vacancy was kept vacant.	
183	Assistant Land Reclamation Officer, Sargodha Region.	2	2	Agreed with the Department's proposal.	Accepted.
184	Assistant Research Officer Class II	2	2	Ditto	Do.
185	Officiating Executive Engineer	3	3	Ditto	Do.
186	Promotion of O. E. S. to Class II Sargodha Region.	7	7	Ditto	
187	Assistant Research Officer	1	1	Not agreed.	
188	Electric Inspector Class I	1	1	Agreed with the Department's proposal	
189	Officiating Executive Engineer	2	2	Ditto	
190	Promotion to S.S.E. Class II	1	1	Ditto	

191	Promotion of O.E.S. to Class II, Lahore Region	5	5	Agreed to the promotion of 4 persons and did not agree in respect of one.
192	Officiating Executive Engineer ..	71	64	Agreed to the confirmation of 64 persons and the cases of remaining 7 officers remained unsettled.
193	Confirmation of Land Reclamation Officer Revenue side.	1	3	Agreed to the confirmation of an officer involving supersession of two officers.

LABOUR DEPARTMENT

194	Statistical Officer	1	1	Agreed with the Department's proposal
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PLANNING AND DEVELOPMENT DEPARTMENT

195	Assistant Director in the Industrial Survey Cell of the Bureau of Statistics.	1	1	Agreed with the Department's proposal ..	Accepted.
196	Assistant Chief of Section	2	2	Ditto	..
197	Statistical Officer	1	1	Ditto	Accepted.
198	Assistant Chief of Section	1	1	Ditto	Do.
199	Assistant Director	1	1	Ditto	Do.
200	Assistant Chief of Section	2	2	Ditto	Do.
201	Progress Officer	2	2	Ditto	Do.
202	Assistant Chiefs of Sections	1	2	Considered the Junior Officer a suitable in supersession of his senior.	Do.

PRINTING AND STATIONERY DEPARTMENT

203	Manager (Works)	1	1	Agreed with the Department's proposal ..	Accepted.
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RAILWAY DEPARTMENT

204	Senior Scale post in Electrical Engineering Department.	3	3	Agreed with the Department's proposal ..	Accepted.
205	Senior Scale (Signal Engineer)	1	1	Ditto	Do.
206	Officers of the power Motive and Mechanical Engineering in Class I.	2	2	Ditto	Do.
207	Senior Statistical Officer Class I	1	1	Not agreed and advised to advertise the post.	..

Serial No.	Service or post	No. of vacancies	No. of persons considered or proposed	Commission's advice	Whether the recommendations are accepted by the Department
1		3	4	5	6

RAILWAY DEPARTMENT

208	Divisional Medical Officer, Class I ..	1	1	Agreed with the Department's proposal ..	Accepted.
209	Award of Selection Grade to Section Officers ..	2	2 + 1 against the suspended lien of one	Ditto ..	Do.
210	Substantive promotion of an A.M.O. to Senior Scale (Class I) in the Medical Department.	1	1	Continuance agreed upto 31st December 1968 or till the Service Rules are approved, whichever is earlier.	Accepted.
211	Senior scale post of Divisional Signal Engineer	1	1	Not agreed.	..
212	Senior scale post in the Signal Engineering Department.	1	1	Agreed with the Department's proposal.	..
213	Extension in the officiating promotion of Class II officers of Civil Engineering Department to Class I (Senior) Scale.	2	6	Not agreed and advised to promote the officers in Junior Class I to Senior Class I.	..
214	Extension in the officiating promotion to Class I (Senior Scale) posts of Divisional Signal Engineers.	2	2	Agreed with the Department's proposal.	..
215	Senior Scale Class I posts in the Motive (Power) and Mechanical Engineering Branch.	2	2	Not agreed.	..
216	Assistant Chief Superintendent Watch and Ward	1	1	Ditto	..
217	Promotion of Section Officers to the Selection Grade.	2	2	Agreed with the Department's proposal ..	..

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

218	Section Officer ..	1	1	Agreed with the Department's proposal	..
219	Section Officer ..	1	1	Ditto.	..

220	Promotion of Section Officers to Selection Grade	17	17	Agreed with the Department's proposal.
221	Section Officers	4	2	Agreed in the cases of 3 officers only. For the 4th vacancy the Department was advised to send a summary proposal.
222	Promotion of Ministerial Government Servants to the P.C.S. (E.B.).	10	16	Agreed with the Department's proposal.
223	Assistant Directors, Liaison Officer and Principal, Child Welfare Training Institute.	4	6	The proposal was defective and revised proposal was requested.

APPENDIX V

APPENDIX V

CASES OF DISCIPLINARY ACTION [STOPPAGE AT THE EFFICIENCY BAR] STOPPAGE OF INCREMENTS, REDUCTION IN PENSION, ETC.

(REFERRED TO IN CHAPTER V)

Serial No.	Subject	Commission's Advice	Action taken by the Government Department concerned
1	2	3	4
AGRICULTURE DEPARTMENT			
1	With holding special additional pension of a retired Principal, Agriculture College, Tandojam.	The Commission advised that it may not be withheld.	Accepted.
COMMUNICATIONS AND WORKS DEPARTMENT			
2	Departmental enquiry against an Executive Engineer and two Assistant Engineers of Communications and Works Department.	The Commission agreed to the proposed punishment of stoppage of three increments with cumulative effect and censure to all the three officers.	Do.
CO-OPERATION DEPARTMENT			
3	Disciplinary action against an Assistant Registrar, Co-operative Societies.	The Commission agreed to the proposed punishment of compulsory retirement of the officer.	Accepted.
EDUCATION DEPARTMENT			
4	Departmental enquiry against a W.P.E.S. II Officer formerly Headmaster, Government Normal School, Sahiwal.	The Commission agreed with the proposed punishment of withholding of two yearly increments without cumulative effect.	Accepted.
5	Departmental enquiry against a W.P.E.S. II Officer formerly District Inspector of Schools, Mirpurkhas.	The Commission agreed with the proposed penalty that he may be reduced in rank to a lower post from W.P.E.S. II to S.E.S.	Do.
6	Departmental enquiry against a W.P.E.S. II Officer on deputation to the Institute of Research and Education, Punjab University.	The Commission agreed to the proposed dismissal of the Officer from service.	Do.

7	Departmental enquiry against a W.P.E.S. II Officer formerly District Inspector of Schools, Tharparkar.	The Commission agreed to the proposed punishment of withholding of two yearly increments without commulative effect.	Accepted.
8	Disciplinary action against a Lecturer in Persian Government Inter College, Alipur (Muzaffargarh).	The Commission advised the Department to hold a fresh enquiry in the case and then refer to the Commission. Case closed under intimation to the Department.	Accepted.
9	Disciplinary action against a Lecturer in Arabic, Government College, Sheikhpura.	The Commission considered punishment proposed by the Department to be rather severe. In view of exceptionally good record of the accused officer, the Commission advised stoppage of the two increments without commulative effect.	Accepted.

HOME (POLICE DEPARTMENT)

10	Departmental enquiry against an officiating D.S.P. ..	The Commission did not agree with the proposed retirement and recommended that a minor punishment may be inflicted upon him.	Acceptance awaited
11	Reduction in pension to an officiating D.S.P. of Region No. V.	The Commission did not agree to the proposed reduction.	
12	Reduction in pension of a D.S.P. of Region No. III	The Commission did not agree to the proposal.	..

INFORMATION DEPARTMENT

13	Departmental enquiry against an Assistant Director of Information.	The Commission advised to stop the increments of the Officer for 2 years without commulative effect.	Accepted.
14	Departmental enquiry against an Information Officer	The Commission agreed to the proposed punishment of compulsory retirement from Government service of the Officer.	Awaited.

IRRIGATION AND POWER DEPARTMENT

15	Disciplinary action against an Executive Engineer ..	The Commission agreed with the department that the accused Officer may be censured.	Accepted.
16	Disciplinary action against an Assistant Engineer of the former Electricity department.	The Commission agreed to the Department that 50% recovery of the loss may be imposed on the accused officer.	Awaited.

SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

17	Reduction in the pension of retired P.C.S. Officer ..	The Commission agreed to the proposed reduction by 2 % ..	
18	Departmental enquiry against a P.C.S. Officer ..	The Commission agreed to the proposed punishment of withholding of increment of the officer for a year with commulative effect.	Accepted.

Serial No.	Subject	Commission's advice	Action taken by Government Department concerned
1.	2	3	4
SERVICES AND GENERAL ADMINISTRATION DEPARTMENT— <i>concl'd.</i>			
19	Departmental enquiry against a P.C.S. Officer ..	The Commission agreed to the proposed punishment of censure	Accepted.
20	Disciplinary action against an Additional City Magistrate, Karachi.	The Commission agreed to the proposed punishment of withholding of 8 increments and transfer to non-magisterial post.	Accepted.
21	Reduction in the gratuity to a retired / / , Karachi.	The Commission agreed to the proposed cut of 5 % in his gratuity.	Accepted.
22	Reduction in superannuation pension of a retired P.C.S., Officer.	The Commission did not agree to the proposed reduction ..	

APPENDIX VI

APPENDIX VI
CASES OF RETIREMENT UNDER ARTICLE 178 (4) (a) OF THE CONSTITUTION
(REFERRED TO IN CHAPTER VI)

Serial No.	Subject	Commission's advice	Action taken by Government Department concerned.
1	2	3	4
		BOARD OF REVENUE	
1	Retirement of a Tehsildar, Sargodha Division	The Commission agreed to the retirement of the officer on completion of 25 years qualifying service.	
		CO-OPERATION DEPARTMENT	
2	Retirement of a special Auditor of the Co-operative Societies.	The Commission agreed to the retirement of the officer on completion of 25 years qualifying service.	
		EDUCATION DEPARTMENT	
3	Retirement of an Inspectress of Girls Schools, Quetta Division.	The Commission did not agree to the proposed retirement of the officer on completion of 25 years service.	Accepted.
4	Retirement of a Headmistress, Government Girls High School, Dharyala Jalap (Rawalpindi Region).	The Commission agreed to the retirement of the Officer on completion of 25 years qualifying service.	Acceptance awaited.
		INFORMATION DEPARTMENT	
5	Retirement of an Information Officer	Not agreed	Awaited.
		RAILWAY DEPARTMENT	
6	Retirement of an Assistant Engineer P.W.R., Class I.	Agreed.	Awaited.

APPENDIX VIII

APPENDIX VIII

COMPETITIVE EXAMINATIONS TEST CONDUCTED BY THE WEST PAKISTAN PUBLIC SERVICE COMMISSION DURING THE YEAR 1968.

(REFERRED TO IN CHAPTER IX)

Serial No.	Name of the Examination	Place and date of examination	Number of vacancies	Numbers of application for admission	NUMBER OF CANDIDATES						REMARKS
					Who were admitted	Who appeared	Who qualified		Recommended for appointment	Selected for appointment	
							In written portion	Finally in written portion and viva voce			
1	2	3	4	5	6	7	8	9	10	11	12
1	Competitive Examination for Selection of Stipendiary candidates for training at the Pakistan Forest Institute in the Superior Forest Service Course 1968—70, for recruitment to W.P.F.S. Class I	Peshawar, Lahore, Hyderabad. 5-8-68 to 8-8-68.	5	228	182	134	34	29	5	5	Recommendations accepted.
2	Written test for recruitment to the posts of Assistant Registrars, Co-operative Societies in the W.P.C.S. Class II and Labour Officers in the Labour Department.	Peshawar, Lahore, Hyderabad. 29-1-68.	21 + 17	1226 + 735	488 + 438	890	104 + 107	..	..	..	..