



**SPECIAL STUDY REPORT**  
**ON**  
**BYE-LAWS AND FUNCTIONING OF**  
**KARACHI MEDICAL & DENTAL COLLEGE**  
  
**AUDIT YEAR 2019-20**

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**AUDITOR-GENERAL OF PAKISTAN**

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## **Preface**

The Auditor General conducts audit in terms of Articles 169 and 170 of the Constitution of the Islamic Republic of Pakistan 1973 read with Section 10 of the Auditor-General's (Functions, Powers and Terms and Conditions of Service) Ordinance 2001. The Special Study on Bye-laws and Functioning of Karachi Medical & Dental College was carried out accordingly.

The Directorate General Audit, Local Councils, Sindh conducted the Special Study on Bye-laws and Functioning of Karachi Medical & Dental College with a view to report significant findings to stakeholders. In addition, Audit also assessed on test check basis whether the management complied with applicable laws, rules and regulations. The special study report indicates the need for adherence to the regulatory framework besides establishing and strengthening internal controls to avoid recurrence of similar violations and irregularities. Audit recommends specific actions that, if taken, will help the management to realize the objectives of the college.

The report has been finalized without incorporating the viewpoint of the management as no response to the audit observation was received, whereas PAO, Secretary Local Government & Housing Town Planning Department did not convene DAC meeting despite pursuance by Audit.

The Special Study Report is submitted to the Governor of Sindh in pursuance of Article 171 of the Constitution of the Islamic Republic of Pakistan, 1973 read with Section 116 of the Sindh Local Government Act, 2013 for causing it to be laid before the Provincial Assembly of Sindh.

Islamabad  
Dated:

**(Muhammad Ajmal Gondal)**  
Auditor General of Pakistan



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## **Abbreviations and Acronyms**

ADP	Annual Development Program
ASH	Abbasi Shaheed Hospital
BDS	Bachelor of Dental Surgery
BPS	Basic Pay Scale
CCTV	Closed-Circuit Television
CNG	Compressed Natural Gas
DAC	Departmental Accounts Committee
DPC	Departmental Promotion Committee
ENT	Ear, Nose, Throat
HTP	Housing Town Planning
INTOSAI	International Organization of Supreme Audit Institutions
KMC	Karachi Metropolitan Corporation
KM&DC	Karachi Medical & Dental College
LFP	Leave on Full Pay
MBBS	Bachelor of Medicine, Bachelor of Surgery
ME	Monitoring & Evaluation
OM	Office Memorandum
OPD	Out Patient Department
PAO	Principal Accounting Officer
PM&DC	Pakistan Medical & Dental Council
SFR	Sindh Financial Rule
SLGO	Sindh Local Government Ordinance
TR	Treasury Rule





## Executive Summary

The Directorate General Audit, Local Councils, Sindh carried out special study on Bye-laws and Functioning of Karachi Medical & Dental College which functions under the administrative control of Secretary Local Government and Housing Town Planning Department. This office has mandate to conduct regularity and compliance with authority audit, performance audit and special studies of expenditure, programs/projects and any other special assignments entrusted by the Auditor General of Pakistan. The special study was conducted in accordance with the INTOSAI Auditing Standards.

Karachi Medical & Dental College (KM&DC) came into existence in November 1991 as an affiliated institution of Abbasi Shaheed Hospital, became the first medical college established and run by Metropolitan Corporation. The first batch of students in MBBS was admitted in the session 1991-92. The KM&DC has produced 22 batches of medical and dental graduates till 2018-19. It is recognized and approved by PM&DC, Ministry of Health.

### Financial Overview:

(Rs in million)

Sr. No.	Fiscal Year	Grant in Aid from KMC	KM&DC Contribution	Expenditure on Salary
1	2015-16	420.000	46.451	466.451
2	2016-17	339.000	78.290	417.290
3	2017-18	275.000	221.324	496.324
<b>Total</b>		<b>1,034.00</b>	<b>346.065</b>	
<b>Grand Total</b>		<b>1,380.065</b>		<b>1,380.065</b>

**Note:** whereas, non-salary expenditure is also met out from their own resources.

### Key Audit Findings

- i. Non-implementation of Bye-laws of KM&DC<sup>1</sup>
- ii. Awarding of 'F' grading to KM&DC<sup>2</sup>
- iii. Non-payment of outstanding salary - Rs93.114 million<sup>3</sup>
- iv. Non-deduction from salary of employees for the absence period - Rs77.119 million<sup>4</sup>

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<sup>1</sup> Para: 5.1.2

<sup>2</sup> Para: 5.1.3

<sup>3</sup> Para: 5.1.4

- v. Overpayment of conveyance allowance - Rs5.064 million<sup>5</sup>
- vi. Wasteful expenditure on sanitation - Rs4.977 million<sup>6</sup>
- vii. Poor performance of dental section<sup>7</sup>
- viii. Unauthorized appointments without provision of Bye-laws<sup>8</sup>
- ix. Non-framing of bye-laws for constitution of departmental promotion committee<sup>9</sup>

**Recommendation:**

- i. The implementation of bye-laws in letter and spirit should be ensured
- ii. Matter of poor grading of KM&DC should be addressed on priority for its improvement.
- iii. Outstanding salaries may be paid to the employees for effective financial management and better performance of the institution.
- iv. Recovery of overpaid amount for absence period and conveyance allowance from the employees should be ensured.
- v. The sanitation of the premises of college should be improved through proper monitoring of janitorial services.
- vi. Performance of dental section of KM&DC should be improved as per standard criteria of PM&DC.
- vii. Inquiry may be conducted in the matter of irregular promotions and appointments for fixing of responsibility.
- viii. Framing of bye-laws for constitution of departmental promotion committee for different basic pay scales should be ensured.

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<sup>4</sup> Para: 5.1.5

<sup>5</sup> Para: 5.1.6

<sup>6</sup> Para: 5.1.10

<sup>7</sup> Para: 5.1.11

<sup>8</sup> Para: 5.1.17

<sup>9</sup> Para: 5.1.19

# **1. Introduction**

Karachi Medical and Dental College was established by Karachi Metropolitan Corporation (KMC) in November 1991 as an affiliated institute of Abbasi Shaheed Hospital, becoming the first medical college of the county to be established and run by a Metropolitan Corporation.

## **1.1 Purpose of organization**

- i. To revolutionize the standards of medical education in the country
- ii. To train the health sector workforce of the future by emphasizing not only on learning, but also on research and development in the clinical skills

## **1.2 Regulatory Frame Work**

- i. Sindh Local Government Act, 2013
- ii. Bye- Laws of KM&DC
- iii. Rules and Regulations of PM&DC
- iv. Sindh Councils Unified Grade Services Rules, 1982
- v. Sindh Government Councils Employees Rules, 2017
- vi. Sindh Local Councils Accounts Rules, 1985
- vii. Sindh Financial Rules
- viii. Sindh Treasury Rules
- ix. Sindh Public Procurement Rules, 2010
- x. Guidelines/regulations issued by Finance Department, Government of Sindh, from time to time for pay and allowances

## **1.3 Checking the legal aspects of College**

Karachi Medical and Dental College was established on 27<sup>Th</sup> November, 1991 by Karachi Metropolitan Corporation as per functions contained in Schedule-II item-15 of SLGO 1979. The Government of Sindh notified approval for establishment of KM&DC vide Memo# SO (ME) 3-71/91 dated 30<sup>th</sup> September 1991. The Bye-Laws of KM&DC were framed by the Council (KMC) in exercise of its power under Section 104(2) read with schedule-VIII of SLGO.

## **2. Study Defined**

### **2.1 Purpose of Study**

- i. To review bye-laws and functioning of KM&DC
- ii. To analyse the implementation of decisions of the Governing body
- iii. To check the rules framed by Governing body for recruitment and promotions of staff of KM&DC
- iv. To examine the criteria framed by Governing body for admission on merit, self-finance and overseas students
- v. To check the implementation status of PM&DC rules and regulations for establishing and running of a Medical & Dental College
- vi. To evaluate effectiveness of internal controls within the institution

### **2.2 Scope of Study**

The Directorate General Audit, Local Councils Sindh, Karachi, conducted the Special Study on “Bye-laws and Functioning of Karachi Medical & Dental College” as per record maintained by the office of Principal, KM&DC and its allied hospital, i.e., Abbasi Shaheed Hospital for the years 2016-17 to 2018-19.

### **2.3 Beneficiary of Study**

- i. Management of Karachi Medical & Dental College
- ii. Local Government & HTP Department, Government of Sindh
- iii. General Public

## **3. Study Design**

### **3.1 Time period**

The study was conducted during January and February 2020.

### **3.2 Data**

The study was conducted on the basis of data collected through review of record of auditee and interviews of key personnel. Audit findings were raised in light of qualitative data analysis based on sampling technique.

### **3.3 Methodology**

- i. Information was gathered from record produced to audit by the management.

- ii. The bye-Laws and other related record of the organization were scrutinized with focus on functions and practices.
- iii. The audit team visited offices of management of KM&DC and its affiliated teaching hospital and gathered data through interviews also.

#### **4. Data Analysis**

- i. Status of implementation of bye-laws of the organization was examined.
- ii. The inspection report of the PM&DC was reviewed.
- iii. Implementation of Governing Body's decisions was checked.
- iv. Audit also assessed, on test check basis, the status of compliance of applicable laws, rules and regulations in managing the operations of the institution.

## **5. Study Results**

### **5.1 Audit Findings**

#### **5.1.1 Non-production of record**

Section 14 (2) and (3) of the Auditor General (Functions, Powers and Terms and Conditions of Service) Ordinance, 2001, provides as under:

- “(2) The officer in-charge of any office or department shall afford all facilities and provide record audit inspection and comply with requests for information in as complete a form as possible and with reasonable expedition.
- (3) Any person or authority hindering the auditorial functions of the Auditor-General regarding inspection of accounts shall be subject to disciplinary action under Efficiency and Discipline Rules”.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, the management did not produce auditable record to audit for scrutiny despite pursuance. Detail is provided at **Annex-1**.

Audit was of the view that due to non-production of auditable record, the authenticity of related transactions could not be ascertained by audit.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends fixing of responsibility on the person(s) at fault as per rules.

**(OM # 01)**

#### **5.1.2 Non-implementation of Bye-laws of KM&DC**

As provided in the preamble of Karachi Medical and Dental College (Establishment & Management) Bye-laws, 1991, it shall apply to Karachi Medical and Dental College and all its Sections, Departments, Institutions authorities and services under it.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that the management did not comply with the requirements of Bye-laws. Detail is as follows:

<b>Sr. No.</b>	<b>Requirement under Bye-Laws</b>	<b>Status/Compliance</b>
1	As per section 4(f) of the bye-laws of KM&DC regarding functions of the Governing Body, "Governing Body shall be empowered to frame regulations for its own efficient functioning and management of the college".	Governing body of college did not frame regulations of the college even after lapse of more than 28 years.
2	As per section 4(k) of the bye-laws of KM&DC regarding functions of the Governing Body, "To determine the service conditions of the college employees".	Governing Body of college did not frame regulations for service conditions of the college employees.
3	As per section 4(m) of the bye-laws of KM&DC regarding functions of the Governing Body, "To evolve mechanism to maintain a liaison with public".	Governing Body of college did not evolve mechanism to maintain a liaison with public.
4	As per section 4(L) of the bye-laws of KM&DC regarding functions of the Governing Body, "To formulate, approve/oversee development plans of the College".	Governing Body of college did not formulate any mechanism to approve/oversee development plans of the college.
5	As per section 4(b) of the bye-laws of KM&DC regarding functions of the Governing Body, "To lay down the powers and functions of the officers of the college".	Governing Body of college did not lay down the powers and functions of the officers of the college.
6	As per section 8(6) of the bye-laws of KM&DC, "The Principal of the college shall submit a report on the overall working of the college to the KMC every year before the close of the financial year, preferably routing it through the Governing Body".	Principal of KM&DC did not submit annual reports on overall working of college to KMC routing through Governing Body.

Audit was of the view that non-implementation of bye-laws affected adversely the overall functions and performance of the institutions.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends implementation of Bye-laws in letter and spirit.

**(OM # 02)**

### **5.1.3 Awarding of 'F' grading to KM&DC**

As per standard provided in the "Initial Recognition Framework for Medical and Dental School in Pakistan-2019" the medical and dental institutions have to fulfill the prescribed mandatory requirements.

Pakistan Medical & Dental Council, Islamabad, vide letter No.PF.12-F-2019 (Registrar Office)/ 320615 & 320507 dated 08-10-2019, on the Inspection Report -

Nationwide Inspections, 2019 of Medical & Dental side “PM&DC awarded “F” grading which is below 50%.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that the PM&DC authorities awarded lowest grade “F” in the inspection report of KM&DC for the year 2019, due to its poor performance which shows that the mandatory requirements were not met by the institution.

Audit was of the view that “F” grading of KM&DC by PM&DC indicated poor functioning in fulfilling of requirements of PM&DC which depicts weak management control.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends that the grading of institution may be improved by taking remedial measures and performing the functions as per requirement of PM&DC.

**(OM # 03)**

#### **5.1.4 Non-payment of outstanding salary – Rs93.114 million**

According Para 289 of Treasury Rules (TR) Vol-I & II, “all charges incurred must be paid and drawn at once and under no circumstances may be allowed to stand over to be paid from grant of another financial year”.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that management failed to pay outstanding salary to 150 employees, amounting to R93.114 million upto July 2019. Detail is provided at **Annex-2.**

Audit was of the view that non-clearance of salary arrears adversely affected the smooth working of KM&DC which indicated weak internal controls.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends payment of salary arrears as per rules.

**(OM # 14)**



### **5.1.5 Non-deduction from salary of employees for the absence period Rs77.119 million**

According to the notification issued by Local Government Department, Government of Sindh, vide No.DLG/HYD/NAB-CASE/2142/2016 dated 29-11-2016, all councils were directed to install Biometric System to ensure attendance of employees.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that management failed to deduct Rs77.119 million from the salary of employees for the absence period from duty as per bio-metric attendance report. Detail is provided at **Annex-3**.

Audit was of the view that non deduction of salary for absence period indicated weak internal controls.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends recovery of overpaid amount from the concerned employees.

(OM # 14A)

### **5.1.6 Overpayment of conveyance allowance - Rs5.064 million**

According to Para-4 of Finance Department, Government of Sindh, O.M No.FD(SR-I) 1(32)/2008-2011, 10th July, 2012 “Revised rate of Conveyance Allowance shall be admissible to civil servants working in BPS 16-19 at the rate of Rs5,000/- per month”.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that excess conveyance allowance amounting to Rs5.064 million was paid to the officials by allowing different rate of conveyance allowance ranging from Rs6,000/- to Rs12,000/- over and above the prescribed limit. Detail is provided at **Annex-4**.

Audit was of the view that management failed to check properly the payment of conveyance allowance resulting in overpayment.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends recovery, besides fixing of responsibility on the person(s) at fault.

(OM # 15)

### **5.1.7 Unauthorized regularization of LFP**

As per Leave Rules, 1980, adopted by Government of Sindh, the maximum period of leave on full pay that may be granted at one time will be as follows:

- (a) Without medical certificate - 120 days
- (b) With medical certificate - 180 days
- (c) On medical certificate from leave account in entire service - 365 days

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that a Program Officer remained absent from duty w.e.f 14-03-2017 to 12-07-2018. However, total 476 days absence period was treated by the management as leave on full pay in violation of above rule.

Audit was of the view that sanction of absent period 476 days as LFP was an undue favor extended to the officer. Since the record relating to salary of the employees was not produced to audit (refer Para 5.1.1 on Non-production of Record), the financial impact in this case could not be worked out by Audit.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends recovery, besides fixing of responsibility on the person(s) at fault.

**(OM # 18)**

### **5.1.8 Drawal of dual salary by two officers**

According to Section(I) of Appendix 18-A of SFR, "Means should be devised to ensure that every Government servant realizes fully and clearly that he will be held personally responsible for any loss sustained by Government through fraud or negligence on his part, and that he will also be held personally responsible for any loss arising from fraud or negligence on the part of any other Government servant to the extent to which it may be shown that he contributed to the loss by his own action or culpable negligence".

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that salary was drawn by two Doctors from two colleges at the same time. Following irregularities were noticed by audit:

- i) Dr. Mubarak Ali, Professor of Radiology joined KM&DC on 12-03-2013 as Associate Professor but also served in Ziauddin University up to

31-05-2013 as evident from the letter dated 18-01-2017 issued by PM&DC, Islamabad.

- ii) Dr. Mahmood Haider head of Oral and Maxillofacial Surgery Department of KM&DC also remained a full time employee of Baqai Dental College from 14-04-1998 to 28-02-1999 as evident from the letter No.PF-BDC-79/98 dated 04-01-2018.

Audit was of the view that both officers were on payroll of KM&DC despite working in Ziauddin Hospital and Baqai Medical University respectively and received salary from both colleges at the same time. Hence, undue favor was extended to the incumbents.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends inquiry in the matter for fixing of responsibility on the person(s) at fault, besides recovery of unauthorized salary.

(OM # 25)

#### **5.1.9 Irregular appointment of 02 faculty members on submission of bogus/tempered publications**

As per Appendix 18-A of SFR Vol-I, "Means should be devised to ensure that every Government servant realizes fully and clearly that he will be held personally responsible for any loss sustained by Government through fraud or negligence on his part, and that he will also be held personally responsible for any loss arising from fraud or negligence on the part of any other Government servant to the extent to which it may be shown that he contributed to the loss by his own action or culpable negligence".

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that the management of KM&DC made appointment of two faulty members, viz., Dr. Nasir Ali Khan and Dr. Samia Siraj without proper scrutiny and verification of research publications required for the posts. Audit observed this anomaly from explanation letter issued to the faculty members by the management of KM&DC vide No.1-3/Estt/422/2019 dated 21-03-2019, wherein, they submitted bogus/tempered research publications to make themselves eligible for the post of Associate Professor.

Audit was of view that appointment of faculty members without proper scrutiny and verification of required documents shows weak management control.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends inquiry in the matter for fixing of responsibility on the person(s) at fault, besides taking remedial measures.

(OM # 17)

#### **5.1.10 Wasteful expenditure on sanitation - Rs4.977 million**

According to Para 14.1 of Sindh Service Delivery Standards for Hospitals by Sindh Health Care Commission, “All hospital facilities, equipment and supplies are kept clean and safe for patients, visitors/attendants and staff”.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that the janitorial work of the college including student hostel was outsourced by the management. A considerable expenditure was being incurred annually. The expenditure on this account for the year 2017-18 was Rs4.977 million. However, the management did not properly monitor the janitorial services of the contractor, resultantly the premises of the college especially students’ hostel were found in filthy and unhygienic condition.

Audit was of the view that the management failed to comply with the cleanliness standards set by Sindh Health Care Commission, which reflected weak internal controls.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends that the sanitation of the premises of college be improved through proper monitoring of janitorial services.

(OM # 20)

#### **5.1.11 Poor performance of dental section**

As per standard provided in the “Initial Recognition Framework for Medical and Dental School in Pakistan-2019” the dental units must be fully functional with all accessories and tools. The hospital(s) must have

- 4.9 Oral and Maxillofacial surgery specialty with a minimum of 24 dental units
- 4.10 Orthodontics specialty with a minimum of 10 dental units
- 4.11 Prosthodontics specialty with a minimum of 18 dental units

- 4.12 Operative Dentistry specialty with a minimum of 35 dental units
- 4.13 Periodontology specialties with minimum of 24 dental units
- 4.14 Pediatric Dentistry specialties with minimum of 8 dental units
- 4.15 Oral Diagnosis and Oral Medicine specialties with minimum of 6 dental units

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that deficiencies were pointed out in the inspection report of dental section conducted by Pakistan Medical & Dental Council, (PM&DC) on 08 October, 2019. The standard conditions mentioned in (Initial Recognition Framework for Medical and Dental School in Pakistan-2019) were not met by the management.

Audit was of the view that the management failed to meet out the required criteria as given in the frame work of PM&DC.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends fixing of responsibility on the person(s) at fault, besides taking remedial measures.

**(OM # 04)**

#### **5.1.12 Non-renewal of faculty registration from PM&DC**

As per Section-V (2) of PM&DC regulations for appointment of teachers/ examiners/ inspectors / principals / deans / vice-chancellors in the undergraduate & postgraduate medical & dental institutions and examinations, “A person registered as Faculty with PM&DC and certified as such in accordance with Pakistan Regulations for Registration of Medical and Dental Practitioners 2008, shall be accepted as Faculty.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that various teaching staff of KM&DC failed to renew their faculty registration from PM&DC. Even most of the teaching staff did not apply for faculty registration. Detail is provided at **Annex-5**.

Audit was of the view that non-renewal of registration of faculty members was a violation of PM&DC regulations.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends renewal and registration of faculty from PM&DC, besides fixing of responsibility on the person(s) at fault.

(OM # 10)

### 5.1.13 Non-filling of vacant posts

As per establishment strength of 2018-19, the status of teaching staff in KM&DC is as follows:

Sr. No.	Designation	BPS	Sanctioned	Filled	Vacant
1	Professor	20	56	26	30
2	Associate Professor	19	70	31	39
3	Assistant Professor	18	116	51	65
4	Demonstrator	18	44	12	32
5	Demonstrator	17	84	49	35
<b>Total</b>			<b>370</b>	<b>169</b>	<b>201</b>

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed from the record of Establishment Strength 2018-19 that the institution was short of faculty by 201 persons which was 54% of sanctioned strength. Details are as follows.

Sr. No.	Designation	BPS	Sanctioned	Filled	Vacant	Percentage of Vacancy
1	Professor	20	56	26	30	54
2	Associate Professor	19	70	31	39	56
3	Assistant Professor	18	116	51	65	56
4	Demonstrator	18	44	12	32	73
5	Demonstrator	17	84	49	35	42
<b>Total</b>			<b>370</b>	<b>169</b>	<b>201</b>	<b>54</b>

Audit was of the view that deficiency of teaching staff in different faculties of KM&DC resulted into non-providing of required faculty for the academic activities, which indicated weak human resource planning.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends filling the required faculty vacancies to meet the objectives of the academic activities.

(OM # 05)

#### **5.1.14 Non-establishment of Nursing College and Medical Education Department as per PM&DC requirement**

As per Part XI, Regulation 46 of “Medical & Dental Institutions (Recognition, Eligibility Criteria for Enhancement in Annual Admissions and Accreditation Standards) Regulations, 2012, “Every recognized medical institution shall, within ten years of its recognition, establish a nursing college and an institute for allied health professionals or paramedics.”

As per Section-V (28) of PM&DC regulations for appointment of teachers/ examiners/ inspectors/principals/deans/vice-chancellors in the undergraduate & postgraduate medical & dental institutions and examinations, “Each medical/dental institute shall have to establish fully functional department of Medical Education.”

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that KM&DC authorities failed to establish Nursing College and fully functional Medical Education department as per standards of PM&DC.

Audit was of the view that non-establishment of nursing college and medical education department as per standards of PM&DC regulations resulted in poor service delivery and weak functioning of the institution.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends fixing of responsibility on the person(s) at fault, besides taking remedial measures.

(OM # 9&12)

#### **5.1.15 Resumption of duty despite acceptance of resignation**

As per instructions contained in Establishment Division O.M. No.5/3-A/52-ME dated 06-01-1953, “If the resignation is accepted, he does not continue his service, and his presence in office should not be insisted upon”.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that a faculty member, Dr. Shama Mashhood, Assistant Professor tendered resignation, which was accepted by the management vide office order dated 31-03-2017. But one year later, she was re-instated vide office order dated 28-05-2018 in violation of above office memorandum.

Audit was of the view that reinstatement of a faculty member after acceptance of resignation in violation of the Establishment Division O.M is undue favor extended to her.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends fixing of responsibility on the person(s) at fault, besides taking remedial measures.

(OM # 16)

#### **5.1.16 Non-provision of post of BPS-21 in the budget 2019-20**

As per Clause 4(a) of Bye-laws of Karachi Medical & Dental College, KMC (Establishment & Management) 1991, the Governing Body, approved Schedule of Establishment of KM&DC after rationalization & required amendment in its 33<sup>rd</sup> meeting held on 18th May, 2019.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that the schedule of establishment did not provide any provision for the post of BPS-21 but it was found from Establishment Budget of 2019-20 of KM&DC that 07 posts of BPS-21 were included in establishment budget and one post was indicated as filled whereas, 06 posts were shown as vacant.

Audit was of the view that inclusion of BS-21 posts in the budget was a violation of Schedule of Establishment.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends fixing of responsibility on the person(s) at fault, besides taking remedial measures.

(OM # 08)

#### **5.1.17 Unauthorized appointments without provision in Bye-laws**

The bye-laws of KM&DC there was no provision for appointment of the post of provost. Further, “bye-laws of KM&DC do not contain any provision for appointment of two principals, one each for MBBS and BDS”.



Moreover, according to Schedule of Establishment of KM&DC, there was only one sanctioned post of Professor of Orthodontics (BPS-20) in the Dental Department of KM&DC.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that officers were appointed and promoted without provision of Bye-laws, as elaborated below:

- i. Ex-Principal KM&DC upon his retirement on superannuation was appointed Provost of KM&DC vide office order No.P.Stt/113/20 dated 13-02-2020, w.e.f 14-02-2020 in anticipation of the approval of the Governing Body KM&DC”.
- ii. Mayor/Chairman Governing Body appointed two Principals on 13-02-2020, each for MBBS and BDS separately, namely Professor, Dr. Arshad Shaikh and Professor Dr.Sheeraz (BPS-20) without provision in bye-laws and without approval of Governing Body. Moreover, Dr. Sheeraz was appointed as Principal of Dentistry without sanctioned post. The amendment in bye-laws and approval from council were also not available.
- iii. Two Professors (BPS-20) of Orthodontics, i.e. Dr. Sheeraz and Dr. Shah Faisal were found working in Dental Department of KM&DC against one sanctioned post, in violation of schedule of establishment of KM&DC.

Audit was of the view that appointment of faculty members without provision of post was unauthorized.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends conducting of inquiry for fixing of responsibility on the person(s) at fault, besides taking remedial measures.

(OM # 22)

### **5.1.18 Unauthorized continuation of duty despite suspension**

As per Establishment Code Rule (4) of Removal from Service (Special Powers) Ordinance, 2000, under head Suspension, “A person against whom action is proposed to be taken under sub-section (1) of Section 3 may be placed under suspension with

immediate effect if, in the opinion of the competent authority, suspension is necessary or expedient:

Further, above referred rule also provides that an officer under suspension is regarded as subject to all other conditions of service applicable generally to Government Servants and cannot leave the station without prior permission. As such, the headquarters of a Government Servant should normally be assumed to be his last place of duty.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that according to an office order F.No.1-3/Estt/1764/14 dated 07-11-2014, an officer Dr. Ashraf Shaikh, Professor and Head of the Ophthalmology Department was placed under suspension. However, he continued duty as Professor, Vice Principal and Principal for more than five years up to his retirement on 07-03-2020. However, no evidence was produced to audit to prove that competent authority had withdrawn his suspension.

Audit was of the view that continuation of service without deciding the case of suspension was violation of rules.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends fixing of responsibility on the person(s) at fault for allowing incumbent to work on different positions during his suspension period.

(OM # 23)

#### **5.1.19 Non-framing of bye-laws for constitution of departmental promotion committee**

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that governing body failed to formulate bye-laws regarding constitution of departmental promotion committee for the promotion of staff and officers of faculty. In absence of bye-laws there was no fixed departmental promotion committee for promotion of different basic pay scales. However, the management made promotion of staff and officers of faculty from time to time by constituting departmental promotion committee through office orders.

Audit was of the view that the promotion of staff and faculty members in absence of bye-laws for constitution of departmental promotion committee was illegal which indicated weak management control.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends framing of bye-laws for constitution of departmental promotion committee for different basic pay scales.

(OM # 24)

### **5.1.20 Irregular promotions as Professor without recommendation of DPC**

According to minutes of meeting of KM&DC Departmental Promotion Committee issued vide No. P.F. NO.1-3/Estt/1757/2018 dated 12-10-2018, following two Associate Professors (BPS-19) of Dentistry Department, KM&DC had applied for promotion to the post of Professor, (BPS-20):

1. Dr. Syed Sheeraz Hussain, Associate Professor
2. Dr. Syed Shah Faisal, Associate Professor

The minutes of meeting added as follows;

#### **Quote;**

*Following Associate Professors (BPS-19), of Dental Department have been promoted on the basis of PM&DC Regulation, 2017 for the appointment of faculty where by candidates for the post of professor in basic sciences (Dental) having level-II b qualification in the respective subject can be promoted as professor;*

1. *Dr. Masood Ahmed Zakai, Associate Professor*
2. *Dr. Aqeel Ahmed Sheikh, Associate Professor*
3. *Dr. Nasir Ali Khan, Associate Professor*
4. *Dr. Muhammad Ashraf, Associate Professor*

*Their qualification, experience and publication were according to PM&DC requirement. Hence they were recommended for promotion to the post of Professor (BPS-20) against the existing vacancies of Professor, BPS-20 of Dental Department. Recognition of experience from PM&DC is available.*

#### **Unquote**

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that management of KM&DC promoted two faculty members among others, i.e., Dr. Syed Sheeraz Hussain and Dr. Syed Shah Faisal

of Dentistry Department as Professor (BS-20) with reference to the meeting of DPC held on 26-05-2018, whereas the minutes of meeting did not contain any specific recommendation for promotions of the above two officers.

Audit was of view that promotion of incumbents as professor without specific recommendation by departmental promotion committee stood irregular.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends fixing of responsibility on the person(s) at fault, besides taking remedial measures.

(OM # 26)

#### **5.1.21 Promotion of faculty members without approval of Government**

As per Notification No.RO(LG)/MISC/4(74)/2016 dated 05-05-2017 of Sindh Local Government, Housing & Town Planning, Department, called the Sindh Local Councils Employees (Service) Rules, 2017, under Part-II, Appointment, Promotion and Transfer, "The council shall be the appointing authority in respect of posts as approved by the Government in the Schedule of Establishment, provided that the appointments to posts in basic pay scales 16 and above shall be made in case of initial appointment by the commission and in case of promotion with the approval of Government."

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that management of KM&DC made promotions of 42 faculty members and issued minutes of the meeting vide No.P.F.1-3/Estt/1757/2018 dated 12-10-2018, but approval of Local Government Department, was not obtained as required under the above notification. Detail is provided at **Annex-6**.

Audit was of the view that promotion of the faculty members without approval Local Government was irregular.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends ex-post facto approval of Local Government, besides fixing responsibility on the person(s) at fault.

(OM # 27)

### 5.1.22 Delayed convening of Governing Body meeting

As per minutes of meeting of XXIXTH meeting of Governing body, KM&DC, on 30th November, 2017, “The Governing Body also decided that meeting of Governing Body should be convened after every 03 months (quarterly)”.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that management delayed the convening of meetings of Governing Body in violation of decision made in Governing Body meeting as detailed below:

Sr. No.	Meeting No.	Date of meeting	Delayed
1	32 <sup>nd</sup>	June 09, 2018	9 months
2	33 <sup>rd</sup>	May 18, 2019	11 months 10 days
3	34 <sup>th</sup>	January 14, 2020	Almost 08 months

Audit was of the view that delay in convening of meetings of Governing Body resulted into untimely decision over important matters of KM&DC which constituted weak management controls.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends fixing of responsibility on the person(s) at fault, besides taking remedial measures.

(OM # 07)

### 5.1.23 Non-maintenance of off-road buses

According to Para 21 of Sindh Service Delivery Standards for Hospitals from Sindh Health Care Commission, “there are clear and documented responsibilities, policies and procedures for procurement, use, maintenance, repair and disposal of equipment to minimize the potential for harm. Para 21.14 states that the regular and routine checks of equipment (equipment audit) are carried out in accordance with the operational manual, maintenance contract and/or a history sheet of the equipment by the Store in-charge”.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that Administrator, KMC handed over five Nos. (5) Daewoo CNG buses out of fleet of KMC CNG Buses to KM&DC on 14-05-2016 to

facilitate the students but the same were found out of order/off-road due to non-maintenance of the vehicles for last two years. Details are as follows:

Sr. No.	Registration No. of Buses	Model	Chassis No.	Engine No.
1	JB-1232	2010	BH15ECNGP0006	GE08T1704979BB
2	JB-1240	2010	BH15ECNGP0004	GE08T1704972BB
3	JB-1245	2010	BH15ECNGP0015	GE08T1704991BB
4	JB-1278	2010	BH15ECNGP0023	GE08T1902929BB
5	JB-1283	2010	BH15ECNGP0021	GE08T1902919BB

Audit was of the view that due to non-maintenance of buses of KM&DC, the students of the institute were deprived of the bus services despite paying transport fee/charges.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends maintenance of vehicles, besides fixing of responsibility on the person(s) at fault.

(OM # 19)

#### 5.1.24 Non-maintenance of machinery and equipment

According to Para 21 of Sindh Service Delivery Standards for Hospitals by Sindh Health Care Commission, “there are clear and documented responsibilities, policies and procedures for procurement, use, maintenance, repair and disposal of equipment to minimize the potential harm. Further, ibid Para 21.14 states that the regular and routine checks of equipment (equipment audit) are carried out in accordance with the operational manual, maintenance contract and/or a history sheet of the equipment by the Store in-charge”.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that management did not utilize various machinery and equipment (procured since the year 2001 onward) in the Dental Department. Moreover, repair of CCTV cameras was not carried out as per report of chief security officer. Further, the miscellaneous medical and dental items were also lying unutilized as per detail at **Annex-7**.

Audit was of the view that due to non-utilization the machinery & equipment were deteriorating resulting into loss of public money.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends that inquiry should be conducted into the matter for fixing of responsibility on the person(s) at fault.

(OM # 21)

#### **5.1.25 Non-conducting of Annual Physical verification of stores/stock**

According to Rule 116 of SFR, “The balance in stock should be examined yearly to see whether the balance in hand represents the quantities as well as the value borne on the account books. Any discrepancy discovered in the verification should be fully explained, and the book balance set right under orders of the competent authority”.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that management of KM&DC failed to conduct annual physical verification of stores/stock.

Audit was of the view that non-conducting of annual physical verification indicated weak financial management.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends conducting of physical verification, besides fixing of responsibility on the person(s) at fault.

(OM # 28)

#### **5.1.26 Non-conducting of annual internal inspection**

Section 90 of the Sindh Local Government Act, 2013 states, “The working of the Councils shall be inspected at least once in a financial year by an Inspecting Officer or Inspection Team appointed by Government as may be prescribed”.

During Special Study on Bye-laws and Functioning of Karachi Medical & Dental College, KMC, it was observed that inspection of the institution was not arranged by the controlling administrative department.

Audit of the view that non-conducting of annual internal inspection was a violation of SLG Act, 2013.

The matter was reported to the management in April 2020, but no reply was received. The PAO did not convene DAC meeting despite pursuance by Audit.

Audit recommends arrangement of periodical inspection by the PAO for detecting any deviations and bringing improvement in functioning of the institution.

**(OM # 29)**



## **6. Recommendations**

### **6.1 Recommendations for organization:**

- i. Implementation of bye-laws in letter and spirit should be ensured through periodical inspection and monitoring at the administrative level.
- ii. Matter of poor grading of KM&DC should be addressed on priority for its improvement.
- iii. Outstanding salaries may be paid to the employees for effective financial management and better performance of the institution.
- iv. Recovery of overpaid amount for the absence period and conveyance allowance from the employees should be ensured.
- v. The sanitation of the premises of college should be improved through proper monitoring of janitorial services.
- vi. Performance of dental section of KM&DC should be improved as per standard criteria of PM&DC.
- vii. Conducting of inquiry in the matter of irregular promotions and appointments for fixing of responsibility.

### **6.2 Recommendations for policy makers:**

- i. Matter of poor grading of KM&DC by PM&DC needs to be taken up effectively for improvement of the institution.
- ii. Deficiencies in dental section of KM&DC need to be removed in the light of inspection report of PM&DC.
- iii. Framing of bye-laws for constitution of departmental promotion committee for different basic pay scales should be ensured.

## **Acknowledgement**

The department of Auditor General of Pakistan expresses appreciation to the management and staff of KM&DC for the assistance and cooperation extended to the auditors during this assignment.

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## **Annexures**

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### Non-production of record

- i. Expenditure & Revenue statements for the financial years 2016-19.
- ii. Payroll and Bank Statements of 2016-19
- iii. Collection of OPD and its expenditure for last three years
- iv. Copies of agenda and decisions of 34<sup>th</sup> Governing Body meeting.
- v. Material purchased/received in dental department through ADP funds from KMC.
- vi. Material/equipment received from Senior Director, Medical & Health, KMC.
- vii. Copies of passports of officers who travelled abroad to check their Ex-Pakistan leave as per order since last five years.
- viii. List of equipment provided to ASH by KM&DC.
- ix. Bio-matric attendance reports of 2017 & 2018.
- x. List of medicines prescribed in dental OPD.
- xi. Minutes of recruitment of teaching and non-teaching staff along with criteria.
- xii. Details of deduction of salary on the basis of bio-matric attendance for 2016-19.
- xiii. Personal files of officers/officials retired during last three years.
- xiv. Attendance of students on bio-matric of 2018-19
- xv. Bio-matric attendance of HOs/PGs for 2018-19.
- xvi. Patient details of dental OPD of last three years.
- xvii. Statistical data of examination result of MBBS/BDS for last five years.
- xviii. Student's feedback reports of last three years.
- xix. List of staff who are working on non-cadre post
- xx. Information regarding resigned or contract expired faculty members.
- xxi. Minutes of all DPCs of teaching and non-teaching staff.
- xxii. Details of assets delivered to ENT department ASH along with expenditure.
- xxiii. Leave record and deduction from pay of Dr. S. Mahmood Haider and Dr. Shah Faisal
- xxiv. Personal files and service books of Professor Dr. Farhat Hussain Jafari, Professor Dr. Nargis Anjum, Professor Dr. Nasir Ali Khan, Professor Dr. Tazeen Fatima, Dr. SamiaSiraj, Mr. Javed Qaiser, (AD-Finance), Mr. Abid Qureshi, program officer, Mr. Shabbir Ahmed Nomani, office Secretary.

### Non-payment of outstanding salary

<b>Sr. No.</b>	<b>Employees No.</b>	<b>Employees Name</b>	<b>Designation</b>
1	551	Dr Sheeba Farhan	Demonstrator
2	608	Dr Shajia Haider	Demonstrator
3	612	Dr Aeliya Batool	Demonstrator
4	653	Dr Quratulain Saleem	Demonstrator
5	353	Dr Amber Naseer	Demonstrator
6	647	Dr Farhina Nasir	Demonstrator
7	405	Dr Feroza Masroor	Assistant Professor
8	607	Dr Shayan Zulfishan	Demonstrator
9	380	Dr Rana Mehmood	Associate Professor
10	897	Uzma Farheen	Junior Clerk
11	899	Madiha Azam	Junior Clerk
12	898	Madiha Munnawar	Lab Assistant
13	354	Dr Nusrat Kaiser	Demonstrator
14	655	Dr Talat Saeed	Demonstrator
15	455	Dr Shazia	Demonstrator
16	613	Dr Faiza Misbah	Demonstrator
17	684	Dr Hina Ahmed	Demonstrator
18	447	Dr Erum Fatima	Demonstrator
19	635	Dr Rashid Ali	Dental Officer
20	617	Dr Beena Zehra	Demonstrator
21	31	Dr Sheeraz	Demonstrator
22	384	Dr Baqar Raza	Demonstrator
23	209	Syed Asif Ali	Sr. Store Keeper
24	135	Syed Zubair Un Nabi	Senior Lab Techn
25	249	Atiq Ur Rehman	Lab Technician
26	121	Amber Ashraf	Computer Operator
27	139	Maaziya Ejaz	Med Technologist
28	510	Erum Shahid	Assistant Professor
29	547	Dr Nousheen	Demonstrator
30	650	Dr Zohra Jabeen	Demonstrator
31	618	Dr Erum Fatima	Demonstrator

<b>Sr. No.</b>	<b>Employees No.</b>	<b>Employees Name</b>	<b>Designation</b>
32	436	Dr Syeda Asma	Demonstrator
33	379	Dr Sarwat Sultana	Demonstrator
34	615	Samira Tariq	Demonstrator
35	107	Afzeena Sultana	Medical Technologist
36	98	Misbah Baqar	Lecturer
37	104	Shadmanafees	Librarian
38	381	Nadeem Qureshi	Demonstrator
39	406	Muhammad Nasir	Assistant Professor
40	97	Farman Ali	Office Secretary
41	402	Jawaid Iqbal	Assistant Professor
42	664	Nauman Shirazo	Demonstrator
43	666	Filza Misbah	Demonstrator
44	678	Afshan Jamal	Demonstrator
45	676	Hira Ayub	Dental Officer
46	680	Nida Mir	Demonstrator
47	665	Asma Siddiqui	Demonstrator
48	629	Shazia Sarwat Iqbal	Demonstrator
49	388	Waseem Ahmed Siddiqui	Associate Professor
50	349	Pervaiz Alam	Demonstrator
51	386	Wasiq Ahmed	Assistant Professor
52	-	Akbar Mughal	Assistant Professor
53	64	Sajjad Ahmed	Professor
54	985	Pervez Ahmed	Assistant
55	476	Asad Jafri	Assistant Professor
56	15	Aftab Imtiaz	Professor
57	61	Naseema Kapadia	Professor
58	43	Gulnaz Khalid	Professor
59	462	Khalid Ashrafi	Professor
60	13	Nargis Anjum	Professor
61	71	Fareeda Islam	Professor
62	16	Naila Zahir	Professor
63	100	Shabbir Ahmed Nomani	Office Secretary
64	123	Zia Ul Haq	Senior Clerk
65	895	Yawar Abbas	Lab Assistant
66	217	Salman Rehan	Senior Clerk
67	112	Ameer Haider	Office Secretary

<b>Sr. No.</b>	<b>Employees No.</b>	<b>Employees Name</b>	<b>Designation</b>
68	95	Mrza Nadeem Baig	Asst Dir Finance
69	111	Irfan Ahmed	Program Officer
70	176	Qamar Shamim	Program Officer
71	128	Zeeshan Ahmed	Electric Engineer
72	976	S.M. Arif	Dy. Dir Store
73	232	Sarwa Imam	Lab Assistant
74	887	Taimoor Shakeel	Lab Assistant
75	896	Shakeel Nadeem	Lab Assistant
76	250	Asif Naveed	Lab Attendant
77	193	Jawaid Akhtar	Assistant
78	189	Muhammad Abbas	Lab Assistant
79	995	Nabeel Zaman	Assistant
80	902	Muhammad Khalid	Peon
81	200	Taj Udun	Junior Clerk
82	248	Fazal Wahid	Senior Clerk
83	921	Nafees	Record Sorter
84	893	Habib Hasa N	Lab Assistant
85	165	Ahmed	Lab Assistant
86	194	Kalarene	Supervisor Sanitary
87	892	Kazim Pasha	Lab Assistant
88	22	Haseeb Ahmed	Civil Engineer
89	900	Abdul Samad	Lab Assistant
90	927	Rizwan Ahmed	Lab Attendant
91	17	Ehsanullah	Program Officer
92	170	Chand Muhmmad	Lab Technician
93	309	Aman Ullah	Lab Attendant
94	137	Haider Abbas	Electrician
95	925	Arif Ali	General Servant
96	928	Mushtaq Ali	Lab Attendant
97	150	Shamshad Haider	Telephone Operator
98	143	Muhammad Akram	Supervisor Technician
99	930	Muhammad Iftexhar	Helper
100	275	Nadeem Akhtar	Lab Technician
101	271	Irfan Ahmed Khan	Lab Technician
102	240	Mukhratr Ali	Library Assistant
103	894	Mohammad Mahmood	Lab Assistant



<b>Sr. No.</b>	<b>Employees No.</b>	<b>Employees Name</b>	<b>Designation</b>
104	241	Muhammad Ijaz	Lab Technician
105	339	Dr M Irfan	Assistant Professor
106	225	Asif Ameen	Assistant
107	118	Junaid	Computer Operator
108	153	M Akram	Transport Supervisor
109	667	Nazia Zaheer	Demonstrator
110	610	Mudassir Hussain	Dental Officer
111	675	Shiraz Abbas	Demonstrator
112	549	Saqib Raza	Demonstrator
113	669	Nabeel Khan	Demonstrator
114	378	Uzma Tasneem	Assistant Professor
115	435	Raffat Rasool	Assistant Professor
116	897	Asad Abbas	Lab Attendant
117	333	Muhamad Bilal	Naib Qasid
118	187	Muhammad Zakir	Sr. Dental Technician
119	24	Uzma Rizvi	Assistant Professor
120	245	Junaid Anwar	Lab Assistant
121	93	Atieq Ahmed	Asst Dir Finance
122	92	Pervez Ahmed	Asst Dir Finance
123	903	Shahid Nasim	Daftari
124	964	M. Kamran	Lab Attendant
125	302	Fazal Hussain	Lab Attendant
126	982	Rehana Parveen	General Servant
127	297	Kamran Farooq	Lab Attendant
128	219	Javed	Assistant
129	924	Aamir Ali	Lecture Hall Attendant
130	908	Naeemuddin	Peon
131	277	Israr Hussain	Senior Clerk
132	268	Izhar Ali	Lab Assistant
133	872	Hina Roshan	Junior Clerk
134	938	Mubeen Khan	Lab Attendant
135	231	Zamir Ahmed	Assistant
136	307	Asif Ahmed Khan	Naib Qasid
137	917	Arshad Ali	Lab Attendant
138	129	Muhammad Ashraf	Junior Clerk
139	948	Muhammad Shahid	Dispatch Rider

<b>Sr. No.</b>	<b>Employees No.</b>	<b>Employees Name</b>	<b>Designation</b>
140	936	Syed Faizanali	Record Sorter
141	997	Khurram Sheikh	General Servant
142	168	Shaeel	Lab Attendant
143	198	M Yousuf Khan	Senior Store Keeper
144	914	Farhan Kashif	Book Binder
145	204	Khalid	Library Assistant
146	206	Abid Qureshi	Program Officer
147	939	Hamid	Lab Attendant
148	184	Khashif Khan	Senior Technician
149	185	Dr Nasir Ali Khan	Professor
150	186	Syed Mahmood Haider	Professor

**Annex-3**

**Non-deduction of salary of employees for the absence period  
From 01/01/2019 to 31/12/2019**

(Amount in Rupees)

Sr. No.	Code No	Name	Designation	Total	Total Absent	Net Salary for Deduction	Per day Salary	Salary deduction
1	343	DR. NADEEM BAIG	Professor	357	123	237,786	7,926	974,898
2	354	DR. NUSRAT KAISER	Demonstrator	263	153	83,416	2,781	425,493
3	447	DR. ERUM FATIMA SYED	Demonstrator	350	132	111,323	3,711	489,852
4	552	DR. ASMA AIJAZ .	Demonstrator	345	33	81,598	2,720	89,760
5	613	FAIZA MISBAH	Demonstrator	348	119	83,416	2,781	330,939
6	634	DR. HIRA AHMED	Demonstrator	357	148	76,646	2,555	378,140
7	655	DR. TALAT SAEED	Demonstrator	357	135	86,523	2,884	389,340
8	656	DR. SHAZIA FAHMI	Demonstrator	356	122	86,523	2,884	351,848
9	15	DR. AFTAB IMTIAZ	Professor	356	180	223,532	7,451	1,341,180
11	474	DR. SYED HAMID ALI	Associate Prof	347	165	141,461	4,715	777,975
12	459	DR. QAISER JAMAL	Professor	357	129	181,365	6,046	779,934
13	470	DR. ATIYA SABEEN RAHMAN	Associate Prof	347	179	141,461	4,715	843,985
14	477	DR. ANEELA ALTAF KIDWAI	Associate Prof	352	149	137,649	4,588	683,612
16	397	DR. SHAISTA AHMED	Assistant Prof	356	144	164,151	5,472	787,968
17	464	DR. SYED AMIR JALIL	Associate Prof	357	132	157,467	5,249	692,868
18	506	DR. MUHAMMAD NASEEM	Assistant Prof	359	192	131,909	4,397	844,224
19	62	SYED FARHAT ALI JAFRI	Professor	352	102	230,658	7,689	784,278
20	388	DR. WASEEM A. SIDDIQUI	Assistant Prof	356	145	191,784	6,393	926,985
21	389	DR. QAMER HYDER KHAN	Assistant Prof	355	142	122,910	4,097	581,774
23	455	DR. SHAZIA ALI	Demonstrator	350	76	111,323	3,711	282,036
24	618	DR. ERUM KHAN	Demonstrator	355	127	86,523	2,884	366,268
25	650	DR. ZOHRA JABEEN	Demonstrator	356	129	86,523	2,884	372,036
26	653	DR. QURAT UL AIN SALEEM	Demonstrator	357	132	86,523	2,884	380,688
27	61	DR. NASEEMA KAPADIA	Professor	356	99	239,275	7,976	789,624
28	462	DR. KHALID AHMED ASHRAFI	Professor	356	118	230,659	7,689	907,302

(Amount in Rupees)

Sr. No.	Code No	Name	Designation	Total	Total Absent	Net Salary for Deduction	Per day Salary	Salary deduction
29	9	DR. M. AYUB MUSANI	Associate Prof	353	125	176,617	5,887	735,875
30	356	DR. ASIFA HAFEEZ	Assistant Prof	235	4	80,541	2,685	10,740
31	69	DR. ROOHI EHSAN	Assistant Prof	347	110	136,768	4,559	501,490
33	386	DR. WASIQ AHMED	Demonstrator	357	121	133,757	4,459	539,539
34	435	DR. RAFFAT RASOOL	Demonstrator	357	125	105,573	3,519	439,875
35	12	DR. RUBINA IZHAR	Professor	350	80	223,532	7,451	596,080
36	85	DR. TAZIN FATIMA MUNIM .	Professor	347	114	244,912	8,164	930,696
37	337	DR. YASMEEN NOMAN	Professor	345	33	209,721	6,991	230,703
38	360	DR. SHABNUM SHAMIM	Professor	350	129	237,786	7,926	1,022,454
39	7	DR. SUMBUL SOHAIL	Associate Prof	357	99	200,553	6,685	661,815
40	375	DR. AISHA KHATOON	Associate Prof	357	173	184,401	6,147	1,063,431
41	393	DR. ZUBAIDA MASOOD	Associate Prof	356	114	160,600	5,353	610,242
42	492	DR. SHAISTA RASHID	Assistant Prof	354	149	126,170	4,206	626,694
43	342	SYED MAHMOOD HAIDER	Professor	353	103	305,198	10,173	1,047,819
44	80	DR. ZAHID ALI	Assistant Prof	355	156	141,573	4,719	736,164
45	87	DR. SUFYAN AHMED	Assistant Prof	356	120	140,645	4,688	562,560
46	630	DR. AURANGZEB KHAN	Demonstrator	356	174	86,523	2,884	501,816
47	668	DR. FAIZAH HASSAN	Demonstrator	341	164	86,523	2,884	472,976
48	670	DR. QUDSIA SABIH	Demonstrator	359	144	86,523	2,884	415,296
49	495	DR. S. WASIM AKHTAR	Professor	345	84	183,150	6,105	512,820
50	48	DR. ARSHAD SHEIKH	Professor	357	127	253,187	8,440	1,071,880
51	346	DR. M. S. FAHMI	Professor	345	33	252,040	8,401	277,233
52	457	DR. UZMA FASIH	Associate Prof	358	184	161,279	5,376	989,184
53	476	DR. ASAD RAZA JAFRI	Associate Prof	345	33	141,461	4,715	155,595
54	345	DR. SULTAN	Professor	346	85	241,755	8,059	685,015

(Amount in Rupees)

Sr. No.	Code No	Name	Designation	Total	Total Absent	Net Salary for Deduction	Per day Salary	Salary deduction
		MUSTAFA						
55	481	DR. IBRAHIM SHAKOOR	Professor	358	130	141,461	4,715	612,950
56	336	DR. SHAHEEN MASOOD	Demonstrator	357	158	117,521	3,917	618,886
57	16	DR. NAILA ZAHEER	Professor	357	122	216,405	7,214	880,108
58	43	DR. GULNAZ KHALID	Professor	354	128	223,532	7,451	953,728
59	64	DR. SHAIKH SAJJAD AHMED	Professor	357	117	229,989	7,666	896,922
60	65	DR. MUHAMMAD SABIR	Professor	356	139	229,826	7,661	1,064,879
61	41	DR. M. FAIZ UDDIN	Associate Prof	356	121	216,440	7,215	873,015
63	42	DR. RAFIA ANWAR US SALAM	Assistant Prof	352	107	129,598	4,320	462,240
64	339	DR. M. IRFAN KHAN	Assistant Prof	357	121	179,910	5,997	725,637
65	353	DR. AMBER NASEER	Demonstrator	356	124	83,416	2,781	344,844
66	402	DR. JAWED IQBAL	Demonstrator	357	120	156,280	5,209	625,080
67	546	DR. SOMIYA YOUNUS	Demonstrator	356	134	86,523	2,884	386,456
68	611	DR. ERUM AAMIR	Demonstrator	355	129	86,523	2,884	372,036
69	614	DR. HINA IQBAL	Demonstrator	345	33	86,523	2,884	95,172
70	647	DR. FARHINA NASIR	Demonstrator	356	124	81,405	2,714	336,536
71	71	DR. FARIDA ISLAM .	Professor	357	174	247,786	8,260	1,437,240
72	380	DR. RAANA MEHMOOD	Assistant Prof	355	164	187,780	6,259	1,026,476
73	24	DR. UZMA RIZVI	Demonstrator	356	147	188,555	6,285	923,895
74	76	DR. EHSAN MURTAZA KHAN	Demonstrator	357	138	166,398	5,547	765,486
75	608	DR. SHAJIA HAIDER	Demonstrator	356	186	67,782	2,259	420,174
76	612	DR. AELIYA BATOOL	Demonstrator	356	176	67,782	2,259	397,584
77	13	DR. NARGIS ANJUM	Professor	351	116	304,823	10,161	1,178,676
78	63	DR. GUL AFSHAN .	Associate Prof	350	79	183,904	6,130	484,270
79	378	DR. UZMA TASNEEM	Associate Prof	351	142	172,620	5,754	817,068
80	438	DR. M. AKBAR MUGHAL	Assistant Prof	356	122	120,190	4,006	488,732
81	547	DR. NAUSHEEN	Assistant Prof	352	176	86,523	2,884	507,584
82	408	DR. RIZWAN AHMED	Demonstrator	345	33	165,914	5,530	182,490

(Amount in Rupees)

Sr. No.	Code No	Name	Designation	Total	Total Absent	Net Salary for Deduction	Per day Salary	Salary deduction
83	551	DR. SHEEBA FARHAN	Demonstrator	355	141	86,523	2,884	406,644
84	617	DR. BEENA ZEHRA	Demonstrator	356	138	81,598	2,720	375,360
85	20	DR. RAHIL M. RAHMAN	Professor	345	60	207,955	6,932	415,920
87	361	DR. M. JAMAL UDDIN	Associate Prof	357	133	205,340	6,845	910,385
88	364	DR. AZFAR UDDIN	Associate Prof	357	168	170,084	5,669	952,392
89	362	DR. MUHAMMAD TANVEER ALAM .	Assistant Prof	354	99	156,277	5,209	515,691
90	372	DR. M. AURANGZEB	Assistant Prof	357	174	167,739	5,591	972,834
91	376	DR. RIZWAN AHMED KHAN	Assistant Prof	358	132	185,170	6,172	814,704
92	22	DR. MUHAMMAD ALI SHAKIR	Associate Prof	353	152	170,239	5,675	862,600
93	436	DR. SYEDA ASIYA PARVEEN	Associate Prof	357	147	120,237	4,008	589,176
94	381	DR. NADEEM A. QURAIISHI	Demonstrator	357	118	138,932	4,631	546,458
95	405	DR. FEROUZA MASROOR	Demonstrator	355	150	181,170	6,039	905,850
96	406	DR. MUHAMMAD NASIR	Demonstrator	356	122	152,851	5,095	621,590
97	607	DR. SHAYAN ZUFISHAN	Demonstrator	354	133	86,523	2,884	383,572
98	615	DR. SAMIRA TARIQ	Demonstrator	357	138	86,523	2,884	397,992
99	465	DR. NASREEN SIDDIQUI	Associate Prof	357	118	162,255	5,409	638,262
100	490	DR. MUHAMMAD ASHRAF	Associate Prof	357	137	171,829	5,728	784,736
101	500	DR. SANA ADEEBA ISLAM	Assistant Prof	355	144	112,335	3,745	539,280
102	86	DR. S. FURQAN AHMED	Demonstrator	351	103	143,820	4,794	493,782
103	610	DR. MUDASSIR HUSSAIN	Dental officer	356	79	100,598	3,353	264,887
104	629	DR. SHAZIA SARWAT IQBAL	Dental officer	356	84	100,598	3,353	281,652
105	19	DR. AQEEL AHMED SHAIKH	Associate Prof	355	168	181,585	6,053	1,016,904
106	545	DR. ANUM KHAN	Demonstrator	346	110	86,523	2,884	317,240
107	658	DR. M. TARIQ FAYYAZ	Demonstrator	354	132	86,523	2,884	380,688

(Amount in Rupees)

Sr. No.	Code No	Name	Designation	Total	Total Absent	Net Salary for Deduction	Per day Salary	Salary deduction
108	663	DR. M. YOUSUF ALI	Demonstrator	356	136	86,523	2,884	392,224
109	671	DR. SANOBER NAVEED	Demonstrator	354	123	86,523	2,884	354,732
110	18	DR. REHAN UDDIN QURESHI	Associate Prof	339	107	170,854	5,695	609,365
111	549	DR. S. SAQIB RAZA	Demonstrator	357	131	86,523	2,884	377,804
112	659	DR. NADIA CHUGHTAI	Demonstrator	354	125	86,523	2,884	360,500
113	662	DR. FARHAT NAZEER KHAN	Demonstrator	351	94	86,523	2,884	271,096
114	635	DR. RASHID ALI	Dental officer	357	134	100,598	3,353	449,302
115	46	DR. NASIR ALI KHAN	Associate Prof	346	167	175,642	5,855	977,785
116	669	DR. NABEEL KHAN	Assistant Prof	274	108	86,523	2,884	311,472
117	664	DR. NAUMAN SHIRAZI	Assistant Prof	356	142	86,523	2,884	409,528
118	666	DR. FILZA MINHAS	Assistant Prof	357	138	86,523	2,884	397,992
119	676	DR. HIRA AYUB	Dental officer	355	166	100,598	3,353	556,598
120	31	DR. SYED SHEERAZ HUSSAIN	Associate Prof	352	146	161,548	5,385	786,210
121	59	DR. SYED SHAH FAISAL	Assistant Prof	351	119	148,007	4,934	587,146
122	665	DR. ASMA SIDDIQUI	Demonstrator	355	127	86,523	2,884	366,268
123	673	DR. MARIAM AKHLAQUE	Demonstrator	355	124	86,523	2,884	357,616
124	78	DR. MUHAMMAD NASIR	Associate Prof	357	134	185,217	6,174	827,316
126	678	DR. S. AFSHAN JAMAL	Dental officer	355	152	100,598	3,353	509,656
127	440	DR. SYED MUBARAK ALI	Associate Prof	356	109	149,227	4,974	542,166
130	609	DR. WAJEEHA BATOOL	Demonstrator	356	127	67,782	2,259	286,893
133	532	DR. MEHWASH KASHIF	Assistant Prof	365	149	105,160	3,505	522,245
134	667	DR. NAZIA ZAHEER	Demonstrator	357	156	86,523	2,884	449,904
135	675	DR. SHIRAZ ABBAS	Demonstrator	356	136	86,523	2,884	392,224
136	75	DR. ASAD AKBAR MOIN	Demonstrator	349	156	148,335	4,945	771,420
137	79	DR. ATIQ UDDIN MALLICK	Demonstrator	354	122	161,883	5,396	658,312

(Amount in Rupees)

<b>Sr. No.</b>	<b>Code No</b>	<b>Name</b>	<b>Designation</b>	<b>Total</b>	<b>Total Absent</b>	<b>Net Salary for Deduction</b>	<b>Per day Salary</b>	<b>Salary deduction</b>
138	88	DR. ABDUL ALEEM	Demonstrator	343	111	140,872	4,696	521,256
139	548	DR. ANUM AIJAZ	Demonstrator	354	141	86,523	2,884	406,644
140	677	DR. M. FAHAD ATHAR	Dental officer	354	144	100,598	3,353	482,832
Deduction from 01st Jan. 2019 to 31st Dec 2019								77,174,268



## Overpayment of Conveyance Allowance

[Amount in Rs.]

Sr. No.	Name of Employee	Designation	BPS	Conveyance		Difference per Month	Difference per annum
				Allowed	Admissible		
1	Dr. Aliya Iqbal Ali Khan	Assistant Professor	18	9,000	5,000	4,000	48,000
2	Dr. Fauzia Rehman	Senior Registrar	18	6,000	5,000	1,000	12,000
3	Dr. M Jamaluddin	Associate Professor	19	12,000	5,000	7,000	84,000
4	Dr. M Tanveer Alam	Assistant Professor	18	9,000	5,000	4,000	48,000
5	Dr. Azfaruddin Qureshi	Assistant Professor	18	9,000	5,000	4,000	48,000
6	Dr. Itrat Javed	Assistant Professor	18	9,000	5,000	4,000	48,000
7	Dr. Syed Qamar Aziz	Assistant Professor	18	9,000	5,000	4,000	48,000
8	Dr. Bushra Tasneem	Senior Registrar	18	6,000	5,000	1,000	12,000
9	Dr. S.M Salim Ali	Assistant Professor	18	9,000	5,000	4,000	48,000
10	Dr. Muhammad Aurangzeb	Assistant Professor	18	9,000	5,000	4,000	48,000
11	Dr. Shakeel Ahmad	Senior Registrar	18	6,000	5,000	1,000	12,000
12	Dr. Ayesha Khatoon	Assistant Professor	18	9,000	5,000	4,000	48,000
13	Dr. Rizwan Ahmad Khan	Assistant Professor	18	9,000	5,000	4,000	48,000
14	Dr. Mahmood ul Hassan	Assistant Professor	18	9,000	5,000	4,000	48,000
15	Dr. Uzma Tasneem	Assistant Professor	18	9,000	5,000	4,000	48,000
16	Dr.Sadiq Mirza	Assistant Professor	18	9,000	5,000	4,000	48,000
17	Dr. Zubaida Masood	Assistant Professor	18	9,000	5,000	4,000	48,000
18	Dr. Arshad Ali	Assistant Professor	18	9,000	5,000	4,000	48,000
19	Dr. Shaista Ahmad	Assistant Professor	18	9,000	5,000	4,000	48,000
20	Dr. Mashhood zafar	Assistant Professor	19	12,000	5,000	7,000	84,000
21	Dr. Shama Mashhood	Senior Registrar	18	6,000	5,000	1,000	12,000
22	Dr. Sarwat Sajjad Sethi	Assistant Professor	18	9,000	5,000	4,000	48,000
23	Dr. Faheem Ahmad Khan	Senior Registrar	18	6,000	5,000	1,000	12,000
24	Dr. Muhammad Iqbal Hassan	Senior Registrar	18	6,000	5,000	1,000	12,000
25	Dr. Syed Mubarak Ali	Associate Professor	19	12,000	5,000	7,000	84,000
26	Dr. Zia ul Hassan	Assistant Professor	18	9,000	5,000	4,000	48,000
27	Dr. Uzma Fasih	Associate Professor	19	12,000	5,000	7,000	84,000
28	Dr. Sabeen Atif	Associate Professor	19	12,000	5,000	7,000	84,000
29	Dr. Qaisar Jamal	Associate Professor	19	12,000	5,000	7,000	84,000
30	Dr. M. Yousuf Yaqoob	Assistant Professor	18	9,000	5,000	4,000	48,000
31	Dr. Hassan Amir us Saqlain	Assistant Professor	18	9,000	5,000	4,000	48,000
32	Dr. S Amir Jalil	Associate Professor	19	12,000	5,000	7,000	84,000
33	Dr. Nasreen Siquiqui	Associate Professor	19	12,000	5,000	7,000	84,000
34	Dr. Nisar Ahmad	Associate Professor	19	12,000	5,000	7,000	84,000
35	Dr. Attiya Rehman	Assistant Professor	18	9,000	5,000	4,000	48,000
36	Dr. Sabeen Rehman	Assistant Professor	18	9,000	5,000	4,000	48,000
37	Dr. Zulfiqar Haider	Assistant Professor	18	9,000	5,000	4,000	48,000
38	Dr. S. Hamid Ali	Assistant Professor	18	9,000	5,000	4,000	48,000
39	Dr. Anila Altaf Qidwai	Assistant Professor	18	9,000	5,000	4,000	48,000
40	Dr. Amna Begum	Assistant Professor	18	9,000	5,000	4,000	48,000
41	Dr. Ameena Begum	Assistant Professor	18	9,000	5,000	4,000	48,000

## Overpayment of Conveyance Allowance

[Amount in Rs.]

Sr. No.	Name of Employee	Designation	BPS	Conveyance		Difference per Month	Difference per annum
				Allowed	Admissible		
42	Dr. Syed Saeed Abidi	Assistant Professor	18	9,000	5,000	4,000	48,000
43	Dr. Ibrahim Shakoor	Assistant Professor	18	9,000	5,000	4,000	48,000
44	Dr. Najam us Sahar Ansari	Senior Registrar	18	6,000	5,000	1,000	12,000
45	Dr. S.M Akmal Jamil	Assistant Professor	18	9,000	5,000	4,000	48,000
46	Dr. Khuram Danial	Assistant Professor	18	9,000	5,000	4,000	48,000
47	Dr. Syed Sajid Hussain	Assistant Professor	18	9,000	5,000	4,000	48,000
48	Dr. Zubair Ahmad Abbasi	Associate Professor	19	12,000	5,000	7,000	84,000
49	Dr. Muhammad Ashraf	Associate Professor	19	12,000	5,000	7,000	84,000
50	Dr. Shaista Rashid	Assistant Professor	18	9,000	5,000	4,000	48,000
51	Dr. Erum Imran	Associate Professor	19	12,000	5,000	7,000	84,000
52	Dr. S. Waseem Akhter	Associate Professor	19	12,000	5,000	7,000	84,000
53	Sr. Shabnam Nadeem	Assistant Professor	18	9,000	5,000	4,000	48,000
54	Dr. Muslehuiddin Kalar	Senior Registrar	18	6,000	5,000	1,000	12,000
55	Dr. Sana Adiba Islam	Assistant Professor	18	9,000	5,000	4,000	48,000
56	Dr. Tasneem Borhani	Assistant Professor	18	9,000	5,000	4,000	48,000
57	Dr. Nadeem Iqbal	Assistant Professor	18	9,000	5,000	4,000	48,000
58	Dr. Ishrat Irfani	Senior Registrar	18	6,000	5,000	1,000	12,000
59	Dr. Muhammad Naseem	Assistant Professor	18	9,000	5,000	4,000	48,000
60	Dr. Muhammad Raees	Senior Registrar	18	6,000	5,000	1,000	12,000
61	Dr. Jamal Ara	Senior Registrar	18	6,000	5,000	1,000	12,000
62	Dr. Firasat Waqar Khanzada	Senior Registrar	18	6,000	5,000	1,000	12,000
63	Dr. Erum Shahid	Senior Registrar	18	6,000	5,000	1,000	12,000
64	Dr. Fouzia Ali	Senior Registrar	18	6,000	5,000	1,000	12,000
65	Dr. Syed Shahid Asad	Senior Registrar	18	6,000	5,000	1,000	12,000
66	Dr. Tazeen Fatima	Senior Registrar	18	6,000	5,000	1,000	12,000
67	Dr. Asma Iqbal	Senior Registrar	18	6,000	5,000	1,000	12,000
68	Dr. Sonia Rashid	Senior Registrar	18	6,000	5,000	1,000	12,000
69	Dr. Raheela Imtiaz	Senior Registrar	18	6,000	5,000	1,000	12,000
70	Dr. Muhammad Adil Ramzan	Senior Registrar	18	6,000	5,000	1,000	12,000
71	Dr. Mahnoor Khalil	Senior Registrar	18	6,000	5,000	1,000	12,000
72	Dr. Riffat Ghazala	Senior Registrar	18	6,000	5,000	1,000	12,000
73	Dr. Anwar Mohyuddin	Senior Registrar	18	6,000	5,000	1,000	12,000
74	Dr. Muhammad Junaid ullah	Senior Registrar	18	6,000	5,000	1,000	12,000
75	Dr. Ghulam Moinuddin	Senior Registrar	18	6,000	5,000	1,000	12,000
76	Dr. Asim Masroor Rashid	Senior Registrar	18	6,000	5,000	1,000	12,000
77	Dr. Asma Iqbal Ansari	Senior Registrar	18	6,000	5,000	1,000	12,000
78	Dr. Aisha Javed	Senior Registrar	18	6,000	5,000	1,000	12,000
79	Dr. Zaira Batool	Senior Registrar	18	6,000	5,000	1,000	12,000
80	Dr. Sohail Ahmad	Associate Professor	19	12,000	5,000	7,000	84,000
81	Dr. Syeda Asma Khalid	Assistant Professor	18	9,000	5,000	4,000	48,000
82	Dr. Saeed Ahmad	Senior Registrar	18	6,000	5,000	1,000	12,000

## Overpayment of Conveyance Allowance

[Amount in Rs.]

Sr. No.	Name of Employee	Designation	BPS	Conveyance		Difference per Month	Difference per annum
				Allowed	Admissible		
83	Dr. S. Baqar Ali Naqvi	Senior Registrar	18	6,000	5,000	1,000	12,000
84	Dr. Erum Jahan	Senior Registrar	18	6,000	5,000	1,000	12,000
85	Dr. Abdul Ali Khan	Senior Registrar	18	6,000	5,000	1,000	12,000
86	Dr. M. Seraj us Salekeen	Professor	19	12,000	5,000	7,000	84,000
87	Dr. Hassan Kashif	Assistant Professor	18	9,000	5,000	4,000	48,000
88	Dr. Masood Ahmed Zaki	Associate Professor	19	12,000	5,000	7,000	84,000
89	Dr. Ghazanfar Tahir	Assistant Professor	18	9,000	5,000	4,000	48,000
90	Dr. Sumbul Sohail	Associate Professor	19	12,000	5,000	7,000	84,000
91	Dr. M. Ayub Moosani	Associate Professor	19	12,000	5,000	7,000	84,000
92	Dr. Nadeem Siddiqui	Assistant Professor	18	9,000	5,000	4,000	48,000
93	Dr. Rehanuddin Qureshi	Associate Professor	19	12,000	5,000	7,000	84,000
94	Dr. Aqeel Ahmad Shaikh	Associate Professor	19	12,000	5,000	7,000	84,000
95	Dr. Rahail Mahmood Rehman	Associate Professor	19	12,000	5,000	7,000	84,000
96	Dr. Muhammad Ali Shakir	Assistant Professor	18	9,000	5,000	4,000	48,000
97	Dr. Syed Noor ul Haq	Associate Professor	19	12,000	5,000	7,000	84,000
98	Dr. Samia Siraj	Assistant Professor	18	9,000	5,000	4,000	48,000
99	Dr. Sheeraz Hussain	Assistant Professor	18	9,000	5,000	4,000	48,000
100	Dr. M. Arif	Associate Professor	19	12,000	0	12,000	144,000
101	Dr. M. Faizuddin	Associate Professor	19	12,000	5,000	7,000	84,000
102	Dr. Ghazala Khursheed	Associate Professor	19	12,000	5,000	7,000	84,000
103	Dr. Nasir Ali Khan	Associate Professor	19	12,000	5,000	7,000	84,000
104	Dr. Shah Faisal	Assistant Professor	18	9,000	5,000	4,000	48,000
105	Dr. Gul Afshan	Associate Professor	19	12,000	5,000	7,000	84,000
106	Dr. Shaikh Sajjad Ahmad	Associate Professor	19	12,000	5,000	7,000	84,000
107	Dr. Najamuddin	Assistant Professor	18	9,000	5,000	4,000	48,000
108	Dr. Raziuddin Ahmad	Assistant Professor	18	9,000	5,000	4,000	48,000
						<b>Total</b>	<b>5,064,000</b>

## Non-renewal of faculty registration from PM&amp;DC

Sr. No.	Name	Designation	Department	Faculty Registration #	Date of Expiry	Faculty Registration As	Status
1	Dr. Muhammad Jamaluddin	Professor	Surgery	5445/19488-S/M	26-05-2019	Professor	Expired
2	Dr. Azfaruddin Qureshi	Associate Professor	Surgery	5446/21002-S/M	31-12-2018	Assistant Professor	Expired
3	Dr. M. Tanveer Alam	Associate Professor	Surgery	5477/17842-S/M	31-12-2018	Assistant Professor	Expired
5	Dr. S. M. Saleem Ali	Assistant Professor	Surgery	5449/12589-S/M	31-12-2013	Assistant Professor	Objection
6	Dr. Shakeel Ahmed	Assistant Professor	Surgery				Not Applied
7	Dr. Baqar Raza Mosvi	Senior Registrar	Psychiatry	7546/13833-S/M	31-12-2013	Senior Registrar	Expired
8	Dr. Ibrahim Shakoor	Associate Professor	Pediatrics	10020/24384-S/M	31-12-2018	Assistant Professor	Expired
9	Dr. Riffat Ghazala	Assistant Professor	Pediatrics	8488/37134-S/M	31-12-2018	Senior Registrar	Expired
10	Dr. Sadiq Mirza	Assistant Professor	Pediatrics				Not Applied
11	Dr. Gulnaz Khalid	Professor	Pathology	9733/15724-S/M	31-12-2018	Professor	Expired
12	Dr. Naila Zaher	Professor	Pathology	5378/21258-S/M	31-12-2018	Professor	Expired
13	Dr. Najam Uddin Ahmed	Associate Professor	Pathology	5390/10481-S/M	31-12-2018	Assistant Professor	Expired
14	Dr. Rafia Anwar Us Salam	Associate Professor	Pathology	5416/26312-P/M	31-12-2018	Lecturer	Expired
15	Dr. Javed Iqbal	Assistant Professor	Pathology	8501/15797-S/M	31-12-2013	Demonstrator	Objection
16	Dr. Erum Amir	Demonstrator	Pathology	5397/31393-S/M	31-12-2018	Lecturer	Expired
17	Dr. Farhina Nasir	Demonstrator	Pathology	8500/37384-S/M	31-12-2018	Lecturer	Expired
18	Dr. Hina Iqbal	Demonstrator	Pathology	5395/45912-S/M	31-12-2018	Lecturer	Expired
19	Dr. Somiya Younis	Demonstrator	Pathology	10025/56220-S/M	31-12-2018	Lecturer	Expired
20	Dr. Amber Naseer	Demonstrator	Pathology	-	-	Lecturer	Not Applied
21	Dr. Naz Jameel	Assistant Professor	Orthopedics	-	-	-	Not Applied
22	Dr. Arshad Sheikh	Professor	Ophthalmology	5471/9974-S/M	31-12-2018	Professor	Not Applied

## Non-renewal of faculty registration from PM&amp;DC

Sr. No.	Name	Designation	Department	Faculty Registration #	Date of Expiry	Faculty Registration As	Status
23	Dr. Asad Raza Jaferi	Associate Professor	Ophthalmology	5469/35171-S/M	31-12-2018	Assistant Professor	Expired
24	Dr. Muhammad Raees	Assistant Professor	Ophthalmology	13427/23030-S/M	31-12-2016	Senior Registrar	Not Applied
25	Dr. Atiya Rehman	Assistant Professor	Ophthalmology	5468/24199-S/M	31-12-2018	Assistant Professor	Expired
26	Dr. Abdul Ali Khan	Assistant Professor	Neuro-Surgery	-	-	-	Objection
27	Dr. Sumbul Sohail	Associate Professor	Gynecology & Obs.	-	-	-	Not Applied
28	Dr. Sarwat Sajjad Sethi	Assistant Professor	Gynecology & Obs.	8484/28043-S/M	31-12-2013	Assistant Professor	Objection
29	Dr. Sonia Rashid	Assistant Professor	Gynecology & Obs.	792/30086-P/M	31-12-2016	Senior Registrar	Not Applied
30	Dr. Roohi Ehsan	Associate Professor	Forensic Medicine	10819/22693-S/M	31-12-2018	Lecturer	Expired
31	Dr. Pervez Alam	Assistant Professor	Forensic Medicine	5411/17693-S/M	31-12-2018	Assistant Professor	Expired
32	Dr. Iqbal Ahmed Khan	Demonstrator	Forensic Medicine	10017/11560-S/M	31-12-2018	Lecturer	Expired
33	Dr. Rehan Uddin Qureshi	Associate Professor	Dental	5595/2465-D/D	31-12-2013	Assistant Professor	Objection
34	Dr. Sana Adeeba Islam	Associate Professor	Dental	10022/6357-D/D	31-12-2013	Demonstrator	Objection
35	Dr. Affan Ahmed	Assistant Professor	Dental	7568/3969-D/D	31-12-2018	Lecturer	Expired
36	Dr. Abdul Aleem	Demonstrator	Dental	5617/3314-D/D	31-12-2013	Demonstrator	Objection
37	Dr. Syed Furqan Ahmed	Demonstrator	Dental	5603/3381-D/D	31-12-2013	Demonstrator	Not Applied
38	Dr. Amir Zaheer Warsi	Demonstrator	Dental	5602/4709-D/D	31-12-2013	Demonstrator	Not Applied
39	Dr. Aurangzeb Iqbal Khan	Demonstrator	Dental	5697/4454-D/D	31-12-2013	Demonstrator	Not Applied
40	Dr. Lajwanti Khatwani	Demonstrator	Dental	7564/4592-D/D	31-12-2013	Lecturer	Not Applied
41	Dr. Nauman Sheerazi	Demonstrator	Dental	7574/9553-D/D	31-12-2018	Lecturer	Expired
42	Dr. Nabeel Khan	Demonstrator	Dental	7567/8238-D/D	31-12-2018	Registrar	Expired
43	Dr. Muhammad Yousuf Ali	Demonstrator	Dental	7565/9795-D/D	31-12-2018	Registrar	Expired

## Non-renewal of faculty registration from PM&amp;DC

Sr. No.	Name	Designation	Department	Faculty Registration #	Date of Expiry	Faculty Registration As	Status
44	Dr. Sheeraz Abbas	Demonstrator	Dental	7570/7615-D/D	31-12-2018	Lecturer	Expired
45	Dr. Asma Siddiqui	Demonstrator	Dental	7576/8970-D/D	31-12-2018	Lecturer	Expired
46	Dr. Sanoobar Arbab Naveed	Demonstrator	Dental	-	-	-	Objection
47	Dr. Faiza Hassan	Demonstrator	Dental	7573/10140-D/D	31-12-2018	Registrar	Expired
48	Dr. Syed Saqib Raza Naqvi	Demonstrator	Dental	7588/8245-D/D	31-12-2018	Registrar	Expired
49	Dr. Waseem Ahmed Siddiqui	Associate Professor	Community Health	5419/19407-S/M	31-12-2013		Objection
50	Dr. Tasneem Borhany	Assistant Professor	Community Health	-	-	-	Not Applied
51	Dr. Tariq Ali Adnan	Assistant Professor	Community Health	8351/46058-P/M	31-12-2018		Objection
52	Dr. Qamar Haider Khan	Assistant Professor	Community Health	5420/20881-S/M	31-12-2018	Lecturer	Not Applied
53	Dr. Shazia Ali	Demonstrator	Community Health	5344/35761-S/M	31-12-2013	Demonstrator	Not Applied

### Promotion of faculty members without approval of Government

Sr. No.	Faculty	Name of employee	Designation	BPS	Promoted to	BPS
1	Department of Bio-Chemistry	Dr. Muhammad Ali Shakir	Assistant Professor	18	Associate Professor	19
2		Dr.Syeda Asiya Perveen	Assistant Professor	18	Associate Professor	19
3	Department of Community Medicine	Dr. Waseem Ahmed	Assistant Professor	18	Associate Professor	19
4		Dr.Qamar Hyder Khan	Demonstrator	17	Assistant Professor	18
5	Department of Forensic Medicine	Dr. Roohi Ahsan	Assistant Professor	18	Associate Professor	19
6		Dr.Raffat Rasool	Demonstrator	17	Assistant Professor	18
7		Dr. Wasiq Ahmed	Demonstrator	17	Assistant Professor	18
8	Department of Pathology	Dr. M.Irfan Khan	Assistant Professor	18	Associate Professor	19
9		Dr.Rafia Anwar Us Salam	Assistant Professor	18	Associate Professor	19
10		Dr.Jawed Iqbal	Demonstrator	17	Assistant Professor	18
10	Department of Physiology	Dr.Gul Afshan	Associate Professor	19	Professor	20
11		Dr.Muhammad Akbar Mughal	Assistant Professor	18	Associate Professor	19
12	Department of Pharmacology	Dr.Raana Mahmood	Assistant Professor	18	Associate Professor	19
13	Department of E.N.T	Dr.Muhammad Ayub Musani	Associate Professor	19	Professor	20
14		Dr.Itrat Javed	Assistant Professor	18	Associate Professor	19
15		Dr.Faheem Ahmed Khan	Senior Registrar	18	Assistant Professor	18
16	Department of Gynecology & Obstetrics	Dr.Shaista Rashid	Assistant Professor	18	Associate Professor	19
17		Dr.Aasma Iqbal	Senior Registrar	18	Assistant Professor	18
18	Department of	Dr.Muhammad	Associate	19	Professor	20

Sr. No.	Faculty	Name of employee	Designation	BPS	Promoted to	BPS
	Medicine	Siraj Us Salikeen	Professor			
19		Dr.Anila Altaf Kidvai	Associate Professor	19	Professor	20
20		Dr.Shaista Ahmed	Assistant Professor	18	Associate Professor	19
21		Dr.Aisha Jawed	Senior Registrar	18	Assistant Professor	18
22	Department of Surgery	Dr.Ghazala Khursheed Bhatti	Associate Professor	19	Professor	20
23		Dr.Jamal Uddin	Associate Professor	19	Professor	20
24		Dr.Muhammad Tanveer Alam	Assistant Professor	18	Associate Professor	19
25		Dr.Rizwan Ahmed Khan	Assistant Professor	18	Associate Professor	19
26		Dr.Muhammad Aurangzeb	Assistant Professor	18	Associate Professor	19
27		Dr.Shakeel Ahmed	Senior Registrar	18	Assistant Professor	18
28	Department of Radiology	Dr.Syed Mubarak Ali	Associate Professor	19	Professor	20
29	Department of Nephrology	Dr.Khurram Daniyal	Assistant Professor	18	Associate Professor	19
30		Dr.Abdul Ali Khan	Senior Registrar	18	Assistant Professor	18
31	Department of Ophthalmology	Dr.Erum Shahid	Demonstrator	17	Assistant Professor	18
32	Department of Orthopedics	Dr.Syed Amir Jalil	Associate Professor	19	Professor	20
33		Dr.Muhammad Naseem	Assistant Professor	18	Associate Professor	19
34	Department of Pediatrics	Dr.Shaheen Masood	Demonstrator	17	Assistant Professor	18
35	Department of Psychiatry	Dr.Sohail Ahmed	Associate Professor	19	Professor	20
36	Department of Dentistry	Dr.Masood Ahmed Zaki	Associate Professor	19	Professor	20
37		Dr.Aqeel Ahmed Sheikh	Associate Professor	19	Professor	20
38		Dr.Nasir Ali Khan	Associate Professor	19	Professor	20
39		Dr.Muhammad Ashraf	Associate Professor	19	Professor	20
40		Dr.Sufyan Ahmed	Assistant Professor	18	Associate Professor	19



<b>Sr. No.</b>	<b>Faculty</b>	<b>Name of employee</b>	<b>Designation</b>	<b>BPS</b>	<b>Promoted to</b>	<b>BPS</b>
41		Dr.Mehwish Kashif	Assistant Professor	18	Associate Professor	19
42		Dr.Sana Adeeba Islam	Assistant Professor	18	Associate Professor	19

## Non-maintenance of machinery and equipment

Sr. No.	Name of Item	Quantity Received	Indent No.	Work order No.	Items Issued	Non-utilized Balance
<b>A- Details of non-utilized Machinery/equipment</b>						
1	Camera Nikon	02	5348/2004	596/2003	01	01
2	Lenses Nikon dedicated macro & micro	04	5349/2004	596/2003	02	02
3	Camera Stand	02	Do	Do	01	01
4	Flush Gun Nikon	02	Do	Do	-	02
5	Obtura	02		522/2007	-	02
6	Rotary System X-smart	03	7662/2008	522/2007	02	01
7	Endo attachment motor	01		-	-	01
8	Glass Bead Sterilizer	06	7655/2008	517/2007	05	01
9	Central Suction	04	7292/2008	518/2007	-	04
10	Dental Electric Motorized Engine	08	6396/2006	234/2007	01	07
11	Apex Locator	04	7655/2008	517/2007	02	02
12	Instrument trolley	01	7668/2008	522/2007	-	01
13	Slow Speed Hand Pieces	20	2102/2019	-	12	08
14	High Speed Hand Pieces	20	2102/2019	-	11	09
15	Spot Welder	05	7655/2008	517/2007	02	03
16	Physio dispenser	02	6397/2006	234/2005	01	01
17	Pulse Oximeter	04	7654/2008	520/2007	03	01
18	Dental X-Ray Machine	02	7294/2008	518/2007	-	02
19	Multimedia	01	8172/2010	632/2009	-	01
20	UPS	01	8817/2016	692/2016	-	01
21	VCP	02		597	01	01
22	Television Set	02		596	01	01
23	Screen for multimedia with stand	01	8802/2013	372/2012	-	01
24	Light Cure Unit	20	2102/2019	-	10	10
25	Wall Mounted X-Ray	03	2102/2019	-	01	02
26	Dental stool assistant side	40	2102/2019	-	-	40
27	Digora optime	03	2102/2019	-	01	02
<b>B- Details of non-utilized Instruments and Materials</b>						
1	Half round wire	60	5307-A	25.05.2001	9433/2001	39
2	Round wire	37	5316	17.09.2001	9433/2001	33
3	Burnishner acron double ended	100	6364	11.05.2005	403/2004	55
4	Burnisher Ball	100	6364	11.05.2005	430/2004	24
5	Kilner elevator	12	8174	29.06.2010	630/2009	07
6	Howarth perioslet elevator	30	8175	28.09.2010	630/2009	13
7	Bayonet extraction forcep	30	8159	28.09.2009	630/2009	28

### Non-maintenance of machinery and equipment

Sr. No.	Name of Item	Quantity Received	Indent No.	Work order No.	Items Issued	Non-utilized Balance
8	Coopland elevator 1,2,3	60	8175	29.06.2010	630/2009	47
9	Excavator	80	7660	13.08.2008	523/2007	40
10	Excavator	200	7683	09.07.2009	632/2009	99
11	Medium instruments tray lid	30	8160	28.09.2009	630/2009	26
12	Large instrument tray lid	30	8160	28.09.2009	630/2009	08
13	Kindney medium tray	20	8157	28.09.2009	630/2009	08
14	Mortar & Pisal	50	7660	13.08.2008	523/2007	14
15	Plier (flat, Adam, Round B/B)	70	7661	13.08.2008	523/2007	46
16	Plastic instrument	80	7291	07.04.2008	522/2007	39
17	Plastic instruments	200	7683	09.07.2008	632/2009	100
18	Upper anterior/premolar/molar left/right extraction forcep	20+20+20+20=80	8161	28.09.2009	630/2009	62
19	Cryer elevator left/right	20+20=40	8175	29.06.2010	630/2009	15
20	Explorer D/E	80	7290	07.04.2008	522/2007	34
21	File Protaper	25	8821	27.03.2017	1495/2017	11
22	Cavit	120+120=240	8821/8813	27.03.2017/13.05.2017	1495/2017 150/2015	148
23	Fiber post	05	8813	13.05.2017	150/2015	04

### C- Details of CCTV Cameras not working

Sr. No.	Cam No.	Status
1	1,2,3,4	Not working main gate front side
2	9	Not working Transport
3	11	Not working Doom Back side
4	12	Not working Generator side
5	13	Not working OPD Bio-metric side
6	16	Not working Tanki area