

**MINUTES OF THE 175<sup>TH</sup> MEETING OF THE GOVERNING BODY,  
SESSI HELD ON 08-12-2025 AT COMMITTEE ROOM NO.3, NEW SINDH  
ASSEMBLY BUILDING, KARACHI**

The 175<sup>th</sup> meeting of the Governing Body, SESSI was held on 08-12-2025 at 12.00 A.M. at Committee Room No.3, New Sindh Assembly Building, 3<sup>rd</sup> Floor, Karachi under the Chairmanship of Honourable Minister for Labour & HR Sindh/Chairman Governing Body, SESSI. Following attended:

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|--|---------------------------------|
| 1. Mr. Saeed Ghani,<br>Minister for Labour & HR Govt. of Sindh/<br>Chairman, Governing Body, SESSI | Chairman                        |
| 2. Mr. Asadullah Abro,<br>Secretary,<br>Labour & H.R. Department,<br>Government of Sindh           | Member                          |
| 3. Mr. Hadi Bux Kalhoro,<br>Commissioner, SESSI  | Ex-Officio Member/<br>Secretary |
| 4. Engr. M.A. Jabbar<br>Employers' Representative  | Member                          |
| 5. Mr. Muhammad Danish Khan<br>Employers' Representative   | Member                          |
| 6. Ms. Zehra B. Khan,<br>Employees' Representative   | Member                          |
| 7. Mr. Muhammad Khan Abro,<br>Employees' Representative  | Member                          |
| 8. Mr. Mukhtar Hussain Awan,<br>Employees' Representative  | Member                          |
| 9. Mr. Abdul Wahid Shoro,<br>Employees' Representative   | Member                          |
| 10. Dr. Saadat Ahmed Memon,<br>Medical Adviser, SESSI  | Ex-Officio Member               |

2

Meeting not attended by :-

- The Secretary Finance,  
Government of Sindh/Member Governing Body
- Chairman Standing Committee on Labour & HR  
in the Provincial Assembly/Ex-Officio Member
- Mr. Muhammad Jawaid Bilwani,  
Employers' Representative/Member Governing Body
- Mr. Khalil Ahmed Balouch,  
Employers' Representative/Member Governing Body.

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3. Meeting started with the recitation of Holy Quran. Thereafter, with the permission of the Chair, the meeting commenced according to the agenda.

**Agenda No.1 CONFIRMATION OF THE MINUTES OF 173<sup>rd</sup> (BUDGET) and 174<sup>th</sup> MEETINGS OF GOVERNING BODY, SESSI HELD ON 11-08-2025**

4. The Minister for Labour & HR Govt. of Sindh/Chairman Governing Body, SESSI apprised the Governing Body that the minutes of 173<sup>rd</sup> (Budget) and 174<sup>th</sup> meetings held on 11-08-2025 have been signed by the members but were not signed by the then Minister/Chairman of Governing Body. The Chairman Governing Body asked the reason and enquired whether the minutes had been approved by the then Minister/Chairman of the Governing Body, SESSI. The Commissioner, SESSI, clarified the perception of the then Secretary Labour, Sindh, regarding the signature of the Minister/Chairman on minutes and informed that minutes have been approved by the then Minister/Chairman of the Governing Body through a separate Note sheet available in the file. The Chairman directed the Commissioner that the then Chairman may be contacted and requested to sign the Minutes of said meetings as briefed by the Secretary Labour & HR. The Section 8 of the SESSI Act provides that the minutes of the meeting of GB shall be signed by the Chairman or any other member authorized by the Governing Body (In the instant case, neither the chairman signed nor did the Gb authorize any member in this regard. He further informed that minutes have been circulated to all members, and the decisions of the Governing Body, SESSI taken in the said meetings have been implemented. The Minister/Chairman Governing Body asked the members to confirm the minutes of 173<sup>rd</sup> (Budget) and 174<sup>th</sup> meetings held on 11-8-2025.

**Decision**

5. The members of the Governing Body, SESSI who were present in the last meetings confirmed the minutes of 173<sup>rd</sup> (Budget) and 174<sup>th</sup> meetings held on 11-08-2025, subject to the signature by ex-chairman Governing Body.

**Agenda No.2 PROGRESS/IMPLEMENTATION STATUS OF THE DECISIONS TAKEN IN THE 173<sup>rd</sup> (BUDGET) AND 174<sup>th</sup> MEETINGS OF THE GOVERNING BODY SESSI HELD ON 11-08-2025**

6. The Commissioner, SESSI presented the progress/implementation status of the decisions taken in the 173<sup>rd</sup> (Budget) and 174<sup>th</sup> meetings of the Governing Body SESSI held on 11-8-2025.

7. While going through the Agenda No.2 regarding progress/ implementation status of the decisions taken in the aforesaid meetings, decided and directed as under :-

▪ **Progress at Sr. No.1**

**Service of Mr. Waseem Ahmed as Transport Officer on contract basis**

It was discussed that on stopgap arrangements, Mr.Waseem Ahmed retired employee of SESSI was engaged as Transport Officer on a contract basis for a 6-month period. The Governing Body directed to restrict/stop the practice of hiring retired persons in the future. No further extension/re-employment shall be allowed within the Institution.

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• **Progress at Sr. No.2**

**Purchase of vehicles for the financial year 2024-2025**

It was deliberated that an Enquiry Committee was constituted to enquire into the matter to review the purchase of cars and ambulances, but the meeting could not be held. The Governing Body directed the Enquiry Committee to hold a meeting of the Committee and conclude the matter at the earliest.

• **Progress at Sr. No.3/4/5**

- Approval of the decisions of the meeting of Appellate Committee, SESSI held on 10-7-2023
- Minutes of the meeting of the Appellate Committee, SESSI held under the Chairmanship of Additional Secretary, Labour & HR Department on 24th April, 2025 and 22nd May, 2025
- Recommendations of the Appellate Committee for reinstatement of services

Working Papers Nos. 5, 6, and 7, which contained the recommendations of the Appellate Committee, were presented before the Governing Body for confirmation in the 174th Meeting of the Governing Body. During the meeting, it was deliberated that the minutes of the Appellate Committee contained ambiguities at certain places; therefore, it was necessary to review them. In this regard, a three-member committee was constituted on 1<sup>st</sup> September 2025 vide notification No. SS-Admn/2025-305 by the Governing body in its 174th meeting, under the chairmanship of the Vice Commissioner, whose recommendations would be placed before the next meeting of the Governing Body.

Meanwhile, the Department wrote a letter to the Services and General Administration Department, Government of Sindh, seeking a legal clarification as to whether the recommendations of the seven-member Appellate Committee, chaired by the Secretary Labour, could be reviewed by the three-member committee constituted under the chairmanship of the Vice Commissioner, SESSI.

In addition, in Constitutional Petition No. 5731 of 2025, some appellants before the Appellate Committee challenged the constitution of the Review Committee by the Governing Body before the Hon'ble High Court of Sindh; the date of hearing was also 8<sup>th</sup> December. While participating in the discussion on this situation, Engr. M.A. Jabbar criticized the act of writing the letter to the Services, General Administration & Coordination Department, Government of Sindh, wherein they sought legal opinion/guidance.

8. It was also discussed on the identification of a member Governing Body that the SESSI Regulations, 2023 are controversial those Regulations were not the same regulations which were approved by the Governing Body in its 163<sup>rd</sup> Meeting dated 16-03-2023 and confirmed in the 164<sup>th</sup> Meeting held on 13-04-2023. The item discussed and finalized in the meeting were different from those which were notified subsequently. Therefore, the matter might be enquired through the Commissioner SESSI.

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9. The Chairman Governing Body/Minister Labour and Human Resource Department took serious notice of the discrepancy and required that the matter may thoroughly be probed and the decisions made earlier should be kept on hold till the clarification is not provided by the Commissioner SESSI by going through the record of the meetings and the office. He was of the opinion that till the matter of disputed SESSI Regulations-2023 is sorted out and decided by the Governing Body, the SESSI Regulations 2006 should be followed. It was apprised by the Secretary Labour and Human Resource Department Government of Sindh/Member Governing Body that a formal notification is already in field for the effectiveness of SESSI Regulations, 2023, therefore firstly, the decision on the SESSI Regulations may be taken in accordance with Law and when the matter is being examined by the Commissioner SESSI on the basis of official record of the minutes.

10. It was decided that the Commissioner SESSI would thoroughly examine the official record of the meetings of the Governing Body, and the SESSI Regulations should not be followed till the clarification is provided by the Commissioner SESSI in the next meeting of the Governing Body as the SESSI regulations are lawfully approved and should be notified.

11. So far, the hearing of appeal by the Appellate Committee it was discussed that as the SESSI Regulations, 2023 has become controversial therefore further proceedings of the appellate committee may be stopped till the finalize the matter of authenticity/legality of the SESSI Regulations 2023 after the report of Commissioner SESSI.

12. The Minister/Chairman Governing Body directed the Secretary Labour, Government of Sindh may also see the matter thoroughly after the report of Commissioner SESSI and sort out in accordance with law, rules and regulations and submit recommendations to the Governing Body regarding hearing of the appeal under the SESSI Regulations, 2006 or disputed SESSI Regulations, 2023. Furthermore, Governing Body decided to withdraw the letter dated 06-11-2025 written to Service, General Administration & Coordination Department, Government of Sindh.

• **Progress – Payment of Advance Tax u/s 147 of the Income Tax @ 20% i.e. Rs.661.174 million on 27-6-2025**

It was discussed that a huge amount of Rs.661.174 million was paid to Income Tax Department without prior approval of Governing Body and in hesitate manner. To enquire the matter a Fact-Finding Committee was constituted under the Chairmanship of Mr. Rafiq Qureshi the than Secretary Labour Sindh and issued order by name. In the meantime, Mr. Muhammad Rafique, Secretary Labour Sindh has been transferred and due to order by name the meeting of Inquiry Committee could not be held. The Governing Body directed to exclude the name of Mr. Muhammad Rafique and Secretary Labour and HR be nominated by designation to inquire the matter and submit report at the earliest. On a query, it was informed that such huge amount was paid in haste by the then Commissioner, SESSI under a notice of FBR/Income Tax Department without due consideration and justification. The Minister/Chairman Governing Body showed his displeasure and stated that Commissioner, SESSI not empowered to make payment of such huge amount without approval of Governing Body and he may be penalized of such act of misconduct. The Governing Body deliberated that Government of Sindh should acknowledged such misuse of power and directed to take measures for refund of paid amount that is huge loss to the institution and deprived of welfare measure of labour class.

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• Progress at Sr. No.9

Registration of Self-Employed Workers

The Governing Body referred back the matter and directed to change the formation of the Committee and include Commissioner, SESSI in place of Vice Commissioner, further include Law Officer, SESSI in the Committee.

Ms. Zehra Khan, requested to provide progress/implementation status of the decisions taken in meetings of the Governing Body, SESSI for last two years.

Decision

13. **The Governing Body expressed its satisfaction on the progress/implementation status of the decisions taken in 174<sup>th</sup> meeting of the Governing Body, SESSI held on 11-8-2025.**

**Agenda No.3 PROPOSAL FOR AMENDMENT IN SECTION 75 OF THE SINDH EMPLOYEES' SOCIAL SECURITY ACT, 2016 REGARDING ELIGIBILITY THRESHOLD FOR REGISTRATION OF WORKERS**

14. The Commissioner, SESSI apprised the Governing Body that under Section 75 of the Sindh Employees' Social Security Act, 2016, only those workers are eligible for registration who are drawing minimum wages plus up to Rs.5,000/- above the minimum wages. This threshold is considerably less compared to other provinces of Pakistan, where the eligibility limit for social security registration is more inclusive.

15. A comparative position of eligibility criteria in other provinces is as under:

Province	Eligibility Threshold for Worker Registration
Baluchistan	Minimum wage + 50% of minimum wage
Punjab	Minimum wage + Rs.5,000/-
Khyber Pakhtunkhwa	Minimum wage + 50% of minimum wage
Sindh (Present Position)	Minimum wage + Rs.5,000/- (Section 75 of SESS Act 2016)

16. Keeping in view the principles of uniformity in labour and social protection laws, enhancement of workers' coverage, and alignment with other provinces, it is proposed that the Government of Sindh may kindly be requested to amend Section 75(3) of the Sindh Employees' Social Security Act, 2016.

17. Clause-3 of Section 75 of SESS Act 2016 is reproduced as under :-

Section 75(3) "the upper wage limit shall be five thousand rupees plus the minimum wages determined by Government under Sindh minimum wages Act, 2015 (Sindh Act No. VIII of 2016) at the time of paying contribution payable under this Act."

Proposed amendment is as under :-

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Section 75(3) "the upper wage limit shall be 50% [fifty] per cent (of minimum wage) plus the minimum wages determined by the Government under Sindh Minimum Wages Act, 2015 (Sindh Act No. VIII of 2016) at the time of paying contribution payable under this Act."

18. The Commissioner apprised the Governing Body, SESSI and requested to consider the matter and recommend to the Government of Sindh to make amendment in Section 75(3) of SESS Act, 2016 as above.

19. The Secretary Labour and representatives of the employers in Governing Body did not agree with the proposal for amendment in Section 75(3) of the SESSI Act. They are of the view that it will create panic for the employers and may have reservations on this proposal, as such the proposal should be reconsidered and referred back. The Governing Body after some deliberation referred back the working paper for further working till next meeting.

**Decision**

20. **The Governing Body after some deliberation referred back the agenda item for further working by Commissioner SESSI and his team till next meeting.**

**Agenda No.4 CONFIRMATION OF MINUTES OF THE REORGANIZING COMMITTEE AND PERMISSION FOR HIRING OF BUILDING ON RENT FOR NEW CREATED DIRECTORATES i.e. GULSHAN-E-IQBAL AND MALIR DIRECTORATES AT GULSHAN-E-IQBAL/SCHEME-33 AND SHAH LATIF TOWN AS WELL AS TO ESTABLISH NEW DISPENSARIES IN THE SAME BUILDINGS**

21. The Commissioner informed the Governing Body that in its 165<sup>th</sup> meeting held on 16<sup>th</sup> June, 2023, the Governing Body had principally accorded approval for the bifurcation of F.B. Area and Landhi Directorates and creation of new Directorates. Subsequently, the Re-Organization Committee, SESSI, in its meeting held on 21<sup>st</sup> October, 2025, deliberated on the bifurcation of F.B. Area and Landhi Directorates and creation of new Directorates, i.e., Gulshan-e-Iqbal and Malir Directorates, and approved the bifurcation and endorsed proposed organograms for both the Directorates. The purpose of this exercise is to ensure effective administrative control, enhancement of supervision, and improvement of field performance. Copies of minutes of Re-Organization Committee, SESSI, alongwith Organograms and notifications are annexed as Annexure-A, A-1, A-2, & A-3 respectively. The Re-Organization Committee also considered and approved the restructure of Education Cess SESSI.

22. The Commissioner apprised that both the Directorates covered large number of secured workers as per its territorial jurisdiction and that there is no Social Security Dispensary existed, as such keeping in view of essential need of Dispensary in the territorial jurisdiction of both Directorates, it is also proposed that new dispensaries may also be established in the said buildings to facilitate the secured workers and their dependents.

23. The Governing Body, SESSI is requested to accord approval to hire buildings on rent in Quetta Town, Scheme-33 and in Port Qasim, Karachi for establishing Gulshan-e-Iqbal Directorate and Malir Directorate respectively as well as new Dispensaries within the rented

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premises and to sanction an amount of Rs.15,00,000/- (Rupees Fifteen Lacs only) for six months rent for each building for the financial year 2025-2026.

24. The Minister/Chairman Governing Body asserted and contended that initially, permission for hiring of buildings on rent as proposed with an amount of Rs.15,00,000/- for six (6) months of each building for the financial year 2025-2026, however, subject to the fulfillment of codal formalities.

#### Decision

25. The Governing Body initially accorded approval in principle for hiring of buildings on rent as proposed with an amount of Rs.15,00,000/- for six (6) months of each building for the financial year 2025-2026 subject to fulfillment of codal formalities.

The Governing Body accorded approval of the decisions of Re-Organization Committee taken in its meeting held on 21<sup>st</sup> October, 2025.

#### Agenda No.5 RESTORATION OF MEDICAL FACILITIES FOR RETIRED EMPLOYEES OF SINDH EMPLOYEES' SOCIAL SECURITY INSTITUTION

26. The Medical Adviser apprised the Governing Body that Sindh Employees' Social Security Institution (SESSI) in recognition of their long and dedicated service, has historically provided medical facilities to its own retired employees. These facilities included treatment at all SESSI medical units - Dispensaries, Circle Medical Centers, and SESSI Hospitals—along with essential medicines and diagnostic tests.

27. In recent years, however, retired employees have been denied access to these facilities without any formal policy decision or Governing Body directive authorizing such discontinuation. This has caused hardship and is inconsistent with the welfare mandate of the Institution.

28. The Governing Body is requested to approve the policy of providing medical facilities for retired employees of SESSI, in line with historical practice, Sindh Government medical rules while considering the precedents of the 136th Governing Body meeting (Burney case) and Usman Memon case decided by the Hon'ble High Court of Sindh at Hyderabad.

29. The Minister/Chairman Governing Body asked the reason to stop the medical treatment/facilities to retired employees of SESSI. He further asked either they are entitled to get medical facilities as per law, rules and regulations or policy. The Medical Adviser replied that there is no such any rules/regulations and policy existed, however, as per previous practice medical facilities are provided at SESSI outlets under CMTS. Minister/Chairman inquired at present the medical facilities are being provided to retired employees, the Medical Adviser replied in affirmative and stated that whenever the budget of CMTS exhausted, the treatment to the retired employees discontinued as there is no bifurcation in CMTS for regular employees and retired employees that is why the matter is placed before the Governing Body.

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30. On a query, it was informed that Government of Sindh provides medical care facilities to its retired employees at government hospitals under Sindh Government Servants (Medical Attendance) Rules, 1966. Mr. Abdul Wahid Shoro quoted the reference of High Court judgement in the case of Mr. Usman Memon, Retired Director. Further in past, the Governing Body has also redressed the issues of medical treatment of retired employees.

31. After deliberations, the Governing Body deferred the agenda item and directed to prepare comprehensive working paper with justification and legal references and place in the next meeting.

### Decision

32. **The Governing Body after detailed deliberations deferred the agenda item and decided/directed to prepare comprehensive working paper with justification and legal references to provide medical care facilities to the retired employees of SESSI and place it in the next meeting. It was also decided to give the draft legal cover. The Commissioner SESSI shall also prepare draft regulations or rules as required under SESSI Act for discussions and decisions.**

### **Agenda No.6 AMENDMENT IN RECRUITMENT RULES FOR THE POST OF JUNIOR CLERK (BPS-11) AND PROMOTIONS TO SENIOR CLERK (BPS-14) UNDER SESSI (SERVICE) REGULATIONS 2023.**

33. It was informed the Governing Body that in pursuance of directives of Labour & Human Resources Department, Government of Sindh vide letter No. E&A(Lab)3-27/2019 dated 10<sup>th</sup> December 2024 enclosed therewith a letter No. SOR-IV(SGA&CD)1914/2006(VOL-1)(SGA&CD) dated 21<sup>st</sup> November 2024 of Services, General Administration & Coordination Department, Government of Sindh, that all Government Departments to make uniform recruitment rules for the post of Junior Clerk (BPS-11), since the position of Junior Clerk (BPS-11) holds significant importance in every departments for managing day to day affairs. As such, it is essential to recruit well qualified individuals for this post. Therefore, it has been decided that recruitment rules for the post of Junior Clerk (BPS-11) be amended and uniformly implemented across all departments of Government of Sindh.

34. In the light of the above directives, it is deemed necessary to revise the recruitment criteria for the post of Junior Clerk under the SESSI (Service) Regulations 2023, so as to ensure compliance with the government's instructions in letter and spirit.

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SR. NO.	NAME OF POST WITH BPS	EXISTING SESSI (SERVICE) REGULATIONS 2023		PROPOSED AMENDMENT AS CONTAINED IN SGA&CD NOTIFICATION DATED 21 <sup>ST</sup> NOVEMBER 2024		AGE LIMIT MIN-MAX
		METHOD OF APPOINTMENT	MINIMUM ACADEMIC QUALIFICATION AND EXPERIENCE FOR INITIAL APPOINTMENT	METHOD OF APPOINTMENT	QUALIFICATION AND EXPERIENCE	
23	Junior Clerk (BPS-11)	30% (Thirty percent) by promotion from amongst the employees working in BPS-1 to 4, having at least three years' service in the Institution, on-cum-fitness basis, with qualification of Matriculation along with typing speed of 30 wpm; and	Intermediate from a recognized Board of Education with one year certificate in computer / IT from an Institute recognized by SBTE or STÉVTA.	30% by promotion amongst officials working in BPS-01 to BPS-04 according to Pro-rata basis.	(i) Intermediate from a recognized Board of Education. (ii) Six (06) months Certificate Course in MS Office from an Institute recognized by SBTE/Trade Testing Board. (iii) Having at least 05 years service as such.	-
		70% (Seventy percent) by initial appointment.		70% by initial appointment.	(i) Graduation at least in 2 <sup>nd</sup> division from any University recognized by HEC. (ii) Six (06) months Certificate Course in MS Office from an Institute recognized by SBTE/Trade Testing Board.	

35. As per SESSI (Service) Regulations 2023, the eligibility criteria for promotion to the post of Senior Clerk (BPS-14) indicates that no corresponding fitness requirements have been prescribed, resulting in a notable policy gap. Furthermore, the Government, through recent communications, has emphasized that all departments must prescribe Graduation as the minimum qualification for initial recruitment to the post of Junior Clerk.

S.NO.	NAME OF POST WITH BPS	EXISTING SESSI (SERVICE) REGULATIONS 2023		PROPOSED AMENDMENT FOR FITNESS CRITERIA
		METHOD OF APPOINTMENT	MINIMUM ACADEMIC QUALIFICATION AND EXPERIENCE FOR INITIAL APPOINTMENT	
21	Senior Clerk (BPS-14)	By promotion from amongst the Junior Clerk (BPS-11), with at least three years' Service as such, on seniority-cum-fitness basis.	--	By promotion from amongst the Junior Clerk (BPS-11), possessing graduation degree with at least three years' Service, on seniority-cum-fitness basis.

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Decision

45. **The Governing Body agreed to adopt the amendment in recruitment rules for the post of Junior Clerk (BPS-11) and promotion of Senior Clerk (BPS-14) under SESSI Service Regulations.**

**Agenda No.7 ADDENDUM 2 BETWEEN SESSI AND NADRA FOR BENAZIR MAZDUR CARD**

46. The Minister/Chairman Governing Body apprised the Governing Body that an agreement was made between NADRA & SESSI in 2020 to start the project of issuance of Benazir Mazdur Card initially for registration of 625,000 workers, but due to change of government, the matter went in abeyance for the last two years. The agreement between NADRA and SESSI also required to be renewed and as per agreement payment also to be made. Further, after passing of time it reveals that to make it feasible and to stop misuse of Benazir Mazdur Card, new features are to be inserted in it.

47. On a query, it was informed that the biometric verification of patient (worker and dependent family members) in relation to the registered workers, shall be carried out at 56 health sites including seven hospitals, seven circles and forty two dispensaries prior to providing the health services to the patients. The financials of each Biometric Verification at health sites shall cost Rs.5/- (excluding of taxes) to SESSI. The payment shall be made by SESSI on quarterly basis.

48. The Minister/Chairman Governing Body emphasis that after issuing the Benazir Mazdur Card, misuse of medical care facilities will stop and resultantly a big amount towards medical care facilities may be curtailed and saved. He stated that there are many leakages in medical care facilities availing by unauthorized persons through bogus cards, caused burden a sufficient amount upon SESSI budget. Furthermore, a mafia also discouraging issuance of Benazir Mazdur Card. Presently the card is being issued to the workers already registered in SESSI. On a query, it was informed that it is a continuous process due to new registration of workers/units in SESSI. Furthermore, after registration of self-employed persons, a huge number of cards would be required to issue, as such it is a continuous process and will continue in future and payment shall be made accordingly.

49. Ms. Zehra stated that the matter is still required to be clarified and suggested to arrange a separate briefing in this regard. Further to inform the Governing Body latest position of the project as per given payments. She further pointed out that the cards issued to the secured workers till date are not functioning properly and appearing issues, for which secured workers are facing difficulties for getting medical care facilities. There are many lacunas and flaws in Benazir Mazdur Card, she requested the matter required clarity.

50. The Governing Body unanimously agreed to approve the draft Addendum 2 for the Benazir Mazdur Card project. The Governing Body directed the Institution to arrange a briefing for Governing Body members from NADRA personnel on the project of Benazir Mazdur Card.

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Decision

51. After thorough discussion, the Governing Body accorded approval the Draft Addendum 2 for Benazir Mazdur Card project.

**Agenda No.8 SHIFTING OF CANCER DEPARTMENT FROM KVSS SITE HOSPITAL TO KIDNEY CENTRE LANDHI**

52. The Commissioner, SESSI apprised that the Cancer Department of Sindh Employees' Social Security Institution (SESSI) is situated at KVSS Hospital that caters to a significant number of outpatients and inpatients daily. The increasing patient load, coupled with the specialized nature of oncology services, has created operational pressures affecting both service delivery and overall hospital efficiency. At the moment, 243 cancer patients are being treated at Cancer Department at KVSS Hospital.

53. In view of these challenges, it is proposed that the Cancer Department be shifted from KVSS Hospital to the Kidney Centre Hospital located on the National Highway. Although the Kidney Centre currently focuses on patients with kidney-related diseases, it possesses substantial available space that can be effectively utilized for oncology services. Considering the sensitive and specialized care required for cancer patients, the environment, space availability, and suitability of the Kidney Centre make it an ideal location for accommodating the Cancer Department. This relocation is expected to enhance patient care, streamline operations, and optimize the use of existing health infrastructure under SESSI.

54. Considering the sensitive nature of cancer cases and the need for a more spacious and dedicated environment, the proposed relocation to the Kidney Center Hospital is deemed appropriate, and the Governing Body is requested for consideration.

55. The Governing Body principally agreed to shift the Cancer Department to Kidney Centre Landhi. The Governing Body directed to establish proper set-up at Kidney Centre Landhi for cancer patients with all facilities i.e., all equipment, machinery, staff and doctors, preferably pick and drop from KVSS Hospital for needy patients and also prepare a feasibility report with the consultation of specialist doctors so that the patients may not suffer.

Decision

56. **The Governing Body principally agreed to shift the Cancer Department from KVSS Hospital to Kidney Centre Landhi, But before doing so, a feasibility report be prepared with the consultation of Specialist Doctors in all respects.**

**Agenda No.9 CREATION OF MIRPURKHAS CIRCLE IN MEDICAL WING**

57. The Medical Adviser apprised the Governing Body that the Mirpurkhas Directorate has been established in July, 2024. Now more than 5000 workers have been registered. There is demand of workers as well as Directorate of SESSI to establish a new Circle Office at Mirpurkhas and a Chief Medical Officer and Deputy Chief Medical Officer may be posted to facilitate the patients at their doorsteps.

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58. In this connection, it is stated that there is vast Jurisdiction, comprises of District Sunghar, Tando Allah Yar, and whole area of Mirpurkhas Division.

59. It is pertinent to mention here that there were (03) Three Dispensaries namely Umerkot, Islamkot, and Mithi had already approved by the Governing Body in its meeting in the Budget 2021-22 but unfortunately, the same have not yet been established.

60. The establishment of Circle Office at Mirpurkhas will help to cover the whole area of Tharparkar including Mithi, Umer Kot and Islamkot. The Chief Medical Officer may be assigned to establish the dispensaries there in the current financial year.

61. It is proposed, therefore, the Circle office may be established along with the posts of Chief Medical Officer and Dy. Chief Medical Officer for the welfare of Secured Workes of SESSI for the said area, which provides all medical care facilities. The matter is placed before Governing Body for decision.

#### Decision

62. **The Governing Body deferred the matter for the next meeting, with the note that full justification along with supporting evidence be provided for the need to approve the proposal.**

#### Agenda No.10 CREATION OF UBARO DISPENSARY

63. The Area of Ubaro, District Ghotki, falls under the administrative Jurisdiction of Sukkur Circle. At present there is no any SESSI, Dispensary in the area due to which the secured workers & their dependents are compelled to travel Mirpur Mathelo, Daharki or Sukkur for primary medical treatment. Various workers' unions have repeatedly requested, establishment of SESSI, Dispensary at Ubaro.

64. It is requested that the dispensary building may be taken on rent and the amount required for such purpose may be released from Head Office Annual Budget 2025-2026 and the same may be adjusted in revised / reappropriated budget for the year 2025-2026. The matter is placed before Governing Body for decision.

#### Decision

65. **The Governing Body deferred the matter for detailed working and directed to place in the next meeting with required feasibility, full justification and supporting evidence for the need to approve the proposal.**

#### Agenda No.11 ESTABLISHMENT OF HEALTH MANAGEMENT CADRE FOR DOCTORS AND RESTORATION OF FOUR-TIER FORMULA

66. The Medical Adviser, SESSI informed the Governing Body that within the Sindh Employees' Social Security Institution, it has been recognized to establish a structured Health Management Cadre for SESSI hospitals and circles. Presently, administrative responsibilities such

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as those of Medical Superintendents and Chief Medical Officers are performed without a clearly defined cadre, which affects uniformity and career progression. As adopted by Health Department, Government of Sindh, the proposed Health Management Cadre aims to streamline these positions by providing a merit-based, transparent system for promotion, transfer, & recruitment, to improve hospital management. Therefore, the establishment of Hospital Management Cadre carries no additional financial implications for the Institution. Accordingly, the following proposed Hierarchy for Doctors in Hospital and Circles for Management Cadre are as follows.

### HIERARCHY FOR HOSPITALS

67. The following medical positions are proposed in Health Management Cadre for SESSI hospitals. Structured by Basic Pay Scale (BPS) levels, with total sanctioned posts indicated. This structure promotes career progression, specialization in hospital management, and alignment with administrative needs.

- **Medical Superintendent (MS): BPS - 20**  
Total Posts: 07  
(Role: Overall leadership and management of hospital operations, including strategic planning, resource allocation, and oversight of medical services.)
- **Additional Medical Superintendent (AMS): BPS - 19 (Newly Proposed Post)**  
Total Posts: 02  
(Role: Supporting administrative functions, coordinating with clinical staff, and handling operational logistics.)
- **Deputy Medical Superintendent (DMS): BPS - 18**  
Total Posts: 12 as per following Bifurcation.  
  
(Role: Assisting the Medical Superintendent in day-to-day hospital management, supervising departments, and ensuring compliance with health standards.)
- **Resident Medical Officer (RMO) - General: BPS 17**  
Total Posts: 28 (calculated as 4 RMOs per hospital × 7 SESSI, hospitals)  
(Role: Providing general medical care, emergency response, and assisting in patient management under supervision.)

### HIERARCHY FOR CIRCLES

68. The following medical positions are proposed in Health Management Cadre in SESSI circles. This ensures decentralized management while maintaining uniformity across the institution.

- **Chief Medical Officer (CMO): BPS 20/19**  
Total Posts: 09 (Including one post for newly proposed Mirpurkhas Circle)  
(Role: Leading medical and administrative oversight for the circle, including policy implementation, inter-hospital coordination, and public health initiatives.)

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- **Deputy Chief Medical Officer (DCMO): BPS 18**  
Total Posts: 09 (Including one post for newly proposed Mirpurkhas Circle)  
(Role: Supporting the CMO in circle-level operations, monitoring performance of attached dispensaries, and facilitating resource distribution.)

### TOTAL POST OF HEALTH MANAGEMENT CADRE.

69. The detail of total posts of Health Management Cadre is as follows.

S.NO	NAME OF POST	GRADE	TOTAL POST
1	Medical Superintendent	BPS - 20	07
2	Chief Medical Officer	BPS -20/19	09
3	Additional Medical Superintendent	BPS - 19	02
4	Deputy Medical Superintendent	BPS - 18	12
5	Resident Medical Officer (General)	BPS - 17	28
6	Deputy Chief Medical Officer	BPS - 18	09
<b>TOTAL POSTS</b>			<b>67</b>

70. The Management Cadre may be introduced specifically for administrative and managerial roles, with a requirement for candidates to hold a Master's degree in **Public Health or Health Management**, duly recognized by the Higher Education Commission (HEC) and existing doctors shall be given the option to join the Health Management Cadre, subject to fulfilling the qualification criteria (e.g., obtaining the required Master's degree) and length of service etc.

71. The amendment in Service regulation, 2023 maybe made accordingly, if the above proposal will be approved by the Governing Body.

72. The Commissioner apprised the Governing Body that the Four-Tier Formula was previously adopted in 106<sup>th</sup> **Adjourned Meeting** of Governing Body on 03-03-1999. However, in 172<sup>nd</sup> Meeting of the Governing Body held on 19-05-2025, **the Four-Tier Formula is recalled**. Contrarily, what happened was that, the reasons given for abolishing the four-tier formula, Grade-20 officers were required for the posts of Medical Superintendents and Chief Medical Officers. However, when **Four-Tier Formula was withdrawn to the extent of Grade 20**, the doctors who were granted Grade-20, refused to serve as Medical Superintendents or Chief Medical Officers. Secondly, at the time of abolishing this formula, neither the number of posts in Grade-18 and Grade-19 nor the criteria for promotions were determined. The Governing Body members, while expressing their views, stated that the four-tier formula should be restored and that the out-of-turn promotions granted to doctors under this formula should be withdrawn. They further suggested that additional working be carried out for the Health Management Cadre and that the matter be presented in the next Governing Body meeting.

73. It is proposed that The **Four-Tier Formula** may again be implemented for those doctors working under General Cadre and do not opted or qualify for the Health Management Cadre. The matter is placed before Governing Body for decision.

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Decision

74. **The Governing Body deferred working paper on Health Management Cadre in Medical wing and restoration of four-tier formula for promotion of general cadre Doctors.**

**Agenda No.12 MEMORANDUM OF UNDERSTANDING WITH LIAQUAT UNIVERSITY OF HEALTH SCIENCE FOR PROVISION OF LABORATORY SERVICES LIMITED**

75. The Commissioner SESSI explained to the Governing Body that limited laboratory services are available at S.S KV SITE Hospital, SS-Landhi Hospital, Kotri, Hyderabad, and Sukkur Hospital; there are unavailability of such services at the circles and dispensaries level. Furthermore, the specialized tests required to treat the patients are not available at SESSI facilities at the said hospitals. The fact of the matter is that laboratory facilities in SESSI hospitals are scarce; therefore, there was a felt need to obtain facilities for specialized tests and related services from state-of-the-art laboratories.

76. Recently, the Vice Chancellor of the Liaquat University of Medical and Health Sciences has visited SESSI and exchanged cooperation between the two Institutions. It is therefore proposed that a memorandum of understanding (MOU) may be signed with LUHMS for providing Laboratory services. The Governing Body deliberated the matter and directed to get quotations from some other hospitals/medical outlets for competitive rates and magnificent services/health care facilities for the secured workers. Further, detail report regarding expenditure in this regard will also be placed before the Governing Body.

77. Ms. Zehra did not agree with the decision of the Governing Body and stated that it is not feasible/justifiable for SESSI to outsource the laboratory services outside SESSI. She was of the view that SESSI should make its services better instead of outsourcing.

Decision

78. **The Governing Body decided and directed to get quotations from some other hospitals/medical outlets, i.e., DOW, JPMC, etc. subject to the applicability of SPPRA Rules for competitive rates and magnificent services/health care facilities to the secured workers. Further, detail report regarding expenditure in this regard will also be placed before the Governing Body.**

**Agenda No.13 RECONSIDERATION OF OUTSTANDING SUPPLIER LIABILITIES (OSL) FOR SUPPLY OF MEDICINES & OTHER ITEMS FOR THE FINANCIAL YEARS 2019-20, 2023-24, AND 2024-25**

79. The Medical Adviser, SESSI, informed the Governing Body that Several payments against the supply of medicines, Lab Tests, Radiology Tests, Cancer medicines, O.T. disposable items, and office equipment to various SESSI hospitals/circles and the Head Office remain pending due to various administrative, Ombudsman, and legal reasons. The matter was earlier deliberated in the 171<sup>st</sup> Meeting of the Governing Body, wherein it was decided to defer the payments pertaining to:

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Financial Years 2013-14, 2014-15, and 2015-16. These cases are subjudice and currently under investigation at NAB, and hence, payments have not been processed.

Financial Year 2019-20 Payment was also deferred in the 171<sup>st</sup> GB meeting pending further review.

80. Additionally, it is pertinent to mention that payments are now also pending for the years 2023-24 and 2024-25 against the supply of medicines, Lab Tests, Radiology Tests, Cancer medicines, O.T. disposable items, and office equipment. Furthermore, the Honourable Ombudsman of Sindh has issued multiple directions in favour of suppliers for clearing these pending payments. Sub-head-wise detail of the amount is given as under:-

Medicines Purchase	Rs.44,819,752/-
Medicines for Cancer Patient	Rs.3,459,109/-
Expenses on Operation Theater	Rs.2,292,265/-
Medical Equipments	Rs.1,130,000/-
I.T. Expense	Rs.3,138,035/-
Printing Stationary	Rs.856,943/-
Hospitalization Charges	Rs.3,495,790/-
Contingencies	Rs.2,115,391/-
POL Expense	Rs.6,217,003/-

81. It is further requested that the above mentioned amount may be paid from current financial year i.e., 2025-26 in order to avoid further litigation. Furthermore, such efforts will also save the credibility of this Institution.

82. The Medical Adviser requested the Governing Body to approve at least those outstanding amounts to the suppliers/contractors, ordered/decided by the Ombudsman, to avoid contempt of orders. He requested for remaining payments the matter may be referred to the finance committee for further consideration and recommendations.

83. The Medical Adviser informed that the amount booked under Outstanding Liabilities in the financial years 2023-2024 and 2024-2025, but the then Commissioner, SESSI (Mr. Miandad Rahoojo), abruptly waived all bookings of outstanding liabilities as such, the payment could not be made.

84. Engr. M.A. Jabbar pointed out that some of the payments mentioned the working paper, are 12-13 years old, its required complete investigated audit why the huge amount accrued it is very crucial situation. The Secretary Labour Sindh pointed out that some heads of accounts booked unnecessary.

85. Ms. Zehra drew the attention that such matter has already been discussed and decided in the previous meetings of the Governing Body to conduct special audit of such payments allocated in the financial year 2023-24, but not done and still awaited.

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86. The Governing Body directed to conduct audit of such payments be conducted and report be placed before the Governing Body for further consideration.

**Decision**

87. After thorough deliberations, the Governing Body decided and directed, before taking any decisions third party audit of such payments should be conducted by External Auditors/ competent firm and such report be placed before the Governing Body for further deliberations and decision accordingly.

**Agenda No.14 ESTABLISHMENT OF LEGAL DEPARTMENT, SINDH EMPLOYEES' SOCIAL SECURITY INSTITUTION.**

88. The Commissioner, SESSI apprised the Governing Body that in the 146th Meeting of the Governing Body, SESSI, held on 13th September, 2017 has approved the creation of the Legal Department along with the post of Director Legal. The purpose of establishing a dedicated Legal Department was to streamline and professionally manage the increasing legal matters pertaining to various Directorates of the Institution.

89. However, despite the earlier approval, the Legal Department has not been formally established. As a result, a large number of legal issues arise on a daily basis in all Directorates, requiring immediate, coordinated, and efficient handling to avoid delay in litigation and to ensure proper representation of SESSI before courts and legal forums.

90. It is proposed that the **Legal Department at SESSI Head Office** may now be formally established with the following **nomenclature of posts**, in line with the earlier Governing Body approval. It is important to mention here that there will be **no financial implications** for the establishment of the Legal Department because:

- All posts will be **accommodated through existing sanctioned positions**.
- No new appointments or additional budgetary allocations are required.
- Proposed structure will utilize **existing manpower** currently serving in different Directorates.

91. The Governing Body discussed the matter and deliberated that there is no need to establish a Legal Department in SESSI. Cases may be referred to well-reputed law firms on behalf of SESSI.

**Decision**

92. **The Governing Body did not endorse the proposal and declined the same.**

**Agenda No.15 CONTRACTUAL APPOINTMENT OF INFORMATION TECHNOLOGY DEPARTMENT POSTS FOR THREE YEARS**

93. The Commissioner, SESSI informed the Governing Body that IT Department has been established at SESSI for the following functions:

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- Induction of IT at all levels of the Institution to improve efficiency, transparency and provide quality services.
- Replacement of physical/manual working system to computerized system.
- Join all its field offices through the use of Internet and Intranet.
- Development and implementation of MIS as per requirement of the Institution.

94. At present, the following main/major tasks are under being carried out by I.T. Department:-

- A large number of computers/printers and accessories are installed at Different Departments at Head Office, but there is no hardware technician/engineer is available at SESSI.
- **Sindh Business Registration Portal** and **SESSI Contribution and Benefit Portal** and integrated departments are being dealt with by I.T. Department.
- A web-based portal/system namely "**Hospital Information Management System**" has been got developed and is in the phase of testing. All the relevant/allied technical/I.T. related matters have to be dealt with by I.T. Department.
- SESSI has its own website but no Web Developer available at SESSI.
- A local area network is established at Head Office for providing network/internet access to all the departments located at Ground+4 floors. No Network Administrator and Assistant for the purpose.
- In addition, different social media platforms are being used/handled for awareness and information sharing regarding Institutional activities on different occasions, news, performances etc by this Department.

95. At present, the only technical person available i.e. Computer Programmer looking after all the works/jobs alone single handedly. The acute shortage of technical personnel is badly affecting the official working and advancement in implementation/monitoring and running different portals/modules. I.T. department is in urgent need of such Officers and Staff for smooth and effective working of the Institution relevant to I.T.

96. To ensure uninterrupted IT services, it is proposed to fill in critical IT posts on a contractual basis for three years:

S.No.	Post	BPS
1.	Hardware Engineer	16
2.	Network Administrator	16
3.	Web Developer	16
4.	Networking Assistant	14
5.	Hardware Technician	14

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97. After some deliberation, the Governing Body directed to prepare a detail working paper keeping in view of essential needs and place before the Governing Body for consideration of contractual appointment in I.T. Department.

**Decision**

98. The Governing Body deferred the matter and directed to prepare a detail working paper keeping in view of essential needs and place before the Governing Body for consideration of contractual appointment in I.T. Department. It was also decided to provide the justification in consultation with the SGA&CD for excluding the appointments from Sindh Job Portal Regime/scheme

**Add: Agenda-1 CHEQUE SIGNING AUTHORITY.**

99. The Director C&B apprised the Governing Body that the purpose of this working paper is to present the cheque preparation and signing procedures currently in practice, assess their adequacy, and provide the Governing Body with a clear understanding of internal controls governing financial disbursements made through cheques.

100. All cheque payments processed by the Institution are required to be supported by duly approved Payment Vouchers (Form F-2). Cheques are prepared by designated staff members and signed by authorized officers as per the delegated financial powers.

101. To examine whether cheque payments made by SESSI are prepared and signed in accordance with the prescribed financial rules, including authorization on Payment Voucher (F-2) and adherence to delegated signing powers.

102. The code of staff instructions, Finance Department are as under:

*"If payment is made by cheque which will be confined to the payments authorized on payment voucher (F-2) the Cashier/Assistant (as the case may be) will prepare the cheque for signature. Cheques prepared at Head Office will be signed by the Director Finance exclusively upto Rs. 1,000/- whereas cheques exceeding this amount will be signed jointly by the Director Finance and Vice Commissioner at Head Office. In the absence of the Vice Commissioner at Head Office the cheques will be signed by the Commissioner himself. In case, Director Finance is on leave, the cheques will be signed by of an officer who is authorized for the purpose".*

103. "The Minister for Labour and Chairman of the Governing Body, SESSI, asked that if there are any instructions provided in the codal instructions, then those rules should be implemented accordingly. The Director C&B apprised the Governing Body that the above procedures is a controlled and hierarchical cheque-signing process, designed to prevent unauthorized payments and proper implementation, ensures compliance, accountability, and safeguarding of organizational funds. The Secretary Labour and Human Resource Department, member Governing Body emphasized to follow the legal procedure set/provided through and law, rules, regulation or any other subordinate legislation.

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Decision

104. The Governing Body directed the commissioner to ensure proper implementation on codal instructions while signing the cheques. There must be a legal cover to the above procedure.
105. The meeting ended with the vote of thanks to and from the Chair.

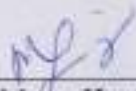



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**Engr. M. A. Jabbar**  
Employers' Representative/  
Member Governing Body

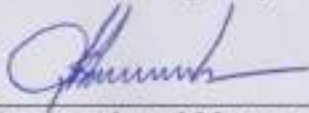
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**Ms. Zehra B Khan**  
Employees' Representative/  
Member Governing Body



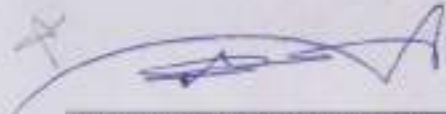

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**Mukhtar Hussain Awan**  
Employees' Representative/  
Member Governing Body



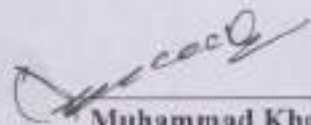

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**Dr. Saadat Ahmed Memon**  
Medical Adviser, SESSI/  
Ex-Officio Member





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**Muhammad Danish Khan**  
Employers' Representative/  
Member Governing Body




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**Muhammad Khan Abro**  
Employees' Representative/  
Member Governing Body




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**Abdul Wahid Shoro**  
Employees' Representative/  
Member Governing Body




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**Hadi Bux Kalhoro**  
Commissioner, SESSI/  
Ex-Officio Member/Secretary




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**Asadullah Abro**  
Secretary Labour & HR Department  
Government of Sindh/Member




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**Saeed Ghani**  
Minister for Labour Sindh/  
Chairman, Governing Body