



**Ministry of National Health Services
Regulation & Coordination, Islamabad
and
Ministry of Science & Technology,
Islamabad**

**Partners in Pursuit of Healthy Nation
Building through Improvements in
Human Resource for Health**

AGREEMENT OF PARTNERSHIP



**Federal Government Polyclinic
Hospital (PGMI), Islamabad**

and



**National University of Sciences &
Technology (NUST), Islamabad**

November, 2022

PARTNERSHIPS BETWEEN FGPC AND NUST IN PURSUIT OF HEALTHY NATION BUILDING THROUGH IMPROVEMENTS IN HUMAN RESOURCE FOR HEALTH

1. **Whereas** the competent authority i.e. Secretary, Ministry of National Health Services, Regulations & Coordination (NHSR&C) (Hereinafter called 1st Sponsor) has decided to void all previous Federal Government Polyclinic Hospital (PGMI) Islamabad (FGPC)'s affiliation-related correspondence for undergraduate training of doctors and have desired the FGPC, its attached department, to move forward with National University of Sciences and Technology, Islamabad (NUST), an autonomous body of the Ministry of Science & Technology (MoST) with concurrence of Secretary MoST (Hereinafter called 2nd Sponsor).
2. **Whereas** FGPC Hospital is 545 beds hospital with 29 specialties and 30 attached dispensaries / centres. It is already imparting PG training to doctors through House Job and Trainee MO ship, represented by the Executive Director, FGPC (Hereinafter referred to as 1st Partner).
3. **Whereas** NUST, a public sector university working under the administrative control of MoST, is duly chartered by the Government and imparts research and innovation-based teaching programmes through its designated institutions/schools. The university plans to launch its MBBS programme in 2023 through the establishment of its School of Health Sciences (SHS) and desires affiliation with FGPC as teaching hospital of SHS. The NUST is establishing a teaching campus for SHS and will also build their own teaching hospital, afterward in H-12, represented by Pro-Rector (Academics), NUST (Hereinafter referred to as 2nd Partner).
4. **Whereas**, both Partners have undertaken detailed discussions and have jointly charted out a framework of actions required with timelines (annexed) and vouch to pursue and implement the plan / targets, subsequent to final approvals from the authorities and the signing of the agreement.
5. **Whereas**, both Partners have agreed to pursue the affiliation of FGPC as a teaching hospital with SHS but the said partnership will not be limited to this joint venture rather it will be expanded to all schools / departments of both counterparts through an approved mechanism.
6. **Furthermore**, the agreement by both Partners will come into effect only if mentioned framework and timelines are duly followed and no action contained therein is found contradictory to any relevant law, rule, or regulations. In such case; both the parties will discuss further time lines and negotiate.
7. **Now**, therefore both the partners have mutually agreed to the following general parameters, terms, and conditions of partnership: -
 - a. **Chapter-I.** Preliminaries
 - b. **Chapter-II.** Management of Partnership
 - c. **Chapter-III.** Technical Cooperation
 - d. **Chapter-IV.** Partnership in other areas for academic & innovative initiatives
 - e. **Chapter-V.** Affiliation of FGPC as teaching hospital of SHS (NUST)




CHAPTER-I

PRELIMINARIES

8. **Short Title, Extent, and Commencement**

- a. This Agreement may be called the Partnership Agreement between FGPC (1st Partner) and NUST (2nd Partner), 2022 (FGPC-NUST PA-2022), under the auspices of M/o NHSR&C (1st Sponsor) and MoST (2nd Sponsor).
- b. FGPC-NUST PA-2022 extends to all the units, departments, attached units, and/or subordinate offices under both Partners, in relation to the matters covered under the said Agreement.
- c. FGPC-NUST PA-2022 shall come into force after the approval of the Competent Authority in the sponsoring ministries and will remain enforced till 2035 from the date of commencement, extendable with mutual concurrence.

9. **Definitions.** In this FGPC-NUST PA-2022, unless there is anything repugnant in the subject or context: -

- a. 'Partnership' means a partnership between FGPC and NUST,
- b. 'Partner' means FGPC and NUST;
- c. 'Academia' means all professionals involved in teaching, training and research activities, as notified by HR Directorate NUST, as per regulations of the relevant regulatory body;
- d. 'Chain of Command' means Executive Director, FGPC and Pro-Rector (Academics), NUST, exclusively with a respective hierarchy of management control at their own ends;
- e. 'Steering Committee (SC)' for Partnership constituting of members from both partners;
- f. 'FGPC and NUST Executive Committees (EC)' means an internal Committee at either of the two partners, limited to the undergraduate MBBS programme, whereas postgraduate training shall continue through the previously approved system and affiliation/s;
- g. 'Bye-laws' means the bye-laws made under this Agreement, through the SC, as compiled by EC of both partners;
- h. 'Arbitrator' means Secretary NHSR&C;
- i. 'Ministry' or 'Government' means MoNHSR&C and MoST;
- j. 'Head of Department' means head of any clinical or allied / support department at either of the two Partners;
- k. 'Student' includes all undergraduate students, enrolled at SHS or any other programme approved by SC through respective EC;




- l. 'Resources' means all financial, information, clinical, knowledge, technological resources / capacities / facilities;
- m. 'Faculty' means all those who are recognized by the HR Directorate of NUST with the concurrence of EC, FGPC, who will get those notified as per regulations of the relevant regulatory body;
- n. 'Teaching honorarium' means a monetary benefit paid to the academia of FGPC by NUST/ SHS, in lieu of their contributions to academic activities.

10. **Objectives of Partnership.** Both the Partners will be identified in legal documents as 1st and 2nd Partners, and will pursue the partnership with the following objectives: -

- a. To undertake all efforts jointly for improving quality of care to the commune.
- b. To enhance and support capacity building of human resources for health at the institutional level.
- c. To ensure efficient and optimal utilization of available resources through innovative and supportive collaborations, consultations, and specialized support in other areas like master planning, project designing, digitization, etc.
- d. To assist in human resource development initiatives for available resources.

11. **Agreement to follow government policies and laws.** The provisions of this agreement shall have effect notwithstanding anything contained in any law or policy of the government, for the time being in force.

12. **Partners to work within their own organizational setup**

- a. Both the Partners will maintain their sovereignty and line authority structure according to their own set of rules, regulations, and procedures and the visiting partner will have to abide by those norms and rules. At no time any compromise to the unity of command at either partner will be allowed or encouraged.
- b. In the performance of any academic or any other mutually agreed functions, none of either partner shall impede or prejudice the exercise of the executive authority of the counterpart.




CHAPTER-II

MANAGEMENT OF PARTNERSHIP

13. **Executive Officer.** The Executive Officer of any organization or department under, attached, or affiliated with any of the two partners will be free to make any decision for his/her mandated organizational structure and role. However, at all times positive efforts will be made to follow mutually agreed procedures, and if any differing action is ordered or undertaken it will be reported to the Executive Committee.

14. **Executive Committee (EC)**

- a. Both Partners will formulate their own Executive Committees (EC) headed by the respective Executive Officer with a minimum of five (05) members and a Secretary to EC. In case of FGPC, the committee will be headed by the Executive Director and three seniors of major specialities and two from minor or sub specialities along with one executive officer as secretary will be notified.
- b. Both ECs will work towards the establishment of Standard Operating Procedures (SOP)/ bylaws, as required under the agreement, for all interactions between the two Partners at institutional, departmental, and individual levels.
- c. In case of any serious or exceptionally important issue, either EC will report to the Steering Committee for their deliberations and intervention.
- d. The EC will hold meetings as and when required and its notified secretary at either end will maintain all relevant records and disseminate them to the counterpart accordingly.

15. **Steering Committee (SC)**

- a. There will be one Steering Committee for partnership setup constituting of Executive Officers of both partners (i.e., Executive Director FGPC and Pro-Rector (Academics) NUST), called Joint Chairmen of the SC, and two members from each of the two Executive Committees.
- b. The SC will consider and approve the Standard Operating Procedures/ bylaws, as submitted by the ECs, recommend policy directions for the partnership, and attempt resolution of any conflict or important issue reported to them.
- c. In case of any irresolvable issue, the SC will report the matter to the Arbitrator.

16. **Arbitrator.** The Secretary Ministry of NHSR&C will be the arbitrator. The Arbitrator will try to resolve the issue amicably and after due diligence shall give final decision. The decision of Arbitrator will be final and binding on both parties which will not be challengeable in any court of law.



17. **Basic Framework.** Both the partners will ensure that all strategies /actions undertaken towards structure, process, or outcomes of the partnership arrangements follow the following basic framework, and those found in violation of any will remain subject to revision of agreement and afresh approval of the arbitrator: -

- a. Patient welfare will be the central focus of any initiative and at no cost, any harm, injury, or insult to them will be allowed;
- b. Students' academic activities will have the prime importance with focus on improving patient care / welfare by both partners through combined efforts; Resources will be shared by both partners in terms of teaching, training, services and research activities, through mutually agreed framework / byelaws; and
- c. Both Partners will maintain their sovereignty and line authority structure according to their own set of rules, regulations, and procedures and the visiting partner will have to abide by those norms and rules. At no time any compromise to the unity of command at either partner will be allowed or encouraged.



CHAPTER-III

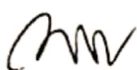
TECHNICAL COOPERATION

18. Training

- a. The FGPC will be supported in the Human Resource Development of its faculties in all disciplines whether recognized for under and post-graduation or not, so that in the future all may contribute to the academic activities;
- b. All academia will be provided with opportunities to enhance their specialty-related skills and teaching/research capabilities through supervisory support, article review assistance, referee-ship, publication, mentoring required for higher education admissions, national and international workshops /seminars invitations, and sponsorships at organizational and case-to-case basis;
- c. Unlimited access to knowledge resources will be assured by both Partners, and the FGPC library will be provided access to the digital library bank of NUST, literature software, and subscriptions to peer-reviewed international indexed journals, while ensuring privacy and secrecy of personal data of patients;
- d. The dependents of FGPC employees will enjoy merit scholarship and relaxation in tuition fee on admission in postgraduate programmes in accordance with policy applicable on NUST employees.
- e. The Academic Council of FGPC and its supervising / coordinating role in the postgraduate training of doctors will remain unchanged under the Executive Director, notified Dean, and Registrar; similarly, the Academic Council of NUST will continue its functions laid out in the university calendar.

19. Teaching

- a. The academia of FGPC will apply for the award of teaching status regarding undergraduate teaching and training through the EC and HR Directorate of NUST and will follow each case at priority, as per guidelines of the regulatory body/(ies). The teaching status, thus awarded by NUST, will bear no financial implications to the government, as the careers of academia shall continue as civil servants. NUST will issue experience certificate to the academia for their teaching status, as and when required.
- b. The academic activities at FGPC will be the responsibility of recognized internal faculty and visits, lectures or other visits of adjunct/visiting/ contractually-hired faculty from 2nd Partner will be governed by Standard Operating Procedures/Byelaws issued by the EC.
- c. No staff member of FGPC will be allowed waiver or relaxation from his/her assigned government duties / responsibilities on account of any additional teaching activities




under partnership arrangements, and this will not damage his academic standing with his/her counterpart partner.

- d. Provision of all essential teaching aids at FGPC will be the responsibility of 2nd Partner.

20. **Benefits to External Clients**

- a. Direct beneficiaries of this whole arrangement will be patients, both Partners will adopt all ethical and technical strategies to increase benefits to patients and reduce their exposure to harm;
- b. All referred general cases to FGPC from 2nd Partner will be treated at par with employees of FGPC.

21. **Benefits to Internal Clients**

- a. The primary academic interlink between the two Partners is for the undergraduate level. However, FGPC being a recognized Postgraduate Medical Institute is providing training in some specialties through CPSP but some other areas have not yet been recognized for PG training due to some deficiencies. To improve the organizational motivation and ensure involvement at all levels, both Partners will try to join available resources to fill in the gaps and cooperate in seeking recognition for the unrecognized specialties on a case-to-case basis.
- b. 2nd Partner will ensure rightful calculation and timely clearance of honoraria, traveling allowance, per diem, dues etc. to the academia of 1st Partner, as per SOPs / Bye-laws duly approved by SC.

22. **Timeline for Partnership**

- a. The partnership will remain enforced initially till 31st December 2035, extendable after mutual concurrence, with approval of SC;
- b. The Timeline of the Partnership will be extendable beyond the cut-off date, with mutual consultation of both partners and concurrence from both sponsors.

23. **Financial Management of Partnership**

- a. Both partners entering into this partnership will maintain their own respective accounting and audit mechanisms for routine services.
- b. The honorarium and / or other financial / infrastructure contributions made by the 2nd Partner will directly be made to the counterpart 1st Partner.
- c. Any enhancement in resources / structure through tangible investments in the setup of 1st Partner will become its property without any future claim / right of those for the 2nd Partner and this will not be affected by continuity or discontinuation of partnership, if such eventuality arises.




24. **Termination of Partnership**

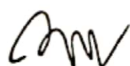
- a. If there is any such issue where Arbitrator finds it impertinent or impossible to continue with the partnership, a clear notice will be served to both the partners. The partnership will be terminated on completion of enrolled students' programmes and completion of ongoing sessions of SHS from the date of notice issued.
- b. After termination, no claims will be made for items donated by one partner to another, whereas those received on loan shall be returned within the notice period.

25. **Post-termination restriction**

- a. None of either partner will share, publicize or publish any information about its counterpart for at least six months after termination of the agreement;
- b. The final decision in all conflicts rests with the Arbitrator, which shall not be challenged in any court of law.

26. **Affiliations / linkages with other organizations**

- a. Both partners will be free to enter into an understanding / contract / agreement with any other organization for establishing a linkage, partnership, or teaching/training program if it does not compromise the teaching status or academic standing of the other partner;
- b. The academic benefits of any such agreement / linkage available to one partner will be offered to the counterpart, who will be free to decide whether or not to participate in any such arrangement.



CHAPTER IV

PARTNERSHIP IN OTHER AREAS FOR ACADEMIC & INNOVATIVE INITIATIVES

27. **Developing Master Plan & Designing Projects For Futuristic Building of FGPC**

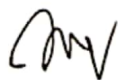
- a. The 2nd partner will involve teams from its School of Arts, Design & Architecture (SADA) to develop a comprehensive master plan of FGPC including all its land pieces available currently for the main hospital building and hostels for doctors (male & female) and nurses, with intervening residential quarters of estate office. The 1st partner will also involve its project team in consultations and the relevant sections of Pak PWD;
- b. The new design will include a multi-story building for the main hospital, emergency block, OPD block, and Hostels' block with a parking plaza and sufficient inset and security; within prescribed parameters of CDA.
- c. As the first point of entry, the 2nd Partner will assist in planning, designing, and seeking sponsorship (foreign/local) for the emergency block whereas the 1st Partner will arrange human resource for this block through 1st Sponsor, on long term or short term basis.

28. **Nursing Education**

- a. The FGPC is already imparting BSc training to 50 nurses annually through its College of Nursing G-7/3-4 Islamabad (CON) affiliated with SZABMU and duly recognized / regulated by Pakistan Nursing Council. The 2nd Partner will develop a curricular framework and process affiliation of CON at priority;
- b. The 2nd Partner will assist 1st Partner, in filling gaps in faculty and other resources to enhance Nursing Programme to 100 students/annum after feasibility review in phase-II as per NUST statutes.

29. **Dentistry.** Both Partners will work on the development of the Dental Institute at SHS, through investment/support by the 2nd partner, to impart undergraduate and postgraduate teaching / training / treatment services through respective ECs and SC.

30. **Other Allied / Sub-Specialty Disciplines.** Both Partners will explore and design undergraduate and postgraduate programs in clinical allied and sub-specialties such as Physiotherapy, Gerontology, Psychology, Public Health, Nutrition, Health Economics etc, through EC and will pursue the same after approval of SC. The 2nd Partner will extend technical aids / assistance in the field of electro medical / biomedical O&M, hazardous waste management systems, information management systems, etc available at NUST, to its counterpart.




CHAPTER V

AFFILIATION OF FGPC AS TEACHING HOSPITAL OF SHS (NUST)

31. Basic Feature of Affiliation

- a. The affiliation of FGPC as a teaching hospital of SHS (NUST) will follow the agreed general principles and procedures as laid out in earlier chapters and accrediting body regulations.
- b. The SHS will apply for inspection / recognition of SHS and FGPC by the Regulatory Body having jurisdiction for induction of 100 MBBS students per annum in SHS and FGPC will be its affiliated teaching hospital. Both Partners will nominate a team from respective organizations to ensure the preparation, fulfilment of required standards, and conduct of successful inspection and approval/registration of respective institutes by the Regulatory Body. The 2nd Partner will bear fees and admissible dues for such inspections.
- c. The affiliation shall commence from the date of signing of this agreement and its initial period will be till 31st December 2035 (extendable) and 2nd Partner will commence processes of notifying human resource of FGPC as its Academia while identifying and hiring others on contractual or other academically acceptable processes, especially for fields of basic medical sciences;
- d. Minimal physical and technical requirements for undergraduate students teaching and training in the FGPC will be assessed mutually; the 2nd Partner will be responsible for arrangement and functioning of all such teaching aids/set up;
- e. Both Partners will not affiliate with any hospital/organization that is included in the execution / implementation of the MBBS teaching programme. However, a contract / agreement with any other organization can be done for establishing a linkage, partnership, or teaching/training program, beyond the scope of MBBS;
- f. The 2nd Partner may build its own hospital on its own land in the future, but this will not affect this affiliation, rather will be used for enhancing MBBS seats at SHS;
- g. The 1st Partner will provide house job training at FGPC to medical graduates of SHS and the stipend will be paid by the 2nd Partner as per regulations. The 100 additional slots will be created through regulatory body by the 1st Partner, in the main FGPC and / or Jinnah Hospital G11/3, being built as Polyclinic-II in next five years.
- h. The 1st Sponsor will be approached for priority filling of vacant posts and to allow the 2nd Partner to bear expenses of such essential hiring if required for the SHS inspection, from their resources;
- i. The 2nd Partner will provide academic and clinical technological aids etc for undergraduate teaching and training, as per requirement of the regulatory body;




- j. The 2nd partner will establish a prefabricated structure for academic activities with all essential teaching/training accessories and requirements; and the 1st partner will provide a suitable area for such structure;
- k. Both partners shall ensure that confidential information shared and disclosed between will remain confidential and not be disseminated to any party not privy to this agreement unless expressly permitted in writing by the concerned party to which such information pertains. In case of non-compliance case will be referred to the "Steering Committee" for a final decision.

IN WITNESS WHEREOF the parties hereto above have put their hands on the agreement on the 23 day of November 2022.

FOR AND ON BEHALF OF
(1ST PARTNER)



DR. INAYAT ULLAH BAIG
EXECUTIVE DIRECTOR
FGPC, Islamabad

FOR AND ON BEHALF OF
(2ND PARTNER)



PROF. DR. OSMAN HASAN, TI
PRO-RECTOR (ACADEMICS)
NUST, Islamabad

FGPC AND NUST VISION 2022-2035
KEY AREAS OF PARTNERSHIP

S#	DOMAIN IDENTIFIED / ACTIVITIES REQUIRED	ACTIONS REQUIRED	BY WHO	BY WHEN	REMARKS
A	Establishment of School of Health Sciences (SHS), NUST	Establishment of Lecture Halls, Demo Rooms, Labs, Museum, Faculty Offices	NUST	Apr-2023	Short Term
A-1	Development of academic block in NUST	a. Finalization of basic sciences curriculum	NUST	Dec-2022	Short Term
A-2	MBBS curriculum development and approval by NUST	b. Development of clinical sciences curriculum outlines c. Finalization of clinical sciences curriculum	FGPC	Dec-2022	Short Term
		d. Approval of MBBS curriculum from academic council	FGPC	Jan-2023	Short Term
		a. Establishment of Steering Committee and Executive Committees for partnership and SHS, including notified representative / focal persons from both partners, for FGPC inspection and registration by the Regulatory Body	NUST	Jan-2023	Mid Term
A-3	Inspection and approval of FGPC by the accrediting body as Teaching Hospital with SHS for 100 MBBS students per annum	b. Establishment of a Liaison office at FGPC by NUST for coordination/assist in preparation of FGPC for inspection by the accreditation body c. Submission of FGPC case to accreditation body for inspection and approval of FGPC as teaching hospital of SHS.	FGPC / NUST	Dec-2022	Short Term
			FGPC / NUST	By Nov-2022	Short Term
			FGPC / NUST	Feb-2023	Short Term

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S#	DOMAIN IDENTIFIED / ACTIVITIES REQUIRED	ACTIONS REQUIRED	BY WHO	BY WHEN	REMARKS
A-4	Inspection and approval SHS by the Regulatory Body	a. Preparation of SHS as per requirements / guidelines of accrediting body	NUST	By Jan-2023	Short Term
		b. Submission of SHS case to accrediting body after raising basic infrastructure	NUST	By Mar-2023	Short Term
		c. Compliance with observations & finalization of approval by accreditation bodies	NUST	By May 2023	Short Term
A-5	Arrangement of essential HR for SHS	a. Teaching status notification of clinical & allied specialists for UG education of FGPC from the date of initiation of the case, i.e. 2013-2014	FGPC and M/o NHR&C	Before Jan-2023	Short Term
		b. Registration of FGPC clinical science teaching faculty by HR section of NUST and its notification after due process	NUST	Dec-2022	Short Term
		c. Initiation of the hiring of basic sciences faculty for SHS	NUST	Jan-2023	Short Term
		d. Hiring of deficient essential clinical sciences faculty /support on a contractual basis in FGPC	NUST	Mar-2023	Short Term
		e. Filling of vacant clinical/specialists posts at FGPC on special priority through relevant forums	FGPC / M/o NHR&C	Dec-2022	Short Term
A-6	Ensuring academic and clinical technological aids (SHS)	Procurement of lab equipment, library books, office/classroom furniture	NUST	Mar -2023	Short Term
B	Liaison between various components & Further Linkages				
B-1	Affiliation and partnership of other undergraduate setups of FGPC (College of Nursing BSN) with NUST	a. Review of College of Nursing for compliance to NUST statutes	FGPC / NUST	Dec-2023	Mid Term
		b. Development of academic procedures / policies	FGPC / NUST	Dec-2023	Mid Term

S#	DOMAIN IDENTIFIED / ACTIVITIES REQUIRED	ACTIONS REQUIRED	BY WHO	BY WHEN	REMARKS
B-2	A supportive partnership of Bio-Technology and informatics with FGPC from NUST schools / institutions	a. Provision of teaching and supervision by clinical faculty of FGPC in BS/MS/PhD programs of Biotechnology, Statistics, Biomedical Engg, Biomedical Sciences, Bioinformatics, Healthcare/Plant/Industrial Biotechnology, Clinical Psychology, etc. (as applicable) b. Supportive role of NUST technical HR in relevant O&M issues of FGPC	FGPC / NUST	Sep-2023	Short Term
B-3	Development of Dental institute	Infrastructure development and offering of academic programs and services as per laid down criteria of regulatory bodies	NUST	2023-2035	Long Term
B-4	Development of undergraduate and post graduate programs in allied specialties such as physiotherapy, gerontology, psychology, public health, nutrition, health economics, community medicine etc, etc	Development of programs and provision of infrastructure / human & other resources	FGPC / NUST	2023-2035	Long Term
B-5	Institutional capacity building partnerships	a. Provision of space for public awareness / capacity building seminars / workshops b. NUST certified short trainings / courses to be co-managed with Professional Development Centre (PDC), NUST c. Building partnerships with other stakeholders as per institutional goals	FGPC / NUST	2022-2035	Short to Long Term

S#	DOMAIN IDENTIFIED / ACTIVITIES REQUIRED	ACTIONS REQUIRED	BY WHO	BY WHEN	REMARKS
B-6	Partnership in Research & Development	a. Mutual sharing of scientific eqpt for research purposes	FGPC / NUST	2022-2035	Short to Long Term
		b. Provision of publishing incentives to FGPC faculty similar to NUST			
		c. Mutual submission of research proposals to funding agencies			
		d. Inclusion of FGPC nominee in editorial board relevant NUST Journals			
B-7	Sharing of learning resources including scientific articles, publications, journals and other library resources	a. Provision of NUST IT services (LMS, CMS, Email ID) to FGPC clinical faculty	FGPC / NUST	2022-2035	Short to Long Term
C	Administrative structure and rules				
C-1	Financial systems and transparency	Current systems of internal / external / statutory audits of respective organizations will be followed	FGPC / NUST	2022-2035	Short to Long term
C-2	Technical Support in Audit, Accounts, and Administrative Systems	FGPC will be supported through trained HR and aids regarding audit, accounts, and administration by NUST as and when needed through short courses/workshops	FGPC / NUST	2022-2035	Short to Long term
D	Human Resource				
D-1	Provision of clinical faculty/doctors list to NUST by FGPC.	List to be compiled including qualification & professional experience will be shared by FGPC to SHS	FGPC	By Jan-2023	Short Term
D-2	Policy for honorarium of FGPC academia involved in academics with NUST	Provision of financial benefits to FGPC academia through SOPs developed through mutual consultation and concurrence	FGPC / NUST	By Jan-2023	Short to Mid Term
D-3	Provision of experience certificate as NUST Faculty	Issuance of experience certificates to eligible academia of FGPC	NUST	2022-2035	Short to Long term

S#	DOMAIN IDENTIFIED / ACTIVITIES REQUIRED	ACTIONS REQUIRED	BY WHO	BY WHEN	REMARKS
	(Policy & Implementation) to FGPC academia including visiting and adjunct academia identified mutually				
D-4	Development of fee subsidy / scholarship policy for dependents of FGPC HR	Development of policy for approval from competent authority / forum of NUST	NUST	Feb-2023	Short Term
D-5	Entitlement of NUST employees for all services at FGPC equal to its own employees	Development of policy for approval from competent authority / forum of FGPC	FGPC	Feb-2023	Short Term
D-6	Access to extra/co-curricular facilities of NUST to registered FGPC academia at subsidized rates	Development of policy for approval from Competent Authority / forum of NUST	NUST	Feb-2023	Short Term
D-7	Creation of House job slots for successful graduates of SHS	a. The 100 new slots will be created for house-job at FGPC by adding 300 beds of Jinnah Hospital G-11/3 (FGPC-II) to the existing strength of 545 beds b. A proposal for approval will be submitted through the ministry to the appropriate forum after the successful accreditation of SHS from the Regulatory Body c. House job to SHS graduates will be provided by FGPC, the stipend will be paid by SHS as per policy of the Regulatory Body	FGPC / M/o NHR&C	2022-2035	Short to Long Term
			FGPC/ NUST	2029	Long Term

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S#	DOMAIN IDENTIFIED / ACTIVITIES REQUIRED	ACTIONS REQUIRED	BY WHO	BY WHEN	REMARKS
E.	Infrastructure Development and Support				
E-1	Fulfilment of basic academic requirements of accrediting / regulating bodies for SHS viz-a-viz FGPC	Mutual process for identification and actions on issues of infrastructure will be established between both partners through ECs and SC	FGPC / NUST	2022-2035	Short to Long Term
E-2	Assistance in developing a new comprehensive inclusive master plan of FGPC	Both partners will undertake consultations between their development experts and submit plans for approval of higher authorities	FGPC / NUST	2022-2023	Short to Mid Term
E-3	Development, deployment, training, operations, maintenance, management, and upgradation of HMIS	a. Phase-wise development, deployment of HMIS through processing and approval of PC-1 by competent authority.	FGPC / NUST	2022-2023	Short to Mid Term
		b. HR needs will be developed for HMIS of FGPC through mutual consultation. FGPC will arrange creation / filling of such posts through the Ministry on priority	FGPC	2022-2023	Short to Mid Term
		c. The training component of these hired individuals will be taken up by NUST who will also provide some contractual HR for gaps only.	NUST	2022-2023	Short to Mid Term
E-4	Development of emergency and outpatient block	After the finalization of the master plan, the development team of FGPC will arrange consultation among FGPC, School of Art, Design and Architecture (SADA), NUST, and Pak PWD to develop PC-1s for the main hospital, emergency block, OPD block and hostels.	FGPC / NUST / PWD / M/o NHSR&C	2022-2027	Short to Mid Term

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