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## PART-I

**SINDH INSTITUTE OF OPHTHALMOLOGY AND VISUAL SCIENCES**

Hyderabad dated the 20th September, 2021.

## NOTIFICATION

**No. 3392/SIOVS/(Reg.)2021:-** In exercise of the powers conferred by section 24 of the Sindh Institute of Ophthalmology and Visual Sciences Act, 2013 **(as amended from time to time)**, the Board of Directors of the Institute with the approval of Government of Sindh, are pleased to make the following regulations, namely:-

1. **Short title and commencement.-** (1) These rules may be called Sindh Institute of Ophthalmology and Visual Sciences Award of Meritorious Professors (BPS-22) Regulations,2021.

(2) These rules shall come into force at once.

2. **Definitions.-** In these regulations, unless the context otherwise requires –

(a) "Act" means the Sindh Institute of Ophthalmology and Visual Sciences Act, 2013 (Sindh Act No.XXVI of 2013);

(b) "Board" means the Board of the Institute constituted under the Act;

(c) "Executive Director" means the Executive Director of the Institute;

(d) "Institute" means the Sindh Institute of Ophthalmology and Visual Sciences, Hyderabad;

(e) "Selection Board" means the Special Selection Board constituted under clause (2) of regulation 4 for the purpose of awarding BPS-22 as Meritorious Professor.

3. **Provision of Posts.** The number of Professors to be promoted to BPS-22 in Institute shall be calculated on the basis of 12.5% of the filled posts of the Professors in BPS-21.

4. **Eligibility.** The following shall be the eligibility criteria for Meritorious Professors (BPS-22)

(a) Minimum service in BPS-17 or equivalent and above should be twenty years;

(b) Only those Professors who have served at least for 02 (two) years in BPS- 21 in the Institute with Ph.D.

degree/equivalent terminal degree as determined by HEC;

(c) should have five (5) research publications in the past 5 years with at least three (3).research publications in the past 2 years in HEC recognized journals;

(d) must have produced two Ph.Ds. or one Ph.D. and five (5).M.Phil. in the last 5 years

5. **Procedure of Promotion.** (1) Requirement for advertisement of posts as provided in the relevant section of the Institute Act will be dispensed with.

(2) Each eligible Institute Professor will be invited to submit papers for consideration by the Special Selection Board (permanent members of the Selection Board, one representative of Chairman, HEC and one representative of Board) for the award of BPS-22.

(3) The Executive Director shall prepare the cases of Professors in BPS-21 for the award of BPS-22 and present the record of each such Professor on the proforma designed for this purpose, and approved as a part of the statutes along with

(a) Annual Confidential Report (ACRs) for the last five years in BPS-21; and

(b) a resume of the Professor and his/her achievements in research, teaching and educational administration.

(4) The Institute shall calculate total score of each eligible applicant according to the parameters detailed in clause 4 (Grading Procedure). Those who secure a minimum score of 60 will be presented before the Selection Board for consideration.

(5) A meeting of the Special Selection Board shall be called to consider cases for award of BPS-22 and the recommendations will be placed before the Board for approval.

(6) All promotions to BPS-22 shall be effective from the date of recommendations by the Board.

6. **Grading Procedure (Total 100 marks):** The following shall be the requirements for grading of marks (total 100 marks):-

(i) Length of service (maximum 15 marks);

(ii) 5 marks of service per year rendered as Professor in BPS-21 over and above the minimum qualifying requirement of 2-years in BPS-21, subject to a maximum of 15 marks;

(iii) **Research Publications:** Papers/books/monograph/ patents/Crop varieties (approved) (maximum 30 marks).

(a) 2 marks per paper published in HEC recognized journals with impact factor or journals cited in Social Science citation Index;

(b) 0.5 mark per paper published in local HEC recognized journals (in case of Medical Sciences, PMDC recognized journals);

(c) 2 marks per Patent/Crop Variety (approved), subject to a maximum of 6 marks;

(d) 2 marks per book authored or edited internationally, subject to a maximum of 4 marks;

(e) 1 mark per book authored or edited locally, subject to a maximum of 2 marks;

(f) Academic Performance (maximum 30 marks);

(g) No. of M. Phil produced 1 mark per M. Phil, maximum of 6 marks;

(h) No. of Ph.D. produced 5 marks per Ph.D, maximum of 15 marks;

(i) M.Phil. or equivalent qualification of 18 years of schooling with requirement of thesis of at least two Semester duration for partial fulfillment of the terminal degree;

(j) Research Grant Awards (3 Marks for less than 1 million and 5 marks for more than 1 million) as Principal Investigator (other than the research grants given by the parent Institute);

(k) Awards/Honors (maximum 6 marks);

(l) National Awards 2 marks per award, (Civil/President) (maximum of 4 marks);

(m) International Awards/ 2 marks per award, Honors recognized by HEC maximum of 4 marks;

(n) HEC Best Teacher award, 1 mark per award, Izaz-e-Kamal maximum of 4 marks Izaz-e-Fazeelat;

(o) Post-PhD. Qualification (maximum 5 marks) Note: Only Post-doctorate of at least 6 months duration will be counted;

(p) Two marks for 6 months to 1 year post doctorate at foreign University/institute to a maximum of 4 Marks;

(q) 5 marks for one year or more post-doctorate at foreign institute/university;

(r) Annual Confidential Reports (maximum 10 marks);

(s) Excellent 2.0 marks;

(t) Very Good 1.5 marks;

(u) Good 1.0 mark

Note: 1. Sum score of ACRs for the last 5-years shall be taken into account.

Note: 2. Top 3 categories irrespective of nomenclature shall be considered.

Note: 3. In case the candidate is a serving as Executive Director, ACRs of the last 5 years preceding to his appointment as Executive Director shall be considered.

Note: 4. Educational Administration (maximum 10 marks).

Note: 5. Executive Director: 4 marks per year up to maximum of 10 marks.

Note: 6. Dean / Director Centre of Excellence 2 marks per year up to maximum of 6 marks.

Note: 7. Principal of Constituent College/ 1 mark per year up to Chairman of the Department / maximum of 3 marks Director of Institute:

5. **Miscellaneous.** (1) In case of numbers in fraction, then 0.50 or above will be considered as 1 (e.g. 59.5 or above will be 60.0 whereas 59.49 or less will be 59).

(1) A Professor appointed as Executive Director in BPS-22 shall be allowed personal grade of BPS-22 as Professor after he relinquishes the charge of the office of Executive Director, provided he/she has completed one tenure of four years as Executive Director and has been a regular Professor in a Public Sector University or Institute prior to his/her appointment as Executive Director. The personal grade so granted to him shall not be counted towards the 12.5% quota of BPS-22.

**EXECUTIVE DIRECTOR**

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