

08 - Public Service Commission

Medium Term Expenditure

(Taka in Thousand)

Description	Budget 2016-17	Projection	
		2017-18	2018-19
Non-Development	47,46,00	50,77,00	54,32,00
Development	0	0	0
Total	47,46,00	50,77,00	54,32,00
Revenue	43,54,50	47,79,11	51,31,69
Capital	3,91,50	2,97,89	3,00,31
Total	47,46,00	50,77,00	54,32,00

1.0 Mission Statement and Major Functions

1.1 Mission Statement

Help establish a more suitable public administration for the services of the Republic.

1.2 Major Functions

- 1.2.1 Conduct tests and examinations for the selection of suitable persons for appointment to the service of the Republic;
- 1.2.2 Advise the Honorable President on matters referred to the Commission or if the Honorable President seeks Commission's opinion on any matter connected with its functions/duties; and discharge any other duty as prescribed by the law;
- 1.2.3 Give opinions on matters relating to qualifications and methods of recruitment, of the Service of the Republic;
- 1.2.4 Work out the principles to be followed in making appointments to the Services of the Republic, promotions and transfers from one branch of the service to another, and the suitability of candidates for such appointments, promotions or transfers;
- 1.2.5 Give opinions on matters affecting the terms and conditions including pension rights of the Services of the Republic; and the issues related to the discipline of the services ;
- 1.2.6 Prepare and submit to the Honorable President a report on the performance of the Commission for the period ended 31st December every year as per the provision of Article 141 of the Constitution of the People's Republic of Bangladesh;
- 1.2.7 Conduct departmental examinations for all cadre posts and some non-cadre posts for the purpose of job confirmation after recruitment;
- 1.2.8 Conduct examinations of the cadre service officials for promotion to the Senior Scale posts/positions, and provide opinion on recruitment policies of ministries/divisions.

2.0 Medium Term Strategic Objectives and Activities

Medium-Term Strategic Objectives	Activities	Implementing Departments/Agencies
1	2	3
1. Ensure selection of suitable persons for	<ul style="list-style-type: none"> • Make recommendations for appointment to BCS cadre posts 	<ul style="list-style-type: none"> • Public Service

Medium-Term Strategic Objectives	Activities	Implementing Departments/Agencies
1	2	3
appointment in the services of the Republic	<ul style="list-style-type: none"> Make recommendations for appointment to non-cadre posts 	Commission Secretariat
	<ul style="list-style-type: none"> Formulate question papers and evaluate answer scripts of different examinations 	
	<ul style="list-style-type: none"> Receive on-line application for Bangladesh Civil Services (BCS), prepare and publish results online 	
	<ul style="list-style-type: none"> Conduct research and organize issue based seminars and workshops 	
2. Promote good governance and discipline in the public administration	<ul style="list-style-type: none"> Advise on qualifications, recruitment procedures, appointments, promotions, transfers, rights to pension, disciplinary requirements, regularization, seniority etc. of the Services 	
	<ul style="list-style-type: none"> Conduct departmental and senior scale examinations and recommend on promotions and confirmation of appointment of cadre and non-cadre officials 	

3.0 Poverty and Gender Reporting

3.1 Impact of Medium Term Strategic Objectives on Poverty Reduction and Women's Advancement

3.1.1 Ensure selection of suitable persons for appointment in the services of the Republic

Impact on Poverty Reduction: Employment in the government service helps reduce poverty.

Impact on Women's Advancement: Public Service Commission is giving due consideration to increase the participation of women in public service. The commission is contributing to the empowerment and development of women by ensuring quota of women in public service.

3.1.2 Promote good governance and discipline in the public administration

Impact on Poverty Reduction: No direct impact.

Impact on Women's Advancement: No direct impact.

3.2 Poverty Reduction and Women's Advancement Related Spending

(Taka in Thousand)

Particulars	Budget 2016-17	Projection	
		2017-18	2018-19
Poverty Reduction	0	0	0
Gender	6,40,00	6,73,46	7,23,83

4.1 Priority Spending Areas/Programmes

Priority Spending Areas/Programmes	Related Medium Term Strategic Objectives
1. Improvement in the management and standard of examinations Improvement in the overall standards of examinations necessitates	<ul style="list-style-type: none"> Ensure selection of suitable persons for appointment in the

Priority Spending Areas/Programmes	Related Medium Term Strategic Objectives
continual update of examination curriculum, question papers, creation of the Questions Bank, introducing computer-based examinations and ensuring the use of Information Technology in the management and conduct of examinations. This has, therefore, been given the highest priority.	services of the Republic
<p>2. Improving the efficiency of the Public Service Commission</p> <p>Establishment of an effective Research and Publication Unit in PSC, ensuring uses of IT in daily activities, the creation/rationalization of posts in the organizational structure of PSC, recruitment of meritorious officers/staff and local and foreign training will help improve the efficiency of the PSC. Therefore, this area has been given the second priority.</p>	<ul style="list-style-type: none"> Promote good governance and discipline in the public administration

4.2 Medium Term Expenditure Estimates and Projection (2016-17 to 2018-19)

4.2.1 Expenditure by Department/Agencies/Operational Units

(Taka in thousand)

Description	Budget	Revised	Budget 2016-17	Projection	
	2015-16			2017-18	2018-19
Public Service Commission	34,26,00	39,33,23	47,46,00	50,77,00	54,32,00
Grand Total :	34,26,00	39,33,23	47,46,00	50,77,00	54,32,00

4.2.2 Expenditure by Economic Group Wise

(Taka in thousand)

Economic Group	Description	Budget	Revised	Budget 2016-17	Projection	
		2015-16			2017-18	2018-19
	Revenue Expenditure					
4500	Pay of Officers	4,00,00	7,40,00	8,26,07	8,71,50	9,19,43
4600	Pay of Establishment	2,15,00	3,97,75	4,21,58	4,44,76	4,69,26
4700	Allowances	5,82,00	5,72,28	7,84,00	8,47,85	8,91,50
4800	Supplies and Services	16,33,30	16,53,50	18,85,85	20,94,00	22,99,00
4900	Repairs and Maintenance	58,00	40,00	81,00	88,00	95,00
6300	Pensions and Gratuities	2,24,00	2,24,00	3,56,00	4,33,00	4,57,50
	Total : - Revenue Expenditure	31,12,30	36,27,53	43,54,50	47,79,11	51,31,69
	Capital Expenditure					
6800	Acquisition of Assets	1,95,00	1,87,00	3,75,00	2,68,00	2,70,00
7000	Construction and Works	1,00,00	1,00,00	0	0	0
7400	Advances to Government Employees	18,70	18,70	16,50	29,89	30,31
	Total : - Capital Expenditure	3,13,70	3,05,70	3,91,50	2,97,89	3,00,31
	Grand Total :	34,26,00	39,33,23	47,46,00	50,77,00	54,32,00

5.0 Key Performance Indicator (KPIs)

Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
			2014-15		2015-16		2016-17	2017-18	2018-19
1	2	3	4	5	6	7	8	9	10
1. Reduction of time taken in the formulation of recommendations for appointment in the cadre services	1	Period (Month)	16	16	16	15	15	15	15
2. Reduction of time taken in the publication of results of departmental and Senior Scale Promotion examinations	2	Period (Day)	160	215	150	220	120	120	120

Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
			2014-15	2015-16	2016-17	2017-18	2018-19		
1	2	3	4	5	6	7	8	9	10
3. Reduction of time taken in the formulation of recommendations for appointment in Non-cadre (1 st & 2 nd class)services posts	1	Period (Day)	180	160	160	160	150	150	150
4. Reduction of time taken in giving opinion in matters related to service discipline, regularization and formulation of rules									
a. Discipline of service	2	Period (Day)	60	60	60	60	60	60	60
b. Regularization of service			70	80	60	70	60	60	60
c. Formulation of rules			60	60	60	60	60	55	55

6.0 Recent Achievements, Activities, Output Indicators and Targets and Expenditure Estimates of the Departments/Agencies

6.1 Public Service Commission Secretariat

6.1.1 Recent Achievements: Online application submission system has been introduced to ensure transparency and neutrality. Presently, the candidates can collect the time-table for examinations, seating arrangements and examination results through SMS. This has reduced the delays in conducting examinations, ensured transparency and accountability. In addition, the Commission recommended recruitments of about 16,299 officers of class-I and class-II in last three years. During the same period, the Commission conducted seven seminar-workshops. In addition, 04 teams of officials paid study-visits to various countries, which have assisted the Commission in improving its efficiency. Commission has arranged minuscule recruitment examinations with question papers printed by PSC under a pilot scheme.

6.1.2 Activities, Output Indicators and Targets

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets			
				2014-15	2015-16	2016-17	2017-18	2018-19			
1	2	3	4	5	6	7	8	9	10	11	
1. Make recommendations for appointment to BCS cadre posts	Recommendations made for cadre services	1	Numbers (examinations)	1	1	1	1	1	1	1	
2. Make recommendations for appointment non-cadre posts	Recommendations made for non-cadre services	1	Numbers (examinations)	120	154	120	150	150	150	150	
3. Formulate question papers and evaluate answer scripts of different examinations	Question papers formulated:										
	BCS(Cadre) Services	1	Numbers (Question Papers)	1000	1040	1050	1060	1050	1050	1060	
	Non-cadre services			360	360	450	380	400	400	450	
	Departmental Exam.			100	90	100	100	100	120	125	
	Senior Scale Exam.			550	498	600	550	550	550	550	
	Answer scripts evaluated:										
	BCS(Cadre) Services	1	Numbers in lakh	5.50	2.00	3.50	3.80	4.00	4.50	4.00	
	Non-cadre services			30	35	35	35	35	40	40	
Departmental Exam.	15			14	15	15	16	18	18		
Senior Scale Exam.	8			8	9	9	10	10	10		

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2014-15	2015-16	2016-17	2017-18	2018-19		
1	2	3	4	5	6	7	8	9	10	11
4. Receive on-line application, prepare results and publication of results on-line*	Applications received & results published (on-line)	1	Numbers (Examination)	5	5	5	9	20	25	30
5. Conduct research and organize issue based seminars and workshops	Research publication	1	Numbers	2	2	2	2	2	2	2
	Seminars/ workshops organized			5	4	5	8	8	8	10
6. Advise on qualifications, recruitment procedures, appointments, promotions, transfers, rights to pension, disciplinary requirements, regularization, seniority etc. of the Services	Recommendations made on recruitment rules	2	Numbers	30	35	30	35	35	35	40
	Recommendations made on regularization		Numbers (persons)	750	990	750	990	800	800	850
	Recommendations provided on service discipline		Numbers	100	80	120	90	130	150	100
7. Conduct departmental and senior scale examinations and recommend on promotions and confirmation of appointment of cadre and non-cadre officials	Recommendations provided on job permanence	1	Numbers (Examination)	2	2	2	2	2	2	2
	Recommendations provided on promotion			2	2	2	2	2	2	2
	Recommendations made on promotion of 1 st & 2 nd Class posts		Numbers (persons in thousands)	2.0	1.24	1.53	2	2.5	3.0	3

* introduced from FY13

6.1.3 Medium Term Expenditure Estimates by Operational Unit, Programmes and Projects

(Taka in Thousands)

Name of the Operational Unit/Programme/ Project	Related Activity	Actual 2014-15	Budget	Revised	Medium Term Expenditure Estimates		
			2015-16		2016-17	2017-18	2018-19
1	2	3	4	5	6	7	8
Operational Units							
0801-0001 - Secretariat	1-7	30,06,18	34,26,00	39,33,23	47,46,00	50,77,00	54,32,00
Total : Operational Units		30,06,18	34,26,00	39,33,23	47,46,00	50,77,00	54,32,00
Total : Non Development		30,06,18	34,26,00	39,33,23	47,46,00	50,77,00	54,32,00
Total :		30,06,18	34,26,00	39,33,23	47,46,00	50,77,00	54,32,00