



**Sukkur IBA University**

[www.iba-suk.edu.pk](http://www.iba-suk.edu.pk)

## NOTICE INVITING TENDER

**Tender # PROC/394**

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

### S.# TENDER

01 Procurement of Health Insurance Takaful Policy for Employees & their Dependents

#### Tender Schedule - Date and Time

Issue / Sale		Submission	Opening	Tender Fee	
From	To				
01	July 13, 2024	July 31, 2024 upto 1:00pm	31-07-2024 3:00 PM	31-07-2024 3:30 PM	3000

#### Eligibility Criteria

- The bidder must have at least 3 years of experience in the relevant filed.
- Bidder has credit rating of minimum "A+" of PACRA/JCR-VIS as on the date of submission of bid.
- 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.
- Certificate of incorporation issued by the securities & exchange commission of Pakistan (SECP)
- Registration with FBR/SRB (whichever is applicable) and must have valid professional Tax Certificate.
- Affidavit on legal stamp paper that the firm is not black-listed by any federal or provincial department/agency/procuring agency.

Tender fee & 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 ADP 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 can be downloaded from following websites & submitted along with tender document fees.

[www.iba-suk.edu.pk](http://www.iba-suk.edu.pk), [www.ppms.pprasinhd.gov.pk](http://www.ppms.pprasinhd.gov.pk)

Procuring agency reserves the right to accept or reject any or all bids prior to the acceptance of a bid as per SPP Rules 2010. (Amended to date). In case of Government declares/announces public holiday on the date of opening of tenders, the tenders will be submitted/opened on the next working day at the same time.

Please send your queries: [hari@iba-suk.edu.pk](mailto:hari@iba-suk.edu.pk)

**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.

**TENDER NO. PROC/394**

For any query/confusion related to these 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

## LIST OF CONTENTS

<b>SUBJECT</b>	<b>Page No.</b>
I INTRODUCTION.....	3
II SCOPE OF WORK .....	4
III OBTAINING OF BIDDING DOCUMENT .....	12
IV BIDDING DATA.....	10
VI REQUIRED LIST OF DOCUMENTS.....	12
VII ELIGIBILITY CRITERIA.....	13
VIII TECHNICAL & FINANCIAL EVALUATION CRITERIA.....	15
IX PERIOD OF CONTRACT.....	17
X GENERAL CONDITIONS.....	18
XI BID FORM PRICE SCHEDULE.....	21
XII BREAKUP OF QUOTED PREMIUM.....	22
XIII AGREEMENT.....	23

## 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, and their dependents for one year (12) months (extendable for one more year), from well reputed Insurance (Takaful) Companies who qualify the eligibility criteria for the following lives:

### 1.1.1). Eligible Employees

a) Eligible Employees and their following relatives.

i) Spouse

ii) Children (including widow / divorced daughters)

iii) Parents

The details of above are mentioned in the list of employees attached at the end of the tender documents.

**Detail of Employees for Health Insurance****A. Category wise**

S. N	Category	Plan	Number of Employees
1	BPS-19 and above	A	91
2	BPS-17 to BPS-18	B	72
3	BPS-16 and below	C	63
Grand Total			226*

\*Note: Please see the details of dependent family members in the detailed list.

**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.

**Annexure “B”**  
**Group Health Insurance Coverage**

<b>Group Health Insurance Coverage</b>		<b>Category-A</b>	<b>Category-B</b>	<b>Category-C</b>
		Rs.1, 500,000	Rs 1,200,000	Rs.900, 000
<b>1. Hospitalization</b>				
	Room & Board Entitlement (Per day)	Rs. 56,000 <b>OR</b> equal to Private Room Charges of Aga Khan University Hospital(Main) Karachi, <b>whichever is higher</b>	Rs. 16,000 <b>OR</b> equal to Semi-Private Room Charges of Aga Khan University Hospital(Main) Karachi, <b>whichever is higher</b>	Rs. 12,500 <b>OR</b> equal to Ward Charges of Aga Khan University Hospital(Main) Karachi, <b>whichever is higher</b>
	All Pre-Hospitalization Charges (30 days prior to hospitalization)	<b>Covered under Total Coverage</b>		
	All Post-Hospitalization Charges (30days after discharge)			
	All Operation Theatre including surgical operation charges			
	Intensive Care Unit (ICU) Charges			
	All Tests including Diagnostic Testscharges			
	Hospital Casualty Ward, Accident Treatment, Emergency Services, Ambulance Charges,			
	All Miscellaneous Hospital Expenses including medicine & other procedures charges during hospitalization			
	<b>Day Care Surgeries &amp; Procedures</b> (Outpatient Cover)			
	All types of Day Care Surgeries & Procedures including dentistry & Eye Treatment			
	Specialized Investigation: Endoscopy, Angiography, Thallium Scan, MRI & CT-Scan			
<b>2. Major Medical Care</b>				
	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 &amp; regular medicines for above Dread Diseases on the basis of special approval for reimbursement</i>			

<b>Optional Benefit for Employees</b> (Separated fixed premium may be quoted with different categories)				
<b>Maternity Care</b>		<b>Category-A</b>	<b>Category-B</b>	<b>Category-C</b>
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)**

<b>Sr.</b>	<b>Description</b>	<b>Working Days</b>
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	Hospitalization	Maternity	Cumulative Paid Claims	IBNR @ 10 %	Claims with IBNR
2023-24	Rs 25,928,515	Rs 2,646,220	Rs 28,574,735	Rs 2,857,474	Rs 31,432,209
2022-23	Rs 20,534,564	Rs 2,800,792	Rs 23,335,356		
2020-21	Rs 22,967,100	Rs 3,214,494	Rs 26,181,594		

### 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](mailto: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](http://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

<b>Introduction</b>	
<b>ITB 1</b>	<b>Name of Procuring Agency: Sukkur IBA University</b>
	Name of Contract. <b>“PROCUREMENT OF HEALTH INSURANCE SERVICES FOR EMPLOYEE THEIR DEPENDANTS OF SUKKUR IBA UNIVERSITY</b>
<b>Bid Price and Currency</b>	
<b>ITB 4</b>	Prices quoted by the Bidder shall be <b>“fixed” and in” Pak Rupees”</b>
<b>Preparation and Submission of Bids</b>	
<b>ITB 7</b>	<p><b>Selection / Eligibility / Responsiveness criteria:</b></p> <ol style="list-style-type: none"> <li>1. Bidder should quote price only in PKR with all corrected applicable taxes and duties.</li> <li>2. Certificate of Incorporation issued by the Securities &amp; Exchange Commission of Pakistan („SECP“)</li> <li>3. The bid should be accompanied by a client list.</li> <li>4. The bidder must have at least 3 years of experience in Takaful Health Insurance.</li> <li>5. Companies must be available on the „List of Active Tax Payers“ of FBR (for Income Tax) and SRB (For Sales Tax) websites.</li> <li>6. NTN/SST/GST Registration Certificate. (Whichever is applicable).</li> <li>7. Bidder has Credit Rating of minimum “A+” of PACRA/JCR-VIS as on the date of submission of bid.</li> <li>8. Details of turnover (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.</li> <li>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.</li> <li>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.</li> <li>11. Bidder must not have un-satisfactory/non-compliance to the terms &amp; conditions of the contract experience in the past with Sukkur IBA University I.e. Contract termination before the contract expiry date by Sukkur IBA University because of poor/unsatisfactory performance/ non-compliance etc.</li> </ol>
<b>ITB 9</b>	<b>Amount of bid security.</b> 2% of Bid Value
<b>ITB 10</b>	<b>Bid validity period.</b> 90 days
<b>ITB 11</b>	<b>Number of copies.</b> One original - - -
<b>ITB 13</b>	Deadline for bid submission. As notified in NIT
<b>ITB 19.1</b>	<b>Bid Evaluation:</b> The Most Advantageous responsive bid

**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.	<b>Number of Years in the Business of providing Takaful Health Insurance Services. (Credible documentary evidence must be provided)</b>	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.	<b>Total Number of Corporate Clients receiving Health Insurance Services. (Credible documentary evidence must be provided)</b>	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.	<b>Total Number of Panel Hospitals under credit facility in Karachi, Sindh, Pakistan. (Credible documentary evidence must be provided)</b>	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.	<b>Medial Call Center / 24/7 Helpline (Credible documentary evidence must be provided)</b>	Max. 10
4.1	Yes	10.
4.2	No.	00
5.	<b>Number of Full-Time Doctors for Case Management in Medical &amp; Claims Dept. (Provide details duly signed by authorized person)</b>	Max. 10
5.1	20 and above	10.
5.2	10 and above	07.
5.3	Below 10	05.
6.	<b>Equity / Net Worth of the Company as on 31st December 2022/June 30,2022. (Audited Balance Sheets must be provided)</b>	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.	<b>PACRA/JCR-VIS Rating – MANDATORY REQUIREMENT</b>	Max. 15
7.1	A+ Rating or higher	15.
7.2	Below A+ Rating will not be eligible	0
	<b>Total Points</b>	<b>100</b>



## **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 one year (12 months). However, Contract Period can mutually be extended for a further period of one year (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 one years (12 months) in the shape of 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 one year (12 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)**

<b>S#</b>	<b>Descriptions</b>	<b>PREMIUM RATES FOR 12 MONTHS (Amount ONLY in PKR)</b>
1.	<b>Total Premium for 12 months (two year) In PKR Including All Provincial and Federal Taxes and Duties.</b>	

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 \_\_\_\_\_ 2024\_\_\_\_\_ 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]



S.No	DESIGNATION	Grade	REL	DOB	AGE	GENDER
1	Associate Professor	20	SELF	5/Aug/1973	50	M
			WI	21/Aug/1981	42	F
2	Pro Vice Chancellor-Sub Campuses/ Professor	22	SELF	1/Aug/1968	55	M
			WI	3/Sep/1988	35	F
			SO	7/Nov/2012	11	M
			DA	15/Jul/2009	14	F
3	Professor-Finance	21	SELF	20/Mar/1974	50	M
			WI	7/Mar/1972	52	F
			SO	12/Feb/2001	23	M
			SO	6/Feb/2004	20	M
			MO	6/Jun/1955	69	F
4	Driver	9	SELF	1/Jan/1978	46	F
			WI	1/Jan/1980	44	F
			SO	13/Mar/1998	26	M
			SO	23/Mar/2001	23	M
			SO	7/Mar/2004	20	M
			SO	9/Sep/2006	17	M
			DA	19/Nov/2013	10	F
			DA	9/Sep/2006	17	F
			DA	11/Oct/2011	12	F
5	Driver	7	SELF	1/Feb/1983	41	M
			WI	6/Nov/1993	30	F
			SO	12/Oct/2013	10	M
			MO	1/Jan/1952	72	F
6	Deputy Manager -Financial Aid	18	SELF	5/Mar/1985	39	M
			FA	6/May/1951	73	M
			MO	1/Jan/1963	61	F
			SO	19/Jul/2022	1	M
			WI	22/Feb/1991	33	F
	Deputy Director, Marketing and Communication	18	SELF	1/Jul/1987	36	F
			WI	16/Jan/1993	31	F

7			MO	9/Aug/1965	58	F
			FA	16/Aug/1958	65	M
			SO	3/Jun/2017	7	M
			DA	29-Oct-18	5	F
8	Peon	11	SELF	25/Oct/1972	51	M
			WI	2/May/1976	48	F
			SO	5/Apr/2006	18	M
			SO	16/Jul/2000	23	M
			SO	14/Oct/1998	25	M
			SO	14/Jun/2002	21	M
			DA	17/Feb/2008	16	F
			DA	3/Aug/1996	27	F
			MO	1/Jan/1950	74	F
9	Professor, Physics	21	SELF	18/Dec/1975	48	M
			WI	1/Jan/1979	45	F
			SO	1/Jan/2001	23	M
			SO	1/Jan/2006	18	M
			SO	1/Jan/2003	21	M
			DA	1/Jan/2005	19	F
10	Executive Engineer	19	SELF	1/Apr/1973	51	M
			FA	27/Dec/1943	80	M
			MO	1950	74	F
			WI	1/Jan/1980	44	F
			SO	11/Feb/2005	19	M
			DA	25/May/2006	18	F
			DA	26/Dec/2007	16	F
			DA	1/Aug/2009	14	F
11	Professor-Entrepreneurship / Director, EDC	21	SELF	1/Mar/1975	49	M
			WI	15/Mar/1972	52	F
			SO	9/May/2010	14	M
			DA	7/Dec/2006	17	F
	Assistant Professor	19	SELF	10/Aug/1984	39	M
			WI	24/Jan/1986	38	F

12			SO	5/Feb/2014	10	M
			DA	17/May/2011	13	F
			MO	1960	64	F
			FA	1958	66	M
13	Driver	11	SELF	9/Jun/1979	45	F
			WI	3/Feb/1987	37	F
			SO	10/Jun/2010	14	M
			SO	24/Oct/2014	9	M
			DA	11/Jul/2011	12	F
			SO	17/Jun/2016	7	M
			MO	21/Jul/1945	78	F
14	Assistant Professor	19	SELF	23/Jan/1987	37	F
			WI	13/Mar/1984	40	F
			MO	1/Jan/1956	68	F
			FA	15/Sep/1955	68	M
			DA	23/Mar/2016	8	F
			SO	3/Jul/2019	4	M
15	Assistant Professor	19	SELF	22/Jan/1991	33	M
			WI	7/Feb/1986	38	F
			FA	1/Jan/1953	71	M
			SO	16/Feb/2017	7	M
			DA	19/Aug/2018	5	F
16	Associate Professor	20	SELF	1/Feb/1983	41	M
			WI	27/Nov/1989	34	F
			FA	4/Jun/1956	68	M
			MO	4/Jun/1960	64	F
			SO	15-Dec-16	7	M
			SO	03-Sep-19	4	M
17	Associate Professor	20	SELF	19/Dec/1979	44	M
			WI	9/Sep/1982	41	F
			SO	1/Jul/2008	15	M
			DA	15/Feb/2010	14	F
			FA	1/Jan/1943	81	M

			MO	1/Jan/1954	70	F
18	Deputy Manager- Admission	18	SELF	4/Jan/1985	39	M
			WI	29/Sep/1990	33	F
			SO	20/Oct/2015	8	M
			SO	28/Dec/2017	6	M
			DA	24/Jan/2019	5	F
			MO	25/Jan/1957	67	F
			FA	1/May/1961	63	M
19	Marketing Assistant	16	SELF	5/Apr/1977	47	M
			WI	1/Apr/1979	45	F
			SO	12/Dec/2007	16	M
			SO	9/Jan/2013	11	M
			DA	29/Dec/2014	9	F
			DA	25/Nov/2010	13	F
			SO	16/Oct/2018	5	M
20	Lecturer	18	SELF	18/May/1988	36	M
			MO	15/Apr/1950	74	F
			FA	3/Feb/1948	76	M
			WI	1/Jan/1990	34	F
21	Resource Assitant-Printing	14	SELF	1/Jan/1985	39	M
			WI	1/Jan/1992	32	F
			MO	1/Jan/1951	73	F
			DA	1/Jan/2013	11	F
			DA	1/Jan/2015	9	F
			SO	21/Nov/2022	1	M
			SO	6/Jun/2016	8	M
22	Deputy Director, Marketing and Communication	18	SELF	6/Feb/1988	36	M
			MO	8/Apr/1957	67	F
			FA	10/Aug/1949	74	M
			WI	1-Sep-98	25	F
			DA	28-Feb-21	3	F
	Assistant Professor	19	SELF	31/Mar/1985	39	M
			WI	20/Oct/1982	41	F

23			SO	25/Mar/2014	10	M
			FA	4/Apr/1954	70	M
			MO	14/Mar/1966	58	F
24	Associate Professor-Mathematics	20	SELF	6/Jul/1981	42	F
			MO	7/Jun/1950	74	F
			FA	7/Jun/1955	69	M
25	AC Technician	14	SELF	25/Nov/1977	46	F
			WI	14/Feb/1994	30	F
			FA	1/Oct/1957	66	M
			DA	23/Aug/2015	8	F
			MO	1/Jan/1955	69	F
			DA	21/Feb/2017	7	F
			SO	22/Sep/2018	5	M
			DA	23/Dec/2020	3	F
26	Lecturer	18	SELF	8/Mar/1990	34	M
			WI	4/Jan/1989	35	F
			SO	18/Mar/2012	12	M
			SO	20/May/2013	11	M
			MO	15/Jul/1967	56	F
			FA	13/Jan/1965	59	M
			SO	8/Jan/2021	3	M
27	Additional Registrar Meeting & Coordination	19	SELF	5/Jul/1976	47	M
			WI	13/Jun/1987	36	F
			DA	27/Dec/2015	8	F
			DA	12/Feb/2017	7	F
			MO	1/Jan/1955	69	F
			DA	12/Nov/2018	5	F
			SO	23/May/2023	1	M
28	Additional Registrar-Admin	19	SELF	8/May/1972	52	M
			WI	5/Jun/1974	50	F
			MO	20/Oct/1952	71	F
			SO	27/Mar/2021	3	M
	Driver	9	SELF	1/Jan/1978	46	M



29			WI	1/Jan/1982	42	F
			SO	11/Jan/2004	20	M
			SO	21/Apr/2014	10	M
			SO	1/Mar/2012	12	M
			DA	4/Apr/2006	18	F
			DA	15/Oct/2010	13	F
			DA	1/Jan/2008	16	F
30	Malhi	9	SELF	31/Jan/1985	39	F
			WI	1/Jan/1986	38	F
			SO	25/Nov/2015	8	M
			SO	15/Nov/2008	15	M
			MO	10/Oct/1949	74	F
			DA	15/Jan/2011	13	F
			DA	25/Aug/2019	4	F
31	Malhi	9	SELF	3/Apr/1987	37	M
			WI	5/Feb/1994	30	F
			SO	9/Apr/2013	11	M
			MO	1/Jan/1945	79	F
32	Executive Secretary to Vice Chancellor	19	SELF	13/Nov/1981	42	M
			WI	20/Jan/1981	43	F
			SO	1/May/2005	19	M
			DA	14/Sep/2006	17	F
			MO	1/Jan/1955	69	F
			DA	26/Jul/2013	10	F
			DA	6/Jan/2011	13	F
			FA	4/Apr/1956	68	M
			DA	3/Jan/2009	15	F
			DA	17/Apr/2016	8	F
33	Assistant Professor	19	SELF	22/Dec/1984	39	M
			WI	29/Jun/1986	37	F
			DA	21/Dec/2014	9	F
			MO	23/Mar/1961	63	F
			SO	14/Nov/2018	5	M

			DA	10/Feb/2017	7	F
34	Assistant Professor	19	SELF	22/May/1988	36	M
			WI	10/Mar/1996	28	F
			MO	1/Jan/1964	60	F
35	Secretary to Vice Chancellor (Academics)	18	SELF	8/Sep/1984	39	M
			WI	27/Mar/1987	37	F
			SO	13/Feb/2011	13	M
			FA	1/Jan/1953	71	M
			SO	17/Apr/2018	6	M
36	Peon	7	SELF	1/Feb/1988	36	F
			WI	1/Feb/1994	30	F
			FA	1/Jan/1955	69	M
			MO	1/Jan/1958	66	F
			DA	27/Apr/2013	11	F
			DA	13/Jul/2014	9	F
			SO	22/Dec/2015	8	M
37	Professor, Computer Science	21	SELF	16/Sep/1974	49	M
			WI	12/Oct/1982	41	F
			SO	20/Apr/2005	19	M
			SO	25/Feb/2012	12	M
			DA	13/Apr/2013	11	F
38	Lecturer	18	SELF	28/Nov/1983	40	F
			WI	1/Jan/1989	35	F
			SO	10/Jan/2012	12	M
			FA	1/Jan/1954	70	M
			MO	1/Jan/1967	57	F
			DA	10/Feb/2011	13	F
			DA	21/Apr/2016	8	F
			DA	29/Jan/2018	6	F
39	Audit Officer	17	SELF	22/Feb/1980	44	F
			WI	1/Jan/1988	36	F
			SO	10/May/2013	11	M
			SO	12/Jan/2013	11	M

39			MO	1/Jan/1961	63	F
			FA	25/Dec/1948	75	M
			DA	15/Aug/2016	7	F
			DA	28/Oct/2018	5	F
40	Assistant Professor	19	SELF	4/Jun/1982	42	M
			WI	30/Nov/1985	38	F
			DA	25/Nov/2014	9	F
			DA	16/Sep/2018	5	F
			FA	13/Feb/1941	83	M
			MO	23/Jul/1955	68	F
41	Electrician	9	SELF	20/Nov/1975	48	M
			WI	1/Jan/1987	37	F
			SO	19/Sep/2003	20	M
			SO	21/May/2012	12	M
42	Additional Director Procurement	19	SELF	23/Dec/1976	47	M
			MO	13/Oct/1949	74	F
			FA	30/Mar/1944	80	M
			WI	21/Nov/1987	36	F
			DA	6/Mar/2018	6	F
43	Assistant-Transport	16	SELF	7/Jan/1979	45	M
			MO	22/Feb/1951	73	F
			WI	2/Feb/1989	35	F
44	Deputy Registrar HRM	18	SELF	10/Feb/1988	36	M
			FA	1/Jan/1967	57	M
			MO	1/Jan/1975	49	F
			WI	20/Jul/1991	32	F
45	Assistant Administrative Officer-Hostels	16	SELF	3/Aug/1980	43	M
			WI	25/Nov/1989	34	F
			DA	30/May/2014	10	F
			MO	11/Nov/1960	63	F
			FA	1/Jan/1954	70	M
			DA	9/Sep/2011	12	F
			SO	28/Apr/2017	7	M

46	Assistant Professor	19	SELF	5/Jan/1987	37	M
			FA	12/Jun/1952	71	M
			MO	26/Feb/1954	70	F
			WI	17/Feb/1985	39	F
			SO	20/Jun/2023	0	M
47	Assistant/Computer Operator	16	SELF	5/Feb/1980	44	F
			WI	2/Jun/1989	35	F
			SO	11/Oct/2015	8	M
			MO	1/Jan/1955	69	F
			DA	20/Mar/2013	11	F
			DA	21/Jun/2021	2	F
			FA	12/Jan/1936	88	M
48	Assistant Professor	19	SELF	20/Dec/1985	38	F
			WI	16/Feb/1992	32	F
			DA	24/Aug/2015	8	F
			MO	21/Mar/1958	66	F
			SO	30/Jun/2020	3	M
49	Assistant Professor	19	SELF	29/Mar/1984	40	M
			WI	1/Jan/1995	29	F
			DA	26/Oct/2014	9	F
			MO	1/Jan/1962	62	F
			DA	15/Jun/2017	6	F
50	Executive Engineer-Civil	18	SELF	2/Jun/1986	38	M
			WI	25/Apr/1994	30	F
			MO	10/Feb/1960	64	F
			DA	1/Jul/2017	6	F
			DA	14/Jan/2020	4	F
51	Controller of Examinations	21	SELF	10/Aug/1973	50	M
			WI	25/Dec/1980	43	F
			DA	21/Oct/2007	16	F
			MO	4/Apr/1948	76	F
			DA	20/Apr/2016	8	F
			DA	7/Mar/2018	6	F

52	Receptionist	14	SELF	1/Jan/1989	35	F
			MO	1/Jan/1956	68	F
			HO	2/Mar/1985	39	M
			SO	18/May/2023	1	M
53	Associate Professor	20	SELF	26/Jun/1986	37	F
			WI	5/Oct/1990	33	F
			SO	4/Oct/2013	10	M
			SO	3/Aug/2010	13	M
			DA	26/Oct/2015	8	F
			FA	8/Jan/1956	68	M
			MO	1/Jan/1957	67	F
			DA	1-Jun-16	8	F
54	Security Officer	18	SELF	27/Aug/1977	46	M
			MO	1/Jan/1952	72	F
			WI	5/Feb/1982	42	M
			SO	24/Oct/2017	6	M
55	Lecturer	18	SELF	10/Feb/1983	41	M
			WI	18-Apr-86	38	F
			DA	13-Feb-21	3	F
56	Assistant Professor	19	SELF	21/Apr/1972	52	F
			WI	30/Mar/1984	40	F
			DA	30/Nov/2014	9	F
			MO	1/Jan/1950	74	F
			DA	19/Jun/2016	7	F
57	Lecturer	18	SELF	8/Feb/1985	39	M
			WI	1/Feb/1982	42	F
			SO	11/Jun/2015	9	M
			SO	4/May/2014	10	M
			FA	1/Jan/1953	71	M
			MO	1/Jan/1955	69	F
58	Deputy Registrar (Transport)	18	SELF	20/May/1987	37	M
			FA	1/Jan/1954	70	M
			MO	1/Jan/1964	60	F

59	Garden Supervisor	16	SELF	1/Mar/1984	40	M
			WI	25/Nov/1982	41	F
			SO	23/Oct/2010	13	M
			DA	1/Aug/2015	8	F
			DA	18/Oct/2009	14	F
60	Pump Operator	11	SELF	10/Feb/1976	48	M
			WI	1/Jan/1991	33	F
			SO	15/Jul/2011	12	M
			SO	9/Aug/2014	9	M
			DA	5/Jun/2010	14	F
61	Clerk-Accounts	14	SELF	3/Nov/1980	43	F
			WI	20/Oct/1996	27	F
			DA	31-Dec-15	8	F
			SO	31/Jan/2017	7	M
			SO	5/Oct/2018	5	M
62	Peon	9	SELF	15/Oct/1979	44	F
			WI	16/May/1994	30	F
			SO	10/Apr/2013	11	M
			MO	18/Mar/1955	69	F
			FA	18/Mar/1953	71	M
			SO	23/Mar/2018	6	M
			SO	14/Sep/2015	8	M
63	Assistant Professor	19	SELF	19/Nov/1985	38	F
			SO	2/Jun/2009	15	M
			MO	13/Sep/1962	61	F
			FA	10/Feb/1953	71	M
			HU	7/May/1967	57	M
			DA	3/Dec/2019	4	F
64	Associate Professor	20	SELF	20/Jan/1977	47	M
			WI	25/Apr/1980	44	F
			DA	4/Jun/2010	14	F
			DA	20/Feb/2008	16	F
			DA	7/Dec/2013	10	F

			FA	16/Mar/1942	82	M
			MO	16/Mar/1957	67	F
			WI	5/Dec/1981	42	F
65	Assistant Professor	19	SELF	25/Nov/1976	47	M
			WI	26/Nov/1976	47	F
			SO	5/Apr/2008	16	M
			DA	11/Apr/2014	10	F
			FA	21/Oct/1941	82	M
			MO	2/Jun/1948	76	F
66	Deputy Director Incubation	18	SELF	5/Nov/1988	35	M
			FA	1/Mar/1956	68	M
			MO	1/Mar/1971	53	F
			WI	14/Jun/1986	37	F
			DA	7/Oct/2017	6	F
			DA	14/Jul/2023	0	F
			SO	2/Mar/2019	5	M
			SO	19/Jul/2020	3	M
67	Assistant Professor	19	SELF	1/Jan/1984	40	M
			MO	23/Jul/1952	71	F
			WI	16/Jul/1989	34	F
			DA	25/Dec/2017	6	F
68	Assistant Professor	19	SELF	18/Dec/1984	39	F
			FA	15/Aug/1952	71	M
			MO	10/Oct/1960	63	F
			HU	5/Jan/1987	37	M
69	Deputy Controller of Examminations	18	SELF	28/06/1987	36	M
			MO	1/Jan/1974	50	F
			WI	20/09/1984	39	F
70	Assistant Professor Computer Science	19	SELF	10/Apr/1989	35	M
			WI	28/Feb/1985	39	F
			MO	1970	54	F
			DA	2/Aug/2018	5	F
	Assistant Professor	19	SELF	1/Apr/1991	33	M

71			FA	1/Apr/1953	71	M
			MO	11/Nov/1962	61	F
			WI	4/Jun/1988	36	F
			DA	29/Jul/2017	6	F
			DA	12/Jun/2019	4	F
72	Assistant Program Officer	16	SELF	5/May/1986	38	M
			WI	15-Nov-92	31	F
			DA	29-Nov-21	2	F
73	Lecturer, HRM	18	SELF	12/Feb/1991	33	F
			MO	4/Jan/1973	51	F
			FA	6/Jan/1965	59	M
			HU	12/Jan/1992	32	M
74	Deputy Director-Finance & Accounts	18	SELF	30/Nov/1987	36	M
	-		FA	14/Aug/1955	68	M
	-		MO	1969	55	F
	-		WI	24/Mar/1991	33	F
75	Office Assistant	14	SELF	3/Jan/1985	39	M
	-		MO	19/Oct/1954	69	F
	-		WI	6/Oct/1989	34	F
	-		DA	27/Oct/2016	7	F
	-		SO	5/Jun/2019	5	M
76	Driver	14	SELF	16/Dec/1967	56	M
	-		WI	1964	60	F
	-		SO	1/Jan/1995	29	M
77	Associate Professor	20	SELF	10/Mar/1981	43	M
	-		WI	15/Sep/1985	38	F
	-		DA	17/Jan/2012	12	F
	-		SO	18/Dec/2015	8	M
	-		MO	1/Jan/1965	59	F
	-		DA	4/Nov/2019	4	F
78	Deputy Manager - Finance	18	SELF	03-Sep-80	43	M
	-		FA	01-Jan-55	69	M
	-		MO	01-Jan-61	63	F
	-		WI	28-Mar-85	39	F



	-		DA	02-Oct-17	6	F
	-		SO	10-Oct-18	5	M
79	Assistant Professor, Electrical Engineering	19	SELF	04-Sep-82	41	M
	-		WI	01-Aug-85	38	F
	-		DA	16-Aug-11	12	F
	-		SO	12-May-14	10	M
	-		FA	14-Aug-58	65	M
	-		MO	04-Sep-61	62	F
80	Professor, Entrepreneurship	21	SELF	01-Oct-72	51	M
	-		WI	11-Jul-78	45	F
	-		SO	24-Nov-02	21	M
	-		DA	11-Mar-06	18	F
	-		SO	17-Jan-09	15	M
	-		DA	01-Apr-17	7	F
81	Administrative officer	Fixed	SELF	18-Dec-77	46	M
	-		FA	06-Apr-52	72	M
	-		WI	30-Mar-86	38	F
	-		DA	08-Feb-07	17	F
82	Additional Director, Student Financial Aid	19	SELF	28-Jul-86	37	M
	-		DA	25-Nov-13	10	F
	-		WI	16-Jan-89	35	F
	-		MO	1959	65	F
	-		FA	28-Jul-46	77	M
83	Assistant Professor-Electrical	19	SELF	04-Jan-89	35	M
	-		MO	01-Oct-67	56	F
	-		SO	01-Jan-24	0	M
	-		WI	04-Oct-92	31	F
84	Assistant Professor	19	SELF	1-Jun-1988	36	M
	-		FA	8-Feb-1963	61	M
			SO	9-Dec-2021	2	M
			WI	30-May-91	33	F
	-		MO	1-Jun-1965	59	F

85	PROFESSOR	21	SELF	01-Jan-75	49	M
	-		MO	1944	80	F
	-		WI	01-Apr-80	44	F
	-		SO	14-Feb-15	9	M
	-		SO	28-Feb-17	7	M
86	Assistant Accounts Officer-Operations	16	SELF	13-Apr-86	38	M
			SO	05-Mar-19	5	M
			WI	03-Mar-92	32	F
			SO	23-Jan-20	4	M
87	Audit Officer	17	SELF	20-Dec-83	40	M
	-		WI	12-Sep-95	28	F
	-		SO	21-Apr-16	8	M
	-		DA	01-Jan-16	8	F
			DA	25-Sep-21	2	F
88	Pro Vice Chancellor/ Professor-HRM	21	SELF	05-Mar-68	56	M
	-		FA	1948	76	M
	-		WI	15-Dec-73	50	F
	-		SO	27-Dec-10	13	F
89	Assistant Professor, Electrical Engineering	19	SELF	15-Jan-89	35	M
	-		FA	12-Jun-59	64	M
	-		MO	19-Apr-59	65	F
	-		WI	24-Mar-92	32	F
			SO	18-Aug-20	3	M
			DA	12-Jan-22	2	M
90	Associate Professor, Education	20	SELF	30-Apr-74	50	M
	-		FA	18-Jan-55	69	M
	-		MO	01-Jan-57	67	F
	-		WI	11-Nov-78	45	F
	-		DA	23-Feb-05	19	F
	-		SO	19-Apr-06	18	M
	-		DA	07-Feb-08	16	F
	DRIVER	11	SELF	1977	47	M
			MO	28-Jan-57	67	F

91			WI	01-Jan-85	39	F
			DA	03-Apr-05	19	F
			DA	01-Feb-07	17	F
			DA	06-Mar-09	15	F
			SO	04-Jun-10	14	M
			SO	03-Jan-12	12	M
			SO	01-Jul-15	8	M
92	Driver	Fixed	SELF	08-Aug-91	32	M
			WI	1994	30	F
			DA	03-Dec-14	9	F
			DA	03-Apr-16	8	F
			SO	11-Jun-19	5	M
			DA	11-Jul-21	2	F
93	Lab Assistant	14	SELF	20-Mar-88	36	M
			FA	01-Apr-60	64	M
			MO	1961	63	F
			WI	10-Apr-89	35	F
			DA	12-Dec-23	0	F
			DA	14-Sep-19	4	F
94	Lab Assistant	14	SELF	08-Jan-93	31	M
			FA	01-Jan-67	57	M
			MO	01-Jan-73	51	F
			WI	01-Mar-93	31	F
			DA	09-Jun-21	3	F
			SO	06-Nov-23	0	M
95	Secretary to Vice Chancellor	18	SELF	11-Apr-91	33	M
			FA	01-Jan-64	60	M
			MO	1973	51	F
			WI	03-Aug-87	36	F
			SO	04-Sep-14	9	M
			SO	03-Mar-17	7	M
96	Cook	Fixed	SELF	05-Aug-73	50	M
			WI	01-Jan-85	39	F
			DA	02-Feb-14	10	F

			SO	05-Jan-16	8	M
97	Driver-LTV	Fixed	SELF	16-Apr-86	38	M
			FA	1945	79	M
			MO	1947	77	F
			WI	29-Dec-90	33	F
			SO	10-Jan-07	17	M
			SO	14-Mar-15	9	M
			DA	21-May-06	18	F
			SO	10-Sep-07	16	M
			SO	28-Aug-19	4	M
98	Associate Professor	20	SELF	1-Mar-83	41	M
			MO	1957	67	F
			WI	15-Mar-91	33	F
			SO	9-Dec-17	6	M
			DA	23-Jan-19	5	F
			DA	24-Nov-21	2	F
99	Cook	7	SELF	1973	51	M
			DA	21-Aug-06	17	F
			WI	1983	41	F
			SO	18-Nov-08	15	M
			SO	4-Jan-13	11	M
			SO	15-Nov-16	7	M
100	Deputy Director-Finance	18	SELF	26-Aug-86	37	M
			FA	8-Feb-53	71	M
			MO	4-Apr-61	63	F
101	Assistant Professor, Supply Chain Management	19	SELF	6-May-91	33	M
			MO	5-Aug-60	63	F
			WI	5-May-90	34	F
			DA	19-Nov-15	8	F
			DA	20-Jun-22	1	F
			DA	15-Aug-18	5	F
	Associate Professor	20	SELF	5-May-87	37	M
			WI	14-Apr-87	37	F

102			SO	27-Aug-12	11	M
			FA	28-Apr-51	73	M
			MO	1-Jan-50	74	F
103	Executive Engineer-Civil	18	SELF	3-Jun-91	33	M
			FA	10-Dec-52	71	M
			MO	1-Dec-56	67	F
			WI	16-Jan-86	38	F
			SO	30-Oct-20	3	M
			SO	1-Feb-19	5	M
104	Deputy Registrar-HRM	18	SELF	1-Mar-90	34	F
			MO	18-Sep-49	74	F
105	Lecturer-HRM	18	SELF	5-Mar-89	35	M
			WI	26-Aug-89	34	F
			SO	29-Mar-21	3	M
			MO	29-Feb-64	60	F
106	Lecturer-Marketing	18	SELF	14-Mar-90	34	M
			FA	1953	71	M
			MO	1951	69	F
			WI	11-Jul-93	30	F
			DA	5-Apr-21	3	F
107	Lecturer-Computer Science	18	SELF	15-Feb-91	33	M
			FA	30-Dec-50	73	M
			WI	5-Aug-94	29	F
			DA	27-May-16	8	F
			SO	5-Jul-19	4	M
			SO	30-Oct-20	3	M
108	Associate Professor, Mathematics	20	SELF	6-Aug-84	39	M
			FA	1-Jan-59	65	M
			MO	1-Jan-62	62	F
			WI	5-Apr-88	36	F
			SO	25-Jun-19	4	M
			SO	17-Sep-20	3	M
	Assistant Accounts Officer-Operations	16	SELF	19-Mar-87	37	M

109			FA	1-Jan-64	60	M
			MO	5-Mar-66	58	F
			WI	24-Jul-00	23	F
			SO	29-Dec-18	5	M
110	Driver (LTV)	Fixed	SELF	1976	48	M
			FA	1953	71	M
			WI	1985	39	F
			MO	1955	69	F
			DA	3-Feb-05	19	F
			SO	15-Feb-06	18	M
			DA	6-Jul-09	14	F
			SO	21-Feb-13	11	M
111	Driver	7	SELF	30-Oct-83	40	M
			WI	1-Jan-83	41	F
			SO	19-Aug-09	14	M
			DA	3-Apr-11	13	F
			DA	13-Aug-15	8	F
			DA	7-Aug-18	5	F
112	Sanitary Worker	Fixed	SELF	20-Apr-87	37	M
			MO	26-May-50	74	F
			WI	1-Jan-84	40	F
			DA	13-Oct-16	7	F
			DA	28-Jan-19	5	F
			DA	13-Oct-16	7	F
113	Janitorial Supervisor	7	SELF	13-Apr-85	39	M
			MO	7-Mar-66	58	F
			WI	20-May-84	40	F
			SO	1-Oct-10	13	M
			DA	21-Oct-13	10	F
			DA	6-May-21	3	F
			SO	16-Aug-18	5	F
	Lab/Lan Technician	14	SELF	25-Jul-90	33	M
			FA	19-Mar-63	61	M

114			MO	05-May-74	50	F
			WI	01-Aug-99	24	F
			SO	22-Aug-19	4	M
			DA	27-Sep-20	3	F
115	Lecturer-English	18	SELF	02-Mar-78	46	M
			WI	10-Mar-89	35	F
			DA	19-Dec-13	10	F
			DA	13-Sep-15	8	F
116	Lecturer, Electrical Engineering	18	SELF	15-Nov-90	33	M
			FA	07-Feb-63	61	M
			MO	1969	55	F
			WI	20-Oct-98	25	F
			DA	28-Oct-20	3	F
			SO	06-Apr-22	2	M
117	Lab Engineer, Electrical Engineering	17	SELF	03-Jul-96	27	M
			FA	28-Mar-61	63	M
			MO	01-Jan-68	56	F
118	Lecturer, Business Education	18	SELF	04-Jan-87	37	M
			WI	12-Apr-90	34	F
			SO	01-Jan-19	5	M
119	Lab Engineer, Energy System Engineering	17	SELF	21-Jan-93	31	M
			MO	01-Jan-48	76	F
			WI	09-Feb-93	31	F
			SO	29-May-16	8	M
			SO	14-Jul-18	5	M
			SO	13-May-20	4	M
120	Assistant Professor-Finance	19	SELF	27-Apr-87	37	M
			FA	26-Dec-54	69	M
			MO	01-Jan-66	58	F

			WI	29-Sep-90	33	F
121	Associate Professor-Computer System Engineering	20	SELF	13-Feb-81	43	M
			WI	08-Apr-93	31	F
			SO	11-Jun-15	9	M
			MO	11-Mar-57	67	F
			SO	26-Mar-20	4	M
122	LAN Technician	9	SELF	25-Feb-82	42	M
			WI	01-Mar-89	35	F
			SO	31-Jan-13	11	M
			SO	10-Dec-14	9	M
			DA	12-Dec-18	5	F
123	Account Officer	17	SELF	29-May-86	38	M
			MO	12-Feb-59	65	F
			WI	17-Dec-94	29	F
			SO	02-Nov-20	3	M
			DA	21-Feb-22	2	F
124	IT Assistant	11	SELF	29-May-86	38	M
			MO	24-Apr-52	72	F
			WI	05-Oct-85	38	F
			FA	14-Apr-39	85	M
125	Senior Data Center Engineer	18	SELF	02-Jan-78	46	M
			WI	05-Feb-79	45	F
			DA	24-Jun-16	7	F
			DA	03-Oct-17	6	F
			MO	20-Aug-55	68	F
126	Lab Assistant	14	SELF	09-Jul-89	34	M
			FA	05-Feb-76	48	M
			MO	06-Apr-77	47	F
			WI	09-Jun-89	35	F



126			SO	12-Dec-12	11	M
			DA	12-Apr-14	10	F
			DA	09-Aug-15	8	F
			SO	29-Apr-18	6	M
127	Professor	21	SELF	07-Mar-76	48	M
			WI	08-Jan-78	46	F
			DA	24-Mar-03	21	F
			DA	25-Feb-05	19	F
			DA	01-Jul-06	17	F
			MO	27-Sep-50	73	F
128	Lecturer	18	SELF	04-Jul-90	33	M
			FA	02-Oct-56	67	M
			WI	19-Dec-93	30	F
			MO	01-Jan-67	57	F
129	Assistant Manager, Admissions	16	SELF	10-Oct-90	33	M
			FA	02-Jan-63	61	M
			MO	04-Oct-66	57	F
			WI	02-Sep-91	32	F
			SO	25-Oct-23	0	M
130	Professor	21	SELF	21-Mar-82	42	M
			WI	05-Feb-84	40	F
			SO	07-Nov-13	10	M
			SO	02-Jan-15	9	M
			SO	21-Apr-19	5	M
131	Deputy Manager-Alumni Affairs	18	SELF	07-Jul-87	36	M
			WI	16-Nov-88	35	F
			SO	22-Aug-13	10	M
			DA	17-Sep-15	8	F
			MO	15-Feb-67	57	F

132	Assistant Administrative Officer	16	SELF	31-Oct-82	41	M
			FA	01-Jan-55	69	M
			MO	01-Jan-60	64	F
			WI	11-Feb-92	32	F
			DA	17-Oct-19	4	F
			SO	17-Dec-20	3	M
			DA	25-Jan-23	1	F
133	Assistant Professor	19	SELF	05-May-76	48	M
			WI	20-Jul-82	41	F
			SO	29-Mar-07	17	M
			SO	27-Aug-09	14	M
			SO	03-Feb-20	4	M
			MO	01-Jan-53	71	F
134	Executive Engineer	18	SELF	31-Mar-82	42	M
			WI	01-Oct-87	36	F
			MO	1957	67	F
			SO	16-Aug-18	5	M
			SO	03-Dec-22	1	M
			SO	19-Oct-19	4	M
135	Director-SFA&UA	19	SELF	11-Apr-77	47	M
			WI	25-Nov-83	40	F
			DA	25-Aug-03	20	F
			SO	15-Aug-04	19	M
			DA	21-Dec-16	7	F
136	Assistant Professor	19	SELF	20-Jan-77	47	M
			MO	01-Jan-43	81	F
			WI	05-Mar-82	42	F
			SO	18-Jul-09	14	M
			SO	21-Nov-13	10	M

137	Lecturer-Finance	18	SELF	21-Nov-87	36	F
			MO	17-Jun-56	67	F
138	Director, CELInc	20	SELF	01-Feb-82	42	M
			WI	22-Sep-89	34	F
			DA	09-Oct-18	5	F
			SO	17-Jun-10	13	M
			SO	03-Dec-14	9	M
			FA	09-Jun-62	62	M
			MO	01-Jan-66	58	F
139	Security Guard	5	SELF	13-Dec-80	43	M
			MO	22-Mar-60	64	F
			WI	23-Jan-82	42	F
			SO	03-Oct-14	9	M
140	Assistant Professor, Physical Education	19	SELF	03-Dec-87	36	M
			FA	03-May-61	63	M
			WI	15-Oct-87	36	F
			MO	11-Dec-62	61	F
			DA	16-Jan-23	1	F
141	Deputy Director, Sports	18	SELF	31-Jul-87	36	M
			WI	17-Feb-88	36	F
			DA	04-Nov-16	7	F
			SO	30-May-18	6	M
			FA	27-Jul-57	66	M
			MO	17-Jun-55	68	F
142	Lift Operator/Attendant	7	SELF	21-Jul-81	42	M
			MO	01-Jan-62	62	F
			WI	01-Jan-83	41	F
			SO	05-Mar-08	16	M
			DA	08-May-12	12	F
			SO	04-Feb-16	8	M
			DA	05-Mar-19	5	F
143	Assistant Professor, Mathematics	TTS	SELF	05-Feb-87	37	F
			MO	1963	61	F

			FA	01-Jan-57	67	M
144	Assistant Professor, Electrical Engineering	19	SELF	05-Aug-87	36	M
			WI	30-Jun-87	36	F
			DA	06-Mar-19	5	F
			DA	25-Dec-20	3	F
145	Assistant Professor on Adhoc basis	19	SELF	10-Jul-79	44	M
			WI	01-Mar-82	42	F
			SO	01-Mar-10	14	M
			DA	01-Jan-13	11	F
			DA	09-May-21	3	F
146	Computer Operator/ Clerk	9	SELF	23-Aug-95	28	M
			MO	14-May-65	59	F
			FA	03-May-68	56	M
147	Lecturer, Computer Science	18	SELF	07-Feb-94	30	M
			FA	01-Jan-64	60	M
			MO	19-May-81	43	F
			WI	02-Feb-98	26	F
			SO	06-Sep-21	2	M
148	Lecturer	18	SELF	11-Apr-90	34	M
			FA	1960	64	M
			MO	29-Apr-60	64	F
			WI	12-Aug-95	28	F
149	Assistant Professor, Islamic Finance	19	SELF	28-Sep-89	34	M
			WI	06-Oct-91	32	F
			MO	01-Jun-62	62	F
150	Assistant Professor, Islamic Finance	19	SELF	12-Aug-88	35	M
			WI	01-Jan-90	34	F
			SO	23-Sep-20	3	M
			FA	21-Feb-52	72	M
			MO	12-Mar-57	67	F
151	Assistant Professor, Education	19	SELF	15-Mar-76	48	M
			SO	30-Oct-08	15	M
			DA	25-Jan-20	4	F

151			MO	01-Aug-57	66	F
			FA	01-Apr-43	81	M
			WI	09-Dec-86	37	F
152	Assistant Professor, Chemistry	19	SELF	28-Mar-82	42	M
			MO	17-Mar-61	63	F
			WI	31-Mar-92	32	F
			DA	10-Dec-20	3	F
			DA	10-Dec-20	3	F
153	Assistant Professor-Mathematics	19	SELF	31-Mar-82	42	M
			WI	01-Sep-93	30	F
			SO	13-Nov-15	8	M
154	Assistant Professor-Finance	19	SELF	10-Apr-87	37	M
			WI	06-Feb-86	38	F
			MO	01-Jan-57	67	F
155	Assistant Engineer, Civil	17	SELF	07-Feb-92	32	M
			FA	25-Jun-45	78	M
			MO	1959	65	F
			WI	05-Aug-95	28	F
			DA	03-Dec-19	4	F
			SO	03-Aug-21	2	M
156	Lecturer-Finance	18	SELF	05-Aug-92	31	M
			WI	30-Mar-92	32	F
			DA	28-Mar-20	4	F
			FA	10-Dec-65	58	M
			MO	01-Jan-66	58	F
157	FAB LAB Engineer	17	SELF	18-May-93	31	M
			FA	1951	73	M
			MO	01-Jan-55	69	F
			WI	05-Dec-98	25	F
158	Assistant Professor, Mathematics	19	SELF	02-Oct-81	42	M
			WI	20-Nov-87	36	F
			SO	16-Sep-10	13	M
			DA	10-Jan-15	9	F

			FA	01-Jan-53	71	M
			MO	1955	69	F
159	Sub Engineer	14	SELF	29-Oct-89	34	M
			WI	10-Dec-97	26	F
			FA	07-Aug-57	66	M
			MO	07-Aug-58	65	F
			SO	24-Sep-21	2	M
160	Assistant Professor, HRM	19	SELF	17-Jan-83	41	M
			WI	20-Mar-84	40	F
			SO	03-Jun-11	13	M
			SO	14-Jul-13	10	M
			FA	29-Nov-53	70	M
			MO	05-Aug-58	65	F
			DA	06-Nov-20	3	F
161	Assistant Professor	19	SELF	16-Jul-92	31	M
			WI	03-Feb-92	32	F
			DA	08-Dec-22	1	F
162	Procurement Assistant	11	Self	2-Mar-1994	30	M
			FA	1-Apr-1965	59	M
			MO	1-Feb-1966	58	F
163	Associate Professor, Chemistry	TTS	Self	1-Feb-1975	49	M
			WI	1-Jan-1986	38	F
			SO	14-Sep-2009	14	M
			DA	22-Jan-2011	13	F
			SO	7-Apr-2014	10	M
164	Lecturer, Pakistan Studies	18	Self	11-Nov-1989	34	M
			FA	10-Feb-1957	67	M
			MO	1961	63	F
			WI	1-Jan-1990	34	F
			SO	22-Dec-2021	2	M
	Lab-Engineer, Electrical	17	Self	11-Jan-1993	31	M

165			FA	15-Jul-1953	70	M
			MO	23-Sep-1955	68	F
166	Assistant Professor-HRM	19	Self	27-Mar-1983	41	F
			MO	1-Jan-1967	57	F
			FA	23-Apr-1947	77	M
167	Lecturer-Psychology	18	Self	10-Aug-1981	42	M
			WI	9-Jun-1974	50	F
168	Assets Control Assistant	11	Self	7-Feb-1994	30	M
			MO	1-Jan-1955	69	F
169	Assistant Professor on Adhoc basis	19	Self	21-Dec-1980	43	M
			MO	1-Jan-1952	72	F
			WI	25-Feb-1992	32	F
170	Associate Professor	20	SELF	30/Mar/1983	41	M
			WI	1/Aug/1991	32	F
			MO	1/Jan/1951	73	F
			SO	12/Dec/2018	5	M
			SO	9/Mar/2017	7	M
171	Lecturer, Education	18	Self	1-Mar-1984	40	M
			FA	1-Apr-1961	63	M
			MO	1960	64	F
			WI	1-Jan-1988	36	F
			SO	15-Jul-2016	7	M
			SO	5-Aug-2017	6	M
			SO	10-Oct-2019	4	M
172	Lecturer, Physical Education and Sports Sciences	18	Self	5-Jul-1987	36	M
			FA	1966	58	M
			MO	1-Jan-1970	54	F
			WI	1-Jan-1990	34	F
			DA	28-Aug-2013	10	F
			SO	14-Oct-2016	7	M
			SO	20-Aug-2018	5	M

			DA	28-Apr-2022	2	F
173	Peon	9	SELF	15-Nov-1979	44	F
			WI	1-Jan-1990	34	F
			SO	11-Aug-2009	14	M
			DA	8-Aug-2010	13	F
			DA	13-Aug-2013	10	F
			SO	1-Aug-2016	7	M
			MO	22-Mar-1960	64	F
			FA	1-Jan-1960	64	M
174	Associate Professor, Electrical Engineering	20	Self	17-Mar-1987	37	M
			SO	1-Dec-2017	6	M
			SO	10-Aug-2020	3	M
			DA	5-Aug-2021	2	F
			WI	23-Mar-1990	34	F
			FA	1952	72	M
			MO	1953	71	F
175	Professor, Computer Science	21	Self	1-Mar-1980	44	M
			WI	1-Jan-1981	43	F
			MO	1-Jan-1957	67	F
			DA	4-Oct-2007	16	F
			DA	5-Mar-2009	15	F
			DA	5-Apr-2015	9	F
176	Assistant System Administrator	16	Self	7-May-1985	39	M
			WI	1-Jan-1986	38	F
			SO	30-Mar-2005	19	M
			SO	30-Aug-2006	17	M
			DA	14-Aug-2007	16	F
			SO	16-Jul-2009	14	M
			DA	7-Jan-2012	12	F
	Assistant Professor, Education	19	Self	23-Dec-1986	37	M



177			FA	1-Jun-1954	70	M
			MO	13-Jan-1967	57	F
			WI	17-Jul-1992	31	F
178	CS Instructor	17	SELF	4-Mar-1992	32	M
			FA	2-Jun-1964	60	M
			MO	1-Jan-1973	51	F
			WI	20-Mar-1990	34	F
			SO	23-Nov-2021	2	M
179	Deputy Chief Librarian	18	SELF	4-Apr-1990	34	M
			FA	1-May-1965	59	M
			MO	1-Jan-1968	56	F
			WI	25-Feb-1995	29	F
			SO	9-Oct-2020	3	M
180	Office Assistant-HR	14	SELF	7-Oct-1986	37	M
			FA	6-Oct-1951	72	M
181	Lecturer, Economics	18	Self	17-Jan-1979	45	M
			WI	7-Jun-1986	38	F
			SO	21-Apr-2008	16	M
			MO	1938	86	F
			DA	25-Nov-2016	7	F
182	Vice Chancellor	-	Self	31-Jul-1975	48	M
	-		WI	25-Jul-1983	40	F
	-		DA	27-Jun-2005	18	F
	-		SO	8-May-2007	17	M
	-		DA	2-May-2008	16	F
	-		SO	3-Aug-2010	13	M
	-		DA	5-Jan-2020	4	F
	-		MO	20-May-1951	73	F
183	Horticulture Supervisor	16	Self	7-Apr-1991	33	F
			FA	14-Aug-1962	61	M
			MO	4-Apr-1961	63	F
	Lecturer-Mathematics	18	Self	1-Apr-1978	46	M

184			WI	13-Nov-1982	41	F
			DA	18-Jul-2003	20	F
			DA	15-Nov-2005	18	F
			DA	29-Nov-2008	15	F
			DA	15-Jun-2023	0	F
			FA	2-Jan-1948	76	M
185	Office Assistant	14	Self	2-Sep-1995	28	M
			WI	22-Aug-1996	27	F
			SO	2-Sep-2022	1	M
186	Assistant Manager, International Accreditation	17	Self	20-Jun-1992	31	F
			HU	25-Jan-1994	30	M
187	Lab Engineer, Computer Systems Engineering	17	Self	10-Feb-1992	32	M
			FA	13-Jun-1956	67	M
			MO	13-Jun-1957	66	F
188	Director, ICT	20	Self	15-May-1971	53	M
			MO	1943	81	F
			WI	25-May-1972	52	F
			WI	5-Sep-1989	34	F
			DA	4-Sep-2005	18	F
			DA	21-Aug-2021	2	F
189	Associate Professor, Electrical Engineering	20	Self	5-Apr-1985	39	M
			MO	14-Jul-1959	64	F
			WI	26-Feb-1989	35	F
			DA	17-Mar-2012	12	F
			DA	9-May-2015	9	F
			DA	25-Oct-2020	3	F
190	Lecturer-Statistics	18	Self	27-Oct-1986	37	M
			WI	31-Aug-1986	37	F
			DA	20-May-2021	3	F
191	Lecturer-Pakistan Studies	18	Self	4-May-1987	37	M
			WI	25-Aug-1986	37	F
			DA	19-Dec-2017	6	F

			MO	22-Mar-1952	72	F
192	Lecturer-English	18	Self	1-Jan-1990	34	F
			FA	21-Mar-1960	64	M
			MO	28-Aug-1967	56	F
			HU	15-Mar-1981	43	M
			DA	3-Sep-2011	12	F
193	DRIVER	7	SELF	1976	48	M
	-		WI	14-May-76	48	F
	-		DA	14-Mar-06	18	F
	-		DA	14-Jan-08	16	F
	-		DA	21-Jan-09	15	F
	-		DA	28-Dec-13	10	F
			SO	16-Aug-17	6	M
			SO	09-Mar-20	4	M
194	Lecturer, English	18	Self	26-Sep-1991	32	F
			FA	1-Mar-1956	68	M
195	Office Assistant	11	Self	2-Mar-1982	42	F
			HU	25-Mar-1982	42	M
			SO	24-Aug-2006	17	M
			DA	22-Jan-2010	14	F
			DA	7-Apr-2015	9	F
			MO	1965	59	F
		FA	1946	78	M	
196	Electrician	7	SELF	13-Mar-89	35	M
			FA	9-Jun-48	76	M
			MO	1-Jan-60	64	F
			WI	4-Mar-94	30	F
			DA	8-Aug-16	7	F
			SO	29-Apr-19	5	M
			SO	10-May-21	3	M
197	Sub Engineer,Civil	14	SELF	07-Feb-91	33	M
			WI	25-Oct-87	36	F
			DA	5-Aug-20	3	F

			SO	1-Jan-23	1	M
198	Assistant Professor, Current Affairs	TTS	SELF	01-Apr-84	40	M
			MO	1964	60	F
			WI	5-Apr-88	36	F
199	Associate Professor	20	SELF	22-Feb-84	40	M
			WI	12-Mar-89	35	F
			SO	9-Feb-10	14	M
			SO	4-Jun-12	12	M
			SO	25-Dec-14	9	M
			SO	14-Oct-18	5	M
			FA	22-Sep-50	73	M
			MO	22-Sep-51	72	F
200	Lecturer-Mathematics	18	SELF	04-Feb-84	40	M
			MO	15-Mar-59	65	F
			WI	14-Aug-86	37	F
201	Assistant Professor	19	SELF	21-Mar-87	37	M
			WI	15-Jun-94	29	F
			FA	17-Oct-51	72	M
			MO	1-Apr-65	59	F
			DA	2-Oct-18	5	F
202	Office Assistant	16	SELF	2/Mar/1985	39	M
			WI	1/Jan/1982	42	F
			SO	14/Dec/2012	11	M
			SO	3/Jun/2015	9	M
			FA	1/Jan/1955	69	M
			MO	1/Jan/1955	69	F
			DA	11/Jun/2019	5	F
203	Public Relations Officer	17	SELF	19/Sep/1988	35	M
			MO	1950	74	F
204	Assistant Professor on Adhoc basis	19	SELF	03-Feb-86	38	M
			FA	1954	70	M
			MO	1956	68	F
			WI	6-Feb-88	36	F

		SO	30-Sep-20	3	M	
	Assistant Professor, Education	19	SELF	10-Sep-72	51	M
			SO	1-Jul-03	20	M
			DA	2-Feb-07	17	F
205			WI	18-Apr-81	43	F
			SO	5-Feb-09	15	M
			SO	6-Feb-04	20	M
	Office Assistant	14	SELF	15-May-89	35	M
			MO	16-Feb-60	64	F
206			WI	13-Oct-96	27	F
			DA	24-Jan-24	0	F
	Lecturer, Electrical Engineering	18	SELF	17-Sep-90	33	M
	-		FA	1-Feb-57	67	M
	-		MO	17-May-68	56	F
207	-		WI	22-Dec-91	32	F
	-		SO	19-Dec-17	6	M
			SO	9-Sep-20	3	M
			DA	14-May-22	2	F
	WARDEN (Female)	17	SELF	2-Feb-86	38	F
208	-		MO	1951	73	F
	Procurement Officer	16	SELF	17-Mar-87	37	M
			FA	1-Jan-62	62	M
			MO	1-Jan-53	71	F
209			WI	21-Feb-98	26	F
			DA	7-Jul-18	5	F
			SO	6-Sep-20	3	M
			SO	27-Jun-22	1	M
	Lecturer-Accounting	18	SELF	22-Jan-1989	35	M
			WI	4-Sep-1999	24	F
210			FA	15-Mar-1957	67	M
			MO	7-Jun-1958	66	F
			SO	30-Oct-2018	5	M
	Warden, Girls Hostel	18	Self	21-Dec-1989	34	F

211			HU	22-Jul-1990	33	M
			DA	13-Mar-2023	1	F
			FA	10-May-1955	69	M
212	WARDEN (Female)	17	Self	1-May-1991	33	F
			FA	1-Jan-1955	69	M
			MO	12-May-1956	68	F
213	Assistant Professor, Electrical Engineering	19	Self	12-Aug-1989	34	M
			WI	10-Apr-1987	37	F
			DA	20-Oct-2015	8	F
214	Graphic Designer	Fixed	Self	17-Dec-92	31	F
			MO	1970	54	F
			FA	24-Apr-1965	59	M
215	Research Associate (ORIC)	17	SELF	5-Feb-92	32	F
			FA	17-Feb-61	63	M
			MO	24-Nov-58	65	F
216			HUS	9-Aug-89	34	M
			SO	7-Nov-20	3	M
	Assistant Controller	17	Self	24-Apr-1981	43	M
			MO	1950	74	F
			WI	2-Jan-1984	40	F
217			DA	28-Jul-2018	5	F
			DA	9-Aug-2021	2	F
	Assistant Manager, ORIC	17	Self	10-Mar-1988	36	M
218			MO	27-Sep-1951	72	F
			WI	29-Sep-1990	33	F
	Assistant Professor, Computer Science	19	SELF	6-Jun-1982	42	M
			SO	18-Mar-2015	9	M
			DA	29-May-2009	15	F
		WI	3-Jan-1979	45	F	
		MO	1954	70	F	

219	Assistant Professor, Computer Science	19	SELF	8-Jan-1992	32	M
			MO	1-Jan-1957	67	F
			FA	1-Aug-1957	66	M
			WI	24-Mar-1998	26	F
220	Assistant Professor, Islamic Finance	19	SELF	23-Mar-1969	55	M
			WI	8-Feb-1976	48	F
			SO	11-Feb-2001	23	M
			MO	11-Jan-1978	46	F
221	Assistant Professor	19	SELF	10-Feb-1988	36	M
			FA	1961	63	M
			MO	1968	56	F
			WI	1-Mar-1994	30	F
			DA	27-Oct-2013	10	F
			SO	4-Feb-2014	10	M
			SO	29-May-2017	7	M
			SO	20-Aug-2019	4	M
222	Office Assistant	11	SELF	20-May-1989	35	M
			WI	2-Mar-1990	34	F
			DA	1-Dec-2017	6	F
			SO	11-Nov-2020	3	M
			SO	10-May-2024	0	M
			FA	7-Aug-1965	58	M
223	Electrician	7	SELF	25-Feb-1991	33	M
			FA	1-Nov-1965	58	M
			MO	1-Jan-1968	56	F
			WI	30-Dec-1995	28	F
			SO	18-Sep-2016	7	M
			DA	3-Aug-2019	4	F
224	Assistant Professor, Computer Science	19	SELF	1-Aug-1984	39	M
			WI	27-Jul-1983	40	F
			DA	17-Nov-2003	20	F

224			DA	20-Jun-2009	15	F
			DA	4-Aug-2011	12	F
			DA	18-Nov-2014	9	F
225	Assistant Professor-Marketing	19	SELF	15-Apr-1987	37	M
			FA	1-Jan-1948	76	M
226	Lecturer, Economics	18	SELF	20-Aug-1993	30	M
			WI	28-Aug-2002	21	F
			DA	22-Feb-2022	2	F
			FA	5-Apr-1964	60	M
			FA	5-Apr-1964	60	M