

CURRICULUM VITAE

DR. SALMAN SHAHID

PERSONAL INFORMATION

Date of Birth: 11th July, 1960
Residential Address: 25-D-1, NESPAK Housing Society,
Phase-1, Lahore
E mail: salman.25.shahid@gmail.com
Contact Numbers: Mobile: 0333-4322817

ACADEMIC QUALIFICATION

MBBS	1984	King Edward Medical College, Lahore, Pakistan
DMRT	1995	(PGMI) University of the Punjab, Lahore, Pakistan
DPH (Gold Medalist)	2000	Institute of Public Health, Lahore, Pakistan
Diploma in Human Resource Management	2006	Pakistan Institute of Management, Lahore
Diploma in Project Management	2011	Pakistan Institute of Management, Lahore

PROFESSIONAL EXPERIENCE AND SKILLS

I graduated from King Edward Medical College, Lahore and later acquired two post-graduate qualifications i.e. DMRT (Level II b) and DPH (Level II a, it is equivalent to MPH). **I stood first in DPH Examinations and was awarded the Gold Medal.** I have also completed two short Diploma Courses in Management from Pakistan Institute of Management, Lahore.

I possess extensive and diverse **experience of over 36 years in Government sector and international as well as private sector organizations.** To sum up, I had the opportunity of gaining experience in public health, regulatory bodies, hospital management and medical education. During my career, **I had the privilege to head four Government Provincial level organizations i.e Punjab AIDS Control Program, Punjab Medical Faculty, Strategic Management & Internal Policy Unit (SMIPU), and Provincial HMIS Punjab. As regards, private/NGO sector, I am currently working as Program Manger MDR-TB Punjab in SR Office. In addition, I had worked as Project Manager, Punjab in GFATM SR Office.**

I have got wide-ranging experience in public health. As the Program Manager, Punjab AIDS Control Program, I lead the provincial AIDS response in the Punjab for five years and eight months from April, 2010 till December 2015. Major responsibilities were planning, coordination, implementation and monitoring of all the activities including surveillance, preventive, diagnostic, treatment and care & support services. I successfully introduced innovative Prevention of Parent to Child Transmission Model in Punjab. Also, the Service Delivery Packages for Injecting Drug Users, Female Sex Workers and Male Sex Workers were established at an unprecedented scale in Pakistan. New VCCT and Treatment Centres were established. Integrated Behavioural & Biological Survey of HIV/AIDS were conducted for the first time in Punjab by Punjab AIDS Control Program itself, during my tenure.

I was the Executive Director, Strategic Management & Internal Policy Unit (SMIPU) for a brief period of five months. The SMIPU furnished technical advice for evidence based policy decisions to SHC & ME Department. It also monitored and supervised different functions of the healthcare facilities.

I headed another provincial level organization i.e. Punjab Medical Faculty (PMF). I worked as the Secretary, Punjab Medical Faculty for approximately four years. Punjab Medical Faculty is an autonomous organization working under a Governing Body. It generates its own funds and does not receive any grant from the Government. A total number of 319 institutions, imparting paramedical education in Punjab, AJK and Gilgit Baltistan (73 Public & 246 Private) are affiliated with PMF. In this capacity, I introduced a number of reforms and new initiatives. These included, reforms in transparency of examinations, expansion of scope of PMF to Gilgit Baltistan, process of printing of textbooks and four new Diploma Courses were introduced.

While serving as Deputy Secretary (Technical) and Additional Secretary (Technical), Government of the Punjab, unified Health Department and later in Specialized Healthcare & Medical Education Department, I gained hands-on experience of framing laws, policies, rules and regulations. I have sound knowledge of policies, programs and rules of business of the Government. While serving as Additional Director (Planning & Monitoring), I had the opportunity to gain hands on experience on planning & development under the supervision of Director Planning & Development. I also had the opportunity to coordinate with all the preventive programs.

In addition to Government sector, I also worked as Project Manager/ Operations Manager Punjab, Field Office of SR under Global Fund to fight AIDS, TB & Malaria (GFATM). The first Blood Banks Survey was conducted, Capacity building trainings of staff of 114 private sector blood banks in Punjab was carried out.

I have planned, organized, conducted and monitored a number of projects with donor agencies, NGOs, teaching and research Institutions. While serving in different capacities as Operations Manager, Global Fund to fight AIDS, TB & Malaria (GFATM), Provincial Coordinator, WHO-Bloomberg Grant Initiative for Tobacco Control in Punjab, Research Assistant for UNICEFs Water & Sanitation Project, Consultant with Technical Assistance Management Agency (TAMA) and Contech International Health Consultants, I gained diverse experience and travelled extensively all over the Punjab.

I had been actively involved in functions of a number of regulatory bodies in different capacities. These include Punjab Blood Transfusion Authority (as a member under the Act), Punjab Healthcare Commission (as a member of Technical Advisory Committee), Punjab Human Organ Transplant Authority (as a representative of Department in Monitoring Authority of PHOTA), Provincial Quality Control Board (as Vice Chairperson), Punjab Pharmacy Council (as Vice President), Punjab Medical Faculty (as Vice President as well as Secretary, PMF). I have also been representing Punjab Health Department in PM&DC. I was also a nominated member of Provincial Admission Committee constituted under PM&DC Regulations.

I remained a member of Punjab Blood Transfusion Authority (PBTA) as envisaged in Punjab Blood Transfusion Safety Act 2016. PBTA is the sole regulatory body for the public and private sector blood banks in Punjab. At present, 187 public and private blood banks registered with PBTA. I am also the chairperson of Technical Committee constituted

I have remained a regular member of Technical Advisory Committee of Punjab Healthcare Commission for more than five years. During that period, I was working as Additional Secretary (Technical) and Secretary, Punjab Medical Faculty. Thus, I participated in formulation, processing and getting approval of MSDS for various categories of Healthcare Establishments.

I have been the Vice President of Punjab Pharmacy Council for more than two years. The Council registers Pharmacists, Pharmacy Technicians and Pharmacy Assistants. It also conducts examinations of Pharmacy Technicians and Pharmacy Assistants in Punjab.

I remained Vice Chairperson of Provincial Quality Control Board. It is the provincial level organization established under Section 11 of the Drugs Act 1976 and Rule 3 of Punjab Drugs Rules 2007. It hears and decides the cases referred to (sub-standard, spurious drugs etc).

Secretary Health is the Chairperson and Additional Secretary (Technical) is the Vice Chairperson.

The trust reposed in my abilities can be gauged from the fact that I held charge of two different posts for more than seven years. Earlier, I was holding charge of posts of PD, Punjab AIDS Control Program and Additional Secretary (Technical) from April, 2013 till year December, 2015. Later, I held charge of the posts of Additional Secretary (Technical) and Secretary, PMF from January, 2016 till July, 2020. The same arrangement continued even after my retirement from Government service on 10th July, 2020. I was re-employed on contract basis from 17 July, 2020 and held charge of the posts of Secretary, PMF as well as AS (Technical), SHC & ME Department from 17 July, 2020 till 16th October, 2021. At one stage, for a period of more than five months, I also worked as Executive Director, Strategic Management & Internal Policy Unit. Thus, I held charge of three posts during that period.

In year 2018, in recognition of my services, I was awarded Certificate of Appreciation by the Chief Minister Punjab along with a financial reward. I was the only Officer from SHC & ME Department to receive this award. I remained a member of Corona Experts Advisory Group (CEAG) and Secretary of Dengue Experts Advisory Group (DEAG). I was actively involved in preparation and issuance of all the policy decisions, notifications and orders etc. In this regard, in recognition of my services, I was awarded financial incentive by the Government.

My personal assets are resourcefulness, conscientiousness, eagerness to learn, innovative ideas and motivation to accept new challenges. I have the ability to respond to needs of the job assigned to me. I have got good presentation skills and can communicate efficiently in English as well as in Urdu. I possess the requisite computer skills for a public health professional. As regards, my communication/ coordination skills, I have been coordinating successfully with institutions under the administrative control of Health Departments as well as other Government Departments, Development Partners and NGO Sector.

I have attended a number of provincial, national and international trainings and seminars. I have personally supervised and conducted a number of trainings as a Consultant as well.

I retired from Government service on July 10, 2020. However, keeping in view, my outstanding services, I was re-employed on contract basis on July, 17, 2020, as Secretary, Punjab Medical Faculty and was also assigned the additional charge of the post of Additional Secretary (Technical), SHC & ME Department. I worked at these positions till 16th October, 2021.

I had the opportunity of working as Consultant, Medical Education, Government of the Punjab, SHC & ME Department from 16th October, 2021 till March 11, 2022.

I am currently working as the Program Manager Punjab, MDR (Multi Drug Resistant)-TB, Association for Social Development.

Keeping in view, my commendable services over the last 35 years, the Government of the Punjab appointed me as a Director of the Punjab Health Facilities Management Company (PHFMC). Later on, I was unanimously elected as the Chairman, Board of Directors, PHFMC on 8th December, 2022. The tenure of the Board has been completed, and a summary for the constitution of new Board in under process.

A SUMMARY OF PROFESSIONAL EXPERIENCE

**Program Manager,
MDR-TB Punjab, Association for Social Development/
Incharge, ASD Lahore Office**

March 11, 2022 till date

It is a Global Fund to fight AIDS, TB & Malaria (GFATM) project. National TB Control Program (NTP) is the Principal Recipient and Association for Social Development (ASD) is the Sub-Recipient. I am overall responsible for management of 10 PMDT (Programmatic Management of

Drug Resistant TB) Sites in Punjab. In addition, three Decentralized DR TB Site are also being supervised by Association for Social Development.

I have also been assigned the additional responsibility as the overall Incharge of Lahore Office of ASD.

**Member, Board of Management
Punjab Institute of Cardiology**

12th Dec, 2024 till date

In pursuance of the decision of Provincial Cabinet, in its meeting held on 3.12. 2024, I was appointed as a member of Board of Management of PIC, Lahore. The Board of a Management is appointed by the Government in accordance with the provisions of this Act. It is the principal governing body of the Institution. The administration and management of the affairs of the Medical Institution vests in the BoM.

**Chairman /Director, Board of Directors
Punjab Health Facilities Management Company**

8th Dec, 2022 till date

Punjab Health Facilities Management Company is a public sector Company established under section 42 of Companies Ordinance, 1984. All the primary (and a few secondary level) healthcare facilities in 14 districts of Punjab are being managed by the PHFMC. The affairs of the Company are administered by the Board of Directors which has the responsibility to determine the direction and scope of the activities of the Company in accordance with the objects specified in the Memorandum of Association.

**Consultant, Medical Education,
2022 Specialized Healthcare & ME Department**

16th October, 2021 till 10th March,

The assignment included review of existing policies and preparation of new policies, rules and regulations regarding medical education. I was looking after all the issues pertaining to undergraduate & postgraduate medical education, supervise all matters pertaining to strict implementation of laws/policies/ rules pertaining to medical education.

Secretary, Punjab Medical Faculty

17th July, 2020 till 16th October, 2021

The assignment included overall supervision of administrative and financial matters of the Punjab Medical Faculty. These comprised inspections, monitoring & registration of institutions, development of curricula, conduction of examinations of all categories of Diploma courses, introduction of new courses etc. There are 319 institutions in Punjab, AJK and Gilgit Baltistan affiliated with PMF. It standardizes levels of education, recognizes and regulates the training institutions. It conducts examinations (22,000 students approximately) and confers Diplomas and Certificates in 14 categories.

**Additional Secretary (Technical),
Specialized Healthcare & ME Department**

**17th July, 2020 till 16th October, 2021
(Additional charge)**

The main areas/subjects included Medical Education (Medical, Dentistry, Nursing, and Paramedics), technical issues pertaining to Punjab Healthcare Commission, Punjab Pharmacy Council, Punjab Medical Faculty, Punjab Health Foundation, Punjab Human Organ Transplant Authority, reimbursement of Medical Claims, Medical Boards, etc. etc. The duties include drafting of laws, rules, policies, procedures and guidelines.

**Additional Secretary (Technical),
Specialized Healthcare & ME Department**

**4th October, 2017 to 10th July, 2020
(Additional charge)**

**Additional Secretary (Technical),
Specialized Healthcare & ME Department**

1st January, 2016 till 8th August, 2017

As stated above.

**Executive Director,
Strategic Management & Internal Policy Unit**

**28th March, 2019 to 4th September, 2019
(Additional Charge)**

The SMIPU collects, analyzes and furnishes technical advice for evidence based policy decisions to SHC & ME Department. It also monitors different functions of the healthcare facilities and furnishes reports to SHC & ME Department.

**Secretary, Punjab Medical Faculty
Secretary, Punjab Medical Faculty**

**8th August, 2017 to 10th July, 2020
22nd August, 2016 to 8th August, 2017
(Additional charge)**

As stated above.

**Additional Secretary (Technical),
Government of the Punjab,
Unified Health Department**

8th April, 2014 to 31st December, 2015

The main areas/subjects included issues pertaining to all the Preventive Health Programs (MNCH Program, EPI Program, Dengue Control, LHW Program, HIV/AIDS Control etc), Medical Education (Medical, Dentistry, Nursing, Paramedics), Reimbursement of Medical Claims, Medical Boards, Drugs Control, Technical Evaluation in procurements, Trainings etc.

**Project Director
Punjab AIDS Control Program**

7th April, 2010 to 7th April, 2014

**Project Director
Punjab AIDS Control Program**

**8th April, 2014 till 31st December, 2015
(Additional Charge)**

I was leading the provincial AIDS response in the Punjab. The major responsibilities were planning, coordination, implementation and monitoring all the activities including surveillance, preventive, diagnostic, treatment and care & support services.

**Additional Director (Planning & Monitoring)
Directorate General Health Services Punjab**

July, 2008 to 6th April, 2010

Upon restructuring of the office of DGHS Punjab (under obligation from Punjab Millennium Development Goals Program & Asian Development Bank), I was designated to lead the Planning and Development Branch and assisted the Director (P&D) in all the planning activities. I was also the Incharge, Monitoring Cell and coordinated the monitoring visits by the Monitoring Officers in the Punjab. I also looked after the subjects of invalidation from service on medical grounds and reimbursement of medical charges.

Provincial Coordinator

WHO-Bloomberg Grant Initiative for Tobacco Control (Additional assignment)

October, 2008 to 6th April, 2010

The assignment includes planning, coordinating, implementing and monitoring all the tobacco control activities in ten districts of the Punjab in liaison with DG Implementation (FCTC), Tobacco Control Cell, Ministry of Health, Directorate General Health Punjab and Government of the Punjab, Health Department.

**Additional Director (ORS)
Directorate General Health Services Punjab, Lahore**

July, 2008 to 05.12.2008

The assignment includes consolidation of demand of ORS from the districts, obtaining the requisite amount from NIH, Islamabad and its issuance to the districts as per distribution plan.

**Additional Director (Medical)
Directorate General Health Services Punjab, Lahore**

April, 2008 to June, 2008

The major duties and responsibilities included Administration and Human Resource Management. As the Appointing Authority for BS-1 to BS-15, managed the affairs pertaining to postings, transfers, enquiries and other service matters of employees.

**Provincial Coordinator (HMIS)
Directorate General Health Services Punjab, Lahore**

**April, 2008 to June, 2008
(Additional Charge)**

Being the overall In-charge of the program, I was responsible for implementation of District Health Information System that includes planning, organizing and conducting trainings, financial management, analysis of reports and issues pertaining to printing and distribution of DHIS Tools.

**Focal Person/ Coordinator
Punjab Millennium Development Goals Program
(Additional assignment)**

July, 2008 to date to 6th April, 2010

The assignment required coordinating all the activities of PMDGP between the stake-holders i.e. Health Department, Health Sector Reforms Program, National MNCH Program etc. There is active involvement in all the stages of planning, organizing and implementation process.

**Additional Medical Superintendent (I & C)
Jinnah Hospital, Lahore.**

September, 2007 to April, 2008

The major duties and responsibilities included convening and organizing Special Medical Boards, conduction of enquiries and report writing. As a member of Hospital Waste Management Team, the assignments include ensuring safe disposal of hospital waste. Coordinating and monitoring all the Medical Legal Work of the institution. As the Incharge of legal matters, the responsibilities include framing of legal opinion, preparation of para wise comments and representing the institution in the court of law.

**Project Manager / Operations Manager,
Field Operations Office of SR Punjab, Lahore**

October, 2005 to September 2007

The National AIDS Control Program was the Principal Recipient (PR) and Hussaini Blood Bank, Karachi & Institute of Blood Transfusion Service Punjab were the Sub Recipients (SR) for this project. The undersigned was the head of the Field Operations Office Punjab and looked after all the project activities in Punjab including planning, budgeting, implementation, surveillance and monitoring.

**Sr. Demonstrator
Institute of Public Health, Lahore.**

April, 2004 to Oct, 2005

The main responsibilities included teaching of paramedics. Also, prepared framework for starting new courses and revision of prospectus. During this period, also worked as Provincial Coordinator Punjab for the Optimal Birth Spacing Interval Project for a period of three months. It was a US AID, Catalyst Consortium and Contech International Project conducted in ten districts of Pakistan.

**Deputy Secretary (Technical),
Government of the Punjab,
Health Department, Lahore**

September, 2001 to February, 2004

The main areas/subjects included issues pertaining to all the Preventive Health Programs (MNCH Program, EPI Program, Dengue Control, LHW Program, HIV/AIDS Control etc), Reimbursement of Medical Claims, Medical Boards, Drugs Control, Technical Evaluation in procurements, Trainings etc.

**PSO to Chief Executive
KEMC & Allied Hospital, Lahore.**

May, 2000 to September, 2001

I managed all the administrative affairs of the office of Chief Executive. I was responsible for ensuring coordination between the attached hospitals.

**On deputation to attend DPH course
DMS (Admin), Mayo Hospital, Lahore**

**September, 1999 to May, 2000
April, 1995 to September, 1999**

The major duties and responsibilities included management of hospital non-gazetted staff, maintenance of hospital security and general cleanliness. I was also In-charge of hospital transport.

**On Deputation to attend DMRT Course
DMS, Mayo Hospital, Lahore
MO/EMO/ RMO, Mayo Hospital, Lahore
House Officer, Mayo Hospital, Lahore**

**November, 1992 to Nov, 1994
October, 1990 to October, 1992
June, 1986 to October, 1992
June, 1984 to September, 1985**