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PART II

Statutory Notifications (S.R.O.)

GOVERNMENT OF PAKISTAN
**MINISTRY OF NATIONAL HEALTH SERVICES, REGULATIONS AND
COORDINATION**

NOTIFICATION

Islamabad, the 18th April, 2022

S. R. O. 702(I)/2022.— In exercise of powers conferred by sub-section 30 of the Shaheed Zulfiqar Ali Bhutto Medical University Act, 2013 (XV of 2013) read with of the Shaheed Zulfiqar Ali Bhutto Medical University (Amended) Act, 2018 (III of 2018), the Senate on the recommendations of Syndicate of SZABMU, hereby makes the following amendments in Rules;

AMENDMENTS

(a) In Sub-Section 1 of Section 2 of CHAPTER – 1, PRELIMINARY
(2) **Definitions**, “after clause (xxxix) the following new clause has been added:

“(x1) ‘Experience’ means, the experience attained after postgraduate major qualification (level III PMC), prescribed for initial appointment as per these rules.

1323(1—12)

Price : Rs. 20.00

[7959(2022)/Ex. Gaz.]

- (b) APPENDIX-1 [rule 9] **LIST OF CADRES**– after S. No. 10. the following new Cadre has been added:

11. Public Relation Cadre

- (c) APPENDIX 2, [sub-rule (2) of rule 10 and rule 13 (5)] PART-I: In column 1 of table under Section 1. **Method of Appointment.**– That the following insertions and substitutions are made in column (1) of the table:

- i. In column 1 of table under Section 1 in heading Grade-20, after S. No. ‘9. the following new post is added.

10. Director (Public Relation)

- ii. In column 1 of table under Section 1 in heading Grade-19, the following words are substituted at ‘S.9’:

9. Assistant Professor.

- iii. In column 1 of table under Section 1 in heading Grade-19, after S. No. 9. the following new post is added.

10. Additional Director (Public Relation)

- iv. In column 1 of table under Section 1 in heading Grade-18, the following words are substituted at ‘S.7’:

7. Manager (ORIC).

- v. In column 1 of table under Section 1 in heading Grade-18, after S. No. 14. the following new posts of ‘Account Officer and Senior Biostatistician’ are added:

“15. Account Officer”

“16. Senior Biostatistician”.

- vi. In column 1 of table under Section 1 in heading Grade-17, the following words are substituted at ‘S.6’:

6. Assistant Registrar (Administration).

- vii. In column 1 of table under Section 1 in heading Grade-17, the following word are substituted at ‘S.15’:

15. Assistant Manager (ORIC/BIC)

- viii. In column 1 of table under Section 1 in heading Grade-16, the following words are substituted at 'S.3':
3. Accountant
- ix. In column 1 of table under Section 1 in heading Grade-14, after S. No. 1, the following post is added:
2. D.E.O
- x. In column 1 of table under Section 1 in heading Grade-2, the following words are substituted at 'S.3':
3. Mali
- (d) APPENDIX 2, [sub-rule (2) of rule 10 and rule 13 (5)] PART-II, Section 2 **Initial Appointment**. —That the following insertions and substitutions are made in column (3) of the table:
- i. In column 3 of table under Section 2 in the heading Grade-20 at S. No. 4. Registrar, the following words are substituted:

Minimum 7 Years administrative/teaching experience in a medical institution recognized by PM&DC and/or HEC. Within these 7 years of total experience candidate must have 2 years of dedicated administrative experience at an executive position and 10 Research Publications in HEC recognized Journal of W category.
 - ii. In column 3 of table under Section 2 in the heading Grade-20 at S. No. 5. Controller of Examinations, the following words are substituted:

Minimum 7 Years administrative/teaching experience in a medical institution recognized by PM&DC and/or HEC. Within these 7 years of total experience candidate must have 2 years of dedicated administrative experience at an executive position and 10 Research Publications in HEC recognized Journal of W category.

- iii. "Under the heading Grade-20, the following post is added after S. No.14:

14A. Director (Public Relations)	37-50	<p>(i) At-least PhD from the recognized university, duly recognized by the HEC with 10 years' post qualification experience or above in the relevant field in public sector.</p> <p>(ii) At least first class master degree in media sciences or journalism or MPA from university or institute, duly recognized by HEC, as the case may be with seventeen years' experience in the relevant field in BS-17 or above in public sector.</p>
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- iv. "Under the heading Grade-19, the following post is added after S. No.24:

24A. Additional director (Public Relations)	32-45	<p>(i) At-least first class 16 years' degree in Mass Communication, journalism or MPA from university or institute, duly recognized by HEC.</p> <p>(ii) Twelve years' experience in the relevant field in BS-17 or above in public sector.</p>
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- v. "Under the heading Grade- 18, the following post is added after S. No. 40:

40A. Deputy Director (Public Relations)	25-35	<p>(i) At-least first class 16 years' degree in Mass Communication, journalism, MPA from university or institute, duly recognized by HEC.</p> <p>(ii) Five years' experience in the relevant field in BS-17 or above in public sector.</p>
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- vi. Under the heading Grade-18, the following post is added after S. No.40A:

40B. Senior Biostatistician	25-35	<p>(i) At-least second class master degree in biostatistics from university or institute, duly recognized by the HEC.</p> <p>(ii) Five years' experience in the relevant field in BS-17 or above in public sector.</p>
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- vii. Under the heading Grade-18, the following post is added after S. No.40B:

40C. Account Officer	25-35	(i) At-least second class master degree in commerce or MBA (Finance) university or institute, duly recognized by the HEC. (ii) Five years' experience in the relevant field in BS-17 or above in public sector.
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viii. Under the heading Grade-17, the following post is added after S. No.56:

56A. Assistant Director (Public Relations)	22-32	(i) At-least second class 16 years' degree in Mass Communication, journalism or MPA from university or institute, duly recognized by HEC. (ii) Two years' experience in the relevant field is desirable.
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(e) APPENDIX 2, [sub-rule (2) of rule 10 and rule 13 (5)] PART-III Section 3. Appointment by promotion.- That the following insertions are made in column (1), (2) & (3) of the table:

Name of the Post	Person eligible	Condition of eligibility
1	2	3
Director (PR) (BS-20)	Additional Director (PR) (BS-19)	Seventeen years' service in pay scale-17 and above.
Additional Director (PR) (BS-19)	Deputy Director (PR) (BS-18)	Twelve years' service in pay scale-17 and above.
Additional Treasurer (BS-19)	Deputy Treasurer/Account Officer (BS-18)	Twelve years' service in pay scale-17 and above.
Account Officer (BS-18)	Assistant Account Officer (BS-17)	Five years' service in pay scale-17 and above.
Senior Biostatistician (BS-18)	Biostatistician (BS-17)	Five years' service in pay scale-17 and above.
Data Controller Officer (BS-16)	Data Entry Operator (BS-14)	Three years' service in pay scale-14 and above.

That the following insertions of paragraphs are made after the table:

“Time scale formula and grant of higher scale promotion is placed as addition in Employees Service Rules of Shaheed Zulfigar Ali Bhutto Medical University, Islamabad.

Regular employees serving in BPS-01 to BPS-20, shall be eligible for grant of time scale promotion to next rank or grade with pay and allowances attached with that rank or grade on completion of length of service and one year above of as mentioned in Rules, subject to the terms and conditions mentioned below:

- (1) on occurrence of vacancy against substantive post, within the promotion share, the employee already granted the time scale promotion shall be considered for promotion against the said post on the recommendations of DPC as per Rules. In case of deferment or supersession, the time scale promotion of the employee shall remain intact;
 - (2) time scale promotion shall be admissible once during the whole service of an employee.
 - (3) In case of retirement or death of the incumbent during service, he shall be eligible for grant of pensionary benefits of the holding time scale promotion;
 - (4) The recruitment Rules, nomenclature of the posts and seniority of the employees shall remain intact.
 - (5) The grant of Higher Scale through above time scale formula will be subject to fitness of candidates and recommendations of the relevant DPCs and Selection Boards.
- (f) Appendix-4 (114) (1), **Cash Allowance** – This clause is omitted.
- (g) Appendix-4 (114) (2), **Computer Allowance** –The words “Rs.300 p.m.” is replaced with the words “Rs.750 p.m.”.
- (h) Appendix-4 (114) (6), **House Rent allowance**– The heading “House Rent allowance” is replaced with the heading “Rental Ceiling of Hired Accommodation Per Month”.
- (i) That the words under Section 6 (1) “house rent allowance” is substituted by (Rental Ceiling of Hired Accommodation Per Month)
 - (ii) That the table under Section 6 (1) is replaced with the following table:

Entitled B.S	Islamabad	Other Specified Stations
1-2	Rs.4881/-	Rs.4577/-
3-6	Rs.7625/-	Rs.6701/-
7-10	Rs.11391/-	Rs.10196/-
11-13	Rs.17183/-	Rs.14904/-
14-16	Rs.21587/-	Rs.18843/-
17-18	Rs.28574/-	Rs.24929/-

19	Rs.37989/-	Rs.32511/-
20	Rs.47709/-	Rs.41027/-
21	Rs.57126/-	Rs.49380/-
22	Rs.68364/-	Rs.61965/-

- (i) Appendix-4 (114) (12), **Transport Monetization Allowance.**– The words “Grade 19” is substituted with the words “Grade 20”. The words “Government from time to time” is replaced with “HEC regulations on Transport Monetization Allowance from time to time.”.
- (j) Appendix-4 (114) (13), **Health Allowance.**– The previous section is replaced as following:
- “Health allowance equal to one basic pay which shall stand frozen at the level of its admissibility as on 30-06-2015, shall be admissible to all employees of the university per month.”
- (k) Appendix-4 (114) (14), **Health Risk Allowance.**– That the heading “Health Risk Allowance” is replaced with “Medical Risk Allowance” as following:

14. Medical Risk Allowance

- (l) Appendix-4 (114) (14), **Health Risk Allowance.**– The previous section is replaced as following:

“Medical Risk Allowance shall be admissible to all employees of the university per month as following:

BPS	Amount Admissible in Pak Rupees	BPS	Amount Admissible in Pak Rupees
1	1300	12	2400
2	1400	13	2500
3	1500	14	2600
4	1600	15	2700
5	1700	16	2800
6	1800	17	4000
7	1900	18	4200
8	2000	19	5200
9	2100	20	5700
10	2200	21	6300
11	2300	22	7000

- (m) Appendix-4 (114) (19) - **Teaching allowance.** After clause (18) a new clause is added as following: **19. Teaching Allowance.**— It shall be in accordance with HEC Rules & Regulations:

Designation	Teaching allowance (Rs.) p.m.
Professor	80,000
Associate Professor	65,000
Assistant Professor	55,000
Demonstrators	20,000

- (n) Appendix-4 (114) (20) — The following new clause is added after Clause (19):

20. The afore-mentioned rates shall stand revised whenever a revision is made by the Government.

- (o) That the following APPENDIXES are added after APPENDIX -9:

APPENDIX-10: Panel Performa for Promotion to BS-19

APPENDIX 11: For Promotion to BS-19 Per Grading and Quantification Form
APPENDIX 12: For Promotion to BS-18

APPENDIX 13: For Promotion to BS-18 Per Grading and Quantification Form

[F.No.10-43/2012-Estab-III.]

ZAFAR IQBAL,
Deputy Secretary (Tech-I).

APPENDIX 10

Confidential

**PANEL PROFORMA
FOR PROMOTION TO BS-19**



Seniority No: ---

Name	Cadre	Domicile	Present Scale	Date of Birth	
Terminal Qualification:					
DATE OF JOINING SERVICE: 24-07-2014		LENGTH OF SERVICE IN PRESENT CADRE			
i. In other Group/Service/Cadre		In BS-17			
ii. In present Cadre in BS-17		In BS-18			
iii. Date of Promotion in BS-18		EOL			
		Total Service			
		Net Service			
Important appointments held in the BS-18 Rank/Post:					
Penalties imposed under SZABMU rules (if any):					
GRADING/QUANTIFICATION OF PERS IN BS-18					
Basic Scale	Very Good	Good	Average	Below Average	Adverse Report/Remark
BS-18	-----	-----	---	--	
Awaited Reports (PERs)		Additional Information (if any)			
EFFICIENCY INDEX					
Required Threshold	Score of PERs	Marks awarded by SB	Total		
65					
Recommendation of Promotional Board					
Promoted	Deferred		Superseded		

Chairman of Promotion Board

APPENDIX 11

For Promotion to BS-19

PER GRADING AND QUANTIFICATION FORM

Name:

Designation:

D.O.B:

Seniority No:

Year	Position Held	PER's Assessment		Fitness for Promotion	Score
		By RO	By CO		
Aggregate Score					

Calculation of Score

PER Quantified Score @50%	Basic Scale	Aggregate Score	Weightage Factor	Points obtained
	Present Scale	--	0.50	--
	Addition (if any)	--	--	--
	Deletion (if any)	--	--	--
	Total	--	0.50	--
Total			Total (A)	

APPENDIX 12

PANEL PROFORMA

CONFIDENTIAL
FOR PROMOTION TO BS-18



Seniority No.

NAME **DOMICILE** **DATE OF JOINING OF SERVICE**

Date of Birth:	Date of Superannuation:
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Educational Qualification:

QUANTIFIED SCORE OF PERs

Prescribed Threshold	PER Score	Adverse Remark	Awaited Reports
50			

Condition of Eligibility

Length of Service (5 Years):

Probationary Period:

Minimum Threshold:

EOL availed during service:

If on deputation/training abroad, period thereof

Penalties imposed under E&D Rules, if any:

Postings held:

Recommendation of Promotional Board		
Promoted	Deferred	Superseded

Chairman of Promotion Board

APPENDIX 13

For Promotion to BS-18

PER GRADING AND QUANTIFICATION FORM

Name:

Designation:

D.O.B:

Seniority No:

Year	Position Held	PER's Assessment		Fitness for Promotion	Score
		By RO	By CO		
Aggregate Score					

Calculation of Score

PER Quantified Score @100%	Basic Scale	Aggregate Score	Weightage Factor	Points obtained
	Present Scale		1.00	
	Addition (if any)	--	--	--
	Deletion (if any)	--	--	--
	Total	--	1.00	
Total			Total (A)	