

**Grant No. 06**  
**108 -Public Service Commission**  
**Medium Term Expenditure**

(Taka in Thousands)

Description	Budget 2023-24	Projection	
		2024-25	2025-26
Operating Expenditure	101,23,00	108,32,00	115,90,00
Development Expenditure	30,00,00	32,10,00	34,35,00
<b>Total</b>	<b>131,23,00</b>	<b>140,42,00</b>	<b>150,25,00</b>
Recurrent	100,05,00	108,87,00	117,14,00
Capital	31,18,00	31,55,00	33,11,00
Financial Asset	0	0	0
Liability	0	0	0
<b>Total</b>	<b>131,23,00</b>	<b>140,42,00</b>	<b>150,25,00</b>

**1.0 Mission Statement and Major Functions****1.1 Mission Statement**

To establish a suitable public administration for the Services of the Republic.

**1.2 Major Functions**

- 1.2.1 Conducting examinations for the selection of suitable persons for appointment to the Service of the Republic and recommend the selected persons for their appointment.
- 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;
- 1.2.3 Give opinions on matters relating to qualifications and methods of recruitment, of the Service of the Republic;
- 1.2.4 Recommend to the Honorable President in making appointments to the Services of the Republic, promotions, the suitability of candidates for such appointments and promotions.
- 1.2.5 Provide 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 a report to the Honorable President on the performance of the commission for the period up to 31<sup>st</sup> 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.

**2.0 Medium Term Strategic Objectives and Activities**

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

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

### 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 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 Thousands)

Description	Budget 2023-24	Projection	
		2024-25	2025-26
Poverty Reduction	27,00,00	28,89,00	30,91,50
Gender	81,14,46	87,37,08	94,56,53

#### 4.1 Priority Spending Areas/Schemes

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

Priority Spending Areas/Schemes	Related Medium Term Strategic Objectives
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 in conducting examinations ensures recruitment of qualified persons in the civil service and other Govt. services . This has, therefore, been given the highest priority.	services of the Republic
<p><b>2. Improving the efficiency of the Public Service Commission</b></p> <p>Improving the efficiency of the PSC through 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/staffs and local and foreign training will help improve efficiency of the commission. Therefore, this area has been given the second priority.</p>	<ul style="list-style-type: none"> <li>Promote good governance and discipline in public administration</li> </ul>

#### 4.2 Medium Term Expenditure Estimates and Projection (2023-24 to 2025-26)

##### 4.2.1 Expenditure by Department/Agencies/Institutional Units

(Taka in Thousands)

Description	Budget	Revised	Budget 2023-24	Projection	
	2022-23			2024-25	2025-26
Public Service Commission	124,32,00	115,53,05	123,51,40	131,35,63	140,60,26
Regional Public Service Commission Offices	0	0	7,71,60	9,06,37	9,64,74
<b>Grand Total :</b>	<b>124,32,00</b>	<b>115,53,05</b>	<b>131,23,00</b>	<b>140,42,00</b>	<b>150,25,00</b>

##### 4.2.2 Expenditure by Economic Group Wise

(Taka in Thousands)

Economic Group	Description	Budget	Revised	Budget 2023-24	Projection	
		2022-23			2024-25	2025-26
	<b>Recurrent Expenditure</b>					
3111	Wages and salaries in cash	29,80,88	31,33,63	35,36,72	37,23,76	39,37,82
3211	Administrative expenses	7,30,22	9,13,84	7,98,47	8,35,45	8,92,81
3221	Fees, charges and commissions	1,23,35	1,16,85	1,46,30	3,87,25	4,51,30
3231	Training	4,46,00	72,25	4,22,75	4,25,05	4,60,10
3243	Petrol, oil and lubricants	1,36,50	1,10,90	1,52,30	1,65,00	1,75,50
3244	Travel and Transfer	1,30,00	49,00	90,40	1,16,10	1,36,64
3253	Public order and safety supplies	79,00	79,00	80,00	80,00	90,00
3255	Printing and stationery	9,36,70	7,56,55	8,43,15	9,52,25	10,62,75
3256	General supplies and materials	1,27,00	1,27,00	1,39,45	1,46,20	1,55,67
3257	Professional services, honorariums and special expenses	30,66,50	30,15,12	35,02,66	37,49,80	40,34,92
3258	Repairs and maintenance	1,99,60	1,97,51	2,15,90	2,27,34	2,37,54
3821	Current transfers not elsewhere classified	70,75	70,55	75,60	75,80	75,90
3911	Reserve	0	0	1,30	3,00	3,05
	<b>Total : - Recurrent Expenditure</b>	<b>90,26,50</b>	<b>86,42,20</b>	<b>100,05,00</b>	<b>108,87,00</b>	<b>117,14,00</b>
	<b>Capital Expenditure</b>					
4111	Buildings and structures	23,39,00	25,62,60	17,46,00	22,97,05	23,85,60
4112	Machinery and equipment	6,56,50	3,46,85	11,22,00	8,06,85	8,14,30
4113	Other fixed assets	10,00	30	2,50,00	50,00	1,10,00
4141	Land	4,00,00	1,10	0	1,10	1,10
	<b>Total : - Capital Expenditure</b>	<b>34,05,50</b>	<b>29,10,85</b>	<b>31,18,00</b>	<b>31,55,00</b>	<b>33,11,00</b>
	<b>Grand Total :</b>	<b>124,32,00</b>	<b>115,53,05</b>	<b>131,23,00</b>	<b>140,42,00</b>	<b>150,25,00</b>



Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2021-22	2022-23	2023-24	2024-25	2025-26		
1	2	3	4	5	6	7	8	9	10	11
	Non-cadre services		Numbers (In thousand)	40	38	40	40	40	40	40
	Departmental Exam.			19	19	19	19	19	19	19
	Senior Scale Exam.			12	12	12	12	12	12	12
4. Receive online application, prepare results and publish results through online	Applications received & results published (online)	1	Numbers (Examination)	30	30	30	30	30	30	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			12	12	20	22	20	20	25
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	40	30	40	40	40	40	45
	Recommendations made on regularization		Numbers (persons)	1000	1500	1000	2000	1000	1000	2000
	Recommendations provided on service discipline		Numbers	200	120	200	150	200	200	200
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 confirmation	1	Numbers (Examination)	2	2	2	2	2	2	2
	Recommendations provided on promotion			2	2	2	2	2	2	2
	Recommendations made for promotion of 1 <sup>st</sup> and 2 <sup>nd</sup> Class posts		Numbers (persons in thousands)	3.5	6.0	3.5	3.0	3.5	3.5	3.5

\* introduced from FY13

### 6.1.3 Medium Term Expenditure Estimates by Institutional Unit, Schemes and Projects

(Taka in Thousands)

Name of the Institutional Unit/Scheme/ Project	Related Activity	Actual 2021-22	Budget	Revised	Medium Term Expenditure Estimates		
			2022-23	2023-24	2024-25	2025-26	
1	2	3	4	5	6	7	8
<b>Operating Activities</b>							
<b>General Activity</b>							
1080101 - Public Service Commission		47,80,99	88,32,00	85,53,05	93,51,40	99,25,63	106,25,26
1080301 - Regional Public Service Commission Offices		3,44,39	0	0	7,71,60	9,06,37	9,64,74
<b>Total : General Activity</b>		<b>51,25,38</b>	<b>88,32,00</b>	<b>85,53,05</b>	<b>101,23,00</b>	<b>108,32,00</b>	<b>115,90,00</b>
<b>Total : Operating Activities</b>		<b>51,25,38</b>	<b>88,32,00</b>	<b>85,53,05</b>	<b>101,23,00</b>	<b>108,32,00</b>	<b>115,90,00</b>
<b>Development Activities</b>							
<b>Annual Development Program</b>							
224275900 - * Establishment of 7 Regional Offices of the BPSC Secretariat including its Strengthening		7,52,21	36,00,00	30,00,00	30,00,00	32,10,00	34,35,00
<b>Total : Annual Development Program</b>		<b>7,52,21</b>	<b>36,00,00</b>	<b>30,00,00</b>	<b>30,00,00</b>	<b>32,10,00</b>	<b>34,35,00</b>
<b>Total : Development Activities</b>		<b>7,52,21</b>	<b>36,00,00</b>	<b>30,00,00</b>	<b>30,00,00</b>	<b>32,10,00</b>	<b>34,35,00</b>
<b>Total :</b>		<b>58,77,59</b>	<b>124,32,00</b>	<b>115,53,05</b>	<b>131,23,00</b>	<b>140,42,00</b>	<b>150,25,00</b>