



PAKISTAN MEDICAL COMMISSION

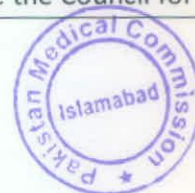
Minutes Eighth Council Meeting Friday, June, 25th 2021 Held at PMC, Islamabad

Present

1. Dr. Arshad Taqi, President
2. Mr. Muhammad Ali Raza, Vice President
3. Lt. General Nigar Johar Khan, Surgeon General of Pakistan, Member
4. Mr. Aamir Ashraf Khawaja (Secretary, M/o NHR&C), Member
5. Dr. Rumina Hassan, Member (on line)
6. Dr. Asif Loya, Member (on line)
7. Dr. Anees ur Rehman, Member
8. Ms. Roshana Zafar, Member (on line)
9. Mr. Tariq Ahmed Khan, Member
10. Dr. Shaista Zeeshan (Secretary Commission)

Meeting was chaired by the President and called to order.
The meeting started with recitation of the Holy Quran.
The President welcomed all members of the Council.

Item No.1	Approval of Accreditation Standards for Teaching hospitals 2022
Discussion	<p>The Council was informed that the National Medical and Dental Academic Board after extensive meetings formulated the Accreditation Standards 2022 for Teaching Hospitals. These accreditation for Teaching Hospitals explain the common requirements of teaching hospitals for all levels of learners, i.e. undergraduate medical students, house officers and postgraduate trainees with the intent to provide information to the hospitals and institutions in order to help them understand the minimum necessary levels that have to be achieved in order to provide high level teaching and training. The Council was further apprised that the Accreditation standards had been reviewed and commented upon by senior medical teachers, medical educationists and institution heads from the length and breadth of Pakistan.</p> <p>The Accreditation Standards for Teaching hospitals 2022 and the approved minutes of the Board were placed before the Council for consideration and</p>



comments.

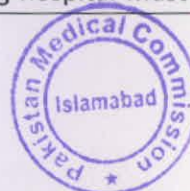
The Council had a thorough discussion on the accreditations standards put forth by the Board and noted the exceptional work done by the Board to develop a comprehensive structure addressing the need for a modern & quality education system in the medical and dental field. The Council noted with admiration the ground-breaking recommendations by the Board to fix the maximum weekly work hours of postgraduate students at an average of 80 hours, subject to different disciplines of study.

During the discussion of the Council, concerns were raised by the Council members that a wide set of specialties have been added into the accreditation list for teaching hospitals by the Academic Board e.g. Pulmonology, Nephrology, Neurology, Gastroenterology, Neuro Surgery, Cardiology and a minimum of 2 specialists for each specialty on the panel of the teaching hospital have been deemed mandatory for accreditation of the hospital. It was discussed that keeping in view that there are very few practicing specialists within Pakistan the result would be a shortage of resource to fulfill the mandatory criteria of accreditation by the teaching hospitals.

Moreover, it was discussed that the standards have been drafted based on the outcomes expected of an undergraduate student. The proposed outcomes by the Academic Board to assess a student are indeed very well defined however, these outcomes do not specifically require the teachings or mentorship of a specialist. It was suggested that such requirements may be implemented in a gradual manner and the teaching hospital be given leverage to at least have 2 specialists faculty members out of the 6 or 10 listed in the accreditation standards in order to have a greater impact on the hospital than the students.

The Council further discussed that the standards submitted by the Board for a teaching hospital with respect to the requirements for specialist faculty are in actual, more appropriate to be used for the accreditation of an academic institution rather than that of a teaching hospital. The consultants affiliated with the teaching hospital will be training and mentoring the undergraduate students, in-comparison to the faculty actually teaching the subjects in the affiliated college.

The council discussed that medical undergraduate student goes through 6 extensive fields of study; Medicine, Surgery, Gynecology, Pediatrics and Ophthalmology and hence, a teaching hospital must be equipped enough



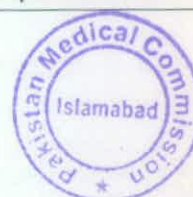
to cater to these essential requirements.

With regards to the minimum number of Nursing staff required, it was discussed that in a 1000 bedded hospital, ITC, Emergency and OT, Labour Room, and Dialysis bed are considered over and above the actual bed strength of the hospital. The accreditation standards recommend single nurse for 10 admitted beds, therefore 300 nurses will be required for a 1000 bedded hospital working in 3 shifts. It was further highlighted that the standards mandate minimum 5% of staff to be allocated to Intensive Care in terms of bed allocation and keeping in view that the hospitals cater not a single ITC but multiple such units in Medical, Surgical, Neonatal, PICU and more, further increases the requirements. The actual requirement of nursing staff for a 1000 bedded hospital therefore reaches up to 6000 nurses split into 3 shifts in 24hrs, which is not a feasible standard to fulfill with the current number of available staff. The Council discussed that the standards need to be reasonable and achievable to begin with.

The Council further emphasized that the teaching hospitals need to ensure the basic standards for the provision of quality training to students and healthcare to the masses. As laid down in the accreditation standards, certain essential services like blood bank, fire safety and emergency evacuation, waste management, infection control etc. are expected to be in compliance with at least ISO standards (certification not mandatory) and the standards set by the relevant provincial government and other applicable regulations. If hospitals have even more advanced certifications such as accreditation by Joint Commission International (JCI) and/or College of American Pathologists (CAP, for Laboratories) those would take precedence and would be acceptable as well. However, the council agreed that expecting compliance with ISO standards would be an unrealistic approach to begin with.

Moreover, it was discussed that in order to cater undergraduate students, the minimum requirement is to maintain a basic laboratory which fulfils the needs of the teachings of basic sciences. The teaching modalities of these subjects does not require the services of experienced Hematologists, Pathologists, Microbiologists or Virologists, or an Immunologist. For undergraduate education the only requirement is the presence of a workable laboratory offering the needed services.

With regards to the house officers it was agreed that house job is the initial training for the newly graduated students which requires commitment and dedication for fulfillment of assigned responsibilities. The house officers



	<p>need to go through robust training for which performing duties for extended hours is needed.</p> <p>The Council appreciated the hard work done by the board and applauded the commendable efforts of the board members in preparing detailed accreditation standards for teaching hospitals. However, after detailed deliberation the council recommended that the Board may be requested to review the standards of undergraduate teaching hospitals taking into consideration that accreditation and recognition standards of medical & dental colleges are developed separately. It was discussed that in order to not delay the inspection process further, a set of interim standards to be finalized by the council for the immediate inspections of pending post-graduate and house job teaching hospitals. The standards for undergraduate colleges once proposed by the board shall be reviewed in the next Council meeting.</p>
<p>Decision</p>	<p>In order to cater to the urgent need to inspect and accredit teaching hospitals for postgraduates and house jobs across Pakistan, the Council decided to approve interim accreditation standards for postgraduate and house job teaching hospitals. The interim standards will remain till the new standards are finalized by the Academic Board. This emergency measure has been taken in view of the recent judgement of the Lahore High Court mandating that teaching hospitals must be accredited by PMC prior to initiating postgraduate training.</p> <p>The Council approved a phased approach for achieving the new standards where institutions not achieving the desired standards would be given reasonable timelines to improve their existing standards. It was decided that the inspection score of institutions would be represented by five scores: A+ (92.5%-100%), A (85% - 92.49%), B (77.5%-84.99%), C (70%-77.49%) and F (< 70% - fail), rather than the actual numerical marks obtained, so as to avoid any public assumption of ranking, which is otherwise the domain of HEC vis it's universities and colleges.</p> <p>A college or teaching hospital, or both as the case maybe, obtaining a C or B score in inspection shall be inspected after one year during which period the college/teaching hospital shall be required to have improved and acquire at least the next higher score on inspection. A college having achieved an A score or higher shall be inspected every three years.</p> <p>With effect from 1st July, 2021, the last inspection result of each college shall be converted to the alphabetical scoring system as a starting point. Any college not having been inspected for a period of 3 years or more</p>



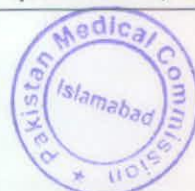
	<p>(excluding the 2019 inspections unless a college consents to recognize its 2019 inspection result) shall be inspected within the next one year.</p> <p>There shall be no provisional registration granted to the institutes in the future. A teaching hospital shall be first inspected by the Authority and if it obtains a passing mark of C or above, the Authority shall request the HEC to carry out the inspection of the academic college. The final scores of both inspections shall be combined on a 60% (teaching hospital) & 40% (academic college) to calculate the final score. A teaching hospital and college both must obtain a passing inspection score of C or above to qualify for recognition and accreditation.</p> <p>In light of the detailed discussion it was decided that the observations of the Council shall be conveyed to the Board for clarification regarding accreditation standards for undergraduate teaching hospitals. This will help and guide the Board in taking further steps.</p>
Action Required	<ol style="list-style-type: none"> 1. Council will review the Accreditation Standards for teaching hospitals for postgraduate and housejob for inspections in the interim 2. The last inspection result of each college shall be converted to the alphabetical scoring system and made available at the PMC website 3. Education and Evaluation division of the Authority to prepare the inspection proforma based on the approved standards 4. Observations of the Council to be conveyed to the Board.
Compliance by	<ol style="list-style-type: none"> 1. Council Secretary office 2. Member Education
Item No.2	Special Approval for Medical and Dental College Applicants awaiting HSSC Results
Discussion	<p>The Council was briefed that a meeting was held with Ministry of Education and IBCC with regards to the upcoming admissions in Medical and Dental Colleges. The main agenda of the meeting was to discuss the equivalence system for A level students as well as the problem that A level examinations are to be held in October and their results are expected in January. The Council was informed that Ministry of Education has requested to accommodate these students so that they can take the MDCAT which is mandatory for the admissions.</p> <p>The Council was further apprised that last year more than 20,000 A2 students registered out of which almost 17,000 took their exam in April while 4,000 took their exam in October. Out of the 4,000 students 1,700-1,800 were the science students and as per last years data almost 186 A2</p>



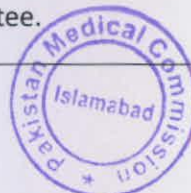
	<p>students applied for MDCAT. Therefore, based on last year's data the Cambridge A2 students expected to apply for admissions in Medical or Dental Colleges can be accommodated by giving special provision.</p> <p>The Council discussed that due to the COVID-19 pandemic, there have been interruptions in the academic year. As per the PMC Undergraduate Education (Admission, Curriculum and Conduct) Regulations 2021, all students who wish to seek admission in medical and dental colleges can take the MDCAT examination even if they have not yet taken their F.Sc. Pre-Medical or A-Level examination. Moreover, all students who are taking their A-Level examination in October 2021 can take the MDCAT in September 2021 while applying for admission to medical colleges before taking their examination.</p> <p>As per admission Regulations of PMC, the admissions are to be finalized by the 15th of January, 2022. However, to accommodate the students taking their A-level examination in October, 2021 with expected results in January, 2022, it was discussed that every medical and dental college to be directed not to finalize the admission on the seats equal to the number of A-level students who have applied to said colleges and awaiting their results.</p> <p>For such purpose, the Council agreed that PMC may permit public Medical and Dental colleges to finalize admissions for those A-levels students on the special category seats by 10th of February, 2022. This year science elective subject's results may be utilized for merit as the F.Sc. examination are being held for elective subjects only. Additionally, it was decided that PMC may outline a policy on the same premise for private medical and dental college admission.</p>
<p>Decision</p>	<p>The council made the following decisions:</p> <p><u>Merit Calculation for 2021-2022 Admissions to Medical Colleges:</u></p> <p>The council approved a policy for calculation of merit for the upcoming admissions in line with the government policy due to Covid-19 pandemic where the marks obtained by the students in the science electives only shall be used for calculating the merit. This policy will apply to all students taking their FSc. in 2021 and who are applying on the basis of last year's FSc. results or on the basis of A-levels results to ensure no discrimination in merit calculation.</p> <p>All colleges/universities when calculating the merit for admissions shall</p>



	<p>ensure that for purposes of FSc. or A-Level or any equivalent HSSC qualification results only the marks obtained in the science electives of Biology, Chemistry and Physics/Mathematics be used.</p> <p>Notwithstanding the use of only electives for preparation of merit, the applying student must have obtained 65% or more aggregate score (in all subjects cumulatively) in their FSc., A-Level or any equivalent HSSC qualification as prescribed by regulations.</p> <p><u>Special Provision for A-Level Students Sitting in October 2021 Exams.</u></p> <p>The Council considered the request of the Federal Ministry of Education and approved a special window from 10th January to 10th February, 2022 for all colleges to accommodate any students who take their A-level examinations in October 2021 with results expected in January 2022. The specific methodology shall be notified as a detailed policy only for 2021-2022 admissions representing an addendum to the PMC Medical and Dental Undergraduate Education (Admissions, Curriculum and Conduct) Regulations, 2021.</p>
Action Required	<ol style="list-style-type: none"> 1. Public announcement on PMC Website to inform the MDACT aspirants. 2. The Colleges to be informed about the policy for calculation of merit for the upcoming admissions.
Compliance by	<ol style="list-style-type: none"> 1. Council Secretary Office 2. Member Examination
Item No.3	Consideration of Diploma in Dermatology from University of Wales UK (Distance Learning) in respect of Dr. Sohail Waheed Regn. No. 15398-N
Discussion	<p>The Council was informed that Dr. Sohail Waheed filed a complaint before Federal Ombudsman against PMC for refusal to register his post graduate diploma in dermatology from university of Wales. This complaint was disposed of on the basis of reasons given by PMC that the said diploma is online and cannot be registered. Later Dr. Waheed filed a review before Federal Ombudsman and Ombudsman changed his earlier findings and observed that PMC Act does not bar such online registration.</p> <p>The Council considered the brief of the case and considering the fact that for the recognition of a Foreign Post Graduate program certain criteria needs to fulfilled, as mentioned under the approved Licensing Pathways. In order for the Council to accept any qualification, the fulfillment of the</p>



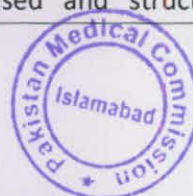
	<p>mentioned criteria needs to be ensured. PMC being a regulatory body, takes policy decisions rather than considering individual cases. In order to recognize a singular online program the opportunity thus, needs to be provided to the vast set of online programs available through distant learning where any such program completed through distance learning furthers opens a debate on the actual skillset acquired by the respective student during the course. For a post graduate program to be recognized, it is highly important for the student to learn through a series of thorough practical demonstration and training.</p> <p>It was discussed that complainant has put forth the case for recognition of the diploma as an additional qualification to be mentioned on the license. However, the Council agreed that any such distant learning qualification cannot be made a part of the license or recognized as part of the specialist register, which then opens the door for infinite institutional privileges.</p> <p>The Council further discussed that acquiring a diploma/certification through an online program/distant learning is a qualification, however, it is not an exit qualification or a license to practice in the said field.</p> <p>Therefore, any such diploma/certification can only be considered an additional training associated with an acquired, recognized post graduate program. The Council decided that PMC shall not consider online programs eligible for approving an issuance of a full time license.</p>
Decision	<p>The Council unanimously decided that online Diploma in Dermatology from University of Wales UK (Distance Learning) attained by Dr. Sohail Waheed cannot be considered as a post graduate qualification.</p> <p>It was further decided that no online / distance learning programs will be recognized as post graduate /additional/alternative qualifications for full time practicing license. Such qualifications, though, can be mentioned on the individual's resume or personal portfolio.</p>
Action Required	Decision to be communicated to the concerned through legal division.
Compliance by	Member Legal
Item No.4	PMC Budget for the Financial year 2021-2022
Discussion	The Council was briefed about the budget prepared for the financial year 2021-22. The Council was informed that the Budget has been prepared in consultation with the Members of National Medical Authority and has been approved by the Finance Committee.



	<p>The summary of the budget 2021-2022 was presented to the Council by the member Finance. Revenue analysis and various expenditure heads were discussed in detail.</p> <p>It was observed that the operational revenue and HR costs for each department need further deliberation and revision.</p> <p>There is likelihood of increase manpower cost will increase due to lag in the hiring process and the implementation of VSS.</p>
Decision	<p>The budget for the year 2021-2022 presented by Member Finance was deferred by the Council.</p> <p>The Council requested the Finance department to re-evaluate the budget keeping in view the organizational organogram for developing the overall budget for employee salaries.</p>
Action Required	<p>Member finance to prepare the budget in light of the recommendations of the council. The revised budget shall be submitted to the Finance committee before forwarding to the council for approval.</p> <p>Keeping in view the urgency of the matter, the budget may be forwarded to the council for approval via circulation.</p>
Compliance by	Member Finance
Additional Agenda -A	Licensing Pathway for Foreign Graduates holding MRCP, FRCS qualification without having Certificate of Completion of Training (CCT)
Discussion	<p>The Council was informed that there is requirement to devise separate licensing pathways for Foreign Post Graduate students without having the Certificate of Completion of Training to have the opportunity to complete the training within Pakistan and get their names registered within the specialist register.</p> <p>It was discussed that at the moment such programs can be endorsed as additional qualifications. As, for the Council to regularize the system it will require additional time and method to define and structure the training programs, as well as the institutes providing the said training to the students.</p>
Decision	It was agreed upon that Post Graduates coming from certain countries (US, UK, Ireland, France, Germany, Italy, Australia, New Zealand), with a Foreign Post Graduate Degree that entitles them to specialist register in the



	<p>country where qualification was awarded, can be added to the specialist register under the Licensing Pathways 3.</p> <p>Council decided that the students completing the Post Graduate degree from a Foreign College without having cleared the CCT will have to appear and clear the National Licensing Examination in order to receive their full license.</p>
Action Required	Policy to be implemented by the authority.
Compliance By	Member Education
Additional Agenda -B	Recognition of Membership of the Royal College of General Practitioners (MRCGP- International) Post Graduate program as additional qualification
Discussion	<p>The Council was informed regarding the Membership of the Royal College of General Practitioners (MRCGP-International)</p> <p>This program is designed to certify international doctors in General Practice (Family Medicine) through a structured examination held in multiple centres around the world. Appearing in the exam is subject to production of a certificate of having worked as General Practitioner for at least 5 years. Membership is awarded after passing a 2-step examination. It has been observed that CPSP also offers MCPS Family medicine which has the similar structure.</p>
Decision	Council decided to register the MRCGP (International) as additional qualification
Action Required	Addition of MRCGP International as additional qualification.
Compliance By	<ol style="list-style-type: none"> 1. Member education 2. Member licensing
Additional Agenda -C	Consideration of the Policy on Temporary License for Telemedicine Practice
Discussion	<p>The Council was briefed that the Government of Pakistan has authored and promulgated the policy through the Federal Government on Telemedicine Practice. Now Telemedicine Practitioners will be able to practice with a temporary license.</p> <p>The Council was briefed that in first phase the policy will help in opening the soft doors to bring people in and encourage them to enter into a regime which later on can be revised and structured through the</p>



	<p>regulatory framework.</p> <p>The role of the Council will be offering a temporary license of practice to national and foreign Pakistani doctors. The government will be establishing separate training institutes for these doctors in order to facilitate them to acquire required certification of completion and join respective platforms.</p>
Decision	<p>Council decided that the government policy on Telemedicine may be adopted.</p> <p>Temporary License may be issued to the Doctors providing such services through authentic platforms.</p>
Action Required	<p>Temporary License may be issued to the Doctors providing telemedicine services after due verification of their credentials.</p>
Compliance By	<p>Member Licensing</p>
Additional Agenda -D	<p>Implementation of the Voluntary Severance Scheme (VSS) for the employees</p>
Discussion	<p>The Council discussed that the Voluntary Severance Scheme may be implemented at the earliest. In this regard the Finance department shall be required to prepare the severance package being offered to the employees who will opt to avail the scheme.</p> <p>Moreover, the Administration department will ensure the issuance of letters and provision of necessary information to all concerned in consultation with legal department.</p>
Decisions	<p>The Council decided to implement VSS (Voluntary Severance Scheme) for the eligible employees at the earliest.</p> <p>It was decided that all employees will be offered to avail the scheme for which letters will be issued to all with the details of the package being offered to them.</p>
Action Required	<ol style="list-style-type: none"> 1. Finance division to determine the amount to be offered to each employee based on the available record. 2. Administration division to issue the letters to all the employees and record acceptance. 3. Finance division to clear the payable dues within 10 days of the acceptance.
Compliance By	<ol style="list-style-type: none"> 1. Member Finance 2. Member Administration 3. Member Legal



Additional Agenda -E	Adoption of 2019 criteria for inspections in the interim period
Discussion	<p>The Council was informed that the standards for accreditation of Medical and Dental Colleges are under consideration by the Board.</p> <p>However, keeping in view the Court Orders regarding conduct of inspections the council agreed to adopt the 2019. Inspection criteria in the interim period until such time the board finalizes the new standards for the undergraduate colleges and teaching hospitals.</p>
Decisions	The Council decided that the previous 2019 accreditation standards shall be adopted for undergraduate medical and dental colleges for a period of three months or until such time the Academic Board finalizes the new standards, whichever is earlier. The 2019 accreditation standards shall be used for carrying out the immediate and urgent inspections in different pending cases.
Action Required	Education and Evaluation department to identify the number of institutes where the inspections are pending.
Compliance By	Member Education
Additional Agenda -F	Clarification on National Licensing Examination (NLE)
Discussion	The Council reviewed the recent concerns from medical graduates regarding the scope and structure of the National Licensing Examination (NLE) and decided to clarify that the NLE would be an examination principally to test the candidate's ability to function as a safe practitioner. The NLE is not designed to re-examine the graduate on the theoretical university professional exams.
Decisions	The Council directed the Authority to make available online a sample NLE examination paper so as to allow the graduates to clearly understand the scope and structure of the NLE.
Action Required	1. Sample NLE Question paper to be prepared and made available online.
Compliance By	Member Examination/Member Education



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Secretary

Pakistan Medical Commission

