

**MINUTES OF THE 170TH MEETING OF THE GOVERNING BODY, SESSI
HELD ON 31-12-2024**

The 170th meeting of the Governing Body, SESSI was held on 31st December, 2024 at SESSI Head Office Karachi under the Chairmanship of Minister for Labour and Human Resources Sindh/Chairman Governing Body, SESSI. The following attended:-

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| 1. | Mr. Shahid Abdul Salam Thahim
Minister for Labour and Human Resources Sindh/
Chairman, Governing Body, SESSI | In Chair |
| 2. | Mr. Miandad Rahoojo
Commissioner, SESSI | Ex-Officio Member/
Secretary |
| 3. | Mr. Muhammad Danish Khan
Employers' Representative | Member |
| 4. | Mr. Khalil Ahmed Baloch,
Employers' Representative | Member |
| 5. | Mr. Muhammad Jawed Bilwani
Employers' Representative | Member |
| 6. | Engr. M.A. Jabbar
Employers' Representative | Member |
| 7. | Ms. Zehra B. Khan,
Employees' Representative | Member |
| 8. | Mr. Mukhtar Hussain Awan,
Employees' Representative | Member |
| 9. | Mr. Muhammad Khan Abro,
Employees' Representative | Member |
| 10. | Mr. Abdul Wahid Shoro,
Employees' Representative | Member |
| 11. | Mr. Yasin Sabzoi
Dy. Secretary, Labour & HR Department,
Government of Sindh | Representative of
Labour Department/
Member |
| 12. | Dr. Kamran Awan
Medical Adviser, SESSI | Ex-Officio Member |

Members Absent:

- Secretary, Finance Department, Government of Sindh Member

Other Presence:

- Syed Hamid Ali, Computer Programmer, SESSI

2. The meeting commenced with a welcome address by the Commissioner, SESSI who greeted the respected members of the Governing Body. The meeting was formally opened following a recitation from the Holy Quran, with the consent of the Chair.

3. CONCERNS REGARDING MINUTES

Before proceeding with the scheduled agenda, Ms. Zehra Khan raised an objection regarding the recording and manipulation of previous meeting minutes. She requested that the last agenda be discussed first and also suggested that the Governing Body meeting should be held on regular basis.

The Commissioner of SESSI addressed these concerns by stating that draft minutes had been shared on the WhatsApp group for review and corrections by any Governing Body members, but no feedback had been received within 45 days. Consequently, the minutes were then circulated.

4. AGREEMENT ON DRAFT MINUTES PROCEDURE

Mr. Jawed Bilwani suggested that draft minutes should be forwarded within three days. After a discussion, the Governing Body resolved with a consensus that:

- Draft minutes, reflecting decisions made, should be shared within three days for members' review.
- The Agenda and Working Papers for the meeting should be distributed 10 days in advance.

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5. INCORPORATION OF MEMBERS' OBSERVATIONS

The Commissioner of SESSI informed the Governing Body that the observations from members had been considered, and pertinent suggestions would be incorporated into the relevant minutes. The Governing body expressed satisfaction and insisted to first take up the last agenda item No. 28 for discussion before moving to other agenda items.

6. Agenda Item No.28 AGENDA ITEMS BY MEMBERS

a. Registration of Self-employed and Home-Based Workers:

The Commissioner informed that the Labour Department is working on policy and regulations to facilitate this registration. To date, about 2500 home-based workers have been registered.

The Governing Body resolved that the SESSI committee will discuss the matter further, and outcomes will be reviewed in the next meeting. The Chair informed that domestic workers' inclusion in the scheme is currently deferred by the Sindh Cabinet.

b. Self-Assessment Scheme:

Concerns were raised by Ms Zehra Khan over longstanding self-assessment awards to establishments for over ten years.

This self-assessment scheme has been implemented at some establishments for over two years, violating the SESSI Act. All establishments that have been given more than two years should be terminated.

The Governing Body resolved that scheme will be reviewed and discontinued after each two-year term and may not be extended.

c. V&S Cell Operations:

Discussions around the discontinuation of the V&S Cell operations took place for its role on inspection of record as concerns were expressed regarding existing mechanism of double inspections. Commissioner clarified that 95 percent establishments are inspected by the field directorates and only five percent units are selected by V&S Cell for inspection.

The Governing Body, after deliberations, resolved to recall its earlier decision of establishing V&S Cell for inspection of record U/S 23 of SESS Act, 2016. It further resolved to review and potentially restructure the mechanism mainly to focus on the registration of new units and enhancing revenue streams without pressuring existing establishments. The Re-Organization Committee will formulate policy on efficient inspection and will submit its recommendations for approval in the next meeting. Mr. Muhammad Jawed Bilwani and Mr. Khalil Ahmed Baloch offered support for provision of lists of industrial units for new registrations.

d. Medical and Operational Concerns:

Mr. Khalil Ahmed Baloch emphasized improving health facilities and having well-equipped medical resources for industrial workers. He laid emphasis on purchasing latest medical equipments.

Ms. Zehra Khan suggested hiring a consultant for a SWOT analysis of SESSI and get support from the employers' representatives to increase the registration of workers and establishment with the SESSI.

e. Dual/Additional Charge

Concerns were raised by Mr. Abdul Wahid Shoro on dual/additional charge assignments to MS/CMOs highlighting case of MS Kotri having charge of CMO Kotri Circle who demanded to maintain proper duty roaster for doctors and consultants.

The Governing Body resolved to discontinue dual/additional charge assignments immediately.

f. External Audit

After deliberations it was resolved that special audit for local purchase of medicines for 2023-2024 be got conducted through External Auditors. It was also resolved to submit amendments for substitution of word "Government" with "Governing Body" for hiring of external auditors and discussion of audit report.

g. Service Regulations, 2023

The members of the Governing Body expressed concerns on the unauthorised increase in number of rules/amendments to 52 as against approved 22 rules. It was resolved that Re-organization Committee will revisit the Service Regulations and bring the recommendations in the next meeting.

h. Inquiry against Dr. Darwesh and Mr. Nader Hussain Kanasro

It was informed that inquiry report into the medical condition of Dr. Darwesh is already included as separate agenda item.

The case to initiate inquiry against Mr. Nader Hussain Kanasro, Director Admin, on account of sending defamation letter against Mr. Muhammad Khan Abro, member of the Governing Body was discussed at length. The act was unanimously condemned, and it was demanded to immediately take administrative action to deter recurrence of such episodes in future which may include suspension till completion of inquiry or transfer out the officer from the head office. The Chair agrees to the transfer option after apology by Mr Nader Hussain and later withdrawal of court case by Mr. Muhammad Khan Abro, member Governing Body.

6. The Governing Body discussed the remaining agenda from the start.

Agenda No.1 **CONFIRMATION OF THE MINUTES OF 165TH DATED 16-6-2023, 166TH DATED 14-7-2023, INTRODUCTORY MEETING DATED 05-08-2023, 167TH DATED 02-07-2024, 168TH DATED 29-07-2024 AND 169TH DATED 19-08-2024 MEETINGS OF GOVERNING BODY, SESSI**

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The Commissioner, SESSI informed the Governing Body that the minutes of 165th, 166th, Introductory meeting, 167th, 168th and 169th meetings of the Governing Body held on 16-6-2023, 14-7-2023, 5-8-2023, 02-07-2024, 29-7-2024 and 19-8-2024 respectively have been signed and approved by the Governing Body, but could not be confirmed.

8. The Commissioner requested the Governing Body, SESSI to confirm the minutes of 165th, 166th, Introductory meeting, 167th, 168th and 169th meetings of the Governing Body held on 16-6-2023, 14-7-2023, 5-8-2023, 02-07-2024, 29-7-2024 and 19-8-2024 respectively.

Reed
9. The Governing Body agreed to confirm the said minutes of the meetings subject to incorporate the enclosing/attaching comments/observations given by the members of the Governing Body, which observations and suggestions will be part of the approved minutes.

Decision

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10. The minutes from earlier meetings i.e. 165th, 166th, Introductory meeting, 167th, 168th and 169th meetings of the Governing Body held on 16-6-2023, 14-7-2023, 5-8-2023, 02-07-2024, 29-7-2024 and 19-8-2024 respectively were confirmed incorporating all the comments and feedback from members.

Agenda No.2 PROGRESS/IMPLEMENTATION STATUS OF THE DECISIONS TAKEN IN THE 168TH AND 169TH MEETINGS OF THE GOVERNING BODY, SESSI HELD ON 29-07-2024 AND 19-8-2024 RESPECTIVELY

11. The Commissioner, SESSI briefed the progress/status of implementation of the decisions taken in the 168th and 169th meetings of the Governing Body held on 29-07-2024 and 19-8-2024 respectively. He informed that most of the decisions taken in the said meetings have been implemented. However, Commissioner briefed the Governing Body regarding implementation status of the decisions taken in the meeting one-by-one.

Decision

12. Progress on past resolutions was reviewed, and the Governing Body expressed satisfaction with the implementation status.

Agenda No.3 EX-GRATIA PAYMENT TO SECURED WORKERS

13. The Commissioner, SESSI, informed the Governing Body about the necessity to revise ex-gratia payment limits as outlined in Section-49 of the SESS Act, 2016. This suggestion arises due to the dramatic increase in inflation rates over the past 45 years.

Existing and Proposed Limits:

- Governing Body SESSI: From over Rs.5,000 to over Rs.50,000.
- Commissioner SESSI: From up to Rs.5,000 to up to Rs.50,000.
- Vice Commissioner SESSI: Introduction of up to Rs.25,000.
- Local Directors: From up to Rs.500 (subject to Rs.2,000/month) to up to Rs.10,000 (subject to Rs.30,000/month).

14. The Commissioner suggested removing local directors' authority in granting ex-gratia payment to ensure transparency which was seconded by Engr. M.A. Jabbar. Ms. Zehra Khan recommended restricting the powers of Commissioner and Vice Commissioner. Mr. Khalil Baloch advocated for recommendations to be made by the Hospital Management Committee.

Decision

15. It was resolved to develop an operating procedure to ensure transparency in ex-gratia payments and frame a clear mechanism for granting ex-gratia payments to be approved by the Governing Body in the next meeting.

Agenda No.4 ENHANCEMENT IN HOUSE RENT ALLOWANCE IN RESPECT OF OFFICERS OF SESSI

16. The Commissioner proposed increasing the House Rent Allowance for officers from 80% to 85% of running basic pay starting 01-07-2022 to address disparities within SESSI as non-gazetted employees (up to grade-16) were already drawing 85%. It was informed that total financial implication would be approximately Rs.50.464 million per annum.

Decision

17. It was resolved to refer the matter to the Finance Committee for detailed evaluation and recommendations at the next Governing Body meeting.

Agenda No.5 PROPOSAL FOR HIRING A LEGAL CONSULTANT

18. The Commissioner highlighted the need for a Legal Consultant due to the insufficient legal resources currently within SESSI. The competent consultant with vast experience in the legal field will assist management in better court case management and will lessen burden on the budget.

19. The options to hire a Legal Consultant on a contract basis, equivalent to Grade-19 or fixed proposed remuneration of Rs.500,000/.

20. Mr. Muhammad Khan Abro and Mr. Mohammad Jawed Bilwani stressed the importance of appointment on a regular basis. Ms. Zehra Khan emphasized removing incompetent staff and raised concerns about low remuneration.

Decision

21. It was resolved to refer the proposal to the Selection/Promotion Committee for due process and its recommendations at the next Governing Body meeting.

Agenda No.6 POSTING OF FINANCE CONSULTANT

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The Commissioner of SESSI informed the Governing Body about poor performance of the Finance Department due to the lack of a professional, skilled Director in the Finance/Accounts cadre. The criteria for the said position are mentioned in the SESSI (Service) Regulation, 2023. He further briefed about the qualification of Director (BS-19) would be Master's in Commerce/MBA (Finance & Accounts) from an HEC-recognized institution and relevant experience was deemed necessary.

23. The Commissioner proposed hiring a Finance Consultant/Director (BS-19) on a contractual basis for three years, with an option for extension.

24. Ms. Zehra Khan inquired about the vacancy status. The Commissioner clarified the hiring would proceed against a vacant post for three years. Ms. Zehra opposed the direct appointment, suggesting amendments to laws/regulations for competency concerns.

Decision

25. The matter was referred to the Selection/Promotion Committee to ensure due process is adhered to and recommendations made to the Governing Body. Ms. Zehra opposed the appointment against a regular/clear vacancy.

**Agenda No.7 POSTING OF DIRECTOR INFORMATION TECHNOLOGY
(BS-19) ON CONTRACT BASIS**

26. The Commissioner informed that the IT Department is led by a Computer Programmer (BS-17), deemed insufficient for departmental requirements. No Director IT post exists, but criteria for Deputy Director IT are available. Hiring a Deputy Director (BS-18), Information Technology on a contract for three years was proposed for improved function.

27. On a query, Ms. Zehra Khan was informed that 19 posts are vacant in the IT Department. Engr. M.A. Jabbar argued that appointment can be made on contract basis in respect of vacancy which was dissented by Ms. Zehra Khan who was of the view to make regular appointments against all vacant positions.

Decision

28. **The Governing Body agreed to appoint a Consultant IT on contract equivalent to BS-19 through Selection and Promotion Committee.**

**Agenda No. 8 CHARTER OF DEMAND SUBMITTED BY C.B.A. EFFECTIVE
FROM 1-7-2023 TO 30-6-2025**

29. The Commissioner, SESSI apprised the Governing Body that the C.B.A. (Peoples Staff Union of SESSI) submitted Charter of Demand for the period of 2023-25 under Section 35(1) of Sindh Industrial Relation Act, 2013, containing 42 demands. He further informed that a committee led by the Vice Commissioner was created to negotiate with C.B.A. and assess financial implications. The total financial implication agreed upon is approximately Rs.355,485,948 annually.

Shahid 30. The Commissioner informed that the Negotiation Committee examined the demand thoroughly and most of the demands were rationalised. He appreciated the role of Mr. Muhammad Khan Abro, who recommended genuine and actual demands of CBA. Ms. Zehra Khan raised objection on inclusion of the G.B. members in the Negotiation Committee. The negotiations should be between Management and the CBA and then be placed before Governing Body for approval. Engr. M.A. Jabbar endorsed Ms. Zehra Khan.

31. CBA's demand to enhance 5% ceiling of HRA from 85% to 90% came under discussion. It was agreed that existing HRA i.e.85% of basic pay was already on higher side and it should be capped with only 1% increase at 86% because with periodic increase in pay the HRA is positively impacted.

Shahid 32. The members pointed out some typographical errors in the amount of scholarship and abnormal increase in House Rent Advance from 15 to 40 months' pay which later disclosed that original minutes were un-authorizedly tempered. The members expressed serious concerns and questioned the authenticity of the whole documents.

Decision

33. **The Governing Body, after deliberations, referred the matter back to the Negotiation Committee for a review and after correction of recommendations, the charter of demands may be resubmitted for approval.. It was decided that no Governing Body members would be part of future Negotiation Committees.**

Agenda No.19 APPROVAL OF RS. 3,404,243/-FOR BONE MARROW TRANSPLANTATION IN FAVOUR OF MR. MUHAMMAD SHAFIQUE, SECURED WORKER, S.S. BMC NO. 08103, M/S. M.N. TEXTILE MILL (PVT) LTD FROM M/S. NATIONAL INSTITUTE OF BLOOD DISEASES (NIBD)

34. The Commissioner of SESSI presented the case of Mr. Muhammad Shafique, a secured worker from M.N. Textile Mill, for the approval of funds amounting to Rs. 3,404,243/- for his bone marrow transplantation from the National Institute of Blood Diseases (NIBD). The patient was diagnosed with Acute Lymphoblast Leukemia and required extensive treatment. Despite the efforts, the patient unfortunately passed away before the completion of the treatment. The total amount consumed was Rs. 1,956,902/-, and the remaining amount of Rs.1,795,757/-is to be refunded by NIBD.

Decision

35. The Governing Body accorded ex-post facto approval for the expenditure of Rs. 3,404,243/- for the treatment of the late Mr. Muhammad Shafique.

Agenda No.20 PERMISSION FOR (EMERGENCY) TREATMENT FROM M/S.AGHA KHAN HOSPITAL IN RESPECT OF FATIMA ZEHRA D/O.SABA, LADY SECURED WORKER, SSNO.BMC-89952M/S.F.J.ENTERPRISES C/O.A.G.P. LIMITED.

36. The case of eight-year-old Fatima Zehra D/O Secured Worker Mrs. Saba, M/s F.J Enterprises, diagnosed with high-risk Acute Myeloid Leukemia, was presented. The Governing Body was informed of the necessity for initial induction chemotherapy at Aga Khan Hospital, with an estimated cost of Rs. 4,500,000/-.

Decision

37. Permission was granted for the treatment at Aga Khan Hospital with the estimated cost of Rs. 4,500,000/-.

Agenda No.21 REIMBURSEMENT CLAIM OF RS. 5,812,306/- IN RESPECT OF DR. NOOR-US-SEHAR L.M.O, S.S KVSS SITE HOSPITAL

38. Dr. Noor-us-Sehar, LMO at KVSS SITE Hospital, submitted a reimbursement claim of Rs.5,812,306/- for cancer treatment. Partial payment to the tune of Rs.1,619,242 was already made. The claim was submitted without prior approval, and the financial power of the Commissioner was exceeded.

Decision

39. The Governing Body approved the reimbursement of Rs. 5,812,306/- for Dr. Noor-us-Sehar's treatment.

Agenda No.23 CONSTRUCTION/REHABILITATION OF DILAPIDATE BUILDING STRUCTURE HOSPITAL BUILDING (G+2) AT S.S KULSOOMBAI VALIKA HOSPITAL, KARACHI

40. The dilapidated condition of the S.S. Valika Hospital was discussed. A report by M/S Egret Consultant was presented, detailing the construction and rehabilitation plans. The estimated cost of the project was briefed as Rs.1.4 billion.

Different options were discussed either to go for a new building for hospital or the existing one be rehabilitated and remodelled with certain new additional constructions.

41. The members expressed serious concerns on the battered condition of the building and demanded that responsible officials may be rolled.

Decision

42. The Governing Body resolved to immediately take action for rehabilitation and empowered the Commissioner to take necessary actions including patch-works, and appointing a Cost Engineering Consultant for further revisiting cost of the project after assessment of strength of building structure. The finalised estimates may be resubmitted before Governing Body in the next meeting. These all jobs must be done on fast track of immediate basis finally the Governing Body also empowers the Commissioner to seek approval of the Chairman of the Board.

Agenda No.12 TIMING OF CIRCLES AND DISPENSARIES OF SESSI

43. The Governing Body was apprised that the office timings of Circles and Dispensaries was required to be changed from 09:00 am to 3:00 pm to 08:00 am to 2:00 pm in the morning shift. It was proposed that due to large number of patients, evening shift will be started at Madina Dispensary (SESSI SITE Circle), ITC Dispensary (SESSI Landhi Circle) and North Karachi Medical Centre (SESSI City Circle) where proposed timing would be from 2:00 pm to 8:00 pm.

Ms. Zehra suggested that Orangi Town dispensary may also be included in the above proposal.

Decision

- Shahid T 44. The Governing Body accorded approval for the above proposal.

Agenda No.13 PROPOSAL OF PACKAGE FOR RETENTION OF CONSULTANTS AND SPECIALISTS

45. The Commissioner apprised that the posts of Consultants / Specialists are regular in nature and initial appointments are made in BPS-18. The Consultants having major Diploma (FCPS / MD / MRCP / FRCS) are getting handsome package in private sector that is why they are not joining at lower package of BPS-18 (initial salary is about Rs.150,000/- approximately).

Recd 46. A proposal was made to offer competitive packages on contract basis to attract and retain Consultants/Specialists due to a shortage in these positions;

i. Major Diploma like MRCP / FRCP / FCRS / MD

For experience of 02 years Rs.350,000/- per month
For 05 years experience with Supervisor from CPSP Rs.600,000/- per month

ii. Minor Diploma like MCPS, DCPS etc

For 02 years experience
For 05 years experience

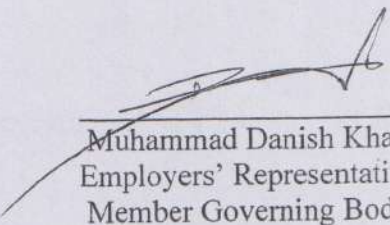
Rs.200,000/- per month
Rs.350,000/- per month


47. It is further proposed that Consultants / Specialists may not be appointed on regular basis in future and service regulations may be amended. The Consultants who are already working in SESSI may be given an opportunity to switch their job from regular post and join the tenure post.

Decision

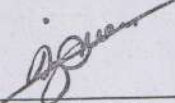
48. The Governing Body after some deliberation approval was granted to appoint Consultants/Specialists on a contract basis for three years with the proposed package and extend the same option to the serving consultants.

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

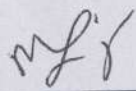

Muhammad Danish Khan
Employers' Representative/
Member Governing Body SESSI

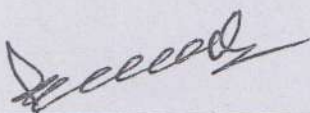

Khalil Ahmed Baloch
Employers' Representative/
Member Governing Body SESSI

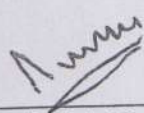
Muhammad Jawed Bilwani
Employers' Representative/
Member Governing Body SESSI

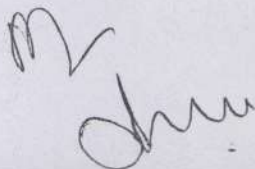

Engr. M. A. Jabbar
Employers' Representative/
Member Governing Body SESSI


Zehra B. Khan
Employees' Representative/
Member Governing Body SESSI

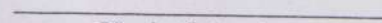

Mukhtar Hussain Awan
Employees' Representative/
Member Governing Body SESSI

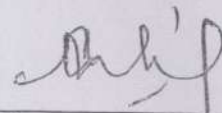

Muhammad Khan Abro
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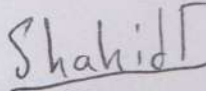

Abdul Wahid Shoro
Employees' Representative/
Member Governing Body SESSI




Dr. Kamran Awan
Medical Advisor, SESSI/
Ex-Officio Member


Yasin Sabzoi
Dy. Secretary
Rep. of Labour & HR Deptt.
Government of Sindh


Miandad Rahoojo
Commissioner, SESSI
Ex-Officio Member/Secretary


Shahid Abdus Salam Thahim
Minister for Labour and Human Resources Sindh/
Chairman, Governing Body SESSI