

## PARC Officers Grade 20 and Above

1. Dr. Abdul Rashid, Director General, NARC, Islamabad
2. Malik Abdul Rauf, Member (Finance), PARC, Islamabad
3. Prof. Dr. Shahana Urooj Kazmi, Member (Animal Sciences), PARC, Islamabad
4. Dr. Iftikhar Ahmad, Member (Plant Sciences), PARC, Islamabad
5. Dr. Munir Ahmad, Member (Social Sciences), PARC, Islamabad
6. Dr. Shahid Ahmad, CSO (Water) PARC, Islamabad
7. Dr. Zahid Hussain, CSO/Senior Director (Water), PARC, Islamabad
8. Ms. Shahida Jamil, Director Planning/Executive Director (ALP), PARC, Islamabad
9. Dr. Muhammad Salim, CS-II (Natural Resources), PARC, Islamabad
10. Dr. Mohammad Abdul Matin, Secretary, PARC, Islamabad
11. Dr. Waqar Malik, CSO (Social Sciences), PARC, Islamabad
12. Dr. Ghulam Jilani, Deputy Director General, (IPEP), NARC, Islamabad
13. Dr. Zahoor Ahmad, Deputy Director General, IABGR, NARC, Islamabad
14. Dr. Nasim Akhtar, Dy. Director General (ASI), NARC, Islamabad
15. Dr. Ulfat-un-Nabi Khan, Director-General, SARC, Karachi
16. Dr. Abdul Majeed Haqqani, CSO, PARC, Islamabad
17. Dr. Nafees Sadiq Kissan, Coordinator (Wheat), NARC, Islamabad
18. Dr. M. Shahid Masood, CSO, Plant Genetic Resources, NARC, Islamabad
19. Dr. Ghulam Ali, CSO, Agriculture Biotechnology, NARC, Islamabad
20. Dr. Muhammad Yaqoob, CSO (Fisheries), NARC, Islamabad
21. Dr. Muhammad Ashraf Mirza, CSO (Livestock Research Station), NARC, Islamabad
22. Dr. Nadeem Amjad, Director, FMI, NARC, Islamabad
23. Dr. Munir Ahmad, CSO, FMI, NARC, Islamabad
24. Dr. Muhammad Sharif, CSO/Director, SSI, NARC, Islamabad
25. Dr. Azeem Khan, CSO, SSD, PARC, Islamabad
26. Mr. Rash Khan, CSO/Director (KARINA), Gilgit
27. Dr. Abdul Ghaffar, CSO (Animal Nutrition), NARC, Islamabad
28. Dr. Umar Farooq, CSO (Social Sciences), PARC, Islamabad
29. Dr. Khalid Naeem, CSO (NRLPD), NARC, Islamabad
30. Dr. M. Salim, CS-II, CSO, PARC, Islamabad

## **Heads of PARC Research Establishments**

1. Dr. Abdul Rashid,  
Director General,  
NARC, Islamabad
2. Dr. Ulfat-Un-Nabi Khan,  
Director General,  
Southernzone Agricultural Research Centre,  
Karachi.
3. Mr. Mushtaq Ahmad Khan,  
Director General,  
Arid Zone Research Centre,  
Quetta
4. Mr. Rash Khan,  
PSO/Director,  
Karakoram Agricultural Research Institute for Northern Areas,  
Gilgit.
5. Dr. Rukhsana Anjum,  
Director,  
Arid Zone Research Institute,  
Bahawalpur
6. Dr. Rehmat Ullah Khan,  
Director,  
Arid Zone Research Institute,  
Ratta Kulachi, DI Khan
7. Mr. Bakhtmand Khan,  
Director,  
National Tea Research Institute, Shinkiari,  
Mansehra.
8. Mr. Yar Muhammad Memon,  
PSO/Director,  
Arid Zone Research Institute,  
Umerkot
9. Mr. Dhani Bakhsh Panwar,  
PSO/Director  
National Sugar Crops Research Institute,  
Thatta, Sindh

# ANNEXURES

*Annexure I*

## PARC Board of Governors

### Official Members

i)	Federal Minister for Food, Agriculture & Livestock, GoP.	President
ii)	Secretary, Ministry for Food, Agriculture & Livestock, GoP.	Member
iii)	Chairman, Pakistan Agricultural Research Council	Member
iv)	Secretary, Ministry of Finance, GoP.	Member
v)	Member (Agriculture & Food), Planning Commission, GoP.	Member

### Whole time Members of PARC

vi)	Member (Crop Sciences)	Member
vii)	Member (Animal Sciences)	Member
viii)	Member (Social Sciences)	Member
ix)	Member (Finance)	Member

### Non-Official Members

x)	Dr. Said Khan Khalil, Vice Chancellor, NWFP Agricultural University, Peshawar	Member
xi)	Dr. Amir Muhammed, Rector, FAST National University of Computer and Emerging Sciences (NUCES), Islamabad	Member
xii)	Mr. Muhammad Khalid Mir, Agric. Business Manager, ENGRO Chemicals Pakistan Limited, Karachi	Member
xiii)	Mr. Abdul Majeed Nizamani, Progressive Farmer/President Sindh Abadgar Board, 16-17th Shelter Shopping Mall, Cantonment Board Hyderabad, Sindh	Member
xiv)	Mr. Siddiq Akbar Bukhari, Progressive Farmer, 15-The Mall, Multan Cantt., Multan, Punjab	Member
xv)	Mr. Khan Muhammad Jamali, Progressive Farmer/Distt. Nazim Jaffarabad, Dera Allah Yar, Village Khan Garh Jamali, Balochistan	Member
Xvi)	Dr. Muhammad Abdul Matin Secretary, PARC, Islamabad	Secretary

# ANNEXURES

## *Annexure II*

### **Inter-provincial Agricultural Research Coordination Committee (IPARCC)**

1. Chairman, Pakistan Agricultural Research Council (PARC), Islamabad	Convener
2. Vice Chancellor, University of Agriculture, Faisalabad	Member
3. Vice Chancellor, Sindh Agricultural University, Tandojam	Member
4. Vice Chancellor, NWFP Agricultural University, Peshawar	Member
5. Vice Chancellor, University of Veterinary Sciences, Lahore	Member
6. Principal, Balochistan Agriculture College, Quetta	Member
7. Member, Food and Agriculture, Planning Commission, Government of Pakistan, Islamabad	Member
8. Member, Plant Sciences Division, PARC, Islamabad	Member
9. Member, Animal Sciences Division, PARC, Islamabad	Member
10. Member, Social Sciences Division, PARC, Islamabad	Member
11. CS-II, Natural Resources (PSD), PARC, Islamabad	Member
12. Director General, Agricultural Research, Ayub Agricultural Research Institute (AARI), Faisalabad	Member
13. Director General, Agricultural Research Institute (ARI), Tandojam	Member
14. Director General, Agricultural Research System, NWFP Agricultural University, Peshawar	Member
15. Director General, Agricultural Research Institute (ARI), Sariab Road, Quetta	Member
16. Director General (Research), Livestock & Dairy Development Department, Government of the Punjab, Veterinary Research Institute, Ghazi Road, Lahore	Member
17. Director General, Livestock & Fisheries Department, Government of Sindh, Block-50, Pak. Secretariat, Karachi	Member
18. Director General, Livestock & Dairy Development Department, Government of NWFP, Charsada Road, Peshawar	Member
19. Director General, Livestock & Dairy Development Department Government of Balochistan, Spinni Road, Quetta	Member
20. Director General, Agricultural Research, Pakistan Atomic Energy Commission (PAEC), Islamabad	Member
21. Director, Punjab Economic Research Institute (PERI) 48-Civic Centre, Johar Town, Lahore	Member
22. Director, Applied Economic Research Centre (AERC), P.O. Box 8403, University of Karachi, Karachi 75270	Member
23. Chief Economist, Planning & Development Department, Government of Balochistan, Block-6, Civil Secretariat, Zarghum Road, Quetta	Member
24. Chief Economist, Planning & Development Department, Government	Member

# ANNEXURES

## *Annexure IIIa*

of NWFP, Civil Secretariat, Peshawar  
25. Secretary, Pakistan Agricultural Research Council (PARC),  
Islamabad

Member/  
Secretary

### **Technical Expert Committee (Crop Sciences)**

1. Dr. Iftikhar Ahmed, Convener  
Member, Plant Sciences Division,  
PARC, Islamabad

2. Mr. M. Hashim Laghari, Secretary  
Sr. Director (Crop Sciences), PSD,  
PARC, Islamabad

#### **Member (Experts)**

3. Dr. Ahmed Saleem Akhtar Plant Pathology  
Director (PPI), AARI, Faisalabad

4. Prof. Dr. Amanullah Malik, Horticulture  
University of Agriculture, Faisalabad

5. Dr. Yousaf Zafar, Biotechnology  
Director (NIBGE), Faisalabad

6. Dr. Ahmed Ali Baloch, Entomology  
Director (CRI), Sakrand, Sindh

7. Mr. Nasir-ur-Din,  
Director (CCRI), Pirsabak, NWFP

8. Mr. M. Riaz Agronomy  
Director General, (ARI), Quetta

9. Dr. Nadeem Amjad, Farm Machinery  
Farm Machinery Institute,  
NARC, Islamabad

# ANNEXURES

*Annexure IIIb*

## Technical Expert Committee (Natural Resources)

1. Dr. Muhamad Salim,  
Chief Scientist-II (Natural Resources),  
PARC, Islamabad Convenor
2. Dr. Zahid Hussain,  
Senior Director (Water Resources),  
PARC, Islamabad Secretary

### Members (Experts)

3. Dr. Sardar Muhammad Rafique,  
Ex-Director General, Pakistan Forest Institute,  
Peshawar Forestry/  
Range Research
4. Dr. Muhammad Rafique,  
Professor (Irrigation & Drainage Deptt),  
University of Agriculture, Faisalabad Irrigation and  
Drainage
5. Dr. Riaz A. Khattak  
Dean, Faculty of Crop Production, NWFP  
University of Agriculture, Peshawar Soil Chemistry  
and Crop Production
6. Dr. Rahim Bakhsh Mir Bahar,  
Dean, Faculty of Crop Production, Sindh Agriculture  
University, Tandojam Stress Physiology
7. Dr. Hafeez-ullah Khan,  
Director, Soil Labs, Agri. Res. Instt., Quetta  
Balochistan Soil Fertility
8. Dr. Muhammed Rafique,  
Ex-CSO/Director, Honeybee Res. Instt., NARC  
House No. 15, St. No. 20, F-6, Islamabad Honeybee  
Management
9. Dr. M. Usman Mustafa,  
Chief, Training Programme,  
PIDE, Quaid-e-Azam University Campus  
Islamabad Agri. Economics

# ANNEXURES

*Annexure IIIc*

## Technical Expert Committee (Animal Production, Health & Fisheries)

1. Professor Dr. Shahana Urooj Kazmi,  
Member, Animal Sciences Division,  
PARC, Islamabad Convener
2. Dr. Shahid Rafique,  
Director (Animal Production),  
PARC, Islamabad Secretary

### Member (Experts)

3. Dr. Fazal-e-Raziq Durrani,  
Dean, Faculty of Animal Husbandry and  
Veterinary Sciences, NWFP Agriculture  
University, Peshawar Animal Production/  
Health
4. Prof. Dr. Bashir A. Sheikh,  
Vice Chancellor,  
Sindh Agriculture University  
Tandojam Reproductive  
Physiology  
(Large  
Ruminants)
5. Dr. Nazir Bhatti,  
Project Director (Fisheries), UVAS,  
Lahore Fisheries &  
Aquaculture
6. Prof. Dr. Javed Mustaqeem,  
Centre of Excellence in Marine Biology,  
Karachi University, Karachi Fisheries/  
Marine Culture
7. Professor Dr. Arif-un-Nisa Naqvi,  
Deptt. of Molecular Genetics, International  
Karakoram University, Gilgit Molecular Genetics
8. Dr. Shakeel A. Babar,  
Director (CASVAB), Balochistan University,  
Quetta Microbiology/  
Vaccinology/  
Biotechnology
9. Dr. Shafqat Fatima,  
Director, Poultry Vaccine Research Centre,  
Karachi Poultry Vaccine/  
Physiology

# ANNEXURES

*Annexure III d*

## Technical Expert Committee (Social Sciences)

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|--|--|
| 1. Dr. Munir Ahmed,<br>Member, Social Sciences Division,<br>PARC, Islamabad  | Convener                                       |
| 2. Dr. Khalid Mahmood Aujla,<br>Director (Agri. Ecoomics), SSD,<br>PARC, Islamabad                                     | Secretary                                      |
| <b>Members (Experts)</b>   |  |
| 3. Dr. Bashir Ahmed,<br>Vice Chancellor,<br>University of Agriculture, Faisalabad                                      | Production Eco-<br>nomics/Farm<br>Management   |
| 4. Dr. Abdul Salam,<br>Ex-Chairman, APCOM/Prof. of Economics<br>Wafaqi Urdu University, Islamabad                      | Agriucultural Prices<br>and Policy<br>Analysis |
| 5. Dr. Muhammad Iqbal,<br>Chief Operating Officer,<br>Pakistan Horticulture Development Export<br>Board, Lahore        | Agribusiness/<br>Horticulture<br>Management    |
| 6. Dr. Ejaz Ghani,<br>Sr. Research Economist, Pakistan Institute of<br>Development Economics, Islamabad                | Trade and WTO                                  |
| 7. Dr. Ansar Ali Khan,<br>Ex-Professor (Extension)<br>H. No. 15, St. 5, F-8/3, Islamabad                               | Techology<br>Transfer                          |
| 8. Dr. Muhammad Munir Khathak,<br>Chairman,<br>Deptt. of Agri. Economics<br>Agricultural University, Peshawar,<br>NWFP | Agri. Marketing                                |
| 9. Mr. Faisal Hassan,<br>99-C, Model Town,<br>Lahore   | Progressive<br>Farmer/<br>Entrepreneur         |

# ANNEXURES

*Annexure IV*

## Current Implementation Status of PARC Reforms Agenda

### **a. Research Strategy and Expected Output 2015**

- i) PARC Research Strategy has been revised and Research Agenda prioritized in line with the Agricultural Development Strategy articulated in the MTFD and vision 2030 and endorsed by ECC in December, 2006.
- ii) PSDP funding for implementation of high priority research agenda approved by ECNEC on March 7, 2007 in the form of PC-1 entitled “Research for Agricultural Development Program” (RADP) which set out major research themes, research activities, and research outputs for five years

### **b. Governance Structure**

PARC BOG was reconstituted with 15 members representing all major stakeholders (government policy makers, farmers, agribusiness representative, scientists and educationists and provinces with the approval of the President of BOG/FAM, MINFAL.

- i) A 25-Members Inter-Provincial Research Coordination Committee has been established on 5th March 2007 with the approval of FAM, MINFAL.
- ii) Four Technical Expert Committees established on February 20, 2007 one each for Animal Sciences, Plant Sciences, Social Sciences and Natural Resources.
- iii) Summary on Draft Regulations for BOG to empower it for all Administrative and Financial matters is with Prime Minister secretariat.

### **c. Career Development**

In the revised PARC Employees Service Regulations, career development is linked with performance evaluation as per PAEC service rules for recruitments and promotions. Likewise PAEC recruitment and promotion criteria will be used for determining eligibility of existing staff for PAEC pay scales. These are subject to the approval of BOG.

### **d. Career Development be Linked with Performance Evaluation**

With the adoption of PAEC scales as endorsed by the Ministry of Finance, the eligibility and performance criteria of PAEC will be adopted.

### **e. Non-performing Scientists who are a Liability Should be Laid off and Replaced with Good Scientists**

Comprehensive performance assessment of entire scientific and support staff has been completed. Based on this the non-performing scientific and support staff has been identified for and are to be separated by:

- i) Attrition through retirement, resignations etc.
- ii) Separation Package: A comprehensive and acceptable separation package would need to be developed, which is both cost effective and acceptable to the employees concerned. For this purpose consultant advice is being secured through a project which is under process for approval.

# ANNEXURES

## *Annexure V*

### **f. Process of Accountability should be Institutionalized-based on a Reliable Performance Analysis System.**

The detailed accountability process has been laid out in the revised PARC Service Regulations, the draft of which has already been examined by the PARC Board of Governors in its meeting held on May 3, 2007 and referred to Standing Committee of BOG for Service Regulations for review and recommendations.

### **g. Only Minimum Core People should be on Regular Basis and the Rest on 2-3 years Tenure Basis**

The future positions vacated through attrition etc., will be filled by tenure track and contractual appointments based on HEC criteria. The process will continue until a 50:50 ratio of regular and contractual employees is achieved. The current employees to be given an option to move to tenure track position with right of reversion within three years as in the case of HEC.

### **h. Recruitment for Management Cadres through Head Hunters**

The draft PARC Service Regulations (under process of approval) provide for the recruitment procedures based on head hunters/search committees/advertisement as may be specified by the government from time to time for MP-I scales.

### **i. Post of Member Administration to be abolished and Secretary PARC to be In-charge of Administration**

With the retirement of Member Administration on April 8, 2007, the post of Member Administration was abolished and Establishment Division advised accordingly. Secretary PARC has been made incharge of the Administration. A new Senior Director is being recruited to assist Secretary PARC.

### **J. Post of Member, Natural Resources to be Revived**

- i) PARC Board of Governors in its meeting on May 3, 2007 has approved the revival of Natural Resources Division.
- ii) The post of Member, Natural Resources is being advertised.

### **k. Board of Governors (BoG) to have maximum 15 members instead of 24**

The PARC BoG has been reconstituted with 15 members with the approval of Competent Authority and notified on December 27, 2006.

### **l. The need for and the performance of the existing substations be thoroughly evaluated in the light of provincial research stations/systems and those not needed should be closed, duplication to be avoided**

External Evaluation of the existing research institutions of PARC has been completed:

- a. Three stations including Umerkot, D.I. Khan and sub-station Chilas of KARINA in Northern Areas to be either handed over to Provincial Research System or phased out.
- b. The AZRC, Quetta to focus its research on arid agriculture, range management, horticulture and livestock.
- c. The AZRI Bhawalpur to focus its research activities on Desert Agriculture and phase out other mundance activities relating to general agriculture research.
- d. The TTI's to be merged with respective PARC Centres/Institutes wherever applicable.

# ANNEXURES

**m. New research stations if needed in certain areas to be established based on new research strategy in line with Vision 2030 and MTDFG 2015 following new institutions are being established**

- i) National Agricultural Genomic Research Institute at NARC (PC-I approved by CDWP).
- ii) National University of Agriculture at NARC (PC-I ready and endorsed by HEC).
- iii) In addition, Balochistan's provincial agriculture research system being strengthened.

**n. A crisp definition of research and a clear methodology to measure achievements/results to be framed**

PARC in collaboration with IFPRI has initiated evaluation of Agricultural Extension/Advisory Services for Technology Transfer in terms of methodologies, approaches, outcomes and impact assessment. The study will also assess the effectiveness and impact of alternate approaches.

**o. The PARC should chalk out an action plan for implementation of above action plan to be submitted to the Prime Minister**

The action plan earlier submitted to the Prime Minister office has been updated and provided in.

# ANNEXURES

*Annexure Va*

## On-going PSDP Projects

1. Use of True Potato Seed (TPS) for Development of Seed Tuber Production System
2. Up-Gradation of Animal Health Lab. NARC to serve as National Ref. Lab for Poultry Diseases
3. Use of Electronic Media for Technology Transfer
4. National Integrated Pest Management
5. National Coordinated Research & Development Project on Improvement of Wool Quality
6. Etiology & Management of Sudden Death of Phenomenon in Mango
7. Strengthening of Coordination Research Program of PARC
8. National Research Project on Water Management of Spate Irrigation System in Rod-Kohi Areas of Pakistan
9. Restructuring & Strengthening of National Agricultural Research System Balochistan
10. Research for Agricultural Development Program

*Annexure Vb*

## On-going ASPL-II Projects

1. National Insect Museum and Insect & Pest Informatics
2. Strengthening and Sustenance of Grain Quality Testing laboratory, NARC
3. Surveillance and Monitoring of Avian Influenza Preparation for Control of Outbreak
4. Strengthening of On-going Research Activities at NARC to Boost Farm Production on Sustainable Basis (completed)
5. Strengthening of Livestock & Fisheries research in PARC Research System (completed)
6. Maximization of Tea Plantation in Hazara & Swat
7. Micronutrient Management for sustaining Major Cropping Systems and Fruit Orchards
8. Strengthening of PARC Research Program
9. Strengthening of on-going Wheat Rust Research Activities in Pakistan