

**MEDICAL TEACHING INSTITUTION
AYUB MEDICAL COLLEGE
AYUB TEACHING HOSPITAL
ABBOTTABAD**

In exercise of the power conferred by section 24 of Medical Teaching Institutions Reforms Act 2015, the Competent Authority (BOG) is pleased to make and approve the following regulations namely:-

**MEDICAL TEACHING INSTITUTION (AYUB MEDICAL COLLEGE & AYUB
TEACHING HOSPITAL), ABBOTTABAD
CONTRACT PAY SCALE REGULATIONS 2020**

1). **Short title, application and commencement:-**

- I. These regulations shall be called the Medical Teaching Institution, Ayub Medical College & Ayub Teaching Hospital, Abbottabad Contract Pay Scale Regulations 2020.
- II. These regulations shall apply to:
 - a. Contract Employees appointed under KP Medical & Health Institutions & Regulations of Health Care Services Ordinance, 2002.
 - b. Contract Employees recruited under Sub-Section 1 of Section 16 of Medical Teaching Institutions Reforms Act, 2015.
- III. These regulations shall come into force at once.

2). **Definitions:-** In these regulations, unless there is anything repugnant in the subject or the context:-

- a) "Competent authority" means Board of Governors constituted under Section 5 of Medical Teaching Institution Reforms ACT, 2015.
- b) "Employee" includes:
 - i. an existing contract employee of the Medical Teaching Institution appointed by the Management Council under Khyber Pakhtunkhwa Medical & Health Institution & Regulation of Health Care Services Ordinance, 2002, and
 - ii. an existing contract employee appointed by the Hospital / Medical College under Medical Teaching Institutions Reforms Act, 2015.
- c) "CPS" means the Contract Pay Scale approved by the Board of Governors.
- d) "Hospital" means Ayub Teaching Hospital, Abbottabad.
- e) "College" means Ayub Medical College, Abbottabad
- f) "Salary" means the pay and allowances as prescribed by the Competent Authority (BOG).
- g) "Pay" means basic pay fixed as per Contract Pay Scale.
- h) "Allowance" means the allowances as prescribed by the Competent Authority (BOG).

-sd-

3). **Contract Pay Scale Structure:-**

- a. There shall be following structure of Contract Pay Scale:-
- b. "Salary" = Basic Pay + Special Allowance + Professional / Technical Allowance
- c. "Basic Pay" Fixed as per Contract Scale at the time of fresh appointment or promotion.
- d. "Special Allowance" As Approved by the Competent Authority (BOG)
- e. "Professional / Technical Allowance" As Approved by the Competent Authority (BOG)

II. **Annual Increment** shall be based on Government declared inflation rate subject to budget availability Performance Based as approved by the Competent Authority (BOG) within 10% of the basic pay

III. **Gratuity:** A Contract employee shall be paid gratuity after completion of each employment year equal to one month initial basic pay (minimum) of his Contract Pay Scale. Gratuity shall be disbursed at completion of contract / declared medical unfit by authorized medical board. No gratuity for employee who dismissed / removed from service on account of misconduct / Disciplinary action.

IV. Liability for employee gratuity shall be recorded every year and the respective amount shall be invested at attractive rate of return with at least "AA" rated scheduled bank after recommendations of Funds investment committee (constituted in CPF regulations 2020) and approval of the Competent Authority (BOG). Profit of gratuity investment shall be adjusted against next year liability to decrease financial burden on the institution.

V. Payment of gratuity shall be executed at the completion of contract.

4). **Contract Pay Scales**

| Pay Scale | Contract Basic Pay | Special Allowance | Professional / Technical Allowance | Govt. Pay Scale | Title |
|-----------|--------------------|----------------------|------------------------------------|-----------------|---|
| CPS-1 | 15000—24000 | To be decided by BOG | To be decided by BOG | 2—6 | Support Staff |
| CPS-2 | 17000—25500 | To be decided by BOG | To be decided by BOG | 7—12 | Unit Coordinator / Paramedics |
| CPS-3 | 20000—30000 | To be decided by BOG | To be decided by BOG | 13—15 | Supervisor |
| CPS-4 | 26000—44200 | To be decided by BOG | To be decided by BOG | 16 | Charge Nurse/Computer Operators |
| CPS-5 | 40000—68200 | To be decided by BOG | To be decided by BOG | 17 | Secretary BOG / Nr. Manager / MO / Proc. Officer / HR Manager |
| CPS-6 | 55000—100000 | To be decided by BOG | To be decided by BOG | 18 | Sr. Registrar / SMO / Lecturer / Dy. Director |
| CPS-7 | 75000—122000 | To be decided by BOG | To be decided by BOG | 19 | Internal Auditor / Asst. Professor / Material Manager / Maint. Engineer |
| CPS-8 | 95000—161500 | To be decided by BOG | To be decided by BOG | 20 | Associate Professor |
| CPS-9 | 120000—204000 | To be decided by BOG | To be decided by BOG | 21 | Professor / Executive |

- I. Travelling Allowance shall be claimed against the Government Pay Scale mentioned against each Contract Pay Scale.
- II. Professional / Technical Allowance (7,000 — 85,000), Further enhancement shall be approved by BOG.

5). **Group Insurance:-**

- I. A scheme of group insurance shall be available to all contract employees at their own cost. MTI shall facilitate the scheme with no financial burden.
- II. All Contract employees shall be insured in a group insurance scheme for in-service death financial benefit:

| Contract Basic Pay | Group Insurance (Financial Benefits) |
|-------------------------------|---|
| CPS-1 (15000—24000) | 250,000 |
| CPS-2 (17000—25500) | 300,000 |
| CPS-3 (20000—30000) | 350,000 |
| CPS-4 (26000—44200) | 400,000 |
| CPS-5 (40000—68200) | 450,000 |
| CPS-6 (55000—100000) | 500,000 |
| CPS-7 (75000—122000) | 600,000 |
| CPS-8 (95000—161500) | 800,000 |
| CPS-9 (120000—204000) | 1,200,000 |

- III. Employee can opt to pay more insurance premium to get more financial benefits.
- IV. The scheme (group insurance) financial benefits shall be paid to employee's nominee in case of in-service death by the Insurance Company.

Budget Accounts & Audit:-

- I. The account of the gratuity, pertaining to contributions made by the Hospital / College respectively and profits accrued thereon from investment of the gratuity Fund shall be maintained by the Directorate of Finance & Accounts of the Hospital / College.
- II. The Directorate of Finance & Accounts of the Hospital / College shall be responsible for the preparation of budget on an annual basis and submission to the Institutional Management Committee for review / recommendations and approval of Competent Authority (BOG).

sd-

- III. The Directorate of Finance & Accounts of the Hospital / College shall prepare an annual statement of accounts of the gratuity Fund within 30-days of closing of the respective financial year.
- IV. Gratuity Fund's accounts shall be audited annually by the Auditor General of Pakistan as prescribed in the MTI Act 2015 and audit report presented to the Institutional Management Committee / Board of Governors for information and further necessary action.



Member

(Board of Governors)



Member

(Board of Governors)



Member

(Board of Governors)



Chairman

(Board of Governors)