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PART II

Statutory Notification (S. R. O.)

GOVERNMENT OF PAKISTAN

PAKISTAN AGRICULTURAL RESEARCH COUNCIL

NOTIFICATION

Islamabad, the 18th March, 1990.

S. R. O. 276 (I)90.—In exercise of the powers conferred by section 26 of the Pakistan Agricultural Research Council Ordinance 1981 (XXXVIII of 1981), the Pakistan Agricultural Research Council with the previous sanction of the Federal Government is pleased to make the following regulations, namely:—

1. **Short title and commencement.**—(1) These regulations may be called the Pakistan Agricultural Research Council Employees (Medical Attendance and Treatment) Regulations 1990.

2. They shall come into force w. e. f. 1-4-1990.

2. **Application.**—Subject to the provisions of the Ordinance and the rules made there under these regulations shall apply:—

- (a) to all the employees of the Council when on duty or on leave or under suspension, in Pakistan, except casual workers and those engaged on daily wages.
- (b) to those regular employees of the Council, who after satisfactory service in the Council, have been granted pension; and
- (c) to the dependent family members left behind by an employee who has proceeded abroad on official duty.

Explanation.—Such dependent family members shall be entitled to the same medical facilities as would be admissible to them had the employee been on duty in Pakistan.

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3. Definitions (1).—In these regulations, unless there is anything repugnant in the subject or context:—

- (a) "authorised medical attendant" means a qualified medical doctor.
- (i) who is registered and authorised under the law, in force in Pakistan, to do medical practice.
 - (ii) who has a well established dispensary or clinic for attending to routine ailments.
 - (iii) who has been appointed by an order of the competent authority to the panel of the Council; and
 - (iv) with whom the Council has made arrangements to attend to its employees and their family members as and when required;
- (b) "Authorised Officer"—means an officer of the Council authorised to administer these Regulations;
- (c) "Competent Authority"—means the Chairman or any other officer authorised by him;
- (d) "Family"—means wife, parents, husband, children and step children of an employee of the Council who reside with and are wholly dependent upon such an employee.

Explanation 1.—Wife of an employee shall be deemed to be wholly dependent upon him so long as she is not judicially separated from him and where the wife of an employee is an employee of the Federal Government or a Provincial Government, the employee shall be entitled to claim any benefit admissible under these regulations to him in respect of his wife, if she does not claim the benefit in her own right as a Government servant.

Explanation 2.—A son or a step-son of an employee shall be deemed to be wholly dependent upon him/her till he completes the age of 18 years and thereafter shall be deemed to be so dependent only if the employee certifies that his/her son or step-son is wholly dependent upon him/her.

Explanation 3.—A daughter or a step-daughter of an employee shall be deemed to be wholly dependent upon him/her till she is married and thereafter shall be deemed to be so dependent only if the employee certifies that his/her daughter or step-daughter is wholly dependent upon him/her.

Explanation 4.—Mentally retarded children of an employee declared as such by the competent authority shall be deemed to be wholly dependent upon him/her notwithstanding the age limit stipulated in explanation (2) above.

Explanation 5. Parents of an employee shall be deemed to be wholly dependent upon him/her if they have no independent source of income.

Explanation 6.—The expression "reside with" shall not be so construed as to exclude any member of the family of an employee, other than his/her parents, who are wholly dependent upon such an employee but do not actually, reside with him/her as for example, son or daughter of an employee studying at a place

other than the place of posting of the employee or the wife of an employee temporarily away from the place of posting of the employee with the prior permission of the competent authority.

- (e) hospital means a hospital maintained by the Federal Government or a Provincial Government and includes :—
- (i) any other hospital, a nursing home, a laboratory or a clinic maintained by a local authority or a private person and declared by the competent authority, from time to time, as a hospital for the purposes of these regulations; and
 - (ii) a dispensary, a laboratory or a nursing home maintained by the Council i.e. on the approved panel notified by PARC from time to time.
- (f) "medical attendance and treatment" means medical attendance and treatment as recommended by an authorised medical attendant or a specialist, which is to be provided in a hospital or at the residence of an employee and includes :—
- (i) the employment of such pathological, bacteriological, radiological or any other method and transfusion of blood;
 - (ii) supply of such medicines, vaccines, sera or other therapeutic substances, if essentially required for the recovery of the patient or for the prevention of serious deterioration in his/her condition;
 - (iii) supply of tonics or vitamins for the restoration and proper maintenance of health;
 - (iv) providing of accommodation in a hospital;
 - (v) providing of maternity facilities including prenatal and postnatal treatment and accommodation at a hospital, supply of cotton sanitary pads, gauze, antiseptic and any other treatment required for a delivering woman;
 - (vi) circumcision of male children;
 - (vii) providing of dental treatment excluding the cost of dentures and filling up of cavity by gold or other costly metals but including silver amalgam filling, partial scanning and curritage, complete scanning and/or polishing and gum dressing; and
 - (viii) supply of diet or food to the patient during treatment provided that the cost of diet or food supplied shall be recoverable as provided below :—
 - (a) The actual cost of diet or food where it is shown in the bill; or
 - (b) 20% of the room rent where diet or food is supplied but not shown in the bill.

Explanation 7.—No recovery of the cost of diet or food shall be made from an employee working in Scales 1 to 3 of the Basic Pay Scales.

- (g) "specialist" means a medical doctor including a pathologist, a bacteriologist or a radiologist who:—
- (i) has specialised in the treatment of any particular disease or in any other field of medicine or surgery;
 - (ii) has acquired a recognized academic qualification in the subject; and
 - (iii) is declared from time to time, as such by the Council.

Explanation 8.—A specialist on the rolls of a hospital maintained by the Federal Government or a Provincial Government shall also be deemed to be on the panel of the specialists of the Council.

All other words and expressions used in these regulations but not defined shall have the same meaning as in the Pakistan Agricultural Research Council Ordinance, 1981 (XXXVIII) of 1981.

4. Procedure for medical treatment of all PARC employees.—The following procedure shall be applicable to the employees of PARC:—

- (i) For the purpose of rendering medical treatment to its officers/staff and members of their families, the Council shall make arrangements with the following whose names shall be notified in the official Gazette, from time to time namely:—
 - (a) Authorised medical attendants;
 - (b) certain specialists surgeons physician, gynecologists, ophthalmologists, paediatricians, radiologists, T. B. specialists, etc;
 - (c) hospitals clinics, laboratories, maternity homes etc; and
 - (d) chemists and dispensaries for supply of medicines etc prescribed by an authorised medical attendant or a specialist or a hospital or a maternity home or a clinic, etc.
- (ii) The cost of medical attendance and treatment rendered by a person or establishment as mentioned in clause (i) above shall be charged directly from the Council subject to such limits and restrictions as may be imposed by the Council from time to time.
- (iii) In case the medicines prescribed are not available with a chemist or a dispensary on the panel of the Council and are purchased from the market the cost involved shall be reimbursed to the officer/official by the Council subject to such limits or restrictions as may be imposed by the Council from time to time.
- (iv) In case a hospital or a specialist, etc., does not extend credit facilities, for valid reasons, the expenses incurred in this regard shall be reimbursed to the officer/official by the Council subject to such limits and restriction as may be imposed by the Council from time to time.

- (v) Whereas authorised medical attendant considers it fit that a case requires the attention of a specialists or a hospital or a maternity home or a clinic etc. he/her may refer the patient to one or more such persons or establishments for treatment. However for indoor treatment in a hospital a letter or reference from authorised medical attendant and prior permission of the competent authority shall be obtained. In emergency cases however, permission of the competent authority may be obtained within a week from the date of admission in a hospital.
- (vi) In case an authorised medical attendant or a specialist is of the opinion that owing to the severity of illness, a patient can not be given treatment at a hospital the patient may receive treatment at his residence.
- (vii) An employee receiving treatment at his residence under clause (vi) above shall be entitled to reimbursement of the cost of such treatment, subject to such limits and restrictions as may be imposed by the Council from time to time. Provided that such a claim of reimbursement shall be through authorised medical attendant or specialist stating therein the reasons for the opinion referred to in clause (vi) above.
- (viii) The liability of the Council on account of the outdoor medical attendance and treatment shall be as follows namely :—

CEILING LIMITS

S. No.	Category of an employee	Married employee	Unmarried employee
1.	Chairman of Members of Council, Director General Chief Scientists in BPS-21 & 22	No limit.	No limit.
2.	Officers in BPS-17 or above	Upto his/her one month basic pay per year.	Upto his/her half month basic pay per year.
3.	BPS-16 and below	Rs. 150/- p.m.	Rs. 75/- p.m.

Note 1.—In deserving cases requiring prolonged treatment reimbursement of expenditure in part or in full in excess of the above ceiling limits may be allowed by the Council.

Note 2.—The above limits are for the purpose of determining payment of the total annual liability of the Council and not for payment as cash assistance.

Note 3.—All such employees in BPS-16 and below shall be entitled to the reimbursement of charges incurred by them according to the prescribed ceiling.

(vi) In addition to the liability of the Council as mentioned in clause (vii) above the Council may bear expenditure in respect of indoor medical treatment including maternity cases in approved hospitals clinics etc. for treatment of serious and prolonged sickness and surgical cases according to entitlement as follows namely :—

S. No.	Category of an employee	Scale of accommodation
(a)	Chairman/Members of Executive Committee/ D.G. Chief Scientists in BPS-21 & 22	Air Conditioned.
(b)	Employee in BPS-17 or above of the basic pay scale.	Private Room.
(c)	Officers in BPS-16	Semi Private Room
(d)	All other employees	General Ward

5. **Medical treatment facilities after retirement.**—The following medical treatment facilities shall be available to an employee of the Council after his/her retirement from service of the Council provided he/she is in receipt of pension from the Council and is not re-employed elsewhere namely :—

A retired employee and the members of his/her family shall be entitled to the same medical facilities under these regulations as would be admissible to him/her equal to an employee not retired.

6. **Application of Federal Government Rules.**—Where these regulations do not contain a provision regarding any matter relating to medical treatment and attendance, the relevant rules and orders of the Federal Government shall apply to the employees of the Council.

7. **Relaxation.**—The competent authority may relax, in exceptional circumstances any of the provisions of these regulations.

[No. F. 1. 1/82-CS.]

ZAFAR UDDIN,
Secretary, PARC.