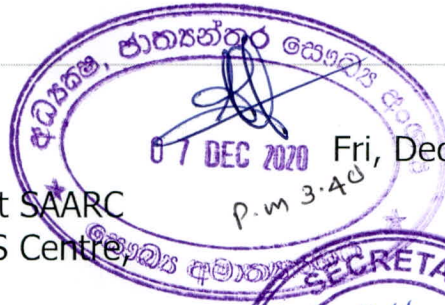


Zimbra

Kapila S.

secretary@health.gov.lk

Adventure on website.

**Vacancy Announcement at SAARC tuberculosis and HIV-AIDS Centre,
Kathmandu****From :** cypher@mfa.gov.lk**Subject :** Vacancy Announcement at SAARC
tuberculosis and HIV-AIDS Centre,
Kathmandu**To :** Secretary@health.gov.lk**Cc :** dnptccd@gmail.com, dr bandara
<dr.bandara@med.cmb.ac.lk>

1 attachment



To : Sec/Health

Copied : Director/National Programme for Tuberculosis Control and Chest
Diseases

Dean/ Faculty of Medicine of the University of Colombo

Please find attached document

Information Technology DivisionForeign Ministry
Republic Building
Colombo 01
Sri Lanka**Telephone** : 0094-11-2323015**Fax** : 0094-11-2446091, 0094-11-2333450**Ministry Web** : <http://www.mfa.gov.lk>**Vacany Anouncement at SAARC tuberculosis and HIV-AIDS Centre,
Kathmandu.pdf**

2 MB



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வெளிநாட்டு அமைச்சு
FOREIGN MINISTRY

ජනරජ මහා විනයාලය, 101, මහල, කොළඹ 1, Republic Building, Colombo 1, Sri Lanka

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திகதி } 03.12.2020
Date }

Secretary
Ministry of Health

Vacancy Announcement at SAARC Tuberculosis & HIV/AIDS Centre (STAC),
Kathmandu

1. The SAARC Secretariat, by the attached Notes of 01st December 2020, has informed that the following vacancies have been announced for the recruitment of Professional Staff at the SAARC Tuberculosis & HIV/AIDS Centre (STAC) in Kathmandu.
 - Epidemiologist (HIV/AIDS)
 - Technical Officer (HIV/AIDS)
 - Research Officer
2. Application forms and other relevant documents are attached. The same could be browsed from the website: www.saarctb.org. The deadline for submission of applications will be 26th February 2021.
3. You may please disseminate the above information among the potential candidates.

Actg. Director/South Asia & SAARC
for Secretary

Copy to: 1. Director/National Programme for Tuberculosis Control & Chest Diseases
2. Dean/Faculty of Medicine of the University of Colombo

දුරකථන }
දුරකථන } 2325372
Telephone } 2325375

ෆැක්ස් }
பெக்ஸ் } 2333450
Fax } 2446091

ඊමේල් }
மின்துஞ்சல் } cypher@mfa.gov.lk
E-Mail }

වෙබ් අඩවිය }
இணைய தளம் } www.mfa.gov.lk
Web site }



SOUTH ASIAN ASSOCIATION FOR
REGIONAL COOPERATION



DG/SD/ES/AR

1/12

Message No. 956 05 085
Reference No. SAARC/SA/02/STAC/2020

The Secretariat of the South Asian Association for Regional Cooperation (SAARC) presents its compliments to the Ministries of Foreign/External Affairs of the Member States of SAARC and has the honour to convey that the **SAARC Tuberculosis & HIV/AIDS Centre (STAC)** has announced vacancy for the **Recruitment of Professional Staff for the Post Research Officer**.

The Secretariat requests the esteemed Member States to take necessary measures for widest possible circulation of the advertisement, including its uploading on the websites of the following:

1. Ministry of Foreign/External Affairs;
2. Relevant Ministry(ies) and offices;
3. Relevant professional organizations/bodies/institutions: and
4. Relevant publicly accessible sites.

A copy of letter No. STAC/Apmt.P.RO-05/2020/125 dated 26 November 2020 of STAC, along with the vacancy announcement, details of the qualification, experience, job description, recruitment procedures, allowances and other entitlements and application form, is enclosed. It may be noted that the prescribed Application Form can be downloaded from the STAC's website (www.saarctb.org) and the **deadline for submission of application is 26 February 2021**.

The Secretariat of SAARC avails itself of this opportunity to renew to the Ministries of Foreign/External Affairs of the Member States of SAARC, the assurances of its highest consideration.

Encls: a.a.

Kathmandu, 01 December 2020

The Ministries of Foreign/External Affairs,
(SAARC Division),
Member States of SAARC.

MM

Copy to:

SAARC Tuberculosis and HIV/AIDS Centre (STAC), Kathmandu, Nepal.



SAARC Tuberculosis and HIV/AIDS Centre

11 Bahi, Bhaktapur, P.O. Box No. 9517, Kathmandu, Nepal

Telephone: +977-1-4462-4411, 4462-4412, 4462-4413, Fax: +977-1-4462-4414, Email: director@saarc-tb.org, Website: www.saarc-tb.org

STAC/Apmt-P.RO-05/2020/125

26 November, 2020

Your Excellency,

I have the honour to mention that the position of Research Officer (Professional Staff) at STAC is going to be vacant from 1st week of March, 2021 and to allow sufficient time to the Member States for wider circulation/dissemination among the health professionals at the country level, the Centre has to announce the vacancy of the position in advance.

2. As per the Service Rules of SAARC Regional Centre, "Recruitment should be made through advertisements at the national level and on the recommendations of Governments of Member Countries and the appointments of Professional would be made taking due account of geographic representation from the National of the Member States through open competition after advertisement.

3. The sending Member Governments shall continue to pay salaries of their official who will be recruited for the position of Research Officer at the STAC and shall bear all costs associated with the joining and return passage of the Professional staff and of their accompanying entitled family members and transportation of personal effects, including packing, handling and insurance charges in accordance with their respective rules and regulations.

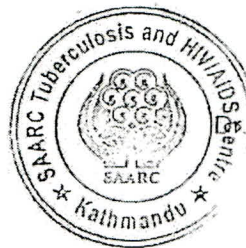
4. The details of the qualification, experience, job description, recruitment procedures, allowances & other entitlements and application forms for the advertisement of the position of Research Officer for recruitment at the STAC are enclosed. The Application Forms and required summary information are available on the Centre's website: www.saarctb.org.

5. I shall be grateful, if the details and application forms are circulated to the Member States with the request to send the list of suitable candidates for the position by publication/wider dissemination of the vacancy, specifying the required qualification, job description and other necessary information attached to the post.

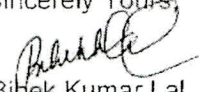
6. The Member States may also be kindly requested to send the applications with supporting documents of the short-listed candidates for the position by the end of February, 2021, so that the Selection Committee may be able to select the candidate for the position at the earliest possible.

With kind regards,

H. E. Mr. Esala Ruwan Weerakoon,
SECRETARY GENERAL OF SAARC,
SAARC Secretariat,
Kathmandu



Sincerely Yours,


Bibek Kumar Lal
Director

Copy to Director (SA), SAARC Secretariat, Kathmandu.

SAARC Tuberculosis and HIV/AIDS Centre (STAC)
Thimi, Bhaktapur, Kathmandu, Nepal

Photograph

APPLICATION FORM FOR THE POST OF Research Officer(Professional Staff)

INSTRUCTIONS: Please fill up the Form completely and clearly.
Type or print in ink. If needed, additional pages may be attached.
Be sure to sign and date the Form.

1. Name (As per Certificates)

2. Present Address (with Telephones, Fax, Emails, Mobile No. etc)

3. Mailing Address (if separate from present Address)

4. Permanent Address

5. (a) Place of Birth

(b) Date of Birth

Day Month Year

6. (a) Citizenship at Birth

(b) Present Citizenship

7. Sex (Check): Male Female

8. Marital Status (Check):

Married Single Widowed Divorced Separated

9. Have you any dependants? Yes No
 If the answer is "Yes" give following information:

Name	Date of Birth	Relationship

10. Have you taken up legal residence status in any country other than that of your nationality?

Yes No

If the answer is "Yes" which country?

11. Have you taken any legal steps towards changing your present nationality?

Yes No

If answer is "Yes" explain fully

12. Education; Furnish details with copies of Certificates

A. General Education: University/College Level

Name and Place	Degree/Diploma	Year	Main Subject(s)

Please attach copy of supporting documents

12. B. Professional Education/Experience

General Education: University/College Level

Name & Place of Institute	Degree/Diploma	Year	Fields of study

Please attach copy of supporting documents

13. State your professional competence in the field of Tuberculosis and HIV/AIDS (including surveillance, epidemiology, and research).

16. List of Professional societies and activities in civic, public or international affairs

17. List of publications in the field of Tuberculosis and HIV/AIDS (research, operational research, clinical trials, surveillance, epidemiology) (**Attach or quote references of Journals, books, etc.**)

Address of Employer

Net Salary

Reason for leaving
If applicable

Description of your work

Date: _____	Salaries per annum (Excl. Allowances)	Exact title of your Post
From _____	Starting	Present
To (Present) _____		

Name of Supervisor

Allowances. etc

Duty Station

Name of Employer

Total Tax

Number & Kind of
employees
supervised by you

Address of Employer

Net Salary

Reason for leaving
If applicable

Description of your work

19. Have you any objections to making inquiries with your present employer?

20. References: List three persons not related to you who are familiar with your Character and qualification.

Full Name & Designation	Full Address also Tel, Fax/Email, Mobile	Occupation/ Designation

21. Legal Convictions (include all convictions other than those for minor violations of road traffic qualifications:

Charge	Date	Where tried	Conviction

22. State any other relevant facts, include information regarding any residence or prolonged travel abroad, giving dates, areas, purposes, etc. Also state any disabilities which might limit your field of work. Final appointment will be subject to physical examination.

I certify that the statements made by me in the foregoing items are true, complete, correct to the best of my knowledge and belief. I understand that any false statement or any required information withheld from this Form may provide grounds for the withdrawal of any offer of appointment or dismissal if an appointment has been accepted.

Date: _____

Signature: _____

Place: _____

Attachment:

- i. Copies of all the Certificates of Academic Qualifications
- ii. Copy of Experience Certificates
- iii. List of publications in the field of Tuberculosis and HIV/AIDS (research, operational research, clinical trials, surveillance, epidemiology etc.) -**Attach or quote references of Journals, books, etc.**
- iv. Copies of Certificates of Trainings of related field.
- v. Copy of CV.
- vi. Recommendation of Candidate's Employer
- vii. Recommendation of concerned Ministry

RECOMMENDATION OF CANDIDATE'S EMPLOYER

I do hereby certify that Dr./Mr./Ms/Mrs. _____

_____ of _____

shall be released on deputation to join the SAARC Tuberculosis and HIV/AIDS Centre (STAC), Kathmandu, Nepal as per stipulated date if he/she is appointed as _____

Signature: _____

Date: _____

Name: _____

Designation: _____

Institution: _____

Office Seal

RECOMMENDATION OF THE CONCERNED MINISTRY

I do hereby certify that Dr./Mr./Ms/Mrs. _____

_____ of the Ministry of _____

shall be released on deputation to join the SAARC Tuberculosis and HIV/AIDS Centre (STAC), Kathmandu, Nepal
as per stipulated date if he/she is appointed as _____

Signature: _____

Date: _____

Name: _____

Designation: _____

Office Seal

SAARC Tuberculosis & HIV/AIDS Centre (STAC)
Kathmandu, Nepal

Detail information on Qualification, Experiences, Job description,

Post: Research Officer- (One)

Period: Three Years

Minimum

Qualification:

- a) Medical Graduation, M.B.B.S.
- b) Masters Degree in Public Health or Post Graduation in epidemiology, biostatistics or Community Medicine.

Experience :

- a) At least 5 years experience in conducting infectious disease surveillance or research. Preference will be given to the candidates who have experience in tuberculosis or HIV/AIDS surveillance or research at national/regional/international level. Preference will be given to the candidates having more experiences.
- b) Experiences in conducting Research, evaluation etc. of national Tuberculosis & HIV/AIDS.
- c) Good knowledge of dealing database (Experience in database design, data management and data analysis) and statistical software.
- d) Experience in research proposal, protocol and report writing.
- e) Experiences to facilitate trainings.

Job Description:

- a) To assist in the design and management of regional surveillance projects and epidemiological research in tuberculosis and HIV/AIDS.
- b) To assist in the design of sampling schemes for regional tuberculosis smear microscopy and drug resistance surveillance projects and to assist in the analysis and evaluation of the resulting data.
- c) To assist and facilitate in training and research activities for various levels of professional staff on Tuberculosis and HIV/AIDS and its control.
- d) To work out the regional requirement of training and research in Tuberculosis and HIV/AIDS.

- e) To prepare research proposals & protocols research and surveillance reports and papers for publication.
- f) To assist for initiating, undertaking and coordinating Research and Training in Technical, biomedical, operational and other aspects related to TB, HIV/AIDS and TB/HIV/co-infection.
- g) To provide support to other collaborating institutions.

Appointment Procedure and Terms & Conditions

1. Appointment Procedure of Professional Staff for the Centre as per the Service Rules of the SAARC Regional Centres;

The Professional Staff shall be recruited regionally from SAARC Member States.

The power of appointment of Professional staff members will rest with the Committee consisting of the Chairman of the Governing Board, the Director of the SAARC Tuberculosis Centre and a representative of the SAARC Secretary-General. The appointment will be made through a written contract. The contract shall be signed both by the Employer and the Employee. The contract shall however, be issued by the Director of the Centre with the approval of the Secretariat.

The Committee shall employ such Staff as are necessary for the normal functioning of the Centre, as per procedures approved by the Twenty-Third Session of the Standing Committee (Male 8-9 May, 1997) which is as follows:

"Recruitment should be made through advertisements at the national level and on the recommendations of Governments of Member Countries. The advertisements for this purpose should clearly specify the required qualification, job description and the terms of conditions, attached to each post."

- The appointments of Professionals would be made taking due account of geographic representation from the National of the Member States through open competition after advertisement.
- The Committee in the context of appointment of Staff in this category may seek the assistance of the Member States requesting them to facilitate in selection of suitable candidate having requisite qualifications, to be determined by the Committee, for the post through open competition and on merit.
- The Professional Staff shall be appointed for a period of three years subject to observance of the general guidelines as enlisted below;

- i. The applicants will provide all information pertaining to them, their qualification and experience to the Centers along with their applications.
- ii. The Director may request the Member State concerned or procure from the applicant any additional information, if required.
- iii. The short-listed candidates (2-4) for appointment as Professional Staff should appear for interview before the Selection Committee. Their per diem and travel cost may be paid from the Centre's Institutional budget.
- iv. An applicant seeking employment with the Center will confirm in writing his/her acceptance of offer made by the Center for his/her appointment in the Center.
- v. The date of appointment in the Center would be the date when the staff member assumes his/her duties in the Center and render a charge assumption certificate.
- vi. The appointment of the Professional Staff shall be subject to the proviso that no objection is raised by their respective Governments.
- vii. Deputation of officials at Regional Centres should not affect their promotion and seniority prospects in their home service.

2. Extension of Tenure of the Professional Staff ;

The tenure of the Professional staff may be extended, in exceptional circumstances, to a maximum period not exceeding three years, as recommended by the Selection Committee, with the consent of the nominating Member State, and upon approval by the Secretary General.

3. Duties and Obligations as per the Service Rules of the SAARC Regional Centres;

The Staff Members of the Center shall perform their duties and regulate their conduct consistent with the interest of the Center and its relevant rules and regulations.

The Staff Members in performance of their duties will seek and follow the instructions of the Director and other designated officials in the Center. They will be accountable to the Director of the Centre in performing their duties.

The Staff Members of the Center shall conduct themselves at all times with due regard to the "Efficiency and Disciplinary Rules" of the SAARC Regional Centres.

4. Working Hours as per the Service Rules of the SAARC Regional Centres;

Normal working hours at STAC would be 40 hours per week. (Monday-Friday, the regular office timing of STAC is 9.00 am to 5.00 pm)

Staff Members may be required to work beyond the normal hours of duty whenever required to do so in the interest of the Centre.

5. **Official holidays as per the Service Rules of the SAARC Regional Centres;**

The number of official holidays of the STAC shall be 18 days as applicable in the SAARC Secretariat.

6. **Leave Rules of the SAARC Regional Centres :**

i. **Earned Leave:**

All Staff Members of the Centers shall be entitled to 30 days earned leave annually.

Leave may be accumulated from year to year. But, as of the last day of December of each year, no more than 60 days of leave may be carried forward for the purpose of utilization. Unutilized earned leave may be encashed once a year by all the General Services Staff.

ii. **Casual Leave**

Staff members shall be entitled to a maximum of 10 working days casual leave per year. Casual leave may not be taken for more than three consecutive days at one time nor accumulated or carried forward to the next year. Casual Leave may be prefixed or suffixed with Holidays.

iii. **Sick Leave**

Staff members shall be entitled to a maximum of 24 working days sick leave per year. Sick leave entitlement may be carried over from year to year, with a maximum accumulation of 2 months. All applications for sick leave must be fully supported by a medical certificate, which should indicate reasons and period given.

iv. **Maternity Leave**

Maternity leave shall be granted to a female staff member who has served for at least six months. On production of the necessary medical certificate, leave of six weeks prior to confinement and six weeks after confinement will be granted on full pay and allowances. Staff members, who have less than six months of service, may take accrued annual plus sick leave entitlement, and the balance shall be counted as leave without pay.

v. **Un-authorized Leave**

If an individual is absent from work without prior authorization, payment of salary and allowances shall cease for the period of unauthorized absence. However, if, in the opinion of the Director, the absence was caused by reasons beyond the individual's control, and the individual has accrued Earned Leave, the absence will be treated as Earned Leave and deducted from the accrued annual Earned Leave entitlement. In case of no Earned Leave available, the Director of the Centre may initiate disciplinary action against the official.

vii. **Station Leave**

The staff of the Centre shall take station leave from the Competent Authority while travelling outside the station on all occasions including weekends and holidays.

No two kinds of leave shall be combined.

7. Disciplinary Action, Termination of Appointment and Resignation by Staff Member as per the Service Rules of the SAARC Regional Centres

i. Disciplinary Action;

The Director, with the approval of Secretary-General, SAARC, may take Disciplinary Action against any Staff Members. The Disciplinary action shall be governed by the "Efficiency and Disciplinary Rules" of the Centre.

ii. Termination of Appointment;

The Director, with the approval of the Secretary-General and the Chairman of Governing Board may terminate the appointment of any Professional Staff/General Services Staff as per contract, if the exigencies of the service required the abolition of the post for the reduction of staff or for reasons of disability or if performance of the staff member proves to be unsatisfactory.

iii. Resignation by Staff Member

In case a Staff Member decides to voluntarily resign from his/her services, he/she would be required to give one month's notice to the Centre.

8. Miscellaneous as per the Service Rules of the SAARC Regional Centres;

- i. The Staff Members shall not accept any honour or decoration, favour, remuneration or gift from any source without the approval of Director.
- ii. The Staff Members may exercise the right of franchise, in accordance with their national laws, but shall not engage in any political activity.
- iii. The Staff Members shall not engage in any outside occupation or employment.
- iv. The Staff Members shall not hold financial interest in any business activity or actively associate themselves with its management if such association constitute a separate activity and may affects the performance of official duties of the concerned official.
- v. Holding of shares in a limited company shall not constitute a financial interest within the meaning of these rules unless such holding constitutes a substantial control.
- vi. The Staff Members, unless authorized by the Director shall not:
 - Issue statement to either the print or electronic media or any informal agency.
 - accept public speaking engagements
 - take part in Films, Theatre, Radio and TV productions except in case of poetic, artistic and scientific pursuits.

- Submit articles, books or other material for publication except in case of poetic, artistic and scientific pursuits.

9. Enforcement as per the Service Rules of the SAARC Regional Centres

The Director as the Executive Head of the SAARC Tuberculosis Center shall administer and enforce these rules in letter and spirit.

10. Allowances and other facilities of the Professionals as per the Harmonized Provisions relating to the Financial and Administrative matters of the SAARC Regional Centres.

The sending Member Governments would bear the following costs associated in respect of the Professional Staff of the SAARC Regional Centres:

The sending Member Governments shall continue to pay salaries of the Professional staff of the SAARC Regional Centres and shall bear all costs associated with the joining and return passage of the Professional staff and of their accompanying entitled family members and transportation of personal effects, including packing, handling and insurance charges in accordance with their respective rules and regulations.

The Professional Staff of the SAARC Regional Centres, shall be entitled to the following allowances out of the Institutional Cost Budget of the Centres:

i. Daily Allowance in lieu of House Rent Allowance;

The Director shall ensure accommodation for the Professional Staff before his/her Arrival. In the absence of residential accommodation on first arrival, the Professional Staff shall be entitled to daily allowance as per the rates applicable to the centre concerned up to a maximum of 21 days from the date of arrival in Kathmandu. An accompanying spouse and up to two of the dependent children below the age of 21 years will get 50% of daily allowance. The daily Allowance applicable for SAARC Capitals as per the Financial Rules of SAARC Regional Centres. The Centre shall try to find and finalize lease deed for suitable accommodation within this period of time. In case a suitable accommodation is not available within this period, the actual cost of hotel accommodation may be reimbursed to the Professional Staff subject to his/her entitled rental ceiling.

Provided that the professional Staff recruited from the Host Government shall not be entitled to Daily Allowance.

ii. Furnishing/Settlement Grant;

The Professional Staff shall be **entitled** to a one time lump-sum furnishing/settlement grant of US\$ 2000.00 (Two Thousand) only.

iii. Living Allowances

The Living Allowance payable to the Professionals Staff of the Centre would be US\$ 1200.00 (One Thousand two hundred only). 50% of the Living Allowance of the Professional

Staff shall be paid in US dollars and the remaining 50% shall be paid in local currency. The conversion of US dollars shall be the official buying rate of exchange prevailing on the first day of every month.

iv. Residential Accommodation;

The Professionals Staff shall be entitled to unfurnished accommodation within the rental ceiling US\$ 570.00 (Five Hundred two hundred only) in equivalent local currency. These rates are applicable in case of new leases and leases to be renewed. All lease agreements pertaining to the residences of the Professional Staff shall be signed by the Centre with the Lessors and payment of House Rent shall be made directly by the Centre to the Lessors.

v. Children Education Allowance

Professional staff shall be entitled to reimbursement of 90% of school Tuition Fees, including Admission, Registration and other compulsory charges, subject to an annual ceiling of US \$ 1,500 per child for a maximum of two children up to Grade XII / A-level. Payment of such charges shall be made directly to the Educational Institution or, reimbursement would be made on presentation of actual receipts from the concerned educational institutions. This Allowance will not be admissible in respect of children undergoing graduate/post-graduate education and for correspondence courses, private tuitions, vocational training or an apprenticeship and part-time or evening education. Any expenditure on uniforms, stationery, books, transport, hostel charges and non-compulsory extra curricular activities shall not be admissible. Education Allowance would be admissible for the children studying in the country of duty or left behind in home country of the professional staff. . The minimum age of school going children for payment of this allowances will be 4 (four) years.

vi. Medical Facilities;

Professional staff shall be entitled to reimbursement of actual expenses on medical treatment for self, spouse and dependent children, subject to an annual ceiling of US\$ 1,500, including 80% reimbursement of hospitalization charges. No reimbursement shall be made for medicines purchased without doctor's prescriptions and on optical frames/glasses/ lenses, dental treatments e.g. dentures, scaling, surgeries for the purposes of beautification, health care products and health foods.

vii. Home Leave Passage:

Professional staff shall be entitled to Home Leave Passage in economy class for self, spouse and two dependent children once in their tenure and only after completing eighteen months' of continuous service. Second Home Leave Passage can be admissible only if the tenure of the Professional staff is extended for another full term and he/she has completed eighteen months in the extended period. No daily allowance or any expenditure on account of stop-overs and transfer charges from and to airport shall be entitled.

Professional staff may opt to avail home leave passage for self, spouse and children to a third country provided that the cost of such passage is limited to the cost of return airfare, including the taxes, by economy class from the Seat of the Regional Centre to the declared home town and return.

viii. Emergency Passage:

Professional staff appointed from Member States other than the host country may be given emergency passage once in their entire term, in case of death of an immediate family member (spouse, parents, children and spouse's parents) of the official.

ix. Death on Duty:

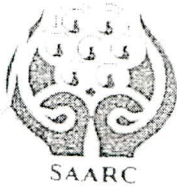
In case of death of an official, the next-of-kin of the deceased may be granted an ex-gratia payment an equivalent to three month's basic salary of the official as an immediate relief.

x. Telephone:

Professional staff shall be entitled to use of a telephone at their residences, except for private long distance calls within and outside respective host countries. Each Professional staff will maintain a Register for his/her long distance calls. A monthly ceiling of US\$ 20 will be applicable for the residence phone. Such ceiling shall not include monthly rent.

However, in case of the Professionals from the host country who are appointed on a temporary basis against the vacant posts for a maximum period of one year, they will be entitled to the Living allowance, Residential Accommodation, Medical facilities and Telephone for the specific Professional category applicable to the concerned Regional Centre. No other Allowance shall be admissible.

*



SOUTH ASIAN ASSOCIATION
REGIONAL COOPERATION
SECRETARIAT



Message No.957 05 086
No. SAARC/SA/02/STAC/2018

The Secretariat of the South Asian Association for Regional Cooperation (SAARC) presents its compliments to the Ministries of Foreign/External Affairs of the Member States of SAARC and with reference to its earlier Notes Verbales of even number dated 18 March 2020 and 09 July 2020, regarding **recruitment of Professional Staff for the Posts of Epidemiologist and Technical Officer (HIV/AIDS) at the SAARC Tuberculosis & HIV/AIDS Centre (STAC) against the vacant posts.** has the honour to state that due to non-receipt of applications within stipulated time period, the date for submission of applications for the aforementioned posts has been extended till **26 February 2021**. A copy of STAC's letter is attached. It may be noted that the prescribed Application Form can be downloaded from the STAC's website (www.saarcib.org) and the deadline for submission of application is 26 February 2021.

The Secretariat has further the honour to request the esteemed Member States to take urgent necessary measures for widest possible circulation of the advertisement, including uploading on the websites of the following:

1. Ministry of Foreign Affairs/External Affairs/Relations;
2. Relevant Ministry(ies) and offices;
3. Relevant professional or organizations/bodies/institutions; and
4. Relevant publicly accessible sites.

The Secretariat of SAARC avails itself of this opportunity to renew to the Ministries of Foreign/External Affairs of the Member States of SAARC, the assurances of its highest consideration.

Encls: a.a.

Kathmandu, 01 December 2020

The Ministries of Foreign/External Affairs,
(SAARC Division),
Member States of SAARC.



SAARC Tuberculosis and HIV/AIDS Centre

Thimi, Bhaktapur, P.O. Box No. 9517, Kathmandu, Nepal

Tel. No: 00977-1-6632001-6631048-6632477 Fax No: 6631159 E-mail: director@saarctb.org Website: www.saarctb.org

STAC/Recruitment.Prof/2020/124

26 November, 2020

Your Excellency,

I have the honour to refer to the SAARC Secretariat's Fax Message No. 335.05.019 dated 18 March, 2020 regarding the vacancy announcement for recruitment of Professional Staff for the positions of Epidemiologist and Technical Officer (HIV/AIDS) at the STAC against the vacant positions. The deadline for applications was extended twice.

2. In this connection, the Centre did not receive any application within the last deadline (31 August, 2020). The issue was discussed in the recently held Thirteenth Meeting of Governing Board, 12 November, 2020 and the Board advised the Centre as per following:

Quote: "The Board advised the Director, STAC to extend the deadline for application for the two positions once again and requested the Member States for wider circulation/advertisement among the health professionals at the country level"
:Unquote.

3. Considering the non receipt of applications and decision of the Governing Board quoted above, the Centre has decided to **extend the deadline till end of the February, 2021 for submission of applications through proper channel.**

4. The details of the qualification, experience, job description, recruitment procedures, allowances & other entitlements and application forms for the advertisement of these positions for recruitment at the STAC against the vacant positions are also attached once again. The Application Forms and required summary information are available on the Centre's website: www.saarctb.org.

5. I shall be grateful, if the Member States are requested for *wider circulation/advertisement among the health professionals at the country level* and to send us the applications of shortlisted candidates latest by the end of February, 2021.

With kind regards,



Sincerely Yours,

[Signature]
Dr. Bibek Kumar Lal
Director

H. E. Mr. Esala Ruwan Weerakoon,
SECRETARY GENERAL OF SAARC,
SAARC Secretariat,
Kathmandu

Copy to Director (SA), SAARC Secretariat, Kathmandu.

If the answer is "Yes" provide following information:

Name	Date of Birth	Relationship

10. Have you taken up legal residence status in any country other than that of your nationality?

Yes No

If the answer is "Yes" which country?

11. Have you taken any legal steps towards changing your present nationality?

Yes No

If answer is "Yes" explain fully

12. Education; Furnish details

A. General Education: University/College Level

Name and Place of Institute	Degree/Diploma*	Year	Main Subject(s)

*Please attach the copies of mark sheets & certificates

14. Language Proficiency (tick appropriate)

	Excellent	Good	Fair
English			
Others			

15. Experience in International/Regional Organizations in the field of TB and HIV/AIDS Laboratories.

Name and Address	Position	From -To	Nature of work

*Please attach supporting document/s.

16. List of Professional societies and activities in civic, public or international affairs

18. Employment Record: Starting with your present or most recent post, list in reverse order every employment in government service during the last ten years and any significant experience not included in that period which you believe will be helpful in evaluating your record. Use a separate block for each post. *Use additional sheets of paper, if served in more than two organization.*

Date: _____	Salaries per annum (Excl... Allowances)	Exact title of your post
From _____	Starting Present	
To (Present) _____		

Name of Supervisor	Allowances, etc	Duty Station
--------------------	-----------------	--------------

Name of Employer	Total Tax	Number & Kind of employees supervised by you
------------------	-----------	--

Address of Employer	Net Salary	Reason for leaving If applicable
---------------------	------------	----------------------------------

Description of your work

Date:	Salaries per annum (Excl. Allowances)		Exact title of your Post
From	Starting	Present	
To (Present)			

Name of Supervisor	Allowances, etc	Duty Station
--------------------	-----------------	--------------

Name of Employer	Total Tax	Number & Kind of employees supervised by you
------------------	-----------	--

Address of Employer	Net Salary	Reason for leaving If applicable
---------------------	------------	----------------------------------

Description of your work

19. References: List three persons not related to you who are familiar with your Character and qualification.

Full Name & Designation	Full Address with Tel, Fax/Email	Occupation/ Designation

20. Have you any objections to making inquiries with your present employer?

21. Legal Convictions (include all convictions other than those for minor violations of road traffic qualifications:

Charge	Date	Where tried	Conviction

22. State any other relevant facts, include information regarding any residence or prolonged travel abroad, giving dates, areas, purposes, etc. Also state any disabilities which might limit your field of work. Final appointment will be subject to physical examination.

I certify that the statements made by me in the foregoing items are true, complete, correct to the best of my knowledge and belief. I understand that any false statement or any required information withheld from this Form may provide grounds for the withdrawal of any offer of appointment or dismissal if an appointment has been accepted.

Date: _____

Signature: _____

Place: _____

RECOMMENDATION OF CANDIDATE'S EMPLOYER

I do hereby certify that Dr./Mr./Ms/Mrs. _____
_____ of _____

shall be released on deputation to join the SAARC Tuberculosis and HIV/AIDS Centre (STAC), Kathmandu, Nepal
as per stipulated date if he/she is appointed as _____

Signature: _____

Date: _____

Name: _____

Designation: _____

Institution: _____

Office Seal

RECOMMENDATION OF THE CONCERNED MINISTRY

I do hereby certify that Dr./Mr./Ms/Mrs. _____

_____ of the Ministry of _____

shall be released on deputation to join the SAARC Tuberculosis and HIV/AIDS Centre (STAC), Kathmandu, Nepal
as per stipulated date if he/she is appointed as _____

Signature: _____

Date: _____

Name: _____

Designation: _____

Office Seal

Attachment:

- i. Copies of all the Certificates of Academic Qualifications
- ii. Copy of Experiences Certificates
- iii. List of publications in the field of Tuberculosis and HIV/AIDS (research, operational research, clinical trials, surveillance, epidemiology) **-Attach or quote references of Journals, books, etc.)**
- iv. Copies of Certificates of Trainings of related field.
- v. Copy of CV.
- vi. Recommendation of Candidate's Employer
- vii. Recommendation of concerned Ministry

SAARC Tuberculosis and HIV/AIDS Centre (STAC)
Thimi, Bhaktapur, Kathmandu, Nepal

Application Form for the Post of Epidemiologist (Professional)

INSTRUCTIONS: Please fill up the Form completely and clearly.
Type or print in ink. If needed, additional pages may be attached.
Be sure to sign and date the Form.

Photograph

1. Name (As per Certificates)

2. Present Address

3. Mailing Address (if separate from present Address)

4. Permanent Address

5. (a) Place of Birth

(b) Date of Birth

Day Month Year

6. (a) Citizenship at Birth

(b) Present Citizenship

7. Sex (tick appropriate):

Male

Female

8. Marital Status (tick appropriate):

Married
 Single
 Widowed
 Divorced
 Separated

9. Have you any dependant/s? Yes No
 If the answer is "Yes" provide following information:

Name	Date of Birth	Relationship

10. Have you taken up legal residence status in any country other than that of your nationality?
 Yes No

If the answer is "Yes" which country?

11. Have you taken any legal steps towards changing your present nationality?
 Yes No
 If answer is "Yes" explain fully

12. Education; Furnish details

A. General Education: University/College Level

Name and Place of Institute	Degree/Diploma*	Year	Main Subject(s)

*Please attach the copies of mark sheets & certificates

14. Language Proficiency (tick appropriate)

	Excellent	Good	Fair
English			
Others			

15. Experience in International/Regional Organizations in the field of TB and HIV/AIDS Laboratories.

Name and Address	Position	From -To	Nature of work

*Please attach supporting document/s.

16. List of Professional societies and activities in civic, public or international affairs

18. Employment Record: Starting with your present or most recent post, list in reverse order every employment in government service during the last ten years and any significant experience not included in that period which you believe will be helpful in evaluating your record. Use a separate block for each post. *Use additional sheets of paper, if served in more than two organization.*

Date: _____	Salaries per annum (Excl... Allowances)	Exact title of your post
From _____	Starting Present	
To (Present) _____		

Name of Supervisor	Allowances, etc	Duty Station
--------------------	-----------------	--------------

Name of Employer	Total Tax	Number & Kind of employees supervised by you
------------------	-----------	--

Address of Employer	Net Salary	Reason for leaving If applicable
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Description of your work

Date: _____	Salaries per annum (Excl. Allowances)	Exact title of your Post
From _____	Starting	Present
To (Present) _____		

_____ Name of Supervisor	_____ Allowances. etc	_____ Duty Station
-----------------------------	--------------------------	-----------------------

_____ Name of Employer	_____ Total Tax	_____ Number & Kind of employees supervised by you
---------------------------	--------------------	---

_____ Address of Employer	_____ Net Salary	_____ Reason for leaving If applicable
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Description of your work

19. References: List three persons not related to you who are familiar with your Character and qualification.

Full Name & Designation	Full Address with Tel, Fax/Email	Occupation/ Designation

20. Have you any objections to making inquiries with your present employer?

21. Legal Convictions (include all convictions other than those for minor violations of road traffic qualifications:

Charge	Date	Where tried	Conviction

22. State any other relevant facts, include information regarding any residence or prolonged travel abroad, giving dates, areas, purposes, etc. Also state any disabilities which might limit your field of work. Final appointment will be subject to physical examination.

I certify that the statements made by me in the foregoing items are true, complete, correct to the best of my knowledge and belief. I understand that any false statement or any required information withheld from this Form may provide grounds for the withdrawal of any offer of appointment or dismissal if an appointment has been accepted.

Date: _____

Signature: _____

Place: _____

RECOMMENDATION OF CANDIDATE'S EMPLOYER

I do hereby certify that Dr./Mr./Ms./Mrs. _____
_____ of _____

shall be released on deputation to join the SAARC Tuberculosis and HIV/AIDS Centre (STAC), Kathmandu, Nepal
as per stipulated date if he/she is appointed as _____

Signature: _____

Date: _____

Name: _____

Designation: _____

Institution: _____

Office Seal _____

RECOMMENDATION OF THE CONCERNED MINISTRY

I do hereby certify that Dr./Mr./Ms/Mrs. _____

_____ of the Ministry of _____

shall be released on deputation to join the SAARC Tuberculosis and HIV/AIDS Centre (STAC), Kathmandu, Nepal as per stipulated date if he/she is appointed as _____

Signature: _____

Date: _____

Name: _____

Designation: _____

Office Seal

Attachment:

- i. Copies of all the Certificates of Academic Qualifications
- ii. Copy of Experiences Certificates
- iii. List of publications in the field of Tuberculosis and HIV/AIDS (research, operational research, clinical trials, surveillance, epidemiology) -**Attach or quote references of Journals, books, etc.**)
- iv. Copies of Certificates of Trainings of related field.
- v. Copy of CV.
- vi. Recommendation of Candidate's Employer
- vii. Recommendation of concerned Ministry

SAARC Tuberculosis & HIV/AIDS Centre (STAC)
Kathmandu, Nepal

Detail information on Qualification, Experiences, Job description,

Post : **Epidemiologist – (One)**

Period : Three years

Minimum

Qualifications:

- a) Medical Graduation, M.B.B.S.
- b) Post Graduation/Masters Degree in Epidemiology or in Public Health.

Experience :

- a) At least 5 years experience in infectious diseases Surveillance or epidemiological research. Preference will be given to the candidates having more experience.
- b) At least 2 year or more experience in tuberculosis and/or HIV/AIDS surveillance or epidemiological research
- c) Experience in research design, planning and implementation.
- d) Experience in database design, data management and data analysis.
- e) Experience with database and statistical analysis software.
- f) Experience in statistical modeling considered an asset.
- g) Experience in conducting trainings considered as an asset.

Job Description

- a) To design and manage a database for housing epidemiological data on tuberculosis and HIV/AIDS.
- b) To collect epidemiological data on Tuberculosis and HIV/AIDS in the Member States.
- c) To monitor, maintain and evaluate the statistical data on Tuberculosis and HIV/AIDS
- d) To update all relevant statistical data on Tuberculosis and HIV/AIDS.
- e) To prepare research and surveillance protocols, reports and papers for publication.
- f) To organise and deliver training to various levels of professional staff on Tuberculosis and HIV/AIDS epidemiology.
- g) To provide technical support to other professionals at the SAARC Regional Tuberculosis Centre and collaborating institutions.

Post : Technical Officer (HIV/AIDS) - One Post

Period : Three years

Minimum

Qualifications: a) Medical Graduation; M.B.B.S.
c) Post Graduation in Medicine/Community Medicine/Public Health.

Experience : a) At least 5 years experience in infectious diseases
Surveillance / Monitoring/ Epidemiological research.

And

- b) And at least 3 years experience of experience at the Managerial level or the Programme implementation level in National HIV/AIDS Control Programme
- c) Experience in research design, planning and implementation.
- d) Experience in database design, data management and data analysis.
- e) Experience with database and statistical analysis.
- f) Experience in Biostatistics and related software.
- g) Experience in Biostatistics/ Statistical modeling considered as an asset.
- h) Experience in Monitoring & Evaluation of National Programmes
- i) Experience to facilitate training considered as an asset.

Job Description

- a) To design and manage a database for housing epidemiological data on HIV/AIDS.
- b) To collect, collate analyze and disseminate all relevant information regarding latest development and findings in the field of HIV/AIDS, TB HIV/Co-infection in the Region and elsewhere.
- c) To monitor, maintain and evaluate the programmes, statistical data on HIV/AIDS.
- d) To Assist Director for harmonization of policies and strategy on HIV/AIDS and TB/HIV co-infection.
- e) To update all relevant statistical data on HIV/AIDS.
- f) To prepare research and surveillance protocols, reports and papers for publication.
- g) To facilitate training programmes to various levels of professional staff on HIV/AIDS epidemiology.
- h) To provide technical support to other professionals at the SAARC Regional Tuberculosis & HIV/AIDS Centre and collaborating institutions.
- i) Any other related work assigned by the Director.

Appointment Procedure and Terms & Conditions

1. Appointment Procedure of Professional Staff for the Centre as per the Service Rules of the SAARC Regional Centres;

The Professional Staff (Senior Microbiologist) shall be recruited regionally from SAARC Member States.

The power of appointment of Professional staff members will rest with the Committee consisting of the Chairman of the Governing Board, the Director of the SAARC Tuberculosis Centre and a representative of the SAARC Secretary-General. The appointment will be made through a written contract. The contract shall be signed both by the Employer and the Employee. The contract shall however, be issued by the Director of the Centre with the approval of the Secretariat.

The Committee shall employ such Staff as are necessary for the normal functioning of the Centre, as per procedures approved by the Twenty-Third Session of the Standing Committee (Male 8-9 May, 1997) which is as follows:

"Recruitment should be made through advertisements at the national level and on the recommendations of Governments of Member Countries. The advertisements for this purpose should clearly specify the required qualification, job description and the terms of conditions, attached to each post."

- The appointments of Professionals would be made taking due account of geographic representation from the National of the Member States through open competition after advertisement.
- The Committee in the context of appointment of Staff in this category may seek the assistance of the Member States requesting them to facilitate in selection of suitable candidate having requisite qualifications, to be determined by the Committee, for the post through open competition and on merit.
- The Professional Staff shall be appointed for a period of three years subject to observance of the general guidelines as enlisted bellow;
 - i. The applicants will provide all information pertaining to them, their qualification and experience to the Centers along with their applications.
 - ii The Director may request the Member State concerned or procure from the applicant any additional information, if required.

- iii. The short-listed candidates (2-4) for appointment as Professional Staff should appear for interview before the Selection Committee. Their per diem and travel cost may be paid from the Centre's Institutional budget.
- iv. An applicant seeking employment with the Center will confirm in writing his/her acceptance of offer made by the Center for his/her appointment in the Center.
- v. The date of appointment in the Center would be the date when the staff member assumes his/her duties in the Center and render a charge assumption certificate.
- vi. The appointment of the Professional Staff shall be subject to the proviso that no objection is raised by their respective Governments.
- vii. Deputation of officials at Regional Centres should not affect their promotion and seniority prospects in their home service.

2. Extension of Tenure of the Professional Staff ;

The tenure of the Professional staff may be extended, in exceptional circumstances, to a maximum period not exceeding three years, as recommended by the Selection Committee, with the consent of the nominating Member State, and upon approval by the Secretary General.

3. Duties and Obligations as per the Service Rules of the SAARC Regional Centres;

The Staff Members of the Center shall perform their duties and regulate their conduct consistent with the interest of the Center and its relevant rules and regulations.

The Staff Members in performance of their duties will seek and follow the instructions of the Director and other designated officials in the Center. They will be accountable to the Director of the Centre in performing their duties.

The Staff Members of the Center shall conduct themselves at all times with due regard to the "Efficiency and Disciplinary Rules" of the SAARC Regional Centres.

4. Working Hours as per the Service Rules of the SAARC Regional Centres;

Normal working hours at STAC would be 40 hours per week. (Monday-Friday, the regular office timing of STAC is 9.00 am to 5.00 pm)

Staff Members may be required to work beyond the normal hours of duty whenever required to do so in the interest of the Centre.

5. Official holidays as per the Service Rules of the SAARC Regional Centres;

The number of official holidays of the STAC shall be 18 days as applicable in the SAARC Secretariat.

6. **Leave Rules of the SAARC Regional Centres :**

i. **Earned Leave:**

All Staff Members of the Centers shall be entitled to 30 days earned leave annually.

Leave may be accumulated from year to year. But, as of the last day of December of each year, no more than 60 days of leave may be carried forward for the purpose of utilization. Unutilized earned leave may be encashed once a year by all the General Services Staff.

ii. **Casual Leave**

Staff members shall be entitled to a maximum of 10 working days casual leave per year. Casual leave may not be taken for more than three consecutive days at one time nor accumulated or carried forward to the next year. Casual Leave may be prefixed or suffixed with Holidays.

iii. **Sick Leave**

Staff members shall be entitled to a maximum of 24 working days sick leave per year. Sick leave entitlement may be carried over from year to year, with a maximum accumulation of 2 months. All applications for sick leave must be fully supported by a medical certificate, which should indicate reasons and period given.

iv. **Maternity Leave**

Maternity leave shall be granted to a female staff member who has served for at least six months. On production of the necessary medical certificate, leave of six weeks prior to confinement and six weeks after confinement will be granted on full pay and allowances. Staff members, who have less than six months of service, may take accrued annual plus sick leave entitlement, and the balance shall be counted as leave without pay.

v. **Un-authorized Leave**

If an individual is absent from work without prior authorization, payment of salary and allowances shall cease for the period of unauthorized absence. However, if, in the opinion of the Director, the absence was caused by reasons beyond the individual's control, and the individual has accrued Earned Leave, the absence will be treated as Earned Leave and deducted from the accrued annual Earned Leave entitlement. In case of no Earned Leave available, the Director of the Centre may initiate disciplinary action against the official.

vii. **Station Leave**

The staff of the Centre shall take station leave from the Competent Authority while travelling outside the station on all occasions including weekends and holidays.

No two kinds of leave shall be combined.

7. **Disciplinary Action, Termination of Appointment and Resignation by Staff Member as per the Service Rules of the SAARC Regional Centres**

i. **Disciplinary Action;**

The Director, with the approval of Secretary-General, SAARC, may take Disciplinary Action against any Staff Members. The Disciplinary action shall be governed by the "Efficiency and Disciplinary Rules" of the Centre.

ii. **Termination of Appointment;**

The Director, with the approval of the Secretary-General and the Chairman of Governing Board may terminate the appointment of any Professional Staff/General Services Staff as per contract, if the exigencies of the service required the abolition of the post for the reduction of staff or for reasons of disability or if performance of the staff member proves to be unsatisfactory.

iii. **Resignation by Staff Member**

In case a Staff Member decides to voluntarily resign from his/her services, he/she would be required to give one month's notice to the Centre.

8. **Miscellaneous as per the Service Rules of the SAARC Regional Centres;**

i. The Staff Members shall not accept any honour or decoration, favour, remuneration or gift from any source without the approval of Director.

ii. The Staff Members may exercise the right of franchise, in accordance with their national laws, but shall not engage in any political activity.

iii. The Staff Members shall not engage in any outside occupation or employment.

iv. The Staff Members shall not hold financial interest in any business activity or actively associate themselves with its management if such association constitute a separate activity and may affects the performance of official duties of the concerned official.

v. Holding of shares in a limited company shall not constitute a financial interest within the meaning of these rules unless such holding constitutes a substantial control.

vi. The Staff Members, unless authorized by the Director shall not:

- Issue statement to either the print or electronic media or any informal agency.
- accept public speaking engagements
- take part in Films, Theatre, Radio and TV productions except in case of poetic, artistic and scientific pursuits.
- Submit articles, books or other material for publication except in case of poetic, artistic and scientific pursuits.

9. **Enforcement as per the Service Rules of the SAARC Regional Centres**

The Director as the Executive Head of the SAARC Tuberculosis Center shall administer and enforce these rules in letter and spirit.

10. Allowances and other facilities of the Professionals (Senior Microbiologist) as per the Harmonized Provisions relating to the Financial and Administrative matters of the SAARC Regional Centres.

The sending Member Governments would bear the following costs associated in respect of the Professional Staff of the SAARC Regional Centres:

The sending Member Governments shall continue to pay salaries of the Professional staff of the SAARC Regional Centres and shall bear all costs associated with the joining and return passage of the Professional staff and of their accompanying entitled family members and transportation of personal effects, including packing, handling and insurance charges in accordance with their respective rules and regulations.

The Professional Staff of the SAARC Regional Centres, shall be entitled to the following allowances out of the Institutional Cost Budget of the Centres:

i. Daily Allowance in lieu of House Rent Allowance;

The Director shall ensure accommodation for the Professional Staff before his/her Arrival. In the absence of residential accommodation on first arrival, the Professional Staff shall be entitled to daily allowance as per the rates applicable to the centre concerned up to a maximum of 21 days from the date of arrival in Kathmandu. An accompanying spouse and up to two of the dependent children below the age of 21 years will get 50% of daily allowance. The daily Allowance applicable for SAARC Capitals as per the Financial Rules of SAARC Regional Centres. The Centre shall try to find and finalize lease deed for suitable accommodation within this period of time. In case a suitable accommodation is not available within this period, the actual cost of hotel accommodation may be reimbursed to the Professional Staff subject to his/her entitled rental ceiling.

Provided that the professional Staff recruited from the Host Government shall not be entitled to Daily Allowance.

ii. Furnishing/Settlement Grant;

The Professional Staff shall be **entitled** to a one time lump-sum furnishing/settlement grant of US\$ 2000.00 (Two Thousand) only.

iii. Living Allowances

The Living Allowance payable to the Professionals Staff (Senior Microbiologist) of the Centre would be US\$ 1200.00 (One Thousand two hundred only). 50% of the Living Allowance of the Professional Staff shall be paid in US dollars and the remaining 50% shall be paid in local currency. The conversion of US dollars shall be the official buying rate of exchange prevailing on the first day of every month.

iv. Residential Accommodation;

The Professionals Staff shall be entitled to unfurnished accommodation within the rental ceiling US\$ 570.00 (Five Hundred two hundred only) in equivalent local currency. These rates are applicable in case of new leases and leases to be renewed. All lease agreements pertaining to the

residences of the Professional Staff shall be signed by the Centre with the Lessors and payment of House Rent shall be made directly by the Centre to the Lessors.

v. Children Education Allowance

Professional staff shall be entitled to reimbursement of 90% of school Tuition Fees, including Admission, Registration and other compulsory charges, subject to an annual ceiling of US \$ 1,500 per child for a maximum of two children up to Grade XII / A-level. Payment of such charges shall be made directly to the Educational Institution or, reimbursement would be made on presentation of actual receipts from the concerned educational institutions. This Allowance will not be admissible in respect of children undergoing graduate/post-graduate education and for correspondence courses, private tuitions, vocational training or an apprenticeship and part-time or evening education. Any expenditure on uniforms, stationery, books, transport, hostel charges and non-compulsory extra curricular activities shall not be admissible. Education Allowance would be admissible for the children studying in the country of duty or left behind in home country of the professional staff. . The minimum age of school going children for payment of this allowances will be 4 (four) years.

vi. Medical Facilities;

Professional staff shall be entitled to reimbursement of actual expenses on medical treatment for self, spouse and dependent children, subject to an annual ceiling of US\$ 1,500, including 80% reimbursement of hospitalization charges. No reimbursement shall be made for medicines purchased without doctor's prescriptions and on optical frames/glasses/ lenses, dental treatments e.g. dentures, scaling, surgeries for the purposes of beautification, health care products and health foods.

vii. Home Leave Passage:

Professional staff shall be entitled to Home Leave Passage in economy class for self, spouse and two dependent children once in their tenure and only after completing eighteen months' of continuous service. Second Home Leave Passage can be admissible only if the tenure of the Professional staff is extended for another full term and he/she has completed eighteen months in the extended period. No daily allowance or any expenditure on account of stop-overs and transfer charges from and to airport shall be entitled.

Professional staff may opt to avail home leave passage for self, spouse and children to a third country provided that the cost of such passage is limited to the cost of return airfare, including the taxes, by economy class from the Seat of the Regional Centre to the declared home town and return.

viii. Emergency Passage:

Professional staff appointed from Member States other than the host country may be given emergency passage once in their entire term, in case of death of an immediate family member (spouse, parents, children and spouse's parents) of the official.

ix. Death on Duty:

In case of death of an official, the next-of-kin of the deceased may be granted an ex-gratia payment an equivalent to three month's basic salary of the official as an immediate relief.

x. **Telephone:**

Professional staff shall be entitled to use of a telephone at their residences, except for private long distance calls within and outside respective host countries. Each Professional staff will maintain a Register for his/her long distance calls. A monthly ceiling of US\$ 20 will be applicable for the residence phone. Such ceiling shall not include monthly rent.

However, in case of the Professionals from the host country who are appointed on a temporary basis against the vacant posts for a maximum period of one year, they will be entitled to the Living allowance, Residential Accommodation, Medical facilities and Telephone for the specific Professional category applicable to the concerned Regional Centre. No other Allowance shall be admissible.

*
