



**GOVERNMENT OF SINDH**  
**Sindh Technical Education &  
Vocational Training Authority (STEVTA)**

ST-19, Block 6, Gulshan-e-Iqbal, Karachi  
Ph: 021-99244113-17 Fax # 021-99244118



No: STEVTA/MD/BoG/

Dated: 18<sup>th</sup> Mar, 2020

**MINUTES OF 26<sup>th</sup> MEETING OF STEVTA BOARD OF GOVERNORS (BOG)**

**HELD ON 18<sup>th</sup> FEB, 2020**

26<sup>th</sup> meeting of Sindh TEVTA Board was held on 18<sup>th</sup> Feb 2020 at 11:00 am in the conference room of STEVTA HQs, Karachi under the chairmanship of Mr. Saleem Raza Jalbani, Chairperson, Sindh TEVTA. Following members attended the meeting:

S No	Name	Designation	Organization
1	Mr. Saleem Raza Jalbani	Chairperson	Sindh TEVTA
2	Dr. Waseem Shamshad Ali	Member / Secretary	Managing Director, Sindh TEVTA
3	Mr. Abu Bakar Ahmed Madani	Member	Representative from Information Social Welfare Department, Govt. of Sindh
4	Mr. Asadullah Abro	Member	Representative from universities & Board, Department, Govt. of Sindh
5	Mr. Ather Hussain Baloch	Member	Representative from Information Technology & Science Department, Govt. of Sindh
6	Dr. Masroor Ahmed	Member	Chairman Sindh Board of Technical Education
7	Dr. Abdul Sami Qureshi	Member	Representative from Mehran University of Engineering & Technology, Jamshoro
8	Mr. Sohail Wajahat H Siddiqui	Member	Representative from Industry
9	Dr. Fouzia Khan	Member	Representative from School Education Department, Govt. of Sindh
10	Mr. Ahmed Ali	Member	Representative Finance, Department, Govt. of Sindh

2. The meeting started with the recitation from the Holy Quran. The Chairperson STEVTA in his opening remarks welcomed the participants and thanked them for sparing their valuable time from their busy schedule.

3. Managing Director STEVTA presented the implementation status of decisions made in 25<sup>th</sup> meeting of STEVTA Board held on 25<sup>th</sup> Oct 2019. He informed that the matter of deceased quota appointment was forwarded to SGA&CD / Law Department as decided by Board. Accordingly, Law Department endorsed appointments under deceased quota and found no impediments to release of salaries to the appointees. SGA&CD desired to proceed into the matter in accordance with policy / rules. He further apprised that since, all procedural requirements were already completed / approved by Board being appointing Authority, therefore, salary for the month of Jan 2020 is released. The Board after through discussion confirmed the minutes of 25<sup>th</sup> meeting of STEVTA Board.

*Waseem Ali*

4. Subsequently, Managing Director, presented item-wise agenda before Board for discussion / decision:

Item No.	Agenda Description	Discussion / Observations	Decisions																						
02	Establishment of Public Private Partnership (PPP) Node	<p>Managing Director apprised the Board that as per section-7(1) of Sindh PPP Act 2010, the administrative head of each agency which seeks to implement a project on a Public-Private Partnership (PPP) basis, may form a PPP Node with approval of concerned Minister consisting of officers from within the Agency or other agencies, which may include representative from Finance Department and independent technical and legal experts if deemed appropriate to develop the project. Accordingly, a summary for approval of the proposal was floated to Government which is returned to seek approval of STEVTA Board. Accordingly, he proposed the following formation of STEVTA-PPP Node:</p> <table border="0"> <tr> <td>1) Director (Ops) STEVTA HQs.</td> <td>Convener</td> </tr> <tr> <td>2) Representative of Finance Department (not below rank of BS-18)</td> <td>Member</td> </tr> <tr> <td>3) Representative of NED University Karachi</td> <td>Member</td> </tr> <tr> <td>4) Representative of Dawood University of Engineering, Karachi</td> <td>Member</td> </tr> <tr> <td>5) Dy Director (Ops) STEVTA HQs,</td> <td>Member</td> </tr> </table> <p>He further apprised that a dedicated Project Implementation Unit be also established by creation of following positions:</p> <table border="0"> <tr> <td>1) Director (BS-19)</td> <td>01 position</td> </tr> <tr> <td>2) Dy Director (BS-18)</td> <td>01 position</td> </tr> <tr> <td>3) Assistant Director (BS-17)</td> <td>01 position</td> </tr> <tr> <td>4) Dy: Assist Director (BS-16)</td> <td>02 positions</td> </tr> <tr> <td>5) 1x Driver</td> <td>01 position</td> </tr> <tr> <td>6) 1x Naib Qasid</td> <td>01 position</td> </tr> </table> <p>He apprised that the officers engaged in PPP Project Implementation Unit shall be paid salaries as "existing pay &amp; allowances plus PPP Allowance @ equivalent to Project Allowance" notified by Government from time to time.</p> <p>On a query of Representative of U&amp;B, the Managing Director apprised that after seeking the approval of Board, the summary will be floated for approval of Chief Minister, Sindh in accordance with SPPP Act. Representative of MUET suggested to include representative of Agriculture University and IBA Sukkur for greater coverage of the sector /geographical area.</p>	1) Director (Ops) STEVTA HQs.	Convener	2) Representative of Finance Department (not below rank of BS-18)	Member	3) Representative of NED University Karachi	Member	4) Representative of Dawood University of Engineering, Karachi	Member	5) Dy Director (Ops) STEVTA HQs,	Member	1) Director (BS-19)	01 position	2) Dy Director (BS-18)	01 position	3) Assistant Director (BS-17)	01 position	4) Dy: Assist Director (BS-16)	02 positions	5) 1x Driver	01 position	6) 1x Naib Qasid	01 position	<p>Board approved the proposal unanimously with following revisions and such summary be floated through Finance Department:</p> <p>Serial No. 4 and 5 be replaced with  4. Rep. of Tando Jam Agriculture University, and  5) Rep. of IBA Sukkur instead of Dawood UEB, &amp; Technology.</p>
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3	Shifting of GMI Gulstan-e-Johar to GPI Sachal Goth Karachi	<p>Managing Director apprised the Board that Sindh TEVTA and Family Education Service Foundation (FESF) are partnering for imparting vocational training to Deaf under an MoU. He referred the application of FESF (as reproduced below) requesting to hand over Govt. Monotechnic Institute (GMI), Gulistan-e-Jauhar, Karachi remaining portion of building for expansion of skills training program / facilities for Deaf Reach:</p> <p><i>"To meet the public demand to scale up, DR needs more space. We would like to request STEVTA to please consider handing the entire building located at GMI Gulstan-e-Johar, Karachi currently being underutilized. Not only is space required, but the present underutilized portion is frequently visited by adult men who come to play cricket and who drive their motorcycles onto the property. This is not a healthy atmosphere, especially as we have a large number of female deaf students. We are concerned about their safety, security and overall wellbeing."</i></p> <p>He further informed the Board that existing GMI Johar will be shifted to a nearby GPI Sachal Goth (around 6KM away). The Chairman STEVTA endorsed the request of FESF and appreciated the quality training provided to deaf of Sindh. Rep. of Education Department also endorsed the contribution of FESF in general education and other sectors. Rep. of U&amp;B inquired that if the provision of building to a partner is covered under law, then we may extend our support or otherwise seek guidance from Law Department. Mr. Suhail Wajahat suggested to sign a rental agreement @ Re. 1/- to secure ownership of the building if deemed appropriate or otherwise by the STEVTA. Rep of Mehran University, desired that existing batches at GMI Gulstan-e-Johar may be continued and fresh admissions may be conducted at GPI Sachal Goth.</p>	Board approved the proposal in principle subject seeking its endorsement from Law Department as per rules / policy.
4	Institute Establishment Criteria	<p>Managing Director apprised that Punjab and KP TEVTA have setup a minimum standard / criteria for establishing a new or upgrading existing institute. In order to setup similar standard, he proposed the following criteria for perusal of Board:</p> <p><b>i. Criteria for Establishing / Upgrading an institute</b></p> <p>a. TNA (by A&amp;T and IC Wings)</p> <p>b. Population density, school-intake, availability of industry, employability.</p> <p><b>ii. Minimum Geographic Requirement to establish / upgrade institute</b></p>	Board approved criteria for strict compliance and desired to formulate regulations on the matter as well (if required).

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		<p>a. <b>GCT</b>→Division Level + Designated Industrial Area</p> <p>b. <b>GPI</b>→ District Level</p> <p>c. <b>VTI</b>→ Division Level + Designated Industrial Area</p> <p>d. <b>VTC</b>→ Tehsil Level (Atleast three trades)</p> <p>e. <b>GVI</b>→ Tehsil Level (Atleast three trades)</p> <p>f. <b>GVS</b>→ Village /UC Level (Atleast three trades)</p> <p><b>iii. No institute shall be established / upgraded if does not meet above criteria / minimum standards</b></p> <p>Mr. Suhail Wajahat and Rep. of U&amp;B Department appreciated the criteria. However, they desired that regulations to this effect may be framed in accordance with STEVTA Act (if required).</p>									
5	Fund for All Receipts (Self Help Basis & Other Training Programs)	<p>The Director Finance and Director (A&amp;T), STEVTA apprised to Board that under section 12(3) of STEVTA Act, all receipts are to be deposited into a Fund to be managed by Authority for meeting the purposes as envisaged under the Act. However, several receipts collected under Self Help Basis Program and other training programs by the institutes are managed by themselves in accordance with their previous practice. In order to streamline the SHB and other programs, the following are proposed:</p> <p><b>A. Main Budget Heads / Priorities:</b></p> <table border="0"> <tr> <td>a) Employee Related:</td> <td>35%</td> </tr> <tr> <td>b) Consumables + POL:</td> <td>10%</td> </tr> <tr> <td>c) Support Fund (M&amp;E, Gaps etc.):</td> <td>20%</td> </tr> <tr> <td>d) Maintenance &amp; Repair:</td> <td>35%</td> </tr> </table> <p>(Provided that the Review Committee may revise estimates on the recommendation of IMCs)</p> <p><b>B. Fund Mechanism:</b></p> <p>a. All receipts shall be deposited in STEVTA Fund maintained through Sindh Bank account in accordance with STEVTA Act;</p> <p>b. Budget proposal shall be submitted by March every year &amp; recommended by a committee headed by Director Admin, Director A&amp;T and Director Finance;</p> <p>c. Releases shall be made on semi-annual subject to Audit by Internal Auditor;</p> <p>d. Re-appropriations shall be made by above committee with approval of Managing Director, STEVTA;</p> <p>e. Sanction of Expenditure shall be exercised in accordance with IMC Rules;</p> <p>f. Mandatory Annual Audit shall be conducted by Authority's Internal Auditor;</p>	a) Employee Related:	35%	b) Consumables + POL:	10%	c) Support Fund (M&E, Gaps etc.):	20%	d) Maintenance & Repair:	35%	<p>Board approved the proposal with a change in "Main Budget Heads / Priorities":</p> <p>d) Maintenance &amp; Repair: 25%; and</p> <p>e) 10% endowment fund". Moreover; the Board approved rates for teaching faculty as mentioned in discussion part and rates for non-teaching staff in accordance with government daily wage policy. Board further desired to regularly present the detailed expenditure / revenue report in board meetings.</p>
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		<p>g. All payments shall be made with pre-audit;</p> <p>h. No procurement shall be made except in accordance with S-PPRA Rules.</p> <p><b>C. Rates</b></p> <p>a. Visiting Faculty: Per hour Rs. 300 for DAE and Rs. 400 for Graduate;</p> <p>b. No of posts as per standard norm for regular program</p> <p>b. Supporting Staff: No Supporting Staff shall be engaged under SHBP. However, Accountant, Gardner, Sweeper, Security Guard may be hired exceptional cases like post is vacant or non-existent;</p> <p><b>D. Hiring (Temporary / Casual / Work-Charged Engagement).</b></p> <p>a. Qualification and experience: As prescribed under STEVTA Recruitment Rules;</p> <p>b. Hiring Authority: IMC</p> <p>c. Interview: IMC</p> <p><b>E. Approval of Budget &amp; Progress Review</b></p> <p>a). Annual progress review of Institutes running SHBP shall be presented to BoG</p> <p>b). Budget proposals shall be approved by STEVTA Board.</p> <p>The Managing Director apprised that proposes steps will provide effective control on resources for better management of institutes. Rep. of MUET suggested to reserve 10% of SHBP as endowment Fund for welfare of trainees / teachers / institute. Mr. Suhail Wajahat advised that such expenditure shall be met out from profits generated through the investment of endowment fund.</p>	
6	Key Performance Indicators (KPIs)	<p>Managing Director apprised that the post of Principal and Regional Directors are to be filled by selection / transfer from amongst the persons eligible persons in accordance with DTE / STEVTA rules. Due to non-availability of any selection criteria, these positions are filled without any competitive procedure. In order to create greater competition and achieve organizational goals as envisaged under STEVTA Act, the following procedure may be adopted for filling posts of Regional Director and Principal as identified by Interview Panel periodically:</p> <p><b>1) Open circular for interested / eligible (as per rule) officers of STEVTA</b></p> <p>In every March and October, a notice shall be circulated amongst all institutes / offices for inviting applications of interested STEVTA</p>	Board unanimously approved posting of Regional Directors and Principals of selected institutes and desired to strictly allow "pay for performance" to those meeting proposed KPIs and selected / continued through Interview Panel. Moreover; the Board nominated Mr. Suhail Wajahat as a member of proposed Interview Panel. Board further desired to create surplus pool for

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		<p>Officials having minimum qualification, experience as per relevant rule and the following:</p> <ol style="list-style-type: none"> <li>a. <b>Experience:</b> 5+ Year remained posted in RD / HQs/ STI / CCPC / Any other administrative office</li> <li>b. <b>Skills:</b> Managerial, Analytical, Computer, Communication</li> </ol> <p><b>2) Interview Panel (Chairman, Managing Director, a Board Member)</b></p> <p>All applications of interested STEVTA Officers shall be scrutinized / approved by above interview panel based on following criteria:</p> <ol style="list-style-type: none"> <li>a. <b>Presentation by interested employee</b> <ol style="list-style-type: none"> <li>i. Brief Background / Performance of Applicant;</li> <li>ii. Issues at institute / region the applicant is interested in;</li> <li>iii. <b>Proposal:</b> Industrial Linkage, Placement, Admission, Environment, Academic Activities, Extra-Curricular etc.</li> <li>iv. Way Forward</li> </ol> </li> <li>b. <b>Interview of applicant by interview panel</b></li> <li>c. <b>Undertaking:</b> An undertaking by applicant to achieve KPIs, or other-wise his withdrawn from KPIs, allowance and position holding thereof; and his volunteer consent to post him anywhere at the will of Authority.</li> </ol> <p>The Chairman STEVTA apprised that these KPIs are measurable and will be reviewed periodically. A monthly allowance @ Rs. 70,000/- for Regional Director and 50,000/- for Principal as "Pay for Performance" will be allowed to them subject to their selection and annual continuation by Interview Panel based on the KPIs. Mr. Suhail Wajahat appreciated the initiative and emphasized such practice should have been done earlier. Rep. of U&amp;B inquired the financial and availability of funds for such allowance. He further asked as to where the existing persons occupying the posts of RDs and Principals will be adjusted. Managing Director apprised that the expenditure will be met out from single-line grant and sufficient provision thereof is available. Regarding, adjustment of present persons holding the posts of RDs and Principal selected institutes (as identified by Interview Panel), he apprised that they will also be given chance to prove their position before proposed Interview Panel. However, remaining persons will be posted at other institutes / offices wherein sufficient positions are lying vacant.</p>	<p>adjusting any surplus employees.</p>

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7	Official Residence Policy	<p>Managing Director appraised 12 residential colonies (located inside various institutes) were transferred to STEVTA along-with other assets in accordance with STEVTA Act. In order to properly manage / allot the official residence on merit / with transparency he presented a policy for allotment of residence (60% institute itself, 20% STEVTA Offices and 20% other STEVTA Institutes). Rep. of U&amp;B advised to follow Government Rules for allotment of official residence. He further proposed that three existing vacant residences may be converted into official guest houses and be used for official purpose @ rates as proposed under working paper. Mr. Suhail Wajahat inquired that what steps have been taken for vacation of residences illegally occupied. Director Admin STEVTA responded that several residences are occupied by outsiders / private persons / officials of other government departments and recently few residences have been got vacated through court.</p>	<p>Board approved the proposed policy and allotment of residence in accordance with Government rules. Moreover; the Board directed to get vacated all illegally occupied residences through law enforcement agencies.</p>
8	Delegation of Powers	<p><b>1. Bank Accounts and Cheque Signatories</b>  Director Finance STEVTA apprised that Rule 7(2) of STEVTA (Finance, Accounts, Works &amp; Property) Rules 2013 envisages to make all payments by cheque duly signed by Managing Director or any officer authorized in this behalf by the Board. Several accounts are maintained by STEVTA office / institutes for day-to-day affairs / <del>collection of fees under different training</del> programs. He therefore proposed that the Board may like to delegate its power upon Managing Director to authorize any officer as cheque signatories and opening of bank accounts.</p> <p><b>2. Constitution of Institute Management Committees (IMCs)</b>  The Director Finance further apprised the Board that in order to strengthen and operationalize TVET institutes in close collaboration with the private sector and industry extended autonomy in managing affairs of institutes Institute Management Committees (IMCs) are constituted under IMC (Conduct of Business) Rules 2015. However, several powers under IMC rules like formation of IMCs, appointment / acceptance of resignation of a member etc require to be delegated. Since, the matter being a routine, requires speedy disposal. Therefore, the Board may like to delegate upon Managing Director the powers to constitute IMC, appoint and accept resignation of members of IMCs.</p>	<p>1. Board unanimously approved delegation of powers for cheque signatories &amp; opening of bank accounts upon Managing Director. The Board further desired that if any amendment in rule is required for this reason, the same may be made.</p> <p>2. Board approved the proposal unanimously.</p>

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9	Formation of Provident, Benevolent and Insurance Funds	<p>Director Finance STEVTA apprised that in accordance with Rule 17(2) of STEVTA (APT) Rules 2012, all employees of Authority are entitled for such Leave, Medical Facility, Travelling Allowance, Daily Allowance, General Provident Fund, Pension and Gratuity or any other benefit in accordance with rules applicable to regular government employees. Accordingly, deductions on account of provident and insurance funds are made from the monthly salaries of employees and benevolent be made in accordance with Government Rules. He requested the Board for formation of Provident, Pension, benevolent, and group insurance funds and opening of separate bank accounts for such funds in Sindh Bank.</p> <p>Responding to a query of Rep. of U&amp;B, Director Admin apprised that all rules for regular government employees are applicable for STEVTA employees in accordance with Rule 17(2) of STEVTA APT Rules.</p>	Board approved formation of Provident, Benevolent and Insurance Funds and opening of bank accounts for those funds at any bank.
10	SNE for New Institutes	<p>Director Academics, STEVTA apprised that before establishment of Sindh TEVTA, Finance Department, Govt. of Sindh was responsible to provide operational budgets and create posts for operationalization of new institutes and offices. Now such powers have been assigned to STEVTA Board under Section 14 of STEVTA Act. Accordingly, buildings of following new institutes have been completed and require to operationalize them:</p> <ol style="list-style-type: none"> <li>1. GPI Sachal (Textile, Chemical, P&amp;G)</li> <li>2. GPI Azam Basti (Textile and Electronics)</li> <li>3. GMI Razaqabad (Addition: Electrical)</li> <li>4. GPI G North Karachi (Textile and Electronic)</li> <li>5. GPI B New Karachi (Mechanical &amp; Electrical)</li> <li>6. CoE Kotri (8 Trades)</li> <li>7. GMI Kohsar to GPI (Addition: Civil)</li> <li>8. GMI Chachro Mirpurkhas (Civil)</li> <li>9. GMI Garhi Khuda Bux, Larkana (Civil)</li> <li>10. VTC Mithi (Electrical, Plumbing, Mining, CNC, HVACR, Construction, Welding)</li> </ol> <p>Mr. Suhail Wajahat suggested to shift surplus staff to new institutes. Responding to a query of Rep. of Finance Department, Managing Director apprised that after approval of the proposal, Finance Department, Govt. of Sindh will be requested for allocation of additional funds for meeting out the expenditure.</p>	Board approved the SNE for new institutes subject concurrence by Finance Department Govt of Sindh.
11	Review of STEVTA Organogram	Director Admin STEVTA apprised that after establishment of Authority, Board has approved / revised STEVTA organogram keeping in view the workload of various sections / departments. However, after inclusion of defunct Directorate of Technical Education as Director Admin and Directorate of Manpower as Director Operations,	Board unanimously approved the revised structure / positions in the organogram of STEVTA HQs and Regional Offices as attached at

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		<p>the posts were not rationalized. Therefore, in order to streamline and rationalize the number of posts in each wing / section based on the workload necessary revisions (i.e. several new creations / merger / shifting of existing posts to other sections/wings) in the existing organogram of STEVTA HQs and Regional Directorates are essentially required.</p>	<p><b>(F/Organogram)</b> of Working Papers.</p>																																										
<p>12</p>	<p>HR Related Matters</p>	<p><b>(1) Appointing Authorities</b>  The Managing Director apprised that in accordance with Rule 5 of STEVTA APT Rules, STEVTA Board is appointing authority in respect of all posts. Further, under Rule 5(2) of STEVTA APT Rules, 2012, the Board may authorize any officer to exercise its powers of Appointing Authority. In this regard, it is proposed that Board may like to delegate its powers upon following as Appointing Authorities:</p> <table border="1" data-bbox="553 685 1127 799"> <thead> <tr> <th colspan="2">Appointing Authorities</th> </tr> </thead> <tbody> <tr> <td>Chairperson STEVTA</td> <td>For posts in BS 18 and above</td> </tr> <tr> <td>Managing Director</td> <td>For posts in BS 01-17</td> </tr> </tbody> </table> <p><b>(2) Selection Committees</b>  The Director Admin STEVTA apprised that in order to fulfil the obligation of STEVTA APT Rule 6(1) and 6(2), following Selection Committees are proposed for all future recruitments in the Authority:</p> <table border="1" data-bbox="542 1039 1127 1485"> <thead> <tr> <th colspan="3">Selection Committee I - (BS 16 and above)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>STEVTA Board member to be nominated by Board</td> <td>Chairman</td> </tr> <tr> <td>2</td> <td>Managing Director, BS-20 STEVTA</td> <td>Member</td> </tr> <tr> <td>3</td> <td>Subject Expert (not below BS-19) nominated by Chairman, STEVTA</td> <td>Member</td> </tr> <tr> <td>4</td> <td>Representative of SGA&amp;CD (not below BS 18)</td> <td>Member</td> </tr> <tr> <td>5</td> <td>Head of outsourced agency (in case of outsourcing) or Director Admin BS 19/20 STEVTA (in case of in-house)</td> <td>Member / Secretary</td> </tr> </tbody> </table> <table border="1" data-bbox="542 1507 1127 1962"> <thead> <tr> <th colspan="3">Selection Committee II - (BS 01 to 15)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Director Admin BS 19/20 STEVTA</td> <td>Chairman</td> </tr> <tr> <td>2</td> <td>Subject Expert (not below BS-18) nominated by Managing Director, STEVTA</td> <td>Member</td> </tr> <tr> <td>3</td> <td>Representative of SGA&amp;CD (not below BS 18)</td> <td>Member</td> </tr> <tr> <td>4</td> <td>Representative of Administrative Department (not below BS-18)</td> <td>Member</td> </tr> <tr> <td>5</td> <td>Rep of outsourced agency (in case of outsourcing) or Deputy Director BS 18, Admin Department STEVTA (in case of in-house)</td> <td>Member / Secretary</td> </tr> </tbody> </table>	Appointing Authorities		Chairperson STEVTA	For posts in BS 18 and above	Managing Director	For posts in BS 01-17	Selection Committee I - (BS 16 and above)			1	STEVTA Board member to be nominated by Board	Chairman	2	Managing Director, BS-20 STEVTA	Member	3	Subject Expert (not below BS-19) nominated by Chairman, STEVTA	Member	4	Representative of SGA&CD (not below BS 18)	Member	5	Head of outsourced agency (in case of outsourcing) or Director Admin BS 19/20 STEVTA (in case of in-house)	Member / Secretary	Selection Committee II - (BS 01 to 15)			1	Director Admin BS 19/20 STEVTA	Chairman	2	Subject Expert (not below BS-18) nominated by Managing Director, STEVTA	Member	3	Representative of SGA&CD (not below BS 18)	Member	4	Representative of Administrative Department (not below BS-18)	Member	5	Rep of outsourced agency (in case of outsourcing) or Deputy Director BS 18, Admin Department STEVTA (in case of in-house)	Member / Secretary	<p>Board approved the proposals unanimously with direction to mention Scale of Managing Director as BS-20 and Director Admin as BS-19/20 in the selection committees.</p> <p>The Board nominated <b>Mr. Suhail Wajahat</b> as Chairman of Selection Committee-I and Dr. Fouzia Khan as co-opted member for Selection Committee-I.</p> <p>The Board also revised distribution of marks for conduct of written test as under:  <b>“Teaching Posts:</b>  a. Academic: 30 Marks  b. Trade/Technology: 50 Marks”  <b>“Non-Teaching Posts (BS 6 and above):</b>  a. IT / Academic: 30 Marks  b. Relevant Field: 40 Marks”.</p>
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**(3) Initiation of recruitment process**

The Managing Director further proposed that in order to ensure transparency and merit following criteria shall be observed (subject to domicile, minimum qualification, experience and age requirements as per recruitment rules):

**a. Teaching Posts**

<b>Written Test (through 3<sup>rd</sup> party)</b> a. Academic (English, GK, Math): 20 Marks b. Relevant Trade / Technology: 40 Marks c. Psychometric: 20 Marks	80 Marks
<b>Interview</b>	20 Marks
Minimum 10 Marks in Interview and 50 in Written Test shall be required to qualify for further determination of merit based on number of available posts.	
1x extra mark per year shall be awarded to those already served STEVTA under any training program.	

**b. Non-Teaching Posts (BS-6 and above):**

<b>Written Test (through 3<sup>rd</sup> party)</b> a. IT Skill / Academic: 20 Marks b. Relevant Field: 30 Marks c. Psychometric: 20 Marks	70 Marks
<b>Interview</b>	30 Marks
Minimum 15 Marks in Interview and 40 in Written Test shall be required to qualify for further determination of merit based on number of available posts.	

**c. Non-Teaching Posts (BS 1-5):**

<b>Interview</b>	100 Marks
Minimum 50% Marks in Interview shall be required to qualify for further determination of merit based on number of available posts.	

The Rep. of U&B and Education Department inquired that such criteria shall be followed as envisaged under STEVTA APT Rules. Responding to the query Director Admin apprised that initial recruitment in STEVTA is made in accordance with STEVTA APT Rule 8(1). Wherein, no specific marks for test or interview are provided, which requires to be specified for ensuring transparent and meritorious recruitments in accordance with STEVTA Rules.

13	Settlement of Terms & Conditions for Post of Managing Director	The Chairman STEVTA apprised that pay & emoluments for the post of Managing Director STEVTA were approved by STEVTA Board in its 2 <sup>nd</sup> meeting as Rs. 150,000/- per month. Which was later revised in 2012 as Rs. 275,000 per month + 10% annual increase. Accordingly, the matter was placed in 22 <sup>nd</sup> meeting of BoG held on 19/10/2018 which referred the matter to HR Committee head by Secretary (Services), SGA&CD. However, SGA&CD has conveyed that the STEVTA being autonomous may decide the matter on its own. On other hand, BBSHRDB and	Board approved pay & emoluments for the post of Managing Director as per last pay drawn and STEVTA admissible regular allowances plus Authority Allowance @ Rs. 260,000/- (for BPS-20) and Rs.280,000/- (for BPS-21). The present Managing
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		<p>SPPRA approved an allowance similar to project allowance revised by Government from time to time. In order to attract and retain career officers for the post of Managing Director, he proposed that Board may approve pay &amp; emoluments for the post of Managing Director as "Last pay drawn and regular allowances admissible in STEVTA plus Authority Allowance equal to (BPS-20: Rs. 260,000/- and BPS-21: Rs. 280,000/-)" per month <b>on the analogy of SPPRA. The Chairman further requested the Board to revise &amp; fix the salary of present incumbent w.e.f. the date of his joining, accordingly.</b></p> <p>Mr. Suhail Wajahat, Rep. of Education Department, Rep. of MUET, Rep. of U&amp;B endorsed the proposal to retain the services of career officers for the post of Managing Director.</p>	Director shall be entitled for approved pay package with effect from his date of joining.
14	Change of Nomenclature of Employees / Posts (Civil Mode)	The Board directed to prepare detailed proposal after working the actual impact in consequences of restoration of original nomenclature of posts as advised by Finance Department, Government of Sindh and submit the same in forthcoming meeting of Board.	The agenda was deferred.
15	Court Matters - Appointment of Govari Shankar Lalwani	<p>Managing Director apprised the appointment matter of Mr. Govari Shankar Lalwani and his petition filed in honorable Sindh High Court. He informed the Board that the petitioner Mr. Lalwani, was appointed on one-year contract basis as Sr. Instructor BS 17 in 2004 by Secretary <b>Education on the recommendation of SPSC. As per terms of his offer of appointment, the petitioner failed to join within 10 days stipulated time. However, after four years he submitted an application on 22/11/2008 to Secretary Education for allowing him to join the post, which was regretted by Secretary Education as time barred case. The petitioner upon refusal by Education Department approached honorable Sindh High Court for seeking relief on the analogy of Mrs. Uzma Kashif (a batchmate of petitioner who was allowed to join her post on 18/6/2009). The court very kindly ordered to initiate the case of petitioner in same way as of Mrs. Uzma Kashif on the written statement of Legal Counsel of STEVTA (who submitted the statement before court on his own as no such consent was sought from STEVTA Board / Appointing Authority).</b></p> <p>He further informed the Board that since STEVTA is autonomous body functioning under STEVTA Act has no jurisdiction to appoint any civil servant. However, section 14 of STEVTA Act empowers the Board to appoint public servants. If it deems appropriate, Board may consider appointment of petitioner as public servant under STEVTA APT Rule 5.</p>	The matter was deferred by Board to be discussed / decided in forthcoming meeting of Board.

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		The majority of Board members concluded that the matter may not be decided since contents of petition, personal file of petitioner and reply of respondents are not available before Board. Therefore, the matter may be placed with complete facts of the case / appointment of the petitioner in forthcoming meeting of Board to decide the same on merit.	
16	Regularization of services / release of salaries – Miss Amna Abro	The Managing Director apprised the members that in order to functionalize the Authority, Sindh TEVTA hired the services of various officials either on contract or contingent basis in to manners i.e. 1) competitive selection process (advertisement, selection committee, interview / test) against sanctioned posts, and 2) direct hiring from contingent budget (non-sanctioned posts). In order to retain the services of officials hired through competitive selection process, STEVTA Board in its 9 <sup>th</sup> meeting approved regularization of those officials meeting the <del>criteria (selection through competitive process,</del> advertisement, interview / test). Accordingly, all those meeting the criteria were regularized. Ms. Amna Abro since she was engaged directly without any advertisement as temporary / contingent paid staff was not considered for regularization. However, the then Deputy Director Admin-I by misuse of his authority issued an illegal notification of her regularization. However, the department did not implement the impugned notification being violative of law / illegal. He further informed the Board that Ms. Amna Abro filed a petition in Sindh High Court, Sukkur for her regularization and release of salary. He requested the Board to decide the matter in accordance with the rules.	Board regretted regularization of services of Ms. Amna Abro being violative of its earlier decision / STEVTA APT Rules.  Moreover, the Board directed to: 1) declare her regularization order ab initio void as issued by an unauthorized / incompetent authority illegally;  2) discontinue her temporary / contingent paid engagement;  3) initiate disciplinary action against the then Deputy Director Admin-I, Director Admin and AM CCPC Sukkur for misuse of authority as per rules.
17	Engagement of Legal Advisor / Counsel for Larkana & Sukkur	The Managing Director submitted to the Board that the tenure of one Legal Advisor (engaged for Larkana / Sukkur regions) out of three, is completed in Jan 2020. Since, a large number of cases / petitions are pending in Larkana and Sukkur High Courts, therefore it is proposed that in place of outgoing advisor, a Legal Advisor from open market through competitive selection process may be engaged at the rates earlier approved by Board thereof. In this regard, he proposed that the Board may approve following interview committee for engagement of Legal Advisor: <b>A) Interview Committee:</b> 1) Director Admin STEVTA                      Convener 2) Rep. of Law Department                      Member 3) Incharge Legal Section STEVTA              Secretary Rep. of Finance Department inquired that what procedure will be followed for hiring the legal advisor. Managing Director responded that services of the legal advisor will be hired through	The Board approved a) hiring of Legal Advisor purely on merit and b) proposed Selection Committee.

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		competitive selection process under SPPRA Rules.	
18	Any other agenda with the approval of Chair	<p><b>1) Pay Package for the Post of Chairperson STEVTA.</b></p> <p>The Managing Director apprised the Board that the post of Chairperson STEVTA is filled by the Government in accordance with STEVTA Act. In order to decide the matter of pay &amp; emoluments for the position of Chairperson, HR Committee of STEVTA Board in its meeting held on 14/03/2009 recommended that the Chairman, subject to approval of the Government, be entitled to the status and perquisites admissible to an officer of Management Position-1 (MP-I) scale. The recommendations of HR Committee were approved by STEVTA Board in its 4<sup>th</sup> meeting held on 8/8/2009, however, for the then Chairperson, Board approved payment of Rs.100,000/- per month as an honorarium.</p> <p><b>2) Payment of Authority Allowance to Civil Servants posted at STEVTA HQs.</b></p> <p>Chairman and Managing Director STEVTA apprised the Board that public servants posted at STEVTA HQs are drawing Authority allowance @ rate approved by Board. Since, salary of employees of two directorates i.e. Admin and Operations being civil servants is paid through AG Office, therefore the allowance is not being paid to them. He requested the Board to approve payment of Authority Allowance to Civil Servants posted on sanctioned posts of Directorate of Admin and Operations out of single line grant.</p>	<p>Board endorsed grant of MP-I scale for Chairperson STEVTA as already recommended by HR Committee. Board further desired that a summary for the reason be moved to Chief Minister Sindh (through Finance Department) being appointing authority of the Chairperson STEVTA.</p> <p>The Board deferred the item with direction to prepare and propose a substitute, like honoraria in lieu of Authority Allowance to civil servants posted against sanctioned posts of STEVTA HQs in its next meeting.</p>

7. The meeting ended with a vote of thanks to and from the Chair.

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**DR. WASEEM SHAMSHAD ALI (PAS)**  
**Managing Director /**  
**Secretary STEVTA Board**

**Circulation:**

- 1) STEVTA Board Members (as per attached list)
- 2) PS to Chairperson, STEVTA HQs, Karachi