

No.F.1-3/2020-PMC/NHSRC/(General Misc.)
Government of Pakistan
M/o National Health Services, Regulations & Coordination
Kohsar Block, Pak Secretariat, Islamabad.

The Chairman,
Higher Education Commission (HEC),
Islamabad.

The Vice Chancellor,
Shaheed Zulfiqar Ali Bhutto Medical
University,
Islamabad.

The Vice Chancellor,
Bolan University of Medical and
Health Science,
Quetta.

The Vice Chancellor,
University of Health Sciences,
Lahore.

The Vice Chancellor,
Dow University of Health Sciences,
Karachi.

The Vice Chancellor,
Khyber Medical University,
Peshawar.

Subject: - **REQUEST FOR ASSISTANCE - MALDIVES NATIONAL UNIVERSITY**

Enclosed here with kindly find a letter from the High Commissioner of Islamic Republic of Pakistan in Maldives on the above captioned subject. High Commissioner of Islamic Republic of Pakistan in Maldives has forwarded a request of Maldives Government for requirement of human resource in its first ever newly established School of Medicine in 2018 in context of strengthening coordination and collaboration of both countries through provision of technical expertise. The human resource requirement is for the Maldives National University of Lecturers/Professors in disciplines of Anatomy, Biochemistry, Community Medicine and Curriculum Development with human resource needs in various disciplines. The details are enclosed in request of High Commissioner of Islamic Republic of Pakistan.

2. In this context, it is requested that CVs of suitable professionals may be shared with Ministry of National Health Services Regulation and Coordination to proceed further in the subject.

3. An early response would be highly appreciated.


(Dr. Baseer Khan Achakzai)
Director (Regulation)
28-12-20.

CC.

- Deputy Director, IT, M/o NHSR&C, Islamabad with request to place the advertisement on the website of the Ministry.



No. Pol-1/28/2020

Mr. Aamir Ashraf Khawaja,
Secretary
Ministry of National Health Service
Regulations and Coordination,
Islamabad

Secretary Office	
Diary No.	10476
Dated	17-12-2020
Minister	
AS	
JS (A&F)	
JS (D&C)	
JS (Tech.)	
DG (H)	<input checked="" type="checkbox"/>
DG (PPW)	
Director (Lit.)	

MEI-22

1/11

High Commission of the
Islamic Republic of Pakistan
G. Helegeli, Lily Magu, Male' (Maldives)
Tel: 00960-3323005
Fax: 00960-3321832
E-mail: pahicmale@mofa.gov.pk

15 December 2020

Subject: - Request for Assistance - Maldives National University

Dear Khawaja Sahib,

Maldives is an important Muslim country of the South Asian Region. Pakistan has been enjoying good relations with this brotherly SARRC member state. In view of the changing strategic environment of the region and to dilute our neighbour increasing influence in this country; continues diplomatic outreach is essential to ensure Pakistan's interests intact. To improve the bilateral relations, Pakistan Mission at Male' has been making all out efforts to engage various Institutes of Republic of Maldives for collaborations/ cooperation with that of Pakistan's Institute for mutual benefits.

2. With the above backdrop, Ministry of National Health Service Regulations and Coordination (MNHSRC)'s assistance is solicited to address some of the requirements raised by the Maldivian side. It is also important to mention that with Pakistan's assistance of USD 05 million extended in Jul17, Maldives has been able to establish its first School of Medicine in 2018. Presently, 80 students are pursuing their medical education in three semesters. Being 100 % Muslim country, Maldivians holds Pakistan in high esteem and looks forward towards Pakistan for guidance and cooperation in developing their Human Resource. The following areas have been highlighted, where MNHSRC's special help is requested: -

- a) **Provision of Lecturers / Professors:** MNU has requested for provision of lecturers / Professors each in the discipline of Anatomy; Biochemistry and Community Medicine. The details regarding education, experience and terms & conditions are attached at Annexure- 'A'. It would be an ideal, if the arrangements are made for placing the Pakistani Lecturers / Professors on deputation for a period of one year or so, on rotation basis, for teaching at the School of Medicine at Male'.

F. Dy. No. 250. Director (R) Dated: 21.12.2020. Ministry of NHR&C

Dy. No. 28. JAG (PMDC)/NHSR&C Dated: 22-12-2020

AD (PMDC) ✓

ASAP we may promptly act on the above and help sought from us. B 21/12

- Pls request HEC Chairman for funding of appropriate DUS mfr. to L. by 31/12/20. Also activation on internet. 17/12.

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b) Curriculum Development and Human Resource Needs

In this area, MNU sought Pakistan's help towards development of curriculum in the various areas including Bachelor and Advance Diploma in Radiology, Master of Medical Laboratory Science, Master Counselling, Degree in Drug Counselling; Master in Clinical Psychology; Master of Social Work; Master of Physiotherapy; Bachelor of Occupation Therapy/ Rehabilitation Therapy, Speech Therapy, Bachelor of Pharmacy; Diploma/Degree in Emergency Medical Services; Public Health; Master in Health Service Management; Public Health; Nutrition, Dietetics & Food Science. The University also requested Teaching Staff in some of the mentioned areas. The details of the curriculum development needs along with qualification for the required staff are attached at Annexure-'B' for perusal, please.

3. Since, our neighbour has been trying to penetrate in every filed of this country, therefore, Ministry of NHSRC's help would be vital to enhance bilateral cooperation by addressing the above MNUs concerns, please.

Encl: a/a

with best wishes and regards.


Vice Admiral (R) Ather Mukhtar
High Commissioner

Copy to:

1. Additional Secretary (AP), Ministry of Foreign Affairs, Islamabad
2. Director (South Asia), Ministry of Foreign Affairs, Islamabad

ANNEXURE - ALecturer/Professor who can Teach (Face to Face or Online) the following Subject for the Term beginning on the 31st January 2021

Field	:	Biochemistry
Designation	:	Senior Lecturer / Assistant Professor
No. of Vacancy	:	01
Work Site	:	School of Medicine -Male'/Maldives National University.
Total Gross Pay (Per month)	:	Mvr 58,179.30 (USD 3,772.90)
Food Allowance (Per month)	:	Mvr 2,400 (USD 155.64)
Accommodation	:	Allowance will be provided based on the position recruited.
Duration/Contract	:	One to Two years

Education and ExperienceSenior Lecturer

- Must be registered with Maldives Medical and Dental Council (MMDC) as Specialist Medical Doctor (MNQF 9)
[Must be eligible to register at MMDC as Specialist Medical Doctor]

Assistant Professor

- Must be registered with Maldives Medical and Dental Council as Specialist Medical Doctor (MNQF 9)
[Must be eligible to register at MMDC as Specialist Medical Doctor]
- 02-year work experience in relevant filed

Additional Requirement:

- Members of the faculty must be committed to continuing professional development and enhancing the capabilities of effective teaching.
- It is essential for the academic staff to have the required academic qualification for the discipline they are teaching in as specified in the job specification, and to also have expertise in one or more subdivisions or specialties within that discipline, as well as research capabilities.
- It is expected that teachers must contribute to the advancement of knowledge and to the intellectual growth of their students through the scholarly activity of research and continuing education.
- Additional Requirements:

Job Responsibilities

- Develop teaching materials and conduct lectures according to the course syllabus and scheme of work
- Assess students' course work assignment and setting and marking examinations
- Support students through a pastoral or advisory role and monitor the performance and progress of the students
- Prepare feedback to management on course proceedings and continual improvement of the student performance
- Coordinate course or subjects
- Carry out departmental administrative tasks, such as student admissions, induction programs and involvement in committees, boards, and other professional activities
- Assist the management in preparing policies and curriculum development
- Undertake research projects and actively contribute to the research profile of the University; supervise student research projects.

**Lecturer/Professor who can Teach (Face to Face or Online) the following Subject for the
Term beginning on the 31st January 2021**

Field	:	Anatomy
Designation	:	Senior Lecturer / Assistant Professor
No. of Vacancy	:	01
Work Site	:	School of Medicine -Male'/Maldives National University
Total Gross Pay (Per month)	:	Mvr 58,179.30 (USD 3,772.90)
Food Allowance (Per month)	:	Mvr 2,400 (USD 155.64)
Accommodation	:	Allowance will be provided based on the position recruited
Duration/Contract	:	One to Two years

Education and Experience

Senior Lecturer

- Must be registered with Maldives Medical and Dental Council (MMDC) as Specialist Medical Doctor (MNQF 9)
[Must be eligible to register at MMDC as Specialist Medical Doctor]

Assistant Professor

- Must be registered with Maldives Medical and Dental Council as Specialist Medical Doctor (MNQF 9)
[Must be eligible to register at MMDC as Specialist Medical Doctor]
- 02-year work experience in relevant field

Additional Requirement:

- Members of the faculty must be committed to continuing professional development and enhancing the capabilities of effective teaching.
- It is essential for the academic staff to have the required academic qualification for the discipline they are teaching in as specified in the job specification, and to also have expertise in one or more subdivisions or specialties within that discipline, as well as research capabilities.
- It is expected that teachers must contribute to the advancement of knowledge and to the intellectual growth of their students through the scholarly activity of research and continuing education.
- Additional Requirements:

Job Responsibilities

- Develop teaching materials and conduct lectures according to the course syllabus and scheme of work
- Assess students' course work assignment and setting and marking examinations
- Support students through a pastoral or advisory role and monitor the performance and progress of the students
- Prepare feedback to management on course proceedings and continual improvement of the student performance
- Coordinate course or subjects
- Carry out departmental administrative tasks, such as student admissions, induction programs and involvement in committees, boards, and other professional activities
- Assist the management in preparing policies and curriculum development
- Undertake research projects and actively contribute to the research profile of the University; supervise student research projects.

Lecturer/Professor who can Teach (Face to Face or Online) the following Subject for the Term beginning on the 31st January 2021

Field	:	Community Medicine/Preventive Medicine/Medicine and Society
Designation	:	Senior Lecturer / Assistant Professor
No. of Vacancy	:	01
Work Site	:	School of Medicine -Male'/Maldives National University
Total Gross Pay (Per month)	:	Mvr 58,179.30 (USD 3,772.90)
Food Allowance (Per month)	:	Mvr. 2,400 (USD 155.64)
Accommodation	:	Allowance will be provided based on the position recruited
Duration/Contract	:	One to Two years

Education and Experience

Senior Lecturer

- Must be registered with Maldives Medical and Dental Council as Specialist Medical Doctor (MNQF 9)

Assistant Professor

- Must be registered with Maldives Medical and Dental Council as Specialist Medical Doctor (MNQF 9)
- 02-year work experience in relevant filed

Additional Requirement:

- Expatriates applying for this post should have to have a registered medical practicing license.
- Members of the faculty must be committed to continue professional development and enhancing the capabilities of effective teaching.
- It is essential for the academic staff to have the required academic qualification for the discipline they are teaching in as specified in the job specification, and to also have expertise in one or more subdivisions or specialties within that discipline, as well as research capabilities.
- It is expected that teachers must contribute to the advancement of knowledge and to the intellectual growth of their students through the scholarly activity of research and continuing education.

Job Responsibilities

- Develop teaching materials and conduct lectures according to the course syllabus and scheme of work
- Assess students' course work assignment and setting and marking examinations
- Support students through a pastoral or advisory role and monitor the performance and progress of the students
- Prepare feedback to management on course proceedings and continual improvement of the student performance
- Coordinate course or subjects
- Carry out departmental administrative tasks, such as student admissions, induction programs and involvement in committees, boards, and other professional activities
- Assist the management in preparing policies and curriculum development
- Undertake research projects and actively contribute to the research profile of the University supervise student research projects.

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ANNEXURE-B

Faculty of Health Sciences

Curriculum development and Human resource needs

	Area and level	Type of Assistance required	Minimum Qualification required by the curriculum developer/ teaching staff
1	Bachelor and Advanced Diploma in Radiography	<p>Radiography is a training requested by the Ministry of Health. The request came about three years ago. However, we do not have any staff with radiography background and it is a very limited area in the Maldives. Hence, we are unable to develop the curriculum or start the training as requested by the Ministry of Health.</p> <p>Therefore, we need a qualified radiographer with curriculum development experience to develop our radiography curriculum. Additionally, we will require teaching staff to start off the program.</p> <p><u>Type of assistance required: Curriculum development and Teaching staff</u></p>	Masters in Radiography with curriculum development and teaching experience.
2	Master of Medical Laboratory Science	<p>We have been conducting Bachelor of Medical Laboratory Science for some years and there are many graduates who are interested in studying further in Maldives. However, we do not have a postgraduate program from the area.</p> <p>Therefore, we need a qualified Medical Laboratory scientist with curriculum development experience to develop our postgraduate program. We do have few staff with Postgraduate qualification, but it will be helpful to have a teaching staff to start off the program.</p> <p><u>Type of assistance required: Curriculum development and Teaching staff</u></p>	PhD in Medical Laboratory Science with curriculum development experience and teaching experience.
3	Master of Counselling	<p>We have been conducting Bachelor of counselling for some years and there are many graduates who are interested in studying further in Maldives. Also, it is an area that needs to be developed and strengthened in the Maldives. There is an immense need for it as we try to implement the country's Mental Health Act.</p>	PhD in Counselling with curriculum development experience and teaching experience.

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		<p>However, we do not have a Postgraduate program from the area and we need a qualified personnel with curriculum development experience to develop our Postgraduate program.</p> <p>We have only one staff with Postgraduate qualification and it will be helpful to have a teaching staff to start of the program.</p> <p><u>Type of assistance required: Curriculum development and Teaching staff</u></p>	
4	Bachelor or Postgraduate in Drug Counselling	<p>Drug addiction is a huge issue in the Maldives. Proper rehabilitation and bringing them back to the society require proper drug counselling. At the moment, the counselling program that we offer is generic and it does not equip students fully to deal with drug addiction and drug counselling.</p> <p>We do not have trained staff from the area at the faculty and we are not able to develop the curriculum or offer the training as needed by the society and government entities that provide rehabilitation.</p> <p>Therefore, we need a qualified personnel from the area of drug counselling to develop our drug counselling curriculum. Additionally, we will require teaching staff to start of the program.</p> <p><u>Type of assistance required: Curriculum development and Teaching staff</u></p>	PhD/Masters in Counselling (drug counselling) with curriculum development experience and teaching experience.
5	Master of Clinical Psychology	<p>We have been conducting Bachelor of Psychology for some years and there are many graduates who are interested in studying further in Maldives. Also, the undergraduate degree does not equip students to work as licensed psychologists; a masters degree is required to practice psychology.</p> <p>We have developed Postgraduate in clinical Psychology curriculum, but we are not able to bring the changes required by the registering body of the Maldives and commence the program due to limited staff.</p> <p>Therefore, we need a qualified staff with curriculum development experience to start the Postgraduate program and to deliver the program.</p>	PhD/masters in Clinical Psychology with curriculum development experience and teaching experience

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		<u>Type of assistance required: Curriculum development and Teaching staff</u>	
6	Master of Social Work	<p>Maldives has a great need for Social Work area. The area is very limited at the moment and we need a large number of trained staff to attend the country's need from this area. We have been conducting Bachelor Social Work for some years. However, we have been finding it difficult to attract students at undergraduate level. The reason might be that it is a very draining profession and it is difficult for the young employees to cope in the area.</p> <p>One way to tackle this issue is to develop a Postgraduate program that can attract mature students from related fields who are emotionally more mature and who will be able to cope in the field better, hence improving the workforce retention.</p> <p>We need a qualified Social Worker with curriculum development experience to develop our Postgraduate program.</p> <p>We have one staff with Postgraduate qualification and it will be helpful to have a teaching staff to start of the program.</p> <p><u>Type of assistance required: Curriculum development and Teaching staff</u></p>	PhD in Social Work with curriculum development experience and teaching experience.
7	Master of Physiotherapy	<p>We have started Bachelor of Physiotherapy and our first batch will graduate in two years. It is an area with a huge demand from government and private sector. By the time students complete their undergraduate, it will be good to have our Postgraduate program ready with specialization options. Therefore, we need a qualified physiotherapist with curriculum development experience to develop our Postgraduate program.</p> <p><u>Type of assistance required: Curriculum development</u></p>	PhD in Physiotherapy with curriculum development experience
8	Bachelor of Occupational therapy or	Occupational therapy or rehabilitation therapy is not available from the Maldives at the moment. This is an area we need to develop training opportunities and service options. FHS	Masters in Occupational therapy or rehabilitation

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	rehabilitation therapy	<p>is the best place to start the training as we have a fully equipped physiotherapy lab that can be improved to provide occupational /rehabilitation therapy.</p> <p>Therefore, we need a qualified personnel from the area of occupational/rehabilitation therapy to develop the curriculum.</p> <p>Additionally, we will require teaching staff to start of the program.</p> <p><u>Type of assistance required: Curriculum development</u></p>	therapy with curriculum development experience
9	Bachelor of Speech therapy	<p>Speech therapy is very limited in the Maldives at the moment. There is a great need to develop training opportunities and service area locally.</p> <p>Therefore, we need a qualified personnel from the area of occupational/rehabilitation therapy to develop the curriculum.</p> <p>Additionally, we will require teaching staff to start of the program.</p> <p><u>Type of assistance required: Curriculum development and Teaching staff</u></p>	Postgraduate qualification in speech therapy with curriculum development experience and teaching experience.
10	Bachelor of Pharmacy	<p>We have developed the curriculum for Bachelor of Pharmacy. However, we have limited staff with Postgraduate qualification; which a requirement for the implementation of the bachelor program.</p> <p>It will be helpful to have a staff with Postgraduate degree from the area to commence the bachelor program and to set up the Laboratory.</p> <p><u>Type of assistance required: Teaching staff</u></p>	Masters in pharmacy
11	Certificate, Diploma and Degree of Traditional	<p>Traditional medicine is a very neglected area that needs to be explored and developed to protect our National heritage and knowledge.</p>	Diploma/Degree from the area of traditional medicine with curriculum development experience.

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	Medicine or alike	<p>We do not have a proper training program from this area at the moment. We need a trained personnel to explore this area and to develop a curriculum that address our local knowledge from the area of traditional knowledge.</p> <p><u>Type of assistance required: Curriculum development and Teaching staff</u></p>	
12	Diploma and degree in Emergency Medical Services (EMS) or alike	<p>The Ministry of Health has requested few times to develop a program that can address the needs of the Emergency Medical Services of the Maldivian health system. However, we do not have trained staff who could assist in developing a curriculum and offer the program.</p> <p>Hence, we require a trained personnel from the area to develop our curriculum and start off the program.</p> <p><u>Type of assistance required: Curriculum development and Teaching staff</u></p>	Degree/Postgraduate qualification in Emergency Medical Services (EMS) or alike with curriculum development and teaching experience.
13	Bachelor of Public Health	<p>Maldivian health system is heavily dependent on curative care, which is more costly and less effective in the long run. To change this aspect of the health system, we need to train public health and health promotion personnel at different levels. We offer Masters in Public Health at the moment, but there is limited opportunity for those who want to devote the carrier to public health and health promotion from very early stages of their carrier.</p> <p>We believe that this issue can be addressed if we can offer an undergraduate program in public health and curriculum development is the starting point in achieving this vision.</p> <p><u>Type of assistance required: Curriculum development</u></p>	PhD/ Masters in Public Health with curriculum development experience
14	Master of Health Service Management	<p>We have started bachelor of Health Services Management and it is an area with a huge demand from government and private sector. It will be good to have our Postgraduate program with specialization projects that cater for both public and private health sector. Therefore, we need a qualified personnel with curriculum development experience to develop our Postgraduate program.</p> <p><u>Type of assistance required: Curriculum development</u></p>	PhD in Health Service Management/Administration with curriculum development experience

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15	Nutrition, Dietetics and food science or food hygiene (Bachelor level)	<p>Nutrition, Dietetics and Food Science related areas are very limited in the Maldives. There is a great need to train locals from this area at different levels. Ministry of Health has requested for food hygiene and food science training few times. However, we are not able to cater their needs as we have very limited staff in the faculty from those areas.</p> <p>Therefore, we need a qualified personnel from the area of to develop the curriculum.</p> <p>Additionally, we will require teaching staff to start of the program.</p> <p><u>Type of assistance required: Curriculum development and Teaching staff</u></p>	PhD/Postgraduate in Nutrition/dietetics with curriculum development and teaching experience