



**SPECIAL AUDIT REPORT  
ON  
PROCEDURE FOR SELECTION PROCESS  
OF  
SINDH PUBLIC SERVICE COMMISSION  
GOVERNMENT OF SINDH  
FINANCIAL YEARS 2012-16**

**AUDITOR-GENERAL OF PAKISTAN**



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## **PREFACE**

The Auditor-General of Pakistan conducts audits subject to Articles 169 of the Constitution of the Islamic Republic of Pakistan 1973, read with Section 17 of the Auditor-General's (Functions, Powers and Terms and Conditions of Service) Ordinance 2001. The Special Audit of "reviewing detailed procedure for the selection process and other allied matters/issues etc." of Sindh Public Service Commission Hyderabad was carried out accordingly.

The Directorate General Audit Sindh conducted Special Audit of "Sindh Public Service Commission, Hyderabad" during January-April 2017 for the period from Financial Year 2012 to 2016 "to review detailed procedure for the selection process and other allied matters/issues etc.". Audit examined different aspects of selection process and allied matters. Special Audit Report indicates specific actions that, if taken, would help the management to resolve selection process issues.

The Special Audit Report is submitted to the Governor of Sindh in pursuance of the Article 171 of the Constitution of the Islamic Republic of Pakistan 1973 to cause it to be laid before the Provincial Assembly.

Dated:

**(Javaid Jehangir)**  
Auditor-General of Pakistan



## **ABBREVIATIONS AND ACRONYMS**

ACE	Additional Controller of Examination
ADFC	Additional District Food Controller
ADL	Assistant Director Labour
AGP	Auditor General of Pakistan
ARCS	Assistant Registrar Cooperative Societies
BOR	Board of Revenue
CCE	Combined Competitive Examination
CE	Competitive Examination
CE	Controller of Examination
CRR	Central Record Register
DCE	Deputy Controller of Examination
DDO	Deputy District Officer
DFC	District Food Controller
DG	Director General
ETO	Excise & Taxation Officer
GoS	Government of Sindh
IS	Information System
IT	Information Technology
LO	Labor Officer
OMR	Optical Mark Recognition
PDMA	Provincial Disaster Management Authority
RMR	Recruitment Management Regulations
SGA&CD	Services General Administration & Coordination Department
SO	Section Officer
SPSC	Sind Public Service Commission
WRO	Ward Rationing Officer





## **EXECUTIVE SUMMARY**

The Directorate General of Audit Sindh conducted Special audit of Sindh Public Service Commission (SPSC), Government of Sindh, Hyderabad from 09 January-03 April 2017. The title of the audit was “to review detailed procedure for the selection process and other allied matters/issues etc. for the Financial Years 2012 to 2016” was conducted with the main audit objectives as to: 1) Whether the Commission was performing its functions in accordance with Act, Rules and Regulations, 2) review Procedures (laid down in Act, Rules, Regulations) and to verify the compliance of the same, 3) Whether record as required in Regulations was being maintained, 4) Whether receipts on account of application fee, recounting/rechecking fee/ appeal fee etc. were being realized in accordance with prescribed rates and accounted for properly, and 5) Whether examination related expenditure was incurred in accordance with rules. The special audit was conducted in accordance with the INTOSAI Auditing Standards.

The existing shape of Sindh Public Service Commission is a derivative of Bombay Sindh Public Service Commission which was modified from time to time to meet the needs of the Province. The Bombay-Sindh Public Service Commission (B-SPSC) was established in 1937 under the Government of India Act 1935 for recruitment of human resources within the territories of Sindh and Bombay. Subsequently, on 1<sup>st</sup> August 1947, the Commission was re-established as Sindh Public Service Commission (SPSC). The Commission is provided constitutional cover under Article 242 of the Constitution of Islamic Republic of Pakistan and SPSC Act 1989 as amended from time to time. The Chairman and ten Members of the Commission are appointed by the Government, presently for the fixed period and non-renewable term of five years.

### **Key audit findings**

The main findings of special audit on recruitment process are that there are instances of performance of functions in contradiction of Act, Rules and Regulations. Recruitment Rules (method, qualification, and other conditions for appointment to various posts) of various departments of Government of Sindh were not being framed

properly and SPSC does not fulfill its mandatory responsibility. Interview committees were constituted in contradiction of SPSC (Functions) Rules. Various cases of selection of ineligible candidates as a result of defects in selection process were observed. The requisitions received from various Administrative Departments and applications submitted by the candidates were not being properly handled/scrutinized. There was no time period prescribed for completion of recruitment process, as a result, 87 cases initiated during the period under audit (2012-2016) could not be completed till the completion of audit in April 2017. Standard Operating Procedures (SOPs) for various activities including IS Software, website, SMS System, OMR System, Conduct and Secret Sections of Examination were not prescribed. There was no policy for staff rotation. Major portion of record was not produced.

### **Audit Recommendations**

The audit mainly recommends that the Rules and Regulations on selection process may be reviewed and made time-effective. Recruitment Rules may be prepared properly. Interview Committees may be constituted in accordance with SPSC (Function) Rules. Period for completion of selection process may be prescribed and adhered to properly. SOPs for all major activities and staff rotation policy may be prescribed for efficient working and proper accountability. All auditable record may be produced to audit. The compliance of Rules/Regulations may be insured in letter & spirit. The internal controls system may be devised to achieve the intended purpose of efficiency, economy and effectiveness of the selection process internal controls system may be strengthened to overcome the future problems.

# 1. INTRODUCTION

The Directorate General of Audit Sindh conducted an audit titled “to review detailed procedure for the selection process and other allied matters/issues etc. of Sindh Public Service Commission for the Financial Years 2012 to 2016” during 09 January 2017 to 03 April 2017.

## 1.1 Background and Functions of SPSC

The Sindh Public Service Commission (SPSC) is provided constitutional cover under Article 242 of the Constitution of Islamic Republic of Pakistan and SPSC Act 1989 as amended from time to time. According to Section 10 of SPSC Act, 1989, Government of Sindh had made SPSC (Function) Rules, 1990 for carrying out the purpose of SPSC Act and according to Section 11 of SPSC Act, 1989, the SPSC framed its Recruitment Management Regulations (RMR), 2006 for performance of functions and transacting business assigned to it by or under this act. According to Section 7 of SPSC Act, 1989 read with Rule 3 of SPSC (Function) Rules, 1990 and Article 0102 of RMR, 2006, the functions of the commission shall be:

- (i) To conduct tests and examinations for recruitment for initial appointment to:
  - (a) Civil posts connected with the affairs of the Province of Sindh in basic pay scale 11 to 22 except those specified in the Schedule;
  - (b) posts in or under a Corporation or other Autonomous Body or Organization set up by Government under any law for the time being in force or otherwise as may be prescribed carrying the basic pay scale 11 or above;
- (ii) To advise Government on:
  - (a) The matters relating to qualifications for, and methods of recruitment to, the recruitment to, the posts referred to in clause (i);
  - (aa) the matters relating to absorption of officers of various services and cadres in the provincial services or cadre; and
  - (b) Any other matter which Government may refer to the Commission;
- (iii) To hold such departmental or language examination as may be prescribed

- (iv) Government may in its discretion, refer any civil servant appointed under rule 5 to the Commission for being interviewed to assess the suitability of such civil servant for the post against which he has been appointed.

## **1.2 Examination related income and expenditure**

The revenue on account of application, recounting, rechecking and appeal fee was being realized under the head of account “C02101 Organ of State-Examination Fee (P) SPSC”. The examination related expenditure “Honoraria of Examiners” is released by Government of Sindh, which is drawn by Controller of Examination on Abstract Bill and deposited bank account being operated by him. The details of revenue and expenditure on account of honoraria of examiners is given as under:

<b>Financial Year</b>	<b>Revenue</b>	<b>Expenditure</b>
2011-12	43,877,725	578,300
2012-13	38,291,610	1,993,800
2013-14	11,126,163	6,000,000
2014-15	4,821,531	5,599,900
2015-16	11,406,167	6,899,800
<b>Total</b>	<b>109,523,196</b>	<b>21,071,800</b>

## **1.3 Procedure for recruitment of manpower for Government of Sindh**

The procedure for recruitment entails progressive chain of activities which are reactive in nature and spread over a period of time. It commences with receipt of Departments’ Requisition at the Commission and terminates with the final Recommendation formulated on merit and submitted by the Commission to the Government. The following activities are required to be achieved before finalization and promulgation of results:

- 1.3.1 Receipt of Requisition at the Commission
- 1.3.2 Publication of Advertisement in the national/regional newspapers
- 1.3.3 Issuance of Application Forms & its receipt
- 1.3.4 Scrutiny of Application Forms
- 1.3.5 Acceptance of Application Forms

- 1.3.6 Short listing of candidates by Scrutiny of bio data and/or conduct of Written Tests
- 1.3.7 Conduct of interviews
- 1.3.8 Formulation of Recommendation List by the Interview Committee
- 1.3.9 Issue of Press Release announcing the Final Results
- 1.3.10 Submission of recommended list to the Government

## **2. AUDIT OBJECTIVES**

- 2.1 The major objectives of the audit were to review detailed procedure for the selection process and other allied matters/issues etc.for the Financial Years 2012 to 2016 detailed as under:
  - 2.1.1 To review, whether Commission was performing its functions in accordance with Act, Rules and Regulations.
  - 2.1.2 To review Procedures (laid down in Act, Rules, Regulations) and to verify the compliance of the same.
  - 2.1.3 Whether record as required in Regulations was being maintained.
  - 2.1.4 Whether receipts on account of application fee, recounting/rechecking fee/ appeal fee etc., were being realized in accordance with prescribed rates and accounted for properly.
  - 2.1.5 Whether examination related expenditure was incurred in accordance with rules.

## **3. AUDIT SCOPE AND METHODOLOGY**

- 3.1 The scope of audit was:
  - 3.1.1 to review detailed procedure for the selection process and other allied matters/issues etc. from Financial Year 2012 to 2016”.
  - 3.1.2 Major portion of record especially examination-related record was not produced.
- 3.2 The Special Audit Methodology was:
  - 3.2.1 Understanding the Commission’s management and operations;
  - 3.2.2 Developing audit objective

3.2.3 Performing special audit procedures to review detailed procedure for the selection process and other allied matters/issues etc. for the Financial Years 2012 to 2016.

3.2.4 Evaluating results.

## **4. AUDIT FINDINGS AND RECOMMENDATIONS**

### **4.1 Systemic issues**

#### **4.1.1 Non-performance of SPSC functions**

According to Section 7 of SPSC Act 1989 read Rule 3 with SPSC (Functions) Rules, 1990 and Article 102 of SPSC-RMR, 2006, the functions of the Commission shall be:

- (i) to conduct tests and examinations for initial appointment to posts in BPS 11 and above connected with the affairs of the Province of Sindh, Corporation or other Autonomous Body or Organization set up by Government under any law or otherwise as may be prescribed
- (ii) to advise Government on the matters relating to qualification for, and methods of recruitment to, the posts referred in clause (i) above.
- (iii) to advise the Government on the matters relating to absorption of officers

Audit observed that:

1. SPSC had not conducted any test or examination for recruitment to posts in BPS 11 to 15 of Government of Sindh and BPS 11 & above in bodies/organization set up under any law by Government of Sindh.
2. SPSC had not advised Government on the matters relating to qualification and methods of recruitment to above posts or absorption of officers.
3. Instead of performing its function relating to recruitment to the posts of autonomous bodies, the SPSC nominated its member to participate in the Selection Board meetings of some public sector Universities of the province as a member. Thus, the SPSC willfully surrendered its powers delegated by the parliament (i.e., Provincial Assembly of Sindh).

4. Despite having powers such powers, the SPSC in Annual Report 2012 proposed the Government to authorize SPSC:
  - i. To select candidates for overseas scholarships and fellow ships for improvement of quality of education although SPSC had already powers to make recruitment for Universities which was a way forward for improving quality of education.
  - ii. To fill all posts from Grade 11 upwards through SPSC to ensure quality and transparency.
  - iii. To give recommendations for absorption of officers in various departments.
5. SPSC had not promulgated schedule of posts falling within its purview as required under Article 301 of SPSC-RMR 2006 in order to ensure compliance and stop unauthorized encroachment of SPSC functions by all stakeholders.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends to justify non-performance of SPSC functions, discontinue the practice of participating in recruitment process of Universities as member and perform entire process of recruitment of Government of Sindh and its bodies/organization set up under any law in accordance to mandate of SPSC.

**(OM # 01 & 02)**

#### **4.1.2 Non-Presentation of Annual Report of the Commission to the Government**

According to sub-section (1) of Section 9 of SPSC Act 1989, “the Commission shall annually present to the Government a report on the work done by it during the year”. Following memorandums shall be accompanied with annual report as per sub-section (2) of above section:-

- (a) the cases in which the advice of the Commission was not accepted and the reasons therefore;

- (b) The matter in which the Commission ought to have been consulted but was not consulted and the reasons therefore.

Audit observed that:

1. SPSC had not presented Annual Report for the year 2015 on the work done by it during the year to the Government.
2. SPSC neither prepared nor presented Annual Report for the year 2016 on the work done by it during the year to the Government.
3. Annual Reports for the years 2012, 2013 and 2014 were submitted to Government without accompanying the memorandums showing the cases in which either the advice of the commission was not accepted or the commission was not consulted.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends to justify non-presentation of Annual reports and submission of Annual reports without memorandum besides presentation of all outstanding Annual Reports and timely preparation and presentation of the same may be ensured in future.

**(OM # 03 & 04)**

#### **4.1.3 Constitution of Interview Committees in contradiction of SPSC Rules**

According to Rule 6 of SPSC (Functions) Rules 1990, “The Chairman may, in relation to the filling of any posts constitute one or more Committees each comprising at least two persons one of whom shall represent the Department concerned to which the post or posts belong, not below the rank of Additional Secretary”.

According to Article 0109 of SPSC-RMR 2006, “the Commission is fully competent to make Policy Decisions to prescribe detailed procedures for the selection



process and other allied matters/ issues..... Such decisions shall be subservient to the SPSC Act, as amended, and in conformity with the rules prescribed by GoS on the subject.....”.

Audit observed that provisions of composition of Interview Committees mentioned in SPSC-RMR, 2006 made by SPSC were in contradiction of SPSC (Functions) Rules 1990 made by GoS (**Annex Para 4.1.3**). Summarized brief/comparative analysis between SPSC Rules and RMR is as under:

1. The minimum number of members of interview committee as per SPSC Rules is two whereas as per RMR one
2. As per SPSC Rules, the Departmental Representative is member of Interview Committee whereas as per RMR he is just advisor or assistant of interview committee.
3. As per RMR, Departmental Representative has no role in marking/assessment of candidates appearing in interview as evident from Article 0848 of RMR, which says, .....At the end of the interview, Chairman, interview committee shall be responsible to collect and compile the marks/assessments of Member(s) of the Commission on the panel, after due consultation.....”.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends to justify constitution of interview committees in contradiction of SPSC Rules besides constitution of Interview Committees in accordance with SPSC Rules.

**(OM # 05)**

#### **4.1.4 Non-maintenance of Manual of Policy Decisions Dossier, Appendices, Master Copy and Ledger of Recruitment Management Regulation**

According to Article 0109, 0113, 0115 and 0118 of SPSC-RMR 2006, the Commission was required to maintain Manual Policy Decisions Dossier, Appendices, Master Copy and Ledger of Recruitment Management Regulation.

Audit observed that the following documents were not found maintained or available in record produced to audit despite repeated written as well as verbal requests.

1. Manual of Policy Decisions Dossier
2. Master Copy of RMR
3. Ledger of RMR
4. Manual of Appendices

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends to justify non-maintenance of important record besides maintenance of Manual of Policy Decisions Dossier, Appendices, Master copy of RMR and Ledger of RMR under intimation to audit.

**(OM # 06 & 07)**

#### **4.1.5 Non-preparation of standard procedures**

According to Article 0109 of SPSC-RMR 2006, “the Commission is fully competent to make Policy Decisions to prescribe detailed procedures for the selection process and other allied matters/ issues.....”.

Audit observed that procedures for various sections/activities were not prepared detailed as under:

1. Though, SPSC did not intimate in writing the details of soft wares/applications being used, however, it was observed that SPSC uses Optical Mark Recognition (OMR) System. Audit observed that:
  - i. Mode of acquiring of OMR System was not known
  - ii. Manual to operate OMR System was not produced
  - iii. SOP/procedures to handle OMR System was also not produced
  - iv. The names and designation of the persons, holding charge, operate above OMR system since date of procurement/usage were not produced.
  - v. Results produced through OMR System were not produced

- vi. Information System (IS) Audit of OMR System was not got conducted to examine their authenticity and data being generated.
2. There were two Examination Branches (having separate Conduct and Secret Sections) with clear work distribution given in RMR detailed as under:
  - i. Examination-I Branch under Controller of Examination (CE) deals with all examination and test excluding assigned to Examination-II Branch
  - ii. Examination-II Branch under Additional Controller of Examination (ACE) deals with Departmental/Promotional/Language and NIPA entrance examination/tests
3. SOP for Conduct and Secret Sections of Examination Branch were not produced.
4. Audit observed that ACE was found performing various assignments assigned to Examination-I branch in violation to assignments mentioned in RMR.
5. Besides, another Examination branch under Deputy Controller of Examination (not mentioned in RMR) was also found performing assignments assigned to Examination-I and Examination-II Branches.
6. All three branches were functioning independently performing parallel assignments of each other without SOPs and clear cut distribution of responsibilities in violation of RMR.
7. There was conflict of interest in Conduct/Secret sections Staff was posted in these section since long detailed as under:
  - i. Mr. Farooq Noor Khan, Assistant was posted in Secret-I section since 1995
  - ii. Mr. Ayaz Ali Lakho, Data Processing Assistant was also posted in Secret-I section since 2010
  - iii. Mr. Daniyal Jafri, Assistant Secret-II section (said to be a relative of Syed Aijaz Jaffri, ACE) was posted in section since his appointment i.e., 2013
8. As per note dated 24-09-2012 submitted by Member (Examination) to the Chairman, Syed Aijaz Hussain Jafri was not suitable for posting in Examination Branch due to his past record of tampering and destroying examination record. But he was also posted as ACE since 2016.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends preparation of procedures for various sections and activities including Examination Branch/OMR System and posting of officers/officials besides production of record.

(OM # 11)

## 4.2 Recruitment Rules

### 4.2.1 Flaws in Selection of Staff Nurse (BPS-16) without updating qualification

Following qualification was prescribed for the post of Staff Nurse (BPS-16) vide Health Department, Government of Sindh Notification dated 10-01-2011;

<b><u>Staff Nurse (Female) BPS-16</u></b>	<b><u>Staff Nurse (Male) BPS-16</u></b>
i. Diploma in Nursing ii. Diploma in Midwifery iii. Registration with Pakistan Nursing Council	i. Diploma in Nursing ii. 01 year Specialized Diploma in any Nursing subject recognized by the Pakistan Nursing Council iii. Registration with Pakistan Nursing Council

Audit observed that:

1. Pakistan Nursing Council (PNC) prescribed following qualification and experience for selection of Staff Nurse
  - i. Community Midwifery (CMW) diploma with 03 years General Nursing Diploma i.e., RN (Letter dated 25-05-2015)
  - ii. As per letter dated 17-12-2015 following two more categories were prescribed.

<b>Category-I</b> (on the basis of Diploma Program) <ul style="list-style-type: none"> <li>• Dip in Nursing (i.e, RN) 03 years</li> <li>• Dip in Midwifery (i.e, RM) 01 year</li> </ul> <b>Total period of Nursing Education=04 years</b>	<b>Category-II</b> (on the basis of Degree Program) <ul style="list-style-type: none"> <li>• Generic BSN Degree 04 years</li> </ul> <b>Total period of Nursing Education=04 years</b>
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2. Instead of revising recruitment rules as prescribed by PNC, SPSC on requisition of Health Department advertised 500 posts of Staff Nurse vide Advertisement No.01/2015 dated 14-05-2015 and recruited 477 candidates as per criteria prescribed vide Notification dated 10-11-2011, which contains only Category-I of criteria approved vide letter dated 17-12-2015.

3. Due to non-inclusion of above qualifications in recruitment rules, requisition and advertisement, the candidates possessing above qualification were deprived-off the opportunity to apply and participate in recruitment process for appointment against the post of Staff Nurse (BPS-16)

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends to justify recruitment of Staff Nurse without updating recruitment rules and besides updating recruitment rules of Staff Nurse in light of PNC requirements.

(OM # 12)

#### **4.2.2 Anomaly in Recruitment Rules and Selection of Medical Officers**

According to para (iii) of letter No.PSC/(Reg:)/(2)/78/450 dated 04-11-1997, the SPSC had required to provide “Recruitment Rules for similar posts if they exist in other sister province” while forwarding the proposals for framing/amending the recruitment rules.

According to Pakistan Registration of Medical and Dental Practitioners Regulations 2008, there are two types of registrations for persons, who qualified MBBS or BDS. The first is Provisional Registration, which according to Regulation 2 (y) means “registration for doing house job under supervision given to holders of basic medical/dental qualifications”. The second registration is called Permanent Registration (also known as Full time registration) which according to Regulation 2(u) means “registration for the purpose of enrolment on PM&DC Register, after obtaining basic Medical/dental qualification after completion of one-year mandatory house job”

According to Recruitment Rules for the post of Medical Officer (MO)/Women Medical Officer (WMO) BPS-17,“Degree in Medicine & Surgery

from a recognized University and Registration with PM&DC” was prescribed as basic qualification for above post.

Audit observed that the selection of MO/WMO was made by commission ignoring the basic selection procedure framed by PM&DC. Further the commission had adopted different selection procedure for different departments working under Sindh Government such as:

1. The requirement of house job was made mandatory while making appointments against the post of MO (Male/Female) BPS-17 in Population Welfare Department and Dental Surgeon (BPS-17) in Health Department vide Consolidated Advertisement No.02/2011 and 09/2013 respectively.
2. According to PM&DC regulations referred above, there were two types of registration. The first (provisional registration) was meant for house job and the other (permanent or full registration) was granted by PM&DC after house job.
3. Audit observed that in later advertisements (No.01/2016 read with addendum dated 08-02-2016) even the condition of qualifying MBBS and registration with PMDC was extended beyond the closing date (i.e., on or before commencement of Pre-interview written test). This means, such candidate may maximally attain provisional registration.

Audit is of the opinion that change of selection criteria may open a door for ineligible candidates who had not completed the house job or under training would allow to play with the lives of the patients.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that to justify anomaly and frame recruitment rules for the post of MO/WMO in the light of PM&DC instructions/requirements to save the precious lives of patients.

**(OM # 14)**

## 4.3 Recruitment Process

### 4.3.1 Irregular appointment of 36 officers/officials without advertisement

According to Rule 11 of Sindh Civil Servants (Appointment, Promotion and Transfer) Rules, 1974, “initial appointment to posts in Basic Scales 3 to 10 shall be made on the recommendations of the Departmental Selection Committee after the vacancies in these Basic Scales have been advertised in newspapers”.

According to SGACD, GoS Circular dated 19-08-1974, “In accordance with the policy of People’s Government to find out “Talent” and to utilize it for people’s good and welfare and also to give equal opportunities to all without discrimination, the Chief Minister has been pleased to decide that henceforth all posts in various grades should be filled-in after these are advertised in Press.....”.

Audit observed that SPSC filled following 36 posts without inviting applications or initiating any recruitment process through Selection Committee.

Sr #	Name of Post	BPS	No. of posts	Date of filling the post
1	Programmer	17	01	08-05-2012
2	Junior Scale Stenographer	12	01	08-03-2012
3	Driver	04	06	Various dates of 2012-13
4	Dispatch Rider	04	01	26-09-2012
5	Qasid	02	01	17-12-2012
6	Security Guard	02	06	March/May 2013
7	Naib Qasid	01	15	Various dates of 2012-13
8	Chowkidar	01	03	Various dates of 2012-13
9	Resographer/Generator Operator	01	01	17-09-2012
10	Sweeper	01	01	Date not mentioned
	<b>Total</b>		<b>36</b>	

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of irregular appointment of officers/officials without prescribed recruitment procedure including advertisement

may be inquired at appropriate level besides fixing responsibility on the person(s) at fault and its findings may be shared with audit.

(OM # 65)

#### **4.3.2 Selection of 56 ineligible candidates for appointment against various posts**

According to Note (iii) of Consolidated Advertisements, “the candidates should have required age, qualification and experience on closing date of advertisement”. According to Article 0516(a) of SPSC-RMR, 2006, underage, shortfall in requisite time for experience and non-conformity of required qualifications was included among non-rectifiable deficiencies resulting into rejection of applications.

Audit observed that SPSC recommended fifty six (56) candidates for different posts (Annex Para 4.3.2A) despite the fact that their applications were rejected due to non-rectifiable deficiency of underage, shortfall in requisite time for experience and non-conformity of required qualification (details enclosed as Annex Para 4.3.2B).

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of selecting of ineligible candidates may be inquired besides fixing responsibility on the person(s) at fault and other remedial measures to appoint the eligible candidates for the posts as per prescribed criteria/qualification.

#### **4.3.3 Doubtful selection of a candidate for the post of Planning Officer (BPS-17) appeared in two written tests for two posts held on same date and same time at different centers**

According to Article 0718 of SPSC-RMR, 2006 “cases of candidates found using unfair means during examinations/tests conducted by the Commission shall be processed as specified in Section 12”. According to Sub- Article (1) of Article 1202,



“Impersonates at any stage of selection process in any form” was included among the practices considered unfair and prejudicial to good, transparent and orderly conduct of process of selection. According to Sub-Article (kk) of Article 0202, “Impersonation means assuming the name and identity of another person or representing oneself as another person, so as to constitute an offense of false pretense, for the purposes of defrauding another person or an organization”.

Audit observed that Mr. Abdul Aziz S/o Ali Akbrar Rahmoon (Roll No. 12662) was recommended for the post of Planning Officer (BPS-17), Transport & Communication Section, Planning & Development Department (P&D), GoS but his selection was seem to be doubtful on the grounds that he was appeared in two Pre-Interview Written Tests for two posts in P&D Department held on the same day and same time at different centers and declared qualified detailed as under:

Sr #	Name of post	Adv. No.	Roll No.	Pre-Interview test held on			Press Release of Result
				Date	Time	Center	
1	Planning Officer (Transport & Communication)	No.02/2014	12662	16-06-2015	10 AM	Govt. Elementary Girls College, Tilk Incline, Hyderabad	No.PSC/EXAM: (S.S)2015/207 dated 10-09-2015
2	Planning Officer (Science & Technology)		13731	16-06-2015	10 AM	Govt. Girls Model School G.O.R Colony, Hyd	

It could not be understood, how a candidate can appear in two written tests at different centers under different Roll Numbers on same date and time.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of doubtful selection of a candidate for the post of Planning Officer (BPS-17), Transport & Communication Section appeared in two Pre-Interview Written Tests held on same date and same time may be inquired besides fixing responsibility on the person(s) at fault, production of record and other remedial measures should need to be taken to avoid such lapses.

**(OM # 50)**

#### 4.3.4 Selection of 10 candidates as Staff Nurse not included in list of candidates

According to Article 0707 of SPSC-RMR, 2006 “admission letters for Written Examination and Written Test (Specimen in Manual of Appendices to RMR) will be issued only to those candidates whose applications have been Accepted or Provisionally Accepted.....”.

Audit observed that while declaring 477 candidates fit and suitable for appointment against the post of Staff Nurse (BPS-16) vide Press Release dated 30-03-2016, the SPSC had recommended following 10 candidates, whose names were not included in the list of candidates (PDF copy provided by IT section):

Sr #	Merit #	Roll #	Name of Candidate	Father's Name	Domicile
01	342	16590	Sabeen Akhtar	Abdul Ghani Abro	Rural
02	131	16606	Ahmed Ali	Qaisar Khan Rind	Rural
03	337	16609	Erum Gohar	Ali Gohar Bhatti	Rural
04	218	18554	Ali Raza	Shah Jahan Khoso	Rural
05	469	18555	Maria	Banafas Sani Pandyar	Rural
06	258	18566	Seema Kanwal	Muhammad Haroon	Rural
07	219	18567	Ghulam Akbar	Ghulam Muhammad Sanjrani	Rural
08	222	18586	Shakila	Hadi Bux Dasti	Rural
09	477	18591	Muhammad Umer	Faqeer Muhammad	Urban
10	98	18592	Shardha Raja	Raja Manicham	Urban

Non-inclusion of above candidates in List of candidates is also evident from the summary of List of candidates given as under:

Centre	Roll No.		Roll numbers of recommended fall in this range
	From	To	
Hyderabad	15001	16586	16590, 16606 & 16609
Karachi	16701	18550	18554, 18555, 18566, 18567, 18586, 18591 & 18592
Sukkur	18701	19567	-

However, record of applications including Central Record Register and Branch Record Register maintained vide Article 0410 of SPSC-RMR 2006 was not produced to verify timely submission of applications by above candidates.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of selection of Staff Nurse not included in the list of candidates may be inquired besides fixing of responsibility on the person(s) at fault and production of record.

(OM # 25)

#### **4.3.5 Doubtful selection of 5 healthy candidates as Staff Nurse against disabled person's quota**

According to Section 10 of Disabled Persons (Employment and Rehabilitation) Ordinance, 1981, "not less than two percent of the total number of persons employed by an establishment at any time shall be disabled persons whose names have been registered with the Employment Exchange of the area in which such establishment is located and against whose names in the register maintained under section 12 an endorsement exists to the effect that they are fit to work". According to Health Department, Government of Sindh, letter dated 29-04-2015 and Consolidated Advertisement No.01/2015 dated 14-05-2015, 10 posts were reserved for disabled persons.

Audit observed that while declaring 477 candidates fit and suitable for appointment against the post of Staff Nurse (BPS-16) vide Press Release dated 30-03-2016, the SPSC had recommended following 08 candidates against the Disabled Person Quota despite the fact that only 05 candidates were declared qualified in Pre-Interview Written Test and only three of them were recommended against disabled person quota detailed as under:

<b>Sr #</b>	<b>Merit #</b>	<b>Roll #</b>	<b>Name of Candidate</b>	<b>Father's Name</b>	<b>Domicile</b>
01	470	19139	Hussain Ahmed	Amanullah Bhanbhan	Rural
02	471	16160	Rizwana	Anwar Ali Talpur	Rural
03	472	16502	Ali Gohar	Muhammad Ishaque Dahri	Rural
04	473	15268	Tasleem	Imdad Ali Channa	Rural

Sr #	Merit #	Roll #	Name of Candidate	Father's Name	Domicile
05	474	16551	Ghulam Shabir	Kiran Khan Chandio	Rural
06	475	18345	Bushra	Akhtar Ali Dhiloon	Rural
07	476	16739	Raza Khan	Fatehmul Khan	Urban
08	477	18591	Muhammad Umer	Faqeer Muhammad	Urban

Above recommendations were found doubtful on following grounds:

1. According to Press Release of written test result for the post of Staff Nurse dated 02-11-2015, 05 candidates (Roll # 15158,15268,16160 16739 & 18752) were declared qualified on Disabled person's quota.
2. According to Interview Program dated 20-11-2015 for the post of Staff Nurse, 05 candidates were to be interviewed against Disabled Person's Quota on 17-03-2016. Out of these 05 disabled persons, only three candidates (Roll # 15268, 16160 and 167390) were recommended for appointment against disabled persons' quota, whereas two candidates (Roll#15158 & 18752) were not recommended without any reason despite availability of 02 posts.
3. It was strange to note that 05 candidates (Roll # 19139, 16502, 16551, 18345 & 18591) named above were recommended against disabled persons quota despite the fact that they were not disabled as evident from Press Release of written test according to which they were declared qualified on healthy person quota.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of doubtful selection of Staff Nurse against disable quota may be inquired beside fixing of responsibility on the person(s) at fault and production of record.

(OM # 24)

#### **4.3.6 Doubtful destruction of record by an unauthorized person**

According to Article 0723 of SPSC-RMR, 2006, "...Centralized Examination Record Cell (CERC) is to be established and maintained within the Examination

Branch where all old records are to be maintained..... under the overall control of Additional Controller .....

According to Article 0725, “all custodians of examination/test records are to maintain Record Registers in respect of documents held by them. The records are to be maintained in separate registers each containing the type of document they hold. These reports are to be signed monthly by the Officers in Charge and put up to respective Members once every quarter”. According to Article 0726, “no document is to be removed outside the respective storages without the permission of Member (Examination). When so ordered CE/AC shall do so personally and keep a record of the document taken out in the Record Register, recording date, time and reasons for the same with their initials, and returning it back to the cell re-entering its time of return, when no longer required. At no time such documents are to be left unattended”,

Audit observed that:

1. Though SGA&CD, GoS vide Notification dated 29-05-2012 had repatriated Mr. Juma Khan Chandio working on deputation basis at SPSC as Assistant Controller of Examination (BPS-17) to his parent department as Subject Specialist, Education Department w.e.f., 29-05-2012 but he had continued at SPSC un-authorized till he was appointed as Deputy Controller of Examination (BPS-18) in SPSC on 14-05-2013.
2. During his unauthorized period of posting in SPSC as Assistant Controller of Examination from 29-05-2012 to 13-05-2013, he destroyed the old Secret record of Examination (Secret Branch) as evident from his submission dated 23-10-2012 submitted to Member (Admn) without proper channel (i.e., Controller of Examination and Member Examination), according to which the destruction of old record was required to be carried out under the orders of Chairman (SPSC). However, orders of Chairman (SPSC) were not shown to audit.
3. According to RMR, the Additional Controller of Examination in the capacity of OI/C CERC was custodian of old record. Hence, destruction of old record by Mr. Juma Khan (who was not custodian of record) was unauthorized.
4. There was no policy of destruction of record as RMR was silent in this regard.

5. Neither details of record destroyed were available nor Record Registers under Article 0725 in respect of examination record mentioned in Article 0724 (b) and details of removal of documents from storage under CE and OI/C CERC as required under Article 0726 were available or produced to audit to verify the details of record destroyed.
6. There was no justification for destruction of record by an authorized person (who was retained un-authorizedly).

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of doubtful destruction of record by an unauthorized person may be inquired besides fixing responsibility on the person(s) at fault, production of record for audit and remedial measures may be adopted to avoid such irregularities.

**(OM # 61)**

#### **4.3.7 Allowing Non-B.D.S candidates to appear in Pre-Interview Written Test for the post of Dental Surgeon (BPS-17)**

According to Sindh Health Department Requisition dated 27-06-2013 and SPSC Consolidated Advertisement No.09/2013 dated 27-09-2013, qualification of “Degree in B.D.S from a recognized University, Registration with Pakistan Medical & Dental Council (PM&DC) and One year House Job” was prescribed for appointment against the post of Dental Surgeon (BPS-17)

According to Article 0516(a) of SPSC-RMR, 2006, “shortfall in requisite time for experience and non-conformity of required qualifications” was included among non-rectifiable deficiencies resulting into rejection of applications.

Audit observed that SPSC while conducting Pre-Interview Written Test in April, 2014 for the post of Dental Surgeon (BPS-17) allowed following 10 candidates to appear in Pre-Interview Written Test despite the fact that as per online data, they

were not possessing the required qualification of BDS, registration with PM&DC and One Year House Job, which is non-rectifiable deficiency.

Sr #	Roll #	Name	Father's Name	Domicile	Qualification as per online data
1	11436	Maham Shah	Syed Abid Hussain Shah	Thatta (R)	1. B.Com Honors 2. MA (Sociology)
2	11071	Hasan Askari	Almdar Hussain	Karachi East (R)	1. Master in Biophysics
3	11271	Aijaz Ali	Muhammad Ibrahim	Umerkot (R)	1. B. Pharmacy
4	11289	Umair Zaman	Aqeel Zaman Pathan	Nausheroferoze (R)	2. M BA
5	11321	Dilawar Ali	Saddaruddin Jiskani	Larkana (R)	1. Master in Biophysics
6	11324	Muhammad Asif	Abdul Hakeem Shaikh	Khairpur Rural	1. Bachelor of Economics & Law 2. MA (Sociology)
7	11391	Umme Kulsoom	Maulvi Jamal Uddin Ansari	Hyderabad (R)	1. MA (Economics)
8	11441	Abida Parween	Muhammad Younus Rajput	Shaheed Benazirabad (R)	3. B. Pharmacy 4. MA (Economics)
9	11585	Zubia	Waqar Hassan	Karachi South (U)	1. MPH
10	11617	Ghulam Zainab	Mazhar Hussain	Karachi East (U)	1. Doctor of Pharmacy 2. M.Phil leading to Phd

Audit also observed out of above 10 candidates, candidate at Sr # 1 (Roll # 11436 Maham Shah) was declared qualified in Pre-Interview Written Test vide Press Release dated 29-04-2014. Qualifying written test prescribed for qualification of BDS by candidate holding qualification of B.Com and MA (Sociology) creates doubt on the authenticity of process of judging the suitability of candidates. Besides, allowing ineligible candidates to appear in interview creates doubt on authenticity of scrutiny process and admission of applications.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of allowing ineligible candidates to appear in written test may be inquired besides fixing responsibility on the person(s) at fault and production of record.

**(OM # 36)**

#### **4.3.8 Doubtful recruitment process by interviewing only one candidate for the post of Director (Development & Evaluation) BPS-20 in Health Department**

According to Health Department, Government of Sindh, Karachi requisition letter No. Nil dated 04-12-2015 and Recruitment Rules for the post of Director, Development and Evaluation (BS-20) prescribed vide Notification dated 30-10-2015, following method of appointment was prescribed:

- i. By initial appointment through SPSC (Master's Degree in Health related field at least in 2<sup>nd</sup> Division from a recognized University with 05 years' experience in BPS-19 of administration, dealing with Health related development schemes Foreign donor agencies and Foreign Aided Projects and Minimum Age 45 years and Maximum 50 years **OR**
- ii. By Promotion from amongst additional Director (Development) B-19 having at least 17 years serviced in BPS-17 and above on seniority cum fitness basis.

According to Instruction No.(iii) of Advertisement No.09/2015 and 01/2016 dated 19-12-2015 and 03-01-2016, "the candidates should have required age, qualification and experience on closing date of advertisement". According to Article 0515(c)(4) of SPSC-RMR, 2006, "underage" was among the parameters for rejection of applications. According to Article 0516(a) of SPSC-RMR, 2006, "underage" was included among non-rectifiable deficiencies resulting into rejection of applications.

Audit observed that SPSC in response to Health Department requisition referred above, recommended the name of Mr. Dabeer Ahmed Khan S/o Raza Ahmed Khan for the post of Director (Development & Evaluation) BPS-20 in Health Department vide Press Release dated 13-06-2016 despite the fact that he was the only candidate in competition and suffering from non-rectifiable deficiency of "underage" as his age was below 41 years whereas required minimum age was 45 years. Due to following other reasons, above recruitment process was found doubtful:

1. Above post was required to be filled either by initial appointment or promotion. However, neither Health Department mentioned in the requisition about non-availability of suitable person for promotion nor SPSC obtained such information at the time of scrutiny of requisition.



2. The qualification and experience prescribed in above recruitment rules was found to be in favor of recommended candidate and not in accordance with requirement of the post.
3. Above post was created for timely implementation of development schemes. Qualification and experience of corresponding post in Planning & Development Department i.e., Chief of Health Section (B-19) is “FCPS or any equivalent post graduate degree recognized by PM&DC with at least 05 years postgraduate experience in the relevant field”. The qualification of recommended candidate was Doctor of Physiotherapy and it was not known whether the same was recognized by PM&DC or otherwise.
4. According to data provided by Recruitment Section-I (RS-I) and Advertisement Archives of SPSC website, above post was advertised twice first through Advertisement No.09/2015 dated 19-12-2015 and then No.01/2016 dated 03-01-2016. Closing date of first advertisement was 11-01-2016 i.e., 08 days after the date of second advertisement. It could not be known why second advertisement was issued before closing date of first advertisement. Moreover, no record pertaining to first advertisement No.09/2015 was produced to audit.
5. According to data provided by RS-I, 15 candidates had applied and only one candidate was found eligible whereas according to Chairman SPSC letter to Health Minister Sindh dated 19-05-2016, 29 candidates had applied, out of which ten submitted their documents and only one candidate was found eligible. Thus, there was variation in number of candidates applied. Actual number of applicants could not be known due to non-production of record pertaining to applications including Central Record Register (CRR) and Branch Record Register.
6. Necessary record of correspondence with 29 candidates regarding submission of documents, submission of documents by 10 candidates including only eligible candidate as mentioned in Chairman SPSC letter dated 19-05-2016 referred above and letters of rejection to the candidates found ineligible was not produced.
7. Only above recommended candidate was declared eligible, issued interview letter by hand one day before interview on 31-05-2016 and interviewed on 01-06-2016 at SPSC, Head Office, Hyderabad. Issuance of interview letter one day before the interview, that too in person to candidate was not only the favoritism but it was also violation of Article 0810 of RMR, according to which call up

letters were to be issued at least 15 days prior to the date of interview in order to cater for postal transit/delays and sufficient time for candidates to prepare”.

8. Important record pertaining to recruitment process including application with supporting documents and merit list was not produced, however, according to attendance sheet of interview, the candidate possessed qualification of Doctor of Physiotherapy and miscellaneous experience from 18-08-2008 to 02-07-2013 in Health Department (01 year), Excise & Taxation Department (03 years) and SGA&CD (01 year). Moreover, complete service profile (i.e., in which department he was serving prior to 18-08-2008 and after 02-07-2013) and the name of service/department, he actually belongs was not mentioned.
9. As per his educational details mentioned in above attendance sheet, he did not carry outstanding educational record as he did his Matriculation in Grade “E”, Intermediate in “Third Division” whereas no grade or Division was mentioned for BS/MS/Doctorate. As per recruitment rules, his master should have been in 2<sup>nd</sup> Division.
10. According to recruitment rules, minimum age was 45 years whereas as per attendance sheet of interview, he was 40 years, 08 months and 24 days on closing date. Thus, he suffers non-rectifiable deficiency of “underage” and his application should have been rejected on above ground.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of doubtful recruitment process for the post of Director (Development & Evaluation) in Health Department may be inquired besides fixing responsibility on the person(s) at fault, production of record to audit and other remedial measures.

**(OM # 56)**

#### **4.3.9 Non-observance of Gender Ratio**

In pursuance of decision taken in 18<sup>th</sup> meeting of Pakistan Nursing Council (PNC) held from 9<sup>th</sup> to 10<sup>th</sup> March 2015, the PNC vide letter dated 19-05-2015 and

26-05-2015, intimated SPSC that Gender Ratio of 90% (Female) and 10% (Male) must be observed while making appointment on all level of nursing positions by Public Service Commission in order to maintain a balance as required by nursing profession.

Audit observed that SPSC while advertising (Advertisement No. 01/2015 dated 14-05-2015) and recommending 477 candidates against 500 vacant posts of Staff Nurse (BPS-16), violated the female quota as prescribed by PNC and recommended 252 male candidates in excess against Female quota detailed as under:

Details	Male	Female	Total
Candidates recommended for initial appointment	300	177	477
Quota as per Gender Ratio prescribed by PNC (90% Female & 10 % Male)	48	429	477
<b>Excess (+)/Shortage (-)</b>	<b>252</b>	<b>-252</b>	<b>0</b>

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of selection of 252 male candidates against Female quota due to non-observance of Gender Ratio prescribed by PNC may be inquired at appropriate level besides fixing responsibility on the person(s) at fault and other remedial measures should be taken to discourage such practice.

(OM # 22)

#### **4.3.10 Selection of Staff Nurse against Minority Quota instead of Open Merit**

According to Establishment Division, Government of Pakistan Notification dated 26-5-2009, “it has been decided by the Federal Government to reserve, with immediate effect, 05% quota for employment of Minorities (Non-Muslims), as defined in Article 260(3)(b) of the Constitution of the Islamic Republic of Pakistan, 1973, to all posts across the board in the Federal Government Services/jobs to be filled by direct recruitment including CSS, in addition to their participation in the open merit”. According to Health Department, Government of Sindh, Karachi letter dated 29-04-2015 and Consolidated Advertisement No.01/2015 dated 14-05-2015, 25 posts were reserved for Minority Quota.

Audit observed that:

1. While declaring 477 candidates fit and suitable for the post of Staff Nurse (BPS-16) vide Press Release dated 30-03-2016, the SPSC recommended following 10 candidates against the Minority Quota (Urban) despite the fact that they were eligible for Open Merit (Urban).

Sr #	Merit #	Roll #	Name of Candidate	Father's Name
01	418	17251	Fozia Sumaira	Rafique Masih
02	419	17280	Suhail Khursheed	Kurshid Masih
03	420	17236	Samina	George
04	421	17642	Shagufta George	George Ghori
05	428	15429	Reeta	Khurshid Masih Sindhu
06	436	16791	Aploos Aziz	Aziz Masih
07	438	16977	Julia	Younas Bhatti
08	440	17128	Moon Minard	Master Sardar
09	452	17699	Adeel Eliyas	Eliyas Fazal
10	454	18174	Aster	Ghulam

2. Various non-minority candidates falling between merit numbers of above candidates including 07 below the merit number of all above candidates were recommended against Open Merit (Urban) quota.
3. Recommendation of minority candidates (appearing on Open Merit) against the Minority Quota instead of Open Merit was against the spirit of reserving the quota for minorities, which assures the minorities their minimum existence in Government Service.
4. Audit observed that there were some other minority candidates appearing on Open Merit were recommended against on Open Merit (Rural/Urban) whereas only above candidates (appearing on Open Merit) were recommended against Minority Quota.
5. Due to placement of Open Merit candidates on reserved Minority Quota, 10 posts reserved for Minority Quota (Urban) were shifted to Open Merit (Urban) resulting into deprivation of legitimate right of minorities.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends to justify selection of Staff Nurse against minority quota instead of open merit besides other remedial measures.

(OM # 23)

#### 4.3.11 Unauthorized selection of 35 candidates against minority/women/disabled persons quota

According to Article 0308 of SPSC-RMR, 2006, “the Branch/Section In charge shall scrutinize the Requisition to verify that it confirms to the Recruitment Rules and policy of the Government regarding quota system etc.

According to Establishment Division Notification dated 26-05-2009, “Federal Government has decided to reserve 5% quota for employment of minorities.....”. According to Section 10 of Disabled Persons (Employment & Rehabilitation) Ordinance, 1981, not less than 2% of the total number of persons employed by an establishment at any shall be disabled persons.....”. Health Department vide requisition dated 26-08-2013 for Dental Surgeon reserved 03 posts each for Women & Minorities and 01 for disabled persons.

Audit observed that SPSC while making recommendations for 65 posts of Dental Surgeon and 300 posts of Medial/Women Medical Officers in Health Department, deprived the minorities, women and disabled persons of their legitimate right by filling all 35 vacancies reserved for them with the persons not belonged to their quota detailed as under:

Sr #	OM #	Consolidated Advertisement No. & Date	Name of post	No. of posts of reserved quota filled with other persons
1	37	09/2013 dated 27-09-2013	Dental Surgeon (B-17)	Women (2R+1U), Minorities (2R+1U)&Disabled Persons (1R)
2	39	09/2012 dated 19-10-2012	Medial Officer (B-17)	Minorities (9R+6U) Disabled Persons (1R)
			Women Medical Officer (B-17)	Minorities (3R+2U) Disabled Persons (1R+1U)

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of selection of Dental Surgeon and Medical/Women Medical Officer against the posts reserved for other quotas may be inquired besides fixing responsibility on the person(s) at fault, production of record for audit and other remedial measures.

#### **4.3.12 Appointment of Director General, Provincial Disaster Management Authority by modifying the basic rules and criteria of selection of post**

Following qualification and experience was laid down for the post of Director General (DG), Provincial Disaster Management Authority (PDMA) Sindh vide Rehabilitation Department Notification dated 24-09-2014:

1. Master's Degree in 2<sup>nd</sup> Division from a recognized University with courses or training related to Disaster Risk Management (DRM), Disaster Risk Reduction (DRR), Rehabilitation Works, Firefighting, First Aid, Security, Leadership (HRD), Coordination, Relief & Rescue Operation.
2. Minimum 10 years management experience in implementation of policies pertaining to disaster mitigation, preparedness, relief, rescue and rehabilitation (*Above condition was replaced with the words " minimum five years' experience" vide Notification dated 22-05-2015*)

Audit observed that SPSC vide letter dated 02-09-2015 recommended the name of Syed Salman Shah S/o Syed Wadal Shah Bukhari incumbent DG, PDMA, Rehabilitation Department, Government of Sindh on the same post. Above candidate seems to be ineligible and recommendation seems to be defective due to following reasons:

1. According to Sr # 16 of Rehabilitation Department's requisition dated 02-10-2014 for above post (to be filled on open merit), Syed Salman Shah was appointed on regular basis on the recommendation of selection committee and with the approval of competent authority i.e., Chief Minister Sindh vide Notification dated 14-03-2013 and he possessed the qualification prescribed under the rules for above post despite the fact that the post fallen under the purview of SPSC and recruitment rules were approved on 24-09-2014 (i.e., 1 ½ years after appointment)

2. SPSC invited online applications for above post vide Consolidated Advertisement No.05/2014 dated 01-12-2014 and scheduled the interview from 2 to 4<sup>th</sup> March 2015 but postponed vide Press Release dated 24-02-2015 due to service exigency.
3. The SPSC vide letter dated 10-03-2015 informed the Rehabilitation Department that out of total 49 applicants, no candidate possess required length of experience as mentioned in condition (iv) of the advertisement under important note. It is added that as per online soft data, Syed Salman Shah was also included among 49 candidates declared ineligible.
4. Rehabilitation Department modified recruitment rules by reducing experience from 10 years to 05 years vide Notification dated 22-05-2015, SPSC re-advertised the post by inviting manual applications vide Advertisement No.02/2015 dated 05-06-2015, interviewed 12 candidates on 26-08-2015 (despite inviting 10 candidates) and recommended Syed Salman Shah S/o Syed Wadal Shah Bukhari on same date for the post of DG, PDMA, Sindh (already held by him).
5. Though record of scrutiny of applications as a result of both consolidated advertisements was not produced to verify the reasons of rejection of candidates of earlier advertisement quoted by SPSC, the online soft data of first advertisement and information mentioned in attendance sheet of Interview of 2<sup>nd</sup> advertisement were compared and it was found that 06 candidates (including Syed Salman Shah) had participated in response to both advertisements for same post but declared ineligible in first process due to not possessing 10 years' experience and eligible for second process due to possessing 05 years' experience by SPSC. Factual position is that except Syed Salman Shah & Liaquat Ali, other four candidates possessed 10 years' experience at the time of first advertisement. There were other three candidates declared ineligible with reference to first advertisement despite possessing required 10 years length of service (details enclosed as **Annex Para 4.3.12**).
6. It is evident from foregoing paras that whole exercise of framing the recruitment rules and holding recruitment processes twice seems to be an exercise for regularizing the ineligible incumbent by extending undue favoritism.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting

Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of regularization of appointment of an ineligible incumbent may be inquired besides fixation of responsibility on the person(s) at fault, production of record to audit and other remedial measures.

(OM # 13 & 27)

#### **4.3.13 Doubtful selection of 06 candidates against the posts of Medical/Women Medical Officer (BPS-17)**

According to Article 0728 of SPSC-RMR, 2006, announcement of authenticated and correct results of examinations with the approval of Chairman SPSC shall be the responsibility of Controller Examination (CE) and Additional Controller Examination (ACE) respectively.

Audit observed that following 06 candidates declared disqualified in Pre-Interview Written Test held on 13-01-2013 and 20-01-2013 (for the post of Medical Officer/Women Medical Officer BPS-17 in Health Department) vide Press Release dated 09-04-2013 were subsequently declared qualified vide Corrigendum dated 23-04-2013 issued after 02 weeks of result & 05 days after start of interview and recommended suitable in interview held in April & May 2013 vide Press Release dated 01-05-2013.

<b>Sr #</b>	<b>Merit #</b>	<b>Roll #</b>	<b>Name</b>	<b>Father's/Husband Name</b>	<b>Quota</b>
1	23	10210	Abdul Ghaffar	Haji Karim Bakhsh Shaikh	Rural
2	69	15201	Fareeda Parveen	Fida Hussain	Rural
3	39	16256	Sadia Hussain	Hussain Ali	Urban
4	97	16284	Shaheen	M. Saleem	Rural
5	50	18424	Nusrat Shaheen	M. Ali Solangi	Rural
6	98	20069	Firdous Ara	Ali Dino Solangi	Rural

As per clarification vide letter dated 17-05-2013, tests were conducted on Optical Mark Recognition System (OMR) from 8,445 candidates. A number of failed candidates applied for recounting/rechecking of their result and initial scrutiny revealed that candidates had marked the type of question paper incorrectly and the machine readable assessment declared such candidates as failure. However, all



question papers were sorted/reassessed and declared above 06 candidates successful. Above selection was found doubtful on following grounds: -

1. Original result was announced on 09-04-2013 after lapse of 03 months of written test held on 13<sup>th</sup>& 20<sup>th</sup> January 2013. While using OMR, such delay in result could not be understood.
2. Audit also observed that SPSC took 03 months to assess 8,445 written test copies on OMR and two weeks to reassess all those copies, which creates doubts on the transparency of written test mechanism.
3. Since record pertaining to original and revised result along with applications submitted by candidates for recounting was not produced, therefore the SPSC (vide Requisition Memo No.04 dated 17-02-2017) was requested to provide details of failed candidates applied for recounting/rechecking of their results, applications submitted by failed candidates supported with original Challans of prescribed fee submitted for recounting/rechecking, record pertaining to original result and revised result after recounting/rechecking all question papers, Award List, Marks Statement, Marks Sheets & Evaluation Sheets and Merit Lists as required under Recruitment Management Regulations RMR with reference to above clarification, record of scrutiny of applications for above recruitment, attendance Sheet for interview and other relevant record but the same was not produced.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of selection candidates declared unqualified in written tests may be inquired besides fixing responsibility on the person(s) at fault, production of record for audit and other remedial measures.

**(OM # 40)**

#### 4.3.14 Doubtful recruitment process for the post of Law Officer (BPS-17) in SPSC

According to Recruitment Rules to the post of Law Officer (BPS-17) in SPSC, minimum qualification of Law Graduate in Second Division from a recognized University with at least five years standing at the Bar was prescribed vide SGA&CD notification dated 14-05-2012. According to Sub-Article (a) (c) of Article 0416 of SPSC-RMR, 2006 received applications will be docketed by the staff in a Central Record Register (CRR) and Branch Record Register (BRR). According to Article 0358, “after acceptance of Additional Vacancies, an advertisement/amendment to the previous advertisement shall be issued re-advertising the increase in the number of posts and inviting fresh applications”.

Audit observed that the SPSC had advertised one post (Rural) of Law Officer (BPS-17) in SPSC twice detailed as under:

Advertisement No. & Date	No. of applicants			Details of Interview	Final status (by Recruitment Section RS-III)
	Total	Eligible	Date	No. of candidates	
07/2012 04-09-2012	56 (AR 2012)	-	03-01-2013	13	All candidates were rejected at initial stage due to dearth of experience, hence Re-advertised in 2013
05/2013 20-02-2013	56 (RS-III)	36 (RS-III)	30-04-2013	16 (Sr # 21 to 36)	Mr. Muhammad Yousuf Alvi was recommended

Above recruitment process found doubtful on the following grounds

1. According to Annexure-V (Page # 48) of Annual Report (AR) 2012, above post was advertised during the year 2012, number of applicants were 56 and “case ripe for interview”. However, the same was required to be included in Annexure-II of Annual Report, 2013 but the same was not included.
2. According to data provided by Recruitment Section (RS)-III in respect of Advertisement No.07/2012, “all candidates were rejected at initial stage due to dearth of experience, hence Re-advertised in 2013”. These remarks of the section were not substantiated on following grounds:
  - i. Necessary record of both advertisement pertaining to applications including CRR/BRR and scrutiny of applications including details of admitted, deficient and rejected applications were not produced to audit.

- ii. The status of above recruitment was shown in AR 2012 as “case ripe for interview”, this means all candidates were not rejected at initial stage and there were eligible candidates.
- iii. According to attendance sheet of interview held on 03-01-2013 with reference to first advertisement, 07 candidates out of 13 had appeared in the interview and qualification and experience mentioned in relevant columns in respect of all candidates including the candidates appeared in interview was matching with qualification and experience mentioned in recruitment rules. Hence, reason given for re-advertisement was not justified.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of doubtful recruitment process for the post of Law Officer (BPS-17) in SPSC may be inquired at appropriate level besides fixing of responsibility on the person(s) at fault, production of record to audit and other remedial measures.

**(OM # 59)**

#### **4.3.15 Unauthorized recruitment process for the posts of Assistant Director, Recruitment (BPS-17) and Media Coordinator (BPS-17) in SPSC without approval**

According to Article 0311 of SPSC-RMR, 2006, if the Requisition is found in order, have been vetted by Controller Examination and approved by Chairman SPSC; it will be forwarded to Secretary of the Commission for further processing of advertisement.

It was observed that the SPSC had advertised the following posts without approval of Competent Authority as requisition was not received over the signature of Administrative Secretary (i.e., Secretary Services):

Name of Post	Adv. No. & Date	Requisition submitted for signature of Secretary Services on	Requisition signed by Secretary Services on	Date of Press release of recommendation	Name of recommended candidate
Assistant Director, Recruitment (B-17)	07/2012 04-09-2012	12-07-2012	23-08-2013	31-07-2013	Akhlaque Ahmed S/o Muhammad Nawaz Kalwar
Media Coordinator (BPS-17)	02/2014 03-04-2014	28-04-2014	Not received	23-06-2014	Hafizullah Kaka S/o Ghulam Qadir

Following irregularities were found in above recruitment process:

1. Both posts were advertised and candidates declared fit and suitable for appointment before receipt of requisition duly signed by the Administrative Secretary.
2. Even the requisition for the post of Media coordinator was sent for approval and signature of Administrative Secretary after 25 days of advertisement and just two days before the closing date i.e., 30-04-2014.
3. The requisition for the post of Assistant Director was received (duly signed by Administrative Secretary) after 23 days of declaring the candidate fit and suitable for appointment, whereas; the requisition for the post of Media Coordinator was not received from the Administrative Department despite more than 03 years' time and the recommendation of the candidate was also not sent to Administrative Secretary as evident from SPSC letter dated 24-07-2015 and 24-10-2016. However, Press Release of recommendation was issued on 23-06-2014.
4. Audit observed that the Job description for the post of Media Coordinator was not prescribed while framing Recruitment Rules as evident from:
  - i. Para 31 to 38 of office Note dated 06-11-2014, according to which SPSC had forwarded the requisition form vide letter dated 28-04-2014 after failing to have the Job Description.
  - ii. SPSC vide letter dated 01-06-2015 had requested the Federal and all Provincial Service Commissions to intimate whether the post of Media Coordinator with job description exist in their institutions or otherwise.
5. Recommendation of Media Coordinator without seeking prior approval of Competent Authority was also evident from SGA&CD letter dated 29-09-2016 and 14-11-2016 as under:

- i. According to letter dated 29-09-2016, SPSC was requested to furnish full justification regarding appointment of Media Coordinator in SPSC without seeking prior approval of Competent Authority.
  - ii. According to letter dated 14-11-2016, justification regarding appointment of Media Coordinator submitted by SPSC vide letter dated 24-10-2016 was not considerable legal as the same was made without seeking prior approval of Competent Authority.
6. Besides, other important record pertaining to recruitment rules was not produced.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of unauthorized recruitment process for the posts of Assistant Director, Recruitment (BPS-17) and Media Coordinator (BPS-17) in SPSC without approval of Competent Authority may be inquired besides fixing of responsibility on the person(s) at fault, production of record to audit may be ensured and remedial measures need to be taken to discourage such irregularities.

**(OM # 60)**

#### **4.3.16 Posting of Secretary/Controller of Examination in contradiction of Recruitment Rules**

SGA&CD, GoS vide Notification dated 19-12-1996 prescribed following method of appointment to the posts detailed as under:

<b>Name of post</b>	<b>Method of filling</b>
Secretary (BPS-18) SPSC	By transfer in consultation with the Chairman SPSC on tenure basis not exceeding 3 years an officer of BPS-18 of former PCS Cadre/APUG/ Deputy Secretary of Sindh Secretariat
Controller of Examination (BPS-18) SPSC	By promotion on seniority-cum-fitness basis from amongst the Assistant Controller of Examination and Deputy Secretary (BPS-17) in the ratio of 1:2 with at least five years' service OR by transfer

Audit observed that:

1. The post of Secretary (BPS-18) was occupied by BPS-19 PSS officer (Syed Shafi Muhammad Shah) w.e.f., 03-10-2012.
2. The post remains in BPS-18 till 2017 as evident from Finance Department, Government of Sindh letter dated 23-01-2017, according to which Finance Department accepted the proposal of Chairman, SPSC for re-designation of post of Director (BPS-19) as Secretary (BPS-19) and Secretary (BPS-18) as Deputy Controller of Examination (BPS-18) w.e.f., 23-01-2017.
3. As per recruitment rules, period of posting of Secretary was three years but above officer continued for more than 04 years.
4. Post of Secretary was also hold by Syed Aijaz Hussain Jafri for four years from 14-01-2009 to 13-01-2013.
5. Similarly, as per recruitment rules, the post of Controller of Examination was to be filled through promotion but the same was also occupied by PCS officer (Mr. Hadi Bux Kalhoro) since 18-06-2013.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of posting of Secretary/Controller of Examination in contradiction of Recruitment Rules may be inquired besides fixing of responsibility on the person(s) at fault.

**(OM # 66)**

#### **4.3.17 Non-completion of recruitment process**

According to Article 0109 of SSC-RMR, 2006, “the Commission is full competent to make Policy Decisions to prescribe detailed procedures for the selection process and other allied matters....”

Audit observed that:

1. As per data provided by concerned Recruitment Sections, SPSC did not complete recruitment process in 87 cases some of them were initiated in 2012 (**Annex Para4.3.17**)
2. However, 15 cases (out of 87 cases referred above) were shown completed in Annual Reports of SPSC (Annex Para 4.3.19) but no record in support of these cases was produced.
3. There was no time period prescribed for completion of a recruitment process.
4. Recruitment process was being completed even beyond the period of three years.
5. Recruitment process in few cases was finalized in months pending recruitment processes started earlier.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of non-completion of recruitment processes may be inquired besides fixing responsibility on the person(s) at fault, production of record for audit and other remedial measures.

**(OM # 62)**

#### **4.3.18 Selection of deficient candidates for appointment against various posts**

According to Article 0515 of SPSC-RMR 2006, if a candidate fails to submit properly attested copies of required documents, his/her application will be regarded as Deficient. According to Article 0516(b), candidates whose applications have been categorized as “Deficient” will be informed by letter and called upon to rectify the shortcomings of correctable nature immediately. As per Article 0908 read 0910, if a candidate fails to produce original documents at the time of interview he would be excluded from interview. In exceptional cases, Chairman Interview Committee may pass written orders on application allowing few days for submission of missing documents before interview committee prior to the conclusion of series of concerned interview.

Audit observed that SPSC recommended twenty (20) deficient candidates for different posts (**Annex Para 4.3.18A**) despite the fact that their applications were rejected due to non-submission of required documents (details enclosed as **Annex Para 4.3.18B**).

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of selecting of deficient candidates may be inquired besides fixing responsibility on the person(s) at fault and other remedial measures to appoint the eligible candidates for the posts as per prescribed criteria/qualification.

#### **4.3.19 Deficiencies/irregularities during recruitment process of various posts**

According to Sub-Article (a) of Article 0416 of SPSC-RMR, 2006 “received applications will be docketed by the staff in a Central Record Register (CRR) to be maintained for the purpose”. According to Sub-Article (c) of above Article, “at the respective branches, the applications will be placed alphabetically and particulars as given in sub-Article (b) above, recorded in the Branch Record Register (BRR)”. As per Article 0311, requisitions found in order, vetted by Controller of Examination and approved by the Chairman will be forwarded to Secretary for further process of advertisement.

Audit observed various deficiencies/irregularities incurred by SPSC during recruitment process for twenty-four (24) posts in three (03) departments of Government of Sindh (**Annex Para 4.3.19A**) details enclosed as **Annex Para 4.3.19B**.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.



Audit recommends to justify the deficiencies/irregularities in recruitment process of various posts besides production of record for audit.

#### **4.3.20 Irregularities in Combined Competitive Examination 2013**

According to Article 0301 of SPSC-RMR 2006, “In order to facilitate planning, avoid bottlenecks and conduct recruitment process in an orderly and systematic manner, the Commission promulgates schedule of posts falling within its purview from time to time. Requisitions for recruitment for posts are accordingly received at the commission from Government Departments on the prescribed form.....”. Sub-Article (b) of Article 0356, “variation in the number and nature of posts may be accepted specifically in the case of Combined Competitive Examination without inviting fresh applications. This provision will only be permissible when an indication to this effect has been given in the original advertisement and the change in the number and nature of the vacancies is received by the Commission before the commencement of the interviews”.

Audit observed that SPSC had advertised various posts under Combined Competitive Examination (CCE) Executive Cadre, 2013 vide Advertisement #08/2013 dated 02-07-2013. It was noticed that:

1. CCE was not being held every year as required under Article 0302 of SPSC-RMR, 2006.
2. Requisitions were not scrutinized properly as the same did not contain copies of Job specification of the posts and written approval of SGA&CD for increase/decrease of posts.
3. Out of 252 posts requisitioned by 06 departments from 2011 to 2016, 73 posts were not included in Advertisement referred above (details enclosed as **Annex Para 4.3.20**).
4. According Note (iii) below the above advertisement, “number of post is subject to change as per the requirements of Government of Sindh”. Additional 73 posts contain 14 posts of Additional District Food Controller (ADFC) not included in advertisement and according to Sub-Article (b) of Article 0357, variation in number and nature of posts was only admissible when an indication to this effect had been given in original advertisement and the change in case number and nature of the posts is received by the Commission before the

commencement of the interviews. Since in this case, the Commission did not give any indication about change in nature of the post therefore additional vacancies in this case were not admissible as neither above post was included in original advertisement nor additional 08 posts were received (on 21-07-2016) before commencement of interview (on 25-04-2016).

5. According to Recruitment Rules prescribed for the post Mukhtiarkar vide Notification dated 01-06-1992, 50% quota was prescribed for initial recruitment. Ten Percent (10%) of the posts meant for initial appointment shall be filled from amongst the members of the Ministerial Establishment of the Bard of Revenue and the Divisional Commissioners. However, provision for Ministerial Establishment of the department was not mentioned in the advertisement. Audit also observed that the SPSC had not considered the Ministerial Establishment of the department in past as evident from BOR letter dated 30-10-2013, according to above letter, BOR vide letter dated 19-07-2008 had requisitioned 98 posts of Mukhtiarkar (being 50% for initial quota) with request to fill 10% of posts from ministerial establishment of BOR but SPSC recommended 98 candidates without considering BOR employees quota.
6. There was provision of “Special Pay” for the post of DFC/Storage & Enforcement Officer (B-16), Food Department but the said provision was not mentioned in advertisement.
7. Only Food and Excise & Taxation Departments had mentioned Minorities and Disabled Persons Quota in their requisitions but the same was neither mentioned in advertisement nor considered while recommending the candidates. It was also noticed that other four departments had not mentioned about any quota whereas no department mentioned about Women Quota.
8. According to information provided by concerned branch, 28,000 applications were received whereas according to Annual Report 2013 and onwards Annual Reports, 26,000 applications were received. However, application record mentioned in Article 0416 including Central Record Register (CRR) and Branch Record Register (BRR) were not produced to know exact number of applications received.
9. Screening test was conducted on 28-12-2014, however, no such provision for CCE was available in SPSC-RMR or in advertisement. Relevant record pertaining to screening test was also not produced except Press Release letter for

declaration of result of above test containing only Roll Numbers of successful candidates.

10. According to Press Release dated 08-01-2015, a clarification was issued over the signature of Controller Examination for complaints of candidates regarding accuracy of some questions. It was mentioned in above letter that the complaints were frivolous and in light of recommendations of panel experts and to cater element of human error, full benefit was extended to the candidates across the board. However, no record in this regard was available or produced to audit.
11. Details of complaints received pertaining to CCE-2013 in response to Press Release dated 21-03-2016 along with final decision and supporting record were also not produced.
12. Written Examination was held from 25-04-2016 to 11-08-2016, written examination result was announced vide Press Release dated 16-03-2016, interviews were held from 25-04-2016 to 11-08-2016 and Press Release regarding recommendation of 227 candidates was issued vide letter dated 19-08-2016. However, important record pertaining to written examination and interview (including option forms, evidence of psychological test, Marks Sheets, Marks Statement Register with supporting record and Merit lists) was not produced. It was told that marks sheets to recommended candidates were not issued.
13. Out of 664 candidates were called for interview, 647 were appeared in interview whereas 227 candidates were recommended against 252 posts. However, no recommendation was made against 25 posts, reasons of which were not available in record produced to audit.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of irregularities in CCE (Executive Cadre) 2013 may be inquired besides fixing responsibility on the person(s) at fault, production of record and other remedial measures.

**(OM # 55)**

#### 4.3.21 Irregularities in recruitment process for the post of Assistant (BPS-14) in SPSC

According to Sub-Article (a) (c) of Article 0416 of SPSC-RMR, 2006 received applications will be docketed by the staff in a Central Record Register (CRR) Branch Record Register (BRR). Article 0358, “after acceptance of Additional Vacancies, an advertisement/amendment to the previous advertisement shall be issued re-advertising the increase in the number of posts and inviting fresh applications”.

Audit observed that the SPSC had recruited 13 candidates against the post of Assistant (BPS-14) in SPSC details enclosed as **Annex Para 4.3.21**. It was observed that:

1. The SPSC advertised 09 posts of Assistant (BPS-14) detailed as under:

Advertisement #	Dated	Name of post	No. of Posts		
			R	U	T
01/2012	20-01-2012	Assistant	4	3	7
05/2013	20-02-2013	Assistant	2	0	2

2. According to Office Note dated 23-04-2012, out of total 27 posts of Assistant, 10 posts were lying vacant including 07 reserved for initial appointment (Advertisement No.01/2012) and 03 for promotion. The posts reserved for promotion were filled on 02-05-2012.
3. However, 11 candidates (7 Rural 04 Urban) were declared successful vide Press Release dated 13-09-2012 against available 07 advertised vacant posts reserved for initial appointment. Recruitment on additional 04 posts was unauthorized as under:
  - i. Additional 04 candidates were selected despite non-availability of posts.
  - ii. Had these posts been available, even than recruitment on these posts was to be made by re-advertising and inviting fresh applications.
  - iii. Out of total 27 posts, 13 posts (being 50%) were to be filled through initial appointment, however, direct appointment of 11 Assistants increased the figure of total directly appointed assistants to 17 (including 06 already filled). Thus, 04 Assistants were appointed in excess of their quota that too over and above the sanctioned strength.

4. Written test result in respect of advertisement No.01/2012 was announced vide Press Release dated 16-08-2012 according to which written tests were held on 27-03-2012 and 10-05-2012. Reasons of conducting written test for the same post on two different dates after gap of 1 ½ Months could not be known. No other record pertaining to above written tests was produced.
5. There was inordinate delay in declaration of result i.e., after 05 months of first date (i.e., 27-03-2012) and 03 months after second date of written test (i.e., 10-05-2012). The reasons of such delay could not be known as the SPSC uses OMR machine and announcement of such delay in results was not justified.
6. According to a complaint forwarded by Secretariat of Governor Sindh, Governor's House, Karachi and Supreme Court of Pakistan available in the file, all 11 candidates recruited through advertisement No.01/2012 were relatives/family members of the Chairman, Members, Officers and Officials of the Commission. SPSC vide letter dated 15-03-2013 replied that:
  - i. There is no bar on candidates who are direct/indirect relatives of Chairman/Members and staff members of SPSC. The Commission has observed full transparency in holding Pre-Interview Written Test and final interview for selection of eligible candidates
  - ii. 2,279 candidates had submitted their applications
  - iii. 51 candidates qualified Pre-Interview Written Test and called for interview conducted from 10-12 September 2012
  - iv. Interview Committee was assisted by Director (IT) and Member (Examination)
  - v. Eleven Candidates were selected (07 Rural 04 Urban)
  - vi. For relation of successful candidates with Commission Chairman, Member, Officers and Officials, clarification about 06 candidates was provided (the same has been summarized in Annex Para 4.3.15)
  - vii. The Secretary. SPSC (Syed Shafi Muhammad Shah) was interrogated and he declared on oath that the candidates mentioned as his relatives in complaint were not directly or indirectly related to him.
7. However, no documentary evidence was available or produced in support of reply (i.e., eligible candidates were selected on the basis of merit not relationship) including declaration of the Secretary on oath, constitution of committee, applications supported by documents and registers and merit lists.

8. As already discussed, there was no vacancy of Assistant available, advertising (05/2013) two fresh posts i.e., too for Rural need to be justified. Moreover, no record pertaining to written tests and interview in respect of Advertisement No.05/2013 was available in record produced to audit.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of in recruitment process for the post of Assistant (BPS-14) in SPSC may be inquired besides fixing responsibility on the person(s) at fault, production of record to audit may be ensured and other remedial measures, should need to be adopted to avoid recurring of such incidence.

(OM # 58)

#### **4.3.22 Irregular posting on deputation and doubtful drawal of salary- Rs2.960 million**

According to SGA&CD, GoS, Karachi letter dated 23-08-2010, following Policy Guidelines were approved while considering the case of government employees on deputation:

- i. Administrative Department shall requisition the services of only those government employees who fall within the definition of Section 2(b) of the Sindh Civil Servants Act,1973 for their posting borrowing department on deputation for specific period.
- ii. Administrative Secretary of borrowing department shall provide a certificate that the services of such a government employee are essentially required, as no fit and suitable person commensurate to fill such post is available in the borrowing department and that the qualification & experience of such proposed deputationist are matching with the recruitment rules & job description of the post to be filled by such deputationist.
- iii. Case of proposed deputationist shall only be considered if the same is received in the prescribed proformas duly signed by the concerned Administrative Secretaries of borrowing/lending departments.

- iv. Proposed civil servant shall remain on specific posting on deputation for approved tenure and his transfer from such post shall tantamount to termination of his existing deputation.
- v. Maximum period shall be 03 years subject to yearly renewal by the Competent Authority.
- vi. Consequent upon clearance of proposed deputationist, he shall extend undertaking that in case of cancellation of his deputation period or in case of completion of his approved tenure of deputation, he shall report to his parent department without waiting for separate order and in case of such default he shall render himself liable to be proceeded under disciplinary proceeding.

According to Recruitment Rules for the post of Assistant Controller of Examination (BPS-17) prescribed vide SGA&CD Notification dated 19-12-1996, the post was required to be filled by promotion.

Audit observed that:

1. Mr. Juma Khan Chandio Subject Specialist (BPS-17) Education & Literacy Department was posted on deputation basis as Assistant Controller of Examination (BPS-17) vide SGA&CD Notification dated 01-09-2008 for a period of 01 year. His deputation period was extended for 01 year from 03-09-2009 vide SGA&CD Notification dated 01-09-2009.
2. Both times i.e., at the time of deputation and extension, the consent of borrowing/lending department was not found received as evident from SGA&CD letter dated 25-08-2010 according to which comments/views and NOC were sought on the application of above deputationist. This depicts that above deputationist directly approached SGA&CD without involving lending (Education) or borrowing (SPSC) departments.
3. In response to SGA&CD letter dated 06-10-2010 for examining the case of extension of above deputationist in light of SGA&CD letter dated 06-10-2010, the SPSC vide letter dated 22-10-2010 above deputationist was directed to submit his willingness certificate for deputation, undertaking to report to parent department in case of cancellation or completion of deputation period and name of school in which he was posted. In reply dated 10-11-2010, above deputationist submitted the willingness and undertaking but for name of his school, he replied that the same had already been submitted in SGA&CD. This depicts that neither SPSC knows name of his parent school nor he informed during his whole period of posting in SPSC.

4. Assistant Controller of Examination was promotion post and nature of job of Assistant Controller of Examination was totally different from Subject Specialist hence above deputation was violation of SGA&CD letter dated 23-08-2010 referred above.
5. His period of deputation was extended for 3<sup>rd</sup> year vide SGA&CD Notification dated 21-02-2011 from 03-09-2010 and 4<sup>th</sup> year vide Notification dated 26-09-2011 from 02-09-2011. He was allowed 5<sup>th</sup> year extension vide Notification dated 03-12-2012 from 02-09-2012 despite the fact that deputation for only 03 years was allowed and he was repatriated vide Notification dated 29-05-2012 i.e., during currency of 04<sup>th</sup> year deputation but he did not report to his parent department in accordance with his undertaking.
6. He was continued on deputation unauthorizedly till 14-05-2013 9 (i.e., date of his appointment as Deputy Controller of Examination BPS-18) in SPSC (appointment record was not produced)
7. No relieving certificate by his parent department before joining on deputation in 2008 was available nor LPC/Service Statement (in case he was gazette employee) was available to verify whether his salary was stopped in his parent department, any dues of his parent department against him and he was drawing his salary in accordance with his last pay drawn.
8. Audit observed that the officer was drawing manual salary (instead of computerized) from District Accounts Office Hyderabad during his posting as Assistant Controller of Examination from 2008 to 2013 without any justification. Resultantly an amount of Rs2.960 million drawn manually by him on account of salary during his period of deputation from 2008 to 2013 creates doubts on its authenticity and chances of drawl of double payment of pay and allowances from previous department cannot be ruled out.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of irregular posting on deputation and doubtful drawal of salary may be inquired besides fixing responsibility on the



person(s) at fault, production of record to audit may be ensured and take remedial measures for stoppage of such practice.

(OM # 64)

#### 4.3.23 Non-production of record

According to Section 14 (2) & (3) of the Auditor-General's (Functions, Powers and Terms and Conditions of Service) Ordinance, 2001, states that the officer in charge of any office or department shall afford all facilities and provide record for audit inspection and comply with requests for information in as complete a form as possible and with reasonable expedition. Further, any person or authority hindering the auditorial functions of the Auditor General regarding inspection of accounts shall be subject to disciplinary action under Efficiency & Discipline Rules.

Following record was not produced:

1. It was observed that SPSC completed recruitment process in 194 cases (**Annex Para 4.3.23-A**) as per data provided by concerned section but relevant record as per **Annex Para-4.3.23-B** was not produce to audit.
2. Documents pertaining to qualification, experience etc., in respect of Chairman/Members
3. Supporting documents for promotion (i.e., service/experience record, ACR dossiers etc.,) of various officers/officials promoted during period under audit.
4. Notification of Powers of Chairman to appoint members as Member-in-Charge of Various Branches/Departments
5. Report on defalcation and losses

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of non-production of record may be inquired besides fixing responsibility on the person(s) at fault and production of record to audit and other remedial measures may be adopted to discourage such practice.

(OM # 34, 52, 57 & 63)

## 4.4 Departmental and Promotional Examinations

### 4.4.1 Declaring failure candidates passed in Revenue Qualifying Examination

According to Sub-Article (f) of Article 0787 of SPSC-RMR, 2006 “**Qualifying Standards:** A Civil Servant, who in any examination secures 45% of the maximum marks allotted to each subject, and 50% in Aggregate, shall be deemed to have passed such examination”.

Audit observed that SPSC declared 80 candidates passed in Revenue Qualifying Examination 2012 and 2013 vide Notification dated 24-06-2013 and 28-06-2013 and Press Release dated 16-06-2014 respectively (**Annex Para4.4.1**). Candidates declared passed include 76 candidates, who could not secure 45% of the maximum marks allotted to each subject (detailed as under) but declared passed in contradiction to Sub-Article (f) of Article 0787 of SPSC-RMR, 2006.

Sr. No.	Particulars	No. of candidates		Total
		Session2012	Session 2013	
1	Passed in all subject	00	04	04
2	Less than 45% marks in 1 subject	08	12	20
3	Less than 45% marks in 2 subjects	04	28	32
4	Less than 45% marks in 3 subjects	03	10	13
5	Less than 45% marks in 4 subjects	00	09	09
6	Less than 45% marks in 5 subjects	00	02	02
	<b>Total</b>	<b>15</b>	<b>65</b>	<b>80</b>

It is added that there were 10 subjects of RQE but candidates even failed in 05 subjects were also declared passed. Audit also observed that two candidates secure “Zero Marks” in one subject each were also declared passed in RQE.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of declaring of failure candidates as passed in Revenue Qualifying Examination may be inquired at appropriate level besides fixing of responsibility on the person(s) at fault.

(OM # 67)

#### 4.4.2 Acceptance of invalid exemption in Revenue Qualifying Examination 2013

According to Sub-Article (g) of Article 0787 of SPSC-RMR, 2006 “**Exemptions:** A candidate, who has secured not less than 60% of the maximum marks allotted to any subject in a Departmental Examination, shall be exempted from appearing in that subject at any subsequent examination, provided that the exemption shall be valid for a period of four (4) years”.

Audit observed that SPSC allowed 03 candidates to appear in Revenue Qualifying Examination 2013 with exemption despite the fact that their exemption was already expired in terms of Sub-Article (g) of Article 0787.

Sr #	Roll No.	Name of Candidate	Detailed of Exemption secured		Exemption Valid till	Advertisement for session 2013
			Subjects	Date		
1	2021	Nisar Ahmed Soomro	Revenue/Accounts	November 2008	October 2012	June 2013
2	2053	Abdul Karim Memon	Judicial/Accounts	June 2009	May 2013	June 2013
3	2060	QaziAmjad Ali	Accounts	June 2009	May 2013	June 2013

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of acceptance of invalid exemption in Revenue Qualifying Examination 2013 may be inquired besides fixing of responsibility on the person(s) at fault and other remedial measures for discouraging such practice.

(OM # 68)

#### **4.4.3 Doubtful passing of candidate in Revenue Qualifying Examination 2012**

According to Article 0728 of SPSC-RMR, 2006:

- a. Announcement of authenticated and correct results of examinations shall be the responsibility of Controller Examination (CE) and Additional Controller Examination (ACE) respectively.
- b. Before announcing the results of examination/tests to the press, Member (Examination) and CE/AC, as the case may be, shall jointly check that those candidates tabulated in the qualifiers list have actually achieved the approved datum/pass marks by comparing the Answer Scripts, Award List and Marks Statement Register.
- c. Prior to announcement of results and submission of the same to the concerned department, Chairman SPSC shall approve the same on file. Immediately after announcement of results, CE is to prepare the gazette and have it published as soon as possible.

Audit observed that SPSC had declared 14 candidates passed in Revenue Qualifying Examination 2012 vide Notification dated 24-06-2013. Subsequently, the SPSC vide Notification dated 28-06-2013 declared Munshi Shahid Hussain Dayo (Roll # 841) passed and placed him at Merit No.01 citing the reason that his result was withheld for further verification and his result is being declared after making required verification. Declaring above candidate passed was doubtful on the following grounds:

1. The notification of original result dated 24-06-2013 did not contain the fact of withheld result of above candidate as did by SPSC while declaring the result of RQE 2013 along with withheld result of two candidates vide Press Release dated 16-06-2014.
2. Neither details of required verification (basis for withholding the result as per Notification dated 28-06-2013) nor any record of such verification was available or produced to audit.
3. Compliance of Article 0728 was not found made as evident from Office note dated 24-06-2013 submitted to Chairman directly by Deputy Controller of Examination for approval of result of 14 candidates announced vide Notification dated 24-06-2013 detailed as under:

- i. Submission of note for approval of result to Chairman directly by Deputy Controller of Examination (DCE) instead of ACE through Member (Examination) depicts that the result was not jointly checked by the Member (Examination) and Additional Controller of Examination to ensure that candidates tabulated in the qualifiers list have actually achieved the approved datum/pass marks by comparing the Answer Scripts, Award List and Marks Statement Register as required under Sub-Article (b) of Article 0728 of SPSC-RMR, 2006.
  - ii. Both the notifications of results dated 24-06-2013 and 28-06-2013 were issued over the signature of DCE, which was violation of Sub-Article (a & c) of Article 0728 of SPSC-RMR, 2006 according to which announcement of authenticated and correct results of examinations shall be the responsibility of Controller Examination (CE) and Additional Controller Examination (ACE).
4. Besides, necessary record as mentioned in Article 0787 of SPSC-RMR, 2006 including Award List and Marks Statement Register were not produced to audit to authenticate the passing of above candidate.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of doubtful passing of candidate in Revenue Qualifying Examination 2012 may be inquired besides fixing responsibility on the person(s) at fault, production of record to audit and other remedial measures.

**(OM # 69)**

#### **4.4.4 Irregularities in Revenue Qualifying Examination 2012 & 2013**

According to Article 0786 of SPSC-RMR, 2006, “.....SPSC may be called upon to conduct other examinations, such as, Departmental Examinations, Promotion Examinations, Language Examinations and NIPA Entrance Examinations.....”. According to Article 0787 of RMR:

- a. Posts/Services for which Departmental Examination shall be conducted, include Deputy District Officer (DDO) Part-I & Part-II, Revenue Qualifying Examination (RQE), Subordinate Accounts Service (SAS) for Senior Auditors in LFA

Department, Treasury Accountants & Treasury Clerks, Deputy Superintendents of Police (DSP) and Office in Grade 16 and above in Departments other than Irrigation, Power, Communication and Works.

- b. The Departmental Examinations shall normally be conducted during the month of April/ May and October/November.
- c. The schedule of such examinations shall be announced by the Commission specifying the date, time and centre (s) at least three (3) months before the commencement.
- d. The Commission shall prepare the list of prospective candidates on the basis of intimation submitted by intending Civil Servants 01 month before the commencement of the examination
- e. Above Intimation shall contain Name of the candidate, Designation, Date of appointment in the Grade, Manner of appointment, Date of expiry of probation (if any), Number of attempts already availed indicating the month & year and any other relevant information.

Audit observed that:

1. According information provided by Examination-II branch and mentioned in Annual Reports:
  - i. Except Departmental Examination (excluding examination of DSP), no other examination was conducted during period under audit.
  - ii. Departmental examination for other posts/services was being conducted once in a year instead of twice in a year.
2. Only admission/application files of RQE 2012 and 2013 (containing intimation/applications submitted by candidates, correspondence about candidature/result and notification of results etc.) were produced according to which:
  - i. Neither schedule of examination was being announced 03 months nor examinee list was being prepared one month before commencement of examination detailed as under:

Year	Date of announcement of schedule of Examination		Schedule of Examination	No. of Applicants as per		No. of eligible candidates as per	
	Candidates	Date		Annual Report	Exam-II	Annual Report	Exam-II
2012	344	05-12-2012	17-12-2012 to 21-12-2012	458	454	458	394
	50	17-12-2012					
2013	421	29-11-2013	09-12-2013 to 13-12-2013	610	608	560	554
	133	07-01-2014					

- ii. During RQE, 2012, fifty candidates were intimated about schedule of examination and acceptance of their candidature on the date of first paper whereas 133 candidates for RQE, 2013 were intimated after 25 days of completion of examination.
- iii. Eight Candidates (01 in RQE 2012 and 07 in RQE 2013) were allowed to appear in examination without intimation about acceptance of their candidature by SPSC (Roll # 905, 1756, 1946, 1950, 1954, 1955, 1956 & 1957).
- iv. There was variation in number of total applicants and eligible candidates as per record produced to audit and Annual Reports mentioned above.
- v. The applications of candidates rejected due to deficiency/short of documents were being subsequently allowed to appear in RQE but no evidence of rectification of deficiency or submission of short document were available in record. Thirteen (13) candidates declared pass in RQE in 2012 & 2013 (**Annex Para4.4.4**) were first rejected than allowed to appear in the examination but short documents submitted by them were not available in record.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of irregularities in Revenue Qualifying Examination 2012 & 2013 may be inquired besides fixing responsibility on the person(s) at fault. Production of record to audit may be ensured and other remedial measures also required to be taken for stoppage of such practices.

**(OM # 70)**

## 4.5 Financial Management

### 4.5.1 Unauthorized withdrawal of funds on Abstract Bills without prior approval of Finance Department-Rs11.158 million

According to Para 5 (a) of Finance Department Government of Sindh letter dated 07-07-2015, “No advance would be drawn on Abstract Bill/Pre-receipted bill without prior approval of Finance Department”.

Audit observed that SPSC had drawn an amount of Rs11.158 million (detailed as under) in the name of “Controller of Examination” on Abstract Bills without prior approval of Finance Department in violation of Finance Department letter referred above.

Sr #	Financial Year	Amount(Rs in million)
1	2013-14	3.358
2	2014-15	2.387
3	2015-16	5.413
	<b>Total</b>	<b>11.158</b>

No evidence was available in support of submission of detailed account of expenditure with copies of paid vouchers to DAO Hyderabad for post audit purpose.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of unauthorized withdrawal of funds from the head of account “Honoraria of Examiners” on Abstract Bills without prior approval of Finance Department may be inquired besides fixing of responsibility on the person(s) at fault and production of record to audit be ensured besides taking remedial measures to avoid recurring of such lapses.

**(OM # 71)**



#### 4.5.2 Unauthorized withdrawal of government funds through DDO – Rs21.072 million

As per Rule 303 of Central Treasury Rules, “Contingent bill for payment to Suppliers, etc. which cannot be met from the permanent imprest may be endorsed for payment to the party concerned and the DDOs are suggested that in case of payments to the suppliers may be issued through crossed cheques in the name of firms concerned. This will avoid un-necessary delays and risk involved in the drawl and disbursement of cash.”

Audit observed that:

1. SPSC had drawn an amount of Rs21.072 million in the name of DDO instead of actual payee detailed as under:

(Rs. in million)

Sr #	Financial Year	Detail of funds drawn in the name of		
		Secretary	Controller of Examination	Total
1	2011-12	0.578	0	0.578
2	2012-13	1.994	0	1.994
3	2013-14	2.642	3.358	6.000
4	2014-15	3.213	2.387	5.600
5	2015-16	1.487	5.413	6.900
	<b>Total</b>	<b>9.914</b>	<b>11.158</b>	<b>21.072</b>

2. Details of funds (received from government or any other sources) spent from Secret Account(s) were not produced:
3. Names and designation of persons assigned with the task to handle Secret Account(s) along with period of holding the charge of Secret Account was not produced
4. Procedures prescribed for maintenance Secret Account(s)
5. Penal of examiners along with their selection criteria, bio data and supporting record pertaining to their selection in panel and appointment as examiners in various examinations/tests (Article 0716 of SPSC-RMR, 2006) was not produced.
6. Complete record of payments from Secret Account(s) including contingent bills, bank statements, bank reconciliation statement, counterfoils of cheques, cashbook, payees acknowledgement and other record supporting payments was not produced.

7. As per information provided by Accounts section of SPSC, the Secretary had drawn amount for payment of Honoraria of Invigilators but criteria of nomination of invigilating member/supervisors/invigilators along with supporting record of their nomination and attendance as required under Article 0709 of RMR was not produced to authenticate above payments.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of unauthorized withdrawal of government funds through DDO instead of actual payee and non-production of record may be inquired besides fixing of responsibility on the person(s) at fault, production of record to audit and other remedial measures for stoppage may be made.

**(OM # 72, 73 & 74)**

#### **4.5.3 Variation in amount of fees realized as per statement of AG and the SPSC annual report- Rs40.666 million**

According to Rule 34(d) of Sindh Financial Rules (SFR) Volume-I, “in the case of payment into treasury or the bank, the head of office making such payments into treasury or bank should compare the same from the treasury officer or bank”. Rule 41(a) of SFR, Volume-I, states “the departmental controlling officers should see that all sums due to government are regularly received and checked against demand and that they are paid into the treasury”.

Audit observed that SPSC was required to prepare a statement of receipts realized on account of fee (application, recounting, rechecking and appeal etc..) but the same was not being properly prepared and reconciled with treasury resulted into variation of Rs40.666 million detailed as under:

1. Instead of preparing the challan wise list to compare the same with treasury to see that all sums due to government are regularly received and checked, the SPSC

collected the statement of fees realized from AG Sindh under the head of account “C02101 Organ of State-Examination Fee (P) SPSC”. Due to above reasons:

- i. Figures of actual fees receivable could not be known and reconciled.
- ii. The chances of submission of fake challans may not be ruled out.
- iii. There was variation in realization of fee mentioned in statement of AG Sindh and the amounts shown in Annual Reports of SPSC detailed as under:

(Rs in million)

Source of information	2012	2013	2014	2015	2016	Total
Statement of AG Sindh	43.878	38.292	11.126	4.822 (except May & June 2015)	11.406 (except July to Dec 2016)	109.523
Annual Reports	44.145	8.747	11.125	4.840 (as per draft report)	- (AR not prepared)	68.857
		<b>Total</b>				<b>40.666</b>

2. The SPSC was requested to produce requisition wise details of fees containing number of candidates, details of fees realized on account of recounting/rechecking of papers/appeal etc., along with reconciliation with treasury but the same was also not produced.

The irregularity was pointed out to the management in April, 2017 but no reply was received. The report was issued to the Principal Accounting Officer/Secretary SGA&CD on 15-05-2017 with the request to convene the DAC meeting but the same was not convened till finalization of this report despite issuance of two reminders dated 15-11-2017 and 06-12-2017.

Audit recommends that the matter of variation in amount realized on account of fee and appeared in annual report may be inquired besides fixing responsibility on the person(s) at fault and production of record for audit besides taking remedial measures for reconciliation on regular basis.

**(OM # 75)**

## **5. CONCLUSION**

### **5.1 Key Audit Findings**

- 5.1.1 SPSC was either not performing its functions or performing functions in contradiction of SPSC Act, Function Rules and Recruitment Management Regulations (RMR).
- 5.1.2 Annual Report being presented without accompanying necessary memorandums as provided in SPSC Act.
- 5.1.3 Provision of Constitution of Committees for the purpose of Interview in RMR was in violation of SPSC (Function) Rules, 1990.
- 5.1.4 Neither RMR was being updated nor compliance of its provisions was being made in letter & spirit.
- 5.1.5 Various important documents provided in SPSC-RMR including Manual of Policy Decisions Dossier, Master Copy, Ledger of RMR Manual of Appendices to RMR 2006 (Forms & Formats), Requisition Receipt Register, Central Record Register, Branch Record Register were not being maintained.
- 5.1.6 SOPs/Procedures for various sections/activities including IS Software, website, SMS System, Optical Mark Recognition (OMR) System, Conduct & Secret Sections of Examination-I & Examination branches were not prescribed.
- 5.1.7 Due to improper scrutiny/handling of requisitions, deficient requisitions were also found entertained.
- 5.1.8 Due to improper scrutiny/handling of applications submitted by candidates (manually/online), ineligible candidates were not only found appearing in written tests and interviews, but in some cases they were declared successful for recruitment against various posts.
- 5.1.9 Procedures for transparency in announcing of result was not prescribed. For example, complete results containing full details of successful and unsuccessful candidates along with marks they obtained and their merit were not being announced or conveyed to the candidates. Even in CCE (Executive Cadre), there was provision in RMR of issuing marks sheet to all candidates but successful candidates were not issued marks sheet.

- 5.1.10 Information System (IS) Audit of soft wares/applications being used was not carried out.
- 5.1.11 Despite clear distribution of work in RMR, some sections were found performing assignments of other sections without any reason. For example, Examination-II Branch was also performing the assignments of Examination-I branch.
- 5.1.12 There was no rotation policy for posting of staff. Resultantly, the various officials were posted in their sections since long.
- 5.1.13 Destruction of record was also noticed despite the fact that there was no policy of destruction of record available.
- 5.1.14 Recruitment Rules (i.e., method, qualification, and other conditions for appointment to various posts) were not being framed/amended properly.
- 5.1.15 Majority of record was not produced.

## **5.2 Key Recommendations**

- 5.2.1 Functions provided vide SPSC Act, Function Rules and Recruitment Management Regulations (RMR) should be performed in letter & Spirit.
- 5.2.2 Annual Reports should be presented accompanying necessary memorandums as provided in SPSC Act.
- 5.2.3 Provision of Constitution of Committees for the purpose of Interview in RMR should be in accordance with line with SPSC (Function) Rules, 1990.
- 5.2.4 RMR should be updated and compliance of its provisions should be made in letter & spirit.
- 5.2.5 Various important documents provided in SPSC-RMR including Manual of Policy Decisions Dossier, Master Copy, Ledger of RMR Manual of Appendices to RMR 2006 (Forms & Formats), Requisition Receipt Register, Central Record Register, Branch Record Register should be maintained.
- 5.2.6 SOPs/Procedures for various sections/activities including IS Software, website, SMS System, Optical Mark Recognition (OMR) System,

Conduct & Secret Sections of Examination-I & Examination branches should be prescribed.

- 5.2.7 Requisitions should be scrutinized/handled properly.
- 5.2.8 Applications submitted by candidates (manually/online) should be scrutinized/ handled properly to eradicate the chances of selection of ineligible candidates.
- 5.2.9 Procedures for transparency in announcing of result should be prescribed.
- 5.2.10 Information System (IS) Audit of soft wares/applications should be carried out.
- 5.2.11 Branches/Sections should perform their assignments as described in in RMR for proper accountability.
- 5.2.11 There should be rotation policy for posting of staff.
- 5.2.12 Record should not be destructed without framing policy in light of relevant government rules/regulations.
- 5.2.13 Recruitment Rules (i.e., method, qualification, and other conditions for appointment to various posts) should be framed/amended properly.
- 5.2.14 Record (not produced during) should be produced for audit.

## **6. ACKNOWLEDGMENT**

We wish to express our appreciation to the Management and Staff of Sindh Public Service Commission for assistance and cooperation extended to the auditors during this assignment.

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# ANNEXES

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### Annex Para 4.1.3

#### Statement showing the contradiction of SPSC Rules while constituting interview committees

Article No. of RMR	Description of Article	Contravention of SPSC (Functions) Rules 1990
0821	The Chairman constitutes Interview Committees comprising <b>one or more Members</b> .....	Committee should comprise <b>at least two members</b> whereas as per RMR there may be <b>one member committee</b>
0823	Composition of Interview Committee for Selection to Posts BPS 11 to BPS 18 shall normally be composed of <b>one or more Member(s) of the Commission</b> . In addition, 01Advisor/Subject Specialist/Departmental Representative may assist each Committee during the interview.....”	Committee should comprise <b>at least two members one of whom shall represent the Department</b> whereas as per RMR there may be <b>one member committee</b> assisted by <b>advisor or departmental representative</b>
0824	Candidates for all posts in BPS-18 and above will normally be interviewed by Full Commission. However the Committees will never comprise less than three (3) members of the Commission .....	One member of committee <b>shall represent the Department</b> whereas RMR has no provision for <b>departmental representative as member of committee</b>
0825	Nomination of Advisors for various interview Committees will be recommended by the concerned branch from within the current list maintained, for approval by Chairman, SPSC.	There is provision of <b>representative of Department</b> whereas RMR has provision of <b>Advisor</b> also

Article No. of RMR	Description of Article	Contravention of SPSC (Functions) Rules 1990
0826	In case Chairman, SPSC decides to co-opt a Departmental Representative on the Interview Committee, Advisor shall not normally be nominated as Co-opted Member.	One member of committee <b>shall represent the Department</b> whereas as per RMR, Departmental representative may be nominated <b>co-opted member at the discretion of the Chairman, SPSC</b>
0827	<p>a. <b>One Member Committee</b> One Member of the Commission with one Advisor/Subject Specialist/Departmental Representative</p> <p>b. <b>Two Members Committee</b> Two Members of the Commission with one Advisor/ Subject Specialist/Departmental Representative</p> <p>c. <b>Full Commission</b> Three Members of the Commission with one Advisor/Subject Specialist/Departmental Representative</p>	Committee should comprise <b>at least two members one of whom shall represent the Department</b> whereas as per RMR there may be <b>one member committee</b> and Departmental representative is included for assistance not as a member
0814 (e)	Sealed authenticated Examination/Test marks obtained by the candidates shall be provided to the Chairman Interview Committee in an envelope prior to the interviews. The classified information shall be for reference of Members of the Commission on the Interview Committee and not disclosed to any staff member, Advisor or Departmental Representative assisting the Committee	One member of committee <b>shall represent the Department</b> whereas as per RMR <b>departmental representative shall assist and no classified information will be disclosed to him</b> (which otherwise to be disclosed in the capacity of member as per SPSC Functions Rules)

## Annex Para 4.3.2A

### Statement showing the names of ineligible candidates recommended by the SPSC for various posts

Sr #	OM #	Consolidated Advertisement # and date	Name of post & department	Name of selected person	Details of ineligibility
1	17	No.02/2012 07-03-2012	Assistant Chief Inspector of Stamps (BPS-17), Board of Revenue	Syed Izhar Ali Shah S/o Syed Irshad Ali Shah (Roll No.04288)	Underage
2	19	No.02/2012 07-03-2012	Computer Pogrammer (BPS-17), Board of Revenue	Mr. Imran Nazir Khyber S/o Nazir Ahmed (Roll No.04088)	Lacking required qualification & experience
3	28 & 29	01/2012 20-01-2012	Biologist (BPS-17) Livestock & Fisheries Department Technical Officer (BPS-17)	Mrs. Shagufta Hafeez W/o Mitho Khan Khaskheli  Abdul Moeed S/o Mumtaz Ali Ghanghro	Lacking required qualification
4	30 & 31	01/2012 20-01-2012 07/2012 04-09-2012	Deputy Director Fisheries (BPS-18) Livestock & Fisheries Department	1. Hussain Bux S/o Mohammad YaqoobSiyal 2. Mohammad Aslam Ansari S/o Mohammad Hassan 3. Syed Khursheed Hussain S/o Syed Jameel Hussain 4. Abdul Latif S/o Mohammad Ismail Omar 5. Abdul Jabbar S/o Abdul Fatah Memon 6. Faiz Mohammad S/o Allah WarayoJakhrani	Lacking required qualification & experience

Sr #	OM #	Consolidated Advertisement # and date	Name of post & department	Name of selected person	Details of ineligibility
5	33	01/2012 20-01-2012	Assistant Director Fisheries (BPS-17) Livestock & Fisheries Department	1. Baby KanwalOdehjo 2. Munwar Lal 3. Muhammad Hanif	Lacking required qualification
6	35	09/2013 27-09-2013	Dental Surgeon (BPS-17), Health Department	27 candidates (details enclosed as <b>Annex Para 4.3.2C</b> )	Lacking requisite experience i.e., House Job
7	42	05/2013 10-10-2012	Video Conferencing Engineer (BPS-17), IT Department	10 candidates (details enclosed as <b>Annex Para 4.3.2D</b> )	Lacking requisite experience
8	46	03/2016 08-04-2016	Deputy Director/ System Analyst (BPS-18) Information, Science & Technology (IT) Department	Mr. Faheem S/o Lal Muhammad Shaikh	Lacking required qualification & experience
9	47	05/2013 20-02-2013	Statistical Officer (BPS-17), Bureau of Statistics, P&D Department	1. Neelam Khan 2. Mir Mohsin Ali Talpur 3. Abdul QayoomPitafi	Lacking required qualification
10	53	05/2013 20-02-2013 02/2014 03-04-2014	Planning Officer (BPS-17) Physical Planning & Housing, P&D Department	1. Mr. Taha Ahmed Ali 2. Mr. Abdullah Soomro,	Lacking required qualification

## Annexure 4.3.2B

### Details of in eligible candidates recommended by the SPSC for various posts in various departments of Government of Sindh

Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility
1	17	No.02/2012  07-03-2012	Syed Izhar Ali Shah S/o Syed Irshad Ali Shah (Roll No.04288), Assistant Chief Inspector of Stamps (BPS-17), Board of Revenue (BOR), Government of Sindh	<p>According to BORRequisition dated 22-10-2011, Recruitment Rules Notification dated 18-12-2008 and Consolidated Advertisement No.02/2012 dated 07-03-2012, “minimum age of 30 years” was prescribed for the post of Assistant Chief Inspector of Stamps (BPS-17). Audit observed that selected candidate was ineligible due to possessing non-rectifiable deficiency of “underage” detailed as under:</p> <ol style="list-style-type: none"> <li>1. According to list of rejected candidates dated 07-01-2013 signed by the Member (Recruitment), 08 written test qualified candidates (including Syed Izhar Ali Shah) were rejected due to “underage”.</li> <li>2. Initially above recommended candidate was not among the candidates called for interview as evident from Attendance Sheet, according to which names of 06 candidates (including 03 underage) were mentioned. There was another attendance sheet available in record for same date, according to which 02 more underage candidates including Syed Izhar Ali Shah were also interviewed.</li> <li>3. Neither the relaxation in underage is admissible under rules including Sindh Civil Servants (Appointment, Promotion &amp; Transfer) Rules, 1974 or SPSC-RMR (including Section 06) nor such any provision in this regard was mentioned in the advertisement (as done for relaxation in upper age limit vide Note-v of same advertisement No.02/2012) in order to provide opportunity to all such candidates, who (except non-rectifiable deficiency of underage) were otherwise eligible to participate for recruitment process for above post.</li> <li>4. In light of above facts, audit was of the opinion that undue favor was extended to ineligible son of Chairman, SPSC suffering from non-rectifiable deficiency of</li> </ol>

Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility
				underage at the time of written test and interview by violating the specified rules relating to age relaxation.
2	19	No.02/2012 07-03-2012	Mr. Imran Nazir Khyber S/o Nazir Ahmed (Roll No.04088), Computer Programmer (BPS-17), Board of Revenue (BOR), Government of Sindh	<p>According to BOR Requisition dated 22-10-2011, Consolidated Advertisement No.02/2012 dated 07-03-2012 and Recruitment Rules Notification dated 14-04-1996, qualification of “Master in Computer Science in 2<sup>nd</sup> Division <b>OR</b> Bachelor Degree in Computer Science in 2<sup>nd</sup> Division with 03 years’ experience for appointments” was prescribed for the post of Computer Programmer (BPS-17). The post was to be filled by promotion, <b>in case no suitable person</b> than by initial appointment. Audit observed that selected candidate was ineligible due to possessing non-rectifiable deficiency of qualification and experience detailed as under:</p> <ol style="list-style-type: none"> <li>1. The post was to be filled by initial appointment only in case no suitable person available for promotion, however, neither BOR mentioned in the requisition form about non-availability of suitable person for promotion nor SPSC obtained such information at the time of scrutiny of requisition as required under Article 0308 of RMR according to which SPSC had to scrutinize the Requisition to verify that it confirms to the Recruitment Rules and policy of the Government regarding quota system.</li> <li>2. Unsigned computer typed 04 pages list of Candidates for above post was available in file, which shows names of 88 Candidates, out of which the names of 06 candidates from Roll # 04083 to 04088 (Sr # 83 to 88) including Mr. Imran Nazir Khyber (Roll # 04088 Sr # 88) were hand written.</li> <li>3. Out of 05 candidates declared qualified in written test held on 25-09-2012 vide Press release dt. 12-12-2012, 02 candidates (including selected candidate) were rejected as per list of candidates admitted and rejected signed by Member (Recruitment) on 20-12-2012.</li> <li>4. Face sheet prepared by SPSC in respect of selected candidate only was available in record according to which he possesses the qualification of B.E(Computer System) without experience and his candidature was rejected on 20-12-2012 by issuing</li> </ol>

Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility
				<p>rejection memo due not possessing required qualification i.e., Master Degree in Computer Science. Later-on, he was admitted provisionally on 07-01-2013 as he submitted clarification regarding equivalent degree.</p> <p>5. Applications supported by documents and registers required under Article 0416 of RMR in respect of candidates for above post were not available. However, according to attendance sheet dated 28-01-2013, all 05 candidates were called for interview including above rejected candidates, experience column of above sheet was empty in respect of all candidates, whereas, Qualification column shows that only one candidate possessed required qualification of MCS and remaining four candidates (including selected candidate) possessed non-rectifiable deficiency of qualification (they were Graduate without experience).</p> <p>6. Acceptance of equivalent qualification was violation of Article 0904 of RMR, according to which, when a specific qualification is prescribed in the Recruitment Rules as the essential qualification and there is no mention of equivalent qualification then only specific qualification is to be accepted. It is added that there was no provision equivalent qualification in requisition, recruitment rules and advertisement.</p> <p>7. Audit observed that acceptance of lower qualification in lieu of higher qualification without experience was against the spirit of recruitment rules for above post, according to which lower qualification was made equivalent to higher qualification by adding three years' experience.</p> <p>8. It is evident from foregoing paras that candidate (suffering from non-rectifiable deficiency of Qualification &amp; experience at the time of written test &amp; interview) was selected against the criteria by giving undue favor.</p>
3	28 & 29	01/2012 20-01-2012	1. Mrs. Shagufta Hafeez W/o Mitho Khan Khaskheli,	According to Livestock and Fisheries Department Requisition dated 20-12-2011, Recruitment Rules Notification dated 18-01-1984 and Consolidated Advertisement No.01/2012 dated 20-01-2012, the qualification of "atleast 2 <sup>nd</sup> Class Maser's Degree from a recognized University in Fisheries/Marine or Fresh Water Biology or Zoology

Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility
		(Livestock & Fisheries)	Biologist (BPS-17) 2. Abdul Moeed S/o Mumtaz Ali Ghanghro, Technical Officer (BPS-17)	with specialization in any of the aforesaid field” was prescribed for the post of Biologist (BPS-17) and Technical Officer (BPS-17). According to Sr # 13 (e) and (f) of Requisition Form referred above, equivalent qualification will not be applicable and “M.Sc in 2 <sup>nd</sup> Class in Fisheries/Marine or Fresh Water Biology” was minimum academic qualification respectively.  Audit observed that SPSC vide Press Release dated 21-05-2012 recommended the names of ineligible candidates against above posts as according to attendance sheet of interview held on 21-05-2012 and face sheet the recommended candidates, they possessed the qualification of Bachelor’s Degree i.e., BS (Fresh Water Biology) instead of minimum prescribed qualification of Master’s Degree in Fisheries/Marine or Fresh Water Biology or Zoology. However, important record pertaining to recruitment process including applications and merit lists were not produced to audit.
4	30 & 31	01/2012 20-01-2012 07/2012 04-09-2012 Deputy Director Fisheries (BPS-18) Livestock	7. Hussain Bux S/o Mohammad Yaqoob Siyal 8. Mohammad Aslam Ansari S/o Mohammad Hassan 9. Syed Khursheed Hussain S/o Syed Jameel Hussain	According to Livestock & Fisheries Department Requisition dated 20-12-2011, Recruitment Rules Notification dated 11-05-2009 and Consolidated Advertisement No.01/2012 dated 20-01-2012 & 07/2012 dated 04-09-2012, following qualification was prescribed for the post of Deputy Director (B-18):  a) Ph.D, from a recognized University in Fisheries, Marine or Fresh Water Biology b) M.Sc at least in Second Division from a recognized University in Marine or Fresh Water Biology having at least three years’ experience in fisheries management or research



Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility																																																														
		& Fisheries Department	10. Abdul Latif S/o Mohammad Ismail Omar 11. Abdul Jabbar S/o Abdul Fatah Memon 12. Faiz Mohammad S/o Allah WarayoJakhrani	Audit observed that SPSC recommended 04 candidates vide Press Release dated 21-05-2012 and 02 candidates vide Press Release dated 21-08-2014 against the post of Deputy Director (BPS-18) detailed as under:																																																														
				<table border="1"> <thead> <tr> <th data-bbox="763 470 814 603">Sr #</th> <th data-bbox="814 470 946 603">Name of Candidate</th> <th data-bbox="946 470 1097 603">Father's Name</th> <th data-bbox="1097 470 1212 603">Domicile</th> <th colspan="3" data-bbox="1212 470 1670 495">Date of</th> </tr> <tr> <td colspan="4"></td> <th data-bbox="1212 523 1382 603">Advertisement</th> <th data-bbox="1382 523 1474 603">Press Release</th> <th data-bbox="1474 523 1670 603">Recommendation</th> </tr> </thead> <tbody> <tr> <td data-bbox="763 603 814 690">1</td> <td data-bbox="814 603 946 690">Hussain Bux</td> <td data-bbox="946 603 1097 690">Mohammad YaqoobSiyal</td> <td data-bbox="1097 603 1212 690">Rural</td> <td data-bbox="1212 603 1382 690">20-01-2012</td> <td data-bbox="1382 603 1474 690">21-05-2012</td> <td data-bbox="1474 603 1670 690">22-05-2012</td> </tr> <tr> <td data-bbox="763 690 814 802">2</td> <td data-bbox="814 690 946 802">Mohammad Aslam Ansari</td> <td data-bbox="946 690 1097 802">Mohammad Hassan</td> <td data-bbox="1097 690 1212 802">Urban</td> <td data-bbox="1212 690 1382 802">20-01-2012</td> <td data-bbox="1382 690 1474 802">21-05-2012</td> <td data-bbox="1474 690 1670 802">22-05-2012</td> </tr> <tr> <td data-bbox="763 802 814 914">3</td> <td data-bbox="814 802 946 914">Syed Khursheed Hussain</td> <td data-bbox="946 802 1097 914">Syed Jameel Hussain</td> <td data-bbox="1097 802 1212 914">Urban</td> <td data-bbox="1212 802 1382 914">20-01-2012</td> <td data-bbox="1382 802 1474 914">21-05-2012</td> <td data-bbox="1474 802 1670 914">22-05-2012</td> </tr> <tr> <td data-bbox="763 914 814 998">4</td> <td data-bbox="814 914 946 998">Abdul Latif</td> <td data-bbox="946 914 1097 998">Mohammad Ismail Omar</td> <td data-bbox="1097 914 1212 998">Rural</td> <td data-bbox="1212 914 1382 998">20-01-2012</td> <td data-bbox="1382 914 1474 998">21-05-2012</td> <td data-bbox="1474 914 1670 998">22-05-2012</td> </tr> <tr> <td data-bbox="763 998 814 1082">5</td> <td data-bbox="814 998 946 1082">Abdul Jabbar</td> <td data-bbox="946 998 1097 1082">Abdul Fatah</td> <td data-bbox="1097 998 1212 1082">Rural</td> <td data-bbox="1212 998 1382 1082">04-09-2012</td> <td data-bbox="1382 998 1474 1082">21-08-2014</td> <td data-bbox="1474 998 1670 1082">02-09-2014</td> </tr> <tr> <td data-bbox="763 1082 814 1166">6</td> <td data-bbox="814 1082 946 1166">Faiz Mohammad</td> <td data-bbox="946 1082 1097 1166">Allah Warayo</td> <td data-bbox="1097 1082 1212 1166">Rural</td> <td data-bbox="1212 1082 1382 1166">04-09-2012</td> <td data-bbox="1382 1082 1474 1166">21-08-2014</td> <td data-bbox="1474 1082 1670 1166">02-09-2014</td> </tr> </tbody> </table>							Sr #	Name of Candidate	Father's Name	Domicile	Date of							Advertisement	Press Release	Recommendation	1	Hussain Bux	Mohammad YaqoobSiyal	Rural	20-01-2012	21-05-2012	22-05-2012	2	Mohammad Aslam Ansari	Mohammad Hassan	Urban	20-01-2012	21-05-2012	22-05-2012	3	Syed Khursheed Hussain	Syed Jameel Hussain	Urban	20-01-2012	21-05-2012	22-05-2012	4	Abdul Latif	Mohammad Ismail Omar	Rural	20-01-2012	21-05-2012	22-05-2012	5	Abdul Jabbar	Abdul Fatah	Rural	04-09-2012	21-08-2014	02-09-2014	6	Faiz Mohammad	Allah Warayo	Rural	04-09-2012	21-08-2014	02-09-2014
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Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility
				<p>Though important record pertaining to recruitment process including applications with supporting documents, Central Record Register, Branch Record Register and merit lists were not produced to verify details of candidates and their qualification with other particulars, however; as per attendance sheet of interview, the candidates at Sr # 01,02,03 &amp; 05 were not PhD and 04 &amp; 06 were lacking required experience. Besides, candidate at Sr # 05 was recommended despite the fact that he had not applied for the post within due date through online as his name was not included among candidates in online data. Moreover, there was variation in number of candidates as in information provided by the concerned branch, IT Cell and available in Annual Book of SPSC.</p>
5	33	<p>01/2012 20-02-2012  Assistant Director Fisheries (BPS-17) Livestock &amp; Fisheries Department</p>	<p>4. Baby KanwalOdehjo 5. Munwar Lal 6. Muhammad Hanif</p>	<p>According to Livestock and Fisheries Department Requisition dated 20-12-2011, Recruitment Rules Notification dated 11-05-2009 and Consolidated Advertisement No.01/2012 dated 20-01-2012, prescribed qualification for the post of Assistant Director Fisheries (BPS-17) was “M.Sc in Fisheries or Zoology (with Specialization in Marine or Fresh Water Biology) in 2<sup>nd</sup> Division from a recognized University”. According to Sr # 13 (e) &amp; (f) of above Requisition, equivalent qualification will not be applicable and “M.Sc in Fisheries or Zoology (with Specialization in Marine or Fresh Water Biology) was minimum academic qualification respectively.</p> <p>Audit observed that SPSC recommended 04 candidates vide Press Release dated 31-01-2013. Out of 04, three (03) candidates (Baby KanwalOdehjo, Munwar Lal and Muhammad Hanif Roll # 03071, 03121 and 03099 respectively) seem to be ineligible as all were BS (as per qualification mentioned on face sheet) whereas minimum qualification was MSc. As per attendance sheet Mr. Munwar and Muhammad Hanif were shown M.Phil, however applications with supporting documents, merit lists and other record of recruitment process was not available to verify their actual</p>

Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility
				qualification. It is added that in case above candidates were considered on equivalent qualification basis, the same was not applicable in this case as according to Article 0904 of RMR, “when specific qualification is prescribed in recruitment rules as the essential qualification and there is no mention of equivalent qualification then only specific qualification is to be accepted”.
6	35	09/2013 27-09-2013	27 Dental Surgeon (BPS-17), Health Department ( <b>Annex Para 4.3.2C</b> )	<p>According to Health Department Requisition dated 27-06-2013 received for appointment to 65 posts of Dental Surgeon (BPS-17) and Consolidated Advertisement No.09/2013 dated 27-09-2013, qualification of “Degree in B.D.S from a recognized University, Registration with Pakistan Medical &amp; Dental Council and House Job One year” was prescribed for appointment against the post of Dental Surgeon (BPS-17)</p> <p>Audit observed that SPSC had advertised 65 posts of Dental Surgeon (BPS-17) (39 Rural &amp; 36 Urban) vide Consolidated Advertisement No.09/2013 dated 27-09-2013. The SPSC recommended the names of 65 candidates for the post of Dental Surgeon (BPS-17) Vide Press Release dated 18-12-2014. Though record pertaining to applications along with documents/registers as required under Article 0416 of SPSC-RMR, 2006 was not produced, however, as per online application data, 27 candidates (<b>Annex Para 4.3.2C</b>) seems to be ineligible among 65 candidates recommended for appointment as Dental Surgeon (BPS-17) due to non-possessing/ shortfall of required One year House Job on closing date of advertisement i.e., 31-10-2013, which is non-rectifiable deficiency within the meaning of Article 0515(c)(8) of SPSC-RMR, 2006.</p>
7	42	05/2013 20-02-2013	10 Video Conferencing Engineer (BPS-17), IT Department	According to Requisition of IT Department dated 10-10-2012, Recruitment Rules Notification dated 01-10-2012 and Consolidated Advertisement No.05/2013 dated 20-02-2013, qualification of B.E. (Computer Systems/Telecom/Electronics) atleast Second Division from recognized University with one-year relevant experience in

Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility
			(Annex Para 4.3.2D)	<p>Government Department/Semi Government/ Autonomous Bodies was prescribed for initial appointment for the post of Video Conferencing Engineer (BPS-17).</p> <p>Audit observed that SPSC vide Press Release dated 03-03-2014, recommended 10 candidates for above post (<b>Annex Para 4.3.2D</b>). Due to following reasons, above recruitment process seems to be doubtful resulting into recommendation of ineligible candidates for above post:</p> <ol style="list-style-type: none"> <li>1. Selected candidates contained non-rectifiable deficiency i.e., lacking requisite time for experience (Annex Para 4.3.1D) as they were first rejected and then admitted provisionally (without documentary evidence) by Assistant Director/Deputy Director instead of Member (Recruitment).</li> <li>2. Even 01 recommended candidate Roll # 50135 shown experience of organization located at Sukkur despite the fact that he was doing his Masters of Engineering at NED University, Karachi at the same time.</li> <li>3. The candidate Roll # 50975 was selected despite the fact that he was conditionally allowed to appear in interview on the date of interview (i.e., 03-03-2014) subject to production of qualification and experience documents but rejected after two days of interview (i.e., 05-03-2014) as he failed to produce required documents.</li> <li>4. According to Press Release dated 24-12-2013, 38 candidates were declared qualified in Pre-Interview Test held on 24-12-2013 whereas one more candidate (Roll # 50934) was declared qualified after lapse of 03 weeks as per corrigendum dated 16-01-2014, which needs to be clarified.</li> <li>5. As per Sub-Article (b) of Article 0803 of SPSC-RMR, 2006 referred above, maximum 40 candidates were to be called, whereas SPSC called 38 out of 39 written test qualified candidates leaving one candidate without any justification. As per Interview Program 18 candidates were called for interview on 03-03-2014 and 04-03-2014, however, as per attendance sheet, only 25 candidates were interviewed on 03-03-2014 and result of interview was announced on the same day</li> </ol>

Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility
				<p>before interviewing all shortlist candidates. Thus, 14 shortlisted candidates (Roll#50504,50556,50615,50672,50791,50934,50956,51000,51015,51034,51127, 51130,51156 &amp; 51159) were not interviewed without mentioning any reason.</p> <p>6. Moreover, important record pertaining to recruitment process including applications supported with documents/registers and merit lists were not produced.</p>
8	46	03/2016 08-04-2016	Mr. Faheem S/o Lal Muhammad Shaikh, Deputy Director/ System Analyst (BPS-18) Information, Science & Technology (IT) Department	<p>According to IT Department Requisition dated 02-02-2016, Recruitment Rules Notification dated 10-11-2003 and Consolidated Advertisement No.03/2016 dated 08-04-2016, following method of appointment was prescribed for the post of Deputy Director/System Analyst (BPS-18):</p> <p>i. Master's Degree in Computer Science at least 2<sup>nd</sup> Division from recognized University with 05 years' experience of System Designing &amp; Programmer from Government Department/office or in an Institution of repute <b>OR</b></p> <p>ii. BCS/B.E. in Computer Science from a recognized University with 07 years' experience in Government Department/office or an Institution of repute of in System Designing &amp; Programming</p> <p>Audit observed that SPSC had advertised 01 (Rural) post of Deputy Director/System Analyst (BPS-18), IT Department vide above advertisement and recommended the name of Mr. Faheem S/o Lal Muhammad Shaikh vide Press Release dated 05-10-2016. Above candidate was found ineligible due to possessing non-rectifiable deficiency of prescribed qualification and length of experience on the following grounds:</p> <p>1. According to Recruitment Rules referred above, the post was to be filled either by initial appointment or promotion from the holders of the post of Software Engineer (BPS-17) with at least 5 years' experience. However, it could not be known</p>

Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility
				<p>whether there was any suitable person in IT department for promotion or not as the first right is always rests for promotion.</p> <ol style="list-style-type: none"> <li>2. According to Attendance Sheet of interview held on 04-10-2016, above candidate was B.E (Software Engineering) with experience in Fuji Fertilizer Company from 20-02-2008 to 15-12-2014. Thus, neither he possessed required qualification of BS/B.E in Computer Science nor prescribed length of experience which too in non-government organization as trainee for less than 07 years.</li> <li>3. It is added that there was no provision of equivalent qualification in recruitment rules and advertisement and as per Article 0904 of SPSC-RMR, 2016, when a specific qualification is prescribed in the Recruitment Rules as the essential qualification and there is no mention of equivalent qualification then only specific qualification is to be accepted.</li> <li>4. As per face sheet, he was first rejected due to experience and then admitted provisionally. However, no documentary evidence about experience was available.</li> <li>5. Though, important documents pertaining to recruitment process including applications supported by documents/registers and merit list were not produced, however; as per online date 86 candidates applied whereas as per attendance sheet of interview dated 04-10-2016, 28 candidates were interviewed. The reasons for not interviewing all candidates need to be clarified.</li> <li>6. Mr. Faheem was shown recommended to IT deptt. on 06-10-2016 but copy of such letter was not available to verify whether it was issued before suspension of all recruitment processes by SPSC on 17-10-2016.</li> </ol>
9	47	05/2013 20-02-2013	4. Neelam Khan 5. Mir Mohsin Ali Talpur 6. Abdul Qayoom Pitafi Statistical Officer (BPS-17), Bureau of Statistics,	According to P&D Department Requisition dated 27-11-2012, Recruitment Rules Notification dated 10-09-2001 and Consolidated Advertisement 05/2013 dated 20-02-2013, qualification of “Master’s Degree in Statistics at least in 2 <sup>nd</sup> Division from a recognized University” was prescribed for initial appointment for the post of Statistical Officer (BPS-17) in Bureau of Statistics, P&D Department.

Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility																				
			Planning & Development (P&D) Department	<p>Audit observed that SPSC had advertised 11 posts (07 Rural 04 Urban) of Statistical Officer (BPS-17) in P&amp;D Department vide above advertisement and recommended 07 candidates (03 Rural 04 Urban) vide Press Release dated 04-03-2014. Following irregularities were noticed:</p> <p>1. As per qualification mentioned in attendance sheet dated 03-04 March 2014&amp; face sheet, following candidates were possessing non-rectifiable deficiency of “lacking prescribed minimum qualification” as they held qualification of BS (Statistics) instead of required minimum qualification of “Master’s Degree in Statistics”.</p> <table border="1" data-bbox="792 683 1642 1040"> <thead> <tr> <th data-bbox="792 683 899 743">Sr #</th> <th data-bbox="899 683 1057 743">Roll #</th> <th data-bbox="1057 683 1275 743">Name</th> <th data-bbox="1275 683 1482 743">Father’s Name</th> <th data-bbox="1482 683 1642 743">Domicile</th> </tr> </thead> <tbody> <tr> <td data-bbox="792 743 899 841">1</td> <td data-bbox="899 743 1057 841">51682</td> <td data-bbox="1057 743 1275 841">Neelam Khan</td> <td data-bbox="1275 743 1482 841">Muhammad Sardar Khan</td> <td data-bbox="1482 743 1642 841">Kyc-U</td> </tr> <tr> <td data-bbox="792 841 899 939">2</td> <td data-bbox="899 841 1057 939">51582</td> <td data-bbox="1057 841 1275 939">Mir Mohsin Ali Talupur</td> <td data-bbox="1275 841 1482 939">Mir Abdul SattarTalpur</td> <td data-bbox="1482 841 1642 939">Hyd-R</td> </tr> <tr> <td data-bbox="792 939 899 1040">3</td> <td data-bbox="899 939 1057 1040">51550</td> <td data-bbox="1057 939 1275 1040">Abdul QayoomPitafi</td> <td data-bbox="1275 939 1482 1040">Rahim Dad</td> <td data-bbox="1482 939 1642 1040">K.pur-R</td> </tr> </tbody> </table> <p>2. There was no provision of equivalent qualification in recruitment rules and advertisement and as per Article 0904 RMR, when a specific qualification is prescribed in the Recruitment Rules as the essential qualification and there is no mention of equivalent qualification then only specific qualification is to be accepted.</p> <p>3. According to online data, one recommended candidate Mr. Muhammad Asif S/o Muhammad Latif (Roll # 51516) had mentioned his domicile as” Karachi North-R”</p>	Sr #	Roll #	Name	Father’s Name	Domicile	1	51682	Neelam Khan	Muhammad Sardar Khan	Kyc-U	2	51582	Mir Mohsin Ali Talupur	Mir Abdul SattarTalpur	Hyd-R	3	51550	Abdul QayoomPitafi	Rahim Dad	K.pur-R
Sr #	Roll #	Name	Father’s Name	Domicile																				
1	51682	Neelam Khan	Muhammad Sardar Khan	Kyc-U																				
2	51582	Mir Mohsin Ali Talupur	Mir Abdul SattarTalpur	Hyd-R																				
3	51550	Abdul QayoomPitafi	Rahim Dad	K.pur-R																				

Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility
				<p>whereas as per Press Release dated 04-03-2014, his domicile was mentioned as “Karachi Urban”. This needs to be clarified.</p> <ol style="list-style-type: none"> <li>4. According to Rule 6 of SPSC (Functions) Rules, 1990, there should be atleast two-member committee whereas according to Sub-Article (b) of Article 0823 of RMR, “the interview committee for BPS-16 and 17 shall always have at least two Members from the Commission....”. However, in this case only one-member committee was constituted vide Officer Order dated 28-02-2014 in violation of above rules and regulations.</li> <li>5. Reasons for not recommending candidates on all posts of Rural quota were not found recorded.</li> <li>6. One candidate (Roll # 51584) declared qualified in written test was not called for interview</li> <li>7. Other important record pertaining to recruitment process including record of applications and merit lists was also not produced.</li> </ol>
10	53	05/2013 20-02-2013 02/2014 03-04-2014	Mr. Taha Ahmed Ali and Mr. Abdullah Soomro, Planning Officer (BPS-17) Physical Planning & Housing, P&D Department	<p>Audit observed following irregularities incurred by SPSC while recommending 02 candidates (Rural) for the post of Planning Officer (BPS-17) Physical Planning &amp; Housing Section, P&amp;D Department vide Press Release dated 26-11-2015.</p> <ol style="list-style-type: none"> <li>1. Applications along with supporting documents submitted by candidates and other record including Central Record Register (CRR) and Branch Record Register were not produced to audit.</li> <li>2. According to qualification mentioned in attendance sheet dated 26-11-2015 and face sheet, both candidates were possessing non-rectifiable deficiency of “lacking prescribed minimum qualification” detailed as under.</li> </ol>



Sr #	OM #	Consolidated Advertisement No. and date	Details of person selected	Details of ineligibility			
				Sr #	Name with Father's Name	Prescribed Qualification	Qualification of recommended candidates
				1	Mr. Taha Ali Ahmed S/o Muhammad Ahmed Shaikh (Roll # 13065)	Degree in Architecture or Town Planning or Civil Engineering	Bachelor of City & Regional Planning
				2	Mr. Abdul Basit S/o Abdullah Soomro (Roll # 13165)		B.S Science in Civil Engineering
				<p>3. As per remarks on face sheets, both the candidates were admitted provisionally on equivalent qualification basis despite the fact that there was no provision of equivalent qualification in recruitment rules and advertisement and as per Article 0904 of SPSC-RMR, 2006, when a specific qualification is prescribed in the Recruitment Rules as an essential qualification and there is no mention of equivalent qualification then only specific qualification is to be accepted.</p> <p>4. Both the seats were requisitioned and candidates recommended on Rural Quota. This needs to be clarified.</p>			

**Annex Para 4.3.2C**

**Statement showing the candidates recommended for the post of  
Dental Surgeon (BPS-17) with deficiency of one-year house job**

Sr #	Roll #	Name	Father's Name	Domicile	Date of BDS	Dates of House Job		Remarks
						From	To	
1	11370	Neelam	Shoukat Ali Memon Dr.	Hyderabad Urban	12-12-2012	15-02-2013	Till date	House Job is less than one year
2	11407	Sidra	Fida Hussain Soomro	Dadu Rural	21-02-2013	01-04-2013	Till date	House Job is less than one year
3	11529	Sona Kumari	Prem Chand Lohana	Thatta Rural	21-02-2013	01-04-2013	Till date	House Job is less than one year
4	11143	Bashir Ahmed	Abdullah Jalbani	Badin Rural	21-02-2013	01-04-2013	Till date	House Job is less than one year
5	11267	Kelash Kumar	Seeta Ram	Umerkot Rural	17-03-2012	-		Details of House Job not mentioned
6	11363	Farwa Shah	Anwar Ali Shah Syed Dr.	Hyderabad Urban	03-01-2013	15-02-2013	Till date	House Job is less than one year
7	11368	Aisha	Khalil Ahmed Dr	Hyderabad Urban	12-12-2012	01-01-2013	31-12-2013	House Job is less than one year
8	11231	Asif Ali	Mumtaz Ali Shaikh	Larkana Rural	-	-		Details of House Job not mentioned
9	11224	Abid Khan	Majeed Khan	Karachi Central Urban	-	-		Details of House Job not mentioned
10	11384	Kulsoom Majeed	Abdul Majeed Khan KaimKhani	Hyderabad Urban	12-12-2012	01-01-2013	31-12-2013	House Job is less than one year
11	11639	Hira Arshad	Syed Arshad Ali	Karachi South Urban	-	-		Details of House Job not mentioned

Sr #	Roll #	Name	Father's Name	Domicile	Date of BDS	Dates of House Job		Remarks
						From	To	
12	11350	Shumaila Naz	Muhammad Zahid	Hyderabad Urban	28-01-2013	-		Details of House Job not mentioned
13	11465	Mahwish	Mirza Naseem Baig	Mirpurkhas Rural	21-02-2013	01-04-2013	Till date	House Job is less than one year
14	11706	Sanam	Shafi Muhammad Qazi Abbasi	Karachi East Urban	-	-	-	48 weeks (Details of House Job not mentioned)
15	11163	Muhammad Ahsan Baig	Muhammad Shafiq Baig	Hyderabad Urban	25-12-2013	-		Details of House Job not mentioned
16	11659	Moomal Ali	Ali Ahmed Panhwar	Khairpur Rural	10-02-2013	17-02-2013	Till date	House Job is less than one year
17	11432	Nigarish	Muhammad Ajmal Memon	Thatta Rural	21-02-2013	01-04-2013	30-11-2013	House Job is less than one year
18	11421	Mehrunnisa	Noor Ahmed Soomro	Thatta Rural	12-12-2013	-		Details of House Job not mentioned
19	11520	Asra Kazi	S.S. Farooq Kazi	Hyderabad Urban	08-01-2013	02-05-2013	Till date	House Job is less than one year
20	11349	Ekta Rahim	Muhammad Rahim Shaikh	Matiari Rural	21-02-2013	01-04-2013	Till date	House Job is less than one year
21	11483	Farzana	Abdul Qadir Lakho	Sanghar Rural	21-02-2013	01-04-2013	Till date	House Job is less than one year
22	11238	Saleem Ahmed Nawaz	Rab Nawaz	Larkana Rural	30-11-2001	01-09-2006	31-08-2007	42 weeks (Details of House Job not mentioned)
23	11226	Agha Taymoor Ali	Khalil-ur-Rehman	Mirpurkhas Rural	08-06-2007	-		Details of House Job not mentioned
24	11124	Aisha	Muhammad Nazeer Arain	Tando Allahyar Rural	22-02-2013	01-04-2013	Till date	House Job is less than one year

Sr #	Roll #	Name	Father's Name	Domicile	Date of BDS	Dates of House Job		Remarks
						From	To	
25	11293	Zuhaib Hussain	Ghulam Hassan Channar	Nausheroferoze Rural	09-10-2006	-		Details of House Job not mentioned
26	11516	Nazish Pervez	Wazir Ali Khowaja	Badin Rural	01-01-2012	-		Details of House Job not mentioned
27	11246	Wasim Hassan	Zulfiqar Ali Pathan	Kashmore Rural	30-12-2011	-		Details of House Job not mentioned

**Annex Para 4.3.2D****Statement showing the candidates recommended for the post of  
Video Conferencing Engineer (BPS-17) with deficiency of experience**

<b>Sr #</b>	<b>Roll #</b>	<b>Name</b>	<b>Father's Name</b>	<b>Domicile</b>	<b>Deficiencies</b>
1	50884	M. Malook Rind	M. Ismail	Sanghar Rural	As per remarks on face sheet, he was rejected due to non-submission of three photographs, Original Challan, Character Certificate and Departmental Permission Certificate. As per remarks on back side dated 27-02-2014, he submitted all documents except appeal fee challan and experience certificate. No documentary evidence in support of submitted documents was available.
2	50975	Syed Sumair Murad	Ali Gohar Shah	Hyderabad Rural	As per remarks on back side of face sheet dated 03-03-2014 (date of interview), he was admitted provisionally subject to production of appeal fee of Rs250, BS Pass Certificate (IT) and Experience Certificate. As per remarks on first page of face sheet, he was rejected on after two days of interview on 05-03-2014 due to non-submission of Intermediate Certificate, Experience Certificate, PEC Certificate and Departmental Permission Certificate.
3	51144	FouziaRajpar	Adbul Karim Rajpar	Khairpur Rural	As per online data, she had worked in Private Organizations i.e., in ALM Technologies, SRSP and CPSP Regional Centre Hyderabad as NOC Engineer, IT Assistant and IT Officer from 01-07-2010 to 31-10-2010, 31-10-2010 to 01-03-2011 and 16-02-2012 till date respectively.
4	50580	Khalid Hussain	Nizamuddin Khoso	Larkana Rural	As per online data, he worked in HEC for four months and other experience in various private organizations.

<b>Sr #</b>	<b>Roll #</b>	<b>Name</b>	<b>Father's Name</b>	<b>Domicile</b>	<b>Deficiencies</b>
5	50827	Javed Akbar Mangi	Ali Akbar Mangi	Hyderabad Urban	Rejected on 21-01-2014 as per remarks on face sheet due to non-submission of Experience Certificate. As per remarks on back side of face sheet, he produced one-year experience certificate from Hassan GSM Consultant as a "BSS Engineer" but due to the reason that experience of only Government/Semi Government/ Autonomous body was required therefore once again rejected on 21-02-2014. Thereafter he was admitted provisionally on 27-02-2014 on the basis of experience certificate (now known whether earlier of GSM or new with details of experience) subject to production of challan of appeal fee before or at the time of interview. It is added that as per online data & attendance sheet, he had shown same experience of GSM, on the basis he was rejected.
6	51035	Fahad Rahim Qasmi	Rahim BuxQasmi	Sukkur Urban	As per remarks on face sheet, he was rejected on 21-01-2014 due to non-submission of departmental permission, application form, Experience Certificate and PEC Certificate. As per remarks on back side of face sheet dated 21-02-2014, he was admitted provisionally as he had submitted all documents except PEC certificate. As per online data & attendance sheet, he shown experience in InfiniLogicPvt/Sukkur IBA since 07-12-2006 till date (first organization was private and other autonomous, which creates doubt) as System/Network Administrator. Besides he also shown experience in InfiniLogic from 12/12/2006 to 16-04-2008 also. While he shown his experience in Sukkur, same time he completed his M.E at NED on 09-02-2012
7	50825	Jahanzeb	Jawed Ahmed Memon	Hyderabad Urban	As per face sheet, rejected on 21-01-2014 due to non-submission of 03 photographs, departmental permission, application form, Experience Certificate and PEC Certificate. As per remarks on back side dated 21-02-2014, he produced all documents except application form and PEC Certificate. He was admitted provisionally subject to production of experience certificate duly countersigned by the competent authority.

<b>Sr #</b>	<b>Roll #</b>	<b>Name</b>	<b>Father's Name</b>	<b>Domicile</b>	<b>Deficiencies</b>
8	50647	Shahid Hussain Mangi	Hakim Ali Mangi	Larkana Rural	As per remarks on face sheet, he was rejected on 21-01-2014 due to non-submission of Departmental Permission and Experience Certificates. As per remarks on back side, he produced one-year experience certificate from Fouzia Degree College (Private) as "Head of Computer Science Department" but due to the reason that experience of only Government/Semi Government/ Autonomous body was required therefore once again rejected on 21-02-2014. Thereafter he was admitted provisionally on 27-02-2014 on the basis of experience certificate (now known whether earlier of Fouzia College or new with details of experience).
9	50539	Fahad Saeed Warsi	Saeed Ali Warsi	Karachi Urban	He was first rejected on the basis of non-submission of departmental permission and experience certificate and then admitted provisionally on the basis of experience certificate (details not known)
10	50903	Mutiullah Shaikh	Ghulamullah	Matiari Rural	He was rejected on 21-01-2014 on the basis of non-submission of departmental permission and experience certificate. As per remarks on back side of face sheet, he was admitted provisionally on 27-02-2014 on submission of documents except Departmental Permission Certificate.

**Annex Para 4.3.12**

**Statement showing the details of candidates applied for the post of DG, PDMA**

Sr #	Name	Father's Name	Required qualification with date	Post qualification experience as on closing date was more than	
				18-12-2014	30-06-2015
1	Muhammad Iqbal	Manoo Khan	MSc Sociology & Rural Development (2001)	26 years	Not applied
2	Nayyar Iqbal	Sardar Hussain Siddiqui	MBA (1990)	24 years	Not applied
3	Shamshuddin	Muhammad SulemanUjjan	Master of Public Health (1992)	21 years	22 years
4	Muhammad Qazi	Ahmed Mohammad	Master of Public Health (1997)	17 years	18 years
5	Abdul Qadir Bhatti	Dr. Capt (R) Rahim Bux Bhatti	MSc 2005, Master of Engineering & PhD	15 years	Not applied
6	Nisar Ahmed	Abdul Sattar Rajput	M.A (Sociology) 2000	12 years	13 years
7	Ajmal Khan	Abdul QadirKhosro	MA Economics (2004)	10 years	11 years
8	Liaquat Ali	Haji Ghulam Muhammad Abro	Master of Law (2005)	09 years	10 years
9	Syed Salman Shah	Syed Wadal Shah Bukhari	M.Sc (War Studies) 2009	05 years	06 years



**Statement showing the details of incomplete recruitment process  
Initiated by SPSC during 2012 to 2016**

Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts	Remarks
1	Mines & Minerals Department	No. SO(A)1 M&MD-I-4/2010/6010	31.12.2014	Law Officer	17	5/2014 01.12.14	18.12.14	1	Under Process
2	Mines & Minerals	No.L(1)1-1/2008	31.12.2014	Technical Officer	17	02/2014	30.04.14	1	Under Process
3	Mines & Minerals	NO.Lab(1)1-1/08 P-I	09.01.2014	Prosecuting Inspector	16		29.02.16	2	Under Process
4	Mines & Minerals	NO.Lab(1)1-1/08 P-I	09.01.2014	Law Officer	17		29.02.16	1	Under Process
5	Mines & Minerals Department	NO.Lab(1)1-1/08 P-I	04.02.2016	Assistant Director (Cartography Survey)	17	03/2016	10.05.16	1	Under Process
6	Mines & Minerals Department	NO.Lab(1)1-1/08 P-I	04.02.2016	Assistant Director (Environmental Facilitation)	17	03/2016	10.05.16	1	Under Process
7	Mines & Minerals	NO.Lab(1)1-1/08 P-I	04.02.2016	Prosecuting Inspector	16	03/2016	10.05.16	0	Under Process
8	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Lecturer Economics (M)	17	02.11.2012	30.11.2012	37	As per Annex-ii & iii of AR 2014, recommendation sent in 2014
9	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Psychology (F)	17	23.10.2012	30.11.2012	5	Recommendations sent as per AR 2012 & 2013
10	Education Department	No.SO(S-II)1-65(MISC)/02	12.11.2008	Head Master	17	27.09.2013	31.10.2013	42	Under Process
11	Education (Comprehensive School Side)	No.(SO-I)10-167/2008	15.04.2009	Asst: Professor Botany (F)	18	27.09.2013	31.10.2013	2	Under Process
12	Education (Comprehensive School Side)	No.(SO-I)10-167/2008	15.04.2009	Asst: Professor English (M)	18	27.09.2013	31.10.2013	2	Under Process

Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts	Remarks
13	Education (Comprehensive School Side)	No.(SO-I)10-167/2008	15.04.2009	Asst: Professor English (F)	18	27.09.2013	31.10.2013	2	Under Process
14	Education (Comprehensive School Side)	No.(SO-I)10-167/2008	15.04.2009	Asst: Professor Maths (F)	18	27.09.2013	31.10.2013	2	Under Process
15	Education (Comprehensive School Side)	No.(SO-I)10-167/2008	15.04.2009	Asst: Professor Physics (F)	18	27.09.2013	31.10.2013	4	Under Process
16	Education (Comprehensive School Side)	No.(SO-I)10-167/2008	15.04.2009	Asst: Professor Zoology (M)	18	27.09.2013	31.10.2013	1	Under Process
17	Education (Comprehensive School Side)	No.(SO-I)10-167/2008	15.04.2009	Asst: Professor Zoology (F)	18	27.09.2013	31.10.2013	1	Under Process
18	Education (College Side)	No.SO(HE-II) MISC/08/2008	30.08.2008	Asst: Professor Botany (M)	18	06.11.2015	30.11.2015	2	Under Process
19	Education (College Side)	No.SO(HE-II) MISC/08/2008	30.08.2008	Asst: Professor Botany (F)	18	06.11.2015	30.11.2015	7	Under Process
20	Education (College Side)	No.SO(HE-II) MISC/08/2008	30.08.2008	Asst: Professor Chemistry (M)	18	06.11.2015	30.11.2015	13	Under Process
21	Education (College Side)	No.SO(HE-II) MISC/08/2008	30.08.2008	Asst: Professor Chemistry (F)	18	06.11.2015	30.11.2015	6	Under Process
22	Education (College Side)	No.SO(HE-II) MISC/08/2008	30.08.2008	Asst: Professor English (M)	18	06.11.2015	30.11.2015	14	Under Process
23	Education (College Side)	No.SO(HE-II) MISC/08/2008	30.08.2008	Asst: Professor English (F)	18	06.11.2015	30.11.2015	14	Under Process
24	Education (College Side)	No.SO(HE-II) MISC/08/2008	30.08.2008	Asst: Professor Zoology (M)	18	06.11.2015	30.11.2015	4	Under Process
25	Education (College Side)	No.SO(HE-II) MISC/08/2008	30.08.2008	Asst: Professor Zoology (F)	18	06.11.2015	30.11.2015	1	Under Process
26	Education (College Side)	No.SO(HE-II) MISC/08/2008	30.08.2008	Asst: Professor Maths (M)	18	06.11.2015	30.11.2015	10	Under Process
27	Education (College Side)	No.SO(HE-II) MISC/08/2008	30.08.2008	Asst: Professor Maths (F)	18	06.11.2015	30.11.2015	5	Under Process
28	Education (College Side)	No.SO(HE-II) MISC/08/2008	30.08.2008	Asst: Professor Physics (M)	18	06.11.2015	30.11.2015	13	Under Process

Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts	Remarks
29	Education (College Side)	No.SO(HE-II) MISC/08/2008	30.08.2008	Asst: Professor Physics (F)	18	06.11.2015	30.11.2015	10	Under Process
30	Education (College Side)	No.SO(HE-I)MISC-3/2004	23.10.2012	Lecturer Home Eco: (F)	17	08.04.2016	10.05.2016	10	Under Process
31	Education (College Side)	No.SO(HE-I)MISC-3/2004	23.10.2012	Lecturer Physics (F)	17	08.04.2016	10.05.2016	36	Under Process
32	Education (College Side)	No.SO(HE-I)MISC-3/2004	23.10.2012	Lecturer Physics (M)	17	08.04.2016	10.05.2016	1	Under Process
33	Energy Department	No. ED / S.O (Adm) 15 - 2 / 2013 (I.R) 6069	27.11.2014	Assistant Electric Inspector/District Supervisor/Distt: Village Electrification Officer	17	21.09.2016	14.10.2016	5	Under Process
34	Culture Department	No. S.O.G / C.D 36 - II / 88 / 04 (P.T)	27.01.2012	Surveyor	16	16.05.2012	15.06.2012	1	Under Process
35	Culture Department	No. S.O. (Arch / C.T / 2 - 2011)	19.10.2012	Assistant Director	17	20.02.2013 14.05.2015 03.01.2016	14.03.2013 08.06.2015 29.02.2016	1	Under Process
36	Culture & Tourism	No. S.O (Arch/ C.T / 2 - 2011)	19.10.2012	Archeological Conservator	16	20.02.2013	14.03.2013	1	Under Process
37	Environment and Alternative Energy	No. S.O (E&AE) II - 319 / 12	02.10.2012	Deputy Director	18	19.10.2012	16.11.2012	1	Under Process
38	Energy Department	No. S.O (E&AE) II - 319 / 12	02.10.2012	Assistant Director	17	08.04.2016	10.05.2016	3	Under Process
39	Works & Services Department	No. S.O.E II (W&S)12-8 / 2008	25.03.2013	Sub-Engineer	11	08.04.2016	15.05.2016	7	Under Process
40	Culture, Tourism & Antiquities	----	----	Librarian	17	21.09.2016	14.10.2016	8	Under Process
41	Population Welfare Department	No. PWDS/ Admn APPT/M.O (BPS-17) 2011 - 1422	28.03.2011	Medical Officer (M/F)	17	21.09.2016	14.10.2016	3	Under Process
42	SPSC	----	----	Data Entry Operator	10	14.05.2015	29 7 2015	1	Under Process
43	SPSC	----	----	Junior Clerk	7	14.05.2015	29 7 2015	2	Under Process
44	SPSC	----	----	Junior Scale Stenographer	14	----	30.04.2014	1	Under Process
45	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Anesthetist	18	19.04.2013	21.05.2013	20	Recommendations sent as per AR 2014
46	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Cardiologist	18	19.04.2013	21.05.2013	4	-do-

Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts	Remarks
47	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Chest Specialist	18	19.04.2013	21.05.2013	15	-do-
48	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Dermatologist	18	19.04.2013	21.05.2013	10	-do-
49	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	ENT Specialist	18	19.04.2013	21.05.2013	10	-do-
50	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Ophthalmologist	18	19.04.2013	21.05.2013	15	-do-
51	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Gynecologist	18	19.04.2013	21.05.2013	15	-do-
52	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Pediatrician	18	19.04.2013	21.05.2013	12	-do-
53	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Physician	18	19.04.2013	21.05.2013	10	-do-
54	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Radiologist	18	19.04.2013	21.05.2013	8	-do-
55	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Surgeon	18	19.04.2013	21.05.2013	12	-do-
56	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Urologist	18	19.04.2013	21.05.2013	6	-do-
57	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Orthopedic Surgeon	18	19.04.2013	21.05.2013	4	-do-
58	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Pathologist	18	19.04.2013	21.05.2013	12	Under Process
59	Health Department	No.SOV SPL(H)16.7/04	28.01.2013	Psychiatrist	18	19.04.2013	21.05.2013	3	Under Process
60	Health Department	SO(H)Requisition/SPSC/2015	15.12.2015	Medical Officer	17	03.01.2016	29.02.2016	1859	Under Process
61	Health Department	-do-	15.12.2015	Women Medical Officer	17	03.01.2016	29.02.2016	140	Under Process
62	Health Department	-do-	15.12.2015	Minorities 5% MO	17	03.01.2016	29.02.2016	101	Under Process
63	Health Department	-do-	15.12.2015	Minorities 5% WMO	17	03.01.2016	29.02.2016	7	Under Process
64	Health	-do-	15.12.2015	Disable 2% MO	17	03.01.2016	29.02.2016	40	Under Process
65	Health	-do-	15.12.2015	Disable 2% WMO	17	03.01.2016	29.02.2016	3	Under Process
66	Health	-do-	15.12.2015	MLO	17	03.01.2016	29.02.2016	23	Under Process
67	Health	-do-	15.12.2015	WMLO	17	03.01.2016	29.02.2016	6	Under Process
68	Health Department	-do-	15.12.2015	Causality Medical Officer CMO	17	03.01.2016	29.02.2016	10	Under Process
69	Health Department	No.SO(PM-1)7-50/79	18.01.2016	Health Education Officer	17	29.05.2016	18.07.2016	9	Under Process
70	Health Department	SO-V/SPL(H) MISC-SPSC/2016	20.01.2016	Chest Specialist	18	25.01.2016	29.02.2016	10	Under Process
71	Health	-do-	20.01.2016	Gynecologist	18	25.01.2016	29.02.2016	83	Under Process
72	Health	-do-	20.01.2016	Pediatrician	18	25.01.2016	29.02.2016	71	Under Process
73	Health	-do-	20.01.2016	Ophthalmologist	18	25.01.2016	29.02.2016	97	Under Process
74	Health	-do-	20.01.2016	Cardiologist	18	25.01.2016	29.02.2016	19	Under Process
75	Health	-do-	20.01.2016	Anesthetist	18	25.01.2016	29.02.2016	154	Under Process
76	Health	-do-	20.01.2016	Physician	18	25.01.2016	29.02.2016	57	Under Process
77	Health	-do-	20.01.2016	ENT Specialist	18	25.01.2016	29.02.2016	28	Under Process

Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts	Remarks
78	Health	-do-	20.01.2016	Surgeon	18	25.01.2016	29.02.2016	64	Under Process
79	Health	-do-	20.01.2016	Ortho-Surgeon	18	25.01.2016	29.02.2016	64	Under Process
80	Health	-do-	20.01.2016	Dermatologist	18	25.01.2016	29.02.2016	24	Under Process
81	Health	-do-	20.01.2016	Pathologist	18	25.01.2016	29.02.2016	76	Under Process
82	Health	-do-	20.01.2016	Urologist	18	25.01.2016	29.02.2016	6	Under Process
83	Health	-do-	20.01.2016	Radiologist	18	25.01.2016	29.02.2016	54	Under Process
84	Health	-do-	20.01.2016	Psychiatrist	18	25.01.2016	29.02.2016	18	Under Process
85	Public Health Engineering	No.SO(PHE) 2 (63) /2008	14.03.2009	Assistant Engineer (Civil)	17	05.06.2015	30.6.2015	5	CCE Engineering (Under Process)
86	Works & Services Dept	No.SOEII(W&S)12-8/2008	17.07.2008	Assistant Engineer (Civil)	17	05.06.2015	30.6.2015	21	CCE Engineering (Under Process)
87	Irrigation Department,	No.A-II/10-145/005	15.08.2008 29.09.2015	Assistant Engineer (Civil)	17	09.10.2015	11.11.2015	66	CCE Engineering (Under Process)

**Annex Para 4.3.18A**

**Statement showing names of deficient applicants recommended by the SPSC for various posts**

<b>Sr #</b>	<b>OM #</b>	<b>Adv. No., date, post &amp; depart.</b>	<b>Name of selected person</b>	<b>Details of Deficiency</b>
1	20	02/2012 07-03-2012 Inspector of Stamps (BPS-16), Board of Revenue	Mr. FurqanKhanani S/o Ghulam Muhammad (Roll # 12718)	B.Com & Matric Pakka Certificates, 02 Character Certificates & 03 photographs
			Syed Muhammad Abuzer Abbas S/o Syed Anwar Haider (Roll # 12826)	B.Com and Inter Pass Certificates
			Mr. Barkat Ali S/o M. EssaChandio (Roll # 13379)	02 Character Certificates 01 each from head of institution last attended and responsible person
			Mr. Muneer Ahmed S/o Bhudo Mir Jat (Roll # 12410)	Departmental permission and 02 Character Certificates
			Mr. Tahir Ali Mastoi S/o MuhammadHnif (Roll # 12188)	Attested photographs and 02 Character Certificates
2	48	02/2014 03-04-2014 Statistical Officer (BPS-17), Bureau of Statistics, P&D Department	Zaheer Ali S/o HusoorBukhsh Bhutto (Roll # 11579)	Marks Sheet of MA does not show subject Statistics
			Jawad Sarwar Mahar S/o Ghulam Sarwar (Roll # 10561)	Marks Sheet of MA (Econ) in which subject not mentioned
			Khursheed Ahmed S/o QadirBuxKhuhro (Roll # 10499)	Marks Sheet of MA (Econ) in which subject not mentioned, date of declaration of result of MA
			Abdul Fatah Shaikh S/o Gul Muhammad Shaikh (Roll # 10434)	Marks Sheet in which subject statistics not mentioned
			Abdul Rab S/o Raees Noor Khan Gopang (Roll # 10424)	Marks Sheet in which subject statistics not mentioned
			Irfan Ahmed S/o Sher M. Dayo (Roll # 10417)	Marks Sheet in which subject statistics not mentioned
3	51	05/2013 20-02-2013	Muhammad Kashif S/o Muhammad Aslam Khoso (Roll # 21410)	He possessed BBA (Honors) instead of MBA or MA Economics

Sr #	OM #	Adv. No., date, post & depart.	Name of selected person	Details of Deficiency
		09/2013 27-09-2013 Planning Officer (BPS-17), Economic Section, P&D Department	Mr. Ayaz Ali S/o Ali Dino Jalalani (Roll # 20743)	He possessed BBA (Honors) instead of MBA or MA Economics
			Mr. Zulfiqar Ali S/o Nawab Ali Kandhro (Roll # 20646)	He possessed BS (Econ) instead of MBA or MA (Econ). Besides, he didn't produce Departmental Permission & CNIC
			Mr. Zulfiqar Ali Shah S/o Syed Murad Shah (Roll # 21680)	He was rejected due to non-production of Challan, Departmental Permission, Character Certificate but later on he was Admitted Provisionally but above documents were not available
			Mr. Mehwish Solangi D/o Saindad Khan Solangi (Roll # 21350)	They were rejected due to passing MA (Econ) in 2014 i.e., after closing date of 31-10-2013. Letter on Admitted Provisionally on the basis of equivalence of ACCA to M.Com and M.Com to MBA/MA (Econ) respectively. No supporting documents were available
			Syed Junaid Shah S/o Syed Dost Ali Shah (Roll # 21364)	
			Syed Shahabuddin S/o Rab Dino Shah (Roll # 21411)	He was rejected due to non-production of required documents. Letter on Admitted Provisionally subject to production of marks sheet of MBA showing Division and Departmental Permission. No supporting documents were available.
			Mr. Adnan Ali S/o Muhammad Arif Rajput (Roll # 20132)	As per face sheet, Departmental Permission was not submitted
			Mr. Abdul Ahad S/o Abdul Hameed Shaikh (Roll # 20571)	As per face sheet, Departmental Permission was not submitted

## Annexure 4.3.18B

### Details of Deficient applicants recommended by the SPSC for various posts in various departments of Government of Sindh

Sr #	OM #	Consol. Adv. No. and date	Details of person selected	Details of Deficiency
1	20	No.02/2012 07-03-2012  Inspector of Stamps (BPS-16), Board of Revenue (BOR)	<ol style="list-style-type: none"> <li>1. Mr. FurqanKhanani S/o Ghulam Muhammad (Roll # 12718)</li> <li>2. Syed Muhammad Abuzer Abbas S/o Syed Anwar Haider (Roll # 12826)</li> <li>3. Mr. Barkat Ali S/o M. EssaChandio (Roll # 13379)</li> <li>4. Mr. Muneer Ahmed S/o Bhudo Mir Jat (Roll # 12410)</li> </ol> <p style="text-align: center;">Mr. Tahir Ali Mastoi S/o MuhammdadHnif (Roll # 12188)</p>	<p>Audit observed that SPSC had recommended 05 Deficient applicants without receiving required documents despite the fact that as per remarks written on Face Sheet prepared by SPSC (detailed below), they were conditionally allowed to appear in interview for post of Inspector of Stamps (BPS-16), BOR instead of excluding them from interview as required under Article 0908 and 0910 of RMR.</p> <ol style="list-style-type: none"> <li>1. Complete record of recruitment process was not available except requisition, recruitment rules, advertisement, final result Press Release, Face sheets, unmarked applications dt.08-04-2013 of Muneer Ahmed &amp; Syed Muhammad Abuzer Abbas for permission to appear in interview delaying submission of required documents and recommendation letter dated 03-05-2013 sent to the Secretary, BOR</li> <li>2. As per RMR, Chairman Interview Committee may pass written orders on application allowing few days for submission of missing documents prior to the conclusion of series of concerned interview. However, Audit observed that only 02 candidates Syed Muhammad AbuzerAbbass (Merit # 2) and Muneer Ahmed (Merit # 5) had submitted applications on 08-04-2013 (i.e. on date of recommendation), which do not contain marking or orders of the Chairman Interview Committee. Though, they assured to submit B.Com Certificate and Departmental permission within 05 days and 03 days respectively but these documents were not submitted even on completion of recruitment process. It was learnt that</li> </ol>



Sr #	OM #	Consol. Adv. No. and date	Details of person selected	Details of Deficiency
				<p>candidate at Merit # 02, was the son of the Member of the Commission at that time.</p> <p>3. In addition to above 05 deficient applicants, Mr. Saud urRehman S/o Abdul Majeed (Roll # 12404 Merit # 03) had also appeared in the recruitment process for the post of Assistant Chief Inspector of Stamps (BPS-17) included in same advertisement under Roll No. 04139 but he was rejected without mentioning any reason. The required qualification for the post of Assistant Chief Inspector Stamps includes MBA. According to Face sheet for the post of Inspector of Stamps (BPS-16), his qualification was BBA and MBA. In case, he was rejected on the basis of qualification for the post of Assistant Chief Inspector Stamps then his selection for the post of Inspector of Stamps was also not justifiable.</p>
2	48	02/2014 03-04-2014	<p>1. Zaheer Ali 2. Jawad Sarwar Mahar 3. Khursheed Ahmed 4. Abdul Fatah Shaikh 5. Abdul Rab 6. Irfan Ahmed</p>	<p>Audit observed that SPSC had advertised and recommended candidates for 19 posts (13 Rural 06 Urban) of Statistical Officer (BPS-17), Bureau of Statistics, P&amp;D Department vide advertisement dated 03-04-2014 and Press Release dated 02-09-2014. According to qualification and remarks mentioned on face sheet prepared by SPSC, recommended candidates were found deficient as they were admitted provisionally subject to submission of required documents but these documents were not found submitted (Annex Para 4.3.2A) even after interview. Moreover, according to online data, one recommended candidate Mr. Muhammad Nasir S/o Riaz Ahmed (Roll # 11468) had mentioned his domicile as "Sukkur (Rural)" whereas as per Press Release dated 02-09-2014, his domicile was mentioned as "Sukkur Urban". However, important record pertaining to recruitment process including application along with supporting documents submitted by candidates, registers of applications and merit lists were not</p>

Sr #	OM #	Consol. Adv. No. and date	Details of person selected	Details of Deficiency
				produced to audit to verify the eligibility of recommended candidates.
3	51	05/2013 20-02-2013 09/2013 27-09-2013	09 Planning Officer (BPS-17), Economic Section, Planning & Development (P&D) Department (details at <b>Annex 4.3.18A</b> )	<p>According to P&amp;D Department Requisition dated 27-11-2012 and 16-09-2013, Recruitment Rules Notification dated 08-06-2006 and Consolidated Advertisement 05/2013 dated 20-02-2013 and 09/2013 dated 27-09-2013 qualification of “Master’s Degree in Economics, MBA or Equivalent at least in 2<sup>nd</sup> Division from a recognized University, Computer Literate” was prescribed for initial appointment for the post of Planning Officer (BPS-17) Economic Section, P&amp;D Department.</p> <p>Audit observed that SPSC had recommended the names of 09 candidates (05R+ 04U) vide Press Release dated 18-12-2016 (<b>Annex Para 4.3.18A</b>). Following irregularities were noticed:</p> <ol style="list-style-type: none"> <li>1. Both the requisitions contain wrong bifurcation of Rural/Urban quota (i.e., 01R+1U) despite the fact that 01 post was mentioned in first requisition and 08 in other.</li> <li>2. Though applications along with supporting documents submitted by candidates, written test result and other important documents pertaining to recruitment process were not produced to audit, however, according to qualification mentioned in attendance sheet dated 15-17 February 2016 and face sheet, all candidates were either possessing non-rectifiable deficiency of “lacking prescribed minimum qualification” or their applications were Deficient (<b>Annex Para 4.3.2A</b>).</li> <li>3. There is variation in number of candidates. As per attendance sheets of Interview held on 15-17 February 2016 43 Candidates were interviewed whereas as per interview program dated 25-01-</li> </ol>

<b>Sr #</b>	<b>OM #</b>	<b>Consol. Adv. No. and date</b>	<b>Details of person selected</b>	<b>Details of Deficiency</b>
				2016 47 Candidates were scheduled to be interviewed. According to Article Sub-Article (b) of Article 0803, “for 03 to 10 posts, 04 candidates for each post are to be called for interview”. Thus, for 09 posts, only 36 candidates were required to be interviewed. Interviewing 07 candidates more needs to be justified.

### **Annex Para 4.3.19A**

#### **Statement showing the summary of deficiencies/irregularities incurred during recruitment process for various posts by SPSC**

<b>Sr #</b>	<b>OM #</b>	<b>Consolidated Advertisement # and date</b>	<b>Name of post &amp; department</b>	<b>No. of candidates recommended</b>	<b>Details of deficiency/irregularity</b>
1	21	No.01/2015	Staff Nurse (BPS-16). Health Department	477	Defective requisition
2	26	14-05-2015			Variation in number of applications, doubtful acceptance of qualification not mentioned in advertisement, doubtful acceptance of 150 manual applications received through post in violation of rules & non-production of essential record.,
3	38	09/2013 27-09-2013	Dental Surgeon (BPS-17) Health Department	65	Defective Requisition
4	41	09/2012 19-10-2012	Medical/ Women Officer (BPS-17) Health Department	399	Defective requisition and criteria of appointment variation in number of applicants, doubtful re-conduct of written test and non-production of record

5	43	-	Director Operation (BPS-18) & Assistant Director (BPS-17), IT Department	02	Defective requisition, doubtful recruitment process and non-production of record
6	44	02/2012 07-03-2012 05/2012 21-06-2012	Various post in BPS-16 to BPS-18 in IT Department	10	Unjustified cancellation, start afresh recruitment process and non-production of record
7	45		Senior Manager Data Base and Hardware/ Network (BPS-18) in IT Department	02	Variation in number of applicants, short submission of documents and non-production of record
8	49	05/2013 20-02-2013 02/2014 03-04-2014	Planning Officer (BPS-17) Transport & Communication, P&D Department	04	Inordinate delay in result, not calling all written test qualified candidates for interview and non-production of record
9	54	05/2013 20-02-2013 02/2014 03-04-2014	Planning Officer (BPS-17) various sections, P&D Department	07	Defective Requisition, variation in number of candidates, interviewing below the prescribed number of candidates and non-production of record.

### Annexure 4.3.19B

#### Details of irregularities/deficiencies noticed in recruitment process of various posts completed by the SPSC

S r #	O M #	Consol. Adv. No. and date	Name of post & department	No. of candidates recommende d	Details of deficiency/irregularity
1	21	01//201 5 14-05- 2015	Staff Nurse (BPS-16). Health Department (HD)	477	<p>Audit observed that Requisition of Health Department (HD) dated 02-10-2014 for filling up 500 vacancies of Staff Nurse (BPS-16) was found deficient on the following grounds:</p> <ol style="list-style-type: none"> <li>1. The requisition did not contain bifurcation of posts among various quota (i.e., Rural/Urban, Male/Female, Minorities&amp; Disabled), job description and written approval for increase/decrease in vacancies from SGA&amp;CD. After pursuance of SPSC, the HD vide letter dated 29-04-2015 issued over the signature of Section Officer (PM-I) intimated the bifurcation of quota among Rural, Urban, Minorities and Disabled. However, Gender quota and other documents stated above were not sent even the recruitment process was completed.</li> <li>2. Moreover, bifurcation of posts was part of requisition form, which was required to be signed by the Health Secretary as required under Article 0304 of RMR whereas above quota position was intimated over the signature of Section Officer.</li> <li>3. According to Recruitment Rules for the post of Staff Nurse (BPS-16) referred above, one year Specialized Diploma in any Nursing subject recognized by the Pakistan Nursing Council (PNC) was prescribed along with diploma in Nursing for the male candidates of above post. Details of such Specialized Diploma was not given in requisition form. However, SPSC vide letter dated 29-06-2015 requested PNC to intimate recognized Specialty of Diploma for male candidates along with a list of institutes registered/recognized by PNC. No response in this regard was found received.</li> <li>4. It is added that following qualifications were also prescribed vide PNC letters referred below but the same were also not found included in requisition:</li> </ol>

S r #	O M #	Consol. Adv. No. and date	Name of post & department	No. of candidates recommende d	Details of deficiency/irregularity																										
					<p>i. PNC vide letter dated 25-05-2015 had prescribed the qualification of “Community Midwifery (CMW) diploma holders” as an alternate to Diploma in Midwifery for the post of Staff Nurse (Female);</p> <p>ii. PNC vide letter dated 17-12-2015 had reiterated that qualification of Generic BSN is also prescribed as an alternate of Diploma Category for Staff Nurse (Male/Female).</p> <p>5. The SPSC vide letter dated 21-08-2015 requested the Health Department to furnish revised requisition showing number of posts for recruitment against Minorities, disable and female quota in accordance with the decision of Honorable High Court of Sindh.</p> <p>6. It is evident that the requisition was not in order therefore it was being obtained on revised format. Hence, the whole recruitment process (initiated and completed on defective requisition and without alternate qualification criteria) was irregular and it deprived the other eligible candidates to apply and participate in recruitment process.</p>																										
2	26	01//2015 14-05-2015	Staff Nurse (BPS-16), Health Department (HD)	477	<p>Audit observed that 477 candidates were declared fit and suitable for appointment against the post of Staff Nurse (BPS-16) vide Press Release dated 30-03-2016 despite following deficiencies/irregularities:</p> <p>1. There was variation in number of candidates among list of candidates (PDF copy provided by IT section), Schedule of Pre-Interview Written Test, information provided by Recruitment Section-I (RS-I) of SPSC and Annual Report 2015 (detailed as under) but due to non-production of record pertaining to recruitment process including applications with supporting documents, registers of applications and merit lists, correct number of candidates could not be ascertained:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="3">Center</th> <th colspan="3">Schedule of Written Test</th> <th colspan="2">List of Candidates</th> <th rowspan="3">RS-I</th> <th rowspan="3">Annual Report 2015</th> </tr> <tr> <th colspan="2">Roll No.</th> <th rowspan="2">No. of Candidates</th> <th colspan="2">Roll No.</th> <th rowspan="2">No. of Candidates</th> </tr> <tr> <th>From</th> <th>To</th> <th>From</th> <th>To</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Center	Schedule of Written Test			List of Candidates		RS-I	Annual Report 2015	Roll No.		No. of Candidates	Roll No.		No. of Candidates	From	To	From	To								
Center	Schedule of Written Test			List of Candidates			RS-I	Annual Report 2015																							
	Roll No.		No. of Candidates	Roll No.					No. of Candidates																						
	From	To		From	To																										

S r #	O M #	Consol. Adv. No. and date	Name of post & department	No. of candidates recommende d	Details of deficiency/irregularity								
					Hyderaba d	1500 1	1665 0	1650	1500 1	1658 6	1586	-	-
					Karachi	1670 1	1855 0	1850	1670 1	1855 0	1850	-	-
					Sukkur	1870 1	1965 0	950	1870 1	1956 7	867	-	-
					<b>Total</b>			<b>4450</b>			<b>4303</b>	<b>445 0</b>	<b>4334</b>
					<p>2. As per advertisement No.01/2015 dated 14-05-2015, “no application will be entertained received through application form manually or postal transit”. However, note submitted by RS-I on 09-07-2015, Computer Cell of SPSC was requested to enroll 150 application forms received manually through TCS for the post of Staff Nurse. Neither justification for entertaining manual applications nor details of such applications were available.</p> <p>3. It was mentioned in an unsigned copy of letter addressed to Health Department (HD) (available in record produced to audit) that 251 candidates holding degree of BS-Nursing (Generic) were rejected due to non-inclusion of above qualification in recruitment rules, however, 02 applications dated 17-11-2015 &amp; 21-12-2015 submitted by 45 BS-Nursing Candidates &amp; Mr. Riaz Ali Khoso S/o Illahi Bux Khoso respectively requesting to issue permission to appear in interview were available and the Chairman had noted his orders on application dated 21-12-2015, “PI issue interview letters to all the candidates holding BS (Nursing) including this one”. However details of all 251 candidates holding degree of BS-Nursing and evidence of issuance of interview letters to them were not available to examine the number of candidates recommended to HD on above qualification.</p>								
3	38	09/2013 27-09- 2013	Dental Surgeon (BPS-17) Health	65	Audit observed that requisition of HD dated 27-06-2013 (rectified vide letter dated 26-08-2013) for 65 vacancies of Dental Surgeon (BPS-17) was found deficient as copy of notification of the Service Rules relevant to above and written approval for increase/ decrease in vacancies from SGA&CD were not enclosed with the requisition. Besides, other important record of recruitment process including								

S r #	O M #	Consol. Adv. No. and date	Name of post & department	No. of candidates recommende d	Details of deficiency/irregularity
			Department (HD)		applications supported by documents and registers, approved Syllabi for written test with question papers and merit lists were also not produced.
4	41	09/2012  19-10- 2012	Medical/ Women Officer (BPS- 17) Health Department (HD)	399	<p>SPSC in response to HD requisition dated 31-08-2012, advertised 399 posts of Medical Officers (MOs)/Women Medical Officers (WMOs) BPS-17 vide Advertisement dated 19-10-2012. Whole process of selection was doubtful due to following deficiencies:</p> <ol style="list-style-type: none"> <li>1. The requisition was found deficient as it did not contain a copy of written approval for increase/decrease in vacancies from SGA&amp;CD and quota for minority/disabled persons. It is added that above quota was also not included in advertisement.</li> <li>2. It was observed that One-year House Job was not required for post of MOs/WMOs in HD despite the fact that same was required for the same post in Population Welfare Depart. &amp; Dental Surgeon in HD (Advertisement No.02/2011 &amp; 09/2013 respectively)</li> <li>3. Only registration with PM&amp;DC was required without mentioning the details of registration whether provisional or permanent. As defined in Regulation 2 (y) and (u) of Pakistan Registration of Medical and Dental Practitioners Regulations 2008, provisional registration is required for doing house job under supervision given to holders of basic medical/dental qualifications whereas permanent or full time registration is allowed after obtaining basic Medical/dental qualification and completion of one-year mandatory house job. Thus, only full time registration was applicable. It could not be known whether candidates were declared fit/suitable and recommended for the post of MO/WMO on provisional or permanent registration. All candidates selected on the basis of provisional registration were ineligible in terms of PM&amp;DC regulations referred above as house job is done under supervision whereas responsibilities for above post were independent.</li> </ol>



S r #	O M #	Consol. Adv. No. and date	Name of post & department	No. of candidates recommende d	Details of deficiency/irregularity
					<p>4. There was variation in number of candidates detailed as under:</p> <ol style="list-style-type: none"> <li>i. Total number of applications as per concerned branch were 10,318 whereas as per time table for written test 11,700.</li> <li>ii. As per results of written test announced on 09-04-2013 and 23-04-2013, 1126 and 06 (total 1132) candidates (760 MOs and 360 WMOs) were declared qualified whereas as per Interview schedule (dated 09-04-2013), 1186 candidates (760 MOs and 426 WMOs) were scheduled to be interviewed from 18-04-2013 to 16-05-2013. Scheduling candidates for interview in excess of written test qualified candidates (that too on the date of declaration of first result) could not be understood.</li> </ol> <p>5. According to Press Release dated 13-01-2013, candidates who missed the written test held on 13-01-2013 due to law &amp; order situation were allowed to appear in test held on 20-01-2013. However, record pertaining to candidates appeared for written test on 20-01-2013 and evidence that they missed written test held on 13-01-2013 was not produced</p> <p>6. According to Interview Schedule issued vide letter dated 09-04-2013, Interviews scheduled from 18-04-2013 to 16-05-2013 whereas the interview result was declared on 14-05-2013 i.e., two days before completion of interview schedule.</p> <p>7. Besides, other important record of recruitment process including applications supported by documents and registers, attendance sheets and merit lists were also not produced.</p>
5	43	-	Director Operation (BPS-18) & Assistant Director (BPS-17), IT Department	02	<p>Audit observed that IT Department requisitions dated 10-10-2012 and 02-02-2012 for the posts of Director Operations (BPS-18) and Assistant Director (BPS-17) respectively were found deficient and recruitment process doubtful on the following grounds;</p> <ol style="list-style-type: none"> <li>1. According to information provided by Recruitment Section-II of SPSC, the requisition for the post of Director Operation was withdrawn by the IT Department whereas no information about other post was provided.</li> </ol>

S r #	O M #	Consol. Adv. No. and date	Name of post & department	No. of candidates recommende d	Details of deficiency/irregularity																		
					<p>2. Relevant requisition files contain only copies of requisition and office copy of advertisement whereas disposal of above requisitions (i.e., with drawl by IT Department or process finalized or under process) was not available.</p> <p>3. However, according to Press Release dated 26-04-2014 and 29-04-2014 available on SPSC website, 05 candidates (Roll # 14015,14068,14092,14146 &amp;14151) and 05 candidates (Roll # 13803,13806,13881, 13894 &amp; 13906) were declared qualified in written tests held in April 2014 for the post of Director Operation (BPS-18) and Assistant Director (BPS-17) respectively. Moreover, according to Appendix-II (Page # 33) of Annual Report 2014, “recommendations were sent to IT Department in 2014”.</p> <p>4. Thus, the Annual Report was showing completion of recruitment process for above two posts in 2014 whereas the concerned branch of SPSC was showing that the post of Director Operation was withdrawn. The concerned branch was not showing any recruitment process including receipt of requisition and advertisement for the post of Assistant Director whereas relevant files shows that requisitions were received and both posts were advertised.</p> <p>5. Other important record pertaining to recruitment process including applications supported by documents and registers, attendance sheets and merit lists were not produced to verify the authenticity of above recruitment process.</p>																		
6	44	02/2012  07-03-2012  05/2012  21-06-2012	Various post in BPS-16 to BPS-18	10	<p>In pursuance to IT Department requisitions dated 13-01-2012 &amp; 02-02-2012 SPSC advertised following posts vide Adv. # 02/2012 &amp; 05/2012 dated 07-03-2012 &amp; 21-06-2012 respectively</p> <table border="1" data-bbox="761 999 1639 1177"> <thead> <tr> <th data-bbox="761 999 814 1058">S#</th> <th data-bbox="814 999 1177 1058">Name of post</th> <th data-bbox="1177 999 1249 1058">BPS</th> <th data-bbox="1249 999 1302 1058">S#</th> <th data-bbox="1302 999 1567 1058">Name of post</th> <th data-bbox="1567 999 1639 1058">BPS</th> </tr> </thead> <tbody> <tr> <td data-bbox="761 1058 814 1117">1</td> <td data-bbox="814 1058 1177 1117">System Administrator</td> <td data-bbox="1177 1058 1249 1117">17</td> <td data-bbox="1249 1058 1302 1117">2</td> <td data-bbox="1302 1058 1567 1117">Web Developer</td> <td data-bbox="1567 1058 1639 1117">17</td> </tr> <tr> <td data-bbox="761 1117 814 1177">3</td> <td data-bbox="814 1117 1177 1177">Senior Manager (Software)</td> <td data-bbox="1177 1117 1249 1177">18</td> <td data-bbox="1249 1117 1302 1177">4</td> <td data-bbox="1302 1117 1567 1177">Deputy Director</td> <td data-bbox="1567 1117 1639 1177">18</td> </tr> </tbody> </table>	S#	Name of post	BPS	S#	Name of post	BPS	1	System Administrator	17	2	Web Developer	17	3	Senior Manager (Software)	18	4	Deputy Director	18
S#	Name of post	BPS	S#	Name of post	BPS																		
1	System Administrator	17	2	Web Developer	17																		
3	Senior Manager (Software)	18	4	Deputy Director	18																		

S r #	O M #	Consol. Adv. No. and date	Name of post & department	No. of candidates recommende d	Details of deficiency/irregularity					
					5	Senior (Hardware/Network) Manager	18	6	System Analyst	18
					7	Senior Manager (Web/Portal)	18	8	Senior Manager (Database)	18
					9	Data Processing Officer	16	10	Assistant Director	17
<p>Audit observed that:</p> <ol style="list-style-type: none"> <li>1. RS-II of SPSC provided information about Adv. # 02/2012 only. However, relevant files contain copies of requisitions/office copies of both advertisements, Revised Interview Program dated 05-08-2014 and IT Department letter dated 07-08-2014 to hold recruitment process in abeyance due to res-structuring of the department.</li> <li>2. Appendix-II (Page#33) of Annual Report 2014 shows receipt of applications for above posts with remarks that all posts were withdrawn except Assistant Director (recommendation was sent to IT Deptt.) despite the fact the IT Deptt. had requested to hold the process in abeyance not withdrawn/cancellation of recruitment process.</li> <li>3. Despite reporting the posts as withdrawn in Annual Report 2014, the SPSC vide letter dated 29-01-2015 assured in writing to Mr. Muhammad Haneef S/o Din Muhammad (candidate for the posts of System Analyst, Senior Manager Database/Web/Portal) that candidates will be called for test/interview on receipt of clearance from IT department.</li> <li>4. According to Annual Report 2014 (Page # 33), unsigned list of candidates, online data and revised interview program, a number of the candidates had applied for above posts (<b>Annex Para 4.3.19C</b>). Though, there was contradiction in number of applicants in above documents but the same confirm that there was participation of candidates.</li> </ol>										

S r #	O M #	Consol. Adv. No. and date	Name of post & department	No. of candidates recommende d	Details of deficiency/irregularity
					<p>5. The IT department vide letter dated 02-02-2016 and 08-02-2016 again sent requisition for above posts (except System Administrator and Senior Manager Software), which were advertised by SPSC vide Advertisement No.03/2016 dated 08-04-2016. It could not be understood, whether these were fresh vacancies or earlier advertised vacancies as there was no reference of previous requisitions was mentioned in IT department letter.</p> <p>6. Action on previous requisitions/advertisements was held in abeyance hence the same should have been revived in case newly advertised posts are not fresh vacancies.</p> <p>7. In case these were earlier advertised vacancies, there was no justification of fresh requisition and advertisement as there was no change in recruitment rules for above posts.</p> <p>8. In case these were earlier advertised vacancies without giving any benefit to candidates already applied, it was injustice with them on one hand it lessens faith on the recruitment process of SPSC resulting into non-participation of potential candidates in future recruitment. Thus, it may be construed that no candidate of previous advertisement was called for interview despite written assurance by SPSC dated 29-01-2015 to a candidate.</p>

S r #	O M #	Consol. Adv. No. and date	Name of post & department	No. of candidates recommende d	Details of deficiency/irregularity
7	45	-	Senior Manager Data Base and Hardware/ Network (BPS-18) in IT Department	02	<p>Following deficiencies were noticed during recruitment process for the posts of Senior Manager (Hardware/ Network) and Senior Manager (Database) in IT Department:</p> <ol style="list-style-type: none"> <li>1. According to data provided to audit, 93 candidates had applied for the post of Senior Manager (Hardware/Network) whereas 62 candidates had applied for the post of Senior Manager (Database). However, as per attendance sheet of interview 31 candidates were interviewed for the post of Senior Manager (Hardware/Network) on 05-10-2016 whereas 18 candidates were interviewed for the post of Senior Manager (Database) on 06-10-2016. The reasons for not interviewing all candidates needs to be explained.</li> <li>2. Mr. Khalid Hussain S/o Nizamuddin Khoso and Shafique Ahmed S/o Muhammad Sadique Memon were recommended to IT department on 06-10-2016 for the post of Senior Manager (Hardware/Network) and (Database) respectively but copy of such letter was not available to verify its issuance before suspension of all recruitment processes by SPSC on 17-10-2016</li> <li>3. As per face sheets, both the candidates were rejected on the basis of short documents. However, both were subsequently admitted provisionally but no documentary evidence in support of their admission was available.</li> <li>4. Other important record pertaining to recruitment process including applications along with relevant documents/registers and merit lists was also not produced to audit.</li> </ol>
8	49	05/2013 20-02- 2013	Planning Officer (BPS- 17) Transport & Communicatio n Section,	04	<p>Audit observed that SPSC had recommended four candidates (each time 02 posts) for the post of Planning Officer (BPS-17), Transport &amp; Communication Section, P&amp;D Deptt. vide Press Release dated 26-09-2014 and 28-12-2015 in response to Advertisement #05/2013 dated 20-02-2013 and 02/2014 dated 03-04-2014 respectively. Following irregularities were noticed:</p>

Sr #	OM #	Consol. Adv. No. and date	Name of post & department	No. of candidates recommended	Details of deficiency/irregularity																																											
			Planning & Development (P&D) Department		1. Application along with supporting documents submitted by candidates and other important record pertaining to recruitment process was not produced to audit. 2. Written test result was announced after delay of 03 months, which needs to be clarified. 3. Three written test qualified candidates were not called for interview.																																											
9	54	05/2013 20-02-2013 02/2014 03-04-2014	Planning Officer (BPS-17) various sections, P&D Department	07	SPSC had recommended 07 candidates for following posts of Planning Officer (BPS-17) in Planning & Development (P&D) Department, Government of Sindh: <table border="1" data-bbox="779 579 1624 1183"> <thead> <tr> <th rowspan="2">Sr #</th> <th rowspan="2">Requisition date</th> <th rowspan="2">Name of section</th> <th colspan="3">No. of Posts</th> <th rowspan="2">Advertisement #</th> <th rowspan="2">Date</th> </tr> <tr> <th>R</th> <th>U</th> <th>T</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>27-11-2012</td> <td>Environment</td> <td>0</td> <td>1</td> <td>1</td> <td>05/2013</td> <td>20-02-2013</td> </tr> <tr> <td>2</td> <td>27-11-2012 16-09-2013</td> <td>Health</td> <td>1</td> <td>1</td> <td>2</td> <td>05/2013 09/2013</td> <td>20-02-2013 27-09-2013</td> </tr> <tr> <td>3</td> <td>30-01-2014</td> <td>Coordination/Development</td> <td>1</td> <td>0</td> <td>1</td> <td>02/2014</td> <td>03-04-2014</td> </tr> <tr> <td>4</td> <td>30-01-2014</td> <td>Education</td> <td>1</td> <td>1</td> <td>2</td> <td>02/2014</td> <td>03-04-2014</td> </tr> </tbody> </table>	Sr #	Requisition date	Name of section	No. of Posts			Advertisement #	Date	R	U	T	1	27-11-2012	Environment	0	1	1	05/2013	20-02-2013	2	27-11-2012 16-09-2013	Health	1	1	2	05/2013 09/2013	20-02-2013 27-09-2013	3	30-01-2014	Coordination/Development	1	0	1	02/2014	03-04-2014	4	30-01-2014	Education	1	1	2	02/2014	03-04-2014
Sr #	Requisition date	Name of section	No. of Posts						Advertisement #	Date																																						
			R	U	T																																											
1	27-11-2012	Environment	0	1	1	05/2013	20-02-2013																																									
2	27-11-2012 16-09-2013	Health	1	1	2	05/2013 09/2013	20-02-2013 27-09-2013																																									
3	30-01-2014	Coordination/Development	1	0	1	02/2014	03-04-2014																																									
4	30-01-2014	Education	1	1	2	02/2014	03-04-2014																																									

S r #	O M #	Consol. Adv. No. and date	Name of post & department	No. of candidates recommende d	Details of deficiency/irregularity				
					5	30-01-2014	Science & Technology	1	0
					<p>Audit observed that:</p> <ol style="list-style-type: none"> <li>1. Except Education section, all requisitions were deficient as all contain wrong bifurcation in number of posts among Rural/Urban Quota.</li> <li>2. Out of 06 written test qualified candidates for Coordination/Development Section, only 04 candidates were called for interview. Similarly, out of 11 written test qualified candidates for Education Section only 06 candidates were called for interview. According to Article Sub-Article (a) of Article 0803 of SPSC-RMR, 2006, “for 01 to 02 posts, 05 candidates for each post are to be called for interview”. Thus, for 01 post of Coordination/Development Section, 05 candidates out of 06 written test qualified candidates were required to be interviewed whereas 10 candidates for two posts of Education Section were to be called for interview but only 06 candidates were called for interview. Interviewing below the prescribed number of candidates need to be justified.</li> <li>3. Central Record Register and Branch Record Register were not produced.</li> </ol>				

**Annex Para 4.3.19C**

**Statement showing the Advertisements for various posts for  
Information, Science & Technology Department, Government of Sindh by SPSC during 2012-2016**

S r #	Name of Post	BP S	Advertisement		No. of Posts			No. of applicants as per unsigned statement of RS-1			No. of applicants as per online data			No. of Candidate s as per Interview Program	No. of Applicant s as per Annual Report 2014	Status as per Annual Report 2014 (Appendix-II)
			No.& date	Closin g Date	R	U	T	Eligibl e	Rejec t	Tota l	R	U	Tota l			
1	System Administrator	17	02/2012 27-03-2012	09-04- 2012	1	0	1	11	87	98	0	0	0	11	109	Requisition with-drawn by AD in 2014
2	Web Developer	17	02/2012 27-03-2012	09-04- 2012	1	0	1	4	51	55	0	0	0	4	55	-do-
3	Senior Manager (Software)	18	05/2012 21-06-2012	23-07- 2012	0	1	1	2	42	44	3	40	43	2	44	-do-
4	Senior Manager (Hardware/Networ k)	18	05/2012 21-06-2012	23-07- 2012	0	1	1	12	65	77	13	64	77	12	78	-do-
5	Senior Manager (Web/Portal)	18	05/2012 21-06-2012	23-07- 2012	1	0	1	4	34	38	36	2	38	5	40	-do-
6	Senior Manager (Database)	18	05/2012 21-06-2012	23-07- 2012	1	0	1	9	29	38	35	3	38	9	39	-do-
7	Deputy Director	18	05/2012 21-06-2012	23-07- 2012	0	1	1	6	36	42	2	40	42	6	42	-do-
8	System Analyst	18	05/2012 21-06-2012	23-07- 2012	1	0	1	10	35	45	42	3	45	10	46	-do-
9	Data Processing Officer	16	05/2012 21-06-2012	23-07- 2012	1	0	1	26	55	81	75	5	80	26	81	-do-
10	Assistant Director	17	05/2012 21-06-2012	23-07- 2012	0	1	1	45	68	113	11	10 0	111		115	Recommendati on sent to A.D in 2014
11	Director Operation	18	05/2012 21-06-2012	23-07- 2012	1	0	1			0	16 7	9	176		176	-do-
12	Video Conferencing Engineer	17	05/2012 21-06-2012	23-07- 2012	6	4	1 0			0	50 3	17 3	676		677	-do-
	<b>Total</b>				<b>1 3</b>	<b>8</b>	<b>2 1</b>	<b>129</b>	<b>502</b>	<b>631</b>	<b>88 7</b>	<b>43 9</b>	<b>132 6</b>		<b>1502</b>	



**Annex Para 4.3.20**

**Statement showing the details of various posts advertised under  
Combined Competitive Examination (Executive Cadre), 2013 by SPSC**

S r #	Name of Departme nt	Name of Post	BP S	Rural					Urban					Total					No. of Posts		Remarks
				G M	M	D	F	T	G M	M	D	F	T	G M	M	D	F	T	Advertise d	Not advertise d	
1	Excise & Taxation	Excise & Taxation Officer	17	16	1	1	0	18	9	0	0	0	9	25	1	1	0	27	12	15	6,3,1 & 5vacancies increased on 01-11- 2013, 13- 12-2013, 09-01-2014 & 09-11- 2015 respectively
2	Food	DFC/ Storage & Enforcement Officer	16	2	1	0	1	4	3	0	0	0	3	5	1	0	1	7	4	3	03 vacancies increased on 28-04- 2014
3	Food	Additional Food Controller (ADFC)	16	6	1	0	1	8	6	0	0	0	6	12	1	0	1	14	0	14	06 & 08 vacancies increased on 28-04- 2014 and 21-07-2016
4	Labor	Assistant Director Labor	17	2	0	0	0	2	1	0	0	0	1	3	0	0	0	3	3	0	
5	Labor	Labor Officer	16	11	0	0	0	11	7	0	0	0	7	18	0	0	0	18	18	0	
6	SGA&CD	Assistant Commission er	17	27	0	0	0	27	18	0	0	0	1 8	45	0	0	0	45	45	0	
7	SGA&CD	Section Officer	17	71	0	0	0	71	46	0	0	0	4 6	11 7	0	0	0	11 7	76	41	41 vacancies increased

S r #	Name of Departme nt	Name of Post	BP S	Rural					Urban					Total					No. of Posts		Remarks	
				G M	M	D	F	T	G M	M	D	F	T	G M	M	D	F	T	Advertise d	Not advertise d		
																						on 05-05-2015
8	Cooperativ e	Assistant Registrar	17	5	0	0	0	5	4	0	0	0	4	9	0	0	0	9	9	0	Advertised on 01-08- 2013	
9	BOR	Mukhtiarkar	16	8	0	0	0	8	4	0	0	0	4	12	0	0	0	12	24	0	No. of posts advertised were reduced from 24 to 12 posts, balance 12 posts were reserved for ministerial establishme nt of BOR for initial recruitment	
	<b>Total</b>			<b>14 8</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>15 4</b>	<b>98</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9 8</b>	<b>24 6</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>25 2</b>	<b>191</b>	<b>73</b>		

\*GM=General Merit M=Minorities D=Disabled F=Female T=Total

**Statement showing the details of recruitment for the post of  
Assistant, SPSC during 2012-14 by SPSC**

<b>Sr #</b>	<b>Advertisement #</b>	<b>Roll #</b>	<b>Name</b>	<b>Father's Name</b>	<b>Domicile</b>	<b>Allegation</b>	<b>Clarification of SPSC</b>
1	01/2012	4052	Gulshan Ali	Rahmatullah Khoso Baloch	Khairpur-R	<b>Nephew</b> of Mr. Inayat Baloch, Member, Administration	No clarification
2	01/2012	3980	Master Muhammad Mustafa	Syed Zafar Islam Jaffery	Hyderabad-U	<b>Nephew</b> of Syed Ejaz Jaffery, Secretary, SPSC	No clarification
3	01/2012	4116	Zain-ul-Abdin Chandio	Jumo Khan Chandio	Karachi-U	<b>Son</b> of Mr. Juma Khan Chandio, Assistant Controller Examination	Appointed on merit
4	01/2012	3669	Noor Hassan	Liquat Ali Dars	Hyderabad-U	<b>Relative (Nephew)</b> of Syed Irshad Ali Shah, Chairman SPSC	No clarification
5	01/2012	4079	Shafi Muhammad Shah	Syed Khuda Dino Shah	Hyderabad-R	<b>Relative (Nephew)</b> of Syed Irshad Ali Shah, Chairman SPSC	No clarification
6	01/2012	3226	Syed Sajjad Ali Shah Bukhari	Syed Sadique Hussain Shah	Hyderabad-U	<b>Relative (Nephew)</b> of Syed Irshad Ali Shah, Chairman SPSC	Appointed on merit
7	01/2012	3402	Asif Ali	Sanam Ali Lakho	Hyderabad-U	<b>Brother</b> of Ayaz Lakho, Data Processing Assistant	Appointed on merit
8	01/2012	3028	Muhammad Ayoub	Muhammad Yousuf Panhwar	Dadu-R	<b>Relative</b> of Mr. Mebuddin Qadri, Member	It is false and baseless allegation

Sr #	Advertisement #	Roll #	Name	Father's Name	Domicile	Allegation	Clarification of SPSC
9	01/2012	3598	Asghar Ali Shah	Syed Noor Muhammad Shah	Dadu- R	<b>Relatives</b> of Syed Shafi Muhammad Shah, Secretary SPSC	No clarification
10	01/2012	4855	Altaf Ahmed Khokhar	DhaniBux Khan	Shikarpur-R	<b>Relatives</b> of Syed Shafi Muhammad Shah, Secretary SPSC	Syed Shafi Muhammad Shah has declared on oath that he was not his relative. He deserted the duty as he was getting better emoluments in IBA.
11	01/2012	4129	Mumtaz Ali Shah	Syed Karam Ali Shah	Hyderabad-R	<b>Relatives</b> of Syed Shafi Muhammad Shah, Secretary SPSC	Syed Shafi Muhammad Shah has declared on oath that he was not his relative, He was appointed on merit
12	05/2013	12295	Noshad Ali	Ghous Muhammad Korejo	Larkana-R	Not mentioned in complaint	Not mentioned in complaint
13	05/2013	12378	Irfan	Mubarak Khaskheli	Sanghar-R	Not mentioned in complaint	Not mentioned in complaint

**Annex Para 4.3.23 A**

**Statement showing detail of cases in which record was not produced by SPSC**

Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts advertised	No. of candidates recommended	Date of recommendation sent to Administrative Department
1	Zakat Ushr Department	SO(C&I)49/2008	09.10.2013	Assistant Administrator	17	02/2014 03.04.14	30.04.14	2	2	
2	Zakat Ushr Department	SO(C&I)S-1/2002/1513	19.11.2014	Computer Operator	16	05/2014 01.12.14	18.12.14	8	8	
3	Food Department	No. SOF(Admn)1(337)/2001/763	25.04.2014	Assistant Account Officer /Regional Audit Officer	16	4/2014	01.12.2014	5	5	
4	Labour Department	No.L(1)1-1/2008	26.10.10	Assistant Law Officer	17	5/2009 13.05.2009	18.06.2009	1	1	02.05.2013
5	Labour Department	NO.Lab(1)1-1/08 P-I	12.03.2008	Manager Employment Exchange (Male)	16	11/2010 18.12.10	20.01.2011	2	2	12.03.2012
6	Labour Department	NO.Lab(1)1-1/08 P-I	12.03.2008	Manager Employment Exchange (Female)	16	11/2010 18.12.10	20.01.2011	2	2	12.03.2012
7	Labour Department	NO.Lab(1)1-1/08 P-I	11.03.2008	Technical Inspector	17	5/2009 13.05.2009	18.06.2009	9	9	07.05.2014
8	Labour Department	NO.Lab(1)1-1/08 P-I	11.10.2008	Medical Inspector	17	5/2009 13.05.2009	18.06.2009	5	4	02.09.2014
9	Labour Department	NO.Lab(1)1-1/08 P-I	11.10.2008	Medical Inspector	17	4/2014 29.10.2014	01.12.14	1	1	15.04.2015
10	Transport Department	No.SO(T-II)2-32/2008	10.04.2012	Secretary District Regional Transport Authority (Male )	17	03/2012 16.05.12	15.06.12	7	7	09.05.2013
11	Transport Department	No.SO(T-II)2-32/2008	10.04.2012	Secretary District Regional Transport Authority (Female)	17	03/2012 16.05.12	15.06.12	1	1	09.05.2013
12	Labour Department	NO.Lab(1)1-1/08 P-I	09.01.2014	Computer Programmer	16	01/2015 14.05.15	08.06.15	2	3	
13	Labour Department	NO.Lab(1)1-1/08 P-I	09.01.2014	Junior Inspector	17			1	1	
14	Board of Revenue	-	24.03.2012	Micro Filming Officer	16	06/2013 19.04.13	21.05.13	3	3	22.10.2014

Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts advertised	No. of candidates recommended	Date of recommendation sent to Administrative Department
15	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Asstt: Research Officer (Agronomy) Non-Supervisory (Male)	17	05/2009 13.05.2009	14.03.2013	2	2	22.02.2013
16	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Asstt: Research Officer (Agronomy) Non-Supervisory (Female)	17	05/2009 13.05.2009	14.03.2013	1	1	22.02.2013
17	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Asstt: Antomologist (Supervisory)	17	04/2011 29.09.2011	25.10.2011	2	2	03.12.2012
18	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Asstt: Agronomist (Supervisory)	17	04/2011 29.09.2011	03.05.2013	2	2	03.12.2012
19	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Asstt: Agriculture Chemist Soil Science (Supervisory)	17	04/2011 29.09.2011	21.05.2013	10	6	03.12.2012
20	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Asstt: Biologist Plant Breeding	17	04/2011 29.09.2011	21.05.2013	6	3	03.12.2012
21	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Asstt: Horticulture Asstt: Vegetable Specialist (Supervisory)	17	04/2011 29.09.2011	21.05.2013	7	1	
22	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Statistician	18	05/2011 22.10.2011	21.05.2013	1	1	27.04.2012
23	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Asstt: Agriculture Chemist Soil Science (Supervisory)	17	05/2013	21.05.2013	4	2	16.07.2014
24	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Asstt: Botanist Plant Breeding	17	05/2013	21.05.2013	3	3	16.07.2014
25	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Asstt: Horticulture Asstt: Vegetable Specialist (Supervisory)	17	05/2013	21.05.2013	6	4	16.07.2014
26	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Asstt: Agriculture Chemist Soil Science (Supervisory)	17	04/2014 29.10.2014	01.12.2014	2	2	03.09.2015
27	Agriculture Department	No.SO(A-II)9(177)/08	23.08.2008	Asstt: Horticulture Asstt: Vegetable Specialist (Supervisory)	17	04/2014 29.10.2014	01.12.2014	2	2	03.09.2015
28	Agriculture Department	No.SO(A-II)9(177)/2013/6031	22.03.2013	Asstt: Research Officer (Plant Pathology) Non-Supervisory	17	04/2014 29.10.2014	01.12.2014	2	2	03.09.2015

Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts advertised	No. of candidates recommended	Date of recommendation sent to Administrative Department
29	Agriculture Department	No.SO(A-II)9(177)/2013/6031	22.03.2013	Asstt: Research Officer (Horticulture Line) Non-Supervisory	17	04/2014 29.10.2014	01.12.2014	2	2	03.09.2015
30	Agriculture Department	No.SO(A-II)9(177)/2013/6031	22.03.2013	Asstt: Research Officer (Agriculture Chemist Soil Science Line) Non-Supervisory	17	04/2014 29.10.2014	01.12.2014	1	1	03.09.2015
31	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Lecturer Bio-Chemistry (M)	17	02.11.2012	30.11.2012	3	3	31.05.2013
32	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Lecturer Bio-Chemistry (F)	17	02.11.2012	30.11.2012	2	1	31.05.2013
33	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Botany (M)	17	02.11.2012	30.11.2012	55	40	03.03.2014
34	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Botany (F)	17	02.11.2012	30.11.2012	67	62	03.03.2014
35	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Chemistry (M)	17	02.11.2012	30.11.2012	138	138	09.04.2014
36	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Chemistry (F)	17	02.11.2012	30.11.2012	99	99	09.04.2014
37	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Commerce (M)	17	02.11.2012	30.11.2012	162	162	08.08.2014
38	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Commerce (F)	17	02.11.2012	30.11.2012	129	129	08.08.2015
39	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Computer: Science (M)	17	02.11.2012	30.11.2012	22	22	09.04.2014
40	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Computer Science (F)	17	02.11.2012	30.11.2012	15	15	09.04.2014
41	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Lecturer Economics (F)	17	02.11.2012	30.11.2012	53	53	20.08.2014
42	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Education (M)	17	02.11.2012	30.11.2012	25	25	02.12.2013
43	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Education (F)	17	02.11.2012	30.11.2012	24	24	02.12.2013
44	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Geography (M)	17	02.11.2012	30.11.2012	26	26	31.05.2013
45	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Geography (F)	17	02.11.2012	30.11.2012	17	12	31.05.2013

Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts advertised	No. of candidates recommended	Date of recommendation sent to Administrative Department
46	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Home Eco: (F)	17	02.11.2012	30.11.2012	35	18	31.05.2013
47	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Islamic Hist: (M)	17	02.11.2012	30.11.2012	8	8	02.12.2013
48	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Islamic Hist: (F)	17	02.11.2012	30.11.2012	15	15	02.12.2013
49	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Islamic Std: (M)	17	02.11.2012	30.11.2012	36	36	21.08.2014
50	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Islamic Std: (F)	17	02.11.2012	30.11.2012	66	66	21.08.2014
51	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Lecturer Mathematics (M)	17	23.10.2012	30.11.2012	54	54	21.10.2014
52	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Lecturer Mathematics (F)	17	23.10.2012	30.11.2012	49	25	21.10.2014
53	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Microbiology (M)	17	23.10.2012	30.11.2012	12	12	31.05.2013
54	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Microbiology (F)	17	23.10.2012	30.11.2012	1	1	31.05.2013
55	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Physics (M)	17	23.10.2012	30.11.2012	114	87	16.01.2015
56	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Physics (F)	17	23.10.2012	30.11.2012	98	24	16.01.2015
57	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Pak: Studies (M)	17	23.10.2012	30.11.2012	44	31	31.05.2013
58	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Pak: Studies (F)	17	23.10.2012	30.11.2012	37	14	31.05.2013
59	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Pol: Science (M)	17	23.10.2012	30.11.2012	8	8	27.08.2013
60	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Pol: Science (F)	17	23.10.2012	30.11.2012	20	20	27.08.2013
61	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Psychology (M)	17	23.10.2012	30.11.2012	2	5	31.05.2013
62	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Lecturer Sindhi (M)	17	23.01.2012	30.11.2012	24	24	27.09.2013
63	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Lecturer Sindhi (F)	17	23.01.2012	30.11.2012	15	15	27.09.2013



Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts advertised	No. of candidates recommended	Date of recommendation sent to Administrative Department
64	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Sociology (M)	17	23.01.2012	30.11.2012	9	9	15.12.2014
65	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Sociology (F)	17	23.01.2012	30.11.2012	6	6	15.12.2014
66	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Urdu (M)	17	23.01.2012	30.11.2012	73	50	30.04.2015
67	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Urdu (F)	17	23.01.2012	30.11.2012	101	101	24.04.2015
68	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Zoology (M)	17	23.01.2012	30.11.2012	60	48	03.03.2014
69	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Zoology (F)	17	23.01.2012	30.11.2012	56	56	03.0.2014
70	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Phy: Edu (M)	17	23.01.2012	30.11.2012	8	8	31.05.2013
71	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Phy: Edu (F)	17	23.01.2012	30.11.2012	3	3	31.05.2013
72	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Statistics (M)	17	23.01.2012	30.11.2012	22	22	31.05.2013
73	Education Department	No. S.O (HE-I) MISC-03/04	23.10.2012	Statistics (F)	17	23.01.2012	30.11.2012	23	13	31.05.2013
74	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Lecturer Home Eco (F)	17	27.09.2013			1	23.10.2014
75	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Lecturer Geography (F)	17	27.09.2013			2	23.10.2014
76	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Pak. Studies (M)	17	27.09.2013			13	21.10.2014
77	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Pak. Studies (F)	17	27.09.2013			12	21.10.2014
78	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Botany (M)	17	03.04.2014			16	12.03.2015
79	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Botany (F)	17	03.04.2014			5	12.03.2015
80	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Zoology (F)	17	03.04.2014		12	12	12.03.2015
81	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Lecturer Home Eco (F)	17	01.12.2014		16	4	30.04.2015

Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts advertised	No. of candidates recommended	Date of recommendation sent to Administrative Department
82	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Lecturer Geography (F)	17	01.12.2014		3	3	30.04.2015
83	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Pak. Studies (F)	17	01.12.2014		11	11	29.05.2015
84	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Mathematics (F)	17	01.12.2014		0	24	29.05.2015
85	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Statistics (F)	17	14.05.2015		10	6	28.09.2015
86	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Lecturer Home Eco (F)	17	14.05.2015		12	1	28.09.2015
87	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Lecturer Home Eco (F)	17	06.11.2015		11	1	06.05.2016
88	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Physics (M)	17	06.11.2015		27	26	06.05.2016
89	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Physics (F)	17	06.11.2015		74	38	06.05.2016
90	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Urdu (M)	17	06.11.2015		23	23	06.05.2016
91	Education Department	No.SO(HE-I)MISC 03/04	23.10.2012	Statistics (F)	17	06.11.2015		4	4	06.05.2016
92	Education Department	No.SO(G-I) E&L (MISC)12	07.08.2012	Lecturer English (M &F)	17	04.09.2012	04.10.2012	234	113	08.03.2013
93	Education Department	No.SO(G-I) E&L (MISC)12	07.08.2012	English (M)	17	04.09.2012	04.10.2012	125	107	08.03.2013
94	Education Department	No.SO(G-I) E&L (MISC)12	07.08.2012	English (F)	17	20.02.2013	14.03.2013	109	22	21.05.2013
95	Education Department	No.SO(G-I) E&L (MISC)12	07.08.2012	English (M)	17	20.02.2013	14.03.2013	22	2	21.05.2013
96	Education Department	No.SO(G-I) E&L (MISC)12	07.08.2012	English (F)	17	14.05.2015	29.07.2015	2	5	12.04.2016
97	Education Department	No.SO(HE-I)MISC-3/2004(pt)	07.08.2012	Lecturer Sociology	17	14.05.2015	29.07.2015	5	5	28.09.2015
98	PITE	No.(G-III) E&L/PITE/1-040/11	03.10.2011	Lecturer Pak. Studies (M & F)	17	23.11.2011	29.07.2015	1	1	27.04.2012

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99	PITE	-do-	-do-	Lecturer Physics (M & F)	17	23.11.2011	29.07.2015	1	1	27.04.2012
100	PITE	-do-	-do-	Lecturer Mathematics (M & F)	17	23.11.2011	29.07.2015	1	1	27.04.2012
101	PITE	-do-	-do-	Lecturer English (M & F)	17	23.11.2011	29.07.2015	2	2	27.04.2012
102	PITE	No.(G-III) E&L/PITE/1-040/11	03.10.2011	Lecturer Urdu (M & F)	17	23.11.2011	29.07.2015	1	1	12.07.2012
103	PITE	No.(G-III) E&L/PITE/1-040/11	03.10.2011	Sr. Instt: English (M & F)	18	23.11.2011	29.07.2015	1	1	12.07.2012
104	PITE	No.(G-III) E&L/PITE/1-040/11	03.10.2011	Sr. Instt: Physics (M & F)	18	23.11.2011	29.07.2015	1	1	12.07.2012
105	PITE	No.(G-III) E&L/PITE/1-040/11	03.10.2011	Sr. Instt: Chemistry (M & F)	18	23.11.2011	29.07.2015	1	1	12.07.2012
106	PITE	No.(G-III) E&L/PITE/1-040/11	03.10.2011	Sr. Instt: Education (M & F)	18	23.11.2011	29.07.2015	2	2	12.07.2012
107	PITE	No.(G-III) E&L/PITE/1-040/11	03.10.2011	Lecturer Education (M & F)	17	23.11.2011	29.07.2015	2	2	11.02.2013
108	Education (PITE)	No.SO(G-III) E&L (PITE)1-1040/11	03.10.2011	Editor (M & F)	18	23.11.2011		1	1	12.07.2012
109	Education (PITE)	-do-	-do-	Lecturer Chem: (M & F)	17	23.11.2011		1	1	11.02.2013
110	Education (PITE)	-do-	-do-	Pesh Imam	16	23.11.2011		1	1	11.02.2013
111	Education (PITE)	-do-	-do-	Lecturer Comp: (IT)	17	20.02.2013	14.03.2013	1	1	24.07.2013
112	Education (PITE)	-do-	-do-	Lecturer Home Eco: (F)	17	20.02.2013	14.03.2013	1	1	
113	Education & Literacy Department	No.SO(HE-II)vacancy position/2008	18.02.2010	Director Physical Edu: (F)	17	07.03.2012	09.04.2012	8	5	31.08.2012

Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts advertised	No. of candidates recommended	Date of recommendation sent to Administrative Department
114	Education & Literacy	No.SO(S-II) 1054/MISC/02	12.11.2008	Sub: Specialist Physics (F)	17	07.03.2012	09.04.2012	7	3	31.08.2012
115	Education & Literacy	No.SO(S-II) 1054/MISC/02	12.11.2008	Sub: Specialist Zoology (M)	17	07.03.2012	09.04.2012	4	4	31.08.2012
116	Education & Literacy	No.SO(S-II) 1054/MISC/02	12.11.2008	Sub: Specialist Maths (M)	17	07.03.2012	09.04.2012	4	4	31.08.2012
117	Education & Literacy	No.SO(S-II) 1054/MISC/02	12.11.2008	Sub: Specialist Maths (F)	17	07.03.2012	09.04.2012	6	3	31.08.2012
118	Education & Literacy	No.SO(S-II) 1054/MISC/02	12.11.2008	Sub: Specialist Botany (M)	17	10.05.2012	15.06.2012	8	8	31.08.2012
119	Education & Literacy	No.SO(S-II)1-65(MISC)/02	12.11.2008	Sub: Specialist Chemistry (F)	17	23.11.2011	15.12.2011	1	1	31.08.2012
120	Bureau of Curriculum & Extension Wing Jamshoro	No.SO(G-III)E&L/1-900/09	15.08.2009	Instr:/Lecturer Biology (F)	17	07.03.2012	09.04.2012	2	2	24.12.2014
121	Bureau of Curriculum & Extension Wing Jamshoro	No.SO(G-III)E&L/1-900/09	15.08.2009	Instr:/Lecturer Math (M)	17	18.12.2010		10	10	18.04.2012
122	-do-	No.SO(G-III)E&L/1-900/09	15.08.2009	Instr:/Lecturer Math (F)	17	18.12.2010		7	5	18.04.2012
123	-do-	No.SO(G-III)E&L/1-900/09	15.08.2009	Instr:/Lecturer Math (F)	17	16.05.2012	15.06.2012	2	2	15.10.2012
124	Education & Literacy Department	No.SO(HE-II)vacancy position/2008	18.02.2010	Director Physical Edu: (F)	17	04.09.2012	04.10.2012	3	3	24.07.2013
125	Education & Literacy Department	No.SO(HE-II)vacancy position/2008	18.02.2010	Lecturer Librarian (F)	17			23	23	09.04.2012
126	Education & Literacy	No.SO(S-II)1-65(MISC)/02	02.11.2008	Sub: Specialist Pol:Science (M)	17	02.10.2011		3	3	28.02.2012

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127	Education & Literacy	No.SO(S-II)1-65(MISC)/02	02.11.2008	Sub: Specialist Pol:Science (F)	17	22.10.2011		8	8	28.02.2012
128	Education & Literacy	No.SO(S-II)1-65(MISC)/02	02.11.2008	Sub: Specialist Physics (F)	17	22.10.2011		13	6	28.02.2012
129	Education & Literacy	No.SO(S-II)1-65(MISC)/02	02.11.2008	Sub: Specialist Zoology (M)	17	22.10.2011	25.10.2011	9	5	28.02.2012
130	Education & Literacy	No.SO(S-II)1-65(MISC)/02	02.11.2008	Sub: Specialist Pak: Studies (M)	17	23.09.2011	25.10.2011	1	1	09.04.2012
131	Education & Literacy	No.SO(S-II)1-65(MISC)/02	02.11.2008	Sub: Specialist Isl: History (M)	17	23.09.2011	25.10.2011	1	1	09.04.2012
132	Education & Literacy	No.SO(S-II)1-65(MISC)/02	02.11.2008	Sub: Specialist Isl: History (F)	17	23.09.2011	25.10.2011	1	1	09.04.2012
133	Education & Literacy	No.SO(S-II)1-65(MISC)/02	02.11.2008	Sub: Specialist Physics (M)	17	22.10.2011		26	13	16.05.2012
134	Education & Literacy	No.SO(S-II)1-65(MISC)/02	12.11.2008	Head Master	17	16.10.2009	18.11.2009	142	100	12.09.2012
135	Education & Literacy	No.SO(S-II)1-65(MISC)/02	12.11.2008	Head Mistress	17	16.10.2009	18.11.2009	65	55	05.09.2012
136	Education & Literacy	No.SO(S-II)1-65(MISC)/02	12.11.2008	Sub: Specialist English (M)	17	22.10.2011		13	13	12.07.2012
137	Education & Literacy	No.SO(S-II)1-65(MISC)/02	12.11.2008	Sub: Specialist Chemistry (M)	17	23.11.2011	25.10.2011	22	22	08.03.2013
138	Education & Literacy	No.SO(S-II)1-65(MISC)/02	12.11.2008	Sub: Specialist Maths (F)	17	04.09.2012	04.10.2012	3	3	26.07.2013
139	Education & Literacy	No.SO(S-II)1-65(MISC)/02	12.11.2008	Sub: Specialist Physics (F)	17	04.09.2012	04.10.2012	4	3	26.07.2013
140	Education & Literacy	No.SO(S-II)1-65(MISC)/02	12.11.2008	Head Mistress	17	27.09.2013	31.10.2013	10	1	
141	Education (College Side)	No.(HE-II)MISC-08/2008	30.08.2008	Asst: Professor Botany (M)	18	23.09.2011	25.10.2011	3	1	26.07.2013
142	Education (College Side)	No.(HE-II)MISC-08/2008	30.08.2008	Asst: Professor Botany (F)	18	23.09.2011	25.10.2011	9	2	26.07.2013
143	Education (College Side)	No.(HE-II)MISC-08/2008	30.08.2008	Asst: Professor English (M)	18	23.09.2011	25.10.2011	15	1	

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144	Education (College Side)	No.(HE-II)MISC-08/2008	30.08.2008	Asst: Professor Zoology (M)	18	23.09.2011	25.10.2011	6	1	
145	Education (College Side)	No.(HE-II)MISC-08/2008	30.08.2008	Asst: Professor Zoology (F)	18	23.09.2011	25.10.2011	3	2	
146	Education (College Side)	No.(HE-II)MISC-08/2008	30.08.2008	Asst: Professor Physics (M)	18	23.09.2011	25.10.2011	15	1	06.08.2014
147	Education (College Side)	No.(HE-II)MISC-08/2008	30.08.2008	Asst: Professor Zoology (F)	18	23.09.2011	25.10.2011	2	1	05.00.2015
148	Education Department (Comprehensive School Side)	No.SO(SO-I)10-167/2008	15.04.2009	Asst: Professor Botany (M)	18	27.09.2013	31.10.2013	3	3	24.04.2013
149	Education Department (Comprehensive School Side)	No.SO(SO-I)10-167/2008	15.04.2009	Asst: Professor Zoology (M)	18	19.02.2010	31.03.2010	2	1	24.04.2013
150	Education Department (Comprehensive School Side)	No.SO(SO-I)10-167/2008	15.04.2009	Asst: Professor Zoology (F)	18	19.02.2010	31.03.2010	2	1	24.04.2013
151	Education Department (Comprehensive School Side)	No.SO(SO-I)10-167/2008	15.04.2009	Asst: Professor Chemistry (M)	18	19.02.2010	31.03.2010	5	5	24.04.2013
152	Education Department (Comprehensive School Side)	No.SO(SO-I)10-167/2008	15.04.2009	Asst: Professor Chemistry (F)	18	19.02.2010	31.03.2010	3	3	24.04.2013
153	Education Department (Comprehensive School Side)	No.SO(SO-I)10-167/2008	15.09.2014	Asst: Professor Math (M)	18	19.02.2010	31.03.2010	3	3	24.04.2013
154	Education Department (Comprehensive School Side)	No.SO(SO-I)10-167/2008	15.09.2014	Asst: Professor English (M)	18			4	12	24.04.2013

Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts advertised	No. of candidates recommended	Date of recommendation sent to Administrative Department
155	Education Department (Comprehensive School Side)	No.SO(SO-I)10-167/2008	15.09.2014	Asst: Professor Physics (F)	18			5	5	24.04.2013
156	Education & Literacy Department	No.(HE-I)MISC-03/2004(pt)	19.09.2014	Lecturer Geology (M)	17	14.05.2015	19.07.2015	5	5	12.04.2016
157	Education & Literacy Department	No.(HE-I)MISC-03/2004(pt)	19.09.2014	Lecturer Sociology (F)	17	14.05.2015	19.07.2015	5	5	28.09.2015
158	Education & Literacy (Old File)	No.(HE-I)MISC-03/2004	15.12.2009	Lecturer Persian (F)	17	16.05.2012	15.06.2012	1	11	31.08.2012
159	Education & Literacy (Old File)	No.(HE-I)MISC-03/2004	15.12.2009	Lecturer Pak: Studies (M)	17	16.05.2012	15.06.2012	4	4	31.08.2012
160	Education & Literacy (Old File)	No.(HE-I)MISC-03/2004	15.12.2009	Lecturer Pak: Studies (F)	17			3	3	31.08.2012
161	Livestock & Fisheries	SO(Fish)/L&F/SP SC/2011	20.12.11	Assistant Biologist	16	----	----	4	4	22.02.13
162	Livestock & Fisheries	SO(Fish)/L&F/SP SC/2011	20.12.11	Assistant Bio Chemist	16	----	----	2	2	22.02.13
163	Planning & Development Department	-	-	Planning Officer (Agr: Sec:)	17	23.09.11	25.10.11	1	1	03.12.12
164	Energy Department	No.ED/S.O(Adm) 15-2/2013	19.02.2015	Assistant Field Officer	16	14.05.2015	08.06.15Extended to29.07.15	7	7	06.05.2016
165	Social Welfare Department	No. S.O (S.W) 2 (1311) / 2014 / 1482	30.10.2014	Deputy District Officer / Social Welfare Officer (M/F)	17	01.12.2014	18.12.2014	60	60	08.04.2016(F) 20.05.2016(M)
166	SPSC	----	----	Data Processing Assistant	12	04.09.2012	19.10.2012	2	2	30.08.2013

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167	SPSC	----	----	Data Entry Operator	10	--do--	--do--	8	8	30.08.2013
168	SPSC	----	----	Junior Clerk	7	--do--	--do--	7	7	30.08.2013
169	SPSC	----	----	Librarian	11	20.01.2012	20.02.2012	1	1	----
170	Culture Department	No. S.O.G / C.D 36 - II /88/ 04 (P.T)	27.01.2012	Law Officer	17	16.05.2012	15.06.2012	1	1	----
171	Works & Services Department	No. S.O.E II (W&S) 12-8/2008	25.03.2013	Sub-Engineer	11	19.04.2013	21.05.2013	88	64	13.01.2015
172	Works & Services Department	No. S.O.E II (W&S) 12-8 / 2008	25.03.2013	Sub-Engineer	11	14.05.2015	08.06.2015	24	17	25.03.2016
173	Culture & Tourism Department	No. S.O (Arch/ C.T / 2 - 2011)	19.10.2012	Archeological Conservator	16	03.01.2016	29.02.2016	1	1	04.08.2016
174	Culture & Tourism Department	No. S.O (Arch/ C.T / 2 - 2011)	19.10.2012	Assistant Curator / Field Officer	16	20.02.2013	14.03.2013	14	14	30.06.2015
175	SPSC	----	----	Junior Clerk	7	February, 2014	30.04.2014	3	3	----
176	SPSC	----	----	Deputy Controller (Examinations)	18	----		1	1	----
177	Health Department	No.SO(PM-I)20-1/93	13.06.2009	Asstt Direct (Tibb)	18	20.02.2013	14.03.2013	1	1	
178	Health Department	No.SO(PM-I)20-1/93	13.06.2009	Asstt Direct (Homeo )	18	23.09.2011	25.10.2011	1	1	
179	Health Department	No.SO(PM-I)20-1/93	13.06.2009	Asstt physiotherapist	16	19.04.2013	03.05.2013	1	1	
180	Health Department	No.SOCI(H)Mis/2010	29.08.2010	Drug Inspector	17	27.09.2013	31.10.2013	8	8	
181	Health Department	No.SO(PM-1)Mis/08	28.02.2012	Nursing Instructor	17	07.03.2012	09.04.2012	48	48	
182	Health Department	No.SO(PM-1)Mis/09	Dated: 28.02.2012	Clinical Instructor	17	07.03.2012	09.04.2012	48	48	



Sr #	Name of Org./ Department	Requisition #	Date	Name of Posts	BPS	Advert: Date & No.	Advert: Closing Date	No. of posts advertised	No. of candidates recommended	Date of recommendation sent to Administrative Department
183	Health Department	No. SO (PM-I) Vacant Post (s) Pharmacist/14	15.12.2014	Pharmacist	17	14.05.2015	08.06.2015	163	158	
184	Forest Department,	No.FT&WL (SOI)12 (1)/2012	15.05.2012	Sub-Divisional Forest Officer	17	21.05.2012	18.06.2012	6	6	10.12.2012
185	Forest Department,	No.FT&WL (SOI)12 (1)/2012	15.05.2012	Range Forest Officer	16	21.05.2012	18.06.2012	11	11	10.12.2012
186	Forest Department,	No.FT&WL (SOI)12 (1)/2012	20.09.2013	Range Forest Officer	16	01.04.2014	30.04.2014	10	10	16.12.2014
187	Forest Department,	No.FT&WL (SOI)12 (1)/2005	31.08.2015	Range Forest Officer	16	28.09.2015	28.10.2015	10	10	02.06.2016
188	Works & Services Dept.	No.SOEII(W&S) 12-8/2008	17.07.2008	Assistant Engineer (Civil)	17	18.02.2013	10.03.2013	52	31	30.04.2015
189	Public Health Engineering	No.SO(PHE) 2 (63) /2008	14.03.2009	Assistant Engineer (Civil)	17	18.02.2013	10.03.2013	13	8	08.12.2014
190	Irrigation Department	No.A-II/10-145/005	15.08.2008	Assistant Engineer (Civil)	17	18.02.2013	10.03.2013	35	25	27.10.2015
191	Livestock & Fisheries	-	-	Veterinary Officer (Animal Husbandry/ Poultry Wing)	17	02/2012 27.03.2012	-	29	29	-
192	Livestock & Fisheries	No.SO(AH)/L&F /7-64	24.05.2014	Veterinary Officer (Animal Breeding Wing)	17	04/2014 29.10.2014	-	12	12	-
193	P& D Department	No.SO(Admn-I)(P&D)19(1)/02	27-11-2012	Planning Officer Energy Section	17	05/2013 20-02-2013	-	02	02	05.03.2014
194	Population Welfare	No.PWDS/ADM N/APPT/MO(BP S-17)/2011-1422	28.03.2011	Medical Officer (Male/Female)	17	02/2011 28.03.2011	-	159	59	14.06.2016

**Details of record not produced during Special Audit from 2012-2016 by SPSC**

<b>Sr #</b>	<b>RMR #</b>	<b>Details of Record</b>
1	307	Requisition Receipt Register
2	327	Press clips of consolidated advertisements from 2012 to 2016
3	416	Central Record Register (CRR) & Branch Record Register
4	511 & 515	Record of scrutiny and approval of applications including Deficient/rejected applications along with response of corrective response by candidates and final decision with supporting record
5	520 & 521	Details of late discovery of deficiencies along with final decision and supporting record
6	522	Details of withheld results along with final decision and supporting record
7	523	Details of cases of disqualification of candidates along with relevant record
8	528	Details of representations/appeals filed by candidates against rejection with final decision and supporting record
9	709	Criteria of nomination of invigilating member/supervisors/invigilators along with supporting record of their nomination and attendance roll of candidates
10	714	Details along with record pertaining to approved Syllabi for various examinations promulgated by Government of Sindh
11	716	Penal of examiners along with their selection criteria, bio data and supporting record pertaining to their selection in panel and appointment as examiners in various examinations/tests
12	720	Record pertaining to setting of question papers
13	0723, 0724 & 725	Record maintained by Centralized Examination Record Cell (CERC), Controller of Examination,
14	727	Marks Statement Register and record of Interview Marks Awarded
15	814	Record pertaining to Interview Dockets
16	821	Record pertaining to constitution of committees
17	867	Record pertaining to post interview feed back

<b>Sr #</b>	<b>RMR #</b>	<b>Details of Record</b>
18	868	Record pertaining to post interview data
19	869	Record pertaining to Selected/Recommended Candidates including <b>Register</b> of Selected/Recommended candidates and <b>Memo</b> listing the candidates selected/recommended by the Interview Committee duly signed by all members
20	871	Press clips of results/final recommendations
21	907	Record pertaining to Evaluator/Referee Evaluators for Evaluation of Research
22	0914 to 0916	Maintenance of data at the commission
23	1102 1105	Merit lists prepared on completion of process of recruitment in accordance the procedures prescribed for various posts and errors/anomalies detected and corrected in Merit lists prepared on completion of process of recruitment in accordance the procedures prescribed for various posts
24	1212	Details of Appeals/Review Petitions
25	1215	List of Debarred Candidates

## Annex Para 4.4.1

### Statement showing the details of failed candidates declared passed in RQE, 2012 and 2013 by SPSC, Hyderabad

Sr. No.	Roll No.	Name of candidate	Session	Revenue Group				Judicial Group					Accounts Group				Total	Remarks
				5	6	7	8	9	10	11	12	13	14	15	16	17		
1	597	Aijaz Hussain Rind	2012	58	70	50	178	37	70	50	25	182	47	47	58	152	512	Less than 45% marks in 1 subject
2	606	Syed Ammar Hussain	2012	58	55	43	156	47	50	37	20	154	54	60	56	170	480	Less than 45% marks in 3 subjects
3	607	Kashif Bhatti	2012	52	56	50	158	52	65	41	25	183	54	65	58	177	518	Less than 45% marks in 1 subject
4	613	Agha Zulfiqar Hussain	2012	20	52	63	135	64	58	52	25	199	54	48	61	163	497	Less than 45% marks in 1 subject
5	616	Noor Mustafa Laghari	2012	7	56	72	135	73	50	51	28	202	51	50	56	157	494	Less than 45% marks in 1 subject
6	617	Ghulam Shabbir Jiskani	2012	48	53	48	149	62	60	49	10	181	48	56	58	162	492	Less than 45% marks in 1 subject
7	619	Muhammad Ahmed Masood	2012	49	70	52	171	48	62	41	17	168	46	45	65	156	495	Less than 45% marks in 2 subjects
8	623	Liaqat Ali Lund	2012	24	61	54	139	44	65	45	25	179	58	57	49	164	482	Less than 45% marks in 2 subjects
9	643	Tariq Ali Solangi	2012	0	60	75	135	75	54	74	31	234	58	47	73	178	547	Less than 45% marks in 1 subject
10	663	Abdul Kareem Memon	2012	56	41	50	147	48	70	46	20	184	39	46	85	170	501	Less than 45% marks in 3 subjects
11	841	Munshi Shahid Hussain Dayo	2012	66	70	52	188	65	50	46	20	181	70	50	81	201	570	Less than 45% marks in 1 subject
12	896	Deedarali Kanrani	2012	59	48	46	153	46	50	44	45	185	45	42	54	141	479	Less than 45% marks in 2 subjects
13	897	Anees u Rahman Buriro	2012	34	35	66	135	64	55	49	30	198	53	49	71	173	506	Less than 45% marks in 2 subjects
14	910	Abdul Shakoor Solangi	2012	63	69	46	178	80	60	34	0	174	43	49	71	163	515	Less than 45% marks in 3 subjects

Sr. No.	Roll No.	Name of candidate	Session	Revenue Group				Judicial Group					Accounts Group				Total	Remarks
15	923	Khamiso Khan Bhutto	2012	13	66	56	135	67	50	48	32	197	56	50	55	161	493	Less than 45% marks in 1 subject
16	1502	Faisal Ali Soomro	2013	58	35	46	139	51	45	76	24	196	51	47	84	182	517	Less than 45% marks in 1 subject
17	1505	Abdul GhaffarLakhair	2013	76	40	68	184	41	58	71	30	200	85	46	89	220	604	Less than 45% marks in 2 subjects
18	1508	Mohsin Ameer Chandio	2013	50	60	51	161	67	57	78	30	232	85	58	85	228	621	Passed in all subjects
19	1517	Arshad Hussain Khaskheli	2013	46	38	57	141	30	57	71	30	188	81	71	48	200	529	Less than 45% marks in 2 subjects
20	1524	Qaim Akbar Nimai	2013	58	33	75	166	71	63	54	25	213	76	74	80	230	609	Less than 45% marks in 1 subject
21	1527	Asif Mahmood Malik	2013	59	35	72	166	41	50	78	40	209	78	48	82	208	583	Less than 45% marks in 2 subjects
22	1531	Muhammad Ali Lund	2013	51	46	71	168	55	50	71	38	214	77	48	59	184	566	Passed in all subjects
23	1536	Shagufta Ahmed Shaikh	2013	70	36	41	147	56	57	67	18	198	78	46	66	190	535	Less than 45% marks in 3 subjects
24	1540	Faraz Ahmed Siddiui	2013	66	46	65	177	43	77	60	18	198	64	64	72	200	575	Less than 45% marks in 2 subjects
25	1544	Aftab Ali Bozdar	2013	50	40	68	158	61	74	73	20	228	76	75	79	230	616	Less than 45% marks in 2 subjects
26	1549	Muhammad Asif Qureshi	2013	47	42	62	151	56	59	69	10	194	86	72	66	224	569	Less than 45% marks in 2 subjects
27	1553	Noor u Din Hingorjo	2013	62	34	46	142	60	47	71	27	205	82	61	61	204	551	Less than 45% marks in 1 subject
28	1555	Zohaib Hassan Memon	2013	42	33	75	150	54	53	72	8	187	41	75	69	185	522	Less than 45% marks in 4 subjects
29	1556	Asif Ali Khaskheli	2013	63	42	56	161	60	57	67	12	196	65	76	65	206	563	Less than 45% marks in 2 subjects
30	1559	Afshan Shaikh	2013	68	36	46	150	39	59	77	15	190	85	63	81	229	569	Less than 45% marks in 3 subjects
31	1579	Imran khan Jiskani	2013	51	38	49	138	74	66	69	18	227	47	41	85	173	538	Less than 45% marks in 3 subjects

Sr. No.	Roll No.	Name of candidate	Session	Revenue Group				Judicial Group				Accounts Group				Total	Remarks	
32	1585	Noor Ahmed Khohro	2013	48	64	36	148	41	63	56	10	170	59	60	54	173	491	Less than 45% marks in 3 subjects
33	1589	ShafiaMemon	2013	52	58	40	150	57	60	60	20	197	78	52	68	198	545	Less than 45% marks in 2 subjects
34	1592	AzizullahSoomro	2013	57	48	51	156	75	45	47	18	185	50	42	64	156	497	Less than 45% marks in 2 subjects
35	1599	Abdul Hameed Mughal	2013	54	38	43	135	36	52	60	38	186	57	34	63	154	475	Less than 45% marks in 4 subjects
36	1602	Javed Ahmed Dahri	2013	60	40	77	177	72	67	79	20	238	63	73	84	220	635	Less than 45% marks in 2 subjects
37	1605	Babar Khan Nizamani	2013	45	33	82	160	55	73	76	24	228	50	61	87	198	586	Less than 45% marks in 1 subject
38	1611	Altaf Hussain Khowaja	2013	64	48	42	154	50	39	62	25	176	53	48	83	184	514	Less than 45% marks in 2 subjects
39	1618	NabiBuxSolangi	2013	54	44	37	135	65	58	72	10	205	51	72	85	208	548	Less than 45% marks in 3 subjects
40	1622	Imran Ahmed Solangi	2013	65	44	51	160	50	50	62	20	182	74	57	86	217	559	Less than 45% marks in 2 subjects
41	1626	SohailAnwerArain	2013	57	39	42	138	39	44	59	22	164	60	54	59	173	475	Less than 45% marks in 5 subjects
42	1627	Sajjad Ahmed Laghari	2013	41	22	78	141	50	78	46	35	209	61	54	84	199	549	Less than 45% marks in 2 subjects
43	1629	AsadullahKhosro	2013	69	42	56	167	55	45	55	40	195	70	51	55	176	538	Less than 45% marks in 1 subject
44	1632	Imran Khan Arain	2013	54	42	51	147	53	65	58	20	196	70	71	74	215	558	Less than 45% marks in 2 subjects
45	1634	Muhammad SaleemSamejo	2013	56	44	43	143	62	50	77	22	211	76	45	42	163	517	Less than 45% marks in 4 subjects
46	1639	Dilshad Ahmed Umrani	2013	58	38	49	145	45	42	63	15	165	40	56	80	176	486	Less than 45% marks in 4 subjects
47	1645	Fayyaz Ahmed Mahessar	2013	50	24	73	147	42	33	74	22	171	45	37	80	162	480	Less than 45% marks in 5 subjects
48	1652	NaeemahmedSoomro	2013	51	40	67	158	56	50	58	40	204	72	60	84	216	578	Less than 45% marks in 1 subject
49	1657	Abdul MajeedZurani	2013	65	64	52	181	64	66	60	38	228	69	64	74	207	616	<b>Passed in all subjects</b>

Sr. No.	Roll No.	Name of candidate	Session	Revenue Group				Judicial Group					Accounts Group				Total	Remarks
50	1660	MuzamilRasoolBuglio	2013	63	44	50	157	38	45	56	32	171	57	50	59	166	494	Less than 45% marks in 2 subjects
51	1602	Abdul Hameed Khokhar	2013	63	40	48	151	61	59	50	22	192	55	58	83	196	539	Less than 45% marks in 2 subjects
52	1663	SamiullahSanjrani	2013	52	36	72	160	52	74	69	20	215	80	70	80	230	605	Less than 45% marks in 2 subjects
53	1666	Nasir Ahmed Abbasi	2013	52	38	75	165	55	80	64	40	239	71	40	77	188	592	Less than 45% marks in 2 subjects
54	1675	Syed Jahangir Ali Shah	2013	76	38	46	160	56	50	63	27	196	62	65	86	213	569	Less than 45% marks in 1 subject
55	1681	Muhammad Asif	2013	70	40	54	164	50	46	74	20	190	66	72	86	224	578	Less than 45% marks in 2 subjects
56	1687	Khalid Mahboob	2013	57	40	53	150	50	51	54	20	175	77	54	80	211	536	Less than 45% marks in 2 subjects
57	1690	Kashif Raza Mangi	2013	66	44	51	161	60	79	79	30	248	75	72	81	228	637	Less than 45% marks in 1 subject
58	1693	Muhammad Ali Gopang	2013	27	26	83	136	55	75	55	10	195	56	29	75	160	491	Less than 45% marks in 4 subjects
59	1697	Ahmed Ali Soomro	2013	52	36	49	137	63	71	63	17	214	62	50	73	185	536	Less than 45% marks in 2 subjects
60	1708	SanaullahKalwar	2013	64	33	41	138	50	80	54	40	224	70	37	82	189	551	Less than 45% marks in 3 subjects
61	1724	Riaz Ahmed Shaikh	2013	53	34	82	169	60	42	41	40	183	52	39	83	174	526	Less than 45% marks in 4 subjects
62	1730	Zafar Abbas Abbasi	2013	46	40	75	161	38	64	68	39	209	70	37	79	186	556	Less than 45% marks in 3 subjects
63	1737	Abdul Sattar Shaikh	2013	46	36	57	139	46	62	77	10	195	77	52	65	194	528	Less than 45% marks in 2 subjects
64	1740	Muhammad Faisal Gujjar	2013	62	38	35	135	61	53	59	10	183	70	36	85	191	509	Less than 45% marks in 4 subjects
65	1743	Imran Rajput	2013	61	42	48	151	66	28	65	8	167	57	49	71	177	495	Less than 45% marks in 3 subjects
66	1749	Faheem Lakhair	2013	60	45	47	152	23	65	67	10	165	79	44	65	188	505	Less than 45% marks in 3 subjects
67	1752	Athar Hussain Memon	2013	60	49	51	160	54	61	64	23	202	73	77	50	200	562	Passed in all subjects

Sr. No.	Roll No.	Name of candidate	Session	Revenue Group				Judicial Group					Accounts Group				Total	Remarks
68	1755	Saleem Hasan Gadani	2013	63	45	59	167	55	47	76	23	201	52	43	67	162	530	Less than 45% marks in 1 subject
69	1761	Khalid Nizamani	2013	60	68	71	199	56	37	66	10	169	81	57	80	218	586	Less than 45% marks in 2 subjects
70	1853	Ghulam Mustafa Shar	2013	60	79	52	191	71	48	78	22	219	85	47	85	217	627	Less than 45% marks in 1 subject
71	1867	Abdul Rahman Khoso	2013	53	66	61	180	65	24	74	6	169	45	46	57	148	497	Less than 45% marks in 2 subjects
72	1886	IqtidarRasoolBahrani	2013	67	83	37	187	60	65	58	15	198	61	56	69	186	571	Less than 45% marks in 2 subjects
73	1888	Saud Khan Baloch	2013	60	74	30	164	63	30	67	15	175	38	45	82	165	504	Less than 45% marks in 4 subjects
74	1905	Khalid Abdul Maroof	2013	54	69	60	183	55	36	63	21	175	68	48	82	198	556	Less than 45% marks in 2 subjects
75	1908	Rizwan Ali Zangejo	2013	56	53	33	142	52	56	65	15	188	59	42	67	168	498	Less than 45% marks in 3 subjects
76	1923	Amir NazeerMangi	2013	60	51	43	154	55	68	39	23	185	77	49	80	206	545	Less than 45% marks in 2 subjects
77	1930	Faizan Ahmed Samoo	2013	61	76	50	187	70	24	66	22	182	48	50	82	180	549	Less than 45% marks in 2 subjects
78	1940	Mir Muhammad Nawaz	2013	60	72	52	184	55	70	68	10	203	71	47	80	198	585	Less than 45% marks in 1 subject
79	1947	Faheem Ahmed Chachar	2013	60	48	51	159	60	47	64	20	191	51	82	83	216	566	Less than 45% marks in 1 subject
80	1953	Muhammad AkramKumbhar	2013	43	47	58	148	55	38	54	15	162	53	42	71	166	476	Less than 45% marks in 4 subjects



**Annex Para 4.4.4****Statement showing the details of non-production of short documents by candidates declared passed in RQE, 2012 and 2013 by SPSC, Hyderabad**

<b>Sr. No.</b>	<b>Roll No.</b>	<b>Name</b>	<b>Designation</b>	<b>Session</b>	<b>Remarks</b>
1	897	Anees U Rahman Buriro	Assistant	2012	Special permission for not secured 35%
2	923	Khamiso Khan Bhutto	Assistant	2012	Special permission for 8th attempt
3	841	MunshiShahid Hussain Dayo	Tapedar	2012	Special permission for short of length of service
4	1853	Ghulam Mustafa Shar	Assistant	2013	Graduation Certificate
5	1886	IqtidarRasoolBahrani	Tapedar	2013	Rejected due to 03 months & 05 days short of service length
6	1888	Saud Khan Baloch	Mukhtiar (UT)	2013	Graduation & Character Certificate
7	1905	Khalid Abdul Maroof	Mukhtiar (UT)	2013	Graduation & Character Certificate
8	1908	Rizwan Ali Zangejo	Jr. Clerk	2013	Rejected due to 10 months short of service length
9	1923	AamirNazirMangi	Jr. Clerk	2013	Rejected due to 08 months short of service length
10	1930	Faizan Ahmed Samoo	Superintendent	2013	Rejected due to 07 months & 25 days short of service length
11	1940	Mir Muhammad Nawaz	Sr. Scale Stenographer	2013	Rejected due to 03 months short of service length
12	1947	Faheem Ahmed Chachar	Mukhtiar (UT)	2013	Graduation & Character Certificate
13	1953	Muhammad Akram Kumbher	Jr. Clerk	2013	Original Bank Challan & Special permission for not secured 35% marks