

**MINUTES OF THE 30<sup>TH</sup> MEETING OF THE IMPLEMENTATION COMMITTEE  
FOR REORGANIZING THE FEDERAL GOVERNMENT  
HELD ON 09-4-2020**

The 30<sup>th</sup> meeting of the Implementation Committee was held on 09-4-2020 at 02:00 p.m. in Institutional Reforms Cell (IRC), the P.M. Office. It was chaired by Dr. Ishrat Husain, Advisor to the Prime Minister on Institutional Reforms and Austerity. The list of the participants is annexed. The agenda of the meeting was as under:

- (I) Final decision on status of the following entities of the M/o of FE&PT:
- National Talent Pool
  - Pakistan Boy Scouts and Girl Guide Associations
  - Pakistan National Commission for UNESCO
- (II) Final Decision on PHSADC of M/o Industries and Production
- (III) Discussion on vacant positions of heads of organizations in the following Ministries / Divisions:
- i. Ministry of FE& PT
  - ii. Petroleum Division
  - iii. Power Division
  - iv. Industries and Production Division
  - v. Ministry of National Health Services Regulation
  - vi. Ministry of Science and Technology

**Agenda item No. (I): Final decision on status of the following entities of the M/o of FE&PT**

**National Talent Pool**

2. The proposal of the Task Force was to make it Executive Department. However, the Ministry suggested that NTP may be abolished as a separate organization and be made part and parcel of the Ministry as a Section.

**Girls Guide Association Pakistan Boy Scouts and Girl Guide Associations**

3. The proposal of the Task Force was to make it a grant-in-aid body. The Ministry proposed that Pakistan Boy Scouts and Girls Guide Associations may be kept under Ministry of Federal Education & Professional Training as Autonomous Bodies.

## Pakistan National Commission for UNESCO

4. The Ministry agreed with the proposal of the Task Force to categorize the entity as an Executive Department.

### Agenda item No.(II): Final Decision on PHSADC of M/o Industries and Production

5. The agenda was not discussed as no one from the Ministry participated.

### Agenda item No.(III): Discussion on vacant positions of heads of organizations in the Ministries/Divisions

#### i. Ministry of Federal Education & Professional Training:

6. The Ministry informed the Committee about the efforts being made in order to fill the vacant positions of heads of various organizations under its administrative control as under:

S.No	Name of Department/ Organization	Name / Title of post	Vacant since	Mode of appointment	Action plan
1.	Federal Directorate of Education (FDE)	Director General (BS-20)	10.10.2018	Presently 100% through promotion.	The post of DG is being upgraded in BS-21 and it will be filled on contract basis through appointment by transfer / deputation basis. Revised Recruitment Rules and Creation of Post in BS-21 are under process with Finance Division.
2.	Basic Education Community Schools (BECS)	Director General (BS-20)	13.09.2018	Recruitment Rules are under process with Establishment Division.	A summary has been moved for transfer of BECS teacher/Schools to NCHD and transfer of Civil servants along with posts and incumbents to the newly created DGRE, therefore, we do not need a full time Director General in BECS.
3.	National Commission for Human Development (NCHD)	Director General (BS-20)	23.11.2018	Recruitment Rules are under process.	The posting of Mr. Hassan Baig, a BS-21 officer of Secretariat Group as DG (NCHD) under consideration with the Establishment Division.
4.	Pakistan Manpower Institute (PMI)	Director General (BS-20)	29.05.2019	100% through promotion. Due to non-availability of eligible candidate for promotion,	As PMI is to be merged into the proposed Human Development Policy Institute (HDPI). Hence there is no need to post any DG in PMI.

				Establishment Division has been requested to post suitable BS-20 officer against the said post, however, response is still awaited.	
5.	Academy of Educational Planning & Management (AEPAM)	Director General (BS-21)	--	100% through promotion. If no suitable officer is available for promotion then by transfer / direct recruitment.	Due to non-eligibility of officer in the department, Establishment has been requested to post suitable officer as DG AEPAM. However, as a stopgap arrangement, Ms. Aiysha Khalid, JS (IC) has been entrusted look after charge of the post of DG (AEPAM) w.e.f 10.02.2020.
6.	Pakistan National Commission for UNESCO (PNCU).	Secretary General (BS-20)	18.07.2018	50% through initial & 50% through promotion. Since no officer of BS-19 is available in the organization who could be promoted as Secretary General (BS-20).	Establishment Division has been requested to post suitable officer against the vacant post, response is awaited.
7.	Inter Board Committee of Chairman (IBCC)	Secretary (BS-20)	26.09.2019	Rules under process	Rules under process
8.	National Education Foundation (NEF).	Managing Director (BS-20)	22.02.2018	100% through promotion in case of non-availability through transfer/initial appointment	Recruitment Rules cleared by Establishment & Finance Divisions. Being submitted to Law Division for vetting.
9.	National Book Foundation (NBF)	Managing Director (BS-21)/MP-II	12.12.2019	MP-II	Malik Ishtiq Awan, Secretary, NBF has been entrusted additional charge to the post of MD, NBF for a period of three months However, Recruitment Rules are under process.
10.	Federal Board of Intermediate & Secondary Education	Chairman (BS-20)	22-03-2020	Through Direct Recruitment	Post advertised and 50 applications have been received, Scrutiny is under process.

The efforts and the difficulties being faced by the Ministries were discussed by the members in detail.

ii. **Petroleum Division**

7. The position explained by the Division before the Committee was as under:

(i) **Sui Northern Gas Pipelines Limited (SNGPL)**

The Summary regarding the appointment of MD, SNGPL was submitted to the Prime Minister's Office for approval. However, the same was returned with the direction to revisit the candidates proposed for the position of MD/CEO, SNGPL in view of adverse remarks made by the intelligence agencies. Thereafter, the matter was referred to the BoDs of SNGPL, which is scheduled to take up the matter in its meeting to be held on 11.04.2020.

(ii) **Sui Southern Gas Company Limited (SSGCL)**

The Board Nomination Committee (BNC) of SSGCL in its 20<sup>th</sup> meeting scrutinized the applications for the position of MD/CEO SSGCL and reached the conclusion that none of the candidates interviewed, possessed requisite skillset & competence and could implement a robust turnaround strategy in SSGCL. Therefore, the BNC of SSGCL and Petroleum Division were of the considered opinion that the recruitment process of MD/CEO SSGCL may be reinitiated with the active involvement of the HR/Head Hunting Firm in order to ensure the selection of the right individual within the next three (03) months.

(iii) **Pakistan Petroleum Limited (PPL)**

The Board of PPL has concluded the recruitment process for the post of MD/CEO PPL. After fulfilling the codal formalities, names of the top ranked candidates will be conveyed by this Division by 10<sup>th</sup> April, 2020.

(iv) **Government Holding Pvt. Limited (GHPL)**

The Summary regarding the appointment of MD/CEO GHPL was submitted to the Prime Minister's Office on 24<sup>th</sup> March, 2020.

(v) **PLL & PLTL**

The process regarding the appointment of MD/CEO PLL is deferred owing to a decision of the Federal Government regarding the merger of PLL and PLTL as a single unit as Autonomous Body. However this Division, in order to avoid further delays, advised the Boards of PLL and PLTL to conduct a joint meeting for the recruitment of a Managing Director for PLTL initially, and the merged entity, subsequently.

(vi) **Lakhra Coal Development Company Limited (LCDCL)**

The lease of land of LCDCL was cancelled/taken over by the Government of Sindh due to which the Company has ceased to operate and the matter is sub-judice in the Supreme Court of Pakistan.

(vii) **Pak-Arab Refinery Limited (PARCO)**

A panel of fourteen (14) shortlisted candidates was received from the headhunting firm engaged by PARCO. Thereafter, a High Powered Committee (HPC) was constituted at the Ministerial level, headed by the Minister for Petroleum. The HPC has conducted the interviews of the shortlisted candidates and a Summary regarding the appointment of a regular MD, PARCO will be submitted to the PMO by 20<sup>th</sup> April, 2020.

(viii) **Geological Survey of Pakistan (GSP)**

Petroleum Division (PD) attempted to fill the post of DG, GSP (BPS-21) by transfer, however no nomination was received till the closing date. A requisition was sent to the Federal Public Service Commission (FPSC) to fill the vacant post. FPSC informed that recruitment on contract basis does not fall under its purview. Thereafter, the post was advertised by the PD in the press on 23.08.2019 and after receiving 07 applications, no candidate was found eligible due to stringent age limit criteria. This Division sought a one time age relaxation in the age limit for appointment of DG, GSP (BPS-21) from the Establishment Division (ED) which was approved. New advertisement will be floated to seek applications from suitable candidates. The process for appointment of DG, GSP on regular basis will take up to 04 months.

(ix) **Hydro Carbon Development Institute of Pakistan (HDIP)**

The post of DG fell vacant on 29.11.2019 owing to Islamabad High Court's judgment dated 01.03.2019, cutting short the tenure of the then DG, HDIP. Thereafter, the post was advertised in the national dailies on 23<sup>rd</sup> March, 2020 and currently, shortlisting of applicants is under process.

8. At the end, the Ministry also crisply explained the reasons for delay. It was informed that when the government took charge, the Division was directed to initially reconstitute the Boards of Companies under its ambit and subsequently the MDs were to be appointed by the reconstituted Boards that caused the apparent delay; besides, the following head hunting challenges have also held-up the appointment of regular MDs in the respective Companies:

- a. Limited pool of experts in the Oil and Gas sector.

- b. Extraneous factors such as the perceived involvement of accountability bodies and hyperactive media discourages competent candidates to apply.

iii. **Power Division**

9. The representative of the Power Division informed the Committee that out of 25 organizations, the appointment of heads for 8 organizations have been completed and the rest are quite actively being pursued. The update status which the representative presented before the Committee is as under:

S.#	NAME OF INSTITUTION	STATUS	REMARKS
01	Alternative Energy Development Board (AEDB)	Regular CEO/ MD has been appointed after due process/approval from the Cabinet.	
02	Private Power Infrastructure Board (PPIB)		
03	National Energy Efficiency and Conservation Authority (NEECA)		
04	Jamshoro Power Company Limited (GENCO-I)		
05	Central Power Generation Company Limited (GENCO-II)		
06	Northern Power Generation Company Limited (GENCO-III)		
07	National Engineering Service of Pakistan (NESPAK)		
08	GENCO Holding Company Limited (GHCL)		
09	Lakhra Power Generation Company Limited (GENCO-IV)	The Organization is not functional.	

10	National Power Park Management Company Limited (NPPMCL)	<p>The Cabinet Approved the appointment of Mr. Syed Ali Javed Hamdani as CEO NPPMCL. While the determination of terms and conditions were under process at NPPMCL board level. On recommendation of the Privatization Commission, two public sector companies have been enlisted for each Power Plant for smooth privatization of the Power Plants under NPPMCL. Since the future of NPPMCL was uncertain, the matter was referred to Privatization Commission as to whether the appointment of CEO NPPMCL be finalized or otherwise. The Privatization Commission has advised to refer back the case to Cabinet for appropriate decision. The matter is at BoD NPPMCL level for sending reference to Cabinet through Power Division.</p>	
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11	National Transmission and Dispatch Company Limited (NTDC)	The BoD NTDC conveyed the panel to Power Division. Power Division after taking due deliberations upon the profiles held by the candidates in the panel has referred the matter to BoD NTDC for undertaking the process as per provision 6 of the Schedule I of the Public Sector Companies (Appointment of Chief Executive) Guidelines, 2015.	The post was advertised on 30.06.2019. 37 Applications were received. The BoD NTDC conveyed a panel of three candidates. The three candidates were interviewed and evaluated in the Ministry of Energy, Power Division. The Ministry did not find any candidate suitable for the appointment as MD, NTDC. The BOD NTDC has been asked to re-advertise the post of MD, NTDC.
12	Public Holding Power Company Limited (PHPL)	The case for appointment of the CEO PHPL is under process at BoD, PHPL level.	The post was advertised on 17.03.2019. 46 Applications were received.
13	Central Power Purchasing Agency Guarantee Limited (CPPA-G)	The Summary has been submitted to the Cabinet. The appointment is near finalization.	The post was advertised on 05.05.2019. 21 applications were received. The BoD CPPA-G conveyed a panel of three candidates.
14	Pakistan Electric Power Company (PEPCO)	The summary for appointment of MD, PEPCO was submitted to Cabinet. The appointment is near finalization.	The post was advertised on 17.11.2019. 38 applications were received. The BoD PEPCO has conveyed a panel of three candidates.



15	Power Information Technology Company (PITC)	The advertisement shall be published shortly.	
16	Faisalabad Electric Supply Company (FESCO)	Currently the BoDs of all DISCOs are being reconstituted. Advertisements have been issued and shortlisting has been completed. After reconstitution, the respective BoDs of DISCOs will initiate the process of appointment of CEOs.	
17	Gujranwala Electric Power Company (GEPCO)		
18	Hyderabad Electric Supply Company (HESCO)		
19	Islamabad Electric Supply Company (IESCO)		
20	Lahore Electric Supply Company (LESCO)		
21	Multan Electric Power Company (MEPCO)		
22	Peshawar Electric Supply Company (PESCO)		
23	Quetta Electric Supply Company (QESCO)		
24	Sukkur Electric Power Company (SEPCO)		
25	Tribal Areas Electric Supply Company (TESCO)		

11. The Committee discussed the cases of a few organizations quite in detail.

iv. **Ministry of Industry & Production**

12. No one from the Ministry participated in the meeting

v. **Ministry of National Health Services & Regulations**

13. The representative of the Ministry informed the forum as under:

S.#	Name of Entity	Post	Status
1.	Human Organ Transplant Authority (HOTA)	Administrator	Administrator appointed on 2.3.2020.
2.	National Health Emergency Preparedness & Response Network (NHE PRN)	Director General (BPS-20)	Interview will be rescheduled by FPSC.

3.	Pakistan Health Research Council (PHRC)	Executive Director	Post was advertised and application received. No eligible candidate found. A letter to PID has been sent for <b>re-advertisement</b> .
4.	Islamabad Blood Transfusion Authority (IBTA)	Chairman	IBTA is undergoing structural changes as it has been merged with Federal Health Regulatory Authority (FHRA)
5.	Pakistan Red crescent Society	Chairman	Chairman, appointed. <b>(MAY BE DELETED)</b>
6.	Pharmacy Council of Pakistan	President	DG (Health) is ex-officio President of the Council. <b>(MAY BE DELETED)</b> the post of Secretary, PCP will be advertised shortly.
7.	Health Services Academy	VC	V.C. appointed. <b>(MAY BE DELETED)</b>
8.	Expanded Program on Immunization (EPI)	National Program Manager	The interviews will be held shortly. <b>(MAY BE DELETED)</b>
9.	Coordination Unit to Manage Global Fund	National Coordinator	Interviews will be conducted again on 15.4.2020. <b>(MAY BE DELETED)</b>
10.	National Institute of Rehabilitation Medicine (NIRM)	Executive Director (BPS-20)	Dr. Shaista Habibullah has been assigned look after charge w.e.f; 17.1.2020. She is the only eligible candidate for regular appointment against the post. The case is under process in this regard.
11.	Population Program Wing (PPW)	Director General (BPS-20)	Dr. Shahid Hanif (BPS-20) posted as DG (Pop) vide notification dated 8.8.2019 till further orders. <b>(MAY BE DELETED)</b>
12.	National Trust For Population Welfare (NATPOW)	Chairman	Dr. Shahid Hanif granted charge of Chairman, NATPOW vide notification dated 4.9.2019.
13.	National Health Information and Resource Centre (NHIRC)	Executive Director	Post advertised on 2.10.2019. Selection under process. DSC meeting will be held under SAPM shortly. <b>(MAY BE DELETED)</b>

14.	Federal Govt. Polyclinic Islamabad	Executive Director	Dr. Naila granted charge on look after basis and to appoint her on regular basis under section -10. <b>(MAY BE DELETED)</b>
15.	Federal Medical and Dental College (FMDC)	Principal/ In-charge	Post advertised for three times. No eligible candidate has been found. <b>(MAY BE DELETED)</b>
16.	Federal General Hospital (FGH)	Director (BPS-19)	Dr. Anjum Javed, JED, PIMS, who was granted look after charge, has retired recently. The post will be filled shortly.
17.	Shaikh Zayed Post Graduate Hospital Lahore Federal Postgraduate Medical Institute Lahore	Chairman/ Dean (BPS-20)	The Chairman & Dean shall be appointed by the Federal Government for a term of 3 years. Prof. Dr. Mateen Izhar assigned the charge of Chairman/Dean to look after affairs. The Institute has recently been transferred to this Ministry. Process will be completed within 3 months.

14. Later on, the Committee discussed the matter in the context of current pandemic scenario of COVID-19.

vi. **Ministry of Science and Technology**

15. The agenda was deferred.

**DECISIONS:**

- (i) The Committee agreed to the proposal of Ministry of FE&PT for abolishing NTP as a separate entity and making it part and parcel of the Ministry as a Section.
- (ii) The Committee agreed to the proposal of Ministry of FE&PT for categorizing Pakistan Boy Scouts and Girl Guide Association as an Autonomous Body under it.
- (iii) The Committee recommended the categorization of PNCU (Pakistan National Commission for UNESCO) as an Executive Department under the Ministry of FE & PT.
- (iv) The Committee desired Finance Division to early finalize the cases related to the appointment of heads of various departments referred to it by different Ministries/Divisions.

- (v) The Committee advised Ministry of FE& PT to bring summary before ECNEC for resolving the case of BECS and NCHD.
  - (vi) The Committee recommended Ministry of FE & PT to early complete all the under process cases of appointing the heads to its various organizations including the appointment of PMI.
  - (vii) The Committee recommended Petroleum Division to expedite the process of remaining appointments.
  - (viii) The Committee recommended Power Division to early complete the ongoing process of appointing the heads.
  - (ix) The Committee urged the Ministry of Health to accomplish all the remaining appointments.
16. The meeting ended with a vote of thanks to and from the Chair.

**List of participants of the 30<sup>th</sup> Meeting of Implementation  
Committee held on 09-04-2020**

- i. Dr. Ishrat Husain, Advisor to the PM on Institutional Reforms & Austerity.
- ii. Mr. Shafqat Mahmood, Minister for Federal Education & Professional Training, Islamabad.
- iii. Syed Fakhar Imam, Federal Minister for National Food Security & Research, Islamabad.
- iv. Dr. Ijaz Munir, Secretary, Establishment Division, Islamabad.
- v. Dr. Safdar Sohail, Special Secretary, Cabinet Division, Islamabad.
- vi. Mian Asad Hayaud Din, Secretary, Petroleum Division, Islamabad.
- vii. Dr. Sajid Yoosufani, Secretary, Federal Education & Professional Training, Islamabad.
- viii. Dr. Arshad Mahmmod, Additional Finance Secretary (Exp), Finance Division, Islamabad.
- ix. Mr. Munir Azam, Additional Secretary, Power Division, Islamabad.
- x. Mr. Muhammad Umer Aziz, Joint Secretary, M/o Law & Justice, Islamabad.
- xi. Mr. Qamar Zaman, Joint Secretary, Institutional Reforms Cell (IRC).
- xii. Mr. Kanwal Javed, Deputy Secretary, M/o Federal Education & Professional Training, Islamabad.
- xiii. Mr. Sajid Mehmood Qazi, Joint Secretary (Admn & CA), Petroleum Division, Islamabad.
- xiv. Ms. Lubna Said Ghias, Deputy Secretary (Coord), Establishment Division, Islamabad.
- xv. The Deputy Secretary, IRC, Prime Minister's Office, Islamabad.
- xvi. Mr. Talat Saeed, System Analyst, Federal Education & Professional Training, Islamabad.