

**GOVERNMENT OF PAKISTAN
PRIME MINISTER'S SECRETARIAT
NATIONAL COMMISSION FOR GOVT. REFORMS**

Following recommendations of NCGR given in the Working Paper on “Open Transparent, Equality & Merit Based Recruitment System” at paras 6-9, 11 & 13-15 alongwith certain amendments have been approved by the Steering Committee (S.C) in its meeting held on 4th August, 2007.

AGENDA ITEM NO.2

**OPEN, TRANSPARENT, EQUALITY & MERIT BASED RECRUITMENT
SYSTEM SOURCES OF RECRUITMENT**

2. National Commission for Government Reforms (NCGR) and the Federal Public Service Commission (FPSC) recommended that the recruitment sources can be broadened by taking the following measures:-

- i). An active interaction of Federal Public Service Commission (FPSC) and the Provincial Public Service Commissions (PPSCs) with universities and other institutions.
- ii). Participation in job fairs and presentations to the potential candidates in the educational institutions to create interest in the Civil Service.
- iii). Seeking Services of Professional Head Hunting Organizations for some specific senior and professional positions.
- iv). Improving communication i.e. improving advertising copy writing and customer services in person or through the use of information technology. The FPSC to conduct a study on strengthening the recruitment process for all ex-cadre positions.

PROFESSIONALIZING AND STRENGTHENING RECRUITMENT

3. The following actions are recommended for strengthening the Federal and Provincial Public Service Commissions.

- i. Various ex-cadre jobs in the Federal and Provincial Governments should be mapped and job descriptions be developed.

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- ii. The M.S Wing of the Establishment Division has initiated job analysis exercise for sample Ministries and Divisions. Establishment Division has to hire professional firms who are qualified in this specialized area.

RECRUITMENT TO CADRE SERVICES AND GROUPS

4. It has already been decided by the government that fresh recruitment would not be made to the Office Management Group (OMG) and Pakistan Military Lands and Cantonment Services (PMLCS). The Commission endorses this decision and further recommends that fresh recruitment should not be made in the following four cadres with effect from the date of approval of a transition plan:

- i). Pakistan Railway Service
- ii). Pakistan Postal Service
- iii). Commerce and Trade Group
- iv). Information Service of Pakistan

5. Pakistan Railway Service and Pakistan Postal Services should be converted into autonomous commercial organizations with their own decision making authority and accountability.

6. The Commission recommends that the government should have an independent review of its information and media functions in light of the evolving circumstance. The Commission also recommends that recruitment to the Information Service may be frozen until the government takes a decision on its overall strategy after the review has been completed.

7. The Commission recommends that direct recruitment by the FPSC annually should be carried out for following six cadres' services/ groups only.

- i) District Management Group (DMG)
- ii) Pakistan Foreign Service
- iii) Police Service of Pakistan
- iv) Audit and Accounts Service
- v) Income Tax Service
- vi) Custom and Excise Service.

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8. The Commission recommends that the current system of common examination for the various occupational groups should be replaced with the following:

a). **Initial Screening Test :**

An initial screening test of 60 to 90 minutes should be made mandatory for all cadre and non-cadre positions. It should be an objective type/multiple choice test specifically developed to assess the verbal reasoning, logical reasoning, language and vocabulary skills and every day science knowledge of the candidates.

b). **Common Examination for all Occupational Groups:**

The common examination should remain limited to the following compulsory subjects:

- i) Comprehension & Communication Skills
- ii) English Essay Writing/ Précis Writing
- iii) Pakistan Studies
- iv) General Knowledge & Current Affairs

c). **Separate Examinations for Different Occupational Groups.**

The candidates opting for different groups should demonstrate some semblance of skills and knowledge/qualifications that are essential to meet the requirements of each of the occupational groups. It is proposed that a set of mandatory elective subjects must be developed for these six different groups according to the job requirements e.g. a candidate who is opting for Income Tax, Customs and Excise must qualify papers of Financial Accounting, Financial Management and International Standards of Audit since they reflect the most essential part of the cadre requirement.

d). **Personality Tests:**

The FPSC should be provided higher caliber experts in psychological testing and one of the ways to fill in-house shortages is to deploy experts from Universities and other institutions.

STRENGTHENING OF THE FEDERAL AND PUBLIC SERVICE COMMISSIONS

9. The Federal and the four Provincial Public Service Commission have to be strengthened, their capacity particularly at the staff level and the Secretariat work has to be reconfigured and enhanced, the information technology tools available need to be upgraded and expanded and the composition and procedure of selecting the Chairman and Members reconsidered.

10. The above recommendations were approved by the Steering Committee (S.C) with the following amendments.

- i) Fresh recruitment in only Railways Service and Pakistan Postal Service will not be made through CSS and a plan for corporatization of these two services will be prepared.
- ii) A Committee was constituted under Secretary Ministry of Information to examine the role and functions of the officers of the Information Service.
- iii) Decisions i & ii are subject to a transition plan
- iv). These decisions would not be publicized to avoid negative reactions from different quarters at this stage.