

07/10/00  
**Federal Public Service Commission (Composition and Condition of Service) Regulations, 1978**

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

**PART-I PRELIMINARY**

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

2. **Definitions.**— In these regulations, unless there is anything repugnant in the subject or context.—

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

**PART-II MEMBERS**

3. **Composition.**—The Commission shall consist of a Chairman and not more than eleven Members.

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

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\* Substituted *vide* Estt. Div.'s SRO 427/2000, dated 24<sup>th</sup> June, 2000.

4. Pay, allowances and perquisites of the Chairman and Members.— The pay, allowances and perquisites of the Chairman and Members shall from the 1<sup>st</sup> day of January, 2013, be as set out in the Schedule to these regulations; and

(b) for Schedule-I Schedule-IA and Schedule-IB the following shall be substituted, namely:—

- \*\*5. Omitted
- \*\*6. Omitted
- \*\*7. Omitted
- \*\*8. Omitted

9. **Pension.**— (1) No pension shall be attached to the office of a Member; and

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

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

10. **Other matters.**— In respect of any matter which is not covered by these regulations, a Member shall be governed by the rules or orders applicable to officers of the corresponding grades<sup>\*\*\*</sup> under government, or as may, in any particular case, be determined by the President.

### PART-III STAFF

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

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

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

14. **Age of retirement of Secretary.**— No person shall, unless the President otherwise directs, be appointed as Secretary, or continue to hold office

\* Substituted vide Estt.Div.'s S.R.O 70(I)/2013 dated 04-02-2013.

\*\* Omitted vide Estt.Div.'s S.R.O 723(I)/2009 dated 11-08-2009

\*\*\* BPS.

@ Substituted vide Estt. Div.'s SRO 427/2000, dated 24<sup>th</sup> June 2000.

as Secretary, after he has attained the age for the time being fixed for the retirement of government servants from service.

15. **Pay and allowances of Secretary.**— The Secretary shall draw pay and allowances as admissible to him as a serving government servant.

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

17. **Discipline and appeal, etc.**— (1) The appointing authority under regulation-16 shall be the Authority under the government servants (Efficiency & Discipline), Rules, 1973, for the Officers and Staff of the Commission.

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

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

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

18. **Terms and conditions of service of Officers and Staff.**—(1) Subject to Federal Public Service Commission Ordinance, 1977 (XLV of 1977), or these regulations.—

- (i) the terms and conditions of the Secretary and other Officers and Staff of the Commission shall be the same as of civil servants in corresponding basic pay scales under Federal Government; and
- (ii) the Secretary and other officers and staff of the Commission shall be governed by the Civil Servants, 1973 (LXXI of 1973), and the rules made thereunder.

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

[Authority: Establishment Division SRO No. 1316(1)/78, dated 9.11.1979]

**\*SCHEDULE-I****[ See Regulation 4]****PAY, ALLOWANCES AND PERQUISITES OF CHAIRMAN AND MEMBERS**

S. No.	Items	Chairman	Member
(1)	(2)	(3)	(4)
1.	Pay per month.	Rs. 425, 000	Rs. 400,000
2.	Special FPSC allowance per month	Rs. 60,000	Rs. 50,000
3.	Sumptuary / Entertainment allowance per month.	Rs. 6,000	Rs. 5,000
4.	House rental ceiling allowance per month (if no free Government accommodation is provided)	Rs. 75,000	Rs. 62, 500
5.	Electricity and gas charges etc. per month	Rs.22, 000	Rs. 16,200
6.	Car	Chauffer driven 1600 cc for official and private use	Chauffer driven 1300 cc for official and private use
7.	Telephone and mobile ceiling per month (office and residence)	No Limit.	No Limit.
8.	Internet ceiling per month (residence)	No Limit.	No Limit.
9.	Travelling Allowance, medical allowance and leave.	As admissible to a Minister of State.	As admissible to a Minister of State.
10.	Petrol per month.	500 liters for official and private use.	400 liters for official and private use.

\* Substituted *vide* Estt.Div.'s S.R.O.70(I)/2013 dated 4<sup>th</sup> February, 2013.

**\* SCHEDULE II (See Regulation II)**  
**Number of Members of the staff of Federal Public Service Commission**

S.No.	Name of Post	BPS	No. of Posts
1.	Secretary	22	01
2.	Executive Director General	21	01
3.	Director General	20	03
4.	Director General (Research)	20	01
5.	Director General (Legal	20	01
6.	Chief Psychologist	20	01
7.	Chief. I.T.	20	01
8.	Director	19	08
9.	Director (Legal)	19	01
10.	Senior Psychologist	19	02
11.	Director (Research)	19	01
12.	Director (Computer)	19	01
13.	Deputy Chief I.T	19	01
14.	Senior Private Secretary/Private Secretary	19	14
15.	Deputy Director	18	13
16.	Deputy Director (Legal)	18	01
17.	Psychologist	18	04
18.	Dy. Director (Research)	18	02
19.	System Analyst	18	01
20.	Programmer	18	01
21.	Database Administrator	18	01
22.	Quality Assurance Officer	18	01
23.	Junior Programmer	17	02
24.	Website Manager	17	01
25.	Network Administrator	17	01
26.	Data Control Officer	17	03
27.	Assistant Director (Research)	17	04
28.	Assistant Director	17	33
29.	Assistant Director (Legal)	17	03
30.	Librarian	17	01
31.	Transport Officer	17	01
32.	Superintendent (Record)	17	01
33.	Deputy Assistant Director	16	11
34.	System Operator	16	03
35.	Computer Operator	16	01

\* Substituted vide Estt.Div.'s S.R.O.70(I)/2013 dated 4<sup>th</sup> February, 2013.

S.No.	Name of Post	BPS	No. of Posts
36.	Assistant Database Administrator	16	01
37.	Hardware Engineer	16	01
38.	Assistant Network Administrator	16	05
39.	Data Processing Assistant	16	18
40.	Assistant Private Secretary	16	33
41.	Draftsman-cum-Artist	16	01
42.	Assistant Incharge	15	02
43.	Assistant	14	64
44.	Statistical Assistant	14	06
45.	Stenotypist	14	49
46.	Security Superior	14	01
47.	Library Assistant	14	01
48.	Telephone Operator	14	02
49.	Data Entry Operator	12	17
50.	Upper Division Clerk	09	35
51.	Lower Division Clerk	07	63
52.	Security Clerk	07	02
53.	Driver	04	37
54.	Despatch Rider	04	02
55.	Duplicating Machine Operator	04	03
56.	Electrician	04	01
57.	Lift Operator	03	03
58.	Book Sorter	02	01
59.	Daftay	02	16
60.	Qasid	02	16
61.	Naib Qasid	01	77
62.	Frash	01	02
63.	Chowkidar	01	10
64.	Security Guard(Chowkidar)	01	09
65.	Buss Cleaner	01	01
66.	Khakroob	01	15
<b>Total</b>			<b>620</b>