



KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

Subject: - **MINUTES OF THE 9th MEETING OF KHYBER PAKHTUNKHWA
PUBLIC SERVICE COMMISSION HELD ON 10.02.2023**

Minutes of the 9th meeting of Khyber Pakhtunkhwa Public Service Commission held on 10.02.2023 are enclosed herewith for information / appropriate action accordingly.

Deputy Director Admn:

No. KPSC/ B&A-54/ Vol.III / 004799
Copy to: -

Dated 20.02.2023

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


Deputy Director Admn:



KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

Subject: - **MINUTES OF THE 9th MEETING OF KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION HELD ON 10.02.2023**

The 9th meeting of the Khyber Pakhtunkhwa Public Service Commission (KPPSC) was held on 10.02.2023 at 02:00 pm in Conference Room of KPPSC Office. (List of participants is attached).

2. The Hon'able Chairman welcomed the participants. After recitation from the Holy Quran, the Hon'able Chairman highlighted some achievements of KP PSC and stated that the KP PSC had successfully conducted the PMS Competitive Examination for 33457 candidates and completed the huge task of completing recruitments against 1900 posts of lecturers within the stipulated time frame which has been acknowledged at the Government level also. In this regard the role of outgoing Chief Secretary (Dr Shahzad Khan Bangash) was highly appreciated who gave special instructions to Higher Education Department, Elementary & Secondary Education and Finance Department with whom support completion of the gigantic task became possible. Hon'able Chairman, on the behalf of the Commission offered special thanks to the outgoing Chief Secretary (Dr Shahzad Khan Bangash) for his support extended to the KP PSC. The annual report for the year 2021 was timely presented to the Hon'able Governor, Khyber Pakhtunkhwa and InshaAllah the report for the year 2022 would also be presented by the target date i.e., 31st March, 2023. He requested the Hon'able Members to provide their inputs for improvement so that the same are included in the Annual Report 2022 accordingly.

3. The Hon'able Chairman informed the Commission that the case of removing 35% cut on POL ceiling of the Chairman and Members had been regretted and conveyed officially to PSC. However, the same will be reconsidered. The Hon'ble Chairman also informed that few Hon'able Members pointed out that sometime it is felt that MCQs papers include more questions from a subfield/ branch of a subject which place candidates from other subfields/ branches of the subject at disadvantageous position. Accordingly, the paper setters of various MCQs have been directed that the paper of respective subjects should cover all major subfields/ branches of the main subject so that no candidate of one subfield / branch is placed on advantageous/ disadvantageous position to the other. The task of computerizing the diary system and e-filing have been given to Hon'able Members Dr Tahir Nadeem who is supervising the matter. However, the Hon'able Member would ensure that this computerization is not at the cost of secrecy in confidential matters. While referring to the issue of equivalency/ relevancy in case of Female Lecturer English, the Hon'able Chairman stated that he would invite Secretary Higher Education Department and discuss the same with him. He informed that the number of candidates for interview panels in the Month of Ramadan would be 10 and 08 on Friday.

Decisions: -

- i) Annual report of the Commission for the year 2022 will be presented to the Hon'able Governor by the target date i.e., 31st March, 2023.
- ii) The Hon'able Members PSC will provide their inputs for improvement so that the same are included in the Annual Report 2022 accordingly.

- iii) The Director examination shall take all necessary steps that all sub specialties of a qualification are given due weightage in ability test papers.
- iv) Dr Tahir Nadeem Hon'able Member who is supervising the task of computerizing the diary system/ e-filing would ensure that the said computerization is not devised at cost of secrecy in confidential matters.
- v) The number of candidates per panel during the month of Ramadan would be 10 daily and 08 on Friday.
- vi) The notification of constitution of panels of interview shall continue to be issued as per past practice showing names of Hon'able Members of each panel.
- vii) The information of punitive actions taken against candidates shall be provided to the Hon'able Members.

4. Afterwards, with the permission of the Hon'able Chairman, Secretary PSC was requested to present agenda items.

AGENDA ITEM NO.2

ACTION ON DECISIONS OF 8TH MEETING OF PSC (24.10.2022)

5. Mr Muhammad Nadir Khan Rana Secretary PSC informed the meeting that all the decisions of the 8th meeting of the Commission had been implemented. Standard Operating Procedure (SOP) as guiding principles for future for conducting tests / examinations had been issued. The forum showed satisfaction over the implementations of the decision of the Commission.

AGENDA ITEM NO.3

OVERVIEW OF PROGRESS OF THE YEAR 2022

6. Mr Muhammad Nadir Khan Rana Secretary PSC presented the overview of the progress of the year 2022 and also showed a comparison of 2022 with 2021. He highlighted various steps taken for expediting recruitments and other measures taken for bringing improvement in the PSC working. The steps taken and comparison of recruitments made and tests/ examinations conducted are reflected at **Annex-A**.

7. The Commission showed satisfaction over the progress and appreciated the steps taken for improvement.

AGENDA ITEM NO.4

MERIT SEATS

8. The agenda item was presented by Mr Farmanullah Anjum Hon'able Member-VIII. He was of the view that the current practice of defining merit seats and allocating it to zones on rotational basis might have its own history based on good intentions to represent every zone in the merit but this way of defining merit does not produce best of the best which the departments need. Filling of the merit seats from top of the list has many advantages. One of the advantages was that the management at the Government level could easily choose officers for leadership. The present rotational system does not reflect merit in its true sense.

9. The Hon'able Chairman PSC stated that zonal allocation is the domain of the Provincial Government. The zonal allocation has been revised after due deliberation

by a High Level Commission and later on a Cabinet Committee. A similar case moved by Ex-Member PSC Mr Kifayat Ullah Khan was discussed in Commission meeting and ultimately a letter was issued to the Establishment Department for consideration which was not seemingly considered keeping in view the revised zonal allocation policy notified by Establishment Department vide Notification No.SO(Policy)(E&AD)4-4/2022 dated 22.12.2022.

10. While referring to selection on non-joiner merit and zonal posts, the Hon'able Chairman PSC stated that necessary clarity is required regarding selection against a non-joiner post of a candidate who had got zonal seat and another who acquired merit seat but did not join.

Decision

11. It was decided that a committee comprising the following may be constituted with TORs as follows:-

1. Engineer Niaz Sarwar Baloch Hon'able Member-II, PSC (in chair)
2. Mr Shad Muhammad Hon'able Member-IV, PSC.
3. Mr Ilyas Shah Director Recruitment, PSC.
4. Mr Muhammad Arshad, Director Exam., PSC.
5. Mr Hayat Hussain, Deputy Director Admn., PSC.
6. Mr Faheemullah Senior Law Officer, PSC.

TORs: -

- a) The committee shall look into the selection against a post not joined by a candidate who had got zonal seat and another who acquired merit seat.
- b) The committee may associate Hon'able Member-I PSC.
- c) The committee shall finalize its recommendations as soon as possible but not later than seven working days.

AGENDA ITEM NO.5

PROFORMA

12. The agenda item was also presented by Mr Farmanullah Anjum Hon'able Member-VIII. Currently as per practice, the applicant is not given a chance to amend, add or delete any given information. Usually, the selection process begins at least 6 months minimum after the submission of application online. This strictness may be reviewed and discussed. He proposed that a provision for giving additional information by candidates in the e-application may be provided so that if some information is inadvertently missed by candidate, he/she could submit that after the closing date of advertisement. The Hon'able Chairman stated that there should always be a cutoff date without which processes would never come to an end.

Decision: -

13. It was decided that Hon'able Member Mr Farmanullah Anjum and Mr Muhammad Kashif Deputy Director IT would hold meeting on the issue. The Hon'able Chairman PSC will personally monitor the progress. The recommendations/ outcome of the discussion would be shared with the Commission accordingly.



ADDITIONAL AGENDA ITEM

GRANT OF HIGHER RELEVANT QUALIFICATION MARK ON M.PHIL DEGREE NOT REGISTERED WITH PVMC

14. Additional agenda item was presented by the Secretary PSC. The Director Recruitment apprised the forum that previously, one mark was awarded to a candidate namely Arooba Akhtar on her M.Phil degree not registered with PVMC for the post of Research Officer/ Farm Manager. However, the awarded mark was deducted later on but even then she was in the orbit of selection and was recommended against Zone-2 post. Hon'able Member-X (Dr Tahir Nadeem Khan) is of the view that PVMC registration for the basic qualification i.e., DVM is mandatory while for higher qualification like M.Phil/ MS, it is not appropriate to declare it mandatory for BPS 17 post for which DVM is the basic requirement. Upon a query, the Deputy Director Admn: stated that PSC makes recruitment as per service rules framed by the department and KP PSC Regulations. In service rules the provision of only prescribed qualification is given which is strictly followed by PSC. As far as the higher relevant qualification and award of one mark is concerned, it is not provided in service rules but in the PSC Regulations wherein registration of such degree by the relevant Commission or Council is not provided. It is only provided that academic relevancy (if required) shall be decided by the relevant Commission or Council. Therefore, it is not the requirement of service rules or regulations that the higher relevant degree must be registered with HEC or PVMC or PEC. Engr: Niaz Sarwar Baloch, Hon'able Member-II also confirmed that in case of Engineers, registration of the Council is not counted for grant of higher relevant qualification.

Decision: -

15. After detailed discussion, the Commission took the following decision:-

"It was unanimously decided that registration of PVMC for grant of higher relevant qualification mark shall not be mandatory. However, the degree must be obtained from an institution/ university which is recognized by the relevant competent forum."

Miscellaneous:

16. On the pointation of an Hon'able Member, Secretary PSC was directed to issue service cars to all the Hon'able Members immediately.

17. The meeting ended with a note of thanks from/ to the chair.



9th MEETING OF KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION
HELD ON 10.02.2023

LIST OF PARTICIPANTS

THE COMMISSION

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

BY SPECIAL INVITATION

1. Mr Ilyas Shah, Director Recruitment, KP PSC
2. Mr Muhammad Arshad Director Examination, KP PSC
3. Mr Muhammad Kashif, Deputy Director IT, PSC
4. Mr Faheemullah, Senior Law Officer, PSC

IN PRESENCE

1. Mr Hayat Hussain, Deputy Director Admn., PSC

IN ABSENCE

2. Mr Rashid Khan, Director Curriculum & Research, PSC (on leave)



OVERVIEW OF PROGRESS OF THE YEAR 2022

Steps For Expediting Recruitments

1. Single Member panels constituted for the posts of Lecturers.
2. Number of interview panels increased from 6 to 10.
3. Number of candidates per panel increased from 12 to 15.
4. All pendency of tests/ examinations of the years 2019, 2020 upto Advertisement No. 2/2021 cleared.
5. Competitive examinations for PMS, DSP (In-service), Inspector (In-service), Sub Inspector (In-service), ASI (In-service), Tehsildar/ NT and Inspector Excise were conducted.
6. On the spot payment of remuneration to examination staff of PMS Competitive Examination 2022.
7. Vacant posts of Members got filled except one post reserved for female.

Other Steps

8. Eight meetings of the Commission held and all decisions implemented.
9. Annual Report of the Commission for the year 2021 timely presented
10. P.I.O. of PSC received best performance award from RTI Commissioner.
11. Two heavy duty printers, two OMR scanners and a video conference system acquired through IT Project.
12. 98 litigation cases decided (89 in favour of PSC and 9 against).
13. Explanations were issued to 43 employees, warning to 14, advices to 02, charge sheets to 03 and show cause to one employee of PSC
14. Punitive actions against 16 candidates were taken during 2022.

Comparison of Recruitment Finalized during 2021 & 2022

S. No.	Years	No. of Posts	Appli-cations	No. of Candidates Interviewed	Post Filled	Unfilled Posts
1.	2021	1596	81861	7595	1047	449
2.	2022	2988	202590	14958	2689	299

Comparison of Tests/ Exams: Conducted during 2021 & 2022

S. No	Years	No. of Posts	Applications	No. of Tests / Examinations
1.	2021	2501	174044	111
2.	2022	1915	195903	139

Recruitment of 1900 Lecturers in Higher Education Department

No. of Posts	Applications	Candidates Interviewed	Posts Filled	Unfilled Posts
1900	134897	12907	1869	31

