



# FOURTH MEETING OF THE CHIEFS OF PUBLIC / CIVIL SERVICE COMMISSIONS OF SAARC MEMBER STATES DHAKA-BANGLADESH



22-24 January 2015



PRESIDENT  
PEOPLE'S REPUBLIC OF BANGLADESH  
DHAKA

09 Magh 1421  
22 January 2015

Message

It gives me immense pleasure to know that Bangladesh Public Service Commission is hosting the fourth meeting of the Chiefs of Public/Civil Service Commissions of the SAARC Member States in Dhaka from 22-24 January 2015.

The meeting of Chiefs of Public/Civil Service Commissions which will be held with the primary objective of promoting merit-based and impartial selection of Public/Civil Servants within the member states is of critical importance for all member states. I also understand this meeting of the Chiefs and Officials of the SAARC- PSCs/CSCs will discuss professional issues of common concern. We would expect that the outcome of the discussions will help make the SAARC region civil service appropriately responsive to the demands of the twenty first century.

In order to develop modern and effective Public/Civil services within the SAARC Community, integrated human resource management systems, transparency and accountability are also deemed to be essential. I will be looking forward to seeing the participating Commissions, discuss their respective views and experiences on all issues of collective concern.

The institutional and professional capacity building of the PSCs/CSCs of the Member States are also of major consideration for the improvement of service delivery to the citizens. With a view to ensuring regular sharing of information, strong linkages among PSCs/CSCs are required.

I would like to extend my personal thanks and gratitude to the Public/Civil Service Commissions of the SAARC Member States for their participation.

I wish the meeting a great success.

Khoda Hafez, May Bangladesh Live Forever.

*Md. Abdul Hamid*  
Md. Abdul Hamid



Ministry of Finance  
Government of the People's  
Republic of Bangladesh



Abul Maal A Muhith  
Minister



18 January 2015

Message

I would like to extend a warm welcome to the participants of the 4<sup>th</sup> Conference of the Chiefs of the Public/Civil Service Commissions of SAARC Member States, to be held in Dhaka 22-24 January 2015.

It gives me great pleasure to congratulate the Bangladesh Public Service Commission for organizing the conference. The SAARC PSC Chiefs meeting provides us a distinct opportunity to reflect on our achievements, limitations and drawbacks. It is also an occasion to rededicate ourselves to the common vision of efficient and effective government service. It is my deep conviction that if we collectively pursue our objectives, we will have a brighter future. We must take strength from our kinships and also our diversities.

PSCs are there to ensure recruitment of the best talents for public service in a fair competitive and transparent manner. Exchange of ideas between regional PSCs is certainly a very useful occasion to learn about each others experience in a noble pursuit. Surely some measure of uniformity and harmonization of the functioning of our PSCs will be an important step in better & people friendly administration.

*Abul Maal A. Muhith, MP*  
(Abul Maal A. Muhith, MP)

## 4<sup>th</sup> SAARC PSC/CSC CHIEFS MEETING: AN OPPORTUNITY FOR MUTUAL COOPETRATION

Md. Shahjahan Ali Mollah  
Secretary  
BPSC Secretariat, Dhaka

The Public/Civil Service Commission (PSC/CSC) is a key constitutional body of the modern world. It is mainly assigned with the responsibilities of choosing talented, competent and committed persons in civil service posts for rendering public services.

The Bangladesh Public Service Commission (First) and the Bangladesh Public Service Commission (Second) were constituted through Bangladesh Public Service Commission Order (President's order no 34, 1972) on April 8, 1972 by Father of the Nation Bangabandhu Sheikh Mujibur Rahman. In 1977, the then government combined two Public Service Commissions through promulgating the Bangladesh Public Service Commission (BPSC) Ordinance, 1977. Thus, the present Bangladesh Public Service Commission was established.

The Operations of BPSC are regulated through articles 88,137-141 and 147 of the constitution of Bangladesh, the Bangladesh Public Service Commission Ordinance, 1977 (Ordinance No. LVIII of 1977) and the Bangladesh Public Service Commission (Consultation) Regulation, 1979. According to the provisions of Article 138 of the constitution of Bangladesh, the Chairman and Members of BPSC are appointed by the Hon'ble President of the country.

The BPSC mainly performs the authorities of recommendation for recruitment in civil service posts. Moreover, it advises for absorption and regularization in government services, opines about settling the seniority of government officers, performs the responsibilities of promotion and disciplinary actions, conducts departmental and senior scale examinations, prepares and revises recruitment rules, assists the ministries and divisions regarding the recruitment of 3<sup>rd</sup> class and 4<sup>th</sup> class employees. In order to ensure the highest level of integrity, transparency and neutrality in its activities, the BPSC has taken some innovative "best practices" which are as follows:

- The Advertisements for BCS examinations are published on a regular basis. This system has been started from 28<sup>th</sup> BCS examination. According to this system, advertisement for BCS examination is usually published in each 05-15<sup>th</sup> January. In this way, 06 (six) BCS examinations were held in the country through BPSC.
- Earlier, candidates had to submit the applications for BCS and other competitive examinations maintaining long queue but at present, candidates submit the applications and get the admit cards through online delivery system.
- The BPSC has given special emphasis on qualifications and experiences on appointing the question setters, examiners, scrutinizers, moderators and different viva- voce experts.
- To ensure better transparency, BPSC prepares multiple sets of question papers and selects a final set 30 minutes prior to the commencement of examination through a lottery system.
- The BPSC has initiated computerized answer scripts with Double Litho code, Bar code and Secret serial number for examinations. As a consequence, it seems an impossibility to determine which script belongs to which examinee.
- To maintain more transparency and neutrality, the provision for having the telephone number of the candidates over the application form has been avoided.
- To ensure the interest of the candidates, BPSC has started three tier scrutiny for each of the application forms through checking and rechecking.
- To ensure the transparency of BPSC, viva-voce boards are designed by the members of the commission 20-25 minutes prior to the commencement of viva-voce.
- The syllabi of BCS written and non-cadre examinations are changing continuously depending on the demand of age.
- To discourage the guess and extempore answers, a system has been taken to deduct 50% marks for every incorrect answer in the BCS preliminary test.
- For better convenience of the candidates, the BPSC has designed a syllabus for preliminary test from 35<sup>th</sup> BCS examination.
- To monitor the daily activities of the commission, LAN and CCTV are set up which have strengthened transparency as a whole.
- Regular workshops, meetings and seminars are held to update and standardize the future assignment of the commission.

We believe that the 4<sup>th</sup> meeting of the chiefs of public/civil service commissions of SAARC Member States will create such a uniform platform where the member states will share ideas, opinions and experiences to promote a comprehensive co-operation, build up an effective linkage, bridge the differences and develop management system as a whole. We also believe that the best practices of the BPSC will be shared with one another to boost up the benefits of SAARC Member States. Moreover, this 4<sup>th</sup> meeting of chiefs of PSC/CSC of SAARC Member States will reach at a unanimous point to take a common policy regarding integrated recruitment policy for enhancing harmonized human resource development system among the SAARC Member States.



FOREIGN MINISTER



GOVERNMENT OF THE  
PEOPLE'S REPUBLIC OF BANGLADESH  
DHAKA

Message

I am delighted that the Bangladesh Public Service Commission (BPSC) is hosting the fourth meeting of the Chiefs of Public/Civil Service Commissions of SAARC Member States in Dhaka from 22-24 January 2015.

As a founding member, Bangladesh is very keen to uphold the objectives and principles of the SAARC. Like in previous meetings, we look forward to working closely with the Member States at this meeting to further strengthen the idea of shared prosperity, progress and development through our close interaction. I hope that the meeting will be able to adopt resolutions on Public/Civil Service related matters and ways to further harmonise the standards of human resource development in the region.

I hope the Bangladesh Public Service Commission will organise a successful meeting in Dhaka upholding the spirit and objectives of SAARC. I also congratulate everyone associated with this meeting and wish the fourth meeting all success.

Joi Bangla, Joi Bangabandhu.

*Abul Hassan Mahmood Ali, MP*  
(Abul Hassan Mahmood Ali, MP)



CHAIRMAN  
Bangladesh Public Service Commission  
09 Magh, 1421  
22 January, 2015

Message

I am delighted to welcome you all to the 4<sup>th</sup> Meeting of the Chiefs of Public/Civil Service Commissions of SAARC member states, being held in Dhaka, from 22-24 January 2015. This is indeed a great occasion and opportunity for the Bangladesh Public Service Commission and other Public/ Civil Services Commissions of SAARC member states to come together to discuss and define some specific development strategies for our common future.

We are aware that the SAARC Charter was signed by the Heads of States or Government of the Member States on 8 December 1985 in Dhaka to promote welfare of the people of South Asia and to improve the quality of their lives, through enhancement of socio economic and cultural developments. Later SAARC Development Goals encompassed twenty two aims, eight of which are related to livelihood, four to health, four to education and six to environment, all representing the collective vision of the South Asian countries to address the problems of poverty and social improvements. Increasing connectivity among the SAARC countries, migration, blue economy and post-2015 development goals are the more recent concerns of SAARC countries. We aim to organize this conference on public/civil service in accordance with the stated objectives, in relation to the issues of our region.

It is our expectation that the Conference will provide a good opportunity for SAARC PSC/CSC Chiefs to discuss and exchange ideas on modernizing the civil services, good governance, strengthen our respective organizations, development of officials, use of information technology, performance appraisal & management systems, reduction in bureaucratic delays in our activities and identify ways of boosting the morale of civil servants of the member states. Furthermore, to create a "knowledge-based" South Asia, we have to give urgent attention to some key areas of the civil services of the region, including talent search, people oriented civil service, capacity building of the PSCs, and other challenges the PSCs are likely to confront in the future. I believe this conference is a journey towards addressing these common concerns.

We require realistic and result-oriented partnerships and cooperation to prosper together and to ensure tangible progress of the 1.7 billion people of South Asia. I am confident that we will be able to reach our noble targets in the coming years, through the strengthened bonds between our respective institutions, facilitated by understanding and cooperation. We welcome the 18<sup>th</sup> SAARC Summit Declaration to ensure good governance for sustainable development by promoting accountability, transparency, rule of law and people's participation at all levels of governance in our jurisdictions.

I take this opportunity to reaffirm BPSC's unwavering commitment to work together with our regional partners, to strengthen the SAARC PSCs/CSCs for the benefit of our region and the people we serve.

Long live our friendship.

*Ekram Ahmed*  
Ekram Ahmed



PRIME MINISTER  
GOVERNMENT OF THE PEOPLE'S  
REPUBLIC OF BANGLADESH  
DHAKA

09 Magh 1421  
22 January 2015

Message

I am happy to learn that the Bangladesh Public Service Commission (BPSC) is organizing the fourth meeting of Chiefs of the Public/Civil Service Commissions of the SAARC member states on 22-24 January 2015.

The initiatives of the conference of the Chiefs of the SAARC PSCs/CSCs demonstrate our ability and keen interest to work together to advance our common goals.

I am convinced that the prospects for peace, progress and prosperity in the South Asia will be greatly enhanced by deeper regional cooperation among the member states.

The success of any country largely depends on the performance of its civil servants. We need modern and updated civil service, which will be able to cope with future challenges of globalization and the development of ICT.

To recruit good and efficient civil servants is not an easy task. I believe that this conference will explore the mechanisms of good civil service recruitment and their developments as well as other service related issues.

The meeting is an occasion for us to renew and revitalize our commitment to realize the SAARC vision and spirit.

On behalf of the Government and the People of Bangladesh, and on my own behalf, I extend warm felicitations to the participants and wish the conference a grand success.

Joi Bangla, Joi Bangabandhu  
May Bangladesh Live Forever.

*Sheikh Hasina*  
Sheikh Hasina



Ismat Ara Sadique, MP  
State Minister  
Ministry of Public Administration  
Govt. of the People's Republic of Bangladesh

Message

I am very happy to learn that Bangladesh is hosting the 4<sup>th</sup> Conference of Chiefs of Public/Civil Service Commissions of the SAARC countries this year.

Bangladesh Public Service Commission has the mandate to recruit civil servants for establishing an appropriate civil service to face the challenges of new era. As per the vision 2021 as envisaged by our proficient leader Hon'ble Prime Minister Sheikh Hasina, we have set several targets for transformation of civil service in Bangladesh. We are in need of creative leadership quality which will be the foundation for our talented human power, who will transform Bangladesh into a performing nation. Indeed Bangladesh Public Service Commission is a partner in this transformation by equipping the nation in multiple fields with the best human power with the great qualities.

Recognizing the changed paradigm, the Bangladesh Public Service Commission has been reviewing its methods and process of recruiting Civil Servants as per international standard and demand of the people. In this regard we look forward to deepen regional integration by promoting partnership among the Public Service Commissions of SAARC countries. This conference would create the opportunity for all Public Service/Civil Service Commission of the SAARC member states to discuss and exchange ideas on modernization of civil service, good governance and areas of cooperation. This gathering will provide experience sharing on techniques and the best practices on how to select the best possible civil servants.

I wish the participants would be able to find common priorities and challenges and would develop a strong network among themselves for better cooperation among the Public Service Commissions of SAARC countries. I congratulate all those are working hard to make this conference a memorable one. I wish the 4<sup>th</sup> Conference of Chiefs of Public/ Civil Service Commissions of SAARC member states a grand success.

Joi Bangla, Joy Bangabandhu.  
May Bangladesh live forever.

*Ismat Ara Sadique*  
Ismat Ara Sadique, MP



Secretary General

SOUTH ASIAN ASSOCIATION  
FOR REGIONAL COOPERATION

Kathmandu, Nepal



Message

I am happy to know that the Bangladesh Public Service Commission would be hosting the Fourth Meeting of the Chiefs of Public/Civil Service Commissions of SAARC Member States in Dhaka from 22-24 January 2015.

The Public/Civil Service Commission is an important organ of a modern State. In most of the countries, it has been recognized as a Constitutional body with the prime responsibilities of selecting suitable candidates for various civil Service posts and providing necessary advice to the government in various aspects of civil service management like recruitment, appointment, promotion and departmental action. The Commissions recognize and utilize the diversity, highest ethical standards and are responsive to the government in providing frank, honest, comprehensive, accurate and timely advices.

The Forum of Chiefs of Public/Civil Service Commissions of SAARC Member States in its previous three meetings emphasized the need to have a strong and dynamic Public/Civil Service attributes to accountability, transparency, trust and respect of the people. This Forum also tasked the Secretariat to prepare a comprehensive study on similarities and dissimilarities of the Public/Civil Service Commissions of SAARC Member States to identify the strengths, weaknesses and challenges faced by the Commissions, review the best practices prevailing in the region and share the best international practices to indigenize what may suit SAARC Region. I am happy to inform that the Secretariat, in partnership with SAARC Human Resource Development Centre, Islamabad has since published the Report which would be released during the Fourth Meeting in Dhaka. I am confident that the Report would be able to draw a road map that could be beneficial in the region to promote merit-based and impartial mechanisms to select public/civil servants. This Forum has proved as an important mechanism for the Member States to learn from each other's best practices.

I congratulate Bangladesh Public Service Commission on organizing this gala event and wish the Dhaka Meeting a great success.

*Arjun B. Thapa*  
(Arjun B. Thapa)