



Sukkur IBA University

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NOTICE INVITING TENDER
Tender # PROC/345

Sukkur IBA University invites sealed bids on single stage two envelopes procedure for HEALTH INSURANCE SERVICES from SECP registered well-reputed Health Insurance Companies having registration with Income Tax, Sales Tax and Sindh Revenue Board (whichever is applicable) to carry out the following.

S. No.	TENDER	Tender Schedule-Date and Time				Tender Fee
		Issue / Sale		Submission	Opening	
		From	To			
01	Procurement of Health Insurance Takaful policy for Employees & their Dependents	15.05.2023	30.05.2023	31.05.2023 03:00 P.M.	31.05.2023 03:30 P.M.	3000/-

Eligibility Criteria

- I. The bidder must have at least 3 years of experience in the relevant field.
- II. Bidder has Credit Rating of minimum "A+" of PACRA/JCR-VIS as on the date of submission of bid.
- III. Details of turnover (including in terms of Rupees) of at least the last three years; average turnover of last three years should not be less than Rs. 6 billion per year.
- IV. Certificate of Incorporation issued by the Securities & Exchange Commission of Pakistan ("SECP").
- V. Registration with FBR / SRB (whichever is applicable) and must have valid professional Tax Certificate.
- VI. Affidavit on legal stamp paper that the firm is not black-listed by any federal or provincial department/agency/procuring agency.

Tender Fee and Bid Security @ 2% of bid cost in shape of Pay order should be in favor of Sukkur IBA University. Bidding documents can be obtained and shall be submitted in the office of Additional Director Procurement as per above schedule. Bidders are requested to give their Best and Final Price as "No Negotiations" is permitted. Bidding Documents containing detailed terms and conditions are available at Websites www.iba-suk.edu.pk and www.ppsms.pprasinidh.gov.pk In case of any unforeseen situation or government holiday resulting in closure of office on the date of opening, bids shall be submitted / opened on next working day at the given time and venue. The Sukkur IBA University reserves the right to reject any or all the bids subject to the relevant provisions of SPP Rules 2010 (Amended to date).

Please send your queries: hari@iba-suk.edu.pk

ADDITIONAL DIRECTOR PROCUREMENT
SUKKUR IBA UNIVERSITY

Nisar Ahmed Siddiqui Road, Sukkur Tel: 071-5644142
Fax 071-5804419

ISSUED ON: _____

ISSUED TO: _____



BID DOCUMENTS

PROCUREMENT OF HEALTH INSURANCE TAKAFUL POLICY FOR EMPLOYEES & THEIR DEPENDENTS OF SUKKUR IBA UNIVERSITY

Important Note

Please keep on visiting Sukkur IBA University website's tender page at <https://www.iba-suk.edu.pk/tenders> for any clarification/additional information shared in response to bidders 'query.

TENDER NO. PROC/345

For any query / confusion related to this bid documents, please contact in writing to following:

Hari Lal Nathani
Additional Director Procurement
Sukkur IBA University
Nisar Ahmed Siddiqui Road, Sukkur
Email: hari@iba-suk.edu.pk

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Notice Inviting Tender
Tender Proc/346

Sukkur IBA University invites sealed bids on single stage two envelopes procedure for **HEALTH INSURANCE SERVICES** from SECP registered well-reputed Health Insurance Companies having registration with Income Tax, Sales Tax and Sindh Revenue Board (whichever is applicable) to carry out the following.

S#	Tender / Number	Tender Schedule – Date and Time				Tender Fee Rs
		Issue / Sale		Submission	Opening	
		From	To			
1	Procurement of Health Insurance Takaful policy for Employees & Their Dependents of Sukkur IBA University	15.05.2023	30.05.2023	31.05.2023 03:00. P.M.	31..05.2023 03:30 P.M.	3000/-

Eligibility Criteria

- i. The bidder must have at least 3 years of experience in the relevant field.
- ii. Bidder has Credit Rating of minimum “A+” of PACRA/JCR-VIS as on the date of submission of bid.
- iii. Details of turn-over (Including in terms of Rupees) of at least last three years, average turnover of last three years should not be less than Rs 6 billion per year.
- iv. Certificate of Incorporation issued by the Securities & Exchange Commission of Pakistan (“SECP”).
- v. Registration with FBR / SRB (whichever is applicable) and must have valid professional Tax Certificate.
- vi. Affidavit on legal stamp paper that firm is not black-listed by any federal or provincial department/agency/procuring agency.

Tender Fee and Bid Security @ 2% of bid cost in shape of Pay order should be in favor of Sukkur IBA University. Bidding documents can be obtained and shall be submitted in the office of Additional Director Procurement as per above schedule. Bidders are requested to give their Best and Final Price as “No Negotiations” is permitted. Bidding Documents containing detailed terms and conditions are available at Websites www.iba-suk.edu.pk and www.ppms.pprasindh.gov.pk. In case of any unforeseen situation or government holiday resulting in closure of office on the date of opening, bids shall be submitted / opened on next working day at the given time and venue. The Sukkur IBA University reserves the right to reject any or all the bids subject to the relevant provisions of SPP Rules 2010 (Amended to date).

Additional Director Procurement

1. Introduction

Sukkur IBA University invites single stage two envelopes tender under SPPRA Rules, 2010 (Amended to date) for providing the services of **Health Insurance Takaful Policy** for its employees, their dependents for a period of two years (24) months (extendable for two more years), from well reputed Insurance (Takaful) Companies who qualify the eligibility criteria for the following lives:

1.1.1). Eligible Employees

a) Following eligible dependents eligible employees:

- i) Spouse
- ii) Children (including widow / divorce daughters)
- iii) Parents

PARTICULARS	CATEGORY-WISE DATA			
	A	B	C	TOTAL
EMPLOYEES				
Spouses				
Children				
Parents				
TOTAL				

The Particulars of Individual can be obtained from the office of Additional Director Procurement viaemail at hari@iba-suk.edu.pk

Detail of Employees for Health Insurance

A. Category wise

S. N	Category	Plan	
1	BPS-19 and above	A	
2	BPS-17 to BPS-18	B	
3	BPS-16 and below	C	
Grand Total			

Eligibility:

- All full-time employees, actively at work up to 75 years of age with their dependents.
- Parents of all eligible employees must be covered up to 90 years of age.

Group Health Insurance Coverage		Category-A	Category-B	Category-C
		Rs.1, 500,000	Rs12, 00,000	Rs.900, 000
1. Hospitalization				
	Room & Board Entitlement (Per day)	Rs. 36,000 or equal to Private Room Charges of Aga Khan University Hospital (Main) Karachi, whichever is higher	Rs. 10,000 or equal to Semi-Private Room Charges of Aga Khan University Hospital(Main) Karachi, whichever is higher	Rs.6,000 or equal to Ward Charges of Aga Khan University Hospital(Main) Karachi, whichever is higher
	All Pre-Hospitalization Charges (30 days prior to hospitalization)	Covered under Total Coverage		
	All Post-Hospitalization Charges (30days after discharge)			
	All Operation Theatre including surgical operation charges			
	Intensive Care Unit (ICU) Charges			
	All Tests including Diagnostic Tests charges			
	Hospital Casualty Ward, Accident Treatment, Emergency Services, Ambulance Charges,			
	All Miscellaneous Hospital Expenses including medicine & other procedures charges during hospitalization			
	Day Care Surgeries & Procedures (Outpatient Cover)			
	All types of Day Care Surgeries & Procedures including dentistry & Eye Treatment			
	Specialized Investigation: Endoscopy, Angiography, Thallium Scan, MRI & CT-Scan			
2. Major Medical Care				
	Major Medical Care (Hepatitis A, B, C, Kidney failure, Diabetes, High Blood pressure, Heart Diseases, Thalassemia, Cancer, Major burns, COVID-19 & other epidemic diseases)			
	<i>Routine Checkup & regular medicines for above Dread Diseases on the basis of special approval for reimbursement</i>			

Optional Benefit for Employees (Separated fixed premium may be quoted with different categories)				
Maternity Care		Category-A	Category-B	Category-C
1	Normal Delivery Limit (Per married female per year)	Rs. 130,000	Rs. 100,000	Rs. 70,000
2	Complicated Delivery Limit (Per married female per year)	Rs. 160,000	Rs. 130,000	Rs. 100,000

B. TURN AROUND TIME (TAT)

Sr.	Description	Working Days
1	For policy document and health cards at inception	15 Days
2	Routine health cards for additions, deletions & plan revision	07 Days
3	Claim re-imburement	21 Days
4	Detailed Claims Analysis on Quarterly basis	15 Days

C-Term & Condition under Insurance

- (1) Identification cards for covered employee shall be issued after agreement
- (2) Pre-existing conditions (declared or un-declared) are covered up to 100% for all insured.
- (3) Major Medical care shall also include regular treatment on re-imburement terms.
- (4) Maximum age limit for parents shall be 90 Years
- (5) The contribution shall not change due to demographical changes in proposed group
- (6) No additional contribution shall be charged upon the addition of family member during the policy term
- (7) New Panel Hospital shall be included on demand and need.
- (8) Intra-Ocular lens implants of premium quality and Cataract Surgery are covered.
- (9) No authorization/credit letter shall be required from the insurance company for panel hospitalization.
- (10) Payment against bill on quarterly basis shall be made subject to availability of funds, if delayed due to any reason; neither extra interest/mark up shall be paid nor shall service be discontinued.
- (11) Maternity Benefit will be optional and will have different pole for each Group. It will cover following terms/condition:
 - (i) Normal/Caesarean/Multiple Birth/Force/Complicated Maternity cases will be covered.
 - (ii) Pre & Post Natal Expenses including follow-up visits of patients during or after pregnancy shall be covered up to the maternity limit.
 - (iii) Miscarriage of all nature is covered. However, abortion shall not be covered.

Important Note:

Group Health Insurance Coverage Category A Rs 1.5 M, Category B Rs 1.2M and Category C Rs 0.9 M is for entire family, however, please note that, this limit in total may be spent on one member of the family or more than one family member of the insured employee in a year. However, this limit on insurance coverage will not be divisible on the number of family members.

Health Insurance Claims History

Year		Total Claims
2022-23		26,187,336
2020-21		27,620,212
Previous Year	Event	Total Claim Amt
2020	Hospital & Surgical	26,645,069
	Maternity - Complicated	3,384,575
	Maternity - Normal	1,083,576
	Total:	31,113,220
2019	Hospital & Surgical	11,653,146
	Maternity - Complicated	2,214,893
	Maternity - Normal	251,482
	Total:	14,119,521
2018	Hospital & Surgical	8,795,503
	Maternity - Complicated	1,984,993
	Maternity - Normal	374,280
	Total:	11,154,776

3. **Obtaining of Bidding Document:**

- 3.1 Tender Document containing detailed terms & conditions can be obtained from the office of Additional Director Procurement, Sukkur IBA University, Nisar Ahmed Siddiqui Road, Sukkur Tel 071-564 4142 Email: hari@iba-suk.edu.pk against non -refundable Pay Order/Demand Draft of Rs. 3,000/- being tender fee in favor of Sukkur IBA University w.e.f. date of publication of the NIT in the print media, as notified in the NIT.
- 3.2. Bidding Document can also be downloaded from the Official website of Sukkur IBA University www.iba-suk.edu.pk or Sindh Public Procurement Authority i.e. <http://ppms.pprasindh.gov.pk>, the bidder is required to enclose Pay order/Demand Draft of Rs.3,000/- non-refundable as a Tender Fee in favor of Sukkur IBA University.

4. **Bidding Procedure**

- 4.1 Bids are invited as per Single Stage – Two Envelope Procedure in accordance with sub rule 2 of rule 46 of the Sindh Public Procurement Rules, 2010 (Amended to date).

5. **Instructions to the Bidders: -**

- 5.1 Bidder must read all the contents of NIT as well as Bidding Document and understand all the requirements.
- 5.2 Bidder must ensure that the Bid Form is filled in all respect, without any confusion.
- 5.3 The Bid Form(s) shall be inserted in the Financial Proposal.
- 5.4 There should not be any over-writing, double writing, crossed, additional conditions.
- 5.5 Rates are to be quoted clearly in digits as well as in words.
- 5.6 Each document/paper submitted by the bidder shall be signed/stamped by the bidder on the face of document.
- 5.7 Bids shall be submitted in accordance with Single stage – Two Envelope Procedure.
- 5.8 Bidder shall prepare two separate envelopes for Technical as well as Financial Proposal.
- 5.9 Bidder shall examine the Bid Evaluation Criteria and insert appropriate document in the Technical/Financial Proposal accordingly.
- 5.10. Bidder(s) must write the “**TECHNICAL PROPOSAL**” and “**FINANCIAL PROPOSAL**” on the face of relevant sealed envelopes containing relevant bid/offer in it.
- 5.11. Conditional Bids, Telegraphic Bids, Bids not accompanied by Bid Security of required amount and form, bids received after specific date and time and bids of Black Listed firms shall be treated as rejected / nonresponsive.

Bidding Data Sheet

Introduction	
ITB 1	Name of Procuring Agency: Sukkur IBA University, Nisar Ahmed Siddiqui Road, Sukkur. Tel 071-564 4142, Fax # 071-580 4419. Email: hari@iba-suk.edu.pk
	Name of Contract. "PROCUREMENT OF HEALTH INSURANCE SERVICES FOR EMPLOYEE THEIR DEPENDANTS OF SUKKUR IBA UNIVERSITY
Bid Price and Currency	
ITB 4	Prices quoted by the Bidder shall be <i>"fixed" and in" Pak Rupees"</i>
Preparation and Submission of Bids	
ITB 7	<p>Selection / Eligibility / Responsiveness criteria:</p> <ol style="list-style-type: none"> 1. Bidder should quote price only in PKR With all corrected applicable taxes and duties. 2. Certificate of Incorporation issued by the Securities & Exchange Commission of Pakistan („SECP“) 3. Bid should be accompanied with client list. 4. The bidder must have at least 3 years of experience in the relevant field 5. Companies must be available on „List of Active Tax Payers“ of FBR (for Income Tax) and SRB (For Sales Tax) websites. 6. NTN/SST/GST Registration Certificate. (Whichever is applicable). 7. Bidder has Credit Rating of minimum "A+" of PACRA/JCR-VIS as on the date of submission of bid. 8. Details of turn-over (Including in terms of Rupees) of at least last three years, average turnover of last three years should not be less than Rs 6 billion per year. 9. Affidavits duly notarized to the effect that the bidder has submitted the correct and complete information along with the bid/offer. If any document/information is found forged/engineered /fake/bogus at any stage, the bidder may be declared as Blacklisted in accordance with law and the performance guarantee and payment, if any may be forfeited. 10. Affidavit on stamp paper duly notarized to the effect that the Insurance Company is neither blacklisted nor suspended by any National / International, including Provincial and Federal Government's department/agency/procuring agency.
ITB 9	Amount of bid security. 2% of Bid Value
ITB 10	Bid validity period. 90 days
ITB 11	Number of copies. One original - - -
ITB 13	Deadline for bid submission. As notified in NIT

ITB 19.1	Bid Evaluation: The Most Advantageous responsive bid
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Other Terms & Conditions:

- i. In case of any unforeseen situation or government holiday resulting in closure of office on the date of opening. Bid shall be submitted / opened on next working day at the given time
- ii. Tender documents can also be obtained by post against Pay Order/Bank Draft of Rs-800/- as courier charges in addition of tender fee.
- iii. Sukkur IBA University may reject all or any bid subject to relevant provision of SPP Rules and may cancel the bidding process at any time prior to acceptance of bid or proposal as per Rule 25(1) of said rules.
- iv. Incomplete, conditional and tender without required earnest money in the specified form/format shall be rejected.
- v. Bidders are advised that before filling the bidding documents all pages of bidding documents should carefully be rechecked. If any page(s) / paper(s) of bidding documents are missing that can be downloaded from the official website of this University and SPPRA, and also can be obtained from the office of the Additional Director Procurement, Sukkur IBA University, Sukkur. Bid(s) with incomplete bidding documents will straightaway be rejected.
- vi. Bidders are required to provide their valid e-mail Ids and contact numbers (s) for effective and timely communication
- vii. Affidavit on legal stamp paper that firm has never been blacklisted.
- viii. All Bidding documents must be signed, named & stamped by authorized person of the firm/ Companies along with authorized letter.
- ix. Incomplete, conditional and tender without required bid security as specified in the bidding documents, shall be rejected. Each page of bidding documents should be signed and stamped.
- x. Contract Agreement and Integrity Pact both are mandatory for successful bidder.
- xi. Prescribed Sales Tax Invoice, payment of Stamp Duty at rate specified by Government of Sindh, Valid Professional Tax Certificate will be required for payment. However, withholding of all government Taxes shall apply as rates specified in relevant Government Schedule.
- xii. In case of a discrepancy between the unit price and amount entered for any item in the schedule of quantities, the unit price will be taken as correct and the amount will be adjusted accordingly when the tender is being examined.

6. List of Documents to Enclosed.

- 6.1 Bidder(s) must ensure that the following documents are enclosed with the **Technical Proposal**.
- 6.1.1 Complete Bidding Document, duly signed and stamped on its each/every page as acceptance of all terms & conditions.
- 6.1.2 Original Bidding Document Fees Pay Order of Rs.3,000/- in favor of Sukkur IBA University
- 6.1.3 Copy of Pay Order in respect of Bid Security after hiding the amount.
- 6.1.4 Attested copy of NTN / Income Tax Registration Certificate, Sales Tax Registration Certificate.
- 6.1.5 Attested copy of CNIC of signatory of the Bidder
- 6.1.6 Complete profile and history of the Bidder/Participant including complete address and complete details of Directors including their CNIC Numbers.
- 6.1.7 List of panel Hospitals in Pakistan.
- 6.1.8 List of present clients of Group Health Insurance with name and contact persons, cell/telephone numbers and addresses.
- 6.1.9 Audited Financial Statement of the bidder for last three years.
- 6.1.10 Financial Stability Certificate / Credit Worthiness from First Class Scheduled Bank of Pakistan. Complete details of turn-over of at least last three years duly supported with the documentary evidence.
- 6.1.11 Copy of documents regarding affiliation/representation (subsidiary or merger) of foreign/local company etc., if any.
- 6.1.12. Copy of documents in respect of PACRA / JCR-VIS Rating.
- 6.1.13 Affidavit on stamp paper duly notarized to the effect that the Insurance Company is neither blacklisted nor suspended by any National / International, including Provincial and Federal Government's department/agency/procuring agency.
- 6.1.14 Affidavit on stamp paper duly notarized to the effect that any Director of the Insurance Company is not awarded any punishment from any Court of Law.
- 6.1.15 Affidavits duly notarized to the effect that the bidder has submitted the correct and complete information along with the bid/offer. If any document/information is found forged/engineered /fake/bogus at any stage, the bidder may be declared as Blacklisted in accordance with law and the performance guarantee and payment, if any may be forfeited.
- 6.1.16 Details of Full-Time Doctors for Case Management in Medical & Claims Dept.
- 6.1.17 Original Certificate from existing client stating satisfactory performance of the bidder.
- 6.1.18 Details of Medial Call Center (24/7 Help Line).
- 6.1.19 Valid documentary evidence in support of evaluation and qualification criteria.
- 6.1.20 Bidder(s) must ensure that the following documents are enclosed with the **Financial Proposal**
- 6.1.21 Bid Security of required amount and form.
- 6.1.22 Bid form(s) duly filled in all respect clearly quote the price.
- 6.1.23. Once again note that, bidder must ensure that, the Bid Form is filled in all respect, without any confusion, there should not be any over-writing, double writing, crossed, additional conditions and Rates are quoted clearly in digits as well as in words.
- 6.1.24 **Bidder(s) must understand that all payments / transaction shall be made in Pakistani Rupees (PKR) only.**
- 6.1.25 Bidder(s) must work carefully and quote gross rates including all applicable taxes and also incorporate the impact of Sales Tax. The SIBAU shall made payments after deduction of all applicable taxes including Income Tax & SST / GST and other taxes, if any.

7. Eligibility Criteria

Bidder who meets the following **eligibility criteria/mandatory requirements** would be declared responsive for further evaluation as per the Evaluation Criteria specified in this bidding document. Verifiable documentary proof for all following requirements is a mandatory requirement, noncompliance will lead to disqualification.

- 7.1 Bidder shall complete all the terms & conditions of this Bidding Document.
- 7.2 Bidder able to enclose the documents as per clause 6 of this Bidding Document.
- 7.3 Companies must be available on „ List of Active Tax Payers“ of FBR (for Income Tax) and SRB (For Sales Tax) websites.
- 7.4 Certificate of Incorporation issued by the Securities & Exchange Commission of Pakistan („SECP“)
- 7.5 Bidder must have at least one Full-Time Doctors for Case Management in Medical & Claims Dept.
- 7.6 Bidder has Credit Rating of minimum “A+” of PACRA/JCR-VIS as on the date of submission of bid.

8. Validity of Bids

Bids shall remain valid for Ninety **(90)** days w.e.f. date of opening of Technical Proposals. The bids without or less than Ninety (90) days validity will be rejected.

9. Language of Bids

The bid prepared by the bidder, as well as all correspondence and documents relating to the bid exchanged by the bidder and the Procuring Agency shall be in English. Supporting documents and printed literature furnished by the bidder may be in another language provided these are accompanied by an accurate translation of the relevant passages in English, in which case for purposes of interpretation of the Bid, the translated version shall prevail.

10. Submission of Bids / Offer:

Sealed bids/offers both the proposals i.e., Technical Proposal and Financial Proposal to be dropped at Procurement Section in the office of Additional Director Procurement, as notified in the NIT. However, under any circumstances, whatsoever, the sealed bids/offers shall be reached before the deadline for submission of bid. Any bid submitted / received late due to any reason whatsoever, shall not be considered at any stage and shall be returned un-opened. Any claim against the bids received late shall not be considered at any stage, hence bidders are advised to take all precautionary measures for delivery of sealed bids before the deadline for confirmed submission of bid.

11. Opening of Bids:

- 11.1 The Technical Proposals shall be opened within one hour of deadline for submission of offer/bid in presence of the authorized representative(s) of the bidder(s), if they wish to present at the time of opening of bids.
- 11.2 In case of the date of opening of tender declared as Public Holiday by the Government of Sindh or Federal Government or non-working day due to any reason, the next official working day shall be deemed to be the date for submission and opening of tenders/bids/offers, accordingly. The time and venue shall remain same.
- 11.3 The envelope marked Financial Proposal shall be retained unopened in the custody of SIBAU.
- 11.4 After the evaluation and approval of the technical proposal, the Financial Proposals shall be opened if technically accepted / qualified bids having the minimum qualifying points / marks of 70% or more, at a time, date and venue announced and communicated to the bidders in advance.

12. Evaluation of Bids:

- 12.1 Bids/Offers including Technical Proposal/Financial Proposals to be evaluated by the Procurement Committee constituted.
- 12.2 The Committee may seek the clarification from the bidder in writing or oral as the case may be, in case of committee deemed fit, however any clarification shall not be changing the sanctity of original bid;
- 12.3 The Bids/Offers shall be evaluated in accordance with the conformity of the requirements of terms & conditions of the bidding document based on the record / documentary evidence submitted by the bidder.

12.4 Technical Proposal Evaluation

- 12.4.1 The Bids shall be evaluated on complete Lot / Group / Package basis reflected in the Bid Form / Price Schedule. Bids for partial / limited item(s) shall not be considered and shall be rejected.
- 12.4.2 The following merit point system for weighing evaluation factors / criteria will be applied for technical proposals.
- 12.4.3 Bidders achieving **minimum 70% points / marks** will be considered only for further process besides compliance of all mandatory clauses. Documentary evidence must be attached in support of your claim.
- 12.4.3 Only those Financial Proposals will be announced / considered which were technically qualified by the Committee.

TECHNICAL PROPOSAL EVALUATION CRITERIA

S#	Evaluation Parameters/Sub-parameters	Maximum Points
1.	Number of Years in the Business of providing Health Insurance Services. (Credible documentary evidence must be provided)	Max. 15
1.1	15 years or above	15.
1.2	10 years or above	10.
1.3	7 years or above	05.
1.4	5 years or above	03.
1.5	Below 5 years	01.
2.	Total Number of Corporate Clients receiving Health Insurance Services. (Credible documentary evidence must be provided)	Max. 15
2.1	200 and above	15.
2.2	100 and above	10.
2.3.	50 and above	05.
2.4.	Below 50	02.
3.	Total Number of Panel Hospitals under credit facility in Karachi, Sindh, Pakistan. (Credible documentary evidence must be provided)	Max. 15
3.1	200 and above	15.
3.2	100 and above	10.
3.3	50 and above	05
3.4	Below 50	02
4.	Medial Call Center / 24/7 Helpline (Credible documentary evidence must be provided)	Max. 10
4.1	Yes	10.
4.2	No.	00
5.	Number of Full-Time Doctors for Case Management in Medical & Claims Dept. (Provide details duly signed by authorized person)	Max. 10
5.1	20 and above	10.
5.2	10 and above	07.
5.3	Below 10	05.
6.	Equity / Net Worth of the Company as on 31st December 2022/June 30,2022. (Audited Balance Sheets must be provided)	Max. 20
6.1	PKR 3 billion and above	20.
6.2	PKR 2.5 billion and above	10.
6.3	PKR 2 billion and above	07.
6.4	below PKR 2 billion	05.
7.	PACRA/JCR-VIS Rating – MANDATORY REQUIREMENT	Max. 15
7.1	A+ Rating or higher	15.
7.2	Below A+ Rating will not be eligible	0
	Total Points	100

12.5 Financial Proposal Evaluation

- 12.5.1 Technically qualified/successful bidder(s)/Tenderer(s) shall be eligible for Financial Proposal(s). The Financial bids shall be opened in the presence of the Bidders at the scheduled date, time and venue communicated in advance or as defined in this document.
- 12.5.2 Financial Bids/Financial Proposals of Technically disqualified / rejected bidders will not be opened and sealed envelopes shall be returned to the bidder.
- 12.5.3 Bids not accompanied by the Bid Security of required amount and form shall be rejected.
- 12.5.4 Procuring Agency shall not be responsible for any erroneous calculation of taxes and all differences arising out shall be fully borne by the Successful Bidder. However, any subsequent changes in rates or structure of applicable taxes by the Government at any time during execution / evaluation period shall be passed to the Procuring Agency.

13. Announcement of Bid Evaluation Report

- 13.1 Bids/Offeres including Technical Proposal/Financial Proposals to be evaluated by the Committee constituted by the SIBAU for the purpose.
- 13.2 The Bid Evaluation Report shall be announced and shall be hoisted on websites of the Authority and Procuring Agency.

14. Award of Contract:

- 14.1 The bidder whose offered rate is found most advantageous amongst other technically qualified bidders shall be considered for acceptance of the offer provided that if it fulfills the laid down terms and conditions of the tender, irrespective of their score in the previous step.
- 14.2 In case of tie among two or more bidders in financial bid with identical offered rate, the contract shall be awarded to the bidder who shall obtain the highest points / marks in technical evaluation report.
- 14.3 SIBAU reserve rights to cancel any/all bids, subject to the relevant provisions of SPP Rules 2010 (Amended to-date).

15. Signing of Contract:

In case of award, the Insurance Company shall sign the contract on appropriate stamp paper. All charges including payment of stamp duty shall be borne by the Insurance Company.

16. Period of Contract.

Initially contract shall be made for a period of two years (24 months). However, Contract Period can mutually be extended for a further period of two years (if so required) with the same terms and conditions.

17. Bid Security / Performance Guarantee:

17.1 The Bidder shall enclose the Bid Security not less than 2% of the total contract value of the two years (24 months) in the shape of Deposit at Call or Pay Order or Demand Draft or a Bank Guarantee in favor of Sukkur IBA University issued by a scheduled bank in Pakistan valid for a period of 28 days beyond the bid validity period. The Bid Security shall be attached with the Financial Proposal.

17.2 The Bid Security of unsuccessful bidder shall be returned after award of contract or within one week of expiry of bid.

17.3 The Successful bidder shall submit the Performance Security / Guarantee equal to 2% of the total contract value of the two years (24 months) in the shape of Call Deposit or Pay Order or Demand Draft or a Bank Guarantee in favor of Sukkur IBA University issued by a scheduled bank in Pakistan valid for a period of ninety (90) days beyond the date of completion / expiry of the contract. The bid security of successful bidder may be retained as performance security.

17.4 The Bid Security of successful bidder shall be returned after receipt of Performance Security / Guarantee. However, the successful bidder can adjust the Bid Security towards Performance Guarantee, in this situation, the successful bidder shall submit the balance amount on account of Performance Guarantee.

17.5 The Performance Security / Guarantee shall be forfeited, in case company fails to provide the satisfactory services. The Performance Security / Guarantee shall be returned after expiry of contract and settlement of all claims by the company.

18. Commencement of Insurance Coverage:

18.1 Insurance coverage shall commence **within 3-4 calendar days** after signing of contract.

18.2 SIBAU shall provide the complete details of employees at least **3-4 calendar days** prior to commencement of Insurance Coverage.

18.3 The Insurance Company shall arrange preparation of necessary documents and Health Card to the insured person well before commencement of insurance coverage.

18.4 The Insurance Company shall ensure the delivery of Health Card and complete details about the Panel Hospitals, available facilities at those hospitals, telephone numbers, claim filing process and other relevant information to the HR department of the University well before commencement of Insurance coverage.

19. Processing of Claim:

- 19.1 The Insurance Company shall process the claim within a working day of receipt of claim and in case of emergency admission in hospital, approval grant on phone call by the panel hospital representative.
- 19.2 The Insurance Company cannot demand any unrealistic document for processing of claim.
- 19.3 The Insurance Company shall ensure the payment of claim within 15 days, subject to fulfillment of minimum required formalities.

20. General Conditions:

- 20.1 A prospective company requiring any clarification(s) may inform to SIBAU or an Officer authorized on its behalf in writing. The SIBAU or concerned Officer authorized on its behalf will respond to any request for clarification which is received well before 05 working days or more to the deadline set for the submission of bids. Any clarification required by any bidder that may be of importance of other bidders or any clarification deemed to be made by the university will be uploaded on the Sukkur IBA University website's tender page where tender documents are uploaded.
- 20.2 Bidder shall comply with all Pakistani Laws, permits, codes and regulation applicable to the bidder's performance of services. Bids against the Government Rules and Policy, Conditional Bids, Telegraphic Bids, Bids not accompanied by Bid Security of required amount and form, bids received after specific date and time and bids of Black Listed firms will not be considered and will be rejected.
- 20.3 The SIBAU reserves the right to increase / delete the number of lives to be covered on the same rates and terms and condition of the Contract Agreement.
- 20.4 All the Health Insurance Cards in case of new Employees or Addition /Deletion / Plan Revision Correction cases shall be provided by the Insurance Company within 15 days from the submission of intimation.
- 20.5 Bidder must provide Company's Hotline numbers in order to facilitate and provide necessary information to the patients in case of Hospitalization in Panel Hospitals.
- 20.6 Approval / Authorization of Hospitalization shall be provided to the Hospital / Patient in not more than One day. All intimations of Approvals / Regrets must also be furnished to the HR department Sukkur IBA University through email. In case of admission in hospital through emergency, approval will be granted over the phone call made by the panel hospital for this purpose.
- 20.7 All the IPD (Pre/Post Hospitalization) Reimbursement Claims would be paid within 15 days from the date of submission of claims.
- 20.8 In case of return or withholding of Claim for Reimbursement, a formal intimation by letter or email would be required by the Insurance Company describing the reason for return or withholding.

20.9 If an Employee / Patient wishes not to disclose certain personal information such

as Investigations Reports, the requirement in Reimbursement Cases shall be waived upon the request of the Employee / Patient.

- 20.10 Requirement of Prescriptions shall be waived in case the Employee / Patient is a Doctor/ Medical Practitioner upon request.
- 20.11 All the Health Insurance Cards must bear the SIBAU Employee ID and Name of Institute / Department, provided in the list as and when the contract is awarded.
- 20.12 The Bidder will provide the Claims Utilization Report for Hospitalization and Reimbursement on Quarterly Basis.
- 20.13 In case of non-issuance of Insurance Card to an existing employee, due to non-provision of data required for issuance of Health Insurance Card, the employee or his/her dependent shall be provided Hospitalization Coverage after obtaining necessary approval / verification from the SIBAU.
- 20.14 Insurance Company shall inform / communicate account status (limit utilization report) of individual employee / pensioner to Focal Person to be nominated by Procuring Agency.
- 20.15 Insurance Company shall charge amount to employee on account of hospitalization at discount of 5% comparing to notified rates of the hospitals. HR Department of this University will ensure this with the Focal Person of Insurance Company.
- 20.16 After award of contract, Insurance Company shall make communications through Focal Person to be nominated by the Procuring Agency.

21. Payment

- 21.1 Payment of Premium shall be processed on quarterly basis.
- 21.2 The Insurance Company shall submit the following documents along with the Invoice:
 - 21.2.1 Original Invoice in triplicate.
 - 21.2.2 Copy of the Signed Contract.
 - 21.2.3 List of Insured Employees / Dependents
 - 21.2.4 Complete details of claims received, paid, pending during the quarter.
 - 21.2.5 Complete details of pending claims with reason of pendency.
 - 21.2.6 Copy of Valid Professional Tax Certificate

22. Profit Sharing:

22.1 Any Profit / Premium left at the end of the Contract Agreement will be shared on 50:50 basis after deducting the Admin Charges.

23. Cancellation of Contract:

If the Insurance Company fails to provide the satisfactory services, the Sukkur IBA University shall be entitled at its option to cancel the contract and recover the damages besides forfeiture of Performance Guarantee. The Sukkur IBA University shall not be liable to any risks and costs whatsoever in consequence of such cancellation of the contract.

24. Arbitration:

24.1 Any difference or dispute or liability of whatsoever nature arising out of the contract or in any way relating to the contract or to its construction or fulfillment should be settled as far as possible, amicably between the SIBAU and Insurance Company. Should the parties fail to come to an amicable settlement the same shall be referred to the award of Arbitrators to be nominated one each by the SIBAU and Insurance Company within fifteen (15) days of notice from either side or in the case of the said Arbitrators not agreeing, then to the award of an Umpire to be appointed by the Arbitrators in writing prior to proceeding with the arbitration. The decision of the Arbitrators or the Umpire, as the case may be, shall be final and binding on both the parties. The arbitration shall take place at Sukkur, under Pakistani Law of Arbitration.

Subject to the above, should any recourse to Courts of Law become necessary, the parties hereto submit to the jurisdiction of the Courts of law at Sukkur, Pakistan which courts shall have exclusive jurisdiction to settle any claims and/or dispute arising out of this Agreement or any acts done in pursuance thereof regardless of the location or place of business of parties hereto. However, CLIENT may at its own option also proceed against Vendor in the court of law for any claims it may have.

BID FORM / PRICE SCHEDULE

PROVISION OF HEALTH INSURANCE SERVICES

(To be submitted on Official Company Letterhead Duly Signed & Stamp)

S#	Descriptions	PREMIUM RATES FOR 24 MONTHS (Amount ONLY in PKR)
1.	Total Premium for 24 months (two year) In PKR Including All Provincial and Federal Taxes and Duties.	

Signature: _____

Name: _____

CNIC _____

Designation _____

Company _____

Stamp _____

Dated _____

LIST OF EMPLOYEES AND THEIR DEPENDENTS

Please see the list of employees at the end of the tender documents.

Contract Form

THIS AGREEMENT made the _____ day of _____ 2023_____ between *Sukkur IBA University*

, *Sukkur*. (Hereinafter called “the Procuring agency”) of the one part and
[*name of Bidder*] of [*city and country of Bidder*] (hereinafter called “the Bidder”) of the other part:

WHEREAS the Procuring agency invited bids for services, viz., Procurement of Health Insurance Takaful Policy for Employees & Their Dependents of SIBAU, Sukkur. Has accepted a bid in the sum of [*contract price in words and figures*] (hereinafter called “the Contract Price”).

NOW THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. In this Agreement words and expressions shall have the same meanings as are respectively assigned to them in the Conditions of Contract referred to.
2. The following documents shall be deemed to form and be read and construed as part of this Agreement, viz.:
 - (a) the Bid Form and the Price Schedule submitted by the Bidder;
 - (b) the Schedule of Requirements;
the Technical Specifications.
 - (d) the General Conditions of Contract;
the Special Conditions of Contract; and
 - (f) the Procuring agency’s Notification of Award.
3. In consideration of the payments to be made by the Procuring agency to the Bidder as hereinafter mentioned, the Bidder hereby covenants with the Procuring agency to provide the services and to remedy defects therein in conformity in all respects with the provisions of the Contract
4. The Procuring agency hereby covenants to pay the Bidder in consideration of the provision of the services and the remedying of defects therein, the Contract Price or such other sum as may become payable under the provisions of the contract at the times and in the manner prescribed by the contract.

IN WITNESS whereof the parties hereto have caused this Agreement to be executed in accordance with their respective laws the day and year first above written

Signed, sealed, delivered by _____ the _____ (for the Procuring agency)

Signed, sealed, delivered by _____ the _____ (for the Bidder)

Integrity Pact

DECLARATION OF FEES, COMMISSION AND BROKERAGE ETC. PAYABLE BY THE SUPPLIERS/CONTRACTORS/CONSULTANTS.

Contract Number: _____

Dated: _____

Contract Value: _____

Contract Title: _____

_____ [Name of Supplier/Contractor/Consultant] hereby declares that it has not obtained or induced the procurement of any contract, right, interest, privilege or other obligation or benefit from Government of Sindh (GoS) or any administrative subdivision or agency thereof or any other entity owned or controlled by it (GoS) through any corrupt business practice.

Without limiting the generality of the foregoing, _____ [Name of Supplier/Contractor/Consultant] represents and warrants that it has fully declared the brokerage, commission, fees etc. paid or payable to anyone and not given or agreed to give and shall not give or agree to give to anyone within or outside Pakistan either directly or indirectly through any natural or juridical person, including its affiliate, agent, associate, broker, consultant, director, promoter, shareholder, sponsor or subsidiary, any commission, gratification, bribe, finder's fee or kickback, whether described as consultation fee or otherwise, with the object of obtaining or inducing the procurement of a contract, right, interest, privilege or other obligation or benefit, in whatsoever form, from Procuring Agency (PA), except that which has been expressly declared pursuant hereto.

_____ [Name of Supplier/Contractor/Consultant] certifies that it has made and will make full disclosure of all agreements and arrangements with all persons in respect of or related to the transaction with PA and has not taken any action or will not take any action to circumvent the above declaration, representation or warranty.

_____ [Name of Supplier/Contractor/Consultant] accepts full responsibility and strict liability for making any false declaration, not making full disclosure, misrepresenting facts or taking any action likely to defeat the purpose of this declaration, representation and warranty. It agrees that any contract, right, interest, privilege or other obligation or benefit obtained or procured as aforesaid shall, without prejudice to any other right and remedies available to PA under any law, contract or other instrument, be voidable at the option of PA.

Notwithstanding any rights and remedies exercised by PA in this regard, _____ [Name of Supplier/Contractor/Consultant] agrees to indemnify PA for any loss or damage incurred by it on account of its corrupt business practices and further pay compensation to PA in an amount equivalent to ten times the sum of any commission, gratification, bribe, finder's fee or kickback given by _____ [Name of Supplier/Contractor/Consultant] as aforesaid for the purpose of obtaining or inducing the procurement of any contract, right, interest, privilege or other obligation or benefit, in whatsoever form, from PA.

[Procuring Agency]

[Supplier /Contractor/Consultant]



SUKKUR IBA UNIVERSITY

MERIT - QUALITY - EXCELLENCE

No: SUK-IBA/Rgv/

Date 17-03-2023

NOTIFICATION

Consequent upon the approval of the Competent Authority, Sukkur IBA University, the following Procurement Committee of IBA Community Colleges/Schools has been re-constituted **17 March, 2023**.

The Procurement Committee will comprise as under:

- | | | |
|----|--|-------------------------|
| 1. | Dr. Samar Raza Talpur
Director ICT
Sukkur IBA University | Chairman |
| 2. | Director Procurement
Sukkur IBA University | Member/Secretary |
| 3. | Mr. Khalid Makhdoom
Deputy Registrar (S&G)
NED UET, Karachi | External Member |
| 4. | Director
IBA Community Colleges/Schools
Sukkur IBA University | Member |
| 5. | Project Director
Sukkur IBA University | Member |

Functions and Responsibilities of Procurement Committee/ToR:

Procurement committee shall be responsible for:

- (1) Preparing bidding documents
- (2) Carrying out technical as well as financial evaluation of the bids
- (3) Preparing evaluation report as provided in Rule 45 of SPP Rules- 2010
- (4) Making recommendations for the award of contract to the competent authority
- (5) Perform any other function ancillary and incidental to the above.
- (6) Quorum will be at least two third

Registrar

Sukkur IBA University

Cc to:

1. ES to Vice Chancellor
2. All Concerned



SUKKUR IBA UNIVERSITY

MERIT - QUALITY - EXCELLENCE

No: SUK-IBA/Rgy/451/2023

Date 17-3-2023

NOTIFICATION

Consequent upon the approval of the Vice Chancellor, Sukkur IBA University, the following Complaint Redressal Committee has been re-constituted to streamline the procurement process of Sukkur IBA University, its campuses, Community Colleges & Schools w.e.f **17 March, 2023**.

The Procurement Committee will comprise as under:

- | | | |
|----|---|------------------------|
| 1. | Dr. Mir Muhammad Shah
Professor
Sukkur IBA University | Chairman |
| 2. | Representative
Accountant General Sindh
(D.A.O Sukkur) | External Member |
| 3. | Independent Professional
From Relevant Field | External Member |

Functions and Responsibilities of Procurement Committee/ToR:

Complaint Redressal Committee shall be responsible for:

SPPRA Rule 31(4) The complaint redressal committee upon receiving a complaint from an aggrieved bidder may, if satisfied;

(a) prohibit the procurement committee from acting or deciding in a manner, inconsistent with these rules and regulations;

(b) annul in whole or in part, any unauthorized act or decision of the procurement committee; Provided while re-issuing tenders, the procuring agency may change the specifications and other contents of bidding documents, as deemed appropriate.

(bb) recommend to the Head of Department that the case be declared a mis-procurement if material violation of Act, Rules Regulations, Orders, Instructions or any other law relating to public procurement, has been established; and

(c) reverse any decision of the procurement committee or substitute its own decision for such a decision; Provided that the complaint redressal committee shall not make any decision to award the contract.

SPPRA rule 31(5) The complaint redressal committee shall announce its decision within seven days and intimate the same to the bidder and the Authority within three working days. If the committee fails to arrive at the decision within

seven days, the complaint shall stand transferred to the Review Committee which shall dispose of the complaint in accordance with the procedure laid down in rule 32, if the aggrieved bidder files the review appeal within ten (10) days of such transfer;

SPPRA Rule 31(6) The Procuring Agency shall award the contract after the decision of the complaint redressal committee;

SPPRA Rule 31 (7) Mere fact of lodging of a complaint shall not warrant suspension of the procurement proceedings; Provided that in case of failure of the Complaint Redressal Committee to decide the complaint; the procuring agency shall not award the contract, until the expiry of appeal period or the final adjudication by the Review Committee.



Registrar
Sukkur IBA University

Cc to:

1. ES to Vice Chancellor
2. All Concerned

S.No	DESIGNATION	Grade	REL	DOB	AGE	GENDER
1	Associate Professor	20	SELF	5/Aug/1973	49	M
			WI	21/Aug/1981	41	F
2	Professor	21	SELF	1/Aug/1968	54	M
			WI	3/Sep/1988	34	F
			SO	7/Nov/2012	10	M
			DA	15/Jul/2009	13	F
3	Professor-Finance /Director ORIC	21	SELF	20/Mar/1974	49	M
			WI	7/Mar/1972	51	F
			SO	12/Feb/2001	22	M
			SO	6/Feb/2004	19	M
			MO	6/Jun/1955	67	F
4	Driver	9	SELF	1/Jan/1978	45	F
			WI	1/Jan/1980	43	F
			SO	13/Mar/1998	25	M
			SO	23/Mar/2001	22	M
			SO	7/Mar/2004	19	M
			SO	9/Sep/2006	16	M
			DA	19/Nov/2013	9	F
			DA	9/Sep/2006	16	F
			DA	11/Oct/2011	11	F
	Driver	7	SELF	1/Feb/1983	40	M

5			WI	6/Nov/1993	29	F
			SO	12/Oct/2013	9	M
			MO	1/Jan/1952	71	F
6	Deputy Manager -Financial Aid	18	SELF	5/Mar/1985	38	M
			FA	6/May/1951	71	M
			MO	1/Jan/1963	60	F
			SO	19/Jul/2022	0	M
			WI	22/Feb/1991	32	F
7	Deputy Manager-Alumni Affairs	18	SELF	1/Jul/1987	35	F
			WI	16/Jan/1993	30	F
			MO	9/Aug/1965	57	F
			FA	16/Aug/1958	64	M
			SO	3/Jun/2017	5	M
			DA	29-Oct-18	4	F
8	Peon	11	SELF	25/Oct/1972	50	M
			WI	2/May/1976	46	F
			SO	5/Apr/2006	17	M
			SO	16/Jul/2000	22	M
			SO	14/Oct/1998	24	M
			SO	14/Jun/2002	20	M
			DA	17/Feb/2008	15	F
			DA	3/Aug/1996	26	F
			MO	1/Jan/1950	73	F

9	Professor, Physics	21	SELF	18/Dec/1975	47	M
			WI	1/Jan/1979	44	F
			SO	1/Jan/2001	22	M
			SO	1/Jan/2006	17	M
			SO	1/Jan/2003	20	M
			DA	1/Jan/2005	18	F
10	Executive Engineer	19	SELF	1/Apr/1973	50	M
			FA	27/Dec/1943	79	M
			MO	1950	73	F
			WI	1/Jan/1980	43	F
			SO	11/Feb/2005	18	M
			DA	25/May/2006	16	F
			DA	26/Dec/2007	15	F
			DA	1/Aug/2009	13	F
11	Professor-Entrepreneurship / Director, EDC	21	SELF	1/Mar/1975	48	M
			WI	15/Mar/1972	51	F
			SO	9/May/2010	12	M
			DA	7/Dec/2006	16	F
12	Assistant Professor	19	SELF	10/Aug/1984	38	M
			WI	24/Jan/1986	37	F
			SO	5/Feb/2014	9	M
			DA	17/May/2011	11	F
			MO	1960	63	F

			FA	1958	65	M
13	Driver	9	SELF	9/Jun/1979	43	F
			WI	3/Feb/1987	36	F
			SO	10/Jun/2010	12	M
			SO	24/Oct/2014	8	M
			DA	11/Jul/2011	11	F
			SO	17/Jun/2016	6	M
			MO	21/Jul/1945	77	F
14	Assistant Professor	19	SELF	23/Jan/1987	36	F
			WI	13/Mar/1984	39	F
			MO	1/Jan/1956	67	F
			FA	15/Sep/1955	67	M
			DA	23/Mar/2016	7	F
			SO	3/Jul/2019	3	M
15	Assistant Professor	19	SELF	22/Jan/1991	32	M
			WI	7/Feb/1986	37	F
			FA	1/Jan/1953	70	M
			SO	16/Feb/2017	6	M
			DA	19/Aug/2018	4	F
16	Associate Professor	20	SELF	1/Feb/1983	40	M
			WI	27/Nov/1989	33	F
			FA	4/Jun/1956	66	M
			MO	4/Jun/1960	62	F

			SO	15-Dec-16	6	M
			SO	03-Sep-19	3	M
17	Associate Professor	20	SELF	19/Dec/1979	43	M
			WI	9/Sep/1982	40	F
			SO	1/Jul/2008	14	M
			DA	15/Feb/2010	13	F
			FA	1/Jan/1943	80	M
			MO	1/Jan/1954	69	F
18	Deputy Manager- Admission	18	SELF	4/Jan/1985	38	M
			WI	29/Sep/1990	32	F
			SO	20/Oct/2015	7	M
			SO	28/Dec/2017	5	M
			DA	24/Jan/2019	4	F
			MO	25/Jan/1957	66	F
			FA	1/May/1961	61	M
19	Assistant Professor	19	SELF	7/Sep/1986	36	M
			WI	1/Mar/1993	30	F
			MO	1/Jan/1960	63	F
			FA	28/Dec/1959	63	M
			SO	13/Dec/2016	6	M
			SO	19/May/2019	3	M
	Marketing Assistant	16	SELF	5/Apr/1977	46	M
			WI	1/Apr/1979	44	F

20			SO	12/Dec/2007	15	M
			SO	9/Jan/2013	10	M
			DA	29/Dec/2014	8	F
			DA	25/Nov/2010	12	F
			SO	16/Oct/2018	4	M
21	Lecturer	18	SELF	18/May/1988	34	M
			MO	15/Apr/1950	73	F
			FA	3/Feb/1948	75	M
			WI	1/Jan/1990	33	F
22	Clerk	11	SELF	1/Jan/1985	38	M
			WI	1/Jan/1992	31	F
			MO	1/Jan/1951	72	F
			DA	1/Jan/2013	10	F
			DA	1/Jan/2015	8	F
			SO	21/Nov/2022	0	M
			SO	6/Jun/2016	6	M
23	Deputy Director, Marketing and Communication	18	SELF	6/Feb/1988	35	M
			MO	8/Apr/1957	66	F
			FA	10/Aug/1949	73	M
			WI	1-Sep-98	24	F
			DA	28-Feb-21	2	F
	Assistant Professor	19	SELF	31/Mar/1985	38	M
			WI	20/Oct/1982	40	F

24			SO	25/Mar/2014	9	M
			FA	4/Apr/1954	69	M
			MO	14/Mar/1966	57	F
25	Associate Professor-Mathematics	20	SELF	6/Jul/1981	41	F
			MO	7/Jun/1950	72	F
			FA	7/Jun/1955	67	M
26	AC Technician	14	SELF	25/Nov/1977	45	F
			WI	14/Feb/1994	29	F
			FA	1/Oct/1957	65	M
			DA	23/Aug/2015	7	F
			MO	1/Jan/1955	68	F
			DA	21/Feb/2017	6	F
			SO	22/Sep/2018	4	M
			DA	23/Dec/2020	2	F
27	Lecturer	18	SELF	8/Mar/1990	33	M
			WI	4/Jan/1989	34	F
			SO	18/Mar/2012	11	M
			SO	20/May/2013	9	M
			MO	15/Jul/1967	55	F
			FA	13/Jan/1965	58	M
			SO	8/Jan/2021	2	M
	PS to Registrar	18	SELF	5/Jul/1976	46	M
			WI	13/Jun/1987	35	F

28			DA	27/Dec/2015	7	F
			DA	12/Feb/2017	6	F
			MO	1/Jan/1955	68	F
			DA	12/Nov/2018	4	F
29	Additional Registrar-Admin	19	SELF	8/May/1972	50	M
			WI	5/Jun/1974	48	F
			MO	20/Oct/1952	70	F
			SO	27/Mar/2021	2	M
30	Driver	9	SELF	1/Jan/1978	45	M
			WI	1/Jan/1982	41	F
			SO	11/Jan/2004	19	M
			SO	21/Apr/2014	9	M
			SO	1/Mar/2012	11	M
			DA	4/Apr/2006	17	F
			DA	15/Oct/2010	12	F
			DA	1/Jan/2008	15	F
31	Malhi	9	SELF	31/Jan/1985	38	F
			WI	1/Jan/1986	37	F
			SO	25/Nov/2015	7	M
			SO	15/Nov/2008	14	M
			MO	10/Oct/1949	73	F
			DA	15/Jan/2011	12	F
			DA	25/Aug/2019	3	F

32	Malhi	9	SELF	3/Apr/1987	36	M
			WI	5/Feb/1994	29	F
			SO	9/Apr/2013	10	M
			MO	1/Jan/1945	78	F
33	Executive Secretary to Vice Chancellor	19	SELF	13/Nov/1981	41	M
			WI	20/Jan/1981	42	F
			SO	1/May/2005	17	M
			DA	14/Sep/2006	16	F
			MO	1/Jan/1955	68	F
			DA	26/Jul/2013	9	F
			DA	6/Jan/2011	12	F
			FA	4/Apr/1956	67	M
			DA	3/Jan/2009	14	F
			DA	17/Apr/2016	7	F
34	Assistant Professor	19	SELF	22/Dec/1984	38	M
			WI	29/Jun/1986	36	F
			DA	21/Dec/2014	8	F
			MO	23/Mar/1961	62	F
			SO	14/Nov/2018	4	M
			DA	10/Feb/2017	6	F
35	Assistant Professor	19	SELF	22/May/1988	34	M
			WI	10/Mar/1996	27	F
			MO	1/Jan/1964	59	F

36	Secretary to Vice Chancellor (Academics)	18	SELF	8/Sep/1984	38	M
			WI	27/Mar/1987	36	F
			SO	13/Feb/2011	12	M
			FA	1/Jan/1953	70	M
			SO	17/Apr/2018	5	M
37	Peon	7	SELF	1/Feb/1988	35	F
			WI	1/Feb/1994	29	F
			FA	1/Jan/1955	68	M
			MO	1/Jan/1958	65	F
			DA	27/Apr/2013	9	F
			DA	13/Jul/2014	8	F
38	Professor, Computer Science	21	SELF	16/Sep/1974	48	M
			WI	12/Oct/1982	40	F
			SO	20/Apr/2005	18	M
			SO	25/Feb/2012	11	M
			DA	13/Apr/2013	10	F
39	Lecturer	18	SELF	28/Nov/1983	39	F
			WI	1/Jan/1989	34	F
			SO	10/Jan/2012	11	M
			FA	1/Jan/1954	69	M
			MO	1/Jan/1967	56	F
			DA	10/Feb/2011	12	F

			DA	21/Apr/2016	7	F
			DA	29/Jan/2018	5	F
40	Audit Officer	17	SELF	22/Feb/1980	43	F
			WI	1/Jan/1988	35	F
			SO	10/May/2013	9	M
			SO	12/Jan/2013	10	M
			MO	1/Jan/1961	62	F
			FA	25/Dec/1948	74	M
			DA	15/Aug/2016	6	F
			DA	28/Oct/2018	4	F
41	Assistant Professor	19	SELF	16/May/1964	58	M
			WI	1/Jan/1966	57	F
			SO	21/Jul/1999	23	M
			SO	6/Mar/1997	26	M
			DA	21/Mar/1994	29	F
42	Assistant Professor	19	SELF	4/Jun/1982	40	M
			WI	30/Nov/1985	37	F
			DA	25/Nov/2014	8	F
			DA	16/Sep/2018	4	F
			MO	23/Jul/1955	67	F
43	Electrician	9	SELF	20/Nov/1975	47	M
			WI	1/Jan/1987	36	F
			SO	19/Sep/2003	19	M

			SO	21/May/2012	10	M
44	Additional Director Procurement	19	SELF	23/Dec/1976	46	M
			MO	13/Oct/1949	73	F
			FA	30/Mar/1944	79	M
			WI	21/Nov/1987	35	F
			DA	6/Mar/2018	5	F
45	Assistant-Transport	16	SELF	7/Jan/1979	44	M
			MO	22/Feb/1951	72	F
			WI	2/Feb/1989	34	F
46	Deputy Registrar HRM	18	SELF	10/Feb/1988	35	M
			FA	1/Jan/1967	56	M
			MO	1/Jan/1975	48	F
			WI	20/Jul/1991	31	F
47	Office Assistant	14	SELF	3/Aug/1980	42	M
			WI	25/Nov/1989	33	F
			DA	30/May/2014	8	F
			MO	11/Nov/1960	62	F
			FA	1/Jan/1954	69	M
			DA	9/Sep/2011	11	F
			SO	28/Apr/2017	5	M
48	Assistant Professor	19	SELF	5/Jan/1987	36	M
			FA	12/Jun/1952	70	M
			MO	26/Feb/1954	69	F

			WI	17/Feb/1985	38	F
49	Assistant/Computer Operator	16	SELF	5/Feb/1980	43	F
			WI	2/Jun/1989	33	F
			SO	11/Oct/2015	7	M
			MO	1/Jan/1955	68	F
			DA	20/Mar/2013	10	F
			DA	21/Jun/2021	1	F
			FA	12/Jan/1936	87	M
50	Assistant Professor	19	SELF	20/Dec/1985	37	F
			WI	16/Feb/1992	31	F
			DA	24/Aug/2015	7	F
			MO	21/Mar/1958	65	F
			SO	30/Jun/2020	2	M
51	Assistant Professor	19	SELF	29/Mar/1984	39	M
			WI	1/Jan/1995	28	F
			DA	26/Oct/2014	8	F
			MO	1/Jan/1962	61	F
			DA	15/Jun/2017	5	F
52	Executive Engineer-Civil	18	SELF	2/Jun/1986	36	M
			WI	25/Apr/1994	29	F
			MO	10/Feb/1960	63	F
			DA	1/Jul/2017	5	F
			DA	14/Jan/2020	3	F

53	Controller of Examinations	20	SELF	10/Aug/1973	49	M
			WI	25/Dec/1980	42	F
			DA	21/Oct/2007	15	F
			MO	4/Apr/1948	75	F
			DA	20/Apr/2016	7	F
			DA	7/Mar/2018	5	F
54	Receptionist	14	SELF	1/Jan/1989	34	F
			MO	1/Jan/1956	67	F
			HO	2/Mar/1985	38	M
55	Associate Professor	20	SELF	26/Jun/1986	36	F
			WI	5/Oct/1990	32	F
			SO	4/Oct/2013	9	M
			SO	3/Aug/2010	12	M
			DA	26/Oct/2015	7	F
			FA	8/Jan/1956	67	M
			MO	1/Jan/1957	66	F
			DA	1/Jun/2016	6	F
56	Security Officer	18	SELF	27/Aug/1977	45	M
			MO	1/Jan/1952	71	F
			WI	5/Feb/1982	41	M
			SO	24/Oct/2017	5	M
57	Lecturer	18	SELF	10/Feb/1983	40	M
			WI	18-Apr-86	37	F

			DA	13-Feb-21	2	F
58	Assistant Professor	19	SELF	21/Apr/1972	51	F
			WI	30/Mar/1984	39	F
			DA	30/Nov/2014	8	F
			MO	1/Jan/1950	73	F
			DA	19/Jun/2016	6	F
59	Lecturer	18	SELF	8/Feb/1985	38	M
			WI	1/Feb/1982	41	F
			SO	11/Jun/2015	7	M
			SO	4/May/2014	8	M
			FA	1/Jan/1953	70	M
			MO	1/Jan/1955	68	F
60	Deputy Registrar (Transport)	18	SELF	20/May/1987	35	M
			FA	1/Jan/1954	69	M
			MO	1/Jan/1964	59	F
61	Garden Supervisor	16	SELF	1/Mar/1984	39	M
			WI	25/Nov/1982	40	F
			SO	23/Oct/2010	12	M
			DA	1/Aug/2015	7	F
			DA	18/Oct/2009	13	F
62	Pump Operator	9	SELF	10/Feb/1976	47	M
			WI	1/Jan/1991	32	F
			SO	15/Jul/2011	11	M

			SO	9/Aug/2014	8	M
			DA	5/Jun/2010	12	F
63	Clerk-Accounts	11	SELF	3/Nov/1980	42	F
			WI	20/Oct/1996	26	F
			DA	31/Dec/2015	7	F
			SO	31/Jan/2017	6	M
			SO	5/Oct/2018	4	M
64	Peon	7	SELF	15/Oct/1979	43	F
			WI	16/May/1994	28	F
			SO	10/Apr/2013	10	M
			MO	18/Mar/1955	68	F
			FA	18/Mar/1953	70	M
			SO	14/Sep/2015	7	M
65	Lecturer	18	SELF	7/Jun/1986	36	M
			MO	24/Jul/1953	69	F
			FA	8/Aug/1952	70	M
66	Assistant Professor	19	SELF	19/Nov/1985	37	F
			SO	2/Jun/2009	13	M
			MO	13/Sep/1962	60	F
			FA	10/Feb/1953	70	M
			HU	7/May/1967	55	M
			DA	3/Dec/2019	3	F
	Associate Professor	20	SELF	20/Jan/1977	46	M

67			WI	25/Apr/1980	43	F
			DA	4/Jun/2010	12	F
			DA	20/Feb/2008	15	F
			DA	7/Dec/2013	9	F
			FA	16/Mar/1942	81	M
			MO	16/Mar/1957	66	F
			WI	5/Dec/1981	41	F
68	Assistant Professor	19	SELF	25/Nov/1976	46	M
			WI	26/Nov/1976	46	F
			SO	5/Apr/2008	15	M
			DA	11/Apr/2014	9	F
			FA	21/Oct/1941	81	M
			MO	2/Jun/1948	74	F
69	Assistant Manager, CELInc	17	SELF	5/Nov/1988	34	M
			FA	1/Mar/1956	67	M
			MO	1/Mar/1971	52	F
			WI	14/Jun/1986	36	F
			DA	7/Oct/2017	5	F
			SO	2/Mar/2019	4	M
			SO	19/Jul/2020	2	M
70	Assistant Professor	19	SELF	1/Jan/1984	39	M
			MO	23/Jul/1952	70	F
			WI	16/Jul/1989	33	F

			DA	25/Dec/2017	5	F
71	Lecturer	18	SELF	18/Dec/1984	38	F
	-		FA	15/Aug/1952	70	M
	-		MO	10/Oct/1960	62	F
	-		HU	5/Jan/1987	36	M
72	Deputy Controller of Examminations	18	SELF	28/06/1987	35	M
			MO	1/Jan/1974	49	F
			WI	20/09/1984	38	F
73	Assistant Professor Computer Science	19	SELF	10/Apr/1989	34	M
			WI	28/Feb/1985	38	F
			MO	1970	53	F
			DA	2/Aug/2018	4	F
74	Assistant Professor	19	SELF	1/Apr/1991	32	M
			FA	1/Apr/1953	70	M
			MO	11/Nov/1962	60	F
			WI	4/Jun/1988	34	F
			DA	29/Jul/2017	5	F
			DA	12/Jun/2019	3	F
75	Assistant Professor	19	SELF	2/Apr/1989	34	M
			FA	25/Dec/1957	65	M
			MO	1/Jan/1958	65	F
			WI	18/Sep/1994	28	F
76	Computer Operator	14	SELF	5/May/1986	36	M
			WI	15-Nov-92	30	F

			DA	29-Nov-21	1	F
77	Lecturer, HRM	18	SELF	12/Feb/1991	32	F
			MO	4/Jan/1973	50	F
			FA	6/Jan/1965	58	M
78	Associate Professor, HoD, Electrical Engineering	20	SELF	21/Mar/1986	37	M
			WI	11/Sep/1992	30	F
			DA	18/Nov/2020	2	F
			DA	20/Feb/2022	1	F
79	Deputy Director-Finance & Accounts	18	SELF	30/Nov/1987	35	M
	-		FA	14/Aug/1955	67	M
	-		MO	1969	54	F
	-		WI	24/Mar/1991	32	F
80	Office Assistant	14	SELF	3/Jan/1985	38	M
	-		MO	19/Oct/1954	68	F
	-		WI	6/Oct/1989	33	F
	-		DA	27/Oct/2016	6	F
	-		SO	5/Jun/2019	3	M
81	Driver	14	SELF	16/Dec/1967	55	M
	-		WI	1964	59	F
	-		SO	1995	28	M
82	Associate Professor	20	SELF	10/Mar/1981	42	M
	-		WI	15/Sep/1985	37	F
	-		DA	17/Jan/2012	11	F
	-		SO	18/Dec/2015	7	M

	-		MO	1/Jan/1965	58	F
	-		DA	4/Nov/2019	3	F
83	Deputy Manager - Finance	18	SELF	03-Sep-80	42	M
	-		FA	01-Jan-55	68	M
	-		MO	01-Jan-61	62	F
	-		WI	28-Mar-85	38	F
	-		DA	02-Oct-17	5	F
	-		SO	10-Oct-18	4	M
	84	Assistant Professor, Electrical Engineering	19	SELF	04-Sep-82	40
-			WI	01-Aug-85	37	F
-			DA	16-Aug-11	11	F
-			SO	12-May-14	8	M
-			FA	14-Aug-58	64	M
-			MO	04-Sep-61	61	F
85	Professor, Entrepreneurship	21	SELF	01-Oct-72	50	M
	-		WI	11-Jul-78	44	F
	-		SO	24-Nov-02	20	M
	-		DA	11-Mar-06	17	F
	-		SO	17-Jan-09	14	M
	-		DA	01-Apr-17	6	F
86	Administrative officer	Fixed	SELF	18-Dec-77	45	M
	-		FA	06-Apr-52	71	M
	-		WI	30-Mar-86	37	F

	-		DA	08-Feb-07	16	F
			DA	19-Jul-21	1	F
87	Manager SFA & IL	18	SELF	28-Jul-86	36	M
	-		DA	25-Nov-13	9	F
	-		WI	16-Jan-89	34	F
	-		MO	1959	64	F
	-		FA	28-Jul-46	76	M
88	Assistant Professor-Electrical	19	SELF	04-Jan-89	34	M
	-		MO	01-Oct-67	55	F
	-		WI	04-Oct-92	30	F
89	Assistant Professor	19	SELF	1-Jun-1988	34	M
	-		FA	8-Feb-1963	60	M
			SO	9-Dec-2021	1	M
			WI	30-May-91	31	F
	-		MO	1-Jun-1965	57	F
90	PROFESSOR	21	SELF	01-Jan-75	48	M
	-		MO	1944	79	F
	-		WI	01-Apr-80	43	F
	-		SO	14-Feb-15	8	M
	-		SO	28-Feb-17	6	M
91	Assistant Accounts Officer- Operations	16	SELF	13-Apr-86	37	M
			SO	05-Mar-19	4	M
			WI	03-Mar-92	31	F

			SO	23-Jan-20	3	M
92	Audit Officer	17	SELF	20-Dec-83	39	M
	-		WI	12-Sep-95	27	F
	-		SO	21-Apr-16	7	M
	-		DA	01-Jan-16	7	F
			DA	25-Sep-21	1	F
93	Professor-HRM	21	SELF	05-Mar-68	55	M
	-		FA	1948	75	M
	-		WI	15-Dec-73	49	F
	-		SO	27-Dec-10	12	F
94	Assistant Professor, Electrical Engineering	19	SELF	15-Jan-89	34	M
	-		FA	12-Jun-59	63	M
	-		MO	19-Apr-59	64	F
	-		WI	24-Mar-92	31	F
95	Associate Professor, Education	20	SELF	30-Apr-74	48	M
	-		FA	18-Jan-55	68	M
	-		MO	01-Jan-57	66	F
	-		WI	11-Nov-78	44	F
	-		DA	23-Feb-05	18	F
	-		SO	19-Apr-06	17	M
	-		DA	07-Feb-08	15	F
	DRIVER	11	SELF	1977	46	M
			MO	28-Jan-57	66	F

96			WI	01-Jan-85	38	F
			DA	03-Apr-05	18	F
			DA	01-Feb-07	16	F
			DA	06-Mar-09	14	F
			SO	04-Jun-10	12	M
			SO	03-Jan-12	11	M
			SO	01-Jul-15	7	M
97	Professor	21	SELF	1-Jan-1982	41	M
	-		WI	2-Oct-1996	26	F
	-		MO	1/Jan/1958	65	F
			DA	20/Apr/2022	1	F
98	Driver	Fixed	SELF	08-Aug-91	31	M
			WI	1994	29	F
			DA	03-Dec-14	8	F
			DA	03-Apr-16	7	F
			SO	11-Jun-19	3	M
			DA	11-Jul-21	1	F
99	Lab Assistant	11	SELF	20-Mar-88	35	M
			FA	01-Apr-60	63	M
			MO	1961	62	F
			WI	10-Apr-89	34	F
			DA	14-Sep-19	3	F
	Lab Assistant	14	SELF	08-Jan-93	30	M
			FA	01-Jan-67	56	M

100			MO	01-Jan-73	50	F
			WI	01-Mar-93	30	F
			DA	09-Jun-21	1	F
101	Secretary to Vice Chancellor	18	SELF	11-Apr-91	32	M
			FA	01-Jan-64	59	M
			MO	1973	50	F
			WI	03-Aug-87	35	F
			SO	04-Sep-14	8	M
			SO	03-Mar-17	6	M
102	Payment Assistant	11	SELF	25-Nov-91	31	M
			FA	15-Oct-67	55	M
			MO	1974	49	F
			WI	07-Jun-99	23	F
			SO	06-Feb-18	5	M
			DA	08-Apr-19	4	F
103	Cook	Fixed	SELF	05-Aug-73	49	M
			WI	01-Jan-85	38	F
			DA	02-Feb-14	9	F
			SO	05-Jan-16	7	M
	Driver-LTV	Fixed	SELF	16-Apr-86	37	M
			FA	1945	78	M
			MO	1947	76	F
			WI	29-Dec-90	32	F

104			SO	10-Jan-07	16	M
			SO	14-Mar-15	8	M
			DA	21-May-06	16	F
			SO	10-Sep-07	15	M
			SO	28-Aug-19	3	M
105	Associate Professor	20	SELF	1-Mar-83	40	M
			MO	1957	66	F
			WI	15-Mar-91	32	F
			SO	9-Dec-17	5	M
			DA	23-Jan-19	4	F
			DA	24-Nov-21	1	F
106	Cook	7	SELF	1973	50	M
			DA	21-Aug-06	16	F
			WI	1983	40	F
			SO	18-Nov-08	14	M
			SO	4-Jan-13	10	M
			SO	15-Nov-16	6	M
107	Cook	7	SELF	1-Feb-82	41	M
			WI	1-Jan-86	37	F
			DA	21-Feb-10	13	F
108	Deputy Director-Finance	18	SELF	26-Aug-86	36	M
			FA	8-Feb-53	70	M
			MO	4-Apr-61	62	F

109	Assistant Professor, Supply Chain Management	19	SELF	6-May-91	31	M
			FA	3-Jul-60	62	M
			MO	5-Aug-60	62	F
			WI	5-May-90	32	F
			DA	19-Nov-15	7	F
			DA	15-Aug-18	4	F
110	Associate Professor	20	SELF	5-May-87	35	M
			WI	14-Apr-87	36	F
			SO	27-Aug-12	10	M
			FA	28-Apr-51	71	M
			MO	1-Jan-50	73	F
111	Executive Engineer-Civil	18	SELF	3-Jun-91	31	M
			FA	10-Dec-52	70	M
			MO	1-Dec-56	66	F
			WI	16-Jan-86	37	F
			SO	30-Oct-20	2	M
			SO	1-Feb-19	4	M
112	Assistant Registrar (HRD)	17	SELF	1-Mar-90	33	F
			MO	18-Sep-49	73	F
113	Lecturer-HRM	18	SELF	5-Mar-89	34	M
			WI	26-Aug-89	33	F
			SO	29-Mar-21	2	M
			MO	29-Feb-64	59	F

114	Lecturer-Marketing	18	SELF	14-Mar-90	33	M
			FA	1953	70	M
			MO	1951	72	F
			WI	11-Jul-93	29	F
			DA	5-Apr-21	2	F
115	Director, Student Financial Aid and University Advancement	19	SELF	13-Nov-79	43	M
			WI	1-Feb-83	40	F
			MO	1951	72	F
			DA	16-Mar-08	15	F
			SO	23-Apr-10	13	M
			SO	6-Jun-15	7	M
116	Lecturer-Computer Science	18	SELF	15-Feb-91	32	M
			FA	30-Dec-50	72	M
			WI	5-Aug-94	28	F
			DA	27-May-16	6	F
			SO	5-Jul-19	3	M
			SO	30-Oct-20	2	M
117	Associate Professor, Mathematics	20	SELF	6-Aug-84	38	M
			FA	1-Jan-59	64	M
			MO	1-Jan-62	61	F
			WI	5-Apr-88	35	F
			SO	25-Jun-19	3	M
			SO	17-Sep-20	2	M

118	Assistant Accounts Officer- Operations	16	SELF	19-Mar-87	36	M
			FA	1-Jan-64	59	M
			MO	5-Mar-66	57	F
			WI	24-Jul-00	22	F
			SO	29-Dec-18	4	M
119	Driver (LTV)	Fixed	SELF	1976	47	M
			FA	1953	70	M
			WI	1985	38	F
			MO	1955	68	F
			DA	3-Feb-05	18	F
			SO	15-Feb-06	17	M
			DA	6-Jul-09	13	F
			SO	21-Feb-13	10	M
120	Driver	7	SELF	30-Oct-83	39	M
			WI	1-Jan-83	40	F
			SO	19-Aug-09	13	M
			DA	3-Apr-11	12	F
			DA	13-Aug-15	7	F
			DA	7-Aug-18	4	F
121	Sanitary Worker	Fixed	SELF	20-Apr-87	36	M
			MO	26-May-50	72	F
			WI	1-Jan-84	39	F
			DA			F

			DA	28-Jan-19	4	F
			DA	13-Oct-16	6	F
122	Janitorial Supervisor	7	SELF	13-Apr-85	38	M
			MO	7-Mar-66	57	F
			WI	20-May-84	38	F
			SO	1-Oct-10	12	M
			DA	21-Oct-13	9	F
			SO	16-Aug-18	4	F
123	Lab/Lan Technician	11	SELF	25-Jul-90	32	M
			FA	19-Mar-63	60	M
			MO	05-May-74	48	F
			WI	01-Aug-99	23	F
			SO	22-Aug-19	3	M
			DA	27-Sep-20	2	F
124	Lecturer-English	18	SELF	02-Mar-78	45	M
			WI	10-Mar-89	34	F
			DA	19-Dec-13	9	F
			DA	13-Sep-15	7	F
125	Assistant Manager, International Accreditation	17	SELF	01-Sep-89	33	M
			FA	27-Feb-50	73	M
			MO	07-Dec-52	70	F
			WI	28-Jun-97	25	F

			SO	24-Nov-22	0	M
126	Lecturer, Electrical Engineering	18	SELF	15-Nov-90	32	M
			FA	07-Feb-63	60	M
			MO	1969	54	F
			WI	20-Oct-98	24	F
			DA	28-Oct-20	2	F
			SO	06-Apr-22	1	M
127	Lab Engineer, Electrical Engineering	17	SELF	03-Jul-96	26	M
			FA	28-Mar-61	62	M
			MO	01-Jan-68	55	F
128	Lecturer, Business Education	18	SELF	04-Jan-87	36	M
			WI	12-Apr-90	33	F
			SO	01-Jan-19	4	M
129	Lab Engineer, Energy System Engineering	17	SELF	21-Jan-93	30	M
			MO	01-Jan-48	75	F
			WI	09-Feb-93	30	F
			SO	29-May-16	6	M
			SO	14-Jul-18	4	M
			SO	13-May-20	2	M
130	Assistant Professor-Finance	19	SELF	27-Apr-87	35	M
			FA	26-Dec-54	68	M

130			MO	01-Jan-66	57	F
			WI	29-Sep-90	32	F
131	Associate Professor-Computer System Engineering	20	SELF	13-Feb-81	42	M
			WI	08-Apr-93	30	F
			SO	11-Jun-15	7	M
			MO	11-Mar-57	66	F
			SO	26-Mar-20	3	M
132	LAN Technician	9	SELF	25-Feb-82	41	M
			WI	01-Mar-89	34	F
			SO	31-Jan-13	10	M
			SO	10-Dec-14	8	M
			DA	12-Dec-18	4	F
133	Account Officer	17	SELF	29-May-86	36	M
			MO	12-Feb-59	64	F
			WI	17-Dec-94	28	F
			SO	02-Nov-20	2	M
			DA	21-Feb-22	1	F
134	IT Assistant	11	SELF	29-May-86	36	M
			MO	24-Apr-52	71	F
			WI	05-Oct-85	37	F
			FA	14-Apr-39	84	M

135	Senior Data Center Engineer	18	SELF	02-Jan-78	45	M
			WI	05-Feb-79	44	F
			DA	24-Jun-16	6	F
			DA	03-Oct-17	5	F
			MO	20-Aug-55	67	F
136	Lab Assistant	14	SELF	09-Jul-89	33	M
			FA	05-Feb-76	47	M
			MO	06-Apr-77	46	F
			WI	09-Jun-89	33	F
			SO	12-Dec-12	10	M
			DA	12-Apr-14	9	F
			DA	09-Aug-15	7	F
			SO	29-Apr-18	4	M
137	Professor	21	SELF	07-Mar-76	47	M
			WI	08-Jan-78	45	F
			DA	24-Mar-03	20	F
			DA	25-Feb-05	18	F
			DA	01-Jul-06	16	F
			MO	27-Sep-50	72	F
138	Lecturer	18	SELF	04-Jul-90	32	M
			FA	02-Oct-56	66	M

138			WI	19-Dec-93	29	F
			MO	01-Jan-67	56	F
139	Assistant Manager, Admissions	16	SELF	10-Oct-90	32	M
			FA	02-Jan-63	60	M
			MO	04-Oct-66	56	F
140	Professor	21	SELF	21-Mar-82	41	M
			WI	05-Feb-84	39	F
			SO	07-Nov-13	9	M
			SO	02-Jan-15	8	M
			SO	21-Apr-19	4	M
141	Deputy Director, Marketing and Communication	18	SELF	07-Jul-87	35	M
			WI	16-Nov-88	34	F
			SO	22-Aug-13	9	M
			DA	17-Sep-15	7	F
			MO	15-Feb-67	56	F
142	Assistant Administrative Officer	16	SELF	31-Oct-82	40	M
			FA	01-Jan-55	68	M
			MO	01-Jan-60	63	F
			WI	11-Feb-92	31	F
			DA	17-Oct-19	3	F
			SO	17-Dec-20	2	M

			DA	25-Jan-23	0	F
143	Assistant Professor	19	SELF	05-May-76	46	M
			WI	20-Jul-82	40	F
			SO	29-Mar-07	16	M
			SO	27-Aug-09	13	M
144	Executive Engineer	18	SELF	31-Mar-82	41	M
			WI	01-Oct-87	35	F
			MO	1957	66	F
			SO	16-Aug-18	4	M
			SO	03-Dec-22	0	M
			SO	19-Oct-19	3	M
145	Director-SFA&UA	19	SELF	11-Apr-77	46	M
			WI	25-Nov-83	39	F
			DA	25-Aug-03	19	F
			SO	15-Aug-04	18	M
			DA	21-Dec-16	6	F
146	Assistant Professor	19	SELF	20-Jan-77	46	M
			MO	01-Jan-43	80	F
			WI	05-Mar-82	41	F
			SO	18-Jul-09	13	M
			SO	21-Nov-13	9	M

147	Lecturer-Finance	18	SELF	21-Nov-87	35	F
			MO	17-Jun-56	66	F
148	Director, CELInc	20	SELF	01-Feb-82	41	M
			WI	22-Sep-89	33	F
			DA	09-Oct-18	4	F
			SO	17-Jun-10	12	M
			SO	03-Dec-14	8	M
			FA	09-Jun-62	60	M
			MO	01-Jan-66	57	F
149	Security Guard	5	SELF	13-Dec-80	42	M
			MO	22-Mar-60	63	F
			WI	23-Jan-82	41	F
			SO	03-Oct-14	8	M
150	Assistant Professor, Physical Education	19	SELF	03-Dec-87	35	M
			FA	03-May-61	61	M
			WI	15-Oct-87	35	F
			MO	11-Dec-62	60	F
151	Deputy Director, Sports	18	SELF	31-Jul-87	35	M
			WI	17-Feb-88	35	F
			DA	04-Nov-16	6	F
			SO	30-May-18	4	M
			FA	27-Jul-57	65	M
			MO	17-Jun-55	67	F

152	Lab Engineer, Electrical Engineering	17	SELF	19-Mar-96	27	M
			MO	01-Jan-65	58	F
			FA	1961	62	M
153	Lift Operator/Attendant	7	SELF	21-Jul-81	41	M
			MO	01-Jan-62	61	F
			WI	01-Jan-83	40	F
			SO	05-Mar-08	15	M
			DA	08-May-12	10	F
			SO	04-Feb-16	7	M
154	Assistant Professor, Mathematics	TTS	SELF	05-Feb-87	36	F
			MO	1963	60	F
			FA	01-Jan-57	66	M
155	Assistant Professor, Electrical Engineering	19	SELF	05-Aug-87	35	M
			WI	30-Jun-87	35	F
			DA	06-Mar-19	4	F
			DA	25-Dec-20	2	F
156	Assistant Accounts Officer	16	SELF	03-May-94	28	M
			MO	1969	54	F
157	Lecturer-English	18	SELF	10-Jul-79	43	M
			WI	01-Mar-82	41	F
			SO	01-Mar-10	13	M
			DA	01-Jan-13	10	F

			DA	09-May-21	1	F
158	Lecturer, Computer Systems Engineering	18	SELF	02-Apr-91	32	M
			FA	11-Sep-56	66	M
			MO	01-Jan-59	64	F
			WI	02-Apr-87	36	F
			SO	14-Nov-17	5	M
159	Computer Operator/ Clerk	9	SELF	23-Aug-95	27	M
			MO	14-May-65	57	F
			FA	03-May-68	54	M
160	Lecturer, Computer Science	18	SELF	07-Feb-94	29	M
			FA	01-Jan-64	59	M
			MO	19-May-81	41	F
			WI	02-Feb-98	25	F
			SO	06-Sep-21	1	M
161	Lecturer	18	SELF	11-Apr-90	33	M
			FA	1960	63	M
			MO	29-Apr-60	62	F
			WI	12-Aug-95	27	F
162	Assistant Professor, Islamic Finance	19	SELF	28-Sep-89	33	M
			WI	06-Oct-91	31	F
			MO	01-Jun-62	60	F
	Assistant Professor of Practice in Accounting and Finance	19	SELF	01-Mar-80	43	M
			FA	05-Feb-51	72	M

163			MO	01-Jan-59	64	F
			WI	18-Dec-86	36	F
			DA	23-Jun-15	7	F
			DA	23-Jul-17	5	F
			DA	03-Dec-19	3	F
164	Assistant Professor, Islamic Finance	19	SELF	12-Aug-88	34	M
			WI	01-Jan-90	33	F
			SO	23-Sep-20	2	M
			FA	21-Feb-52	71	M
			MO	12-Mar-57	66	F
165	Assistant Professor, Education	19	SELF	15-Mar-76	47	M
			SO	30-Oct-08	14	M
			DA	25-Jan-20	3	F
			MO	01-Aug-57	65	F
			FA	01-Apr-43	80	M
			WI	09-Dec-86	36	F
166	Assistant Professor, Chemistry	19	SELF	28-Mar-82	41	M
			MO	17-Mar-61	62	F
			WI	31-Mar-92	31	F
			DA	10-Dec-20	2	F
			DA	10-Dec-20	2	F
167	Assistant Professor-Mathematics	19	SELF	31-Mar-82	41	M
			WI	01-Sep-93	29	F

			SO	13-Nov-15	7	M
168	Assistant Professor-Finance	19	SELF	10-Apr-87	36	M
			WI	06-Feb-86	37	F
			MO	01-Jan-57	66	F
169	Professor	TTS	SELF	24-Sep-49	73	M
			WI	24-Mar-70	53	F
170	Assistant Engineer, Civil	17	SELF	07-Feb-92	31	M
			FA	25-Jun-45	77	M
			MO	1959	64	F
			WI	05-Aug-95	27	F
			DA	03-Dec-19	3	F
			SO	03-Aug-21	1	M
171	Assistant Professor-Finance	19	SELF	15-Mar-85	38	M
			MO	16-Mar-90	33	F
			SO	30-Jan-16	7	M
			SO	28-Mar-20	3	M
			FA	01-Jan-47	76	M
			MO	22-Apr-51	72	F
172	Lecturer-Finance	18	SELF	05-Aug-92	30	M
			WI	30-Mar-92	31	F
			DA	28-Mar-20	3	F
			FA	10-Dec-65	57	M
			MO	01-Jan-66	57	F

173	Research Assistant (Robotics and Automation Project)	Fixed	SELF	23-Sep-94	28	M
			MO	01-Jan-59	64	F
			WI	30-May-94	28	F
174	FAB LAB Engineer	17	SELF	18-May-93	29	M
			FA	1951	72	M
			MO	01-Jan-55	68	F
175	Assistant Professor, Mathematics	19	SELF	02-Oct-81	41	M
			WI	20-Nov-87	35	F
			SO	16-Sep-10	12	M
			DA	10-Jan-15	8	F
			FA	01-Jan-53	70	M
			MO	1955	68	F
175	Sub Engineer	14	SELF	29-Oct-89	33	M
			WI	10-Dec-97	25	F
			FA	07-Aug-57	65	M
			MO	07-Aug-58	64	F
			SO	24-Sep-21	1	M
177	Assistant Professor, HRM	19	SELF	17-Jan-83	40	M
			WI	20-Mar-84	39	F
			SO	03-Jun-11	11	M
			SO	14-Jul-13	9	M
			FA	29-Nov-53	69	M
			MO	05-Aug-58	64	F

			DA	06-Nov-20	2	F
178	Assistant Professor, Electrical Engineering	19	SELF	04-Nov-85	37	M
			WI	15-Sep-91	31	F
			SO	01-Jul-16	6	M
			SO	06-Oct-21	1	M
			FA	08-Feb-55	68	M
			MO	09-Apr-64	59	F
179	Assistant Professor	19	SELF	16-Jul-92	30	M
			WI	03-Feb-92	31	F
			DA	08-Dec-22	0	F
180	Professor, Maths and Econometrics	21	Self	11-Aug-1969	53	M
			WI	14-Aug-1979	43	F
			SO	2-Sep-1998	24	M
			DA	10-May-2002	20	F
			DA	3-Sep-2004	18	F
			SO	26-Jul-2007	15	M
			DA	3-Aug-2011	11	F
181	Lecturer, Economics	18	Self	4-Apr-1992	31	M
			FA	16-Dec-1956	66	F
			MO	1957	66	M
182	Procurement Assistant	11	Self	2-Mar-1994	29	M
			FA	1-Apr-1965	58	M

			MO	1-Feb-1966	57	F
183	Associate Professor, Chemistry	TTS	Self	1-Feb-1975	48	M
			WI	1-Jan-1986	37	F
			SO	14-Sep-2009	13	M
			DA	22-Jan-2011	12	F
			SO	7-Apr-2014	9	M
184	Lecturer, Pakistan Studies	18	Self	11-Nov-1989	33	M
			FA	10-Feb-1957	66	M
			MO	1961	62	F
			WI	1-Jan-1990	33	F
			SO	22-Dec-2021	1	M
185	Lab-Engineer, Electrical	17	Self	11-Jan-1993	30	M
			FA	15-Jul-1953	69	M
			MO	23-Sep-1955	67	F
186	Assistant Professor-HRM	19	Self	27-Mar-1983	40	F
			MO	1-Jan-1967	56	F
			FA	23-Apr-1947	76	M
187	Lecturer-Psychology	18	Self	10-Aug-1981	41	M
			WI	9-Jun-1974	48	F
188	Assets Control Assistant	11	Self	7-Feb-1994	29	M
			MO	1-Jan-1955	68	F

189	Lecturer, Education	18	Self	21-Dec-1980	42	M
			MO	1-Jan-1952	71	F
			WI	25-Feb-1992	31	F
190	Associate Professor	20	SELF	30/Mar/1983	40	M
			WI	1/Aug/1991	31	F
			MO	1/Jan/1951	72	F
			SO	12/Dec/2018	4	M
			SO	9/Mar/2017	6	M
191	Lecturer, Education	18	Self	1-Mar-1984	39	M
			FA	1-Apr-1961	62	M
			MO	1960	63	F
			WI	1-Jan-1988	35	F
			SO	15-Jul-2016	6	M
			SO	5-Aug-2017	5	M
			SO	10-Oct-2019	3	M
192	Lecturer, Physical Education and Sports Sciences	18	Self	5-Jul-1987	35	M
			FA	1966	57	M
			MO	1-Jan-1970	53	F
			WI	1-Jan-1990	33	F
			DA	28-Aug-2013	9	F
			SO	14-Oct-2016	6	M
			SO	20-Aug-2018	4	M

			DA	28-Apr-2022	0	F
193	Assistant Professor	19	Self	17-Mar-1986	37	M
			WI	24-Jan-1989	34	F
			SO	10-Oct-2014	8	M
			SO	10-Oct-2015	7	M
			SO	9-Feb-2017	6	M
			DA	23-Jul-2020	2	M
194	Peon	9	SELF	15-Nov-1979	43	F
			WI	1-Jan-1990	33	F
			SO	11-Aug-2009	13	M
			DA	8-Aug-2010	12	F
			DA	13-Aug-2013	9	F
			SO	1-Aug-2016	6	M
			MO	22-Mar-1960	63	F
			FA	1-Jan-1960	63	M
195	Associate Professor, Electrical Engineering	20	Self	17-Mar-1987	36	M
			SO	1-Dec-2017	5	M
			SO	10-Aug-2020	2	M
			DA	5-Aug-2021	1	F
			WI	23-Mar-1990	33	F

			FA	1952	71	M
			MO	1953	70	F
196	Professor, Computer Science	21	Self	1-Mar-1980	43	M
			WI	1-Jan-1981	42	F
			MO	1-Jan-1957	66	F
			DA	4-Oct-2007	15	F
			DA	5-Mar-2009	14	F
			DA	5-Apr-2015	8	F
197	Assistant System Administrator	16	Self	7-May-1985	37	M
			WI	1-Jan-1986	37	F
			SO	30-Mar-2005	18	M
			SO	30-Aug-2006	16	M
			DA	14-Aug-2007	15	F
			SO	16-Jul-2009	13	M
			DA	7-Jan-2012	11	F
198	Assistant Professor, Education	19	Self	23-Dec-1986	36	M
			FA	1-Jun-1954	68	M
			MO	13-Jan-1967	56	F
			WI	17-Jul-1992	30	F
199	CS Instructor	17	SELF	4-Mar-1992	31	M
			FA	2-Jun-1964	58	M
			MO	1-Jan-1973	50	F

			WI	20-Mar-1990	33	F
			SO	23-Nov-2021	1	M
200	Deputy Chief Librarian	18	SELF	4-Apr-1990	33	M
			FA	1-May-1965	57	M
			MO	1-Jan-1968	55	F
			WI	25-Feb-1995	28	F
			SO	9-Oct-2020	2	M
201	Office Assistant-HR	14	SELF	7-Oct-1986	36	M
			FA	6-Oct-1951	71	M
202	Assistant Professor-Economics	19	Self	1-Mar-1986	37	M
			WI	28-Jun-1993	29	F
			SO	7-Mar-2021	2	M
			FA	2-Feb-1954	69	M
			MO	1-Jan-1956	67	F
203	Lecturer, Economics	18	Self	17-Jan-1979	44	M
			WI	7-Jun-1986	36	F
			SO	21-Apr-2008	15	M
			DA	25-Nov-2016	6	F
204	Vice Chancellor	-	Self	31-Jul-1975	47	M
	-	-	WI	25-Jul-1983	39	F
	-	-	DA	27-Jun-2005	17	F
	-	-	SO	8-May-2007	15	M
	-	-	DA	2-May-2008	14	F

	-	-	SO	3-Aug-2010	12	M
	-	-	DA	5-Jan-2020	3	F
	-	-	MO	20-May-1951	71	F
205	Horticulture Supervisor	16	Self	7-Apr-1991	32	F
			FA	14-Aug-1962	60	M
			MO	4-Apr-1961	62	F
206	Lecturer-Mathematics	18	Self	1-Apr-1978	45	M
			WI			F
			DA	18-Jul-2003	19	F
			DA	15-Nov-2005	17	F
			DA	29-Nov-2008	14	F
			FA			M
207	Office Assistant	11	Self	2-Sep-1995	27	M
			WI	22-Aug-1996	26	F
			SO	2-Sep-2022	0	M
208	Assistant Manager, International Accreditation	17	Self	20-Jun-1992	30	F
			HU	25-Jan-1994	29	M
209	Lab Engineer, Computer Systems Engineering	17	Self	10-Feb-1992	31	M
			FA	13-Jun-1956	66	M
			MO	13-Jun-1957	65	F
210	Driver-LTV	Fixed	Self	24-Feb-1994	29	M
			MO	1972	51	F

210			WI	26-Dec-2000	22	F
			SO	8-Mar-2022	1	M
211	Assistant Professor, Electrical Engineering	19	Self	5-Jan-1991	32	M
			WI	1-Jan-1992	31	F
			SO	1-Jan-2012	11	M
			SO	1-Apr-2015	8	M
			MO	1-Jan-1965	58	F
			FA	1-Jan-1950	73	M
212	Director, ICT	20	Self	15-May-1971	51	M
			MO	1943	80	F
			WI	25-May-1972	50	F
			WI	5-Sep-1989	33	F
			DA	4-Sep-2005	17	F
			DA	21-Aug-2021	1	F
213	Assistant Professor, Media & Communication	19	Self	5-Feb-1985	38	M
			WI	1-Feb-1989	34	F
			SO	5-Jun-2016	6	M
			SO	19-Nov-2018	4	M
			SO	28-Jul-2020	2	M
			SO	24-Jan-2022	1	M
			MO	1-Jan-1952	71	F
	Associate Professor, Electrical Engineering	20	Self	5-Apr-1985	38	M
			MO	14-Jul-1959	63	F

214			WI	26-Feb-1989	34	F
			DA	17-Mar-2012	11	F
			DA	9-May-2015	7	F
			DA	25-Oct-2020	2	F
215	Research Associate - ORIC	17	Self	5-Feb-1992	31	F
			FA	17-Feb-1960	63	M
			MO	24-Nov-1964	58	F
			HU	9-Aug-1989	33	M
			SO	7-Nov-2020	2	M
216	Lecturer-Statistics	18	Self	27-Oct-1986	36	M
			WI	31-Aug-1986	36	F
			DA	20-May-2021	1	F