**Grant No. 06**

**108 -Public Service Commission**

**Medium Term Expenditure**

(Taka in Thousands)

|  |  |  |  |
| --- | --- | --- | --- |
| Description | Budget  2024-25 | Projection | |
| 2025-26 | 2026-27 |
| Operating Expenditure |  |  |  |
| Development Expenditure |  |  |  |
| **Total** |  |  |  |
|  | | | |
| Recurrent |  |  |  |
| Capital |  |  |  |
| Financial Asset |  |  |  |
| Liability |  |  |  |
| **Total** |  |  |  |

**1.0 Mission Statement and Major Functions**

**1.1 Mission Statement**

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

* 1. **Major Functions** 
     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.
     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;
     3. Give opinions on matters relating to qualifications and methods of recruitment, of the Service of the Republic;
     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.
     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 ;
     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;
     7. Conduct departmental examinations for all cadre posts and some non-cadre posts for the purpose of job confirmation after recruitment;
     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 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 |
| 1. 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  2024-25 | Projection | |
| --- | --- | --- | --- |
| 2025-26 | 2026-27 |
| Poverty Reduction |  |  |  |
| Gender |  |  |  |

**4.1 Priority Spending Areas/Schemes**

| Priority Spending Areas/Schemes | Related Medium Term Strategic Objectives |
| --- | --- |
| * 1. **Improvement in the management and standard of examinations**   Improvement in the overall standards of examinations by 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 in conducting examinations ensures recruitment of qualified persons in the civil service and other Govt. services . This has, therefore, been given the highest priority. | * Ensure selection of suitable persons for appointment in the services of the Republic |
| * 1. **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 (2024-25 to 2026-27)**

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

(Taka in Thousands)

| Description | Budget | Revised | Budget  2024-25 | Projection | |
| --- | --- | --- | --- | --- | --- |
| 2023-24 | | 2025-26 | 2026-27 |
|  |  |  |  |  |  |

**4.2.2 Expenditure by Economic Group Wise**

(Taka in Thousands)

| Economic  Group | Description | Budget | Revised | Budget  2024-25 | Projection | |
| --- | --- | --- | --- | --- | --- | --- |
| 2023-24 | | 2025-26 | 2026-27 |
|  |  |  |  |  |  |  |

**5.0 Key Performance Indicator (KPIs)**

| Indicator | Related Strategic Objectives | Unit | Revised  Target | Actual | Target | Revised Target | Medium Term Targets | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2022-23 | | 2023-24 | | 2024-25 | 2025-26 | 2026-27 |
| 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) | 12 |  | 12 |  | 12 | 12 |  |
| 1. Time taken in the publication of results of departmental and Senior Scale Promotion examinations | 2 | Period (Day) | 90 |  | 100 |  | 100 | 90 |  |
| 1. Time taken in the formulation of recommendations for appointment in Non-cadre (1st & 2nd class) services posts | 1 | Period (Day) | 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 | 2 | Period (Day) | 60 |  | 60 |  | 60 | 60 |  |
| b. Regularization of service | 60 |  | 60 |  | 60 | 60 |  |
| c. Formulation of rules | 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 | Output Indicator | Related Strategic Objectives | Unit | Revised Target | Actual | Target | Revised Target | Medium Term Targets | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2022-23 | | 2023-24 | | 2024-25 | 2025-26 | 2026-27 |
| 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. Make recommendations for appointment to non-cadre posts | Examination conducted for non-cadre services | 1 | Numbers  (examinations) | 150 |  | 160 |  | 160 | 150 |  |
| 1. Formulate question papers and evaluate answer scripts of different examinations | Qquestion papers prepared: | | | | | | | | | |
| BCS(Cadre) Services | 1 | Numbers  (Set of question Papers) | 618 |  | 618 |  | 618 | 618 |  |
| Non-cadre services | 450 |  | 450 |  | 450 | 450 |  |
| Departmental Exam. | 228 |  | 228 |  | 228 | 228 |  |
| Senior Scale Exam. | 560 |  | 560 |  | 560 | 560 |  |
| Answer scripts evaluated: | | | | | | | | | |
| BCS(Cadre) Services | 1 | Numbers  (In lakh) | 4.00 |  | 4.00 |  | 4.00 | 4.00 |  |
| Non-cadre services | Numbers  (In thousand) | 40 |  | 40 |  | 40 | 40 |  |
| Departmental Exam. | 19 |  | 19 |  | 19 | 19 |  |
| Senior Scale Exam. | 12 |  | 12 |  | 12 | 12 |  |
| 1. Receive online application, prepare results and publish results through online | Applications received& results published (online) | 1 | Numbers  (Examination) | 30 |  | 30 |  | 30 | 30 |  |
| 1. Conduct research and organize issue based seminars and workshops | Research publication | 1 | Numbers | 2 |  | 2 |  | 2 | 2 |  |
| Seminars/ workshops organized | 22 |  | 20 |  | 20 | 25 |  |
| 1. 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 |  | 40 |  | 40 | 45 |  |
| Recommendations made on regularization | Numbers (persons) | 2000 |  | 1000 |  | 1000 | 2000 |  |
| Recommendations provided on service discipline | Numbers | 150 |  | 200 |  | 200 | 200 |  |
| 1. 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 |  |
| Recommendations provided on promotion | 2 |  | 2 |  | 2 | 2 |  |
| Recommendations made for promotion of 1stand 2nd Class posts | Numbers (persons in thousands) | 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  2022-23 | Budget | Revised | Medium Term Expenditure Estimates | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 2023-24 | | 2024-25 | 2025-26 | 2026-27 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|  |  |  |  |  |  |  |  |