

Pakistan Medical Commission.

First Council Meeting

Friday, October 2nd 2020

Held at PMC, Islamabad

Present:

Dr. Arshad Taqi, President

Mr. Muhammad Ali Raza, Vice President

Lt. General Nigar Johar Khan, Surgeon General of Pakistan

Mr. Aamir Ashraf Khawaja, Federal Secretary Ministry of National Health Services

Dr. Rumina Hasan

Dr. Asif Loya

Dr. Anees Rehamn

Ms. Roshaneh Zafar

Mr. Tariq Ahmed Khan (Online)

Meeting was chaired by the President and called to order.

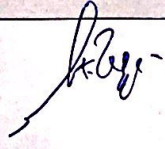
The meeting started with recitation of the Holy Quran.

The President welcomed all members of the Council to the 1st meeting of the Medical & Dental Council of the Pakistan Medical Commission.

Agenda Item No.1	Brief on PMC Act 2020 and its salient features and functions and responsibilities of the Council.
Discussion	<p>Mr Ali Raza explained the functioning of PMC.</p> <p>(a) Council (policy making body)</p> <p>(b) Academic Board</p> <ul style="list-style-type: none">- Curriculum for undergraduates- Criteria for accreditation of college- Structure of examination- Council will have the final approval authority <p>(c) Authority shall consist of seven members with defined role and authority to run the operational functioning of the Commission.</p> <p>(d) PMC is principally a licensing regulator for the medical profession and for such purpose will set the standards of medical education and medical institutions to be enforced by the relevant educational regulators working closely with the Commission.</p> <p>(e) Structure of PMC seeks to cater not only to the current and future needs of regulating the medical profession but also provides for key aspects which are required to be enforced by 2023 to ensure international acceptance and recognition of professionals holding licenses issued in Pakistan.</p> <p>(f) As part of its regulatory responsibility to ensure quality of education PMC would be recognizing not only under graduate but also post graduate programs as post graduate qualifications are to be entered on the license of a practitioner.</p> <p>(g) To cater to issues of students graduating from foreign institutions and seeking to obtain licenses in Pakistan the law provides transparency where PMC will evaluate and recognize foreign colleges and foreign programs rather than evaluating individuals.</p> <p>(h) MDCAT and NLE are the principle new examinations to be conducted by PMC at a national level ensuring a singular standard for all students entering medical colleges and for all graduates seeking to obtain a license to practice</p>



	medicine in Pakistan.
Agenda Item No.2	Appointment under Sec.51(2) PMC Act 2020 of interim Secretary to the Council on a 60 day contract till the appointment of a permanent Secretary as required under Sec.14 PMC Act 2020.
Discussion	It was agreed that it was essential to have a Secretary of the Commission appointed albeit on a temporary basis immediately as the Secretary was required not only to ensure the Council's operations but also act as the signatory for licensing etc. There was a discussion on interim appointment of a secretary for 60 days. Dr Shaista Zeeshan was suggested for this position having past experience in the organization. It was agreed that the post will be advertised and interviews conducted for permanent hiring during these 60 days. The interim secretary would be eligible to apply for permanent post as well.
Decision	Dr. Shaista Zeeshan is approved for appointment as Secretary on a 60 day contract basis at a fixed remuneration of Rs.200,000 per month.
Agenda Item No.3	Appointment under Sec.51(2) PMC Act 2020 of interim Director IT on a 60 day contract till the appointment of a permanent Member IT as required under Sec.15(1)(d) PMC Act 2020.
Discussion	IT is a critical department requiring immediate strengthening to ensure the Commission can initiate work on a digital conversion plan. Currently the IT resources available are limited to three people with limited capacity and without proper leadership. The requirement for an interim appointment of IT Director was discussed. Mr. Raza Shah was suggested for the post for 60 days while the permanent hiring is initiated. Mr. Raza Shah has been a member IT Govt of Pakistan and has experience with the Commission's working.
Decision	Appointment under Sec.51(2) PMC Act 2020 of interim Director IT on a 60 day contract till the appointment of a permanent Member IT as required under Sec.15(1)(d) PMC Act 2020.
Agenda Item No.4	Appointment under Sec.51(2) PMC Act 2020 of Director Communications on a 60 day contract.
Discussion	The requirement of a Director Communication was discussed. Communications is an essential requirement of the Commission from the outset as it requires not only communicating the Commissions decisions but also being able to respond to the queries and opinions and suggestions of stake holders. It was however discussed that at this stage rather than hiring a Director Communications as well as a Communications Agency would be premature as first the exact requirements and terms of reference of a Director Communications should be developed based on experience over the next month or so while having an agency with all available in house resources manage communications.
Decision	Appointment of a Director Communications was deferred.



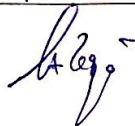
Agenda Item No.5	Initiation for appointment of a Communications Agency to undertake all digital and non-digital communications on behalf of the Commission. Public advertisement for submission of proposals to be initiated for final appointment within 60 days.
Discussion	As already discussed the immediate requirement of having available a communications expert or agency is essential to cater to all kinds of media as well as social media dissemination of Commissions decisions and operations and responding to queries of stakeholders and public. The profile and proposal of M/s CheckBox Media was considered and found appropriate for the interim stage. The Secretary Ministry of National Health pointed out that the agency was also assisting the Ministry of National Health for in some matters of communications and had performed well. It was discussed that the appointment should be for 90 days being the time permissible under Sec.51(2) of the PMC Act 2020 to allow an assessment of the agencies work and to determine the person who would be required on a permanent basis for in house management of communications.
Decision	M/s CheckBox Media be appointed as the Communications Agency for a period of 90 days on a contract at a fixed fee of Rs.500,000 per month for Communication Services and shall manage all public media communications for the Commission. Within 60 days a tender be also floated for appointment of a long term media communications agency.
Agenda Item No.6	Termination of contract of employment of previous Registrar Brig. Hafeez Siddiqui appointed under a temporary contract and to a post no longer in existence.
Discussion	The previous Registrar PM&DC was under a temporary contract granted by the Ad Hoc Council as an interim measure. Upon the passing of the PMC Act 2020 the position of Registrar no longer exists. Consequently, the temporary contract of the previous Registrar also is rendered as incapable of being continued. It was proposed that the President speak to the ex Registrar and if he wishes to tender his resignation the same may be accepted otherwise the contract would stand terminated with immediate effect.
Decision	If Brig. Hafeez Siddiqui as ex Registrar PM&DC tenders his resignation the same maybe accepted with immediate effect otherwise the contract shall stand terminated with immediate effect as the post is no longer in existence. Finance Department to prepare his final accounts and clear his dues.
Agenda Item No.7	Formation of Human Resource & Administration Committee of the Council under Sec.8(2)(q) PMC Act 2020. HR Committee to be mandated to develop organogram within 30 days.
Discussion	There was a discussion with regards to HR Committee. HR Committee would be an essential requirement as all old departments have ceased to exist as have all previous designations. With the new seven mandated departments existing employees need to be assessed in terms of their capacity and abilities to assign them to the new departments. Furthermore, appointment of the new seven members of the Authority has to be initiated immediately. The Council members were requested to indicate their availability to serve on the HR Committee.
Decision	The Human Resource Committee of the Council pursuant to Sec.8(2)(q) of the PMC Act 2020 is formed with the following as its members

[Handwritten Signature]

	<p>Mr Ali Raza (Chair) Ms. Roshaneh Zafar Dr Anees Rehman The Surgeon General</p> <p>The Committee may co-opt any person to the Committee as required.</p> <p>The HR Committee to oversee all matters relating to Human Resource and make recommendations to the President for decision and implementation.</p>
Agenda Item No.8	Initiation of process for appointment of Members under Sec.15 PMC Act 2020. Process to be completed within 45 days. President to approve interviewing committees for each position on the recommendation of the HR Committee.
Discussion	The process of appointment of members as provided under the PMC Act 2020 was elaborated and it was explained as to how it would be initiated. The HR Committee was mandated to approve the necessary criteria for each position of member provided under Sec.15 PMC Act 2020 and publish an advertisement for inviting applicants for shortlisting and interviews.
Decision	<p>The process for appointment of members pursuant to Sec.15 PMC Act 2020 be initiated immediately by the HR Committee after finalizing the criteria for each post. The HR Committee shall interview the shortlisted candidates on the criteria basis and the top three candidates for each position would be finally interviewed by the Council. Any existing employee of PMC would be at liberty to apply for the post of member.</p> <p>The terms and conditions for the post of members to be finalized by the HR Committee and Finance Committee jointly and shall be approved by the Council.</p>
Agenda Item No.9	All existing designations to be declared as non-existent and no employee having a right to any previously held position pursuant to Sec.49(1) PMC Act 2020.
Discussion	In view of the existing designations becoming non-existent and no right existing to previous posts the members discussed the immediate need to assign work to employees. It was noted that under PMC Act 2020 there exist seven departments as provided in Sec.15 of the Act and employees should be reassigned work under these departments or divisions of these departments as may be advisable in the interim until a detailed organogram is developed for this purpose.
Decision	No existing employee shall carry any immediate designation and shall be assigned work based on immediate priorities under any of the seven departments. The HR Committee may create any interim divisions under a department where found necessary to ensure efficiency of work.
Agenda Item No.10	President and Vice President to initiate the process of assigning work to existing personnel. The HR Committee to further submit a report on the existing human resource capacity and capability to the Council within 45 days.
Discussion	It was discussed that in view of the urgent need to initiate work and focus on immediate priorities which included licensing, verifications, certifications, MDCAT and admissions it would be the most efficient to authorize the President and Vice President who would be available at PMC on a consistent basis to assign work to employees on need basis. A detailed analysis of the existing human resource in terms of capacity and capabilities was required to determine a long term

Signature

	staffing of each department as well as any fresh resources as may be required.
Decision	The President and Vice President shall at the interim stage assign work to existing employees of PMC until further decision of the Council. The HR Committee shall develop the organogram for each department for consideration of the Council. The HR Committee shall further assess and evaluate the existing human resource in terms of capability and capacities and submit a report within 45 days to the Council with their recommendations.
Agenda Item No.11	Formation of Finance Committee of the Council under Sec.8(2)(q) PMC Act 2020.
Discussion	Formation of Finance Committee of the Council was an immediate and urgent need to oversee the financial operations of the Commission. Members were requested to offer their time for this important task.
Decision	The Finance Committee of the Council pursuant to Sec.8(2)(q) of the PMC Act 2020 is formed with the following as its members Mr Tariq Ahmed Khan (Chair) Dr. Asif Loya Mr. Aamir Ashraff Khawaja, Secretary Health The Committee may co-opt any person to the Committee as required. The Finance to oversee all matters relating to Finance and make recommendations to the Council or the President as the case may for decision and/or implementation.
Agenda Item No.12	Mandate to Finance Committee to develop new fee structure for different applications submitted to the Commission and for registrations etc. and an interim operating budget till June 2021 within 60 days.
Discussion	An immediate need was to assess the fees the Commission would be charging for different services provided from applicants including registrations, licensing etc. It was important to ensure the Commission charges fees which represent the cost of such services and not burden doctors and students with extra charges on account of service fees. This would be directly connected to the budget of the Commission. It was discussed that in the interim till the Finance Committee recommends a new fee structure the existing fees may be continued where applicable.
Decision	The Finance Committee to develop a budget for the Commission from current date till 30 th June 2021. The Committee to further assess and recommend to the Council a new fee structure for all services offered or undertaken by the Commission. Until approval of new fee structure the existing fees shall be continued to be charged. The Finance Committee to place both before Council within 60 days.
Agenda Item No.13	Mandate to Finance Committee to develop a salary structure including allowances and benefits for the Commission within 45 days.
Discussion	The Commission is required to develop the salary structure along with allowances and benefits to be provided to its employees. It was essential to do so at the earliest. The structure should be based on ensuring employees are compensated for their work and their capabilities rather than a static pay scale structure with



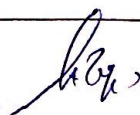
	automatic increments solely based on period of employment.
Decision	The Finance Committee is mandated to develop a pay structure for all employees to include salaries, allowances and benefits within 45 days and submit to the Council for its approval. The Finance Committee to consult with the HR Committee in developing the structure based on the organogram being developed for each department.
Agenda Item No.14	Authorizing Finance Committee to appoint an interim Director Finance on a 60 day contract till the appointment of a permanent Member Finance as required under Sec.15(1)(e) PMC Act 2020
Discussion	It was also discussed that the Commission currently has an accounts manager who has been with the organization for some years but is on deputation from the AGPR on a temporary basis. With multiple immediate issues including developing of budgets and audits etc. until such time as a permanent Member Finance is appointed, the Commission will require the services of an interim Director Finance to handle the matters and assist the Finance Committee.
Decision	The Finance Committee is authorized to assess and recommend an interim Director Finance for a 60 day period on contract to the President for appointment.
Agenda Item No.15	Till the development of a permanent salary structure by the Finance Committee, existing employees to continue to receive basic pay and basic allowances permissible, to be quantified by the Finance Committee, for the months of October and November 2020 as an interim measure. Such payments are on a temporary basis and shall not be fixed or permanent right to such remuneration. Salaries for September 2020 shall be paid as accrued under previous structure.
Discussion	<p>As the Commission was yet to develop a permanent salary structure which work had been assigned to the Finance Committee on a priority basis and to be completed within 45 days, it is necessary for the Council to approve the pays of existing employees in this interim period. The Council has the authority under the PMC Act 2020 to determine any salary and terms and conditions of service for employees of the Commission.</p> <p>The previous salaries and benefits being paid by PM&DC were reviewed. There existed multiple anomalies and it appeared there was no structure of compensation in terms of a person's capabilities and assigned work rather it was simply on the basis of time based increments and additional increments at the mere executive discretion. A glaring example was represented by the fact that the highest paid employee was a private secretary while officers were receiving less. An additional issue existed in respect of a health allowance equivalent to one basic pay which was initiated back in 2012 by adopting an allowance which had been sanctioned by the Federal Government for some category of employees. The result was that effectively the basic pay of each employee had been doubled. This was severely objected to in consistent audit reports by the Auditor General's office and even directed to be recovered. It was discussed that the nature of such allowance and its legal implications would be determined in the final audit of past accounts which would be undertaken to determine the PM&DC employees dues as had to be determined however, in view of the objection by Auditor General's office which appeared to have merit, it would be incorrect of the Council to continue to authorize any such payments.</p>

[Handwritten Signature]

	It was discussed that as per the PMC Act 2020 the employees of the Commission were to be granted new terms and conditions including salaries etc. While the long term structure was to be prepared by the Finance Committee, an interim structure had to be determined by the Council for the next 60 days.
Decision	The employees of the Commission who were previously employees of PM&DC shall be paid their salaries upto 24 th September 2020 as were due to the under their terms of service with PM&DC. From 25 th September 2020 till 30 th November 2020 all such employees of the Commission shall be paid in the interim and pending a final salary structure to be approved by the Council, a gross salary inclusive of all permissible allowances equal to the amount of gross basic pay and gross allowances being received by them previously after deducting any amount being paid previously on account of health allowance.
Agenda Item No.16	Finance Committee to undertake a review of the previous accounts of PMDC and determine as required under Sec.49(2) PMC Act 2020 any amounts payable to or recoverable from the employees of PMDC as existing on the date of dissolution of PMDC and submit report within 90 days for consideration and approval of the Council. Finance Committee may appoint an external auditor to assist in formation of the report.
Discussion	This was a mandatory requirement of the law under Sec.49(2) PMC Act 2020. It was also suggested that along with this a forensic audit be undertaken of the previous accounts of PM&DC to ensure proper accounts are closed for such period and to enable the Commission to respond to any pending audit objections etc.
Decision	The Finance Committee is authorized to initiate the review of previous accounts of PM&DC as required under Sec.49(2) PMC Act 2020 and submit a report within 90 days. The Finance Committee may appoint an external auditor for this specific task. The Finance Committee to develop and suggest for approval of the Council the terms of reference and scope of a forensic audit of past accounts.
Agenda Item No.17	Conversion of all bank accounts and deposits maintained in the name of PMDC to the name of 'Pakistan Medical Commission'. President to be authorized to sign any and all documents on behalf of the Council to banks for undertaking the process.
Discussion	This was an immediate requirement in order for continuation of operations. Current bank accounts of PM&DC were located with National Bank of Pakistan, Faisal Bank, National Saving Center and UBL. It was agreed that these accounts be converted to accounts of PMC and any other accounts as may be required in the interim may be opened with National Bank of Pakistan till such time as the Finance Department assesses and recommends a long term banking structure and policy. An interim authority matrix was required for operation of bank accounts. The Finance Committee shall develop and put in place such interim authority matrix.
Decision	The existing bank accounts of PM&DC in National Bank of Pakistan, Faisal Bank, National Saving Center and UBL be converted to accounts of PMC. The President is duly authorized on behalf of the Commission to sign and all necessary documents required for such purpose. Any new bank account as may be necessary in the interim may be opened with National Bank of Pakistan on the recommendation of the Finance Committee and



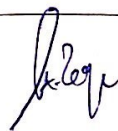
	<p>the President is duly authorized on behalf of the Commission to sign and all necessary documents required for such purpose.</p> <p>The Finance Committee is delegated the authority to approve the interim Authority Matrix for signatories on the bank accounts</p>
Agenda Item No.18	The President to be authorized to sign any and all payments on behalf of the Commission upon recommendation of the Chair of the Finance Committee.
Discussion	In view of having authorized the Finance Committee to develop the authority matrix it was not necessary to separately authorize the President. However, as he is the chief executive of the Commission such authority would vest in as delegated by the Council in any emergency upon recommendation of the Finance Committee.
Decision	The President is duly authorized to sign any and all payments on behalf of the Commission upon recommendation by the Finance Committee in an emergency or until the interim Authority Matrix is notified by the Finance Committee.
Agenda Item No.19	Appoint NUMS to act as the single MDCAT examination body for 2020-2021 admissions. Fix MDCAT date for 3 rd -4 th week October.
Discussion	<p>In view of the change in law the Commission was required to immediately conduct the national MDCAT exam which was a mandatory requirement for admission to any medical or dental college in Pakistan. While next year the Academic Board would be tasked to prepare the exam structure and to be conducted by the Commission, the current year required an alternative solution. It was imperative that all students were treated equally across Pakistan and had a level playing field in terms of merit placement by being offered the unified single exam to assess their merit for admission to medical and dental college.</p> <p>It was discussed that previously each admitting university of each province developed their own MDCAT exam based on the F.Sc syllabus of the province or the federal board in the case of federal colleges. The only exception was NUMS who had developed an MDCAT using a common syllabus based on all provincial and federal syllabi and this exercise had been further vetted by the IBCC as NUMS colleges were open to students from all over Pakistan. Hence, the most appropriate option would be appoint NUMS on behalf of the Commission as an examination body for 2020-2021 for the national MDCAT.</p> <p>The Surgeon General informed the Council that NUMS can certainly make a unified MDCAT paper and check the same ensuring security of the process. This process should also involve all provincial universities previously mandated to hold respective entrance exams so as to ensure that there the national MDCAT conducted by the Commission did not exceed the syllabi of any province, federal or any other recognized F.Sc board.</p> <p>The Surgeon General advised that it would be difficult for NUMS to conduct the exam in terms of the logistics involved for the actual holding of the exam across Pakistan as NUMS was also holding its prescheduled entrance exam for NUMS constituent, affiliated and administered colleges in October 2020 and limited resources at this time.</p> <p>It was suggested that an experienced entity with necessary resources be hired for providing the logistic services to the Commission for holding the MDCAT in addition to NUMS who would prepare the paper and mark the same.</p>



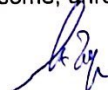
	<p>In view of the logistics involved and after considering the time required by public universities for the admissions and then the private admissions of colleges, it was agreed that the MDCAT exam be scheduled for the 2nd week of November with the final date to be determined by the Council on the recommendation of the Examinations Committee.</p> <p>It was agreed that in view of the urgency in the matter the Vice President, the Surgeon General and the Secretary Health will coordinate to assess what further assistance in logistics can be provided by NUMS and the provincial governments to the Commission and provide such input to the Examinations Committee.</p> <p>Dr. Rumina Hasan pointed out multiple requests she had received from students from Gilgit Baltistan regarding difficulties faced in previous MDCATs where they had to travel to Islamabad and also in terms of timing as their final board exams were being held in October. It was noted that the exam dates will not clash as the MDCAT would be in 2nd week November. The issue of difficulty was noted by all members and it was agreed that this year the Commission would ensure centers for MDCAT exam would be setup in Gilgit Baltistan for the ease of students resident there.</p>
Decision	<p>NUMS be appointed on behalf of the Commission to prepare the MDCAT paper and to check and mark the papers in a secure manner.</p> <p>The MDCAT paper shall be prepared to ensure that it did not exceed the syllabi of any province, federal or any other recognized F.Sc board. A committee be formed for preparing the structure and scope of the paper with necessary stakeholders including IBCC.</p> <p>A third party be hired, by the Commission for providing the logistics and services for holding the exam across Pakistan. In view of the urgency and emergency requirements procurement of services may be considered on an expedited basis pursuant to PEPRAs rules. In addition any support made available by the provincial governments and the federal government may be utilized.</p> <p>The MDCAT exam to be held in the 2nd week of November with the final date to be determined and announced by the Examination Committee after assessing all aspects.</p> <p>The MDCAT would be mandatory for all students seeking admission to any public or private medical or dental college in Pakistan irrespective of any additional entry exam or criteria any public college may require or as may be permitted to any private college by the Council for the 2020-2021 admissions.</p>
Agenda Item No.20	Notice to be issued to all Provinces to structure provincial central admissions on merit for public colleges with prior information to PMC.
Discussion	This was a requirement under the PMC Act 2020 as the provincial governments were mandated to undertake the admissions to their respective public colleges under a policy framed by the provincial governments.
Decision	Notices to be issued to all Provinces and the Federal Government to announce the criteria and policy for merit based admission to their respective public colleges at the earliest subject to taking into account their qualifying the National MDCAT.



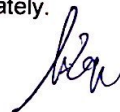
Agenda Item No.21	Proposed central admission structure for Private Colleges for the 2020-2021 session. Admissions to be on merit to be carried out by PMC in view of lack of time for colleges to provide advance admissions policy etc. Admissions Regulations to be framed within 7 days. (*Draft policy attached)
Discussion	<p>The members discussed the draft policy in detail and suggested certain changes in dates and methodology.</p> <p>It was agreed that all students without exception shall be required to take MDCAT for admission to medical colleges. The Surgeon General confirmed that even army cadets admitted the Army Medical College will be mandatorily required to qualify the MDCAT as part of the national law and requirements.</p> <p>It was agreed that while under the PMC Act 2020 private colleges can establish their criteria for admissions, this year in view of paucity of time students would not have sufficient time to be aware of such criteria hence selection on such basis by them would be placing them in an unfair position. It was noted that currently only Aga Khan University and NUMS for its constituent, affiliated and administered colleges had a prior declared criteria of admission which the students in general were fully aware off. In view of the situation it was agreed that while in the current years admissions Aga Khan University and NUMS can be given permission to undertake their admissions under the declared criteria the admissions to remaining private colleges would be conducted centrally by the Commission.</p> <p>The mechanism for such merit based central admission must be ensured to be fully transparent and automated to remove the past experience of human tampering and disputes. The basic principal to remain that students should have the right to choose the college they wish to be admitted to based on where their merit places them. It was noted that in the past the upgradation system had created immense problem which was rooted in the fact that students were not at the outset allowed to make their own decision rather they were placed as per earlier preferences in different colleges with an assumed ranking of colleges created based on applicants merits. To ensure this does not happen the students must be given a clear choice at the time of issuance of merit lists to make their choice of free will as to which college they want to attend and once made such choice must be final to open the door for other students waiting to be offered admissions.</p> <p>It was clarified that no college is ranked currently by PMC or otherwise hence transfer of admissions cannot be claimed by a student after accepting admission to one college on the basis of these assumed rankings. The choice must be given to the a student however, the choice must be time bound to ensure the process is completed which this year as it is would be slightly delayed to February in view of the timing issue but must be completed in such time so as not to have the past experiences of admissions continuing till late April or May.</p>
Decision	<p>The Admission Regulations 2020-2021 with the amendments suggested by members stand approved. The Regulations shall be circulated amongst members for one final review and on confirmation shall be duly notified by the Secretary.</p> <p>The Admission Regulations 2020-2021 are only applicable to admissions being undertaken in the current 2020-2021 session. Future admissions shall be regulated by regulations to be framed.</p>
Agenda Item No.22	Clarification of no quotas in private colleges of foreign students etc.



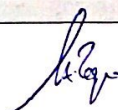
Discussion	<p>It was discussed that there would be no quotas in private colleges for foreign students as was imposed in the past. A private college may elect to impose a separate fee for a foreign student however, the admission of a foreign student must be strictly on merit and it cannot be allowed as a backdoor to be admitted with lower merit.</p> <p>It was also discussed that in the past foreign students were exempted from MDCAT and allowed to use SAT II results. Under the new law MDCAT was mandatory. However, due to the current short time in admissions after promulgation of the PMC Act 2020 and the situation arising as a result of the pandemic across the world it would not be possible to offer the MDCAT internationally for foreign students. Therefore, for this year an exception should be considered to facilitate foreign students specially ex patriate Pakistani's to apply. However, such exception should include SAT II results of all relevant subjects being Biology, Chemistry, Physics/Maths and English as form the structure of MDCAT.</p>
Decision	<p>No quota for foreign students shall be applicable to private colleges. Colleges may impose, subject to review by the Council, a fee for foreign students subject to such students being admitted strictly on merit.</p> <p>The Examinations Committee shall decide the structure of exception offered to foreign students in view of non-availability of MDCAT internationally this year and the current covid19 pandemic.</p>
Agenda Item No.23	The results of the last national inspections of all public and private colleges held in 2019 to be released publicly to assist students in making choices.
Discussion	<p>All public and private colleges were inspected in 2019 by PM&DC. The results were not made public at that time. As this year students will be required to make educated choice in respect of colleges that they want to apply for it would be appropriate for their benefit to make public the 2019 national inspection results.</p> <p>It was noted that when making them public it must be made clear that these results do not represent a final or current ranking of the colleges rather only represents where the colleges tentatively stood in terms of infrastructure and faculty in 2019. Hence, these results would carry no adverse determination against the colleges as far as PMC or any other authority is concerned. Its merely public information representing a public exercise carried out by a public authority in the past.</p>
Decision	The 2019 national inspection results of PM&DC be assembled and made public for the sole benefit of students having information to make educated choices. The results shall represent no adverse determination against any college.
Agenda Item No.24	Immediate shifting all applications to online forms for ease of students/doctors. Task Force headed by Dr. Anees Rehman with Director IT to undertake the process.
Discussion	It was agreed that this was essential to facilitate students and doctors and the application process needs to be simplified and made efficient. A doctor being required to submit their matric or F.Sc degree for verification at the time of being licensed when they have already acquired an MBBS or BDS degree issued by a University, whose responsibility it is to verify the earlier qualifications such as F.Sc or Matriculation at the time of admission in medical college, is an absurd process. It represents an admission by the authorities that there are gaps in our verification processes across the board and no authority trusts the verifications and processes of any other public authority. However, this should not mean that all students be put to such cumbersome, unreasonable, costly and time



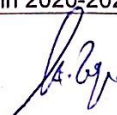
	<p>consuming process. It should be the responsibility of the Commission and other public authorities like universities and HEC to plug these holes in the system through developed of better systems and vigilance methods.</p> <p>In the second phase the Commission must ensure all its application systems are made online for submissions and with online payment mechanisms to further minimize the time wasted of doctors and students in such clerical exercises.</p>
Decision	All applications forms be placed online in a simplified structure with only essential requirements to be imposed for applying for different aspects. Dr. Anees Rehman is authorized to undertake the exercise along with Director IT to achieve the same on an immediate basis.
Agenda Item No.25	Implement and processing urgently of all pending Provisional and Full Licenses and requests for certificates.
Discussion	There are over 8,000 pending applicants for different category of licenses, renewals, verifications and certifications. These are the primary stakeholders of the Commission and the Commission must develop systems to respond in an efficient manner to these requests.
Decision	The Licensing Department is directed to process and implement all pending applications for provisional and full licenses and all certificates. Any urgent requirement for printed PMC certificates and licenses be met through urgent procurement procedures until large scale procurement is completed.
Agenda Item No.26	Implement and process all pending and incoming requests for verification for purposes of foreign admissions.
Discussion	Many Pakistani students applying in foreign countries for work and training programs require urgent verification and certifications. These are time sensitive. An online facility must be available for foreign authorities to seek such verifications and for students/doctors to apply and obtain others on an expedited basis.
Decision	The Licensing Department is directed to initiate the process of verifications and put in place within a week the appropriate online mechanism to provide the necessary verifications and certifications.
Agenda Item No.27	Use of PMC standard paper with necessary unique seal for licenses instead of expensive water mark/seal. Addition of a digital license for all doctors.
Discussion	<p>Previously watermarked specially printed paper for licenses was used. This is costly and represents a cost of over Rs.600 per license for the doctor. In addition this represents a failure of a digital licensing record. With a proper digital record of all licenses issued and verifications the cost of printed licenses must be reduced.</p> <p>Regular printed licenses can be available immediately at much lower cost and on immediate basis to ensure licenses are available for doctors.</p> <p>The Commission should be aiming to shift to a digital license within 6 months.</p>
Decision	Licenses be issued on standard printed license paper with the necessary original seal of PMC to be procured immediately.



	Digital Licenses to be made available within 6 months.
Agenda Item No.28	Initiate process of verification of foreign colleges for purposes of recognition of Foreign degrees by Examination & Affiliation Committee.
Discussion	<p>As part of the mandate and obligations of the Commission to recognize foreign institutions and programs, all foreign colleges are required to be assessed and verified for purposes of recognition. The process is to be developed on an immediate basis and initiated.</p> <p>Meanwhile, reports have been received from the Pakistan Embassy in Kyrgyzstan as well as other professionals regarding the extremely low or unacceptable quality of some medical colleges including scenarios where students are forced to change colleges once in the country and even having been taught basic sciences sent to other countries to allegedly to clinical studies. Thousands of students are at stake and this also creates a serious concern for their future as they wont be able to obtain licensing in Pakistan after obtaining degrees from such colleges.</p> <p>The overall outcome and quality of graduates has been dismal from many of these colleges and a detailed investigation has to be conducted by the Commission to ensure our students don't go to such unrecognized colleges lured by lower fees and an easy degree.</p> <p>It was agreed that a public notice to be issued that if your college is not in the recognized list you qualification will not be recognized, hence any admission sought in colleges not yet recognized by the Commission would be at the risk and cost of the student.</p>
Decision	<p>Medical Colleges in Kyrgyzstan be placed on a restricted grey list immediately and are not currently recognized for grant of licensing in Pakistan. These colleges shall be assessed and after assessment any college qualifying shall be recognized.</p> <p>All post graduate programs of specific foreign institutions previously recognized shall be listed on a provisional basis as recognized subject to reassessment.</p>
Agenda Item No.29	Public notice on issue of admission sought by Pakistani students to foreign colleges. Issue list of Negative Countries.
Discussion	As discussed in earlier agenda item assessment of foreign programs needs to be conducted on an urgent basis and institutions and programs publicly listed with also a public display of past data available on students coming from foreign colleges seeking license in Pakistan without having obtained licensing from the foreign country of graduation.
Decision	<p>Recognition of foreign institutions and programs to be initiated on an immediate basis with priority given to foreign undergraduate programs. The Commission to put up the following lists of colleges/programs;</p> <p>a) Green List: Approved and recognized b) Grey List: Under assessment and Not recognized till assessment completed c) Black List: Recognition Refused</p>



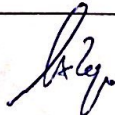
Agenda Item No.30	Clarification on teaching experience not to be registered or certified with PMC and non MBBS persons may be included as faculty in specific basic science/non clinical disciplines.
Discussion	Non MBBS faculty existed in Pakistan and exists all over the world in the top institutions in certain subject of basis sciences such as bio chemistry etc. This restriction was imposed by PM&DC a few years back as part of the new academic standards. As those standards are no longer applicable and there exists no basis even otherwise to place such restriction it must be clarified that non MBBS faculty can teach at medical colleges those subjects and in a manner as determined by the Academic Council.
Decision	<p>Notice to be issued clarifying that non MBBS faculty can teach at medical colleges those subjects specifically permitted by the Academic Board in line with best international practices.</p> <p>Verification of teaching experience shall not be issued as certificate by PMC. It shall be responsibility of each teaching institute to correctly issue experience to its faculty immediately upon request for the same.</p> <p>Any faculty member aggrieved by the experience certificate issued /failure to issue on request may file complain to the respective University, PMC / Medical Tribunal.</p> <p>Any existing non MBBS faculty shall not be terminated or discriminated against on this basis until the Academic Board issues the necessary standards.</p>
Agenda Item No.31	Validate recognition provisionally of all colleges previously inspected and approved by PMC in 2019.
Discussion	<p>PMC in 2019 requested HEC to inspect colleges who had applied since long or such inspections had been ordered by the Honourable Courts on the 2019 standards established by PM&DC in 2019. Pursuant to such inspections certain colleges were granted recognition on the provisional condition that they would be re-inspected within two years once students have entered the colleges and a final assessment can be made to include assessment of actual teaching methods and student responses.</p> <p>The Ad Hoc Council of PM&DC in 2020 invalidated the recognitions and initiated reinspection's. While some inspections were carried out no final results were formed.</p> <p>As per the PMC Act 2020 the decisions of the Commission formed in 2019 were saved along with all other decisions.</p> <p>To ensure a change in law does not adversely affect institutions and students already admitted to these colleges, it would be appropriate to validate the recognitions granted to these colleges in 2019 subject to the provisional condition imposed at that time.</p>
Decision	<p>The colleges approved for recognition in 2019 by PMC and those as may have been approved for recognition by the Ad Hoc Council in 2020 shall be recognized provisionally subject to being re inspected by or before December 2021 on the basis of an operating student base and faculty.</p> <p>The students in these colleges shall be duly registered with the Commission and allowed to continue their education.</p> <p>Any college not recognized at any time in the past shall not be granted permission to admit students in 2020-2021.</p>



Agenda Item No.32	Clarification on graduates of 2020 as first batch to take NLE in 2021. Graduates completing their house jobs to be granted Full License without NLE.
Discussion	<p>It was discussed and agreed that students who had already graduated prior to September 2020 and were hence already doing their house jobs shall not be required to take the NLE for grant of Full Licenses. However, all students who graduate from medical or dental colleges after September 2020 shall be required to take the NLE as per law anytime during or after completing of their house jobs in 2021 or thereafter.</p> <p>The first NLE exam would be as per structure determined by the Academic Board and the Commission will ensure the earliest holding of the exam in 2021.</p> <p>It was also discussed that it is important to explain to students that the NLE is a licensing exam to acquire permission to practice as a professional doctor as against only an undergraduate university qualification in MBBS or BDS. This is a licensing structure which is now in vogue internationally and will be essential to Pakistan's international recognition by 2023.</p> <p>It was suggested that the President do a tour of different provinces and explain the reasons and structure of the NLE to students to alleviate their concerns.</p>
Decision	<p>Students who had already graduated prior to September 2020 and were hence already doing their house jobs shall not be required to take the NLE for grant of Full Licenses. However, all students who graduate from medical or dental colleges after September 2020 shall be required to take the NLE as per law anytime during or after completing of their house jobs in 2021 or thereafter.</p> <p>First NLE exam to be held in 2021 subsequent to its standard structure being determined by the Academic Board.</p>
Agenda Item No.33	Confirmation that all regulations pre-existing stand repealed under Sec.50(2) PMC Act 2020. Until new regulations are framed the President is empowered to make decisions on any matter as required and pursuant to opinion of Council obtained on policy matters.
Discussion	<p>As per Sec.50(2) of the Act all previous regulations stood repealed. Even otherwise those regulations conflict with the current law. It is therefore, necessary to frame new regulations.</p> <p>It was discussed that regulations must be simple and easy to follow avoiding loopholes and unnecessary administrative and executive discretion vesting in the Authority as this creates complications and lack of transparency for stakeholders.</p> <p>While the Council will frame regulations on an urgent basis, till such is done in the interim the Council may issue policies or directives to address any issues and the President be empowered to take decisions on any such urgent matters in accordance with the mandate of the PMC Act 2020 and ensuring no conflict thereto.</p>
Decision	The Council may issue policies or directives to address any issues which may arise until such time as detailed regulations are framed.

Handwritten signature

	The President is authorized to take decisions on such urgent matters where a policy or directive does not exist, in consultation with the Council, to address any urgent issues.
Agenda Item No.34	Formation of Legal & Regulatory Committee of the Council under Sec.8(2)(q) PMC Act 2020.
Discussion	In view of the immediate need to manage the pending litigations and framing of regulations the Legal & Regulatory Committee of the Council is an essential requirement. Members were requested to offer their time.
Decision	The Legal & Regulatory Committee of the Council pursuant to Sec.8(2)(q) of the PMC Act 2020 is formed with the following as its members Mr. Ali Raza (Chair) Dr. Asif Loya Mr. Aamir Ashraff Khawaja, Secretary Health The Committee may co-opt any person to the Committee as required. The Committee to oversee all matters relating to pending litigations, legal issues and framing of regulations and make recommendations to the Council or the President as the case may on legal issues for decision.
Agenda Item No.35	L&R Committee to formulate and place before Council within 30 days; a) Service Regulations; b) Admission Regulations for 2020-2021; c) Licensing & Practitioners Regulations (including Code of Ethics); d) Institutional Affiliation & Recognition Regulations; e) Examination Regulations; f) House Job & Internship Regulations; g) Finance Regulations; and h) Disciplinary & Adjudication Regulations.
Discussion	The Council discussed the need for the different regulations. While the list cannot be exhaustive at this time it was agreed that the following list be considered to start with for framing of necessary regulations. a) Service Regulations; b) Education (Admission, House Job & Teaching) Regulations; c) Licensing & Practitioners Regulations (including Code of Ethics); d) Institutional Affiliation & Recognition Regulations; e) Examination Regulations; f) Finance Regulations; and g) Disciplinary & Adjudication Regulations.
Decision	The Legal & Regulatory Committee was authorized to frame the listed regulations (a to g) in consultation with any other relevant committee and present them for approval of the Council. The Committee in the interim shall also advise the Council on any immediate and interim policies or directives as may be required to address arising situations pending promulgation of final regulations.
Agenda Item No.36	LR Committee to examine all pending litigations and appoint necessary council and issue necessary instructions to represent the Commission in such matters with a transfer of matters to the Medical Tribunal wherein jurisdiction exists of the Tribunal.



Discussion	<p>Under the new law setting up the Medical Tribunal majority of the pending litigation and future disputes would fall under the jurisdiction of the Medical Tribunal.</p> <p>It was therefore, necessary to immediately plan what pending matters would be transferred to the Medical Tribunal and the method to defend the same.</p> <p>The LRC will be required to assess existing external counsels and internal resources and approve on an immediate basis utilization of necessary resources or acquire further ones.</p>
Decision	<p>The LRC is authorized to devise and implement a plan for management of pending and future litigation and disputes.</p> <p>The LRC is authorized to select external counsels and authorize the same to represent the Council in matters before any court of law and other quasi judicial or administrative forums as required. All powers to be granted to an external counsel shall be signed by the Secretary of the Council on behalf of the Commission.</p>
Agenda Item No.37	Members shall be permitted to attend Council and Committee meetings online.
Discussion	In order to ensure the Council and Committee of the Council are able to participate in maximum meetings and provide their valuable input and time, it was reasonable to ensure meetings could be held through online facilities.
Decision	Attendance at meetings of the Council and Committees of the Council shall be permissible through video conferencing.
Agenda Item No.38	Decision of the Council can be taken by Circulation by approval of President where required in view of an urgency.
Discussion	In terms of best practices and to ensure efficiency the members agreed that decisions can be taken by circulation through email and discussion can be held by recording members views on emails. The Secretary should retain a record of all such communications to form part of the record of each such decision taken.
Decision	The Council may take decisions by circulation through email by approval of the President where required in view of an urgency.
Agenda Item No.39	Administrative decisions on a day to day basis be taken by the President or the Vice President and implemented through the Secretary to the Council.
Discussion	<p>Currently the members of the seven departments have to be appointed and directors of a few departments as an interim measure are being appointed. There will be a large number of day to day administrative issues which will arise and decisions will need to be taken.</p> <p>The President and the Vice President have confirmed that they will be scheduling themselves to ensure atleast one of them is available at PMC during this interim period till appointment of the Authority members.</p>
Decision	The President and the Vice President are authorized to take day to day decisions for the administration of the Commission. All such decisions shall be communicated through the Secretary and implemented through the Secretary.



Agenda Item No.40	All communication on behalf of the Council to be undertaken by the Secretary to the Council.
Discussion	This is a requirement of the law and also will ensure proper record of all matters.
Decision	All communication on behalf of the Council to be undertaken by the Secretary to the Council.
Agenda Item No.41	Formation of Examinations & Affiliations Committee of the Council under Sec.8(2)(q) PMC Act 2020.
Discussion	In view of the upcoming MDCAT and also affiliation process of foreign programs and institutions it is considered necessary to form a committee for such purposes. As this relates to a technical matter of assessment of medical program the President suggested that all medical and dental practitioners on the Council should be part of the Committee to ensure maximum input in this extremely important exercise.
Decision	The Examinations & Affiliations Committee of the Council pursuant to Sec.8(2)(q) of the PMC Act 2020 is formed with the following as its members Dr. Rumina Hasan (Chair) Dr. Arshad Taqi The Surgeon General Dr. Asif Loya Dr. Anees Rehman The Committee may co-opt any person to the Committee as required. The Committee to oversee all matters relating to holding of MDCAT examination and assessment and affiliations of foreign institutions and programs.
Agenda Item No.42	List of post graduate qualifications and programs/institutions as currently recognized by PMC to be prepared by E&A Committee.
Discussion	As discussed in Agenda Items No.27 and No.28 the necessary assessments and listing to be undertaken by the E&A Committee.
Decision	The E&A Committee shall undertake and notify the assessments and provisionally recognized programs as per decisions under Agenda Items No.27 and No.28.
Agenda Item No.43	E&A Committee to oversee the MDCAT examination process.
Discussion	Discussed and to be implemented as per decisions of the Council.
Decision	As per decisions taken in respect of holding of MDCAT the E&A Committee will oversee the implementation in consultation and coordination with the Finance Committee and for purposes of logistic with the Vice President and Secretary Health.
Agenda Item No.44	E&A Committee to recommend minimum requirements of academic standard for accreditation of foreign institutions for review of Academic Board.

Handwritten signature

Discussion	The issue forms a part of discussions and decisions already taken in Agenda Items 27, 28 and 41.
Decision	The E&C Committee shall formulate the minimum requirements for accreditation of foreign institutions for immediate provisional recognition. These requirements shall be placed before the Academic Board in due course for their review and recommendations for further amendments.
Additional Agenda Item A	<p>Dr. Anees Rehman raised an issue regarding students from Maldives who had come to Pakistan to study in medical colleges under a special government to government arrangement. He pointed out that there were concerns regarding the future of these government programs and the students were unsure of whether they can continue their studies as well as whether they would be required to take the MDCAT or the NLE later.</p> <p>It was discussed that there are other similar programs introduced by the Government of Pakistan through the Ministry of Foreign Affairs, Establishment Division and HEC where foreign students are provided admission to public colleges. This issue requires clarification to ensure there exists no confusion.</p>
Decision	<p>The Federal Government or a Provincial Government may introduce special quota seats in public colleges, subject to such quotas not increasing the existing sanctioned student strength of each college recognized by PMC, where under foreign students may be permitted under a government to government agreement to be granted admission to public medical or dental colleges in Pakistan.</p> <p>Foreign students admitted under such quotas shall not be required to qualify the MDCAT exam. The criteria for such students shall be subject to the government policy for such quotas or the bilateral agreements for such admissions.</p> <p>Foreign students who graduate under such programs shall not be eligible for grant of Full License in Pakistan without having obtained post graduate qualification from a foreign recognized institution and program.</p> <p>Foreign students graduating under this program, if obtain a post graduate training in Pakistan by a recognized program, shall not be eligible for grant of Full License in Pakistan.</p> <p>Whether such students are to be granted a Provisional License to undertake a house job in Pakistan shall be determined as per standards to promulgated after consultation and recommendation of the Academic Board.</p>

It was agreed that next meeting of the Council shall be held on 16th October, 2020.



Secretary
Pakistan Medical Commission