



KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

Subject:- **MINUTES OF THE 13TH MEETING OF KHYBER PAKHTUNKHWA
PUBLIC SERVICE COMMISSION HELD ON 29.11.2023**

Minutes of the 13th Meeting of Khyber Pakhtunkhwa Public Service Commission held on 29.11.2023 are enclosed herewith for information/ appropriate action accordingly.

Deputy Director Admin

No.KPSC/DDA/49-IV/00025111

Dated:11/12/2023

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, KP PSC.
13. PS to Secretary, KP PSC.

Deputy Director Admin

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11/12/2023



KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

Subject:- **MINUTES OF THE 13TH MEETING OF KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION HELD ON 29.11.2023**

The 13th meeting of the Khyber Pakhtunkhwa Public Service Commission (KP PSC) was held on 29.11.2023 at 02:00 pm in Conference Room of KP PSC Office. The Hon'able Member Mr. Masud ur Rehman could not attend due to illness. (List of participants is attached).

2. Proceedings started with recitation from the Holy Quran where-after the Commission offered dua (fatiha) for the father of Mr. Muhammad Nadir Khan Rana Secretary PSC who died on 6th November, 2023.

3. Thereafter, the Hon'able Chairman formally welcomed all the participants and reminded the august forum that two Hon'able Members; Engr. Niaz Sarwar Baloch and Mr. Subhan Sher Retd. District and Session Judge completed their tenure honourably in the month of October, 2023. The Commission unanimously paid tribute to both Members for rendering their valuable services for which they will be long remembered. The Commission prayed for their good health and happy life in the days to come.

4. While reviewing, the Hon'able Chairman informed the Commission that Examination Wing declared long awaited result of PMS written examination. The result declaration was delayed due to some extra ordinary incidents and hoped that in future all out efforts will be made to cut off the delays. He also shared with the Commission that as yet no response has been received from the Provincial Govt regarding the summary for holding screening test before the conduct of written part of competitive examinations. He said that the issue will be re-agitated once PSC will receive new requisitions for PMS etc from the Govt.

5. The Commission was also apprised that after due process of law and rules, candidates of ability test with regard to Assistant Engineer in Irrigation and C & W Department have been penalized. Ability test has been cancelled and retest is announced for 23rd December, 2023.

6. The Hon'able Chairman congratulated all the Hon'able Members and officers on successful launch of Ability Test (MCQs) on new pattern i.e. jumbled / shuffled MCQs papers, while IT team was also congratulated.

7. Lastly Hon'able Chairman highlighted critical financial situation of the PSC. Delay in releases, withholding of previous year liabilities and non availability of additional grant are creating administrative issues. The Hon'able Chairman thanked Hon'able Member Mr. Shad Muhammad and Hon'able Member Mr. Laiq Zaman for their efforts to plead the case before the Hon'able Minister Finance Khyber Pakhtunkhwa. Hopefully things may improve in the near future.

DEPUTY DIRECTOR (ADMIN)
Khyber Pakhtunkhwa
Public Service Commission

AGENDA ITEM NO.1

ACTION TAKEN ON DECISIONS OF 12TH MEETING OF THE COMMISSION HELD ON 15.09.2023

8. The Commission was informed that total ten (10) decisions have been taken in the 12th meeting of the Commission out of which seven (07) have been implemented while implementation of following three (03) decisions are under process.

- a. De-association of Hon'able Chairman, Members, Officers and staff of KP PSC from recruitment process
- b. Criminal prosecution of candidates involved in UFM in the ability test held w.e.f. 20.06.2023 to 24.06.2023
- c. Amendment in Regulation 24(a) deals with calling of less number of candidates instead of nine per post for interview as per existing regulation

Decisions:-

- a. The Secretary PSC was asked to expedite the submission of the report.
- b. The issue regarding the criminal prosecution of candidates involved in UFM cases in the ability test held w.e.f. 20.06.2023 to 24.06.2023 was deferred.
- c. The Hon'able Chairman of the committee Mr. Shad Muhammad Hon'able Member-I was requested to expedite the report.

AGENDA ITEM NO.2

STATISTICAL ANALYSIS OF PMS COMPETITIVE EXAMINATION RESULT 2023

9. The Director Examination presented the following statistical details and informed that for ninety five (95) positions, 6594 candidates appeared and only 226 qualified at the ratio of 3.4%. Pass percentage in female is around 4%, disabled around 3% and non qualified from minorities. Among the pass candidates, 164 are fresh candidates and 62 are in-service candidates. He further informed that 67 candidates are from Engineering field whereas 07 are from medical profession.

10. He further briefed that most of candidates failed in English Essay wherein pass percentage is merely 6%. The Commission discussed in detail the composition of papers and all were of view that the PMS papers were balanced and of good standard. However, further improvement can be made for future exams.

Decision:-

11. The Commission expressed satisfaction on the PMS competitive Exam overall results and hoped that the examination wing will continue with the same zeal and spirit and will further improve their performance in future.

DEPUTY DIRECTOR (ADMIN)
Khyber Pakhtunkhwa
Public Service Commission

AGENDA ITEM NO.3

PROPOSED AMENDMENTS, ADDITIONS AND DELETIONS IN ONLINE APPLICATION FORM

12. Dr. Tahir Nadeem Hon'able Member-VII presented the agenda item and briefed the Commission that with the objective of facilitating candidates and avoiding errors, omissions and simplifying the process of scrutiny it was decided to re-design the online form. Accordingly, many changes have been incorporated.

13. The Deputy Director IT briefed the Commission in detail and outlined the areas of improvement in the newly designed application form. One of the major advantages of the newly introduced application form is that the candidate till the closing date of advertisement shall have the option / opportunity to edit, correct the mistake if he has made at the time of generating the online apply. The Deputy Director IT also highlighted the advantages of the newly designed application form in detail which are annexed with the minutes as Annexure -A.

14. The Deputy Director IT informed that a new form of instructions for submission of documents by the candidate has been launched wherein cutoff date has been given after uploading the result on Commission website. The candidate will be required for submission of documents within thirty (30) days with no further grace period. While concluding, Dr. Tahir Nadeem Hon'able Member-VII appreciated the efforts of IT team.

Decision:-

15. The Commission appreciated the efforts of all the team members and decided that new application form shall be launched on pilot basis. The Commission also decided that the committee comprised of Mr. Shad Muhammad Hon'able Member-I, Dr. Tahir Nadeem Hon'able Member-VII, Director Recruitment and Director Examination is constituted to examine and come up with the proposal in order to give protection to the newly designed online application form in the PSC Regulations with particular reference of giving a cutoff date to the candidate for the submission of documents within thirty days after uploading the result.

AGENDA ITEM NO.4

DISCUSSION ON THE MURDER CASE OF LATE MUHAMMAD ARSHAD DIRECTOR EXAMINATION PUBLIC SERVICE COMMISSION

16. The Hon'able Chairman PSC informed the Commission that legal heirs of the late Muhammad Arshad have been compensated as permissible under the existing law and rules of the Provincial Government. All the monetary benefits payable to the legal heir have been cleared and one child of late Muhammad Arshad has been appointed against the post of Junior Clerk (BPS-11) against Deceased Employees son quota. The Hon'able Chairman also updated the Commission regarding getting Shaheed Package for the legal heirs of the late Muhammad Arshad Ex-Director Examination PSC.

17. The PSC office on its own level consulted Law, Home and Finance Department regarding the admissibility of "SHAHEED PACKAGE" for the legal heirs of late Muhammad Arshad. All the stake holders were of the opinion that without incorporating section "7 ATA" in the FIR "Shaheed Package" is not admissible under the policy of the Provincial Government. Later Hon'able Chairman proposed that as token of acknowledging the sacrifice of late Muhammad Arshad, the Examination Hall-A of PSC may be named as "Arshad Khan Examination Hall".

DEPUTY DIRECTOR (ADM)
Khyber Pakhtunkhwa
Public Service Commission

Decision:-

18. The Commission decided that legal heirs of the late Muhammad Arshad may be extended every possible support. The Commission unanimously agreed with the proposal of the Hon'able Chairman PSC that "Hall-A" of the Commission shall be named as "Arshad Khan Examination Hall". A plaque with his photo and citation be affixed on the main door.

ADDITIONAL AGENDA ITEMS

19. With the permission of the chair the following additional agenda items were discussed and decisions taken thereupon.

WITHDRAWAL OF CASE FROM FEDERAL INVESTIGATION AGENCY (FIA)

20. The Secretary PSC informed the Commission that the FIA had requested for provision of Electronic Devices, Bluetooth, Master Card & Ear Bugs etc used during the Ability test w.e.f from 20.06.2023 to 24.06.2023 along with detail of candidates, regarding their names, their cell no. and addresses etc for further investigation. It was informed that these devices have not been shared with the FIA. In the mean time the Commission is considering the issue as to whether perusing the case further in the FIA after awarding penalties to the candidates is tenable in the eyes of law or otherwise. The Hon'able Member Mr. Sadiq Kamal Khan was of the opinion that the Commission can withdraw the case and there is no bar on the Commission to decide as it deems appropriate.

Decision:-

21. In order to reach at fair, just and logical conclusion Senior Law officer was directed to thoroughly examine the case and come up with the feasible proposal to proceed further in the matter accordingly. The SLO was further directed to minutely examine the legal consequences in case the Commission, withdraw the case from the FIA at this stage. The Commission unanimously decided to wait till the receipt of final report from the SLO. Once the report is received from the SLO the case shall be reconsidered and decided accordingly.

ISSUES REPORTED IN THE ABILITY TESTS HELD W.E.F. 21 to 23 NOVEMBER, 2023

22. The Director Examination informed that the one issue reported in the current ability test was the reporting timing. Majority of the candidate were complaining that one hour duration is too much before the commencement of paper. However, the chair in consultation with the Commission were of view that one hour time is appropriate and may continue in future.

23. The Director Examination also pointed out another issue wherein a candidate had solved few MCQs on answer sheet but had shaded wrong bubbles for roll number on question paper. The question paper was replaceable but the answer sheet was unique. In case of replacement of his question paper his solved answers would turn wrong and answer sheet was pre-printed with particulars of the candidate which could not be replaced. In that case the only solution was manual sorting and marking of the paper which was done later on. In such cases awareness amongst the candidates to fill / shade the roll numbers on question paper correctly needs to be emphasized by the supervisory staff.

DEPUTY DIRECTOR (ADMIN)
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Public Service Commission

Decision:-

24. The Hon'able Chairman and all the Hon'able members expressed their satisfaction on the newly shuffled MCQs papers system. It was unanimously decided that one hour time before start of paper shall continue. It was noted that the system was working very well and if there are some drawbacks the IT Team may try its best to remove the same in future.

LETTER FROM HIGHER EDUCATION DEPARTMENT (HED) FOR ISSUANCE OF NOC AGAINST 642 POSTS OF LECTURERS (BPS-17)

25. The Secretary PSC shared a letter No. SO(C-III)/HED/2-1/2023/Adhoc Appointment of Higher Education Department (HED) with the Commission. The HED in the letter has requested the Commission for issuance of NOC against 642 posts of Lecturers (BPS-17). The Hon'able Chairman informed the Commission that certain clarifications have been sought from the HED. After the receipt of reply from HED, the same will be shared with the Commission.

Decision:-

26. The Hon'able Chairman directed that a committee comprised of Syed Kamran Shah and Mr. Farman Ullah Anjum Hon'able Members PSC is constituted with the mandate to discuss modalities with the authorities of Higher Education Department and come up with the feasible proposal covered under the Law, Rules, Regulations and Policy of the Provincial Government.

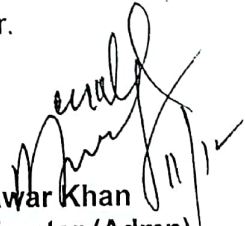
TEHSILDAR / CIVIL JUDGE EXAMINATION: TWO PAPERS PER DAY

27. The Director Examination informed that the Commission is currently holding one paper per day for the posts of Tehsildar / Naib Tehsildar and Civil Judge cum Judicial Magistrate. Holding of one paper per day is time consuming and wastage of resources. Two papers per day will save time, energy and resources in the form of POL, TA DA etc. The Commission considered that if two papers per day in PMS examination could be held, then why the same procedure of holding two papers per day is not being adopted in the examination of Tehsildar / Naib Tehsildar and Civil Judge cum Judicial Magistrate.

Decision:-

28. After threadbare discussion the Commission decided that this time the competitive examination of Tehsildar / Civil Judge may be held as per existing pattern. However, next time two papers per day shall be held on the pattern of PMS competitive examination.

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


Munawar Khan
Deputy Director (Admn)

DEPUTY DIRECTOR (ADMN)
Khyber Pakhtunkhwa
Public Service Commission

| S# | ISSUES FACED BY APPLICANTS AND KP PSC | CHANGES INCORPORATED IN ONLINE APPLICATION FORM TO RESOLVE THE ISSUES |
|-----|--|--|
| 1. | Data entry Mistakes/Errors by anyone applying online on behalf of Applicant. | Added Review Page for printing/verification prior to final submission, i.e. Applicant should print and verify the data entry of Application Form before submission. Applicant can Download/Save the Application form. |
| 2. | Application Form is locked after submitting by the Applicant & unable to update any incorrect data. | Applicants are now allowed to review and edit the already submitted Application Form till the closing date of advertisement. |
| 3. | Incomplete Application Form, in which applicant left blank text fields. | Applicant right now has been restricted to fill all the required/mandatory text fields in Application form before the final submission. |
| 4. | Vague instructions | The Application Form right now includes complete guidelines / instructions in both Urdu and English in order to fill out the form flawlessly. |
| 5. | Adding Experience Records including detail of Employer & Job. | Added more features and fields like Nature of Job, Employer Types etc in Experience Section. |
| 6. | Manual procedure for the correction in restricted fields of Application Form. | Any correction (if required) in already submitted form shall be requested by the Applicants via Online Correction Form (incorporated in the applicant's profile) |
| 7. | Unclaimed Qualifications Starting from Matriculation to Master or Ph.D., applicants usually miss any level of education. | I. Educational records can now be added in Levels, e.g. Matriculation, Intermediate, Bachelors, Master/Hons, MS/M.Phil. and Ph.D. II. The application form right now has been restricted to accept applications with the required level of education and report any missing levels. |
| 8. | Previously, experience was not calculated by the online application system, due to which the recruitment section verified the experience manually. | Application Form has been restricted to accept those applications which have the required experience (i.e. No of years as per advertisement), and shall be later verified by the recruitment section. |
| 9. | Manual tasks due to which applicants frequently email and contact the KP PSC office. | Manual tasks are now automated, like forgot passwords, reset passwords, etc. |
| 10. | Adding Education Record Listing of fixed titles of Degrees or Institutions caused problems when the required title is missing in the list. | Open text fields provided to the applicants for adding Degree or University titles instead of fixed titles listing. |
| 11. | Unclear claims regarding marital status. | Listing of marital status for married candidate has been added, i.e. Single, Married, Widow, Divorced, and Separated in the Application form. |
| 12. | Research & Publications placed and enquired in personal profile. | Research and Publication Now included as additional section in the Educational profile with more features. |
| 13. | Deputation section sections was un-cleared. | Added borrowing/parent Department including (from and to date) of deputation period. |
| 14. | Conflicting dates in Experience | Application Form restricted to stop any entry of conflicting dates regarding experience with the already added records. |

13TH MEETING OF KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION
HELD ON 29.11.2023

LIST OF PARTICIPANTS

THE COMMISSION

1. Capt. Retd. Sikander Qayyum, Hon'able Chairman, KP PSC (In chair)
2. Mr Shad Muhammad, Hon'able Member-I, KP PSC
3. Mr Sadiq Kamal Khan, Hon'able Member-II, KP PSC
4. Mr Laiq Zaman, Hon'able Member-III, KP PSC
5. Syed Kamran Shah, Hon'able Member-V, KP PSC
6. Mr Farmanullah Anjum, Hon'able Member-VI, KP PSC
7. Dr Tahir Nadeem, Hon'able Member-VII, KP PSC
8. Dr Razia Sultana, Hon'able Member-VIII, KP PSC
9. Mr Muhammad Nadir Khan Rana, Secretary, KP PSC

BY SPECIAL INVITATION

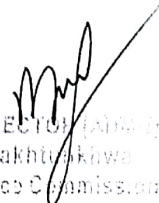
1. Mr Rashid Khan, Director Curriculum & Research, KP PSC
2. Syed Ilyas Shah, Director Recruitment, KP PSC
3. Mr Hayat Hussain, Director Examination, KP PSC
4. Mr Muhammad Kashif, Deputy Director IT, PSC
5. Mr Faheemullah, Senior Law Officer, PSC

IN PRESENCE

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

ON LEAVE

1. Mr Masud ur Rehman, Hon'able Member-IV, KP PSC


DEPUTY DIRECTOR (ADMIN.)
Khyber Pakhtunkhwa
Public Service Commission