

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

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**Detail information on Qualification, Experiences and Job description**

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**Post:** Senior Microbiologist- (One)

**Period:** Three years

**Minimum  
Qualification**

- a) MBBS+MD (Microbiology)+minimum 3 year experiences after Master Degree  
or
- b) MBBS +PhD Microbiology+ minimum 3 year experiences after PhD Degree  
or
- c) MBBS + Master in Microbiology+ minimum 5 year experiences after Master Degree

- Experience :**
- a) Experience in National level laboratory performing routine & special diagnostic tests, including sputum smear microscopy culture and drug susceptibility testing. Preference will be given to the candidates having experiences in BSL-3 Laboratory.
  - b) Experience in research and Laboratory staff training in tuberculosis diagnostics considered as an assets.
  - c) Experience in managing laboratory quality assurance programmes, in particular quality assurance of sputum smear microscopy, culture, and drug susceptibility of mycobacteria (Preferable) .
  - d) Experience in HIV testing considered as an assets.
  - e) Good knowledge in computer (Experience in database design, data management and data analysis)

- Job Description:**
- a) To operate a SAARC Supra National Reference Laboratory for Tuberculosis and HIV/AIDS to support National Tuberculosis and HIV Reference Laboratories in Member Countries in the area of quality assurance of smear microscopy, laboratory biosafety, culture, drug susceptibility testing, surveillance of drug resistance and HIV/AIDS related Laboratory services.

- b) To deliver Tuberculosis and HIV/AIDS diagnostic reference services.
- c) To assist in organizing Laboratory related trainings in quality assurance of smear microscopy, culture and drug susceptibility testing, and the role of National Reference Laboratories in tuberculosis and HIV/AIDS control programmes.
- d) To assist in the coordination of regional drug resistance surveillance and other laboratory related research work.
- e) To provide technical support to National Tuberculosis and HIV/AIDS Reference Laboratories in SAARC Member States.

## **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 10 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 between the age of 5 to 21 years i.e. 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.

**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.

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