



PAKISTAN MEDICAL COMMISSION

Minutes Sixth Council Meeting Wednesday, April, 14th 2021 Held at PMC, Islamabad

Present

1. Dr. Arshad Taqi, President
2. Mr. Muhammad Ali Raza, Vice President
3. Lt. General Nigar Johar Khan, Member (Surgeon General of Pakistan)
4. Dr. Rumina Hassan, Member (on line)
5. Dr. Asif Loya, Member
6. Dr. Anees ur Rehman, Member
7. Mr. Tariq Ahmed Khan, Member
8. Mr. Aamir Ashraf Khawaja, Member (Secretary M/o NHR&C)
9. Dr. Shaista Zeeshan (Secretary Commission)

Meeting was chaired by the President and called to order.

The President welcomed all members of the Council.

Item No.1	Grant of full license to Foreign students in 1 st year MBBS (Session 2020-2021) admitted under Pakistan Technical Assistance Program (PTAP)
Discussion	<p>The council was informed that in the past foreign national students under Pakistan Technical Assistance Program (PTAP) Policy were admitted over and above the allocated strength of the colleges. These foreign National students have not taken the MDCAT and hence do not qualify the minimum criteria for admissions as laid down in the PMC Act 2020 and the PMC Admission Regulations (Amended) 2020-2021. Therefore as per law these students shall be admitted over and above the allocated seats and shall not be eligible for the National Licensing Exam or grant of a Full License in Pakistan irrespective of having obtained an MBBS or BDS qualification from a Pakistani college.</p> <p>The council was further informed that Ministry of Economic Affairs (Pakistan Technical Assistance Program) vide letter dated 19th March, 2021 has asked for exemption for all such cases and to grant full license to all students being admitted on such over and above seats. In a meeting held at Ministry of Economic Affairs, Government Pakistan on 2nd March, 2021 regarding MBBS/BDS Admissions (2020 – 2021) of foreign national students under Pakistan Technical Assistance Program Policy it was discussed that</p>



	<p>PMC, under its new regulations is not permitting full licenses to the students from Indian Occupied Jammu Kashmir (IIOJK) to practice in Pakistan. Now the Ministry of Economic Affairs has requested the Commission to place the matter before the Council for corrective measures.</p> <p>Council was apprised that PMC vide letter dated 22nd February, 2021, addressed to M/o NHSR&C had already clarified that any foreign national selected under special Programs by the Government of Pakistan shall be permitted to be placed in public colleges over and above the allocated strength of the college subject to;</p> <ul style="list-style-type: none"> a) The Provincial Government/ Public College confirming the number of seats allocated for these Special Programs in response to requests issued by the Government of Pakistan or its authorized agency and the over and above allocation notified to the PMC for record; and b) The students admitted under these Special Programs shall be registered temporarily with the Pakistan Medical Commission as 'Special Foreign Students' and shall not be retained on the student register after having completed their degrees and house jobs, if they so elect to do a house job in Pakistan as part of their degree programs. c) Foreign Students admitted to medical or dental programs under these Special Programs on over and above seats shall not be eligible for the National Licensing Exam or grant of a Full License in Pakistan irrespective of having obtained an MBBS or BDS qualification from a Pakistani college. <p>The Council agreed that under no circumstances the commission shall compromise on the minimum admission criteria as laid down in the Regulations. Any student seeking admission in any medical or dental college shall mandatorily be required to have passed the MDCAT by scoring 60% marks in the examination held by Pakistan Medical Commission.</p>
Decision	<p>The Council decided that commission shall not compromise on the minimum admission criteria as laid down in the Regulations and therefore any student being admitted on the quota seats on the basis of a government scholarship program for foreign students under bilateral agreements with other countries not having qualified the MDCAT shall not be entitled to apply for a Full License to practice in Pakistan.</p>
Action Required	<p>Letter to be issued to the Ministry of Economic Affairs to communicate the decision of the Council.</p>
Compliance by	<p>Council Secretary office</p>



Item No.2	Review of PMC decision regarding cancellation of 594 enhanced quota seats for session 2020-2021
Discussion	<p>Council was informed that pursuant to the requests received from the Government of Punjab, Khyber Pakhtunkhwa, Baluchistan, AJ&K and NUMS, PMC enhanced a total of 594 seats to accommodate all such quotas especially Baluchistan, FATA & HEC scholarships. In this regard, HEC was requested to directly approach Provincial Governments for allocation of requisite seats in public colleges administered by the Provincial Governments. Moreover, HEC and provincial governments were requested to complete the admission process on all such quota seats for which the date was extended till 22nd March, 2021 and further extended till 5th April, 2021.</p> <p>Upon non-compliance to the repeated directions issued by PMC to finalize admissions on the enhanced seats which were required to be filled and admissions completed by or before 22nd March, 2021, PMC vide letter dated 6th April, 2021 revoked the enhanced seats of all provinces. Moreover, the matter was highlighted at various forums where it was revealed that the provinces had not allocated 265 requisite seats for the HEC scholarship program on the seats enhanced by PMC. Consequent to the various meetings held and requests received from HEC and the provinces to accommodate students of Balochistan & FATA under the Project "<i>Provision of Higher Education Opportunities for Students of Balochistan & FATA (Phase-II)</i>" the provinces were requested to forward the request for seat allocation as per HEC requirement with the condition that all enhanced seats in 2021 will be treated as provisional enhancements and shall be subject to mandatory inspections of each of the college.</p> <p>Council was further informed that HEC vide letter dated 4th April, 2021, forwarded merit lists to provinces for students of FATA and Baluchistan nominated by HEC for the HEC scholarship program. However, upon verification by PMC it was found that many students in the merit list had either not taken the MDCAT 2020 or had failed the MDCAT 2020. HEC was therefore advised to issue revised and corrected merit lists as per the prescribed conditions for admissions as previously issued merit could not be considered valid for admission/nomination of students to public colleges being in violation of the provisions of the PMC Act 2020.</p> <p>The council discussed that previous practice of granting seats over and above the allocated strength of the college must be stopped. All quotas or scholarship seats must be accommodated within the allocated seats in order to ensure that the college has requisite resources to provide quality education to the admitted students. Moreover the Council agreed that the minimum requirement of passing MDCAT and having obtained at least 65% marks in FSc/HSSC must be ensured.</p> <p>It was further discussed that subject to confirmation of admissions on</p>



	<p>already enhanced 594 seats by the provinces, PMC may withdraw the seat cancellation notice. Moreover the provinces may be requested to urgently inform PMC regarding any deficiency with regards to the seat requirement for HEC Scholarship quota. The council unanimously agreed that all such enhancements shall be subject to mandatory inspections of each of the college where such seats have been enhanced. If any college upon inspection is found to be not capable of managing the enhanced capacity the seats currently enhanced shall be withdrawn from the given college.</p> <p>The Council further discussed that a better coordination needs to be established with HEC which in future will help in better understanding and timely addressal of such issues.</p>
<p>Decision</p>	<p>The Council decided as follows :</p> <ol style="list-style-type: none"> 1. HEC shall provide to the Pakistan Medical Commission by or before 19th April, 2021 the final merit list of students who qualify for the HEC Scholarship Program. The final merit list shall be strictly subject to the conditions of the HEC Scholarship Program as advertised by HEC and the mandatory applicable conditions for admission to a public college under the PMC Act 2020 and the PMC Admission Regulations 2020. The following conditions shall as a result of the above apply to each student on the merit list; <ol style="list-style-type: none"> a. Having qualified the MDCAT 2020 exam with minimum 60% marks; b. Having obtained 65% or more in the FSc or equivalent HSSC exam; and c. Not having obtained and accepted admission in a public college already as evidenced by the students name having been registered by the Provincial admitting university as duly enrolled; 2. PMC shall provide to HEC by 19th April, 2021 a final list of seats allocated by each Province in their respective public colleges for the HEC scholarship program. 3. HEC shall by or before 21st April, 2021 provide to each Province with a copy to the PMC the list of students nominated to each of the said allocated seats strictly on merit. HEC shall for purposes of transparency also disclose the methodology on which it nominates students to different colleges/seats in the absence of a merit ranking created for the respective colleges. 4. The Provincial Government to inform PMC by or before 19th April, 2021 if the Provincial Government requires any enhancement in the allocated strength of any of the public colleges to accommodate the anticipated scholarship students under the subject program request of HEC.



5. A request for enhancement if put forth by the Provincial Government will be solely to accommodate any shortage in available seats for purposes of allocating to the HEC scholarship program. The enhancement request shall provide a breakdown of additional seats requested in each of the public colleges, which shall be reviewed by the Commission and shall be approved or reassigned as additional enhanced seats in some other public college of the province which in the opinion of the Commission has the capacity for provisional enhancement.
6. The Commission shall inform the HEC of the approved allocation and HEC shall be required to provide as per declared methodology nominations for the allocated seats students who fulfill the scholarship criteria.
7. The relevant admitting university shall ensure that all students nominated by HEC under the scholarship program fulfill the mandatory criteria of having qualified the MDCAT 2020, obtained a minimum 65% in FSc or equivalent HSSC exam and is not already enrolled in a public medical or dental college as a pre-condition of the HEC scholarship program. If the public admitting university allows an already admitted student to be placed against the HEC scholarship program in another college, the seat vacated by the student in the college of original admission shall remain vacant and shall not be permitted to be filled at a later date.
8. All enhanced seats in 2021 have been enhanced provisionally based on existing records and shall be subject to mandatory inspections of each of the college where such seats have been enhanced. If any college upon inspection is found to be not capable of managing the enhanced capacity the seats currently enhanced shall be withdrawn from the given college.
9. It is for the Provincial Government to determine any quotas in its public colleges. From next year if the Provincial Government wishes to entertain the HEC Scholarship Program or any other external request for quota etc. it shall be done well before next sessions admissions. Any such decision to provide quotas is one to be discussed and agreed to by the Province and any third entity and to which the Pakistan Medical Commission shall have no link or interest subject to all admissions on all seats being done strictly in accordance with the applicable regulations and on merit. It may be noted that under no circumstances will the Commission further enhance any seats for any program next year in the absence of proper inspections having been carried out to assess seat capacity.
10. If a list of all students already admitted to public colleges in the



	<p>Province and all students admitted to the previously enhanced seats is uploaded in the format as already directed on PMC Online account of the Admitting University and verified by the Admitting University by or before 18th April, 2021, the earlier decision to cancel the enhanced seats shall be withdrawn, failing which the said decision shall be treated as final and no further admissions shall be considered as valid on the earlier enhanced seats.</p> <p>The Council directed to inform all concerned in light of the above mentioned decisions.</p>
Action Required	Decisions to be communicated immediately to all concerned without any delay.
Compliance by	Council Secretary office
Item No.3	Approval of Draft Recruitment Rules regarding appointment of Members of the Council and Academic Board
Discussion	<p>Draft rules for appointment of the Members, President and Vice president prepared under Section-39 of the PMC Act, 2020 and in light of the Honorable Sindh High Court decision (Petition No D-4953/2020) as forwarded by Ministry of NHR&C were placed before the Council for consideration.</p> <p>The Council was informed that the Ministry of NHR&C has requested the Council to review the document before referring to Ministry of Law and Justice for vetting and subsequently obtaining approval of the Federal Government to be promulgated.</p> <p>Chairman Law and Regulatory Committee and Member Legal briefed the Council regarding the document and the proposed amendments.</p>
Decision	The Council unanimously approved the proposed amendments in the rules and directed to forward the same to the Federal Government for consideration and further necessary action.
Action Required	The proposed amendments to be forwarded to the Ministry of NHR&C for consideration and further necessary action.
Compliance by	Council Secretary office
Item No.4	Personal Hearing of Dr. Suhail Cheema in the case -Mr. Azhar Ghaffar Vs Dr. Muhammad Sohail Akbar Cheema
Discussion	Council was informed that pursuant writ petition No.17605/2018 filed by Complainant Mr. Azhar Ghaffar and consequent order of the Honourable Lahore High Court, Multan Bench, wherein Court passed an order dated



20-01-2021, case of Dr. Sohail Cheema was placed before the Council in its meeting held on 19.02.2021 whereby the Council decided as under:

"The Council agreed that the hair transplant surgery is a highly technical procedure. As per the license issued by PMC, Dr. Sohail Akbar Cheema has done only MBBS. There is no specialty or other qualification mentioned on his license. Material available on record shows that he has done his training in plastic surgery from plastic surgery department PIMS for five years. He has passed intermediate module from CPSP in 2013 but he has not appeared in FCPS plastic surgery exams yet. This fact has been confirmed by the letter of Secretary CPSP dated 06.07.2018 which states "As per CPSP rules, Dr. Sohail Akbar Cheema is not qualified to perform any hair transplant surgery independently as he is not qualified the examination of FCPS-II."

The decision was communicated to the concerned however Dr. Sohail Akbar Cheema filed a review petition with grounds as under:-

1. The applicant has not been provided an opportunity of hearing by the Council which deciding against him.
2. Also necessary to mention here that earlier the complainants complaint was already disposed of by Punjab Healthcare Commission while exonerating the - applicant form the allegations leveled against him vide order dated 07-03-2017.
3. Applicant has undergone 2 years of general surgery training and 3 and a half years structured training towards FCPS, during the training period performed hundreds of major plastic surgery independently to fulfill the CPSP requirement. Moreover the applicant plans to take his FCPS part 2 in October 2021, hair transplant is minor surgery performed by many dermatologists in Pakistan without any surgical training and even MBBS doctors.
4. The applicant had performed the procedure according to the professional and moral ethics while observing the highest possible standards and protocols. It is also pertinent to mention that there were no such SOPs regarding the conducting of surgery. However, the applicant did not violate any surgical or interventional procedure set out by PMC.

Dr. Sohail was called for personal hearing as per his request. The Council gave a detailed hearing to the doctor. He committed that he has been performing hair transplants before completion of his training as a plastic surgeon and without possessing a recognized qualification in this specialized field. The council recalled the remarks received from Secretary CPSP that Dr. Sohail Akbar Cheema is not qualified to perform any hair transplant surgery independently as he is not qualified for the examination



	<p>of FCPS-II.</p> <p>Moreover the Council discussed that Dr. Sohail not being a holder of the requisite qualification, should have performed hair transplant surgeries under supervision of a qualified plastic surgeon. Under no circumstances a doctor can perform procedures for which he/ she is not qualified. Moreover, the certifications for specialized procedures are the additional qualifications which if acquired after the major postgraduate qualification makes a doctor eligible to perform such specialized procedure. Therefore to perform any specialized procedure on the basis of a specialized training or certification the doctor must have qualified the basic post graduate qualification.</p> <p>The Council further emphasized that doctors providing aesthetic services, including hair transplant, without having requisite qualification must not be permitted to do so. It was proposed that a public advisory may be issued in the interest of the community and to create awareness among people to seek medical or surgical treatment from qualified doctors only while also communicating the decision to the provincial healthcare commissions for enforcement.</p>
Decision	<p>Council after providing a detailed hearing to Dr. Sohail decided to uphold the earlier decision of the Council. To perform any specialized procedure on the basis of a specialized training or certification the doctor must have qualified the basic post graduate qualification beforehand. The fact that Dr. Sohail Akbar Cheema is not a qualified FCPS plastic surgeon, does not allow him to carry out specialized procedures.</p> <p>In light of the detailed hearing granted to Dr. Sohail and for the reasons recorded earlier, the council decided that the license issued to the respondent to practice medicine shall remain suspended till the given time and the doctor must be restrained from conducting any further surgeries unless he attains the recognized qualification for the same.</p> <p>It was further clarified that under the new PMC Act 2020, using a title not registered with the Commission is considered as misrepresentation and it is also a criminal offence triable by the Medical Tribunal under Section 34 of the PMC Act.</p>
Action Required	<p>Decision of the council to be communicated to the doctor. Public Advisory to be Issued Advisory to be issued to Provincial Healthcare Commissions</p>
Compliance by	<p>Legal Department through Member Legal of the Authority. Council Secretary Office</p>



Item No.5	Approval of Standard Payment Procedure
Discussion	<p>The Council was briefed about the procedure and steps which shall be followed by the Authority before processing of the payments by the Finance division. To ensure efficient and transparent transactions flow, removal of difficulties, enhanced coordination among different divisions and adherence to the applicable procurement rules, a standard payment procedure was proposed.</p> <p>Council was further informed that the proposed procedure along with the process flow, standard forms for requisition of goods & services and Purchase Order were placed before the finance committee for the technical inputs before forwarding to the Council for approval.</p> <p>It was discussed that a well-defined and uniform procedure shall reduce the processing time while ensuring compliance to the applicable policies.</p> <p>Council was further informed that the Procurement/ Administration Division shall be assigned a pivotal role in implementation of the procedure however, Finance Division will closely coordinate with the Administrative/ other Divisions for smooth flow of lawful business.</p>
Decision	<p>The Council unanimously approved the following documents as proposed by the Finance Division :</p> <ol style="list-style-type: none"> 1. The standard payment procedure 2. Payment process flow chart 3. Standard requisition form 4. Purchase Order <p>Moreover the council decided that the Executive Member of the Authority shall be the principal accounting officer.</p>
Action Required	<p>Finance Department to share the approved policy with the Authority members for future implementation.</p> <p>All future payments shall be as per the approved standards.</p>
Compliance by	All Authority Members
Item No.6	Financial Statements for the period from July 01, 2020 to February 28, 2021
Discussion	<p>Member Finance briefed the council on monthly accounts for the period till February 28, 2021. Management report as prepared by the Finance department was placed before the council for review.</p> <p>Council was informed that the financial statements include :</p> <ol style="list-style-type: none"> 1. Income through fee which include licensing and registration



	<p>fee, inspection and college registration fee, examination fee and other miscellaneous fee.</p> <ol style="list-style-type: none"> 2. Major expenses which include the salary, wages and other benefits, operating expenses and depreciation. 3. Investments and bank placements <p>Moreover, Council was informed that in the past monthly financial statements were not prepared and there was no existing software for generation of detailed report. Finance department has prepared the financial statements and accounts manually on excel for the information and review of the council.</p> <p>It was discussed that ideal format of the report must include following comparisons:</p> <ol style="list-style-type: none"> 1. Comparison with the budget 2. Comparison with the previous month 3. Comparison with the same month of previous year <p>Member finance further informed that the procurement of ERP is in process. Upon implementation of ERP, Finance Division envisage activity based costing where budget shall be assigned to each cost center and actual expenditure shall be monitored against assigned goals/ objectives of each division.</p> <p>The Council discussed that for detailed analysis further details will be needed in the report to get the exact source of revenue generation. Moreover, further cost details will be required like salary cost of management cadre and administrative cadre etc.</p> <p>The Council deliberated on the Account receivable details given in the management report and inquired about the steps taken by the finance department for debt collection. Finance department was directed to issue final notices to the non-payers. Moreover, it was discussed that the finance department must finalize the Finance Regulations in consultation with the Legal department and ensure that all such requirements are laid down in the regulations.</p> <p>It was further discussed all such reports may be placed before the council for review as it does not need monthly approval.</p>
Decision	<p>In light of the details provided in the management report, the Council directed Finance department to issue final notices to the non-payers/defaulters.</p> <p>Moreover, the Finance department in consultation with the Legal Department to prepare Finance Regulations within 3 week time.</p>



Action Required	<ol style="list-style-type: none"> 1. Final notices to be issued immediately to the non-payers/defaulters. 2. Finance Regulations to be prepared in consultation with Legal Department within 3 weeks to place before the Finance committee for review before placing before the Council for final approval.
Compliance by	<ol style="list-style-type: none"> 1. Finance Department through Member Finance 2. Legal Department through Member Legal
Item No.7	Approval of Budget (OPEX & CAPEX) for the period from March 2021 to June 2021
Discussion	<p>The Council was briefed that the budget from March 2021 to June 2021 has been prepared by the finance department on the actual data of past 08 months (July 2020 to February 2021) and 04 months projected data (March 2021-June 2021) .</p> <p>A comparison between revenue, expenses and profit/loss for the current period with that of the previous years from 2015-2021 was placed before the council.</p> <p>The Council was further briefed on the revenue streams and the capital expenditure for March till June, 2021.</p> <p>The council after detailed review observed that the presented budget needs further deliberation. Moreover, it was discussed that the data needs further review and analysis by the finance committee and more details need to be incorporated.</p> <p>It was discussed that the finance committee may meet on urgent basis to review the document and correct the anomalies to finalize the document for approval of the Council.</p>
Decision	<p>It was decided that the finance committee will review the Budget document. Member finance was requested to circulate the document to the finance committee and it was decided that the committee will meet on 15th April, 2021 to review the budget prepared by finance department and give their final recommendations.</p> <p>Once approved by the finance committee the budget will be forwarded to the council for final approval.</p>
Action Required	<ol style="list-style-type: none"> 1. Member finance to circulate the prepared document to the members of the finance committee after the council meeting. 2. Finance Committee to meet physically on 15th April, 2021 to review the document.
Compliance by	Member Finance



Item No.8	Review of the Annual Registration fee for Medical and Dental Colleges
Discussion	<p>Council was informed that pursuant to Section 49 of Medical and Dental Institution (recognition, eligibility criteria for enhancement in annual admissions and accreditation standards) Regulations, 2012 all recognized institutions were allotted registration number by the Council on payment of an annual fee prescribed by the Council. In order to retain their registration, the institutions were in the past required to pay annual fee which was Rs. 200,000/- for Public Colleges and Rs. 500,000/- for the Private Colleges.</p> <p>Council was further informed that all Medical/ Dental Colleges were required to get registered after qualifying inspection. Moreover, the colleges already registered were required to renew their registration annually.</p> <p>It was discussed that the same annual registration fee may be charged for the year 2021 till the formulation of new regulations and determination of new fee structures. Moreover, the finance department must check the record to confirm whether all institutions have paid their due registration fee and to issue reminders to the institutes in case of pendency.</p>
Decision	The Council decided that the same annual fee shall continue for the year 2021. Moreover, for future a policy will be laid down by the council in this regard.
Action Required	All institutes to submit the annual registration fee for the year 2021. Finance Department to check pendency and send reminders accordingly.
Compliance by	Finance Department through Member finance.
Item No.9	Approval of Leaves & Entitlements for PMC Employees
Discussion	<p>The Council was informed that as a part of the HR policy, leave types & entitlements were proposed to the HR Committee for review and recommendations. The HR Committee after detailed deliberation approved the following 7 types of leaves :</p> <ol style="list-style-type: none"> 1. Annual Leave 2. Medical Leave 3. Maternity leave 4. Extra-ordinary Medical leave 5. Extra-ordinary /Leave without pay 6. Paternity leave 7. Compassionate/Bereavement leave <p>Member Administration briefed the council about the leave types and the duration proposed. It was discussed that fixing maternity leave for six</p>



	<p>weeks before and six weeks after the expected date of delivery does not seem practical therefore the employee must have a choice to avail this leave as per convenience. It was agreed that a maximum 12 weeks of maternity leave to be allowed which may be availed as per requirement/ convenience.</p> <p>Council was informed that extra ordinary medical leave shall be 120 days during service. In case of prolonged medical illness or after any surgical procedure if more than 15 days medical leave is required, then annual leaves shall be availed.</p> <p>It was discussed that day care facility should also be made available for preschool children of the employees. This initiative could be a great facilitation for the working mothers of young preschool children. It was proposed that the day care facility may be inside or even outside the premises where the children could be taken care off during working hours.</p> <p>Council was further informed that upon approval of the Council, leaves shall be applicable & available with effect from May 1st, 2021 till June 30th, 2021 on pro-rata basis. On July 1st, 2021 a new leave balance shall start linking leaves with the fiscal year.</p> <p>The council unanimously approved the proposed leave policy with amendments in the maternity leave policy. Moreover, Member Administration was directed to prepare regulations based on the approved policy and submit before the HR Committee for approval.</p>
Decision	<p>The council approved the leave policy with the amendment that the 12 weeks maternity leave may be availed by the employee as per individual need or requirement.</p> <p>Moreover the council directed Member Administration to draft the regulations on the basis of the policy document and forward the same for recommendations and approval of the HR Committee.</p>
Action Required	<ol style="list-style-type: none"> 1. Member Administration to make amendment in the policy document as per directions of the council. 2. Regulations to be drafted on the basis of the policy document and forwarded to HR Committee for consideration.
Compliance by	Member Administration
Item No.10	Approval of addition of Grades in the Administrative Cadre Grading Structure
Discussion	The Council was informed that in view of the future resource hiring in the Administrative Cadre on contractual employment it was proposed to the



HR Committee that new salary brackets may be added for all new hires on designations like Assistants, Officers & other new hires that may fall under the salary range of Rs. 125,000/- per month, as the existing salary grid does not have the provision for this.

The salary bracket is already defined in the currently approved service regulations however, the bracket has been split for assistant levels and certain officer levels.

The council was further briefed that the current salary bracket in the Administrative Cadre for Grade **A-4** starts from Rs.125,000/- per month; therefore two (2) new Grades were proposed i.e. Grade **A4 – I**, **A4 –II** & subsequently the existing A4 Grade has been revised to **A4 – III**.

Following are the proposed grades added for final approval of the :

Table: 2.1

Sr. No.	Grade	Administrative Cadre	Gross Pay in PKR		Remarks
			(Min to Max)		
1	A4 – I	New Hiring: All Admin & allied staff e.g. Assistant Managers, Officers and Assistants.	35,000	70,000	New Grade - Approved by HR Committee
2	A4 –II		70,001	125,000	New Grade - Approved by HR Committee
3	A4 – III		125,001	200,000	Approved Grades by the Council in the 5 th Meeting.
4	A5		200,001	275,000	
5	A6		275,001	350,000	

The Council was informed that the grades have been approved by the HR Committee.

Decision The Council unanimously approved the approved the proposed changes in the service regulations.

Action Required Service Regulations to be updated accordingly.

Compliance by Member Administration to update the Service Regulations in light of the approval of the Council.

Same to be updated on the website.

Item No.11 Approval of revisions in the Administrative Staff Cadre Grading Structure

Discussion The Council was informed that with reference to the Grading Structure approved in the 5th Council meeting a minor change is required in the salary bracket of the Grade A-6 in order to keep all Administrative Staff within the



	<p>approved cadre.</p> <p>The approved & proposed bracket for A-6 in the Administrative Staff Cadre was placed before the Council:</p> <p style="text-align: center;">Table: 3.1</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="4" style="text-align: center;">Administrative Staff Cadre</th> </tr> <tr> <th style="text-align: center;">Grade</th> <th style="text-align: center;">Approved Salary Range</th> <th style="text-align: center;">Proposed Change</th> <th style="text-align: center;">Remarks</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">A-6</td> <td style="text-align: center;">160001-5500-215000</td> <td style="text-align: center;">160,001-7,500-235,000</td> <td style="text-align: center;">Approved by the HR Committee</td> </tr> </tbody> </table>	Administrative Staff Cadre				Grade	Approved Salary Range	Proposed Change	Remarks	A-6	160001-5500-215000	160,001-7,500-235,000	Approved by the HR Committee
Administrative Staff Cadre													
Grade	Approved Salary Range	Proposed Change	Remarks										
A-6	160001-5500-215000	160,001-7,500-235,000	Approved by the HR Committee										
Decision	The Council unanimously approved the proposed change in the salary bracket.												
Action Required	Service Regulations to be updated accordingly.												
Compliance by	<p>Member Administration to update the Service Regulations in light of the approval of the Council.</p> <p>Same to be updated on the website.</p>												
Item No.12	Approval of the Table of Specifications for Medical NLE for the year 2021 as proposed by the National Academic Board												
Discussion	<p>The Council was informed that The National Academic Board in its 5th meeting held on 26th March, 2021 approved the Table of Specification for Medical NLE for the year 2021.</p> <p>Member Education and Evaluation further informed that the Table of Specification was initially prepared by the examination committee of the board which was later finalized by the members of the board after detailed deliberation during several meetings.</p> <p>The Council was further informed that the board has strongly recommended that Foreign Medical NLE for the year 2021 shall be based on MCQ test along with clinical assessment and only those candidates who shall qualify the MCQs exam shall be eligible to take clinical component. Moreover, it was informed detailed deliberation has been done by the board members on requisite number of questions from basic and the clinical subjects and the board has ensured that the table of specification for the NLE is based on the undergraduate curriculum and weightage given to the questions is based on number of teaching hours for each subject.</p> <p>The Table of Specification was placed before the council for consideration and comments.</p>												



The Council however observed that the proposed ToS as approved by the Board represents only the ToS which is required for setting the paper however does not include the detailed structure and standard of the exam including an overarching curriculum in the absence of which students will not be aware of the preparation required for the NLE. The council advised that the standards of the exam are to include all details of formulation of the examination paper and marking structure as well as passing marks amongst other aspects. Moreover, it would also include the necessary structure of the skills examination along with the marking standards.

The Council noted that while in principle it agreed with the suggestion of the Board to have a skills examination along with the MCQ part of the NLE, in view of this being the first year of the NLE to be conducted which required developing extensive logistic resources to hold a skills exam for over 20,000 students, it would be advisable to have the skills component of the exam in 2021 applicable only to foreign graduates whereas for Pakistani graduates the exam be limited to the MCQ part. The skills test may be introduced for all graduating categories from 2022 in a phased manner.

The Council emphasized that the above mentioned requisites need to be incorporated in the detailed 'Structure and Standard of the NLE' to be formulated by the Board and thereafter, approved by the Council.

It was discussed that the Board may if it feels necessary delegate the responsibility of devising the topics along with indicative syllabus to the Education & Evaluation Department. However, it was clarified that the Authority is responsible for the conduct of the exam and hence responsible for developing the question bank and the indicative syllabus which requires subject wise topic selection as part of the structure to be approved by the Board.

The Council also suggested that the structure and standards of both the NLE (Medical) and NLE (Dental) be formulated and prepared simultaneously so that the same may be approved by the Council at one time and made available to students.

The Council further noted that with the MDCAT 2021 scheduled for August 2021 it is imperative that the MDCAT examination structure and standards be also finalized and formulated by the Board on an urgent basis.

Moreover, it was discussed that it is necessary for the Board and its relevant committees entrusted to formulate the accreditation standards for undergraduate medical and dental program of study, to consider the mandate of the Board under Section 13(1)(a) of the PMC Act 2020. The 'accreditation standards' to be formulated by the Board represent the essential and mandatory requirements necessary for a;



	<p>a. Medical College to be recognized as a medical college;</p> <p>b. Dental College to be recognized as a dental college;</p> <p>c. Teaching Hospital to be recognized for purposes of imparting undergraduate medical education;</p> <p>d. Teaching Hospital to be recognized for purposes of imparting undergraduate dental education;</p> <p>e. Teaching Hospital to be recognized for purposes of imparting house job after completion of undergraduate medical education; and</p> <p>f. Teaching Hospital to be recognized for purposes of imparting house job after completion of undergraduate dental education.</p> <p>In pursuance of the 'accreditation standards' formulated by the Board, the inspection criteria shall be thereafter made by the Authority in respect of teaching hospitals and by the HEC in respect of colleges.</p>
Decision	In light of the detailed discussion it was decided that the observations of the Council must be conveyed to the Board for clarification. This will help and guide the Board in taking further steps.
Action Required	Observations of the Council to be conveyed to the Board in writing.
Compliance by	Council Secretary office
Additional Agenda -A	Voluntary Severance Scheme & Compulsory Golden Handshake Scheme
Discussion	<p>The Council was informed that Section 8 of the PMC Act gives exclusive power to the Medical and Dental Council (the "Council") to supervise the functions of the Commission and clause (a) of subsection 2 of section 8 of the Act empowers the Council to appoint the members, employees and officers of the Commission on such terms and condition as the Council may deem appropriate. The said sub section also empowers the Council to institute a Voluntary Severance package for the employees (the "VS Scheme") and Compulsory Golden Handshake Scheme (the "CGH Scheme") as it may deem proper.</p> <p>The Voluntary Severance Scheme (VSS) & Compulsory Golden Hand Scheme (CGS) document drafted pursuant to Section 8(2)(a) of the Pakistan Medical Commission Act 2020, was placed before the Council by Member Administration for consideration. The Council was informed that the VSS and CGS document has been jointly prepared by the Administration, Legal and Finance Department.</p>
Decision	The Council being a supervisory and policy making body of the Commission entrusted with the responsibility to appoint employees and also institute a severance package scheme and compulsory golden handshake scheme for the employees of the Commission by virtue of Section 8 of the PMC Act



	2020 approved the proposed document.
Action Required	The approved scheme to be forwarded to the Federal Government for requisite approval. If approved by the Federal Government, the Authority to proceed with implementation of the scheme.
Compliance by	Member Administration/Council Secretary Office.



Secretary

Pakistan Medical Commission

