

Grant No. 06
08 - Public Service Commission
Medium Term Expenditure

(Taka in Thousand)

Description	Budget 2017-18	Projection	
		2018-19	2019-20
Non-Development	46,70,00	49,14,00	54,06,00
Development	27,52,00	30,27,00	33,30,00
Total	74,22,00	79,41,00	87,36,00
Revenue	43,16,35	46,58,05	51,45,90
Capital	31,05,65	32,82,95	35,90,10
Total	74,22,00	79,41,00	87,36,00

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 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 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 rules 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 appointment in the services of the Republic	• Make recommendations for appointment to BCS cadre posts	• Public Service Commission Secretariat
	• Make recommendations for appointment to non-cadre posts	
	• 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	
2. 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 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 2017-18	Projection	
		2018-19	2019-20
Poverty Reduction	11,00,80	12,10,80	13,32,00
Gender	17,50,78	19,15,93	21,16,19

4.1 Priority Spending Areas/Programmes

Priority Spending Areas/Programmes	Related Medium Term Strategic Objectives
<p>1. Improvement in the management and standard of examinations Improvement in the overall standards of examinations necessitates 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.</p>	<ul style="list-style-type: none"> Ensure selection of suitable persons for appointment in the services of the Republic
<p>2. Improving the efficiency of the Public Service Commission 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 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 (2017-18 to 2019-20)

4.2.1 Expenditure by Department/Agencies/Operational Units

(Taka in thousand)

Description	Budget	Revised	Budget 2017-18	Projection	
	2016-17			2018-19	2019-20
Public Service Commission	47,46,00	48,71,50	74,22,00	79,41,00	87,36,00
Grand Total :	47,46,00	48,71,50	74,22,00	79,41,00	87,36,00

4.2.2 Expenditure by Economic Group Wise

(Taka in thousand)

Economic Group	Description	Budget	Revised	Budget 2017-18	Projection	
		2016-17			2018-19	2019-20
	Revenue Expenditure					
4500	Pay of Officers	8,26,07	8,25,00	8,65,00	9,10,00	9,55,00
4600	Pay of Establishment	4,21,58	4,00,00	4,68,95	4,92,40	5,16,00
4700	Allowances	7,84,00	7,92,00	8,60,68	9,00,11	9,41,80
4800	Supplies and Services	18,85,85	19,80,20	20,44,89	22,59,54	26,32,75
4900	Repairs and Maintenance	81,00	68,00	76,83	96,00	1,00,35
6300	Pensions and Gratuities	3,56,00	0	0	0	0
	Total - Revenue Expenditure	43,54,50	40,65,20	43,16,35	46,58,05	51,45,90
	Capital Expenditure					
6800	Acquisition of Assets	3,75,00	3,57,30	4,87,13	6,58,13	8,72,00
7000	Construction and Works	0	4,42,00	25,97,62	25,94,42	26,93,00
7400	Advances to Government Employees	16,50	7,00	20,90	30,40	25,10
	Total - Capital Expenditure	3,91,50	8,06,30	31,05,65	32,82,95	35,90,10
	Grand Total:	47,46,00	48,71,50	74,22,00	79,41,00	87,36,00

5.0 Key Performance Indicator (KPIs)

Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
			2015-16		2016-17		2017-18	2018-19	2019-20
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)	15	18	15	18	15	15	15

Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
			2015-16	2016-17	2017-18	2018-19	2019-20		
1	2	3	4	5	6	7	8	9	10
2. Time taken in the publication of results of departmental and Senior Scale Promotion examinations	2	Period (Day)	220	220	120	220	120	120	120
3. Time taken in the formulation of recommendations for appointment in Non-cadre (1 st & 2 nd class) services posts	1	Period (Day)	160	190	150	190	150	150	150
4. 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	70	60	70	60	60	70
c. Formulation of rules			60	60	60	55	55	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 16,535 officers in last three (2014-16) years. During the same period, the Commission conducted seven seminars. Apart from that in FY 2016-2017, seven teams have been decided to visit in different countries as study tour of which already five teams have completed their tour and the acquired knowledge is now helping to develop the working efficiency of this secretariat. Moreover, the commission is now conducting successfully all small scale examinations preparing question papers with its own initiative 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		
				2015-16	2016-17	2017-18	2018-19	2019-20		
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 to non-cadre posts	Recommendations made for non-cadre services	1	Numbers (examinations)	150	150	150	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)	1060	1050	1050	1060	1050	1060	1060
	Non-cadre services			380	400	400	400	400	450	450
	Departmental Exam.			100	100	100	100	120	125	125
	Senior Scale Exam.			550	550	550	550	550	550	550
	Answer scripts evaluated:									
BCS (Cadre) Services	1	Numbers in lakh	3.80	3.80	4.00	4.00	4.50	4.00	4.00	
Non-cadre services			35	35	35	40	40	40	40	

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2015-16	2016-17	2017-18	2018-19	2019-20		
1	2	3	4	5	6	7	8	9	10	11
	Departmental Exam.			15	15	16	16	18	18	18
	Senior Scale Exam.			9	9	10	10	12	12	12
4. Receive online application, prepare results and publish results through online	Applications received & results published (online)	1	Numbers (Examination)	9	9	20	25	25	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			8	8	8	8	8	10	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	35	35	35	35	35	40	40
	Recommendations made on regularization		Numbers (persons)	990	900	800	800	800	850	900
	Recommendations provided on service discipline		Numbers	90	100	130	140	150	100	150
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 on promotion of 1 st & 2 nd Class posts		Numbers (persons in thousands)	2	2	2.5	2.5	3.0	3.0	3.5

* 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 2015-16	Budget	Revised	Medium Term Expenditure Estimates		
			2016-17	2017-18	2018-19	2019-20	
1	2	3	4	5	6	7	8
Operational Units							
0801-0001 - Secretariat	1-7	40,71,53	47,46,00	43,71,50	46,70,00	49,14,00	54,06,00
Total : Operational Units		40,71,53	47,46,00	43,71,50	46,70,00	49,14,00	54,06,00
Total : Non Development		40,71,53	47,46,00	43,71,50	46,70,00	49,14,00	54,06,00
Approved Projects							
0801-5000 - Establishment of Bangladesh Public Service Commission complex (7th -10th floor) (Phase-3)	1-7	0	0	5,00,00	27,52,00	30,27,00	33,30,00
Total : Approved Projects		0	0	5,00,00	27,52,00	30,27,00	33,30,00
Total : Development		0	0	5,00,00	27,52,00	30,27,00	33,30,00
Total :		40,71,53	47,46,00	48,71,50	74,22,00	79,41,00	87,36,00