

**FEDERAL PUBLIC SERVICE COMMISSION
(COMPOSITION AND CONDITION OF SERVICE)**

REGULATIONS, 1978

SI.No.3

In exercise of the powers conferred by sub-section (2) of Section 3 of the Federal Public Service Commission, Ordinance, 1977 (XLV of 1977), the President is pleased to make the following regulations:-

PART I – PRELIMINARY

1. Short title: –

These regulations may be called the Federal Public Service Commission (Composition and Condition of Service) Regulations, 1978.

2. Definitions: -

In these regulations, unless there is anything repugnant in the subject or context.

- (a) “Commission” means the Federal Public Service Commission; and
- (b) “Member” means a Member of the Commission and, unless there is anything repugnant in the subject or context, includes the Chairman thereof.

PART II – MEMBERS

***3. Composition. –**

The Commission shall consist of a Chairman and not more than eleven Members.

Provided that if, at any time, by reason of an increase in the business of the Commission, or for any other reason, it becomes necessary to increase temporarily the number of members, the President may appoint such number of additional members as appears to him to be necessary.

***4. The pay, allowances and perquisites of the Chairman and Members** of the Commission, from the 1st of July, 2000, shall be as provided in schedule-1 to these regulations.

* Substituted vide Estt. Division’s SRO 427/2000 dated 24th June, 2000.

5. Pay of Members –

(1) If a serving Government servant is appointed as Member, he shall draw pay as admissible to him as such Government servant:

Provided that a serving Government servant who is promoted to a higher grade after his appointment as Member shall draw pay in the higher grade to which he is promoted from the date of such promotion.

(2) If a retired Government servant is appointed as Member he shall draw pay in the grade in which he retired, in accordance with the rules applicable on re-employment to retired Government servants.

6. Allowances –

A Member shall be allowed all such allowances including Senior-Post Allowance, Entertainment Allowance, Local Compensatory Allowance, Conveyance Allowance or free use of official car in lieu thereof, as are sanctioned by Government for officers of the corresponding grade under the Government.

7. Leave –

A Member shall be allowed leave as admissible to Government servants of the corresponding grade:

(1) Provided that the grant of leave will depend on the exigencies of service and will not be claimed as a matter of right.

⊗(2) Omitted.

8. Traveling allowance, etc –

A Member shall be allowed Traveling Allowance, facilities for medical treatment and orderly at residence as admissible to officers of corresponding grades under Government.

****9. Pension:-**

(1) No pension shall be attached to the office of a Member, and

(2) A Member who is a re-employed retired Government servant shall not be entitled to any pension or gratuity in respect of his service as Member.

(3) A Member who was neither a Government servant nor a retired Government servant at the time of his appointment as Member shall be entitled to gratuity equal to one month's pay for each completed year of service as Member, subject to the gratuity not exceeding eight months pay.

⊗ Omitted vide Estt. Division's Notification No.F.10/32/95-R.2(Pt) dated nil.(SRO (I)/99)

** Substituted vide Estt. Division SRO 427/2000 dated 24th June, 2000

10. Other matters:-

In respect of any matter, which is not covered by these regulations, a Member shall be governed by the rules or orders applicable to officers of the corresponding grade under Government, or as may, in any particular case, be determined by the President.

PART-III:- STAFF

11. Staff:-

The staff of the Commission shall be as set out in Schedule-II to these regulations.

***12. Appointment of Secretary:-**

The Secretary shall be appointed from amongst serving government servants by the President, or a person authorized by him, in consultation with the Chairman.

13. Term of office of Secretary:-

The Secretary shall hold office ordinarily for a term of four years, but the President may extend the term, or curtail it, as the President may deem appropriate.

14. Age of retirement of Secretary:-

No person shall, unless the President otherwise directs be appointed as Secretary, or continue to hold office as Secretary, after he has attained the age for the time being fixed for the retirement of Government servants from service..

15. Pay and allowances of Secretary:-

The Secretary shall draw pay and allowances as admissible to him as a serving Government servant.

***16. Appointment of officers and staff of the Commission:-**

The Chairman, or a person designated by him, shall be authority competent to make appointments to various posts of Officers and Staff of the Commission.

***17. Discipline and appeal, etc:-**

(I) The appointing authority under regulation 16 shall be the Authority under the Government Servants (Efficiency & Discipline) Rules, 1973, for the Officers and Staff of the Commission.

* Substituted vide Estt. Division's SRO.427/2000, dated 24th June, 2000

* **Substituted vide Estt. Div. SRO 427/2000, dated 24th June, 2000**

(2) An appeal shall lie to the Chairman against an order imposing a penalty passed by the 'Authority' or the 'Authorized Officer' other than the Chairman.

(3) No appeal shall lie where a penalty is imposed by the Chairman but the aggrieved person may apply for review of the order.

(4) Every appeal or a review petition shall be submitted within a period of thirty days of the communication of the order against which appeal or, as the case may be, review petition is preferred.

***(18) Terms and conditions of service of Officers and Staff:-**

(1) Subject to Federal Public Service Commission Ordinance 1977 (XLV of 1977), or these regulations-

i) the terms and conditions of the Secretary and other Officers and Staff of the Commission shall be the same as of civil servants in corresponding basic pay scales under Federal Government; and

ii) the Secretary and other officers and staff of the Commission shall be governed by the Civil Servants, 1973 (LXXI of 1973), and the rules made there under.

(2) Any question arising as to which rules or orders are applicable to the case of any officer or member of Staff of the Commission shall be decided by the Chairman

“SCHEDULE – I”

(See regulation 4)

PAY, ALLOWANCES AND PERQUISITES OF CHAIRMAN AND MEMBERS, FEDERAL PUBLIC SERVICE COMMISSION

S.NO.	ITEMS	CHARIAMAN, FPSC	MEMBER, FPSC
01	Pay	** i. Rs.51,000 /- p.m. w.e.f 01.07.2005 ii. Rs.59,000 /- p.m. w.e.f 01.07.2006	**i. Rs.51,000 /- p.m. w.e.f 01.07.2005 ii. Rs.59,000 /- p.m. w.e.f 01.07.2006
02	Special Allowance	Rs.6000/- p.m.	-
03	Equipment Allowance	Rs.5000/- (one time)	-
04	Sumptuary/Entertainment Allowance	Rs.6000/- p.m.	Rs.5000/- p.m.
05	Orderly Allowance	#Rs.2375/-p.m.	-
06	Subsidy for maintenance of garden at residence	Rs.1900/-p.m.	-
07	Furnishing Allowance	Rs.100,000/- (One time)	Rs.25,000/- (One time)
08	House (rental ceiling) Allowance	\$ Rs.75,000/- p.m. MOS	***Rs.50,000/- p.m. MOS.
09	Electricity, Gas Charges etc	# Lump sum utility allowance Rs.22000/- per month w.e.f. 01.07.2004 for payment of utility bills in lieu of electricity charges as admissible to Federal Minister and Minister of State.	Free upto Rs.1500/- per month.
10	Air conditioner	Three	Two
12	Gas Heater	Three	Two
12	Car	Chauffeur driven 1600cc for official and private purpose.	Chauffeur driven 1300cc for official and private purposes.
13	Telephone (Office/Residence)	No limit	No limit
14	TA/DA/Medical Leave	As admissible to MOS	As admissible to MOS
15	Accommodation facility on tours	As admissible to MOS	As admissible to MOS
16	Petrol	# As admissible to MOS	# As admissible to MOS

1. *Substituted vide Estt Division's SRO 427 /2000, dated 24.06.2000
2. **approved by the President vide President Secretariat's F.No.3(01)/Dir(B-I)/07, dated 02.04.2007.
3. # Added vide SRO 1015(I)/2004, dated 14.12.2004.
4. *** Revised vide Cabinet Division's letter No.2-17/2004-Min.I, dated. 23.02.2005
5. \$ Increased vide SRO 622 (I)/2006, dated 12.06.2006

SCHEDULE-II

(See Regulation-11)

No. of Members of the staff of Federal Public Service Commission

S.NO.	NAME OF POST	BPS	NO. OF POSTS
1	Secretary	21	01
2	Executive Director General	21	01
3	Director General	20	03
4	Chief Psychologist	20	01
5	Chief I.T.	20	01
6	Directors	19	09
7	Senior Psychologist	19	02
8	Educational Consultant	19	01
9	Deputy Chief I.T.	19	01
10	Deputy Directors	18	13
11	Psychologists	18	02
12	Senior Research Officers	18	01
13	System Analyst	18	01
14	Programmer	18	01
15	Database Administrator	18	01
16	Quality Assurance Officer	18	01
17	Junior Programmer	17	02
18	Website Manager	17	01
19	Network Administrator	17	01
20	Assistant Psychologist	17	04
21	Data Control Officers	17	03
22	Research Officers	17	03
23	Assistant Directors	17	35
24	Private Secretary	17	12
25	Deputy Assistant Directors	16	11
26	Assistant Librarian	16	01
27	Superintendent Record	16	01
28	System Operator	16	03
29	Computer Operator	16	01
30	Transport Officer	16	01
31	Assistant Database Administrator	16	01
32	Hardware Engineer	16	01
33	Assistant Network Administrator	16	05
34	Data Processing Assistant	16	18
Total Gazetted Officers			144
1	Stenographer	15	30
2	Assistant Incharge	15	02
3	Stenotypist	12	47
4	Statt. Assistant	11	06
5	Assistant	11	64
6	Security Supervisor	11	01
7	Library Assistant	11	01

8	Draftsman	11	01
9	KPO	10	15
10	Terminal Operator	10	02
11	UDC	07	35
12	Telephone Operator	07	02
13	L.D.C.	05	61
14	Driver	04	31
15	D.R.	04	02
16	D.M.O.	04	03
17	Electrician	04	01
18	Lift Operator	03	03
19	Book Sorter	02	01
20	Daftry	02	16
21	Qasid	02	14
22	Naib Qasid	01	58
23	Frash	01	02
24	Chowkidar	01	10
25	Bus Cleaner	01	01
26	Khakroob	01	10
Total Non-gazetted Staff			419
GRAND TOTAL			563