

MINUTES OF THE 22ND MEETING OF SINDH TEVTA BOG

The 22nd meeting of the STEVTA Board was chaired by the Chief Minister, Sindh. The meeting was attended by the following:

1. Barrister Murtaza Wahab, Advisor to Chief Minister Sindh for Law
2. Mr. Sajid Jamal Abro, Principal Secretary to the Chief Minister, Sindh
3. Ms. Alia Shahid, Secretary, University and Boards, Government of Sindh
4. Mr. Najam Ahmad Shah, Secretary Finance, Govt. of Sindh
5. Mr. Ali Bahadur Qazi, Secretary, I.T. and Science, Govt. of Sindh
6. Mr. Nasir Iqbal Malik, Managing Director, STEVTA
7. Mr. Saleem Uddin Feroz, Chairman Technical Education Standing Committee, KATI
8. Mr. Ghulam Abbass Detho, Special Secretary, Education, Govt. of Sindh
9. Mr. Muhammad Issa Memon, Additional Secretary, Social Welfare, Govt. of Sindh
10. Dr. Masroor Ahmad Shaikh, Chairman, Sindh Board of Technical Education.
11. Dr. Abdul Sami Qureshi, Dean FOST&H, Mehran University of Engineering & Technology
12. Mr. Muhammad Asif Memon, Chairman, Kotri Association of Trade & Industry

Chair welcomed the participants of the meeting and agenda was taken up seriatim.

S.No.	AGENDA	DISCUSSION	DECISION
1.	CONFIRMATION OF THE MINUTES AND TO CONSIDER MATTERS ARISING	<p>While presenting previous minutes of the BOG meeting MD explained that some of the decisions which were procedural in nature were implemented but other decisions which were structural in nature need further attention. As such effort has been made to address those issues by including them in the agenda of the current meeting. With reference of item wise decisions he commented in following terms:</p> <ul style="list-style-type: none"> • Agenda Item No 2: MD confirmed audit of accounts by the office of DG audit but he clarified that audit by an independent chartered accountant firm was 	<ul style="list-style-type: none"> • The Board unanimously approved the minutes of 21st meeting held on 24th May 2018.

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Inward No	1689	1995
Date:	26-10-10	
Director		
Director (Spa)		
Director (P)		
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Dy. Dir.		
Dy. Dir. (Planning)		
Audit Officer		

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required to be done and was as such included as agenda item of the current meeting

- MD confirmed that the organogram of STEVTA and the Job descriptions approved by the Board had been notified and would be implemented faithfully.
- MD reported that services of the three officials were regularized as per decision of the Board in consultation with the S&GAD and the Finance Department.
- While discussing the development Business plan for the Production Unit, as required by the Board, MD explained that no such plan was developed by the previous administration. He clarified the business unit was practically dysfunctional and was being mismanaged. He further informed the Board that Unit has failed to print Prospectus for the current academic session but charged the students at the rate of 300 rupees for an admission form consisting of two leaves.
- With reference to implementation of the decisions of the Ombudsman in connection with flawed recruitment made in year 2012, a separate agenda item was included for this meeting.
- MD expressed his inability to confirm the quality of electrical labs established in the last year under supervision of previous administration. He proposed a third party validation for the quality of supplies and works before proceeding on it any further.
- **Agenda 3:**
Commenting on a proposed MOU between PAF and STEVTA with reference to VTI Korangi Karachi, in

Inward No.	1689
Date:	26-10-18
Director	
Director (Ops)	
Director (Acad)	
Director (Res)	
Director (Plan)	
Director (Fin)	
Director (Legal)	
Director (HR)	
Director (IT)	
Director (Proc)	
Director (Quality)	
Director (Safety)	
Director (Stanning)	
Audit Officer	

		<p>PPP mode , MD suggested that it may be got vetted by PPP Cell of the provincial Government before proceeding further.</p> <ul style="list-style-type: none"> Agenda 4 : The Board was apprised that in pursuance of decision taken by the Board in its last meeting case for creation of new posts for Centre of Excellence had been referred to the Finance Department. 	
FINANCE			
2.	PROPOSED BUDGET FOR FY 2018-19	<p>The Budget for Financial year 2018-19 was laid before the Board. The broad features of the budget were explained to the Board. MD informed the Board that for the first time income from all sources, including that being generated at institute or unit level had been budgeted and stands accounted for.</p>	<ul style="list-style-type: none"> After discussing at some length it was decided to create/ reconstitute Finance Committee under the chairmanship of Secretary Finance, which will resubmit the Budget in the next meeting after detailed examination to confirm its consistency with the universal budgetary principles and rules of the Government. The complete composition and mandate of the committee will be separately submitted to the Chairman for approval.
3.	CONFIRMATION OF TERMS AND CONDITIONS OF MD STEVTA	<p>MD disassociated himself from this agenda item to avoid conflict of interest. The Secretary Universities and Boards explained it to the Board that salary of the MD was approved by the Chief minister in year 2012 at the rate of 275000 rupees with a 10% annual increment. Secretary Finance suggested that matter may be examined separately</p>	<p>Accordingly it was decided to constitute a committee consisting of the following to consider the matter and refer it to the Chief Minister for decision:</p> <ul style="list-style-type: none"> Secretary S&GAD, Govt of Sindh

N. S. Malik

		by a committee which should not include MD STEVTA	<ul style="list-style-type: none"> • Secretary Finance, Govt of Sindh • Secretary Universities and Boards, Government of Sindh • Saleem Uddin Feroz, Chairman Technical Education Standing Committee KATI • Chairman, Sindh Board of Technical Education
4.	APPROVAL TO INVITE BIDS FROM 'A' CATEGORY CHARTERED ACCOUNTANT FIRMS TO Get 'STEVTA' ACCOUNTS AUDITED	<p>The Board was apprised that Sub-Section-3 of the Section-13 of STEVTA Act 2010, requires to get the accounts of the authority annually audited through external Chartered Accountant firm approved by the Board.</p>	<p>The Board approved to get the accounts audited from an A category Audit firm through competitive process. An audit committee of the Board was created which will work out the detailed TORs and other related matters. The committee will not include members of the Finance Committee and its complete composition and mandate will be separately submitted to the chairman for approval.</p>
5.	INVESTMENT OF SURPLUS STEVTA FUNDS	<p>The Board was informed that STEVTA has accumulated funds since its inception and at different stages which have been invested in different banks in the form of Short term TDRs as rates ranging from 4 to 5 %. The matter was never brought before the board after its first meeting. M.D. STEVTA suggested that investment of funds must be governed by a proper policy to fetch competitive rates.</p> <p style="text-align: right;"><i>N. S. Malik</i></p>	<ul style="list-style-type: none"> • It was decided to transfer the available funds to the Sindh Bank after expiry of their current term after inviting competitive rates. However the Finance committee will conceive a proper mechanism for competitive proposals and present before the Board in its next meeting.

Inward No.	1689	1001
Date:	26-10-10	
Director (Tech)		
Director (Fin)		
Director (Acad)		
Director (Adm)		
Director (Ext)		
Director (IT)		
Director (Legal)		
Director (Training)		
Audit Officer		

HUMAN RESOURCE COMPONENT

6. REVIEW OF RATIFICATION OF AMENDMENT IN STEVTA RECRUITMENT POLICY 2010

The Board was informed that recruitments were made in year 2012 against posts in BS-02 to 17. Method and procedure was governed by the STEVTA Recruitment Policy approved in 12th Board Meeting in year 2010. During the recruitment process APT rules were in the process of being formulated.

The then MD, STEVTA while invoking his emergency powers given in the Act, changed selection criteria given in the policy. This resulted into selection of candidates who earned very low marks in written test conducted by NTS. NAB investigated the matter and concluded that recruitment was in violation of merit and was product of nepotism. The matter was agitated by some of the aggrieved candidates at different legal forum including the High Court Sindh, the office of Ombudsman. The office of Ombudsman concluded that the recruitment was flawed and ordered to recruit those who approached it and conduct an inquiry in the total affair. The matter was considered by the Board in its 16th and 16th Follow up meeting and was ratified in broad terms, based on the assumption that the then MD exercised his powers given in the Act.

Barrister Murtaza Wahab, Advisor to Chief Minister Sindh for Law, specially invited by the Chair, interpreted the process for the Board in legal terms and suggested to withdraw the ratification accorded to the recruitment process and to undo the recruitments made in violation of merit as determined by the policy.

- The ratification of Board according to 16th follow up meeting dated 10-02-2017, stands withdrawn
- The appointments of officials recruited through that process having marks less than 50% in written test conducted by the NTS, stand cancelled.
- Initiation of enquiry against officers involved in the flawed recruitment process.

H. S. Malik

Inward No.	1689	1001
Date:	26-10-18	
Director		
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Director		
Dy. Dir.		
Dy. Dir. (Admin)		
Audit Officer		

7.	RECRUITMENT 2018	<p>Case for recruitment against vacant sanctioned posts converted from civil servant mode to STEVTA mode was presented to the board. It was suggested to get them tested by the SPSC (Sindh Public Service Commission) to ensure transparency and merit. Phase wise breakdown is given as under:</p> <table border="1" data-bbox="712 388 1608 597"> <thead> <tr> <th>S #</th> <th>Post</th> <th>Scale</th> <th>No of Posts</th> <th>Phase</th> </tr> </thead> <tbody> <tr> <td>01</td> <td>Lecturer</td> <td>BS-17</td> <td>131</td> <td>Phase 01</td> </tr> <tr> <td>02</td> <td>Junior Instructor</td> <td>BS-14</td> <td>267</td> <td>Phase 02</td> </tr> <tr> <td>03</td> <td>High School Teacher</td> <td>BS-15</td> <td>28</td> <td>Phase 03</td> </tr> <tr> <td colspan="3">Total</td> <td>426</td> <td></td> </tr> </tbody> </table>	S #	Post	Scale	No of Posts	Phase	01	Lecturer	BS-17	131	Phase 01	02	Junior Instructor	BS-14	267	Phase 02	03	High School Teacher	BS-15	28	Phase 03	Total			426		<ul style="list-style-type: none"> The Board decided to refer the posts of lecturers to SPSC. The selection procedure for the remaining posts will be determined by the reconstituted HR committee. The proposal for the reconstitution of HR committee will be submitted to the Chairman for approval.
S #	Post	Scale	No of Posts	Phase																								
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8.	RECRUITMENT OF DIRECTOR (INDUSTRIAL COORDINATION) & DIRECTOR (INTERNAL AUDIT) AT SINDH TEVTA HQ, KARACHI.	<p>To overcome managerial/supervisory deficiencies at the STEVTA HQ, Karachi MD proposed recruitment on two positions on contractual basis. Contracts would be awarded on yearly basis and could be extended subject to satisfactory performance. By way elaboration MD STEVTA clarified that promotions would not be made against these positions. The details are as under:</p> <table border="1" data-bbox="712 942 1608 1193"> <thead> <tr> <th>S #</th> <th>Post</th> <th>Equivalent Scale</th> <th>No of Posts</th> </tr> </thead> <tbody> <tr> <td>01</td> <td>Director (Industrial Coordination)</td> <td>BS-19</td> <td>01</td> </tr> <tr> <td>02</td> <td>Director (Internal Audit)</td> <td>BS-19</td> <td>01</td> </tr> <tr> <td colspan="2">Total</td> <td></td> <td>02</td> </tr> </tbody> </table>	S #	Post	Equivalent Scale	No of Posts	01	Director (Industrial Coordination)	BS-19	01	02	Director (Internal Audit)	BS-19	01	Total			02	<ul style="list-style-type: none"> The board approved the proposal in principle but referred it the reconstituted HR committee to work out its modalities and method of selection according to law/rules. <p><i>N.G. Malik</i></p>									
S #	Post	Equivalent Scale	No of Posts																									
01	Director (Industrial Coordination)	BS-19	01																									
02	Director (Internal Audit)	BS-19	01																									
Total			02																									
9.	FORMATION OF STRATEGIC PLANNING UNIT	<p>It was explained to the Board that authority lacked managerial and planning capacity. This has led to deterioration and failure to develop coherent strategies for institutional development. To overcome these</p>	<ul style="list-style-type: none"> The board approved the proposal in principle while referring it to newly constituted HR Committee for 																									

Inward No.	1689
Date:	26-10-18
Director (Admin)	
Director (Ops)	
Director (Finance)	
Director (A&S)	
Director (W&A)	
Director (IT)	
Director (Legal)	
Director (C&E)	
By. Dir. (Ops)	
By. Dir. (Admin)	

systemic deficiencies a new strategic unit along following lines was proposed:

STRUCTURE OF THE UNIT:

S #	Post	Equivalent Scale	No of Posts
01	Director (Planning & Development)	BS-19	01
02	Deputy Director (Planning & Development)	BS-18	01
03	Assistant Director (Planning & Development)	BS-17	01

This would entail creation/conversion of certain available posts.

developing a comprehensive method for selection

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10. IRRELEVANT TRANSFER/ POSTINGS AND ATTACHMENTS OF TEACHING STAFF

Addressing concern expressed by board members about the erratic/irrelevant postings MD STEVTA informed the Board that an exercise was conducted to confirm the magnitude and nature of the problem. He explained that this has negatively affected the performance of the institutions while the staff is enjoying at the expense of the organization. The following proposals were discussed by the board:

- i) The teaching faculty currently posted against the irrelevant posts may be transferred back to the relevant technologies/trades and subjects.
- ii) The Detailment/ assigned to work/ allowed to work of all the teaching/ non-teaching staff should be cancelled or withdrawn immediately.

- The Board approved the proposals.

11.	CONTRIBUTION OF PENSION IN RESPECT OF "STEVTVA" EMPLOYEES FROM SINGLE LINE GRANT FUNDS FOR THE GOVT. OF SINDH.	Provision of pensionary benefits to eligible employees is the responsibility of the authority in terms of section 15(4) of the STEVTA Act, 2010. The pensionary contribution of the civil servants is being made from the budget on the civil side. The pensionary contribution for STEVTA employees @ of 33.3% of the average pay has to be made from the single line grants given by the Govt of Sindh under the classification "others". Proposal was discussed among the members; Secretary Finance wanted to confirm the status of these employees before arriving at a decision	<ul style="list-style-type: none"> The Board referred the matter to the reconstituted Finance Committee for detailed examination.
12.	MANAGEMENT OF 'STEVTVA' EMPLOYEES GENERAL PROVIDENT AND PENSION FUNDS BY THE SINDH FUND MANAGEMENT HOUSE, GOVERNMENT OF SINDH	The Board was informed that the Provident Fund of STEVTA employees have been invested in National bank of Pakistan under the scheme "Premium Amdani Certificates". Though the investment is secure, but the profit rate is low. Proposal for management of the Provident Fund and the Pension Funds of STEVTA through the "Sindh Fund Management House, Government of Sindh", was placed for the consideration of the Board.	<ul style="list-style-type: none"> It was decided to invest the funds, for the time being, in Bank of Sindh after inviting competitive rates. The Finance Committee will develop a comprehensive investment policy which will govern investment of funds, after approval by the Board.
13.	PROTECTION AGAINST HARASSMENT OF WOMEN AT WORKPLACE ACT 2010 AND AMENDMENT ACT 2012 -		<ul style="list-style-type: none"> The matter was deferred till next meeting.

N.S. Malik

	CONSTITUTION OF INQUIRY COMMITTEE		
14.	HEALTH INSURANCE PLAN 2019-20		<ul style="list-style-type: none"> The matter was deferred till next meeting.
INSTITUTIONAL			
15.	TECHNICAL TRAINING CENTRE (FEMALE) SHER PAO COLONY, LANDHI, KARACHI NOW VOCATIONAL TRAINING CENTER (FEMALE)		<ul style="list-style-type: none"> The matter was deferred till next meeting.
16.	CANCELLATION OF LEASE AGREEMENT BAHRIA FOUNDATION COLLEGE SANGHAR		<ul style="list-style-type: none"> The matter was deferred till next meeting.
17.	SHIFTING OF POSTS FROM DEFUNCT GCT KHAIRPUR		<ul style="list-style-type: none"> The matter was deferred till next meeting.

Inward No.	1689	SIGN
Date:	26-10-18	
Director (Admin)		
Director (Ops)		
Director (Finance)		
Director (HR)		
Director (Legal)		
Director (IT)		
Director (Public)		
Dy. Dir. (MIS)		
Dy. Dir. (Planning)		

*No. 9
Mobile*

DEVELOPMENT

**18. DEVELOPMENT
(REPAIR/
REHABILITATION/
RENOVATION)**

The Board was informed that for the repair maintenance/rehabilitation work an amount of Rs. 117Million has been tentatively allocated in the proposed budget for year 2018-19. MD STEVTA lamented that there was no proper, transparent method for the selection of these schemes. He further explained these schemes along with those in the developmental portfolio of new schemes reflected in the annual ADP of the provincial Government are being executed by STEVTA itself with meager capacity. This arrangement results in poor quality of works and delays in works. The Chair expressed his concern for this situation.

- Reconstitution of Development committee for development of equitable criteria for selection of schemes, actual selection of schemes, and monitoring and evaluation.
- Execution of capital component of development works through the provincial Works and services department of Government of Sindh.

N. I. Malik

Inward No.	1689	SIG.
Date:	26.10.18	
Director (Admin)		
Director (Ops)		
Director (Finance)		
Director (A&T)		
Director (W&S)		
Director (IC)		
Director (Legal)		
Director (Proc)		
Dir (MIS)		
Dir (Planning)		

N. I. Malik

**NASIR IQBAL MALIK (PAS)
M.D / SECRETARY STEVTA BOARD**

**SYED MURAD ALI SHAH
CHIEF MINISTER, SINDH / CHAIRMAN STEVTA**

Minutes Approved by Chief Minister Sindh / Chairman STEVTA vide Chief Minister Secretariat Letter No.SO(VII)CMS/02-10/2018 dated:26.10.2018.