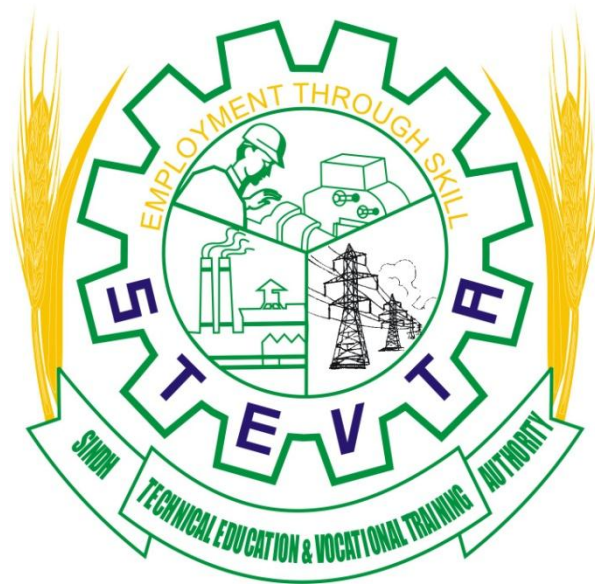


# Sindh Technical Education & Vocational Training Authority (STEVTA)

## WORKING PAPER

8<sup>TH</sup> MEETING OF STEVTA BOARD



2<sup>nd</sup> July, 2011 at 11 am



## Sindh Technical Education & Vocational Training Authority (STEVTA)

ST-19, Block 6, Gulshan-e-Iqbal, near NIPA, Karachi.

Phone No. 99244112-7 Fax No. 99244118

Website: <http://www.stevta.gos.pk>



### Working Paper 8<sup>th</sup> Meeting of STEVTA Board

Item No.	Description	Time
1	Recitation from Holy Quran	11:00 am
2	Welcome remarks by Chairman / Minister, STEVTA	11:05 am
3	Introduction of Board Members	11:10 am
4	Review & Approval of Minutes of 7 <sup>th</sup> Meeting	11:15 to 12:00 pm
5	Review & Approval of Expenditures for 2010-11 (upto 31-05-11) and Re-appropriation Budget 2010-11 ( <b>Annex-A</b> ).	
6	Review & Approval of Budget Estimates 2011-12 ( <b>Annex-B</b> )	
7	Presentation by Brig. Retd. Raja Ali on Public Private Partnership (PPP) Proposal for Pakistan Chemical & Energy Sector Skill Development Company (PCESSDC) for Technical Training Institute at Daharki	12:00 to 12:15 pm
8	Concluding Remarks	12:15 pm

# 1. Opening / Introduction

## 1.1 Welcome remarks by Chairman, STEVTA:

## 1.2 Introduction of Board Members:

The STEVTA Board members are requested to introduce themselves.

## 1.3 Review & Approval of Minutes of 6th Meeting:

The 6<sup>th</sup> Meeting of STEVTA Board was held on 12<sup>th</sup> November, 2010 at 3 pm in the Conference Room of Sindh Technical Education & Vocational Training Authority (STEVTA), at 9<sup>th</sup> Floor, Shaheen Complex, M. R. Kiyani Road, Karachi.

Following attended the Meeting:

S. No.	Name	Designation
1	Mr. Abdul Salam Thahim	Chairman / Minister, STEVTA
2	Mr. Rafique Ahmed Buriro	Additional Secretary (Finance)
3	Mr. Tahir Jawed	Vice President, Engro Chemicals
4	Engr. K M. Agha	Deputy Secretary, Labour Department
5	Mr. Abdul Shakoor Abro	Project Coordinator, Social Welfare
6	Mr. Muhammad Aslam Ghauri	Director NAVTEC
7	Prof. Muhammad Saeed Siddiqui	Chairman, SBTE, Karachi
8	Dr. A. Qadeer Khan Rajput	Vice Chancellor (Mehran University)
9	Mr. Khalid Haider Shah	Additional Secretary (II) CM Secretariat
10	Mr. Abdul Wahid Uqaily	Managing Director, STEVTA

Following decisions were taken:

S. No.	Agenda Items	Decision
01	<b>Agenda Item No. 2.1</b> Draft Agreements for PPP Projects	The Board members unanimously approved the draft PPP agreement and TORs of Governing Boards for Institutes under PPP.
02	<b>Agenda Item No. 2.2</b> TORs for Governing Boards for Institutes under PPP	

S. No.	Agenda Items	Decision
03	<p><b>Agenda Item No. 2.3</b> Governing Boards for Institutes under PPP</p>	<p>The Board approved the Governing Boards for:</p> <ul style="list-style-type: none"> <li>(i) School of Nursing, Community Midwifery &amp; Health Technicians, Sukkur</li> <li>(ii) Korangi Vocational Training Institute (KVTI), Korangi, Karachi</li> <li>(iii) Common Manufacturing &amp; Training Facility (CMTF) at PSIT, Landhi, Karachi</li> </ul>
04	<p><b>Agenda Item No. 2.4</b> Governing Board for Petroleum Technical Training Institute (PTTI), Khairpur</p>	<p>The Board approved the Governing Board for Petroleum Technical Training Institute (PTTI), Khairpur.</p>
05	<p><b>Agenda Item No. 3.1</b> Polytechnic Institute, Badin M/s British Petroleum</p>	<p>The Board approved the proposal for Public Private Partnership (PPP) with M/s British Petroleum for upgradation of existing Petroleum Technology and addition of CIT at Govt. Polytechnic Institute, Badin at an estimated cost of Rs.40.00 Million with bilateral financing of Rs.20.00 Million and Rs.20.00 Million by each partner. The breakup of STEVTA contribution will be Rs.15.00 Million for creation of endowment fund and Rs.5.00 Million as one-time operational expenditure grant.</p>
06	<p><b>Agenda Item No. 3.2</b> Vocational Institute, Nawabshah Pakistan Air Force</p>	<p>The Board approved the Public-Public Partnership proposal for Shaheen Institute of Vocational Training at Govt. Vocational Institute, Nawabshah at an estimated cost of Rs.20.00 Million.</p>
07	<p><b>Agenda Item No. 4.1</b> Approval of Draft STEVTA Recruitment Policy</p>	<p>The Board unanimously approved the Draft STEVTA Recruitment Policy 2010.</p>
08	<p><b>Agenda Item No. 4.2</b> Adoption of Sindh Civil Servants (Appointment, Promotion &amp; Transfer) Rules, 1974 / CSR</p>	<p>After detailed discussion, the Board approved the proposal of Adoption of Sindh Civil Servants (Appointment, Promotion &amp; Transfer) Rules, 1974 / CSR with appropriate modifications in Competent Authorities as already notified through Notification No. SO(C-IV)SGA&amp;CD/4-5/07 dated 26<sup>th</sup> September, 2010.</p>
09	<p><b>Agenda Item No. 4.3</b> Approval of Mode of Accounting</p>	<p>After detailed discussion the Board approved "Double Entry Accounting System" on "Accrual Basis" in accordance with "Generally Accepted Accounting Principles (GAAP)".</p>

The above minutes were circulated to the members for comments / variations of reported decisions (if any). No comments / variations were received from any member. Therefore, the Board members are requested to confirm the above minutes.

## 2. Progress / Activity Report 2010-11

S. No.	Activity	Status
2.1	<b>PPP Projects</b>	
i)	<p><a href="#">Shaheen Vocational Training Institute, Nawabshah (STEVTA-PAF Joint Venture)</a>            STEVTA under Presidential Directive has established Shaheen Vocational Training Institute (SVTI) at existing Government Vocational Institute, Nawabshah, District Benazirabad in collaboration with Pakistan Air Force (PAF) for greater employability of local youths in PAF and other Public / Private Sector at estimated cost of Rs.20 (M). Based on actual expenditure, the amount is proposed for revision to Rs.45 (M) due to increased scope of work at the request of PAF.</p> <p>The management control of the existing Govt. Vocational Institute (GVI), Nawabshah has been entrusted to the Governing Board of SVTI. The stipend for the trainees of SVTI will be provided through BBSYDP. The 1<sup>st</sup> batch of trainings commenced in month of March, 2011. The 1<sup>st</sup> batch will complete in June, 2011.</p>	Completed
ii)	<p><a href="#">GPI, Badin (STEVTA-British Petroleum Joint Venture) [Approved Cost: Rs.20 Million]</a>            After vetting of draft agreement by Law Department, Government of Sindh, the Managing Director, STEVTA has signed the Agreement with British Petroleum and District Government. All the requirements of renovation and upgradation works will be completed by District Government. Dr. Zubair Ahmed Shaikh, Director NU-FAST will be the lead person for the project execution &amp; management.</p>	In progress
iii)	<p><a href="#">Korangi Vocational Training Institute, Karachi (STEVTA-Hunar Foundation Joint Venture) [Approved Cost: Rs.80 Million]</a>            After vetting of draft agreement by Law Department, Government of Sindh, the Managing Director, STEVTA has signed the Agreement with Hunar Foundation. The preliminary work in terms of identification of civil work and equipment &amp; machinery requirements has been completed. The project is expected for formal inauguration by December, 2011.</p>	In progress
iv)	<p><a href="#">Sukkur IBA Community College, Naushehro Feroze (STEVTA-Sukkur IBA Joint Venture) [Estimated Cost: Rs.35 Million]</a>            The Chief Minister Sindh has been pleased to approve summary for establishment of Community College in the existing building of GMI Naushehro Feroze. As per understanding with IBA Sukkur, the renovation and upgradation of the institute will be taken by STEVTA at the estimated cost of Rs.35.15 Million. The IBA Sukkur will continue to offer DAE programs under the component of Technical / Vocational Education of Community College. This will be a quality enhancement measures for the DAE programs.</p>	In progress

v)	<p><u>Approved Projects (pending execution)</u> The following projects approved by STEVTA Board have not materialized due to management changes in the respective organizations:</p> <p>a) School of Nursing, Community Midwifery &amp; Health Technicians at existing Govt. Vocational Institute, Minara Road, Sukkur – HANDS (Approved Cost: Rs.30 Million)</p> <p>b) Common Manufacturing &amp; Training Facility (CMTF) at existing Pakistani Swedish Institute of Technology, Landhi, Karachi – Furniture Pakistan (Approved Cost: Rs.27 Million)</p>	Pending																																												
<b>2.2</b>	<u>Model Institutions Project</u>																																													
i)	<p>After the approval of STEVTA Board, the renovation &amp; upgradation work of 10 units is in progress. The institute-wise physical progress is as under:</p> <table border="1" data-bbox="347 638 1128 1010"> <thead> <tr> <th>S. No.</th> <th>Name</th> <th>Approved Civil Works Component</th> <th>Physical Progress</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>GPI, Lyari Karachi</td> <td>21.00</td> <td>80%</td> </tr> <tr> <td>2.</td> <td>GPI, Dadu</td> <td>19.00</td> <td>65%</td> </tr> <tr> <td>3.</td> <td>GPI, Larkano</td> <td>20.00</td> <td>60%</td> </tr> <tr> <td>4.</td> <td>GPI, Sukkur</td> <td>22.00</td> <td>80%</td> </tr> <tr> <td>5.</td> <td>GMI, Gulistan-e-Johar, Karachi</td> <td>7.20</td> <td>80%</td> </tr> <tr> <td>6.</td> <td>GMI, T. M. Khan</td> <td>15.00</td> <td>50%</td> </tr> <tr> <td>7.</td> <td>GMI, Shahdadpur</td> <td>3.00</td> <td>80%</td> </tr> <tr> <td>8.</td> <td>GMI, Naushehro Feroze</td> <td>15.30</td> <td>60%</td> </tr> <tr> <td>9.</td> <td>VTI, Kotri</td> <td>16.40</td> <td>80%</td> </tr> <tr> <td>10.</td> <td>VTC, Mirpurkhas</td> <td>8.60</td> <td>50%</td> </tr> </tbody> </table> <p>The tender for supply of equipment &amp; machinery and furniture &amp; fixture has been published and the procurement is likely to be completed by end July, 2011. It is expected that these institutes would be fully functional from the next academic session 2011-12.</p>	S. No.	Name	Approved Civil Works Component	Physical Progress	1.	GPI, Lyari Karachi	21.00	80%	2.	GPI, Dadu	19.00	65%	3.	GPI, Larkano	20.00	60%	4.	GPI, Sukkur	22.00	80%	5.	GMI, Gulistan-e-Johar, Karachi	7.20	80%	6.	GMI, T. M. Khan	15.00	50%	7.	GMI, Shahdadpur	3.00	80%	8.	GMI, Naushehro Feroze	15.30	60%	9.	VTI, Kotri	16.40	80%	10.	VTC, Mirpurkhas	8.60	50%	In progress
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<b>2.3</b>	<p><u>Sindh Skill Development Project (SSDP)</u> The World Bank has agreed to finance Sindh Skill Development Project at an estimated cost of Rs.2155.23 Million including 20% counter funding by the Government of Sindh.</p> <p>The objective of program is to strengthen Short-Term Skill Development Training Programs under Benazir Bhutto Shaheed Youth Development Program (BBSYDP), upgradation of selected training programs in STEVTA institutions and capacity building of project implementation team and STEVTA staff. The PC-I of the project has been approved by the PDWP, CDWP, ECNEC and Board of Directors of the World Bank. The preliminary work for Component-II and III of the project implementation has already commenced by Project Management Unit (PMU), STEVTA.</p>	To be executed from 1 <sup>st</sup> July, 2011																																												
<b>2.4</b>	<p><u>Establishment of STEVTA Headquarter</u> The STEVTA Headquarter was shifted to newly constructed building on 7<sup>th</sup> March, 2011. The refurbishment and automation work of the building has been completed. Due to this project, the MD's Secretariat and two operational directorates have been co-located in the newly established Headquarter. Besides enhancing efficiency and productivity due to co-location, the project has created space for further expansion of STEVTA Headquarter and saved an estimated recurring expenditure of Rs.5.5 Million on the rentals paid to M/s Shaheen Complex.</p> <p>The building is being formally inaugurated on the day of 7<sup>th</sup> Board Meeting of STEVTA.</p>	Completed																																												

2.5	<u>Lifeline Repairs</u> Under the lifeline repair works, following projects were initiated showing physical progress against each:			In progress	
	<b>S. No.</b>	<b>Name</b>	<b>Approved Civil Works Component</b>		<b>Physical Progress</b>
	1.	GPI, Thatto	3.00		100%
	2.	VTC, Shanti Nagar	1.00		100%
	3.	Electrification works at H.Q.	0.50		100%
	4.	GCT, Hyderabad	3.00		80%
	5.	Plantation works at GCT Hyd.	0.50		100%
	6.	VTC (Girls), Korangi No. 3	1.00		100%
	7.	GVS, Dumba Goth	0.90		100%
	8.	GCT, Karachi	6.00		60%
	9.	RD Office, Mirpurkhas	7.00		60%
	10.	GMI, F.B. Area, Karachi	1.00		NIT issued
	11.	VTC (Girls), Orangi Town	1.00		- do -
	12.	GVS, Bufferzone	1.00		- do -
	13.	GCT, Hyderabad (face lifting)	7.40		- do -
	14.	GCT, Hyderabad (admin block)	16.20		- do -
	15.	GCT, Hyderabad (external drainage & sewerage)	5.00		- do -
	16.	GVS, Shahdadpur	4.70		- do -
	17.	GPI (Women), Korangi 3½	1.00		- do -
	18.	Trade Testing Board	1.00		- do -
	19.	External Electrical Distribution and Installation of PMT at H.Q.	1.00		- do -
20.	Plantation, beautification and maintenance contract for H.Q.	1.00	- do -		
<b>Total</b>					
2.6	<u>Oracle ERP for Human Resource &amp; Financial management</u> The customization work of the Oracle ERP has been completed by M/s Sapphire Consulting Services. The ERP is expected to go live for STEVTA H.Q. by end June, 2011.			In progress	
2.7	<u>DAE / B. Tech Admission Session 2010-11 and 2011-12</u> For the first time, the admission process was completed through NTS as per the approval of the Board. This was a major success in terms of improving the quality of intake for various STEVTA programs. Besides, this measure has resulted in development of database for analytical purposes.			Completed	
2.8	<u>E-Monitoring System (EMS)</u> For good governance and effective control over the Human Resource located at far flung areas, the STEVTA MIS Department has developed E-Monitoring System. All the institutes and offices have been provided with 4MB Enterprise DSL connection. Due to E-Monitoring, the attendance and time punctuality of the staff has significantly increased.  Besides, student attendance and course content coverage is also proposed to be automated through E-Monitoring.  It is proposed to strictly enforce 75% attendance requirement for submission of examination forms to SBTE.			Completed	

<p>2.9</p>	<p><u>Human Resource Development (Capacity Building)</u>          STEVTA organized 02 days short in house training for Visiting Faculty in pedagogical skills through Staff Training Institutes. The trainings were conducted at each of the 23 District Headquarters.</p> <p>ILO has been agreed to support STEVTA for capacity building of STEVTA Management / Principals / Teachers at the estimated cost US\$0.4 Million. Initially, following 03 training programs have been scheduled:</p> <ul style="list-style-type: none"> <li>➤ <b>NRSP-IRM:</b> Training of 30 Trainers – 1<sup>st</sup> week of July, 2011</li> <li>➤ <b>NRSP-IRM:</b> 15 Administrators / Regional Directors / Deputy Directors – Last week of July, 2011</li> <li>➤ <b>NRSP-IRM/ILO-ITC:</b> Training of 30 Principals / Heads of Institutions at Islamabad – September 2011.</li> <li>➤ Besides above, STEVTA has planned to upgrade skills level of Technical Teachers in collaboration with NU-FAST University during summer vacations for 03 weeks. The tentative commencement of training is 13<sup>th</sup> June, 2011.</li> </ul>	<p>To be executed from July, 2011</p>
<p>2.10</p>	<p><u>Conferences, Seminars and Exhibitions:</u></p> <p><b>i) Human Resource Development through TEVT Revitalization</b></p> <p>STEVTA organized 1<sup>st</sup> National Conference on “Human Resource Development through TEVT Revitalization” on <b><u>20<sup>th</sup> December, 2010</u></b> at Karachi.</p> <p>The objectives of the conference were to share experiences, ideas, strategies and new initiatives and increased level of cooperation and coordination amongst Provincial TEVTAs and bilateral / multilateral donors working in TEVT sector in Pakistan.</p> <p><b>ii) Inter Regional Sports Competition, 2011</b></p> <p>In order to boost up the students participation in academic and co-curricular activities at the institute level, which is the major challenge for STEVTA, the 1<sup>st</sup> Inter Regional Sports Competition was organized in Karachi on 26<sup>th</sup> May, 2011. More than 200 sportsmen from all parts of Sindh participated in final events of Athletics, Cricket, Football and other indoor games.</p> <p><b>iii) 1st Sindh Technical &amp; Vocational Exhibition and Inauguration of Family Park &amp; Jogging Track</b></p> <p>1<sup>st</sup> Sindh Technical / Vocational Exhibition was organized at Makli Polytechnic Institute, Thatto on <b><u>28<sup>th</sup> May, 2011</u></b>. The students from all over Sindh participated in the exhibition and displayed their projects / jobs.</p> <p>The prime objective of the exhibition was to promote innovation, competitiveness and entrepreneurship amongst the students and teachers.</p> <p>Besides, the other major objective was to encourage High School students and their parents for <u>Blue Collar Career</u> by opting for Technical Education and Vocational Training.</p> <p>The recently developed Family Park / Jogging Track in the premises of the institute was also dedicated to the memory of</p>	<p>Completed</p>



(Late) Abdul Jalil Memon, former MPA / Minister Cooperation from Thatto, who performed his last public ceremony in the institute as Chief Guest on the occasion of Institute-Industry Linkage Seminar held on 19 <sup>th</sup> December, 2010.	
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## 3. Approvals

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### 3.1 Engagement of Visiting Faculty:

As per the Baseline Survey conducted by STEVTA in 2009, upto 60% shortage of teaching staff in GCTs / GPIs / GMLs was identified which seriously hindered academic activities.

Realizing emergent requirement of faculty for STEVTA Institutions, 650 visiting faculty members (Lecturers / Instructors) were engaged through a well-advertised process after obtaining the approval of Chairman / Minister, STEVTA in anticipation of approval by STEVTA Board.

The remunerations were paid to the visiting faculty @ Rs.250/- and Rs.150/- per lecture respectively on the basis of classes conducted as per weekly timetable.

The measure has resulted into improvement of attendance and academic activities at the institute level. In order to ensure transparency & merit in the process, the National Testing Service has been asked to develop a certification test for technical teachers. For the academic session 2011-12, preference will be given to the candidates possessing NTS Technical Teachers Certificate for engagement as visiting faculty.

#### Recommendation:

The Board is requested to approve the proposal.

### 3.2 Accreditation & Certification through City & Guilds London:

Presently, the average rate of remittance by expatriate Pakistanis is US\$1000 per head / annum which is lowest in comparison to other countries in South Asia especially Sri Lanka with US\$3000 per head / annum.

The tangible increase in remittances by Sri Lankan expatriate workers is mainly due to the internationally recognized certification system.

City & Guilds (UK) is an internationally recognized certification body especially in Europe & Middle East i.e. the target for Pakistani expatriate workers. Punjab TEVTA has recently signed MOU with City & Guilds and its subsidiary Skills International for capacity building of its trainers and internationally recognized programs to be certified by City & Guilds.

On the pattern of Punjab TEVTA, it is proposed to get accreditation of 15 TEVT Institutions to offer DAE and other vocational diploma / certificate courses in the Evening Session in the institutions meeting prescribed criteria of City & Guilds (UK). The estimated cost of the assignment is Rs.20.00 Million.

### Recommendation:

The Board is requested to approve the proposal.

### **3.3 Appointment of Chartered Accountant Firm:**

As per the requirement of STEVTA Act, the accounts of STEVTA are to be audited by an External Chartered Accountant firm. The STEVTA has completed competitive selection process for selection of External Auditor as per the SPPRA requirements.

### Recommendation:

The Board is requested to approve the appointment of M/s Tariq Abdul Ghani & Company as External Auditor for STEVTA to audit the accounts for the financial years 2008-09, 2009-10 and 2010-11 at cost of Rs.412,500.

### **3.4 PPP Phase-II:**

The Government of Sindh has allocated Rs.200.00 Million for projects under Public Private Partnership (PPP) in the year 2010-11. However, Rs.75.00 Million were released. The reduced releases were due to under utilization in the previous year. So far, only 02 projects have materialized under the PPP. The remaining approved projects are awaiting execution.

The STEVTA has submitted budget estimates to Finance Department for Rs.200 Million grant under PPP for the financial year 2011-12. Several organizations have shown interest in partnering with STEVTA for improvement of Technical Education & Vocational Training under PPP. It is therefore, proposed that the advertisement for 2<sup>nd</sup> phase of PPP may be launched.

### Recommendation:

The Board is requested to approve launching of 2<sup>nd</sup> phase of PPP in line with the policy for PPP already approved by the STEVTA Board.

### 3.5 Single Line Grant for Vacant Posts reflected in SNE:

Under the STEVTA Act, only the existing regular Government employees have been protected as civil servants. All the future recruitments against vacant posts (direct recruitment quota) are to be filled by STEVTA under the STEVTA Recruitment Policy, 2010 approved by Board in its 6<sup>th</sup> Meeting. The employees recruited by STEVTA shall be the employees of the Authority and will not have the status of civil servants.

Presently, the salary component (filled and vacant posts) is being released by Finance Department directly to the institutions through respective District Account Offices / AG Office against the approved posts reflected in the budget book. Resultantly, the allocated fund against the vacant posts (to be recruited by STEVTA) is not being utilized.

In order to meet the shortage of essential non-teaching staff in various STEVTA Institutions, advertisements were made in leading dailies as per the eligibility criteria prescribed in the STEVTA Recruitment Policy. The selection process is likely to be completed shortly.

In order to meet the requirements of STEVTA Act, it is proposed that the Finance Department may be requested to transfer the salary component of all the vacant posts (direct recruitment quota) as a single line grant. The similar pattern has also been adopted by Punjab TEVTA.

The STEVTA has already developed capacity for managing the payroll for its employees through Oracle based ERP and online disbursement through MCB Bank Ltd.

#### Recommendation:

The Board is requested to approve transfer of salary component of vacant posts (under direct recruitment) through single line grant by Finance Department and approve transfer of following advertised positions to STEVTA:

Scale	No of Posts	Monthly Salary	Annual Salary	Total
SPS-10	32	10,423	125,076	4,002,432
SPS-08	100	9,800	117,600	11,760,000
SPS-07	54	9,510	114,120	6,162,480
SPS-06	155	9,295	111,540	17,288,700
SPS-05	6	9,101	109,212	655,272
SPS-02	302	8,205	98,460	29,734,920
<b>Total</b>	<b>649</b>	<b>56,334</b>	<b>676,008</b>	<b>69,603,804</b>

### **3.6 Revision of Organogram and Terms of Appointment:**

**a. Organogram:** The Organogram for the STEVTA was approved by the Board in its 3<sup>rd</sup> meeting. However, due to changed requirements, following additions to the STEVTA Organogram are required:

- i) Director Industrial Coordination (SPS-19)
- ii) Deputy Director (HR) (SPS-18)
- iii) Security Incharge (SPS-16)
- iv) Supporting staff i.e. 1 x DAD (SPS-16), 2 x DPAs (SPS-14), 1 x Driver (SPS-05) and 1 x Attendant (SPS-02) for each functional Director.

**b. Terms of Appointment:** The STEVTA has engaged various officials through competitive selection process (from public / private sector) on contract basis against specialized positions reflected in STEVTA organogram. In order to retain the services of the officials meeting performance benchmark, it is proposed to review the terms of their engagement from time-based contract to perpetual employment subject to termination of services on one month notice based on disciplinary / performance grounds.

Besides, the officials may also be placed in appropriate STEVTA Pay Scale (equivalent to National Pay Scale) and payment of Authority allowance for those posted in STEVTA Headquarters.

The proposed revision of terms of engagement and pay structure will not have any additional financial implication.

#### **Recommendation:**

The Board is requested to approve the additions to STEVTA Organogram and terms of engagement.

### **3.7 Amendments to STEVTA Recruitment Policy, 2010:**

The following positions advertised by STEVTA attracted very few applications due to relatively high eligibility criteria in terms of education. Therefore, it is proposed to review the eligibility criteria as under:

<b>Position</b>	<b>Grade</b>	<b>Existing Eligibility Criteria</b>	<b>Proposed Eligibility Criteria</b>
Gardner	BPS-02	Matriculation	Literate
Janitor	BPS-02	Matriculation (Non-Muslims will be preferred)	Literate (Non-Muslims will be preferred)
Security Guard	BPS-02	Matriculation. Candidates possessing licensed weapon will be preferred.	Primary Pass. Candidates possessing licensed weapon will be preferred

#### **Recommendation:**

The Board is requested to approve the proposed changes to STEVTA Recruitment Policy, 2010.

### **3.8 Re-appropriation Budget 2010-11:**

The re-appropriation proposals are annexed with the working paper **(Annexure-A)**.

**Recommendation:**

The Board is requested to approve the proposed re-appropriation.

**3.9 Budget Estimates 2011-12:**

The budget estimates for the financial year 2011-12 are annexed with the working paper **(Annexure-B)**.

**Recommendation:**

The Board is requested to approve the budget estimates for the financial year 2011-12.