

**GOVERNMENT OF PAKISTAN**  
**Cabinet Secretariat**  
**Establishment Division**

Rawalpindi, the 9<sup>th</sup> November 1978.

**NOTIFICATION**

S.R.O. 1316 (I)/78. In exercise of the powers conferred by Section 10 of the Federal Public Service Commission ordinance, 1977 (XLV of 1977), the Federal Government is pleased to make the following rules, namely:-

1. These Rules may be called the Federal Public Service Commission (Functions) Rules, 1978.
2. In these rules, unless there is anything repugnant in the subject or context:-
  - a) "ad-hoc basis" when used with reference to an appointment, means appointment of a person on temporary basis pending appointment of a person nominated by the Commission;
  - b) "civil servant" means a person who is, or has been, a civil servant within the meaning of the Civil Servants Act, 1973 (LXVI of 1973);
  - c) \*(Omitted)
  - d) "regular basis" when used with reference to an appointment other than on ad-hoc basis, or on contract, or on a temporary basis, for a specified period;
  - e) "retired officer" includes a retired officer of the armed Forces; and
  - f) "test" includes written examination, interview and viva voce.
- @3. (1) The Commission shall conduct tests and examinations for recruitment to all posts-
  - i) in connection with the affairs of the Federation in basic pay scale 16 and above or equivalent; and
  - \*\* ii) in basic pay scales 11 to 15 or equivalent in-
    - 1) the Federal Secretariat;
    - 2) the Central Board of Revenue;
    - 3) the Federal Investigation Agency;

\*Omitted vide Establishment Division's Notification N.SRO 147(I)/84, 09-02-1984.

\*\*Omitted vide Ordinance No. 3 of 2003 dated

- 4) the Anti-Narcotics Force;
- 5) the Pakistan Railways;
- 6) the Directorate General of Immigration and Passports;
- 7) the Export Promotion Bureau;
- 8) the Islamabad Capital Territory Administration;
- 9) the Bureau of Emigration and Overseas Employment;
- 10) the Estate Office;
- 11) the Organizations, except autonomous bodies, under the ministry of Health and the Ministry of Education.

other than the posts-

- a) specified in the Schedule to these rules;
- b) filled by appointing a person on contract for a specified period not exceeding two years;
- c) filled on ad-hoc basis for a period of six months or less provided that;
  - i) no ad-hoc appointment shall be made before placing a requisition with Commission for regular appointment; and
  - ii) before filling the post on ad-hoc basis, prior approval shall be obtained from the Commission;
- d) filled by re-employing a retired officer provided that re-employment is made for a period not exceeding two years in a post not higher than the post in which the person was employed on regular basis before retirement; and
- e) filled by the employment, other than posts in pay scale 17 filled by serving armed forces officers on the recommendations of FPSC, or re-employment of persons who are, or have been officers of the armed forces of Pakistan and held, or have held such posts therein as are declared by the President of Pakistan to be equivalent to the posts to be so filled; and

- (2) For removal of doubts it is clarified that the process already initiated for recruitment to posts in BPS 11 to 15 shall be completed in accordance with the provisions of these rules existing immediately before the provisions of sub-rule (1) if the advertisement for recruitment had already appeared in the newspapers; and

4. The Commission shall test civil servants appointed at any time between the first day of January, 1972 and the fifth day of July, 1977, or promoted to a higher post or grade during the said period whose cases may be referred to the Commission by the President, and make a report to the President whether they are fit to hold the post to which they were appointed or promoted, as the case may be, and, if not, whether they are fit to hold any other civil post in the same or lower grade, compatible with their qualifications and experience.

**\*\*5.** The Commission shall, on a reference made by the appointing Authority, test persons who may have been appointed to a civil post without observing the prescribed procedure or without fulfilling the prescribed qualifications, experience and age limits, and advise whether they are fit to hold the post to which they were appointed, and, if not, whether they are fit to hold any other civil post in the same or lower Basic Scale compatible with their qualifications and experience.

@ "SCHEDULE"

See rule 3(a)

Posts excluded from the purview of the Commission

Ministry, Division or Organization	Name of Post
President's Secretariat (Personal or Public)	All posts

@ Amended vide Establishment Division's Notification No. SRO 415/2000, dated 19-06-2000.

\*\*Inserted vide Establishment Division's Notification S.R.O. 848 (1)/2002, dated 27.11.2002.