

FEDERAL PUBLIC SERVICE COMMISSION

INSTRUCTIONS TO THE PROBATIONARS

FINAL PASSING OUT EXAMINATION (FPOE)

*(To be read, understood without any doubt, fully agreed upon and
Signed thereof by probationer on 1st day of the examination)*

Aim of These Instructions / Codes of Conduct is to ensure smooth administration of FPOE with due emphasis upon Merit, Fair Play, Equity, Transparency, Marvelous Display of Discipline and Demeanor by probationers.

1. **CIVIL SERVANTS ACT OF PAKISTAN, 1973 (Act No. LXXI of 1973)** governs conduct of a Civil Servant appearing in FPOE as a probationer. The probationers are therefore expected to perform like a responsible officer and conduct themselves in most dignified and respectable manner proving yourself to be worthy of the responsibilities to be entrusted to you.
2. **CONDUCT UNBECOMING OF AN OFFICER/MISCONDUCT** will lead to the initiation of disciplinary proceedings under the laws to include E&D Rules 1973 and Pakistan Penal Code, as deemed appropriate by the Commission.
3. **NO PROTEST** etc. on any plea or in any manner whatsoever during, before and after the conduct of FPOE is allowed under any circumstances at all. Any act, gesture, notion or impression explicit or implicit that tantamount to the protest or behavior unbecoming of an officer will be taken as misconduct for proceeding against the delinquent as specified in para 2 above.
4. **QUESTION PAPERS** related query may only be restricted to its contents and can be asked from Supervisor during the paper.
5. **SETTING OF QUESTION PAPER(s)** etc if found/required to be re-considered by the Commission can be applied for through concerned Academy/Institution in individual capacity only and not jointly as per service rules.
6. **STOP WRITING IMMEDIATELY** when the Supervisor gives "Time over/ stop writing" signal and hand over the Answer Book at once to the Invigilator. Non-abidance can be dealt by Cancellation of Paper or the last question attempted.
7. **CHEATING, ATTEMPT TO CHEAT OR USE OF UNFAIR MEANS OR ABETMENT OR LIKEWISE** is a serious moral offence indicating multiple personality, behavioral, educational and psychological failures. It is therefore absolutely **INTOLERABLE**. FPSC will initiate extreme measures against such disgraceful acts including immediate disqualification from the exam(s) and as specified at para 2 above.
8. **MISBEHAVING WITH THE SUPERVISORY STAFF** of the Commission tantamount to misconduct as specified at para 2 above.
9. **FAILURE IN QUALIFYING FPOE IN PRESCRIBED ATTEMPTS** makes a probationer liable to discharged from the service under clause (a) of sub-section (2) of section 6 of the Civil Servants Act, 1973 and Occupational Groups and Services (FPOE) Rules, 2003 and as specified at para 2 above, as considered appropriate by the Commission.
10. **SUBMISSION OF BLANK ANSWER SHEET** will be treated as misconduct and shall be proceeded as specified at para 2 above.
11. **FPSC MAY CHANGE THE RESULT(s)** at any stage upon detecting any error or omission and same shall be final and unchallengeable.
12. It is certified that, all of the above Instructions are read and fully understood by me (the undersigned) and that, I shall abide by these instructions in fullest and without fail. Furthermore, I fully understand and endorse that, none of the above stated codes of conduct / instructions are challengeable in any court of law.

Signatures: _____

Name: _____

Roll No: _____

Occupational Group: _____

Date: _____