Grant No. 06

108 -Public Service Commission

Medium Term Expenditure

(Taka in Thousands)

Description	Budget	Proje	ection
Description	2023-24	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
Total	131,23,00	140,42,00	150,25,00
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
Total	131,23,00	140,42,00	150,25,00

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 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.

2.0 Medium Term Strategic Objectives and Activities

Medium-Term Strategic Objectives	Activities	Implementing Departments/Agencies
1	2	3
Ensure selection of	Make recommendations for appointment to	Public Service

Medium-Term Strategic Objectives	Activities	Implementing Departments/Agencies
1	2	3
suitable persons for appointment in the services of the Republic	BCS cadre posts Make recommendations for appointment to non-cadre posts	Commission Secretariat
	Formulate question papers and evaluate answer scripts of different examinations	
	Receive online application , prepare results and publish them online	
	Conduct research and organize issue based seminars and workshops	
Promote good governance and discipline in the public administration	Advise on qualifications, recruitment procedures, appointments, promotions, transfers, rights to pension, disciplinary requirements, regularization, seniority etc. of the Services	
	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 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	Proje	ection
Description	2023-24	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.	Improvement in the management and standard of examinations	Ensure selection of suitable
	Improvement in the overall standards of examinations by continual	persons for appointment in the

	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
2.	Improving the efficiency of the Public Service Commission 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.	Promote good governance and discipline in public administration

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	Projection		
Description	2022-23		2023-24	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	
Grand Total :	124,32,00	115,53,05	131,23,00	140,42,00	150,25,00	

4.2.2 Expenditure by Economic Group Wise

(Taka in Thousands)

Economic	Description	Budget	Revised	Budget	Projection			
Group	Description	2022-23		2023-24	2024-25	2025-26		
	Recurrent Expenditure							
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		
	Total : - Recurrent Expenditure	90,26,50	86,42,20	100,05,00	108,87,00	117,14,00		
	Capital Expenditure							
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		
	Total : - Capital Expenditure	34,05,50	29,10,85	31,18,00	31,55,00	33,11,00		
	Grand Total :	124,32,00	115,53,05	131,23,00	140,42,00	150,25,00		

5.0 Key Performance Indicator (KPIs)

	Indicator	Related Strategic	Unit	Revised Target	Actual	Target	Revised Target	Med	lium Term Ta	rgets
		Objectives		202	1-22	202	2022-23		2024-25	2025-26
	1	2	3	4	5	6	7	8	9	10
1.	Time taken in the formulation of recommendations for appointment in the cadre services	1	Period (Month)	20	20	12	12	12	12	12
2.	Time taken in the publication of results of departmental and Senior Scale Promotion examinations	2	Period (Day)	100	90	100	90	100	100	90
3.	Time taken in the formulation of recommendations for appointment in Non-cadre (1st & 2nd class) services posts	1	Period (Day)	180	180	150	150	150	150	150
4.	Time taken in giving opinion in matters related to service discipline, regularization and formulation of rules									
	a. Discipline of service			60	60	60	60	60	60	60
	b. Regularization of service	2	Period (Day)	60	60	60	60	60	60	60
	c. Formulation of rules		, ,,	55	45	55	45	55	55	45

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: Since 2016, the candidates can collect the schedule, seating arrangements and results of examinations through SMS. The time to conduct examination has been reduced with the introduction of automated system in 2017, transparency, neutrality and accountability has been ensured. This also ensured transparency, neutrality and accountability. Besides, during FY 2017-18 seven teams from the commission visited different countries as a part of study tour. Knowledge acquired during these visits helped increasing skill of this commission. From 2016 commission is conducting small scale examination successfully under a pilot scheme.

6.1.2 Activities, Output Indicators and Targets

	Activities	Activities Output Indicator		Output Indicator Related Strategic		Strategic Unit		Actual	Target	Revised Target	Mediu	ım Term T	argets
			Objectives		202	1-22	202	2-23	2023-24	2024-25	2025-26		
	1	2	3	4	5	6	7	8	9	10	11		
1.	Make recommendations for appointment to BCS cadre posts and taking examinations	Examination conducted for cadre service appointment	1	Numbers (examinations)	1	1	1	1	1	1	1		
2.	Make recommendations for appointment to non-cadre posts	Examination conducted for non-cadre services	1	Numbers (examinations)	150	140	160	150	160	160	150		
3.	Formulate question papers	Qquestion papers prepared:											
	and evaluate answer scripts of different examinations	BCS(Cadre) Services		Numbers	618	618	618	618	618	618	618		
		Non-cadre services	1	(Set of question	450	420	450	450	450	450	450		
		Departmental Exam.		Papers)	228	228	228	228	228	228	228		
		Senior Scale Exam.			560	560	560	560	560	560	560		
		Answer scripts eval	uated:										
		BCS(Cadre) Services	1	Numbers (In lakh)	3.80	3.80	4.00	4.00	4.00	4.00	4.00		

Activities	Output Indicator	Related Strategic	Unit	Revised Target	Actual	Target	Revised Target	Mediu	ım Term T	argets
		Objectives	ectives		1-22	202	2022-23		2024-25	2025-26
1	2	3	4	5	6	7	8	9	10	11
	Non-cadre services		Numbers	40	38	40	40	40	40	40
	Departmental Exam.		(In thousand)	19	19	19	19	19	19	19
	Senior Scale Exam.		,	12	12	12	12	12	12	12
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
Conduct research and organize issue based	Research publication			2	2	2	2	2	2	2
seminars and workshops	Seminars/ workshops organized	1	Numbers	12	12	20	22	20	20	25
Advise on qualifications, recruitment procedures, appointments, promotions,	Recommendations made on recruitment rules	2	Numbers	40	30	40	40	40	40	45
transfers, rights to pension, disciplinary requirements, regularization, seniority etc. of the Services	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	Recommendations provided on job confirmation		Numbers	2	2	2	2	2	2	2
promotions and confirmation of appointment of cadre and non-cadre officials	Recommendations provided on promotion	1	(Examination)	2	2	2	2	2	2	2
	Recommendations made for promotion of 1 st and 2 nd 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 Institution of Heidon board Business	Related	Actual	Budget	Revised	Medium Te	rm Expenditur	e Estimates
Name of the Institutional Unit/Scheme/ Project	Activity	2021-22	2022	2-23	2023-24	2024-25	2025-26
1	2	3	4	5	6	7	8
Operating Activities							
General Activity							
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
Total : General Activity		51,25,38	88,32,00	85,53,05	101,23,00	108,32,00	115,90,00
Total : Operating Activities		51,25,38	88,32,00	85,53,05	101,23,00	108,32,00	115,90,00
Development Activities							
Annual Development Program							
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
Total : Annual Development Program		7,52,21	36,00,00	30,00,00	30,00,00	32,10,00	34,35,00
Total : Development Activities		7,52,21	36,00,00	30,00,00	30,00,00	32,10,00	34,35,00
Total :		58,77,59	124,32,00	115,53,05	131,23,00	140,42,00	150,25,00