



SENATE OF PAKISTAN

Report No.4of 2021

REPORT OF THE
STANDING COMMITTEE ON NATIONAL HEALTH SERVICES,
REGULATIONS AND COORDINATION

Starred Question No.59 regarding the details of posts of Medical and Para Medical staff lying vacant in the Government Hospitals in Islamabad with hospital wise break up indicating also the steps being taken by the government to fill in the posts, asked by Senator Mian Muhammad Ateeq Shaikh on 29th October, 2020

PRESENTED BY
SENATOR KHUSHBAKHT SHUJAT
Chairperson of SSC on National Health Services, Regulations and Coordination

SENATE SECRETARIAT

REPORT OF THE SENATE STANDING COMMITTEE ON NATIONAL HEALTH SERVICES, REGULATIONS AND COORDINATION

I, Chairperson of the Senate Standing Committee on National Health Services, Regulations and Coordination have the honor to present the report, on behalf of the Committee on Starred Question No.59 regarding the details of posts of Medical and Para Medical staff lying vacant in the Government Hospitals in Islamabad with hospital wise break up indicating also the steps being taken by the government to fill in, asked by Senator Mian Muhammad Ateeq Shaikh on 29th October, 2020 in the Senate House.

2. The matter was referred to the Senate Standing Committee on National Health Services, Regulations and Coordination for consideration and report to the House.

3. The composition of the Committee is as under:-

1. Senator Khushbakht Shujat	Chairperson
2. Senator Ayesha Raza Farooq	Member
3. Senator Bahramand Khan Tangi	Member
4. Senator Dilawar Khan	Member
5. Senator Dr. Asad Ashraf	Member
6. Senator Dr. Ashok Kumar	Member
7. Senator Sikandar Mandhro	Member
8. Senator Dr. Ghous Muhammad Khan Niazi	Member
9. Senator Liaqat Khan Tarakai	Member
10. Senator Prof. Dr. Mehr Taj Roghani	Member
11. Senator Sana Jamali	Member
12. Senator Sardar Muhammad Shafiq Tareen	Member
13. Senator Rubina Khalid	Member
14. Minister for National Health Services Regulation and Coordination	Ex-Officio Member

5. The Standing Committee considered the issue in its meeting held on 28th January, 2020. The Committee disposed of the matter and decided to submit the report to the House. The meeting was attended by the following members, namely:-

1. Senator Khushbakht Shujat	Chairperson
2. Senator Dilawar Khan	Member
3. Senator Prof. Dr. Mehr Taj Roghani	Member
4. Senator Dr. Sikandar Mandhro	Member



5. Senator Dr. Ghous Muhammad Khan Niazi	Member
6. Senator Sana Jamali	Member
7. Senator Sardar Muhammad Shafiq Tareen	Member
8. Senator Rubina Khalid	Member
9. Special Assistant to the PM on Health	Ex-Officio Member
10. Senator Muhammad Javed Abbasi	Mover

SUMMARY

The Ministry presented the list of vacant posts of medical and para-medical staff in Government hospitals. The Committee was of the view that public health is of prime importance and vacant posts should be filled at the earliest.

The Committee was apprised that the vacant posts have to go through a procedural mechanism through FPSC. The recruitment process is lengthy and the capacity of the FPSC in terms of human resource is comparatively lesser. So it takes time in filling the vacant posts.

The vacancies give birth to different problems. Deputationists have to be accommodated against the vacancies that is a temporary arrangement. Naturally the temporary HR cannot work so wholeheartedly as that of permanent personnel. Also, incompetent and junior officers fill in the gap.

The Committee also observed that the posts have been lying vacant for a long time. It was an ignorance on part of the Ministry as it got exposed during Covid-19; scarcity of Health Workers was seen during this emergency. So the Committee was of the view that the vacant posts be filled on priority.

The Committee directed that the conservative methods of recruitment must be replaced with a modern approach of Human Resource. The Committee observed that unfortunately we have been following the conservative and orthodox approach.



Every recruitment cannot be delayed only because of procedural mechanism. The process of recruitment must be facilitated as per the best practices of HR.

RECOMMENDATIONS

The Committee was not satisfied with the view point of the ministry and recommended as follows:

- 1) The process of recruitment should start earlier, keeping in view the time taking process of recruitment through FPSC.
- 2) The Public Health Sector is of sensitive nature and requires due attention. The vacant posts have caused unpleasant and alarming situation. The recruitment process should be facilitated as per modern approach of the Human Resource. The vacant posts particularly in this emergency of Covid-19 are no less than a grave negligence. So vacant posts should be filled on priority basis.


JAVAID IQBAL
Secretary Committee


SENATOR KHUSHBAKHT SHUJAT
Chairperson Committee