

SENATE OF PAKISTAN



REPORT NO-02

REPORT OF THE SENATE STANDING COMMITTEE ON CABINET

ON

STARRED QUESTION NO. 31 ASKED BY SENATOR ANUSHA RAHMAN AHMAD KHAN ON "DETAILS OF CIVIL SERVICE EXAMINATION, MECHANISM AND CRITERIA FOR INDUCTION OF CIVIL SERVANTS ALONG WITH THE REASONS OF HIGH PERCENTAGE OF FAILURES" IN THE SENATE SITTING HELD ON 11TH MARCH, 2025.

PRESENTED BY

SENATOR RANA MAHMOOD UL HASSAN

SENATE SECRETARIAT

REPORT OF THE STANDING COMMITTEE ON CABINET ON STARRED QUESTION NO. 31 ASKED BY SENATOR ANUSHA RAHMAN AHMAD KHAN ON "DETAILS OF CIVIL SERVICE EXAMINATION, MECHANISM AND CRITERIA FOR INDUCTION OF CIVIL SERVANTS ALONGWITH THE REASONS OF HIGH PERCENTAGE OF FAILURES" IN THE SENATE SITTING HELD ON 11TH MARCH, 2025 FOR CONSIDERATION AND REPORT.

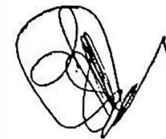
1. Senator Rana Mahmood ul Hassan, Chairman Senate Standing Committee on Cabinet have the honour to present, on behalf of Committee, this report on "Starred Question No. 31 asked by Senator Anusha Rahman Ahmad Khan on "details of Civil Service examination, mechanism and criteria for Induction of Civil Servants alongwith the reasons of high percentage of failures" in the Senate sitting held on 11th March, 2025 and referred by the House to the Committee for consideration and report

2. The Composition of the Standing Committee is given as under:-

1.	Senator Rana Mahmood ul Hassan	Chairman
2.	Senator Farooq Hamid Naek	Member
3.	Senator Saleem Mandviwalla	Member
4.	Senator Rana Sana Ullah Khan	Member
5.	Senator Anusha Rahman Ahmad Khan	Member
6.	Senator Saadia Abbasi	Member
7.	Senator Amir Waliuddin Chishti	Member
8.	Senator Mohammad Abdul Qadir	Member
9.	Senator Fawzia Arshad	Member
10.	Senator Saifullah Sarwar Khan Nyazee	Member
11.	Senator Atta-Ur-Rehman	Member
12.	Senator Dilawar Khan	Member
13.	Senator Aimal Wali Khan	Member
14.	Senator Mohammad Azam Khan Swati	Member
15.	Minister In-Charge Cabinet Secretariat	Ex-Officio Member

3. The Committee on its meeting on the agenda on 5th June 2025, 19th August 2025 and 12th May 2026. On its meeting on 12th May 2026 Committee was attended by the following;

1.	Senator Saleem Mandviwalla	Chairman
2.	Senator Sadia Abbasi	Member
3.	Senator Anusha Rehman Ahmad Khan	Member (Via Zoom)
4.	Senator Amir Waliuddin Chishti	Member
5.	Senator Muhammad Abdul Qadir	Member
6.	Senator Zamir Hussain Ghumro	Mover
7.	Senator Jan Muhammad	Mover
8.	Senator Saifullah Abro	Mover



4. During its meeting held on 5th June, 2025, the Committee received a briefing from the Secretary, Federal Public Service Commission (FPSC). Senator Anusha Rahman Ahmad Khan emphasized the need for modern and robust testing mechanisms aligned with contemporary requirements and the evolving digital work environment. The Committee was informed that a Ministerial Committee on Civil Service Reforms, constituted by the Prime Minister, was finalizing its report. The Committee recommended that both the draft and final versions of the Civil Service Reforms Report be shared with the Committee.

5. In its meeting held on 19th August, 2025, Senator Anusha Rahman Ahmad Khan reiterated concerns regarding the persistently high failure rate in the CSS examination and observed that the existing examination structure required comprehensive review. The Secretary, Establishment Division, informed the Committee that the Civil Service Reforms Committee had examined the entire CSS recruitment framework, including factors contributing to examination failures, and had formulated recommendations which were still under consideration and had not yet been finalized.

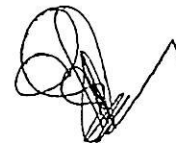
6. To undertake a detailed examination of the matter, the Committee constituted a Sub-Committee under Rule 183 of the Rules of Procedure and Conduct of Business in the Senate, 2012, comprising Senator Saleem Mandviwalla as Convener and Senator Anusha Rahman Ahmad Khan and Senator Amir Waliuddin Chishti as Members. The Sub-Committee was tasked to examine the details of the Civil Service Examination, criteria and mechanism for induction of civil servants, causes of the high failure rate, general age relaxation up to 35 years for CSS candidates, and enhancement of the number of examination attempts to five.

7. In its meeting held on 12th May, 2026, the Committee received a briefing from the Director General, FPSC, regarding CSS examination results, publication of merit lists, allocation procedures, and disclosure of candidates' marks. The Committee was informed that detailed marks, including viva voce scores, are made available only to individual candidates through a secure mechanism, as such information constitutes personal data.

8. Senator Anusha Rahman Ahmad Khan drew the Committee's attention to a mark sheet circulating on social media, allegedly indicating exceptionally high viva voce marks awarded to a candidate despite comparatively low scores in certain written subjects. The Committee sought clarification regarding the authenticity and implications of the circulated information.

9. The Director General, FPSC, clarified that the circulated document reflected incomplete information and did not represent the aggregate scoring framework applicable to the CSS examination. He further explained that viva voce marks form part of a comprehensive assessment process and that the circulating material was liable to misinterpretation if viewed without the complete record. He also informed the Committee that the relevant examination data could be shared with the Committee on a confidential basis.

10. After deliberation, the Committee observed that dissemination of incomplete or misleading examination data could undermine public confidence in merit-based recruitment



processes. The Committee emphasized the need for transparency and timely clarification by FPSC in order to counter misinformation and enhance public trust in the examination system.

11. The Committee, therefore, recommended that:

- a. FPSC shall provide the Committee, on a confidential basis, the relevant CSS examination results, including viva voce marks, for the current examination cycle;
- b. FPSC shall issue a comprehensive public clarification regarding the circulating mark sheet, clearly explaining the examination's aggregate marking methodology, viva voce assessment framework, total marks structure, and the reasons why the circulated information is incomplete or misleading; and
- c. Future reforms relating to CSS examinations and recruitment processes may continue to take into account concerns regarding examination structure, transparency, age relaxation, number of attempts, and factors contributing to the high failure rate.

12. In view of the above recommendations, the Committee approved the presentation of this Report before the Senate. Accordingly, the same is submitted for consideration of the House.



(AYAZ AHMED SOOMRO)

Secretary Committee



(SENATOR RANA MAHMOOD UL HASSAN)

Chairman Committee