

**Government of Pakistan
Institutional Reforms Cell**

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WORKING PAPER FOR 30th IC MEETING
TO BE HELD ON 9-4-2019

The agenda of today's meeting is as follow:

- (i) Final decision on status of the following entities of the M/o of FE&PT
 - i. Pakistan National Commission for UNESCO
 - ii. Girls Guide Association
 - iii. Boys Scout Association
- (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. Power Division
 - ii. Petroleum Division
 - iii. Industries and Production Division
 - iv. Ministry of National Health Services Regulation
 - v. Ministry of Science and Technology

Updated List of Vacancy Positions of CEOs/MDs under Ministries Divisions

Note:

The cases for appointment of Heads/CEOs/MDs are processed by the administrative Ministries/Divisions. Establishment Division is consulted under Rule 11 (C) of Rules of Business, 1973 as this Division is mandated to ensure effective implementation of the policies of Federal Government regarding appointments in Federal Government.

2. Ministries/Divisions were requested to provide the details of the vacant positions of CEOs/MDs including the posts which are currently filled on temporary/stop-gap basis. Consequently, the list has been updated based on the information provided by the administrative Ministries/Divisions.

3. Following positions of Heads / CEOs / MDs in different organizations working under the administrative control of 27 Ministries/Divisions are vacant or being run on temporary/stop-gap basis.

S.No.	Name of Organization	Name/Title of Post	Administrative Ministry	Remarks
1.	Civil Aviation Authority (CAA)	Director General(DG)	Aviation Division	The post of Director General, Civil Aviation Authority is vacant under this Division. The Cabinet has approved assigning of additional charge of the said post to Secretary Aviation but the notification is yet to be issued by Establishment Division. Moreover, the Federal Cabinet has approved in principal the segregation of Civil Aviation Authority into Regulatory and Service Provider Functions under Aviation Division. There will be two functionary heads i.e. Director General, Civil Aviation Authority (Regulatory) and Chairman, Airport Services. The necessary laws and Rules are under process. After completion of segregation process and finalization of Laws and Rules, both the positions will be filled accordingly.

2.	National Archives of Pakistan (NAP)	Director General (BS-20)	Cabinet Division	One post of Director General is vacant since 2009, however, regular appointment is under process in FPSC.
3.	Department of Communications Security (DCS)	Ex-Officio Director General (BS-20)	-do-	One post of Additional Director General is vacant and is under process for filling up in the forthcoming Central Selection Board.
4.	Sindh Infrastructure Development Company Limited (SIDCL)	Chief Executive Officer (CEO)	do	Mr. Muhammad Sualeh Ahmed Faruqi has been appointed on interim basis w.e.f. 07.01.2015. Reply awaited.
5.	Pakistan Tourism Development Corporation (PTDC)	MD	do	The post of MD PTDC is vacant. Current charge of the post has been granted to Syed Intikhab Alam, a BS-19/SG w.e.f. 06.08.2019. Advertisement of the vacancy in daily newspapers 20th January, 2020. Shortlisting of candidates as per prescribed selection criteria February, 2020. Inter of the shortlisted candidates by the Selection Board March, 2020. Approval of the Competent forum, BOD, Federal Government etc. for appointment of the candidate.
6.	Printing Corporation of Pakistan (PCP) (New entry)	MD	do	Reply awaited
7.	Staff Welfare Organization (SWO)	Director General	Establishment Division	Additional charge of the post of DG, is assigned to JS (Admn) Establishment Division.
8.	Pakistan Academy for Rural Development (PARD) Peshawar	Director General	-do-	In the 57 th meeting of Board of Governors, PARD held on 24.02.1984, the establishment of NIPA was approved at PARD Campus and it was decided that the administrator i.e. Director General of three institutions, PARD, NIM and PPSA will be one because of certain common facilities at the campus. Therefore, DG, NIPA (now NIM) is assigned additional charge of the post of DG, PARD to Ms. Farah Hamid Khan (BS-21/PAS).
9.	Global Change Impact Study Centre (GCISC)	ED (MP-I)	Climate Change Division	Selection of Executive Director, GCISC is under process (02 months) .

10.	Climate Change Authority (CCA) (New entry)	Chairman (MP-I)	do	Recruitment Rules are under process with Law & Justice Division, Finance Division and Establishment Division for vetting. Four (04) months (subject to vetting/approval of the recruitment rules by Law & Justice, Finance Division and Establishment Division)
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11.	Pakistan Expo Centres, Lahore	CEO	Commerce Division	The case for appointment of regular CEO, Pakistan Expo Centres is under process. Advertisement for appointment of permanent CEO was published on 13-10-2019. Interview for the said post will be conducted shortly by the HR Committee of the Board of Directors of M/s. Pak. Expo Centres.
12.	Pakistan Horticulture Development and Export Company (PHDC), Islamabad	CEO	do	Advertisement for appointment Of regular CEO, PHDEC has been issued on 01.10.2019 (15 days response). The interview for the said post has been conducted by the BoD of PHDEC and the Advisor to the Prime Minister on Commerce. The names of candidates have been forwarded to SECP for evaluation regarding fit and proper criteria. Reply is still awaited.
13.	State Life Insurance Corporation of Pakistan (SLIC)	Chairman	do	The post of Chairman SAC was advertised on 17.08.2019. In response a total of sixteen (16) applications have been received. The Prime Minister has approved a Special Selection Committee which will examine the credentials of the applicants and recommend a panel of suitable candidates to the Federal Government for appointment of Chairman SLIC. While scrutinizing the CVs of the candidates, the Advisor to the PM on Commerce and Textile found none of the applicants to be fit for the post. It was therefore desired to re advertise the position of Chairman SLIC. The post has been re-advertised on 10.11.2019. Resultantly, 39 applications have been received. The applications are being scrutinized by the Shortlisting Committee.
14.	Pakistan Reinsurance Company Limited (PRCL)	CEO	do	The post of CEO PRCL Was advertised on 18.08.2019. The HR Committee of the company shortlisted five (05) candidates for the position. The Board of Directors while interviewing the Shortlisted candidates, however could not find any of the candidates having the requisite experience and qualification for the slot. The Board of Directors has therefore resolved that the post may be re-advertised. According the post has been advertised on 13.11.2019. The scrutiny committee has shortlisted 04 candidates. The interview will be conducted by the BoD of PRCL on 23.12.2019.
15.	Textile Commission's Organization	Textile Commissioner	Textile Division	The post is lying vacant however, Mr. M. Farooq Khan, Director (BS-19) is holding current charge of Textile Commissioner. The case for promotion for BS-20 of above mentioned officer is under consideration in CSB.

16.	Pakistan Cotton Standards Institute, Karachi. (New entry)	Director (BS-20)	-do-	The Division had advertised the post twice on 25.01.2017 and 03.08.2017 but no candidate was found suitable as no one fulfilled the prescribed criteria due to stringent conditions i.e. qualifications, ten publications on the subject and age limit etc. Consequently, new Recruitment Rules have been framed in light of report of MS Wing, Establishment Division, and the same are with the Finance Division for their concurrence. The post will be advertised on finalization of said rules in due course of time. It is relevant to mention that as per procedure the amendments in the service rules / regulations are made after necessary concurrence of Establishment Division and Finance Division, therefore, rules are under the consideration of Finance Division at present. In pursuance of Cabinet's Decision, the Implementation Committee for Re-organizing the Federal Government" may extend necessary guidance / issue instructions in this regard as may deem appropriate.
17.	Pakistan Military Accounts Department (PMAD)	Military Account General (BS-21/PA&AS)	Defence Division	Post is currently filled by stopgap arrangement w.e.f 10-07-2019
18.	PEPCO	MD	Power Division	PEPCO has interviewed the candidates for MD, PEPCO and after approval from Board of Directors (BoD), further process will be initiated. (Power Division has further stated that the process for filling up all vacant posts of MDs / CEOs will be completed within two months)
19.	GEPCO	CEO	-do-	Look-after charge to Mr. Mohsin Raza w.e.f. 23.11.2018. The appointment of CEOs of DISCO is under consideration due to complexity of the matter.
20.	MEPCO	CEO	-do-	Look-after charge to Mr. Tahir Mahmood w.e.f. 09.02.2019. The appointment of CEOs of DISCO is under consideration due to complexity of the matter.
21.	IESCO	CEO	-do-	Look-after charge to Mr. Shahid Iqbal w.e.f. 02.11.2018. The appointment of CEOs of DISCO is under consideration due to complexity of the matter.
22.	LESCO	CEO	-do-	Look-after charge to Mr. Mujahid Pervaiz Chattha w.e.f. 02.02.2018. The appointment of CEOs of DISCO is under consideration due to complexity of the matter.
23.	TESCO	CEO	-do-	Look-after charge to Mr. Adnan Mir w.e.f. 03.08.2019. The appointment of CEOs of DISCO

				is under consideration due to complexity of the matter.
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24.	HESCO	CEO	-do-	Look-after charge to Mr. Abdul Haq Memon w.e.f. 08.02.2019. The appointment of CEOs of DISCO is under consideration due to complexity of the matter.
25.	PESCO	CEO	-do-	Look-after charge to Mr. Muhammad Amjad Khan w.e.f. 18.05.2018. The appointment of CEOs of DISCO is under consideration due to complexity of the matter.
26.	FESCO	CEO	-do-	Look-after charge to Mr. Shafiq Ul Hassan w.e.f. 03.08.2019. The appointment of CEOs of DISCO is under consideration due to complexity of the matter.
27.	QESCO	CEO	-do-	Look-after charge to Mr. Atta Ullah Bhutta w.e.f. 11.04.2017. The appointment of CEOs of DISCO is under consideration due to complexity of the matter.
28.	SEPCO	CEO	-do-	Look-after charge to Mr. Saeed Ahmed Dawach w.e.f. 03.02.2018. The appointment of CEOs of DISCO is under consideration due to complexity of the matter.
29.	National Energy Efficiency and Conservation Authority (NEECA)	MD	-do-	Look-after charge to Mr. Waseem Mukhtar Additional Secretary-II, Power Division. The case for appointment for MD, NEECA has been approved by the Cabinet in its meeting held on 09.08.2019. The offer of appointment has been issued to Ms. Nida Rizwan Farid on 20.08.2019. Response is awaited.
30.	National Transmission & Despatch Company (NTDC)	MD	-do-	The interview process of MD, NTDC had been concluded and names of three candidates recommended by the Board of Directors will be submitted to the Competent Authority for approval for appointment of one of them as MD, NTDC within this week. (Power Division has further stated that the process for filling up all vacant posts of MDs / CEOs will be completed within two months)
31.	National Power Parks Management Company Limited (NPPMCL)	CEO	-do-	NPPMCL is being finalized by Board of Directors of NPPMCL. (Power Division has further stated that the process for filling up all vacant posts of MDs / CEOs will be completed within two months)
32.	Power Holding Private Limited (PHPL)	CEO	-do-	Look-after charge to Mr. Muhammad ZarghamEshaq Khan w.e.f. 28.04.2014. Regular appointment after advertisement is under process.
33.	Central Power Purchasing	CEO	-do-	Look-after charge to Mr. Abid Latif Lodhi w.e.f. 14.03.2019. Regular appointment after

	Agency (CPPAG)			advertisement is under process.
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34.	Pakistan State Oil Company Limited (PSOCL)	Managing Director	Petroleum Division	Summary for the Prime Minister has been sent to the PM office through Secretary Finance and Establishment Division on 18/11/2019.
35.	Pakistan Mineral Development Corporation (PMDC)	Managing Director	do	A summary for the Prime Minister was submitted through Secretary Establishment Division on 22.11.2019. The Establishment Division has endorsed the proposal of Petroleum Division and directed to place the case before the Federal Cabinet. The particulars of the candidates in the panel have been sent to IS on 28.11.2019 for soliciting the low downs of the candidates.
36.	Sui Northern Gas Pipeline Limited(SNGPL)	Managing Director	do	Two of the candidates in the panel are dual nationals and one is facing NAB inquiry. Therefore, that Division asked the BoDsSNGPL to send the particulars of 15 candidates shortlisted and conveyed by headhunter firm so that a panel of suitable candidates could be finalized.
37.	Sui Southern Gas Company Limited (SSGCL)	Managing Director	do	The Board Nomination Committee conducted interviews of 07 candidates out of ten shortlisted by the consultant on 07.12.2019. The remaining 03 candidates will be interviewed by the Committee in the current week after completion of required formalities by these candidates.
38.	Government Holdings Private Limited (GHPL)	Managing Director/CEO		The panel of the shortlisted candidates was received on 04.12.2019. The particulars of the candidates in the panel have been sent to IB on 04.12.2019 for soliciting the low downs of the candidates.
39.	Lakhra Coal Development Company Limited (LCDCL)	Managing Director/CEO	do	HR Committee of the Board will shortlisted the candidates for interview in the next 15 days.
40.	Pakistan LNG Terminals Limited (PLTL)	Managing Director/CEO	do	The post was advertised on 24-11-2019. Last date for receipt of applications was 10-12-2019.
41.	Geological Survey of Pakistan (GSP)	Director General	-do-	The Post is to be filled by 100% on promotion basis. No officer of the Department is eligible for promotion to the post. This Division tried to fill the post through transfer, FPSC and on direct recruitment on contract basis but no suitable/eligible candidate was found. Now a summary for the Prime Minister for one time relaxation in age-limit criteria is being submitted to the PM Office through Secretary Establishment Division.

42.	Pak-Arab Refinery (PARCO)	Managing Director	-do-	The post was advertised on 02-09-2019. Applications have been received & shortlisting is in-process.
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43.	Pakistan Petroleum Limited (PPL) (New entry)	MD/CEO	-do-	Shortlisting of applications is in process by the Executive Search Firm (headhunter).
44.	Pakistan LNG Limited (PLL) (New entry)	MD/CEO	-do-	The post was advertised on 24-11-2019. Last date for receipt of applications was 10-12-2019.
45.	Hydro Carbon Development Institute of Pakistan (HDIP) (New entry)	MD/CEO	-do-	The post has fallen vacant on 29-11-2019. HDIP has been advised to initiate the process for hiring of new DG HDIP on priority basis.
46.	Federal Directorate of Education (FDE)	Director General	FE&PT Division	Vacant since 10.10.2018. The post of DG, FDE is 100% through promotion. The promotion case of Directors (BS-19) could not be processed due to representation by the two Directors on provisional seniority list. Revise Recruitment Rules of FDE are under process with Establishment Division, likely to be approved in the next week as soon as recruitment rules are finalized the recruitment process of DG, FDE will be started after getting concurrence from the Finance Division & FPSC. Presently, Syed Umair Javed Joint Secretary (FE) Look after charge w.e.f. 01.07.2019.
47.	National Education Foundation (NEF)	Managing Director	-do-	Vacant since 22.02.2018. 100% through promotion. BOG has decided to advertise the post and fill the position through direct recruitment. Accordingly post was advertised and applications were received later on Chairman of the BOG has decided to approach Establishment Division for advise whether the position is to be filled through direct recruitment Or promotion. Establishment Division has now intimated that post of MD, NEF may be filled through promotion. The meeting of BOG will be called soon for the purpose and decision will be taken in light of advise of Establishment Division. At present Ms. Tahira Sheikh, senior most Director, is looking after the work of MD NEF.
48.	Basic Education Community School (BECS)	Director General	-do-	Vacant since 13.09.2018. Recruitment Rules are under process with Establishment Division. The position of DG could be filled through posting of suitable officer by the Establishment Division, Establishment Division has been requested to post suitable officer on 01.04.2019, 29.07.2019, 09.08.2019, 16.08.2019, 30.08.2019, response is

				still awaited. Dr. Ishrat Hussain Committee recommended that schools under BEGS will be transferred to provinces upto December, 2019. Therefore we do not need a full time Director General in BECS. Presently Mr. NomanLaiq, JEA/JS (IC) is looking after the work of DG, BEGS.
49.	Pakistan Manpower Institute (PMI)	Director General (BS-20)	-do-	Vacant since 29.05.2019. 100% through promotion. Due to non-availability of eligible candidate for promotion, Establishment Division has been requested to post suitable BS-20 officer against the said post on 29.07.2019, 09.08.2019, 16.08.2019, 30.08.2019, response is still awaited. Dr. Ishrat Hussain Committee recommended that PMI to be merged into the proposed Human Development Policy Institute (HDPI). Hence there is no need to post any DG in PMI.
50.	National Talent Pool (NTP)	Director General (BS-20)	-do-	Vacant since 14.05.2014. The of DG, NTP is 100% through promotion. Due to non-availability of eligible candidate for promotion, Establishment Division has been requested to post suitable BS-20 officer against the said post on 01.04.2019, 29.07.2019, 09.08.2019, 16.08.2019, 30.08.2019, response is still awaited. NIP having not such kind of work load and not properly functional, therefore it is proposed that it may be liquidated as an independent organization rather to work as Cell of the Ministry.
51.	Pakistan National Commission for UNESCO (PNCU)	Secretary General	-do-	Vacant since 18.07.2018. The post of Secretary General is 50% through initial & 50% appointment & 50% through promotion. Ms. SajidaNasreen, Assistant Secretary General (BS-18) is looking after the work of Secretary General, PNUC. 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 number of times to post suitable officer against the vacant post, response is still awaited.
52.	Pakistan Boy Scouts Association (PBSA)	Chief Commissioner / Honorary	-do-	Chief Commissioner has been selected through election dated 25.09.2019.
53.	Pakistan Madrassah	Chairman	-do-	Post vacant. Subject of "DeeniMadaris" has been transferred to FE&PT Division w.e.f.

	Education Board (PMEB)			19.12.2019
54.	Iqbal Academy Pakistan (IAP), Lahore (Autonomous Body)	Director	National History & Literary Heritage Division	The appointment of candidate recommended by Governing Body (GB) of Iqbal Academy of Pakistan Lahore has been forwarded to Establishment Division for further processing. NOC and Service Certification from employer of the candidate has been obtained and sent to Establishment Division. Summary for PM is under process as per advice of Establishment Division.
55.	Department of Archaeology and Museums, Islamabad	Director General	-do-	Director (BS-19), DOAM has been given look after charge of the post of DG. Under the rules, the post of Director General (BS-20) is a promotional post and at present no officer is eligible for promotion against this post.

56.	National Library of Pakistan (NLP), Islamabad	Director General (Chief Librarian)	-do-	According to Recruitment Rules, the post of DG is to be filled through promotion. However, that Division has not yet received any proposal from NLP for promotion against this post. Current charge has been given to the Director, NLP.
57.	Department of Libraries (DoL) (Attached Department)	Director General	-do-	According to Recruitment Rules, the post of DG is to be filled through promotion who is in line of promotion. Director (BS-19) has been facing some litigation charges. Furthermore, his quantification score of PERs is less than the required threshold. However, his case for promotion will be submitted to Establishment Division for placing before the next meeting of Central Selection Board (CSB) on completion of codal formalities.
58.	Small & Medium Enterprises (SME) Bank	CEO/ President	Finance Division	Meeting of the Selection Committee is scheduled to be held on 19 th December 2019 for recommendation of candidates for the post.
59.	Central Directorate of National Savings (CDNS)	Director General	-do-	The post was advertised on 14.11.2019. Scrutiny / shortlisting of the received applications is in process.
60.	First Women Bank	President/ CEO	-do-	Summary for the Federal Cabinet for approval of appointment of the recommended candidate as President/CEO.
61.	EXIM Bank	CEO	-do-	Summary for the Federal Cabinet for approval of appointment of the recommended candidate as CEO is under process.
62.	Public Private Partnership Authority (PPPA)	CEO	-do-	Joining of the candidate approved by the Cabinet is awaited.
63.	Secured Transaction Registry (STR) (New entry)	Registrar	-do-	The post of Registrar, Secured Transaction Registry (STR) has been advertised in the newspaper. Five candidates have been shortlisted by a Committee, the interviews of shortlisted candidates will be held on 09.12.2019. Accordingly summary for approval of the final shortlisted candidate will be moved.
64.	Office of the Controller General of Accounts	Controller General of Accounts	-do-	Summary for the Prime Minister initiated by Auditor General of Pakistan was endorsed by Finance Division on 30-05-2019. The matter is under consideration.

65.	Pakistan Development Fund Limited (PDFL)	CEO	-do-	PDFL is a public limited company registered with SECP under the Companies Ordinance, 1984 as a Non-Banking Finance Company. It is fully owned by Government of Pakistan through Finance Division. Finance Division has announced the post of CEO PDFL. In this regard, process of evaluating and shortlisting of the candidates for onwards recommendation to main interview committee has been initiated and the whole process will take at least two months to be completed.
66.	Pakistan Revenue Automation Limited (PRAL)	CEO	Revenue Division	The post was advertised on 09.04.2019 and fresh advertisement of hiring of CEO PRAL has been advertised on 24.11.2019.
67.	National Housing Authority (NHA)	Director General	Housing & Works Division	The post of Director (BS-21) is lying vacant since 18.08.2019 due to retirement of Mr. Nazir Ahmed.
68.	National Construction Limited (NCL)	Managing Director	-do-	Post is vacant since long. Now advertisement for appointment of the post of MD has been published in daily Dawn dated 04.08.2019.
69.	National Council of Social Welfare (NCSW) (New entry)	Chairman	Human Rights Division	The post of Chairman, NCSW is lying vacant since July, 12, 2019. However, this post is not to be filled through recruitment by Human Rights Division. The Prime Minister is the appointing authority who may appoint a person as the Chairman, NCSW in his discretion through the Establishment Division. Establishment Division may take appropriate action for filling up the said post.
70.	Export Processing Zones Authority (EPZA)	Chairman	Industries & Production Division	The advertisement was published on 07-07-2019. The Selection Committee could not find a suitable candidate therefore the post is being re-advertised soon. The minimum possible practical timeline for this exercise is 28-01-2020.
71.	Pakistan Steel Mill (PSM)	Chief Executive Officer	-do-	The advertisement was published on 20-08-2019. The BoD could not find a suitable candidate therefore the post was re-advertised on 3 rd November, 2019. The last date for submission of applications was 18 th November, 2019. A regular CEO will be appointed after scrutiny by the BoD latest by 28-12-2019.
72.	Furniture Pakistan (FP)	Chief Executive Officer	-do-	<ul style="list-style-type: none"> • Mr. Alamgir Chaudhry, CEO, TUSDEC was given additional charge of CEO, FP w.e.f. 07-06-2017 till the arrival of regular incumbent. • The company is in transition and financially not in the position to appoint a CEO. It has merged with PIDC w.e.f. 23.12.2019.

73.	Gujranwala Business Center (GBC)	Chief Executive Officer	-do-	<ul style="list-style-type: none"> Mr. Alamgir Chaudhry, CEO, TUSDEC was given additional charge of CEO, GBC w.e.f 08-02-2017 till further orders/instructions or arrival of regular incumbent. The Company is in transition and Mol&P during the process of re-structuring recommends that GBC may be merged with PIDC.
74.	Pakistan Stone Development Company (PASDEC)	Chief Executive Officer	-do-	Recommended for privatization by Mol&P. The implementation committee has also recommended the same, therefore Mr. Zahid Mehmood (current CEO) may continue for the time being.
75.	Pakistan Gems & Jewellery Development Company (PG&JDC)	Chief Executive Officer	-do-	Interviews of six shortlisted candidates were held on 14-11-2019. The BoD will recommend suitable candidates to this Ministry. The minimum possible timeline to complete the exercise is 15th January, 2020.
76.	Pakistan Hunting & Sports Arms Development Company (PHSADC)	Chief Executive Officer	-do-	<ul style="list-style-type: none"> Mr. Tahir Nawaz Khattak appointed as CEO on acting basis w.e.f 11-07-2017. Mol&P during the process of re-structuring recommends that PHSADC may be merged with PIDC Therefore, aCEO has not been appointed since the future of the company is unclear
77.	AikHunarAik Nagar (AHAN)	Chief Executive Officer	-do-	Recommended for liquidation.
78.	Agro Food Processing (AFP)	Chief Executive Officer	-do-	Interviews of shortlisted candidates have been conducted on 23 rd November, 2019. Board Meeting of AFP is scheduled for 06-12-2019. The minimum possible timeline for completing the exercise is 15th January, 2020.
79.	State Engineering Corporation (SEC)	Chief Executive Officer	-do-	Recommended for liquidation.
80.	Pakistan Machine Tools Factory (PMTF)	Managing Director	-do-	To be transferred to Strategic Plan Division (SPD).
81.	ENAR Petrotech Services Limited (EPSL)	Managing Director	-do-	<ul style="list-style-type: none"> Mr. Khalid Mohyuddin General Manager (GM) has been given look after charge w.e.f. 03.12.2018. Recommended to be transferred to Ministry of Petroleum & Natural Resources.

82.	Sindh Engineering (Pvt) Limited (SEL)	Managing Director	-do-	<ul style="list-style-type: none"> Mr. Rizwan Ahmed Bhatti, Chief Executive Officer (CEO) Pakistan Industrial Development Corporation (PIDC) is looking after the work of Managing Director (MD) Sindh Engineering (Pvt) Limited (SEL) w.e.f. 09-08-2019. Post of Managing Director (MD), SEL is vacant since 19-02-2010. Already on privatization list and the same has been recommended in the process of restructuring.
83.	National Institute of Engineering & Fertilizer Research (NFC-IEFR)	Director	-do-	As per decision of the Cabinet on Case No. 613/28/2019 dated 09-07-2019, the case is pending due to proposed transfer of the Institute to Ministry of Federal Education and Professional Training.
84.	Industrial Facilitation Centre (IFC)	Managing Director	-do-	It has merged with PIDC w.e.f. 23.12.2019.
85.	National Industrial Parks Development Company (NIP) (New entry)	Chief Executive Officer	-do-	The Post will fall vacant when the incumbent CEO, Mr. Rizwan Ahmed Bhatti, is confirmed as CEO, PIDC. Earlier this Organization was proposed for merger with PIDC. However, the Advisor has decided to retain this Organization and Implementation Committee is being approached in the matter. It has merged with PIDC w.e.f. 23.12.2019.
86.	Department of Explosive (DOE) (New entry)	Director General	-do-	<ul style="list-style-type: none"> The post of Director General is promotional post. Available incumbents of Department of Explosives are undergoing necessary training course i.e. "SMC" for promotion for post of Director General and will return on 20th December, 2019. Suitable incumbent will be promoted to DG accordingly. The Organization is recommended for transfer to provinces.
87.	National Fertilizer Corporation (NFC) (New entry)	Chief Executive Officer	-do-	It has merged with Trading Corporation of Pakistan (PTCP) under Commerce Division w.e.f. 23.12.2019.
88.	Central Board of Film Censors (CBFC)	Chairman	Information & Broadcasting Division	Summary to the Prime Minister was submitted dated 03.10.2019. As directed by the Prime Minister's Office the process of appointment has been initiated. Advertisement published in the National Dailies on 24.11.2019. The summary to the Prime Minister is likely to be submitted within three (03) months after interviews of the

				shortlisted candidates. The appointment will be made within one week after the approval of the Prime Minister Office.
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89.	National Press Trust (NPT)	Chairman	do	Appointment to be made in-accordance with the NPT Act, 1972. The summary to the Prime Minister is submitted for approval on 23.09.2019. The reply to the observation being re-submitted during this week. The appointment will be made within one week after the approval of the Prime Minister Office.
90.	Press Council of Pakistan (PCP)	Chairman	do	Summary submitted to the Prime Minister on 16.04.2019. After meeting observations resubmitted on 27.06.2019. The appointment will be made within one week after the approval of the Prime Minister Office.
91.	Pakistan Software Export Board (PSEB)	MD	Information Technology and Telecommunication Division	Vacant
92.	Telephone Industries of Pakistan (TIP)	Managing Director	do	Vacant
93.	Universal Services Fund Company (USF)	CEO	do	Vacant
94.	Virtual University of Pakistan (VU)	Rector	do	Vacant w.e.f. 08.03.2019
95.	Ignite R&D Fund (New entry)	CEO	do	Mr. Yusuf Hussain as CEO on own pay scale w.e.f. 07.11.2016 to 06.11.2019. (Vacant)
96.	Pakistan Sports Board (PSB)	DG	Inter Provincial Coordination Division	The post of Director General, Pakistan Sports Board (PSB) is lying vacant as the matter is subjudice in the Honorable High Court, Islamabad. However, on the direction of Honorable High Court, Islamabad a summary for the Cabinet has been moved on 11.12.2019 to constitute the Executive Committee of Pakistan Sports Board for approval of Federal Cabinet. The subject was presented before Cabinet on 24.12.2019 and duly approved minutes of the meeting are awaited. Moreover, the Executive Committee of PSB is competent to recommend the Recruitment Rules for the post of DG, PSB as per constitution of PSB; thereafter, same would be submitted to the Cabinet for approval.
97.	Inter Board Committee of Chairman (IBCC)	Secretary	-do-	Mr. Hussain Ahmed Madni a BS-20 officer of Government of Punjab is working as Secretary, IBCC. The appointment of Secretary, IBCC on contract basis is under process and will be finalized shortly
98.	Federal Land	Chairman	-do-	Vacant since 16.03.2013. M/o IPC submitted a

	Commission (FLC)			Summary for the Cabinet vide F. No. 1-629/2018-Admn (Pt) dated 04.04.2019 for appointment of Chairman FLC which was deferred by the Cabinet vide decision in case No. 394/16/2019 dated 16.04.2019. However, a fresh Summary for Cabinet for appointment, of Chairman, FLC is being moved.
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99.	J&K State Property, Lahore	Administrator	Kashmir Affairs & Gilgit-Baltistan Division	Additional Charge w.e.f. 19-06-2019 to Mr. Tahir Qurban. However, the post of CEO, Power Board Gilgit Baltistan Council is in progress which is not in the purview of Government of Pakistan.
100.	Pakistan National Shipping Corporation, Karachi (PNSC)	Chairman	Maritime Affairs Division	Summary for Cabinet, proposing appointment of Chairman PNSC, has been submitted in Cabinet Division on 14.01.2020
101.	Marine Fisheries Department (MFD) (New entry)	Director General	-do-	The post of Director General (BS-20) Marine Fisheries Department, Karachi is vacant since 30-10-2018. FPSC has been 'requested on 02-12-2019 to initiate 'the recruitment process. Establishment Division has also been requested to fill this post on deputation basis till the appointment by FPSC.
102.	Korangi Fisheries Harbour Authority (KoFHA)	MD	do	Managing Director (MP-II), KoFHA is vacant since 15-01-2018 after retirement of previous incumbent and was advertised twice i.e. 04-07-2019 & 24.09.2019, but no suitable candidate could qualify the short-listing process. Hence Establishment - Division has been requested to fill this post on deputation basis.
103.	Mercantile Marine Department (MMD), Karachi (New entry)	Principal Officer (MP-II). Head of Department	-do-	Contract period of ex-incumbent had expired on 24-01-2019. Recruitment is kinder process, which will be completed by quarter of 2020. However, the look after charge has been entrusted to experienced technical officer Mr. Qasim Saeed, Nautical Surveyor of M.M.D, till appointment of regular incumbent.
104.	Directorate of Dock Workers Safety (DDWS), Karachi (New entry)	Director, BS-19 Head of Department	-do-	This post is lying vacant since 19-09- 2012 due to non-availability of suitable candidate, despite repeated advertisements by FPSC. Affairs of this office are being manned under direct supervision of DG (P&S) Wing, BS-21, t being controlling officer since 19-09-2012. Timeline for filling-up the said post cannot be determined being the matter under the domain of FPSC. However, FPSC is being reminded to expedite the process.
105.	Marine Biological & Research Laboratory (MB&RL), Karachi (New entry)	Marine Zoologist, BS-17 (Incharge)	-do-	Consequent upon retirement of ex-incumbent, the post has become vacant in 2018. Case for promotion of eligible officials is under process for convening a meeting of DPC after fulfilling requisite formalities, which will be completed by first quarter of 2020. Current charge of said post is assigned to senior/ eligible officer Dr. Arshad Munir, Marine Biologist, BS-16 since 21-03-2018, till appointment of regular incumbent.
106.	Directorate of Seamen Welfare and Seamen	Assistant Director BS-17 (Incharge)	-do-	The case for merger of Directorate of Seamen Welfare and Seamen Hostel with Pakistan Marine Academy is under process at competent forum. In

	Hostel (DSWS) (New entry)			the 09th meeting of "Implementation Committee for Re-organizing the Federal Government," merger of this office with PMA has been recommended by the BS-20 PMA will be the head of that department. However, Assistant Director of DDWS is assigned the look-after charge to oversee the routine matters.
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107.	National Veterinary Laboratory, Islamabad	DG	National Food Security & Research Division	The post of DG (BS-20), NVL advertised on 25.12.2019 cutoff date 09.01.2020. (Shortlisting applications within 05-07 working days, issuance of call letter 05-07 working days, test / interview 25-25 working days and issuance of minutes / summary to Prime Minister 08-10 working days)
108.	Agricultural Policy Institute, Islamabad (API)	DG	-do-	Look-After charge w.e.f. 25.10.2017 to Dr. Javed Humayun Sr. Joint Secretary M/o NFS&R, Islamabad. The post is to be filled 100% by promotion. However, no senior officer in BS-20 was available in API, therefore, the post of Director General (BS-21) was twice advertised by the M/o NFS&R. However, no officer was found eligible. Now since June, 2019 senior officer (Chief BS-20) is available in API to meet the criteria as per API Service Rules.
109.	Pakistan Oilseed Development Board (PODB)	MD	-do-	The post of MD (BS-21), PODB advertised on 25.12.2019 cutoff date 09.01.2020. (Shortlisting applications within 05-07 working days, issuance of call letter 05-07 working days, test / interview 25-25 working days and issuance of minutes / summary to Prime Minister 08-10 working days)
110.	Pakistan Central Cotton Committee (PCCC)	CEO	-do-	This post is lying vacant since its creation in 2012. Recruitment is under process.
111.	Department of Plant Protection (DPP) (New entry)	Pilots (Spl. Scale).	-do-	The post of Pilots (Spl. Scale) advertised on 25.12.2019 cutoff date 09.01.2020. (Shortlisting applications within 05-07 working days, issuance of call letter 05-07 working days, test / interview 25-25 working days and issuance of minutes / summary to Prime Minister 08-10 working days)
112.	Federal Water Management Cell (FWMC) (New entry)	Director General	-do-	The post of DG, FWMC advertised on 25.12.2019 cutoff date 09.01.2020. (Shortlisting applications within 05-07 working days, issuance of call letter 05-07 working days, test / interview 25-25 working days and issuance of minutes / summary to Prime Minister 08-10 working days)
113.	Human Organ Transplant Authority (HOTA)	Administrator	NHS, R & Coordination Division	Post advertised. Interviews held on 24.10.2019. Selection under process. Timeline: one (01) month.
114.	National Health Emergency Preparedness & Response	Director General	do	FPSC fixed date for interview on 21.10.2019. One of the employee filed appeal in FST. Case subjudice. Timeline: forty five (45) days.

	Network (NHEPRN), Islamabad			
115.	Pakistan Health Research Council (PHRC)	Executive Director	do	Vacant since March, 2019. Recruitment Rules sent to CCLC on 30.10.2019 for approval. Timeline: one (01) month.

116.	Islamabad Blood Transfusion Authority (IBTA)	Chairman	do	Look after basis since 03.09.2013 to Prof. Hassan Abbas Zaheer. Rules approved by CCLC. Regular appointment will be made after notification of the rules. Timeline: forty five (45) days. It has been merged with Federal Health Regulatory Authority (FHRE) w.e.f. 23.12.2019.
117.	Expanded Program on Immunization (EPI)	National Program Manager	do	The post advertised on 22.8.2019. No eligible candidate was found. Post is being re-advertised. Timeline: one (01) month.
118.	Coordination Unit to Manage Global Fund (CUMGF)	National Coordinator	do	Interviews held on 28.11.2019. Timeline: one (01) month.
119.	National Institute of Rehabilitation Medicine (NIRM)	Executive Director (BS-20)	-do-	Dr. FazleMoula was transferred and posted by Establishment Division on deputation till further orders vide Establishment Division's Notification dated 20.12.2017. Timeline: three (03) months.
120.	National Trust For Population Welfare (NATPOW)	Chairman	do	Vacant. Dr. Shahid Hanif granted charge of Chairman, NATPOW vide notification dated 4.9.2019.
121.	National Health Information and Resource Centre (NHIRC)	Executive Director	do	Additional Charge Mr. Anjum Javed. Post advertised on 2.10.2019. Selection under process. Timeline: one (01) month.It has been merged with Health Planning, System Strengthening and Information Analysis Unit (HPSIU) w.e.f. 23.12.2019.
122.	Federal Govt. Polyclinic Islamabad.	Executive Director	do	Dr. NailaIsrar, Consultant Surgeon (BS-20) FGPC has been given look after charge of the post of ED w.e.f. 02.12.2019. Case for regular promotion sent for CSB. Timeline: one (01) month.
123.	Federal Medical and Dental College (FMDC)	Principal/ Incharge	do	Look after charge since 11.04.2018 to Mr. TanvirKhaliq. The post advertised on 10.11.2019. Timeline: one (01) month.
124.	Shaikh Zayed Post Graduate Hospital Lahore Federal Postgraduate Medical Institute Lahore	Chairman/ Dean	-do-	The Chairman & Dean shall be appointed by the Federal Government for a term of 3 years. Prof. Dr. MateenIzhar 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.
125.	Overseas Employment Corporation (OEC)	MD	OP & HRD Division	<ul style="list-style-type: none"> Currently Mr. Kashif Ahmed Noor, DG BE&OE (35-20), an officer of PA&AS is holding temporary charge of the post of the MD, OEC since 23-10-2018. Federal Government / Establishment Division

				appoints MD (OEC).
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126.	Directorate of Workers Education, (DWE), Islamabad	Director General	-do-	<ul style="list-style-type: none"> The post is 100% meant for promotion. Currently, Syed Noor ul Hassnain, Director (BS-19), is holding look after charge of the post of DG (BS-20). A case of Promotion against the post is under consideration in the Ministry of OP&HRD.
127.	Pakistan Bureau of Statistics (PBS)	Chief Statistician	Planning, Development & Special Initiatives Division	<p>The post of Chief Statistician (MP-I) advertised on 18.10.2019, closing date 01.11.2019. Total applications were received 17. Tentative time for scrutiny interview (20 days) 10.12.2019. Tentative time for final interview (20 days) 30.12.2019. Finalization of interview (15 days) 15.01.2020.</p> <p>Pakistan Bureau of Statistics (an attached department).</p>
128.	Pakistan Planning and Management Institute (PPMI)	DG	do	Look after charge w.e.f. 29-05-2014 to Dr. Muhammad Ali Noor. Requisition was sent to FPSC for recommendation. However, in order to have well qualified candidate from open market recruitment rules are being revised.
129.	Pakistan Environmental Planning & Architectural Consultants Limited (PEPAC) <i>(New entry)</i>	Managing Director	do	<p>Vacant.</p> <p>The Board of Directors PEPAC is chaired by the Secretary, Ministry of Climate Change, who has been requested to convene a meeting of BoD. The reply is awaited.</p>
130.	Pakistan Council of Scientific & Industrial Research (PCSIR)	Chairman	Science & Technology Division	<p>Look after charge to Mr. Habib Ullah Khan, Sr. Joint Secretary (Admn), S & T, Division. The post was advertised on 30.09.2018 and interviews were held on 20th and 22nd March, 2019. Summary to Cabinet for appointment of Heads of Organization were submitted to Cabinet for approval. The matter was discussed in the Cabinet meeting held on 19.11.2019, it was decided that the Committee on Institutional Reforms should deliberate on the issue. Consequently, that Ministry sought approval from the Advisor to the Prime Minister for Institutional Reforms, Prime Minister's Office, Islamabad to process the recruitment process of different Heads of S&T Organization under M/o S&T on MP-I and MP-II Scales. Reply is awaited. Once recommendation of the Committee is received, the process of recruitment will be initiated and will be completed within three months.</p>

131.	Pakistan Council for Science & Technology (PCST)	Chairman	do	Look after charge to Mr. Habib Ullah Khan, Sr. Joint Secretary (Admn), S & T, Division. The post was advertised on 30.09.2018 and interviews were held on 20 th and 22 nd March, 2019. Summary to Cabinet for appointment of Heads of Organization were submitted to Cabinet for approval. The matter was discussed in the Cabinet meeting held on 19.11.2019, it was decided that the Committee on Institutional Reforms should deliberate on the issue. Consequently, that Ministry sought approval from the Advisor to the Prime Minister for Institutional Reforms, Prime Minister's Office, Islamabad to process the recruitment process of different Heads of S&T Organization under M/o S&T on MP-I and MP-II Scales. Reply is awaited. Once recommendation of the Committee is received, the process of recruitment will be initiated and will be completed within three months.
132.	Pakistan Council of Research in Water Resources (PCRWR)	Chairman	do	Look after charge to Dr. Muhammad Ashraf, Director PCRWR. The post was advertised on 30.09.2018 and interviews were held on 20 th and 22 nd March, 2019. Summary to Cabinet for appointment of Heads of Organization were submitted to Cabinet for approval. The matter was discussed in the Cabinet meeting held on 19.11.2019, it was decided that the Committee on Institutional Reforms should deliberate on the issue. Consequently, that Ministry sought approval from the Advisor to the Prime Minister for Institutional Reforms, Prime Minister's Office, Islamabad to process the recruitment process of different Heads of S&T Organization under M/o S&T on MP-I and MP-II Scales. Reply is awaited. Once recommendation of the Committee is received, the process of recruitment will be initiated and will be completed within three months.
133.	Council for Works and Housing Research (CWHR)	Chairman (Equivalent to BS-21)	do	Look-after to Syed Javed Ali Rizvi, Principal Scientific Officer (BS-19), NIO. The Ministry sought approval from the Advisor to the Prime Minister for Institutional Reforms, Prime Minister's Office, Islamabad to process the recruitment under MP-II Scales. After decision, the post will be re-advertised.
134.	National Institute of Oceanography (NIO)	DG (Equivalent to BS-21)	do	Look-after to Dr. Nuzhat Khan, Principal Scientific Officer, NIO. The Ministry sought approval from the Advisor to the Prime Minister for Institutional Reforms, Prime Minister's Office, Islamabad to process the recruitment under MP-II Scales. After decision, the post will be re-

				advertised.
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135.	Pakistan National Accreditation Council (PNAC)	DG	Do	Look after charge to Mr. Ateeq-ur-Rehman, Director, PNAC. The post was advertised on 30.09.2018 and interviews were held on 20 th and 22 nd March, 2019. Summary to Cabinet for appointment of Heads of Organization were submitted to Cabinet for approval. The matter was discussed in the Cabinet meeting held on 19.11.2019, it was decided that the Committee on Institutional Reforms should deliberate on the issue. Consequently, that Ministry sought approval from the Advisor to the Prime Minister for Institutional Reforms, Prime Minister's Office, Islamabad to process the recruitment process of different Heads of S&T Organization under M/o S&T on MP-I and MP-II Scales. Reply is awaited. Once recommendation of the Committee is received, the process of recruitment will be initiated and will be completed within three months.
136.	National Institute of Electronics (NIE)	DG	do	Look after charge to Mr. Abdul Majeed Soomro, Chief Research Officer, NIE. The post was advertised on 30.09.2018 and interviews were held on 20 th and 22 nd March, 2019. Summary to Cabinet for appointment of Heads of Organization were submitted to Cabinet for approval. The matter was discussed in the Cabinet meeting held on 19.11.2019, it was decided that the Committee on Institutional Reforms should deliberate on the issue. Consequently, that Ministry sought approval from the Advisor to the Prime Minister for Institutional Reforms, Prime Minister's Office, Islamabad to process the recruitment process of different Heads of S&T Organization under M/o S&T on MP-I and MP-II Scales. Reply is awaited. Once recommendation of the Committee is received, the process of recruitment will be initiated and will be completed within three months.
137.	Pakistan Halal Authority (PHA)	DG	do	Look after Charge to Prof. Dr. Muhammad Tariq Masood, Joint Scientific Advisor (IL) MoST. Post has been advertised and recruitment process is underway and will be completed in three months.
138.	STEDEC Technology Commercialization Corporation on Pakistan (STEDEC)	MD	do	Look-after to Dr. Qurat-ul-Aien Syed DG, PCSIR, Laboratories Complex, Lahore. The recruitment process has been initiated and will be completed within a month.

139.	Pakistan Science Foundation (PSF) (New entry)	Chairman (Equivalent to BS-22)	do	Look-after to Dr. Malik Qaiser Majeed Addl. Secretary, MoST. With the approval of the President of Pakistan, Dr. Fazal Ahmad Khalid was appointed as Chairman, PSF on 22.10.2019. However, he regretted to join the post. The Ministry sought approval of the Advisor to the Prime Minister for Institutional Reforms, Prime Minister's Office, Islamabad to process the recruitment process of this post on MP-I Scale. Reply is awaited. Once recommendation of the Committee is received, the process of recruitment will be initiated and will be completed within three months.
140.	COMSATS University, Islamabad (CUI) (New entry)	Rector	do	Look-after to Prof. Dr. Raheel Qamar (Acting charge). Post has been advertised and recruitment process is underway and will be completed in three months.
141.	Pakistan Commissioner for Indus Waters PCIW	Indus Water Commissioner	Water Resources Division	Additional charge to Syed Muhammad Mehar Ali Shah w.e.f 19-07-2019. The process of recruitment has been initiated.

4. Following Ministries / Divisions have submitted their report as “ NIL”.

S. No.	Name of Ministry / Division
1.	National Security Division
2.	Communications Division
3.	Economic Affairs Division
4.	Foreign Affairs Division
5.	Narcotics Control Division
6.	Parliamentary Affairs Division
7.	Privatisation Division
8.	Railways Division
9.	States and Frontier Regions Division
10.	PMIC, NDMA and Pakistan Atomic Energy Commission (PAEC) (Prime Minister’s Office)
11.	Religious Affairs and Interfaith Harmony Division
12.	Postal Services Division
13.	Law and Justice Division
14.	Interior Division
15.	Defence Production Division

The background features the national emblem of Pakistan, which includes a crescent moon and a five-pointed star at the top. Below this is a shield with a green field on the left containing a white minaret and a white crescent, and a white field on the right containing a green minaret. The shield is flanked by two golden wheat stalks. At the bottom of the shield is a white banner with the Urdu motto 'ایمان، اجماع، نظم' (Iman, Ijma, Nizam).

Vacancy position of Heads of Public Sector Entities

Establishment Division

VACANCY POSITION AS OF 12.02.2020

S. No.	Name of Ministry/Division	Vacancy position on 19.11.2019	Number of positions filled after 19.11.2019	New vacancies	Latest vacancy position
1	Aviation Division	01	-	-	01
2	Cabinet Division	04	-	01	05
3	Establishment Division	02	-	-	02
4	Climate Change Division	01	-	01	02
5	Commerce Division	07	03	-	04
6	Textile Division	01	-	01	02
7	Defence Division	01	-	-	01



VACANCY POSITION AS OF 12.02.2020

S. No.	Name of Ministry/Division	Vacancy position on 19.11.2019	Number of positions filled after 19.11.2019	New vacancies	Latest vacancy position
8	Power Division	16	-	-	16
9	Petroleum Division	10	02	03	11
10	FE&PT Division	07	-	01	08
11	National History & Literary Heritage Division	06	02	-	04
12	Finance Division	07	-	01	08
13	Revenue Division	01	-	-	01
14	Housing & Works Division	02	-	-	02

VACANCY POSITION AS OF 12.02.2020

S. No.	Name of Ministry/Division	Vacancy position on 19.11.2019	Number of positions filled after 19.11.2019	New vacancies	Latest vacancy position
15	Human Rights Division	-	-	01	01
16	Industries & Production Division	19	04	03	18
17	Information & Broadcasting Division	03	-	-	03
18	IT & Telecom Division	04	-	01	05
19	Inter Provincial Coordination Division	03	-	-	03
20	Kashmir Affairs & Gilgit-Baltistan Division	01	-	-	01
21	Maritime Affairs Division	02	-	05	07

VACANCY POSITION AS OF 12.02.2020

S. No.	Name of Ministry/Division	Vacancy position on 19.11.2019	Number of positions filled after 19.11.2019	New vacancies	Latest vacancy position
22	National Food Security & Research Division	04	-	02	06
23	NHS, R & Coordination Division	17	05 (as reported by NHR & C)	-	12
24	OP & HRD Division	02	-	-	02
25	Planning, Development & Special Initiatives Division	02	-	01	03
26	Religious Affairs and Interfaith Harmony Division	01	01 (Transferred to FE&PT)	-	Nil
27	Science & Technology Division	09	-	02	11
28	Water Resources Division	01	-	-	01
	Total	134	17	23	140

MINISTRIES / DIVISIONS WITH MAXIMUM NUMBER OF VACANCY POSITION

S. No.	Name of Ministry/Division	Vacancy position on 19.11.2019	Number of positions filled after 19.11.2019	New vacancies	Latest vacancy position
1.	Power Division	16	-	-	16
2	Petroleum Division	10	02	03	11
3	Industries & Production Division	19	04	03	18
4	NHS, R & Coordination Division	17	05 (as reported by NHR & C)	-	12
5	Science & Technology Division	09	-	02	11
Total		71	11	08	68

INDUSTRIES AND PRODUCTION DIVISION

VACANT POSITION

S. No.	Name of Organization	S. No.	Name of Organization
1	Export Processing Zones Authority (EPZA)	2	Pakistan Steel Mill (PSM)
3	Furniture Pakistan (FP)	4	Gujranwala Business Center (GBC)
5	Pakistan Stone Development Company (PASDEC)	6	Pakistan Gems & Jewellery Development Company (PG&JDC)
7	Pakistan Hunting & Sports Arms Development Company (PHSADC)	8	Aik Hunar Aik Nagar (AHAN)
9	Agro Food Processing (AFP)	10	State Engineering Corporation (SEC)
11	Pakistan Machine Tools Factory (PMTF)	12	ENAR Petrotech Services Limited (EPSL)
13	Sindh Engineering (Pvt) Limited (SEL)	14	National Institute of Engineering & Fertilizer Research (NFC-IEFR)
15	Industrial Facilitation Centre (IFC)	16	National Industrial Parks Development Company (NIP)
17	Department of Explosive (DOE)	18	National Fertilizer Corporation (NFC)

POWER DIVISION

VACANT POSITION

S. No.	Name of Organization	S. No.	Name of Organization
1	PEPCO	2	GEPCO
3	MEPCO	4	IESCO
5	LESCO	6	TESCO
7	HESCO	8	PESCO
9	FESCO	10	QESCO
11	SEPCO	12	National Energy Efficiency and Conservation Authority (NEECA)
13	National Transmission & Despatch Company (NTDC)	14	National Power Parks Management Company Limited (NPPMCL)
15	Power Holding Private Limited (PHPL)	16	Central Power Purchasing Agency (CPPAG)

PETROLEUM DIVISION
VACANT POSITION

S. No.	Name of Organization
1	Pakistan Mineral Development Corporation (PMDC)
2	Sui Northern Gas Pipeline Limited(SNGPL)
3	Sui Southern Gas Company Limited (SSGCL)
4	Government Holdings Private Limited (GHPL)
5	Lakhra Coal Development Company Limited (LCDCL)
6	Pakistan LNG Terminals Limited (PLTL)
7	Geological Survey of Pakistan (GSP)
8	Pak-Arab Refinery (PARCO)
9	Pakistan Petroleum Limited (PPL)
10	Pakistan LNG Limited (PLL)
11	Hydro Carbon Development Institute of Pakistan (HDIP)

**NATIONAL HEALTH SERVICES, REGULATION AND
COORDINATION DIVISION
VACANT POSITION**

S. No.	Name of Organization
1	Human Organ Transplant Authority (HOTA)
2	National Health Emergency Preparedness & Response Network (NHEPRN), Islamabad
3	Pakistan Health Research Council (PHRC)
4	Islamabad Blood Transfusion Authority (IBTA)
5	Expanded Program on Immunization (EPI)
6	Coordination Unit to Manage Global Fund (CUMGF)
7	National Institute of Rehabilitation Medicine (NIRM)
8	National Trust For Population Welfare (NATPOW)
9	National Health Information and Resource Centre (NHIRC)
10	Federal Govt. Polyclinic Islamabad
11	Federal Medical and Dental College (FMDC)
12	Shaikh Zayed Post Graduate Hospital Lahore Federal Postgraduate Medical Institute Lahore

SCIENCE & TECHNOLOGY DIVISION
VACANT POSITION

S. No.	Name of Organization
1	Pakistan Council of Scientific & Industrial Research (PCSIR)
2	Pakistan Council for Science & Technology (PCST)
3	Pakistan Council of Research in Water Resources (PCRWR)
4	Council for Works and Housing Research (CWHR)
5	National Institute of Oceanography (NIO)
6	Pakistan National Accreditation Council (PNAC)
7	National Institute of Electronics (NIE)
8	Pakistan Halal Authority (PHA)
9	STEDEC Technology Commercialization Corporation on Pakistan (STEDEC)
10	Pakistan Science Foundation (PSF)
11	COMSATS University, Islamabad (CUI)



Presentation on delay factors in filling up of vacancies of heads of SoEs under the Petroleum Division

**Presentation to the Advisor to the PM on Institutional Reforms and Austerity.
April 9th, 2019**

Mian Asad Hayaud Din
Secretary

List of vacancies of MDs / CEOs in Companies under the Petroleum Division

1. Sui Northern Gas Pipelines Limited (SNGPL)
2. Sui Southern Gas Company Limited (SSGCL)
3. Pakistan Petroleum Limited (PPL)
4. Government Holding Pvt. Limited (GHPL)
5. Pakistan LNG Limited (PLL)
6. Pakistan LNG Terminals Limited (PLTL)
7. Lakhra Coal Development Company Limited (LCDCL)
8. Pak-Arab Refinery Limited (PARCO)
9. Geological Survey of Pakistan (GSP)
10. Hydro Carbon Development Institute of Pakistan (HDIP)

Sui Northern Gas Pipelines Limited (SNGPL)

1. The Summary regarding the appointment of MD, SNGPL was submitted to the Prime Minister's Office for approval.
2. 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.
3. 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.

Sui Southern Gas Company Limited (SSGCL)

1. The Board Nomination Committee (BNC) of SSGCL in its 20th meeting scrutinized the applications for the position of MD/CEO SSGCL and reached the conclusion that none of the candidates interviewed displayed the competence required to pursue and implement a much needed and substantially delayed turnaround strategy in SSGCL.
2. Therefore, the BNC of SSGCL and this 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.

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 10th April, 2020.

Government Holding Pvt. Limited (GHPL)

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

PLL & PLTL

1. 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.
2. 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.

Lakhra Coal Development Company Limited (LCDCL)

The lease of land of LCDCL was 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.

Pak-Arab Refinery Limited (PARCO)

1. A panel of fourteen (14) shortlisted candidates was received from the headhunting firm engaged by PARCO.
2. Thereafter, a High Powered Committee (HPC) was constituted at the Ministerial level, headed by the Minister for Petroleum.
3. 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 20th April, 2020.

Geological Survey of Pakistan (GSP) (1/2)

1. Petroleum Division (PD) attempted to fill the post of DG, GSP (BPS-21) by transfer, however no nomination was received till the closing date.
2. 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.
3. 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.
4. 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.

Geological Survey of Pakistan (GSP) (2/2)

5. New advertisement will be floated to seek applications from suitable candidates.
6. The process for appointment of DG, GSP on regular basis will take upto 04 months.

Hydro Carbon Development Institute of Pakistan (HDIP)

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

Delay factors

1. Since the government took charge, this 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.

THANK YOU

PAKISTAN RAILWAYS REVIVAL PLAN 2020

Ministry Of Railways

09th April 2020

SEQUENCE

- *Situational Analysis*
- *Strengthening Ministry of Railways*
- *Institutional Reforms of Railways Board*
- *Revamping Pakistan Railways*
- *Financial reorganization*
- *Railways police remodeling*

STRATEGIC MEASURES & SITUATION ANALYSIS

SITUATIONAL ANALYSIS

	Present	2025	2030
Passenger share	4 %	8%	15%
Freight share	6 %	10%	20%
Pensions liability	Rs. 39 billion	Rs. 45 billion	Rs. 40 billion
Train Punctuality	65 %	80%	90%
Passenger facilitation	Inadequate	Satisfactory	Satisfactory
Accidents /derailments	2-3 per day	Zero Tolerance	Zero Tolerance

STRATEGIC MEASURES

- *Governance*
- *Capacity building through induction*
- *Professional HR management*
- *Automation and digitization*
- *Private sector engagement*
- *Commercial orientation*
- *Internal accountability*
- *Research & Development*

STRENGTHENING MINISTRY OF RAILWAYS

INCUMBENT POSITIONS

- Secretary Railway Board
- DG Planning
- DG Operations
- DG Technical
- DG Coordination
- Chief Finance & A O
- Member Finance

REQUIRED POSITIONS

- Permanent Positions
 - Additional Secretary
 - Joint Secretary
 - Deputy Secretary
- Capacity Building Program
 - Business Planning
 - PPP
 - Land Management
 - IT

INSTITUTIONAL MEASURES FOR MoR

- Job description/work distribution: Notified
- Key Performance Indicators: Notified
- Capacity enhancement:
 - *Following Positions Approved*
 - Business Planning
 - PPP
 - Land Management
 - IT
 - *Hiring process to be completed in 3 months*
 - *Financial implication Rs.8.4 million per annum*

REFORMING RAILWAYS BOARD

INSTITUTIONAL REFORMS OF RAILWAYS BOARD (PRB)

- ✓ PRB strengthening with 03 more additional private members
 - *Chartered Accountant of repute*
 - *Young entrepreneur*
 - *Social scientist*
 - *Marketing expert*
 - *Human resource professional*
 - *Woman professional*
- ✓ Government to be approached for an Ordinance or an amendment to the Bill
- ✓ Chairman from Railways, public sector management or large private sector corporation
- ✓ Members to have a 3 year tenure- (autonomy/continuity of policies)
- ✓ Meetings planned quarterly- (ownership)
- ✓ Restructured PRB to oversee PR reforms agenda
- ✓ Each member shall devise policies for a stream of business- (responsibility/accountability)
- ✓ Overarching responsibility for PR functions- (internal accountability)

REVAMPING PAKISTAN RAILWAYS

REQUIRED INTERVENTIONS

- Business Planning and Development Cell
 - PPP- market forecast/analysis, risk management/mitigation
 - Private sector engagement strategy
 - Open Access Policy implementation
 - Exclusive vending rights-(PR being geographical linear entity)
- Human Resource Management and Development Cell
 - Service structure, employee mix
 - Pension Fund, KPIs, PERs, training need assessment
 - Vertical and horizontal integration
 - Attrition, retrenchment, right-sizing and repositioning
 - Mechanization and automation-(reduce HR burden)

REQUIRED INTERVENTIONS (....cont'd)

■ Land Management Directorate

- Restructure & headed by a land management expert
- Existing SOPs applied to make strategy for PPP mode
- Maximize land potential
- Separation from core business

■ Financial Analysis Wing

- Design for a solution for financial management is not available in PR for the four identified areas:
 - *Accounting System*
 - *Auditing System*
 - *Financial Analysis*
 - *Financial Management*

REQUIRED INTERVENTIONS (....cont'd)

■ Hiring of Four Experts

- Advisor Business Development
- Advisor Human Resource
- Advisor Technical
- Advisor Legal

– *All in MP-I Scale*

Hiring Process to be completed in 3 months

Financial implications of Rs. 31 million per annum

RAILWAY POLICE

REMODELLING RAILWAYS POLICE

- Mismatch between need assessment
 - Pakistan Railway requirement & solutions
 - There is no in-house capacity
 - National Police Bureau has been engaged to propose remodeling

THANKS.
QUESTIONS AND
DISCUSSION

