



## KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

Subject: - MINUTES OF THE 11<sup>th</sup> MEETING OF KHYBER PAKHTUNKHWA  
PUBLIC SERVICE COMMISSION HELD ON 04.08.2023

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Minutes of the 11<sup>th</sup> meeting of Khyber Pakhtunkhwa Public Service Commission held on 04.08.2023 are enclosed herewith for information / appropriate action accordingly.

Deputy Director Admn:

No. KPSC/ B&A-54/ Vol.III / 017251

Dated 11-08-2023

Copy to: -

1. The Director Recruitment, KP PSC.
2. The Director Examination, KP PSC.
3. The Director C&R, KP PSC.
4. The Senior Psychologist, KP PSC.
5. The Psychologist, KP PSC.
6. All Deputy Directors, KP PSC.
7. The Senior Law Officer, KP PSC.
8. All Assistant Directors/ P.I.O., KP PSC.
9. The Controller Examination (Secrecy & Conduct), KP PSC.
10. The Accounts Officer, KP PSC.
11. PS to Hon'able Chairman, KP PSC.
12. PS to Hon'able Member-I,II,III,IV,V,VI,VII,VIII,IX & X, KP PSC.
13. PS to Secretary, KP PSC.

Deputy Director Admn:

*[Signature]*  
11/08



## KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

Subject:- **MINUTES OF THE 11<sup>th</sup> MEETING OF KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION HELD ON 04.08.2023**

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The 11<sup>th</sup> meeting of the Khyber Pakhtunkhwa Public Service Commission (KP PSC) was held on 04.08.2023 at 02:15 pm in Conference Room of KP PSC Office. (List of participants is attached).

2. Proceedings started with recitation from the Holy Quran where-after the Hon'able Chairman formally welcomed all the participants. Before taking up formal agenda items of the meeting, the Hon'able Chairman discussed the following items.

### TRIBUTE AND COLLECTIVE DUA FOR MUHAMMAD ARSHAD (LATE) EX-DIRECTOR EXAMINATION PSC

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3. The Hon'able Chairman asked Qari Muhammad Bilal for offering "fatiha" for the departed soul of late Muhammad Arshad. After the "fatiha", the chair thanked Qari Muhammad Bilal and started the meeting with the opening remarks.

4. In his opening remarks, the Hon'able Chairman informed the Commission about the tragic murder of Muhammad Arshad (Late), Ex-Director Examination. The Hon'able Chairman informed that the Commission pays tribute to the remarkable services rendered by Late Muhammad Arshad as Director Examination. The Hon'able Chairman also highlighted the service career of the late officer and informed the Commission that he has personally observed the character and quality and quantity of work of the late officer closely. He was always found straight forward, honest, dedicated and committed. He never compromised on his principles in performing his official duty and was blessed with down to earth personality. He was very strict and cautious in keeping the secrecy of the examination wing. He conducted competitive examinations for the posts of PMS Officers, Tehsildar and Excise and Taxation and other ability tests on a very large scale but not a single complaint was reported during the exam for leakage of paper before time. He informed the Commission that whenever some task was assigned to him he would accomplish the same by sheer hard work and dedication. Therefore the Commission puts its appreciation on record for the remarkable achievements made by him during his service.

5. The Hon'able Chairman informed that certain amount has been collected by Hon'able Members, Officers and staff of PSC which would be delivered to the bereaved family of Late Muhammad Arshad by Hon'able Member-I and Secretary PSC.

### TRIBUTE FOR MR. SHARIF AHMAD EX-MEMBER PSC

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6. The Hon'able Chairman informed the Commission that one of their colleague Mr. Sharif Ahmad had completed his tenure as a Member PSC on 05.07.2023. The Hon'able Chairman commended the contribution of Mr. Sharif Ahmad to the

Commission. He worked hard and would often sit late for the accomplishment of the work in hand. He was a man of principles and his integrity was above board. His reputation as a man of justice as well as a member of PSC will be remembered in days to come. The Commission therefore puts its appreciation on record for his meritorious services.

#### **POSTING OF MR. HAYAT HUSSAIN AS DIRECTOR EXAMINATION**

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7. The Hon'able Chairman informed the forum that Mr Hayat Hussain has been posted as Director Examination vice late Muhammad Arshad. He appreciated the services of Mr. Hayat Hussain as a Deputy Director (Admn) who performed assigned duties in well balanced manner. To fill the gap, Mr Munawar Khan Deputy Director has been posted as Deputy Director Admn. He has performed as Assistant Director Admn: and we hope that both the officers will perform and continue with the same zeal and spirit.

8. Afterwards, the Hon'able Chairman asked the Secretary PSC to go ahead with the proceedings who onward asked the Deputy Director Admn: to present the agenda items. Accordingly, agenda items were presented one by one, discussion held and decisions taken as highlighted in the following paras.

#### **AGENDA ITEM NO.1**

#### **ACTION ON MINUTES OF PREVIOUS MEETING OF THE COMMISSION HELD ON 09.06.2023**

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9. The Commission was informed that total seventeen (17) decisions were taken in 10<sup>th</sup> meeting of the KP PSC out of which fourteen (14) have been implemented while implementation of three (03) decisions are under process. In addition to the decisions taken in the 10<sup>th</sup> meeting of KP PSC, an exclusive meeting of Commission was held on 05.07.2023 in the office of Hon'able Chairman PSC to discuss issues relating to examination system and to make it more resilient, well protected and invulnerable. The Hon'able Chairman PSC inquired the reasons in respect of non implementation of the three decisions. The Deputy Director Admn explained the reasons of non implementation as under:-

**i. SOPs for body searchers in the Commission exams / ability tests**

The forum was informed that due to the murder of Mr. Muhammad Arshad Director Examination and change of command, drafting of SOPs for body searchers in the Commission exam / ability tests have been slightly delayed. The Director Examination assured that SOPs for the body searchers in the Commission exam will be finalized soon and will be submitted to Hon'able Chairman for approval.

**ii. QR code**

The forum was informed that all in service employees have been issued service cards with QR code. However, issuance of recommendations letter with QR code have not yet been implemented. The Deputy Director IT informed that they are facing some issues in this respect and its solution is being sought. Hence the matter will be settled very soon and recommendation letters will be issued with QR code.



iii. **Amendments in KP PSC Officers and Servants (Terms and Conditions) Rules, 1985.**

The Commission was informed that the three decisions of the Agenda item No.5 of the 10<sup>th</sup> Commission meeting have been implemented however one decision regarding amendment in service regulation for the post of Assistant Director IT / Programmer / Web Developer / LAN Administrator have not been implemented and it has been observed that the matter may be referred back to the SSRC for reconsideration.

**Decisions:-**

10. The Commission after threadbare discussion decided that:-
- i. The finalization of SOPs should not be further delayed.
  - ii. The process of QR code in recommendation letters shall be completed as early as possible.
  - iii. The notification in r/o approved decisions of Agenda item No.5 of the 10<sup>th</sup> Commission meeting shall be issued immediately. The decision regarding amendment of bifurcation of the post of Assistant Director IT/ Programmer / Web Developer / LAN Administrator in the service regulations should be placed before the SSRC for reconsideration.

**AGENDA ITEM NO.2**

**TO EXAMINE THE PROS AND CONS OF MOCK EXERCISE OF ABILITY TEST CONDUCTED ON 1<sup>ST</sup> AUGUST, 2023 AND ITS PRACTICAL IMPLEMENTATION IN FUTURE**

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11. Mr. Muhammad Kashif Deputy Director IT was asked to brief the august forum about the pros and cons of mock exercise of ability test conducted on 1<sup>st</sup> August, 2023 and its practical implementation in future. The Deputy Director IT informed that on the directions of the Hon'able Chairman the IT section has developed a software which shuffle the single question paper upto the number of applicants allotted to the exam hall. He also informed that QR code / Bar code will be introduced in answer / bubble sheet of each candidate. Moreover, single question paper will be shuffled upto number of candidates allotted to a particular exam hall. Roll no wise answer / bubble sheet upto the number of candidates allotted in the particular exam hall. He also informed that a single answer key will be used in the compilation of the result. In addition to this practical demonstration of single shuffled question paper was done by the Commission and all the Hon'able Members expressed their satisfaction on newly shuffled MCQs based ability test. The Deputy Director IT also expressed his reservation on the disadvantages of the newly shuffled MCQs question paper. He stated that if a line falls on QR code from printer/ scanner or candidate, the OMR machine will not detect the code and it will be very time consuming. He also said that they will face difficulty in case of female and disable candidate etc particularly when application for change of centre is received. He also informed that the they are going to hold another mock ability test on 8<sup>th</sup> August, 2023 (Tuesday) in order to further improve the software and if required will propose further changes accordingly.

### **Decision:-**

12. After detailed discussion and deliberation, the Commission decided that final decision of introducing the newly shuffled MCQs question paper having QR code will be taken in the next meeting or by circulation. The Deputy Director IT was also directed for early completion of the task and to come up with final recommendations before the next meeting.

### **AGENDA ITEM NO.3**

#### **INQUIRY CONDUCTED BY HON'ABLE MEMBER-V IN THE CASE OF USE OF UNFAIR MEANS IN THE ABILITY TEST HELD ON 22<sup>ND</sup> MAY, 2023 FOR THE POSTS OF DFOS/SDFOS IN FOREST DEPARTMENT**

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13. The Hon'able Chairman PSC requested Mr. Laiq Zaman Hon'able Member-V KP PSC to share the outcome of the inquiry and brief the Commission as to how candidates temper with the dates and time to create an impression that papers are leaked out. Mr. Laiq Zaman Hon'able Member-V KP PSC briefed the Commission about the complaint of alleged sharing of test contents on whatsapp group in respect of ability test held on 22<sup>nd</sup> May, 2023 for the post of DFOs/SDFOs in Forest Department. He informed that someone had complained that the test contents of ability test held for the posts of SDFO were shared on some whatsapp groups. They appended a screen shot of a whatsapp message shared on 19<sup>th</sup> May, 2023 that "**Pehlay 219 questions read karlo paper isi say ayega**".

14. The complaints and the screen shot of the message were examined. The complainants were called and asked to identify the person who had shared the message on 19<sup>th</sup> May 2023. However, they failed to identify. The IT Section PSC was then asked to find out the person sharing the disputed message but the IT Section also could not identify from a single page screen shot copy. At last the candidates were again called and were asked to provide the proof being complainant and produce the person before the Inquiry Officer so that the evidence is authenticated. Next day three of them visited his office and provided a similar screen shot of a candidate namely Mr Azaz Ali Khan. Mr Azaz Ali Khan was called and was asked why and how he had shared the message before the date of test. He replied that he had not shared the message before the test but it was after the test. When they heard of the complaints, they tried to demonstrate how a date on whatsapp can be manipulated to show a back date. He demonstrated in front of the Inquiry Officer. He typed a message on 21<sup>st</sup> July, sent it to his friend who changed the setting of his cell phone. He received the message on 14<sup>th</sup> July 2023 instead of 21<sup>st</sup> July 2023. Thus he provided a screen shot of a message which was shared on 21<sup>st</sup> July 2023 but was reflected as on 14<sup>th</sup> July, 2023. He therefore, concluded that the test contents were not leaked before the test and recommended that the result may be declared.

### **Decision:-**

15. After detailed discussion, the Commission agreed with the recommendation of the inquiry officer and approved that the result of the ability test for the post of DFOs/SDFOs held on 22<sup>nd</sup> May, 2022 after verification of the disputed questions may be declared.



## **ADDITIONAL AGENDA ITEM NO.1**

### **VIDEO CLIP REGARDING RESULT OF FEMALE SUBJECT SPECIALIST BPS-17 IN URDU**

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16. A video clip was played on screen wherein one youtuber has raised objection on the recruitment process of Female Subject Specialist Urdu BPS-17 in Elementary and Secondary Education Department.

#### **Decision:-**

17. The Commission decided that such allegations often come from those candidates who cannot get themselves selected in the interview. The Commission may continue the interview as per laid down procedure and criteria by upholding the basic principle of merit.

## **ADDITIONAL AGENDA ITEM NO.2**

### **ENHANCEMENT OF PAY, PERKS AND PRIVILEGES OF THE CHAIRMAN AND MEMBERS, KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION**

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18. The Commission was informed that a draft letter to the Secretary to Govt; of Khyber Pakhtunkhwa Administration Department has been prepared and will be issued soon after the approval of the Hon'able Chairman.

#### **Decision:-**

19. The Commission decided letter addressed to Secretary Administration shall be perused vigorously and the Secretary PSC will update in this respect in the next Commission meeting.

## **OBSERVATIONS OF SYED KAMRAN SHAH HON'ABLE MEMBER-VII**

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20. With the permission of the chair, Syed Kamran Shah Hon'able Member-VII, stated that his daughter has appeared in the PMS competitive examination 2022. She may or may not succeed in written examination however, there should be proper and clear regulations/ SOPs to de-associate a Member from whole process of recruitment wherein his/her son or daughter or close relative is going to appear. Hon'able Chairman informed that though the regulation forbid a Member not to be part of interview panel when his/her close relative is appearing in the interview but the regulation needed to be more elaborate and clear and should also include officers and officials.

21. The Hon'able Member also inquired about rationale and logic behind 20% threshold marks as provided in rule 28(i) of the KP PSC Regulation, 2017. He further stated that in the college and universities minimum qualifying marks are 33% while in the Commission ability test minimum threshold is 20% which needs to be revisited in order to bring it at par with the criteria of other Commissions and academic institutions. The Hon'able Chairman in consultation with the members suggested that the committee may be constituted to revisit relevant rules/clauses of the Commission regulations and to submit its recommendations.

**Decisions:-**

22. (a) The Commission approved constitution of the following committee with TORs: -

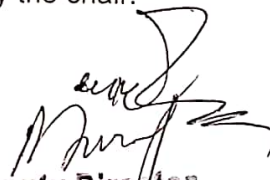
- i) Mr Shad Muhammad Khan Hon'able Member-III PSC (In chair)
- ii) Dr Razia Sultana, Hon'able Member-X PSC
- iii) Mr Rashid Khan Director Curriculum & Research, PSC
- iv) Any other officer / official deemed appropriate.

TORs: -

- i. The Committee will propose framing/ amendment in rule 31(b) of KP PSC Regulations regarding de-association of Hon'able Members, Officers and staff of KP PSC from recruitment process when their close relatives are appearing as candidates.
- ii. The committee shall submit its report within 30 days positively.

(b) The Hon'able Member-VII to move a note as to the issue of amending regulation 28(l) of KP PSC Regulations, 2017.

23. The meeting ended with a note of thanks to and by the chair.

  
**Deputy Director**  
**Public Service Commission**  
**K.P.K Peshawar**

LIST OF PARTICIPANTS

THE COMMISSION

1. Capt. Retd. Sikander Qayyum, Hon'able Chairman, KP PSC (In chair)
2. Engr. Niaz Sarwar Baloch, Hon'able Member-I, KP PSC
3. Mr Subhan Sher, Hon'able Member-II, KP PSC
4. Mr Shad Muhammad, Hon'able Member-III, KP PSC
5. Mr Laiq Zaman, Hon'able Member-V, KP PSC
6. Mr Masud ur Rehman, Hon'able Member-VI, KP PSC
7. Syed Kamran Shah, Hon'able Member-VII, KP PSC
8. Mr Farmanullah Anjum, Hon'able Member-VIII, KP PSC
9. Dr Tahir Nadeem, Hon'able Member-IX, KP PSC
10. Dr Razia Sultana, Hon'able Member-X, KP PSC
11. Mr Muhammad Nadir Khan Rana, Secretary, KP PSC

BY SPECIAL INVITATION

1. Mr Ilyas Shah, Director Recruitment, KP PSC
2. Mr Rashid Khan, Director Curriculum & Research, KP PSC
3. Mr Hayat Hussain, Director Examination, KP PSC
4. Mr Muhammad Kashif, Deputy Director IT, PSC
5. Mr Faheemullah, Senior Law Officer, PSC

IN PRESENCE

1. Mr Munawar Khan, Deputy Director Admn., PSC