



GOVERNMENT OF SINDH
UNIVERSITIES & BOARDS DEPARTMENT

BENAZIR BHUTTO SHAHEED HUMAN
RESOURCE RESEARCH &
DEVELOPMENT BOARD

Karachi dated the 20th August, 2026.

NOTIFICATION

NO.ADMIN/BBSHRRDB/14-3/2025/483:- In exercise of the powers conferred by Section 26 of the Benazir Bhutto Shaheed Human Resource Research and Development Board Act, 2013, and with the approval of the Benazir Bhutto Shaheed Human Resource Research and Development Board, in its meeting held on 5th August, 2026, the Board is pleased to make the following regulations, namely;

**PART-I
PRELIMINARY**

1. (1) These regulations may be called the Benazir Bhutto Shaheed Human Resource Research and Development Board Employees (Medical Attendance) Regulations, 2026. **Short title, commencement and application.**
- (2) They shall apply to all employees of the Board whose conditions of service are prescribed under the BBSHRRDB Act, 2013
2. In these regulations, unless the context otherwise requires; **Definitions.**
 - (a) "Authorized Medical Attendant" means: -
the medical officer authorized by the Board or as prescribed by the Government for civil servants
 - (b) "District" means the revenue district in which the Board employee falls ill;
 - (c) "Family" means parents, husband, wife/wives, legitimate children and step children of employees' parents, sister and minor brother(s) residing with and wholly dependent upon him / her.
 - (d) "Board Employee" for the purpose of these regulations means a person who is employed by Board, which include:
 - i) a person who is on deputation to the Board from the Government, or any other organization of the federal or provincial government; or
 - ii) a person who is employed on contract, or on work charged basis, or who is paid from contingencies; or

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- iii) a person who is a "worker" or "workman" as defined in the Factories Act, 1934 (XXV of 1934), or the Workman's Compensation Act, 1923 (VIII of 1923).
- (c) "Government" means Government of Sindh.
- (f) "Hospital" means a government hospital, a government health centre / unit, M.C.H. centre / dispensary, a government dental hospital / clinic, a hospital maintained by a local authority and any other public hospital including a military hospital with which arrangements have been made by the Board for treatment of its employees.
- (g) "Medical Attendance" means: –
An attendance in hospital or at the residence of the Board employee, including such pathological, bacteriological, radiological or other method of examination for the purpose of diagnosis as are available in any public hospital, and are considered necessary by the authorised medical attendant, and such consultation with a specialist or other medical officer as the authorised medical attendant certifies to be necessary to such extent and in such manner as the specialist or medical officer may, in consultation with the authorised medical attendant, determine;
- (h) "Patient" means a Board employee or any member of his / her family to whom these regulations apply and who has fallen ill;
- (i) "Treatment" means the use of all medical and surgical facilities available at the public or private hospital in which a Board employee is treated and includes: –
- 1) The employment of such pathological, bacteriological, radiological or other methods as are considered necessary by the authorised medical attendant;
 - 2) The supply of such medicines, vaccines, sera or other therapeutic substances as are ordinarily available in the hospital;
 - 3) The supply of such medicines, vaccines, sera or other therapeutic substances not ordinarily so available as the authorised medical attendant may certify in writing to be essential for the recovery of the Board employee;
 - 4) Multi vitamins and minerals (oral and injectable), multi vitamins for cancer, CLD, CRF and chronic anaemia cases, disposable items like IV Cannula, Butterfly needle, IV Drip set and CVP line etc and supplements are reimbursable as part of treatment and medicines prescribed by treating doctor are reimbursable.

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- 5) Such accommodation as is ordinarily provided in the hospital and is suited to his status;
 - 6) Such nursing as is ordinarily provided to patient by the hospital;
 - 7) The specialist consultation described in clause (g), but does not include provision at the request of the Board employee of accommodation superior to that described in sub-clause (4);
 - 8) "Dental Treatment" includes treatment of alveolar (gum and jaw bone) disease, extraction of teeth, treatment for dental caries, gingivitis, pyorrhoea and filling (temporary or permanent) of dental cavities including root canal treatment, scaling, dental implants, orthodontic appliances, bridging, crowning and provision of dentures;
 - 9) The provision of artificial limbs and shoes, devices, Cochlear and other implants, and joints; provided that they are registered products by DRAP or Sindh government. Unregistered medicines/devices/implants are illegal and may not be used or reimbursed;
 - 10) The facility of circumcision of children.
3. A Board employee shall be entitled, free of charge to medical attendance by the authorised medical attendant.
 4. The Board employee entitled to receive medical attendance, free of charge, any amount paid by him / her on account of such treatment shall on production of a certificate in writing by the authorised medical attendant in this behalf and after necessary verification, be reimbursed to him / her.
 5. (1) when the place at which a patient falls ill is not the headquarters of the authorised medical attendant: –
 - a) the patient shall be entitled to travelling allowance at tour rates for the journey to and from such headquarters; or
 - b) if the patient is too ill to travel, the authorised medical attendant shall be entitled to travelling allowance at tour rates for the journey to and from the place where the patient is.
 - (2) Applications for travelling allowance under clause (a) of sub-regulation (1) shall be accompanied by a certificate in writing by the authorised medical attendant stating that the treatment

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was necessary, and if the application is under clause (b), that the patient was too ill to travel.

6. (1) if the authorised medical attendant is of the opinion that the case of a patient is of such serious or special nature as to require medical attendance by some person other than him / her, and such attendance or treatment which is not available at the place where the patient has fallen ill or that the patient requires specialised treatment, he may, with the approval of the Authorized Medical Attendant of the hospital (which shall be obtained beforehand unless the delay involved entails danger to the health of the patient);
 - a) send the patient to the nearest specialist or other medical officer as provided in clause (g) of regulation 2 by whom in his / her opinion, medical attendance is required for the patient or in case of specialised treatment to the place where such treatment is available within country;
 - b) if the patient is too ill to travel, summon such specialist or other medical officer to attend upon the patient.
 - (2) a patient sent under clause (a) of sub-regulation (1) shall on production of a certificate in writing by the authorised medical attendant in this behalf, be entitled to travelling allowance for him / her and his / her attendant at tour rates for the journey to and from the headquarters of the specialist or other medical officer or the place where he is sent for treatment.
 - (3) a specialist or other medical officer summoned under clause (b) of sub-regulation (1) shall, on production of a certificate in writing by the authorised medical attendant in this behalf, be entitled to travelling allowance at tour rates for the journey to and from the place where the patient is.
7. (1) A Board employee shall be entitled, free of charge:
 - i) to treatment;
 - a) in such public hospital, a government health centre/unit, M.C.H. centre / dispensary, dental hospital / clinic, being a hospital maintained by Government, or near the place where he / she falls ill as can, in the opinion of the authorised medical attendant, provide the necessary or suitable treatment, or
 - b) if there is no such hospital as referred to in sub-clause (a), in such hospital other than a government hospital at or near that place as can, in the opinion of the authorised medical attendant, provide the necessary and suitable treatment;

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- c) to specialised treatment at the nearest government hospital providing such treatment.
 - i) to medical treatment from any private, autonomous or semi-autonomous hospital/clinic in emergency, if in the opinion of the authorised medical attendant, it was necessary.
 - ii) a Board employee shall also be entitled to ambulance charges, if actually provided with an ambulance, and the hospital authorities consider such provision to be necessary.
- (2) if a Board employee is treated in a hospital maintained by Government, the free treatment will constitute an ordinary function of the hospital.
- (3) if a Board employee is treated in a hospital maintained by a local body or in any other hospital where he / she is to pay for his / her treatment, he / she shall himself / herself make the payment in the first instance and recover the amount from Board afterwards. Before claiming reimbursement, he / she should obtain from the hospital a bill in full detail and also a duly signed receipt in token of having made the payment, and present them to the head of his / her office. The head of the office shall check the bill with the tariff after which the hospital bill and the receipt will form the vouchers. The amount shall then be disbursed to the Board employee.
8. if the authorised medical attendant is of opinion that owing to the absence or remoteness of a suitable hospital, or to the severity of the illness, a Board employee cannot be given treatment as provided in clause (a) of sub-regulation (1) of regulation 6, the Board employee may receive treatment at his / her residence.
9. a Board employee receiving treatment at his / her residence under regulation (8) shall be entitled to receive the cost of such treatment by way of reimbursement.
10. claims for sums admissible under regulation (9) shall be accompanied by a certificate in writing by the authorised medical attendant stating:
- a) his/her reasons for the opinion referred to in regulation (8);
 - b) the cost of similar treatment referred to in regulation (9).
11. The family of a Board employee shall be entitled, free of charge, to medical attendance and treatment, on the scale and under the conditions allowed to the Board employee himself / herself. This shall include confinement of a Board employee's wife / wives /

husband in hospital, but no prenatal or post-natal treatment at a Board employee's residence.

12. All retired Board employees and their families shall be entitled to:
 - a) medical attendance and treatment at Government hospitals, free of charge;
 - b) the facilities of medical attendance at their residence in case of illness which compels the patients to be confined to their residence;
 - c) medical treatment, from any private hospital / clinic in emergency, if necessary, on the opinion of the authorised medical attendant, with the reimbursement of any charges paid by the patient.
 - d) any amount paid by retired Board employee and family of the deceased Board employee on account of medical treatment, shall, on production of certificate in writing by the authorised medical attendant as specified in regulation-2, in that behalf, after necessary verification, be reimbursed by the Board.
13. Cardiac Implant and stents used in Cardiac Surgery are of different varieties and cost, these are reimbursable and there are no criteria because of different manufacturer prices. However, label / sticker of stunt maybe pasted on bill.
14. As far as the reimbursement of Intra Ocular lenses is concerned, which are of different varieties and cost, IOL for cataract and eye illness are reimbursable. Lenses used for the purpose of correction of vision are also reimbursable.
15. Devices / appliance and oxygen cylinder and its refilling charges at home for bed ridden patients are reimbursable.
16. Reimbursement of Sleeve Gastrectomy is not allowed upon cosmetic reasons; however, on metabolic indication it falls in category of medical treatment and reimbursement is allowed in such cases.
17. Acupuncture treatment is not allowed to be reimbursed
18. Board employees who are sent abroad on duty by Board / Government shall be allowed the following allowances for the purpose of medical treatment during the period they are on duty abroad:
 - a) reasonable cost of treatment, if a Board employee actually falls ill while he / she is on duty abroad. The treatment will be on the scale laid down in the above regulations;

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- b) no routine check-up will be permitted at Board expenses nor would Board accept liability for treatment of any disease from which a Board employee may have been suffering while in Pakistan and for which he / she takes the opportunity of his / her visit to a foreign country to receive treatment. Cases in which a disease from which a Board employee may have been suffering while in Pakistan takes a turn for the worse and requires urgent treatment, may be considered on merits;
- c) the treatment would be limited to the place where the Board employee has been sent on duty.
19. Time limit for submitting the reimbursement case is three years (3) for payment. However, old cases may be entertained after obtaining proper justification for late submission.
20. Board may relax provisions of these regulations in cases of special hardships.

**CHAIRPERSON
BENAZIR BHUTTO SHAHEED
HUMAN RESOURCE RESEARCH
& DEVELOPMENT BOARD**

NO.ADMIN/BBSHRRDB/14-3/2025/483: Karachi, dated the 20th August, 2026

Copy forwarded to :

- 1) The Regional Consultant (Hyderabad/Sukkur), BBSHRRDB
- 2) The Director (Trainings/IT), BBSHRRDB, Government of Sindh, Karachi
- 3) The Deputy Director (All), BBSHRRDB, Government of Sindh, Karachi
- 4) The Assistant Director (All), BBSHRRDB, Government of Sindh
- 5) PS to Chairperson, BBSHRRDB, Government of Sindh, Karachi
- 6) PS to Secretary, Universities & Boards Department, Government of Sindh, Karachi
- 7) PS to Secretary, BBSHRRDB, Government of Sindh, Karachi
- 8) Personal file.


ASSISTANT DIRECTOR (ADMIN)