

## PCP Progress Report

The development objective of the Program is to strengthen the performance of urban local governments in urban management and service delivery.

# World Bank Funded Punjab Cities Program

### January, 2022

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#### ACRONYMS

APA	Annual Performance Assessment
ADP	Annual Development Program
CFMS	Computerized Financial Management System
CTS	Complaint Tracking System
DLI	Disbursement Linked Indicator
DLR	Disbursement Linked Results
EHS	Environment Health & Safety
ESFPs	Environment & Social Focal Persons
ESMF	Environment and Social Management Framework
ESSA	Environment & Social Systems Assessment
FABS	Financial Accounting & Budgeting System
FD	Finance Department
FY	Financial Year
GDP	Gross Domestic Product
GIS	Geographical Information System
GoPb	Government of Punjab
IDAMP	Integrated Development and Asset Management Plan
IPC	Interim Payment Certificate
IPF	Investment Project Financing
IS	Institutional Strengthening
LG & CDD	Local Government and Community Development Department
M&R	Maintenance & Rehabilitation
MACs	Minimum Access Conditions
MACS	
	Municipal Corporation/Committee
MO (F)	Municipal Officer (Finance)
MO (I)	Municipal Officer (Infrastructure)
MO (P)	Municipal Officer (Planning)
MO (R)	Municipal Officer (Regulation)
NOC	No Objection Certificate
OSR	Own Source Revenue
O&M	Operations & Maintenance
P for R	Program for Results
PAD	Program Appraisal Document
PBG	Performance-Based Grants
PCP	Punjab Cities Program
PCRs	Polymerase Chain Reactions
PLGB	Punjab Local Government Board
PLGA	Punjab Local Government Act
PM	Performance Measure
PMDFC	Punjab Municipal Development Fund Company
PMS	Performance Management System
PPRA	Public Procurement Regulatory Authority
PURR	Punjab Urban Reform Roadmap
SLG	Secretary Local Government
SOPs	Standard Operating Procedures
TOR	Terms of Reference
ULGs	Urban Local Governments
VO	Variation Order
WB	World Bank

#### 1. INTRODUCTION

Government of Punjab prepared "Punjab Cities Program" with the assistance of the World Bank (WB) by analyzing the economic activities in the main cities of Punjab. For exploiting the economic growth potential of the cities some policy reforms have been proposed in the Punjab Cities Program, which are in line with Vision 2025 & Punjab Growth Strategy.

**To fulfill DLIs,** a comprehensive framework is developed encompassing the process activities, roles & responsibilities of the stakeholders and documentation required as per the agreed Means of Verification. PMDFC is continuously monitoring construction activities through its field teams and supervision consultants. PMDFC teams are also providing requisite backstopping support to MCs staff in building the capacity of MCs to handle such kind of donor-funded projects. This report prepared by Institutional Strengthening section will provide a glimpse of efforts accomplished by PMDFC Team from time to time. Moreover, the team is also putting its best efforts to accomplish the specific requirements to fulfill DLIs for subsequent releases. The report encompasses activities majorly carried out during January 2022.

#### 1.1 Program Development Objective

The development objective of the Program is to strengthen the performance of urban local governments participating in urban management and service delivery.

#### **1.2 Program Cost**

Table 1: Pro	gram Cost	$(1 \ USD = PKR \ 152.90)$	
Share	USD (Million)	PKR. (Million)	
Foreign:	200.00	30,580.00	
Local: GoPb /MCs co-financing	36.00	5,504.40	
Total:	236.00	36,084.40	

#### **1.3 Key Features / PCP Components**

The Program is using a hybrid of Investment Project Financing (IPF) and Program for Results (P for R) instrument.

- a) Infrastructure Development (Window-I; Program for Result) provides Performance-Based Grants (PBGs) based on results achieved by the MCs against the Disbursement-Linked Indicators (DLIs).
- b) Institutional Strengthening (Window-2; Investment Project Financing) supports provincial government agencies (Finance Department, LG&CD Department, Local Government Board, and PMDFC and selected MCs with technical assistance and institutional strengthening. (Total Cost; USD 20 Million)

#### **1.4 Program Cities**

Table 2: 16 cities (Municipal Corporations/ Committees) included in the Program

North Punjab	Population 2017	Centre Punjab	Population 2017	South Punjab	Population 2017
Daska	189,327	Gojra	180,951	Bahawalnagar	199,367
Hafizabad	269,424	Jarranwala	230,162	Burewala	289,236
Jhelum	261,711	Jhang	493,108	Khanewal	216,181
Kamoke	264,217	Kamalia	145,713	Kotaddu	179,730
Muridke	258,152	Okara	463,302	Vehari	175,042
Wazirabad	138,433				

#### 2. SUMMARY OF ACTIVITIES / ACHIEVEMENTS BY PROGRAM COMPONENT

#### 2.1. Issues/ Bottlenecks

Issues/ Bottlenecks	Status
Competitive hiring of new Managing Director Punjab Municipal Development Fund Company (PMDFC)	<ul> <li>In progress</li> <li>48 applications received.</li> <li>Shortlisting completed.</li> <li>BOD meeting planned in the mid of February 2022 for approval of shortlisted candidates for interview</li> </ul>
Establishment of the Performance-Based Grants (PBGs) Unit in the Finance Department (DA account).	<ul> <li>Designated Account has been opened.</li> <li>Preparation of PC-II for strengthening of PFC unit is in progress</li> <li>PMDFC has requested DS(LG) to expedite the PC-II finalization</li> </ul>
Problems and Bottlenecks hampering the progress of execution of projects	<ul> <li>Under mentioned problems and bottlenecks have been and are still affecting the progress of execution of the projects under Punjab Cities Program very adversely:</li> <li>1. Frequent transfer of staff of MCs especially the Municipal Officer (I&amp;S)</li> <li>2. More than one additional charges have been entrusted to Municipal Officers (I&amp;S) of the Program MCs.</li> <li>3. Rapidly changing set up of Local Governments has made the MCs upset as mentioned below.</li> <li>After a Court Order the Administrators of MCs were not allowed to discharge their duties w.e.f. 29<sup>th</sup> July, 2021.</li> <li>PLGA-19 was suspended and the original institutions were reinstated by the Court vide which the chairmen of the MCs took over on 17<sup>th</sup> October, 2021 but no practical work was done up to 31.12.2021.</li> <li>On 31<sup>st</sup> December, Administrators of MCs were appointed and the work started to take off which only continued up to 27.01.2022.</li> <li>On 27<sup>th</sup> January 2022 the Local Government set up was again changed and now the work kas again been stopped because the previous Administrators have ceased to exist.</li> <li>MCs Officers are confused and all kind of tasks are held up at the moment after issue of this notification.</li> </ul>

Phase-II and Provision of Machinery and Equipment for solid waste management.
6. Recently only one MO (I&S) has been posted in MC
Vehari, Burewala and Mailsi. This officer will not be able
to discharge his duties in three MCs simultaneously.
7. Similarly, the slot of MO (I&S) MC Jhang is vacant since
long and District Officer (I&S) of District Council Jhang
having its additional charge is not attending the work of
MC Jhang.
8. In MC Khanewal four slots of sub engineers are vacant
and no sub engineer is available to work on PCP Projects.
The Audit Officer in MC Kamoke is not allowing advance
payment to the vendors of vehicle chassis even against a bank
guarantee and placement of order to the vendors is held up.
guarantee and placement of order to the vehicles is held up.

#### 2.2. Highlights of Key Accomplishments

PCP team is striving its best efforts to execute the program operations. Program team is continuously monitoring and overseeing the implementation of M&R projects being executed by 16 partner MCs. Moreover, the team is also putting its best efforts to accomplish the specific requirements to fulfill DLIs

(DLI - 1: MCs have achieved Minimum Access Conditions (*MACs*), DLI - 2: MCs have achieved Performance Measures (*PMs*)) for subsequent releases.

Activities	Status			
Accomplishment of DLIs (2018-19):	• Reduced set of Minimum Access Conditions fulfilled and assessed by World Bank Team in <b>2018 - 19</b> and USD 9.52 million released			
Accomplishment of DLIs (2019-20):	<ul> <li>In-time submission of deliverables for 16 cities</li> <li>DLIs complied with Disbursement Linked Results in 2019 - 20 and subsequent funds amounting USD 42.64 million released</li> </ul>			
Accomplishment of DLIs (2020-21)	<ul> <li>DLIs complied with Disbursement Linked Results in 2020 – 21, subsequently funds amounting USD 53.933 Million released (Annual Performance Assessment carried out to assess Disbursement Linked Results (DLRs – FY 2020-21) by an independent Consulting Firm and Results submitted to WB, Pⅅ and LG&amp;CDD).</li> </ul>			
Accomplishment of DLIs (2021-22)	<ul> <li>In Progress:</li> <li>Preparatory work / trainings / consultative sessions for MCs staff to accomplish MACs and PMs for Year – III (FY 2021 – 22)</li> </ul>			

		1 auto 4.	Progress S				
Activities	Update						
Update on Year-I schemes	Groups	Descriptio n	No of Sub Projects	No. of Sub Projects Completed	AA Cost (Rs. Million)	Contract Cost (Rs. Million)	Expenditure Incurred
	Phase-I						
	А	Rehabilitation	16	15	1206.80	1144.36	1052.43
	В	Repairs	12	11	145.65	130.50	78.05
	С	Supply Items	16	16	`135.50	129.26	113.93
		Total	44	42	1487.95	1404.11	1244.42
	Phase-II						
	Rehabilit subprojec		8	3	235.8	56.27	25.60
	Total Ph	ase-I + II	52	45	1723.75	1460.39	1270.01
	Expendit heads of	ure on other PCP					118.016
	Total up	oto 31.01.2022	52	45	1723.75	1460.39	1388.026
	Total P	hysical Progress		1	96%	6	
		xpenditure incur				0.01 million	
		xpenditure inclue	-			8.026 millio	
		Plan for Utilizat	tion of the	Funds release	sed to MC f	for Year-1	to Year-5 is
		s Annex - A					
Provision of		16 MCs approv			-	nctioned	
Machinery &		ment process of					
Equipment for		equipment booke					
SWM		are being floate			-		
	chassis and procurement of other machinery & equipment in 08 MCs						
		progress is atta		nnex- B			
Priority Sub		lists received – 1					
Projects for Year 2021-22	-	lists finalized –					
Year 2021-22		on plans – 15 N			<b>D</b>	1.1.10	
		World Bank – 14		ept Veharı,	Burewala,	both MCs a	ire
	extremely slow in progress)						
	• All maps have been modified after discussion with World Bank Team						
Environment &	Detail attached at Annex – C						
Social	• 3 days training sessions on DLIs (Results areas of Environmental & Social Management PCP) Khangwala & Guiranwala Bagian Completed for						
Management	Management PCP) - Khanewal & Gujranwala Region – Completed, for Faisalabad Region <i>is planned to be conducted in Feb</i> , 2022.						
	<ul> <li>Environmental &amp; Social Screening for subprojects 2020-21 completed for 07 MCs</li> </ul>						
	(Kotaddu, Hafizabad, Daska, Kamoke, Jehlum, Khanewal and Bhawalnagar)						
	• ESMF disseminated to relevant stakeholders						
	<ul> <li>02 ESMPs of MC Kamalia have been prepared and shared with World Bank for approval.</li> </ul>						
	<ul> <li>3<sup>rd</sup> Biannual Progress Report (May 21- Dec 21) prepared and shared with World Bank on 31<sup>st</sup> Dec, 2021.</li> <li>Detail attached at Annex D</li> </ul>						

#### Highlight of other key accomplishments is detailed as under:

Table 4: Progress Summary

Activities	Update				
Postings /	• LG&CD Department is maintaining key staf	f posting in all 16 N	1Cs.		
<b>Fransfer of</b>	• PMDFC is providing necessary support to LG&CD Department to make different				
MCs' Key Staff	staffing analysis for decision-making.				
	Detail Attached at Annex E				
Field offices	Establishment of PCP Regional Offices: (Kha	newal, Faisalabad	& Gujranwala)		
establishment	• Establishment of Regional Offices - Com	pleted (Head offi	ce Lahore and		
	Regional offices in Khanewal, Faisalabad	•			
	• Procurement / Delivery of Furniture & IT equ	•	and Head Office		
	– Completed in Head Office and Regional O				
Hiring of	• Hiring of key staff - Completed				
Program Staff	• Hiring of remaining staff: Advertisement p	whished (closing a	late was Dec10		
	2021) – Shortlisting in progress	definition (crossing (	aute was Deero,		
	Detail Attached at Annex F				
Designated	Designated Account has been opened.				
Account for	<ul> <li>Preparation of PC-II for strengthening of PF</li> </ul>	C unit is in progress	by FD		
PFC unit of FD	• PMDFC has requested DS (LG) to expedite	1 0			
Capacity	<ul> <li>Meeting to review Capacity Building of PLC</li> </ul>				
Building of	under the chairperson of Special Secretary				
PLGB &	minutes has been approved.		emeer our 2021,		
LG&CDD	(Minutes of Meeting attached at Annex G)				
	• Proposal for establishing three units i.e. Strategic Policy & Planning Unit, Finance				
	Wing and PPP Unit, has been approved by LG&CDD on 24 Jan, 2022 – Drafting				
	of working plan is in progress		e		
	Hiring of Consulting Services	/ Goods			
i. Hiring Comp	leted:				
Main Activity/ Co	onsultancies	<b>Estimated Cost</b>	Status		
		(PKR Million)			
0	or Resident Construction Supervision for	55.50	Completed		
,	ation M&R Contracts of 16 Cities. irm for External Audit of Financial	34.54	Completed		
0	ther Local Governments (16-MCs) -(19-20	דע.דע	Completed		
& 20-21)					
	Procurement of IT equipment for 16 x MCs	31.50	Completed		
	C & Regional Offices- Procurement of IT				
equipment Package-3 PLGB-Procurement of IT equipment.					
Procurement of Furniture (PMDFC & Regional Offices		9.39	Completed		
LG&CDD & PLO	GB).				
Hiring of Short-T	erm Individual Consultant (Solid Waste	1.80	Completed		
Management Spe	cialist) for PMDFC.		1		
	erm Individual Consultant (Solid Waste	2.00	Completed		
Management Spe	cialist) for PMDFC.				
	,				
Hiring of Individu	ual Procurement Consultant.	3.50	Completed		
	ual Procurement Consultant.		-		
	ual Procurement Consultant. For 50KVA for Head office and 03 Diesel	3.50	Completed Completed		

ii. Hiring of Consultancies in Progress:					
Consultancy	Sub Activities	Status	Timeline		
Hiring of an Engineering Firm for Detailed Design of	Combined Evaluation of Technical and Financial Proposal	Completed	30-12-2021		
Infrastructure Sub-Projects, Sectoral Planning &	NOL to be issued by World Bank	Completed	03-01-2022		
Resident Supervision in 16	Negotiation with the Firms	Completed	06-01-2022		
Cities of Punjab	Signing of draft Contract Agreements with the Firms	Completed	14-01-2022		
	Draft signed agreement sent to World Bank for clearance	Completed	14-01-2022		
	World Bank Approval	Awaited	01-02-2022		
	Signing of Contract Agreements after 10 days Standstill Period	Future Task	15-02-2022		
	Firms' mobilization at site	Future Task	25-02-2022		
	Sectoral Planning	Future Task	01-03-2022 to 30-09-2022		
	Designing of major infrastructure subprojects	Future Task	01-04-2022 to 31-12-2022		
	Tendering and bidding process after approval of PC-Is for first priority infrastructure sub-projects (16 Nos.)	Future Task	30-06-2022		
	Commencement of execution of one first Priority infrastructure sub-project (16 Nos.)	Future Task	30-09-2022		
	Completion of infrastructure sub projects (16 Nos.)	Future Task	31-03-2024		
	Tendering and bidding process after approval of PC-I for second priority infrastructure sub projects 16 Nos.	Future Task	01-11-2022		
	Commencement of execution of one second priority infrastructure sub- project (16 Nos.)	Future Task	01-03-2023		
	Completion of infrastructure sub projects (16 Nos.)	Future Task	31-03-2024		
Hiring of Consultants for	RFP issued to firm	Completed	27-12-2021		
Detailed Design of Infrastructure Sub-Projects	Combined Evaluation Report and Draft Negotiated Contract	Completed	15-01-2022		
and Resident Supervision in	Notification of Intention of Award	Completed	15-01-2022		
16 Cities of Punjab. (Parks Design, Parking	Signed Contract after 10 days Stand Still Period	Future Task	28-01-2022		
Sheds, Roads etc.)	Design of infrastructure sub projects	Future Task	01-02-2022 to 31-05-2022		
	Tendering and bidding process after approval of PC-Is for infrastructure sub projects	Future Task	15-03-2022 to 31-08-2022		
	Commencement of execution of sub projects	Future Task	01-06-2022 to 31-07-2022		
	Completion of infrastructure sub projects	Future Task	01-06-2022 to 29-02-2023		
	RFP issued	Completed	20-01-2022		

		~ 1 1	10.00.0000
Consulting Services for Up	Submission of Technical Proposal	Completed	12-02-2022
radation of MC's Websites, Consulting Services for Up		Future Task	20-02-2022
gradation of Performance	f Porformance Financial Opening and negotiation		25-02-2022
Management System (PMS),	Interaction of Arriand and Drott Contract		28-02-2022
Consulting Services for Up	Signing of Agreement	Future Task	20-03-2022
gradation of CTS to GRM	Completion of Assignment	Future Task	20-09-2022
Hiring Of Consulting	Proposals received from top ranked	Completed	31-12-2021
Services for Compatibility /	firm M/S ABBACUS Consulting	compressa	01 12 2021
Accessibility Check and	Evaluation of Technical Proposal	Completed	07-01-2022
Integration of Local Govt.	Opening of Financial Proposal	Completed	17-01-2022
Financial Management	Negotiations with M/S ABBACUS	Completed	25-01-2022
System with Federal Govt.	Consulting	Completed	25-01-2022
Financial System FAB/SAP Under Punjab Cities	Negotiation report to be shared with World Bank	Future Task	28-01-2022
Program (PCP).	Notification of Intention of Award	Future Task	29-01-2022
	Standstill Period	Future Task	10-02-2022
	Signing of Agreement	Future Task	15-02-2022
	Completion of Assignment	Future Task	31-05-2022
Hiring of Consulting	RFP issued to firms	Completed	23-12-2021
Services for Preparation of	Opening of Technical Proposals /	Completed	21-01-2022
IDAMP For 16 MCs.	Minutes	compressa	
	Evaluation of Technical Proposals	Future Task	10-02-2022
	Opening of Financial Proposals / Minutes	Future Task	15-02-2022
	Combined Evaluation Report and Draft Negotiated Contract	Future Task	22-02-2022
	Notification of Intention of Award and Standstill time	Future Task	14-03-2022
	Signing of Agreement	Future Task	21-03-2022
	Completion of Assignment	Future Task	28-02-2023
Annual Performance	Meeting held with the Special	Completed	03-01-2022
Assessment Firm will be	Secretary LG&CD on 24th December,	Completed	03-01-2022
hired for 2 years. It will	2021 for justification of APA firm		
carry out assessment of 16	clarification for decision on CQS or		
Municipal Committees/	QCBS selection method sent to World		
Corporations to release	Bank on 27-12-2021. As per World		
funds against achieved	Bank advice, firm will be hired under		
DLIs.	Least Cost Method		
	REOI advertised in the Press	Completed	06-01-2022
	EOIs received	Completed	26-01-2022
	Evaluation of Expression of Interest	Future Task	04-02-2022
	Issuance of Request for Proposals	Future Task	07-02-2022
	Receipt of Technical & Financial	Future Task	22-02-2022
	Proposals		
	Evaluation of Technical & Financial Opening	Future Task	27-02-2022
	Negotiated and Notification of	Future Task	28-02-2022
	Intention of Award		
	Standstill Period	Future Task	10-03-2022
	Signing of Agreement	Future Task	15-03-2022

	Completion of work by the Firm	Future Task	31-05-2022
	Report to be shared with the World	Future Task	05-06-2022
	Bank for release of amount		
Hiring of Firm for	Draft TORs were shared with the	Completed	20-01-2022
Assessment of Economic	World Bank for clearance on		
Potential in MCs (Phase-I)	December 19, 2021. The World Bank		
	cleared the TORs with some		
	suggestions		
	Final TORs shared with the World	Completed	26-01-2022
	Bank for final clearance after	-	
	incorporation of World Bank		
	suggestions		
	World Bank clearance	Awaited	31-01-2022
	Activity will be uploaded on STEP for	Future Task	31-01-2022
	approval by the World Bank		
	Approval of activity from the World Bank	Future Task	04-02-2022
	REOI advertised in the Press	Future Task	10-02-2022
	EOIs received	Future Task	28-02-2022
	Evaluation of Expression of Interest	Future Task	10-03-2022
	Issuance of Request for Proposals	Future Task	15-03-2022
	Receipt of Technical & Financial	Future Task	01-04-2022
	Proposals		
	Evaluation of Technical & Financial	Future Task	11-04-2022
	Opening Negotiated and Notification of	Future Task	18-04-2022
	Intention of Award	Future Task	18-04-2022
	Standstill Period	Future Task	02-05-2022
	Signing of Agreement	Future Task	02-03-2022
	Completion of work by the Firm	Future Task	05-09-2022
Hiring of Audit Firm for	Activity to be added on STEP for	Future Task	03-09-2022
External Audit of Financial	approval by the World Bank	Future Task	03-02-2022
Statements of Partner Local	REOI advertised in the Press	Future Task	06-02-2022
Governments (16-MCs) -	EOIs received	Future Task	26-02-2022
(2021-22 & 2022-23)	Evaluation of Expression of Interest	Future Task	10-03-2022
	Issuance of Request for Proposals	Future Task	15-03-2022
	Receipt of Technical & Financial	Future Task	05-04-2022
	Proposals	Future Task	03-04-2022
	Evaluation of Technical & Financial Opening	Future Task	20-04-2022
	Negotiated and Notification of Intention of Award	Future Task	25-04-2022
	Standstill Period	Future Task	16-05-2022
	Signing of Agreement	Future Task	20-05-2022
	Completion of work by the Firm	Future Task	30-09-2022
	Report to be shared with the World Bank	Future Task	17-10-2022

#### 2.3. Funds Allocation & Utilization

#### **Components' Allocation**

Wine	dow #	Financing Modality	Financing ModalityAmount (US \$ M)				
1		IDA Allocation for Performance Grants (PforR)	180.00	90			
2		IDA Allocation for Institutional Strengthening (IPF)	20.00	10			

#### Table 5: Program Components & Allocation

#### **\*Funds Utilization**

Table 6: Funds Releases and Utilization

Financial Year	FY 2019-20				FY 2020-21			FY 2021-22				Total (FY 2019-22)				
Expenditure	ure Releases		Releases Utilizatio		ation	Releases Utilization		Releases		Utilization		Releases		Utilization		
Area	PKR	USD	PKR	USD	PKR	USD	PKR	USD	PKR	USD	PKR	USD	PKR	USD	PKR	USD
IPF- PMDFC	185.11	1.2	17.47	0.11	160	0.99	289.36	1.83	277.23	1.65	135.69	0.82	622.34	3.84	442.52	2.76
PBGs-MCs	1,442.41	9.52	-	-	7,065.05	42.64	960.96	6.35	8,504.96	53.93	427.06	2.82	17012.42	106.09	1388.02	9.17
Total	1,627.53	10.72	17.47	0.11	7,225.05	43.64	1250.32	8.18	8,782.20	55.58	562.75	3.64	17634.8	109.94	1830.54	11.93

\*As per Bank Statement for the period ending Jan 31, 2022

#### 2.4. Update – Window – 1 (PBGs – Infrastructure Investments)

Participating MCs are using PBG funds primarily for financing eligible infrastructure investments. The priority infrastructure investment needs are determined by infrastructure maps and in future by Integrated Development, and Asset Management Plans (IDAMP). The Program MCs contribute 20% of the cost of all infrastructure investments financed through PBGs. In the first two years of the implementation (FY 2019-20), Program MCs used PBGs only for servicing the rehabilitation, repair and replacement needs of municipal infrastructure. Eligible investments in infrastructure and service delivery for year 3 - 5 of program will be identified, encompassing MC mandates under PLGA 2021. The prioritization and selection of investments will ensure (a) citizen participation; (b) social inclusion (including gender and disability considerations); (c) climate change and disaster adoption; and (d) economic viability. Annual infrastructure investment plans, listing all planned expenditures against PBGs, is duly reflected in MC budgets.

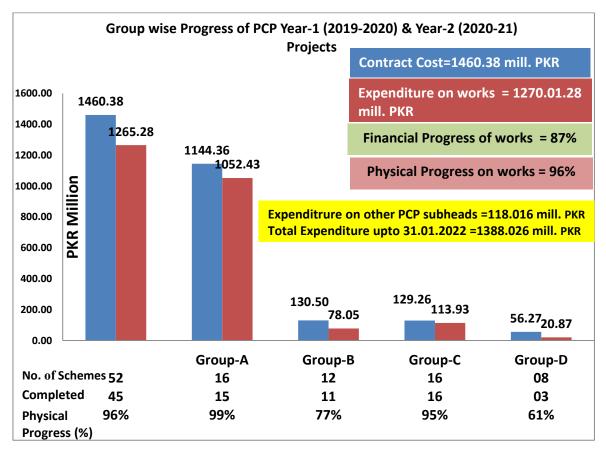
Eligible infrastructure sectors include; Water Supply, Sewerage, Solid Waste Management, Waste Water Treatment Plants, Urban Roads & Drainage, Parks, Streetlights.

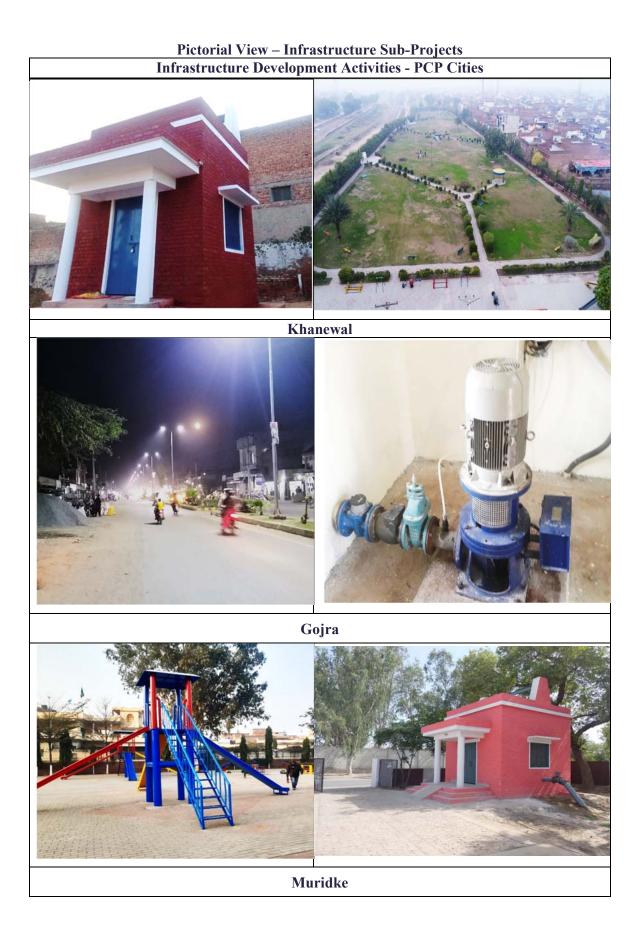
#### Progress of schemes of Year-I

Under Phase-I of the Rehabilitation Works total 44 subprojects were conceived. All 44 subprojects have been awarded out of which 42 subprojects stand completed. Total Expenditure on these subprojects (Phase I) by the end of January, 2021 is PKR 1244.42 million.

Under Phase-II of Rehabilitation Works 8 subprojects costing PKR 235.8 million have been conceived out of which 3 subprojects have been completed with a total cost of PKR 25.60 million whereas 3 subprojects are ongoing and 2 subprojects are still unapproved.

(Detail of progress of schemes is placed at Annex A)







#### 2.5. Update – Window – 2 (IPF)

		Table: 9 Window2 Interv	
	<b>Result Area</b>	<b>Proposed Systems and Activities</b>	Status to date
FD	Performance- Based Grants and Financial Reporting	<ul> <li>Strengthen FD's PFC Unit to manage budgeting and release of PBGs</li> <li>Operationalize MC Financial Monitoring &amp; Reporting System (linked to MC CFMS)</li> </ul>	<ul> <li>Designated Account has been opened.</li> <li>PC-II for strengthening of PFC unit is in progress by FD</li> <li>PMDFC – PCP team has requested DS (LG) to expedite the PC-II finalization</li> </ul>
LG&CDD	Policy Framework and Guidance	<ul> <li>Manage APAs through procuring and managing APA firm</li> <li>Establish PPP Unit - develop model contracts, templates, etc.</li> <li>Update Level of Service standards</li> <li>Develop population-based staffing standards with gender lens</li> <li>Update design specifications and standards for municipal infrastructure</li> </ul>	<ul> <li>Annual Performance Assessment carried out to assess Disbursement Linked Results (DLRs – FY 2020-21) by an independent Consulting Firm (EY Ford Rhodes) selected by LG&amp;CD Department – Results submitted to WB, Pⅅ and LG&amp;CDD</li> <li>For next year hiring, REOI advertised in the press on Jan 06, 2022, EOIs received – evaluation is in progress</li> <li>Other Interventions</li> <li>Proposal for establishing three units i.e. Strategic Policy &amp; Planning Unit, Finance Wing and PPP Unit, has been approved by LG&amp;CDD on 24 Jan, 2022 – Drafting of working plan is in progress</li> </ul>
LGB	Human Resource Management	<ul> <li>Develop and adopt a gender responsive HR Management System, including gender based provisions such as paid maternity leave and harassment free work environment</li> <li>Develop and operationalize MC Performance Monitoring Dashboard (linked to Performance Management System in MCs)</li> <li>Implement career learning plan, training content, and delivery partnerships for staff in Program MCs</li> </ul>	<ul> <li>PLGB representatives explained that HRMIS is being developed by PITB. Certain attributes like gender based provisions such as paid maternity leave and harassment free work environment are also being ensured as per government policy.</li> <li>Meeting to review Capacity Building of PLGB under PCP - Window II was held under the chairperson of Special Secretary LG&amp;CDD on December 8th 2021, minutes has been approved.</li> <li>(Minutes of Meeting attached at Annex G)</li> </ul>
PMDFC		<ul> <li>Update Infrastructure Maps developed under PMSIP</li> <li>Amend IDAMP instructions approved by Pⅅ under PCGIP</li> </ul>	<ul> <li>M&amp;R Schemes being executed are marked on GIS based maps</li> <li>Process initiated to hire consultant to amend IDAMP framework and to</li> </ul>

Integrated Development and Asset Management Planning	<ul> <li>to conform with MC organizational structure and staff mandates</li> <li>LG&amp;CDD instructions to MCs to adopt approved IDAMP framework and process for municipal infrastructure and services.</li> <li>Develop asset inventories with age and condition for all municipal assets, per approved IDAMP Framework.</li> <li>Conduct energy audits for electrical equipment, per approved IDAMP Framework.</li> <li>Conduct fuel audits for mechanical equipment, per approved IDAMP Framework.</li> <li>Develop training modules for MC staff.</li> <li>Train MC Staff on developing IDAMPs.</li> <li>Support development of three-year, rolling IDAMPs for each participating MC.</li> </ul>	<ul> <li>develop and implement three-year, rolling IDAMPs for each participating MC</li> <li>Five (05) firms submitted EOIs</li> <li>Evaluation of EOI completed.</li> <li>RFPs issued on 23 Dec, 2021</li> <li>Technical proposals opened on 21 Jan, 2022</li> <li>Evaluation of technical proposal – in progress</li> <li>Energy and Fuel Audit for electrical &amp; mechanical equipment completed in 2020</li> <li>Training modules developed and sessions conducted on Energy &amp; Fuel Audit</li> </ul>
Budgeting, Financial Management and Audit	<ul> <li>Management System (CFMS) developed under PMSIP is fully operational, focusing on basic financial management functions: producing annual budget estimates; cash book, automated voucher data entry system; annual financial statements, etc.</li> <li>Assess CFMS to ensure compatibility with FABS (national financial management information system)</li> <li>Rollout additional modules e.g. automated billing system for water and shops; challan-based collection system for major avenues of OSR.</li> <li>Develop and operationalize modules for Pension and Payroll.</li> <li>Develop Financial Management Manual for MCs.</li> <li>Require MCs to assign staff below BPS 14 to operate the system and provide training.</li> </ul>	<ul> <li>CFMS (developed under PMSIP) is fully operational in 16 PCP partner MCs.</li> <li>Follow up continuous</li> <li>Three MCs (Hafizabad, Daska &amp; Vehari) are also cross checked against working of CFMS by IT team of PMDFC</li> <li>MCs have assigned the requisite staff to operate the system. Training provided and troubleshooting support being provided.</li> <li>Audit activity for FY 2019-20- Completed</li> <li>Audit Activity for FY 2020-21- Completed</li> <li>Audit General team is conducting audit for IPF &amp; P4R – PCP</li> <li>Hiring process of external Audit Firm for FY 2021-22 initiated</li> </ul>

Accountability,	<ul> <li>Ensure MC websites developed under PMSIP are fully operational and updated.</li> <li>Develop SOPs and training</li> <li>16 PCP MCs' website (developed under PMSIP) are fully operational and bein updated as per developed SOPs periodically operational and bein updated as per developed SOPs periodically operational and bein updated as per developed SOPs periodically operational and bein updated as per developed SOPs periodically operational and bein updated as per developed SOPs periodically operational and bein updated as per developed SOPs periodically operational and bein updated.</li> </ul>
Transparency, and Complaint Handling	<ul> <li>materials to ensure regular updates.</li> <li>Ensure that MCs post requisite information on their websites.</li> <li>SOPs &amp; training material.</li> <li>The requisite information is placed on MC websites</li> </ul>
	<ul> <li>Ensure Complaint Tracking System (CTS) developed under PMSIP is fully operational.</li> <li>Develop and implement its upgrade to Grievance Redress Mechanism.</li> <li>Develop and operationalize CTS/GRM dashboard for MCs and LG&amp;CDD.</li> <li>Require MCs to assign staff below</li> <li>Complaint Tracking System (CT (developed under PMSIP) is ful operational</li> <li>TORs approved by the World Bank November 01, 2021. Eleven EOIs receive which are in process of evaluation.</li> <li>RFP issued to first ranking firm on 20 Ja 2022 for submission of technical an financial proposal for negotiations</li> </ul>
	BPS 14 to operate the system and provide training.
Monitoring Service Delivery Outcomes	<ul> <li>Ensure Performance Management System (PMS) developed under PMSIP is fully operational.</li> <li>Add performance indicators and collect requisite data.</li> <li>Develop and operationalize monitoring application to replace manual reporting forms.</li> <li>Update existing PMS dashboards per current MC, PMDFC, and LG&amp;CDD structures.</li> <li>Formulate Service Improvement Plans based on PMS and CTS information.</li> <li>Require MCs to assign staff below BPS 14 to operate the system and</li> <li>Performance Management System (PM (developed under PMSIP) is full operational in 16 PCP MCs.</li> <li>Hiring of consultancy services</li> <li>TORs approved by the World Bank overmber 01, 2021. Eleven EOIs received which are in process of evaluation. RFP issued to first ranking firm on 20 Ja 2022 for submission of technical and financial proposal for negotiations</li> <li>MCs have assigned the requisite staff operate the system and</li> </ul>
Procurement and Contract Management	<ul> <li>provide training.</li> <li>Amend and adopt for MCs procurement SOPs based on PPRA Rules developed under PCGIP.</li> <li>Update SOPs for Contract Management developed under PMSIP, including social and environmental management, and develop Manual.</li> <li>Provide procurement and contract management training to MC staff.</li> <li>Being planned</li> <li>Being planned</li> <li>Training being provided</li> <li>Training on DLIs related to Procurement (Completed - Khanewal &amp; Gujranwa Regions, and Faisalabad Region - Progress)</li> </ul>
Own-Source Revenue Mobilization	<ul> <li>Develop OSR Action Plans for OSR sources with highest potential for revenue enhancement.</li> <li>Develop training modules.</li> <li>Revision of shops' rent on the basis of mark rates:</li> <li>Benchmarking of OSR for last 03 years Completed for 16 MCs</li> </ul>

and Administration	BPS 14 and provide training.	<ul> <li>Revenue Enhancement Plans Prepared for 16 MCs and duly shared with concerned MCs</li> <li>Based on OSR enhancement plan, working to increase OSR by revising shop rent and tax proposal is completed for 10 MCs (Okara, Hafizabad, Vehari, Bahawalnagar, Burewala, Gojra, Kamalia, Muridke, Jhelum &amp; Kot Addu)</li> <li>Hiring of consultancy services for OSR mobilization &amp; administration</li> <li>TORs revised in line with comments received from World Bank</li> <li>Procurement process being initiated</li> <li>Activity has been added in procurement plan for WB review</li> <li>MCs have assigned the requisite staff to operate the system. Training provided and troubleshooting support being provided.</li> </ul>
Infrastructure Delivery and Maintenance	<ul> <li>Update O&amp;M protocols and manuals for municipal services developed under PMSIP.</li> <li>Develop training modules on protocols and manuals, including social and environmental management.</li> <li>Train relevant MC staff.</li> </ul>	<ul> <li>The updation of protocols and manuals is being planned through hiring an individual consultant</li> <li>TORs being prepared</li> </ul>
Environmental and Social Management	<ul> <li>Ensure appointment of social and environment management focal persons in each MC.</li> <li>Mainstream social and environmental considerations in the updating of SOPs, O&amp;M manuals, and investment planning strategies.</li> <li>Develop SOPs, screening checklists, and mitigation measures based on ESSA recommendations, to put in place documented procedures and processes for the management of environment and social risks.</li> <li>Develop training modules and train MC staff.</li> </ul>	<ul> <li>Notification has been made for nomination of focal person of Environment &amp; Social Management</li> <li>Environment and Social Management Framework has been developed</li> <li>SOPs and Environmental &amp; Social Screening Checklists have been developed as per ESSA recommendations</li> <li>Training/ Capacity Enchantment Framework has been developed &amp; Training/Briefing sessions with the nominated ESFPs are being conducted</li> </ul>

#### 3. COMMUNICATION ACTIVITIES

Punjab Cities Program is the flagship program of Punjab Municipal Fund Development Company. To project the milestones achieved by PCP team communication section is playing a major role. During the last quarter many initiatives were taken few of them has been completed successfully which are Wielding very good feedback while remaining few will also be completed shortly. Below are a few major communication activities which has been completed successfully followed by the list of planned activities subject to approval.

Activity	Description	Status
Success Stories	Success stories on PCP initiatives have been	Completed
Development	developed and being disseminated through	
	newsletter, and website.	
Newsletter	Newsletter depicting activities of PCP has been	Completed
	published, Jul – Sep 2021.	
Logo of PCP	A logo is designed and submitted for approval	Completed
Website Review	Website was reviewed and updated incorporating	Completed
	new information	
Use Of social media for	Twitter, Instagram, YouTube and LinkedIn	Ongoing
projection of PCP activities	accounts are also being operated in addition to FB	
	for projection of program achievements	
Establishment of	A dedicated display corner for publications/reports	Completed
Publication display corner	of PCP is established	
Training Sessions at	Media Coverage and Preparation of comprehensive	Completed
Khanewal & Gujranwala	report on these trainings	
Direction & Sign Boards	Direction & Sign boards installed for easy approach	Completed
for better office visibility	to office	
Established a video/photo	Coverage of different activities being performed and	Ongoing
archive	footage and still photos are being saved for future	
	reference	~
Designing and Publishing	Designing and Publishing of Table Calendar 2022	Completed
of Table Calendar, 2022	and Dairy 2022 completed	
and Diary		
Coverage on social Media	Activities are being projected on social media	Ongoing
Platforms significantly	including Facebook, Twitter and Instagram.	
increased on social media	Following are the links	
	Facebook: www.facebook.com/pmdfc	
	Twitter: www.twitter.com/PMDFC_Official	
N 1' C' 11 ' '	Instagram: www.instagram.com/pmdfc1	0 1 1 1
Media exposure field visit	A visit of MC Muridke & Kamoki for Reporter	Completed Article will be
	from reputed English daily Express Tribune was done	
		published by 15 February
Newsletter Oct-Dec 2021	Newsletter published and being disseminated	Completed
Logo Installation at	To beautify the office building and improve	_
PMDFC head office	branding a specially designed logo of PMDFC has	Completed
	been installed	

#### Update - Human Resource Management (HRM)/ Key Staffing Position

As a legal covenant of PCP, LG&CDD shall maintain the appointment of provincially appointed staff (with acceptable qualification and experience) within the MCs throughout the period of operation implementation.

In this context, LG&CD Department has been maintaining human resource management needs, updating and keeping track of postings/ transfer of key staff in 16 PCP partner cities. PMDFC is providing necessary support to LG&CD Department to make different staffing analyses time to time for decision-making. Details developed which highlighted following major attributes (in the month of January 2022):

•	Officer having no additional charge	=	38
٠	Officer having one additional charge	=	21
٠	Officer having two additional charges	=	11
٠	Officer having four additional charges	=	01
٠	Officer having five or more additional charges	=	06
•	Posts Vacant	=	03

Additionally, the personnel is grouped into provincially or locally appointed staff to highlight the actual gaps. Vacancy position is further trickled to describe the total number of sanctioned, filled and vacant positions of 16 PCP cities.

The detail of current status of officers and vacancy position analysis is placed at Annex – E.

		Plan f	or Utilizatio	n of t	he Funds released to MC for <b>N</b>	Year-1 to Year	r-5 (million Pk	KR)	Annex A I						
Year of	Funds	MC	Total			Plan for Uti	× .	,							
release	Released	Share (20%)	available funds	S.N			Total utilization	Expected date of utilization							
2019-20	1442.413	288.483	1730.896	1	Rehabilitation of Municipal Services Infrastucture projects	44	1488.03	1488.03	Sep, 2021						
2020-21	7065.052	1413.010	8478.062												
Total	8507.465	1701.493	10208.958	2	Rehabilitation of Municipal Services Infrastucture projects	7	243.00	243.00	Dec, 2021						
						3	Construction of Parking areas for SWM & other vehicles	16	320	6790	June, 2022				
						4	Provision of machinery & Equipment for Solid waste Management	16	3000						
				5	Construction of Priority roads wherein water supply & sewerage is not to be laid	16	1500								
										6	Development of chowks, cross roads & important nodes of the cities	16	800		
				7	Development of Priority Parks & green spaces	16	1120								
				8	Sewerage system of Khanewal city	1	50								
					Total	88	6790								
					Total upto June, 2022			8521.03							
					Carried forward to 2022- 23		1687.928								
2021-22	8504.964	1700.993	10205.957		Part execution of 78 projects	78		13,653.102	June, 2023						
2022-23	9174.0	1834.80	11008.80		designed in the year 2022										
2023-24	3669.60	733.92	4403.520		Completion of 78 above mentioned projects	78		13,653.102	June, 2024						
G. Total	29856.03	5971.206	35827.23					35,827.23							

Table 15: Summary

	Group-A (Rehabilitation works),						Group-B (Repair Works)					Group-C (Supply Items)		
Sr. No	Zone	Name of MC	Approved PC-1 Cost (mill. Rs)	Group	Contractor Name	Contract cost (mill. Rs)	Date of commencement	<b>Time period</b> (Months)	Original Completion Date	Physical progress (%)	Expenditure (million PKR)	Financial Progress (%)	Expected date of completion	Reasons for delays & extension of contract timelines
1		Khanewal	113.97	А	Mohamm ad Asif	87.53	09-May-20	10	08.01.2021	100%	80.19	92%	Completed	
				В	Abdul Hameed Ghori and Co.	7.41	05-Jun-20	9	04.02.2021	100%	6.311	85%	Completed	
				С	M.s Traders	13.21	09-May-20	9	08.01.2021	100%	12.11	92%	Completed	
2	ab	Vehari	108.25	А	Naveed Constructi on Co.	91.62	29-Apr-20	10	05.01.2021	100%	87.39	95%	Completed	
	South Punjab			В	Faiz e Aam Constructi on	5.83	22-Apr-20	10	24.12.2020	100%	5.83	100%	Completed	
				С	Sadaqat Builders	4.22	22-Apr-20	10	24.12.2020	100%	3.90	92%	Completed	
3		Bahwalna gar	108.05	А	Saddaqat Builders	82.95	13-May-20	11	18.01.2021	100%	80.60	97%	Completed	
				В	Tahir Mehmood	17.68	01-Dec-20	4	31.03.2021	100%	13.74	78%	Completed	
				С	Superior Builders	5.87	14-May-20	8	13.10.2020	100%	5.80	99%	completed	
4		Burewala	104.61	А	Ch. Majeed Tahir	85.49	27-Apr-20	12	26.12.2020	100%	82.30	96%	completed	

Annex A ii

				С	M.S.Trad ers	8.87	27-Aug-20	6	26.12.2020	100%	8.87	100%	Completed	
5		Kot Addu	65.90	А	Abdul Majeed Khan	35.75	08-Sep-20	6	07.03.2021	100%	35.42	99%	Completed	
				В	Muhamm ad Athar	15.62	04-Sep-20	6	03.03.2021	100%	15.36	98%	Completed	
				С	Javaid & Co.	10.13	15-May-20	11	14.11.2020	100%	10.13	100%	Completed	
6		Jhang	107.91	А	Roheela Traders	43.90	06-Jul-20	8	06.01.2021	100%	43.78	100%	Completed	
				В	Rush Constructi on	38.33	28-Apr-20	11	27.10.2020	22%	5.26	14%		Contract terminated and work will be completed on risk and cost of Contractor
				С	Javaid and Company	8.73	28-Apr-20	11	27.10.2020	100%	8.74	100%	Completed	
7	njab	Gojra	79.30	А	Hanif Anjam	61.99	02-Jun-20	10.1	01.02.2021	100%	60.98	98%	Completed	
	Central Punjab			В	Liaqat Constructi on	4.84	21-May-20	8	21.11.2020	100%	4.15	86%	Completed	
	Ce			С	Hanif Anjam	8.15	02-Jun-20	9	01.12.2020	100%	8.14	100%	Completed	
8		Okara	108.13	А	Itthad JV Mehboob Builders	55.29	15-May-20	8	06.11.2020	95%	30.45	55%		
				В	Itthad JV Mehboob Builders	26.79	15-May-20	8	06.11.2020	100%	13.94	52%	completed	
				С	Ittehad Brothers	21.28	03-Nov-20	5	26.03.2021	100%	12.66	59%	completed	
9		Jaranwala	108.27	А	Roheela Traders	83.37	11-May-20	10	12.01.2021	100%	83.37	100%	completed	

				В	M.M Tariq Builder	3.41	03-Nov-20	5	04.01.2021	100%	2.94	86%	Completed	
				С	Suleman Engineeri ng	10.58	21-May-20	10	21.09.2020	100%	10.58	100%	Completed	
10		Kamalia	75.44	A	Muhamm ad Iqbal Javaid & Co.	68.01	17-Jun-20	10	16.02.2021	100%	67.51	99%	Completed	
				В	M/s Bilal Engineeri ng Company	2.98	25-Jan-21	2	24.03.2021	100%	2.98	100%	Completed	
				С	Javed & Company	7.56	29-Apr-20	9	11.10.2020	100%	7.56	100%	completed	
11		Jhelum	49.77	А	Hashim Ali Safdar	45.03	04-Jun-20	10	03.01.2021	100%	45.03	100%	Completed	
				С	Hashim Ali Safdar	3.35	09-Jul-20	8	31.10.2020	100%	3.35	100%	Completed	
12		Waziraba d	104.28	Α	United Constructi on Company	91.66	11-May-20	11	31.12.2020	100%	91.66	100%	Completed	
	North Punjab			С	M/s Qamar U Din & Sons	5.207	19-Nov-20	4	25.03.2021	66%	0.00	0%	Completed	
13	orth	Kamoke	108.54	А	Imran Sharif	100.09	15-May-20	12	15.01.2020	100%	88.56	88%	Completed	
	Z			С	Imran Sharif	8.62	28-Aug-20	8	28.11.2020	100%	8.62	100%	Completed	
14		Muridke 94.3	94.36	А	Choudhary Enterprises	82.62	13-Aug-20	8	12.04.2021	100%	82.62	100%	Completed	
				В	Roheela Traders	5.15	10-Aug-20	6	09.02.2021	100%	5.15	100%	Completed	
				С	Best Corporati on	3.35	10-Aug-20	6	18.02.2021	100%	3.35	100%	Completed	

15		Hafizabad 75.36		А	Ch. Amjad Ali	58.41	09-Sep-20	8	08.05.2021	100%	58.41	100%	Completed	
				В	Mian Waqas Engineers	0.39	29-Sep-20	3	28.20.2021	100%	0.39	99%	Completed	
				С	M.S. Traders	7.95	15-Sep-20	6	15.03.2021	100%	7.95	100%	Completed	
16		Daska	81.82	А	Nazeer Ahmad & Brother's	70.66	24-Sep-20	8	23.05.2021	100%	34.20	48%	Completed	
				В	Nazeer Ahmad & Brother's	2.06	11-Sep-20	5	05.12.2020	100%	2.00	97%	Completed	
				С	Mehboob Builders	2.18	16-Jun-20	5	15.08.2020	100%	2.18	100%	Completed	
					44 Projects	1404.11				97.00 %	1244. 42	89%	42 Nos. Completed	
Pha	se-II													
1		Khanewal	6.50	D	B.K. Sons Constructi on Company	6.05	24-Dec-20	6	24.05.2021	100%	5.47	90%	Completed	
2		Bahawaln agar	5.32	D	Syed Brothers	5.27	20-May-21	6	20.08.2021	100%	0.000	0%	Completed	
3	South Punjab	Vehari		D										PC-1 delayed by MC inspite of reminders. PC-1 now being processed under the observations raised by PMDFC
4		Burewala		D										PC-1 delayed by MC inspite of reminders. PC-1 now being

														processed under the observations raised by PMDFC
5	jab	Jhang	60.55	D										PC-1 approved but it is being revised in the light of latest problems encountered. No MO(I&S) posted
6	Central Punjab	Jaranwala	13.80	D		13.8				100%	13.80	100%	Completed	Payment made to Pakistan Railway for widening of sullage carrier culvert under railway track
7		Okara	31.15	D	M/s Sajjad & Co.	31.15	03-Jun-21	7	31.12.2021	30%	1.60	5%	31.03.2022	Contractor stopped work and resumed now.
8	North Punjab	Daska	51.90	D										No bidder participated on 28.12.2021 due to low rates. PC-1 under revision
			157.41		8 Projects	56.27				61%	20.87	37%	3 Nos. Completed	

\*IPCs in process are also considered while evaluating Financial Progress

#### Punjab Cities Program - Rehabilitation of Municipal Services Infrastructure Projects

Sr.No	MC	Component of Work	Beneficiaries
		Water Supply System	55,000
1	Jhelum	Sewerage System	95,000
1	Jileiuiii	Street Lights	65,000
		Office Buildings	400
		Water Supply System	58,000
2	Wazirabad	Sewerage System	90,000
2	wazirabau	Street Lights	62,000
		Office Buildings	425
		Water Supply System	175,000
3	Kamoke	Sewerage System	50,000
3	Kallloke	Street Lights	40,000
		Parks	50,000
		Water Supply System	115,000
		Solid Waste Management	150,000
4	Muridke	Sewerage System	130,000
		Streets Lights	60,000
		Parks	40,000
5	Hafizabad	Water Supply System	150,000
5	HallZauau	Sewerage System	120,000
		Water Supply System	150,000
6	Daska	Solid Waste Management	115,000
0	Daska	Sewerage System	200,000
		Streets Lights	45,000

Table 16: Beneficiaries Detail of Package-I (North Region)

#### Table 17: Beneficiaries Detail of Package-II (Central Region)

Sr.No	MC	Component of Work	Beneficiaries
		Sewerage System	95,000
		Water Supply System	54,000
		Solid Waste Management	50,000
1	Kamalia	Street Light	65,000
		Parks	110,000
		Office Building, MC Library & MC Mosque	450
		Equipment	430
		Sewerage System	155,000
		Water Supply System	190,000
		Solid Waste Management	340,000
2	Okara	Street Light	52,000
		Parks	110,000
		Office Building, MC Library & MC Mosque	1,100
		Equipment	1,100
		Sewerage System	64,000
3	Jhang	Water Supply System	48,000
5	Juang	Solid Waste Management	280,000
		Street Light	151,000

Sr.No	MC	Component of Work	Beneficiaries
		Office Building, MC Library & MC Mosque Equipment	700
		Sewerage System	80,000
		Water Supply System	48,000
		Solid Waste Management	182,000
4	Jaranwala	Street Light	151,000
		Parks	90,000
		Office Building, MC Library & MC Mosque Equipment	450
		Sewerage System	157,000
		Water Supply System	90,000
		Solid Waste Management	92,000
5	Gojra	Street Light	42,000
		Parks	72,000
		Office Building, MC Library & MC Mosque Equipment	350

#### Table 18: Beneficiaries Detail of Package-III (South Region)

Sr.No	MC	Component of Work	Beneficiaries
		Water supply system	138,300
		Sewerage and Drainage system	104,000
1	Bahawalnagar	Solid Waste Management	126,720
		Street Light	32,500
		Parks	70,200
		Sewerage System	203,722
		Street Light	81,344
2	Burewala	Parks	152,850
		Solid Waste Management	277,500
		Water Supply System	130,680
		Water supply system	101,300
		Sewerage and Drainage system	106,000
3	Vehari	Solid Waste Management	120,000
		Street Light	76,000
		Parks	53,000
		Water supply system	182,000
		Sewerage	253,000
4	Khanewal	Solid Waste Management	344,000
		Street Light	87,000
		Parks	66,000
		Solid Waste Management	98,000
		Water supply system	84,000
5	Kot Addu	Sewerage	147,000
		Street Light	84,000
		Parks	128,000

#### Annex B

		PC-1s		Teo	chnical Sar	nction				Chassis				Co	ompetitive B	idding Fo	or Super Sti	ructure		Super St Delivery	
MCs		Pending with			Pending with		Quotation	Order			Procured			Advertised	Rid Opening	No of Rid	Grievence	Bids	Work	Inspected by	Delivery
	Finalized	Approving Authority	Approved	Submitted	Sanctioned Authority	Sanctioned	Received	Placed	Truck (Nos)	Mini Tipper (Nos)	Tractor (Nos)	Motor Bike (Nos)	Wheel Excavator (Nos.)	in Newspaper	Bid Opening Date	Received	Committee Proceeding	Evaluated		Consultants Date	Date
Jhelum														Advertised in Newspaper	16-Feb-22						
Wazirabad														Re-advertised	8-Feb-22						
Kamoke														Advertised in Newspaper	9-Feb-22						
Hafizabad											P										
Daska														Advertised in Newspaper	31-Jan-22						
Muridke														To be re- advertised							
Jaranwala																					
Gojra																					
Jhang																					
Kamalia														advertised	3-Feb-22						
Okara														06.01.2022	6-Jan-21	2					
Burewala																					
Vehari																					
Khanewal																					
Bahawalnagar																					
Kot Addu														To be re- advertised							
LEG	SENDS			Not F	inalized / N	lot Done				in Pro	cess					Acti	vity Comple	eted			

#### Status of Solid Waste Management Machinery

	Propo	osed PC	P Projec	ts under	Main Co	onsultanc	ey Servic	es			Annex C
		Neef	Year 2	021-22		Year-2	022-23		Y	ear 2023-2	24
S.N.	onsultancy Services Require	No of projects	Jan 22 to March 22		July 22 to Sep 22	Oct 22 to Dec 22	Jan 23 to March 23	Apr 23 to June 23	July 23 to Sep 23	Oct 23 to Dec 23	Jan 24 to March 24
1	Sectoral Planning (15 months)	64									
2	Detailed Design of Projects (15 months)	78									
3	Resident Supervision of 1st Priority Project in each MC (18 months)										
4	Resident Supervision of 2nd Priority Project in each MC (18 months)	16									
5	Resident Supervision of 3rd Priority Project in each MC (18 months)										
6	Resident Supervision of 4th Priority Project in each MC (12 months)										
7	Resident Supervision of 5th Priority Project in each MC (10 months)										
	Design & Sectoral Planning				Resi	dent super	vision				

	Proposed PCP Pro	jects und	ler Limite	ed Comp	etetion C	onsultan	cy (SWI	M, Road	ls, Choc		
		No of	Cost in		Year 2	021-22			Year-2	2022-23	
S.N.	onsultancy Services Require	project s	million PKR	July - Sep	Oct - Dec	Jan - Mar	Apr - Jun	July - Sep	Oct - Dec	Jan - Mar	Apr - Jun
1	Resident Supervision of Rehabilitation subprojects	26	620								
2	Design & Supervision of Parking Areas	16	480								
3	Procurement & supervision of machinery & equipment for SWM	16	3500								
4	Design and resident supervision of Roads, Chowks	16	1700								
5	Design and resident supervision of Parks	16	1300								
	Total	90	7600								
D	etailed Design	Resid	ent Super	vision			upervus	sion by I	PCP Sta		

Annex C ii

	nnex
List of Subprojects of E-2 category	
SUBPROJECT	
Region Gujranwala	
MC Hafizabad	
mprovement of Family Park Road, Degree College (Boys) to Railway Crossing of Sargodha Bypass	
mprovement of Bijli Mohala Road, Masjid Shabir Shah to Chowk	
Farooq e Azam Improvement of Phool Town Road, Manget Road to Sargodha Bypass Road	
mprovement of Madhrian wala Ghala Mandi Road to Disposal station	
MC Daska	
mprovement of Pasrur Road to Chowk Civil Hospital via Old Kathechry Chowk Pasrur Road to Chowk Civil Hospital Via Old Kathechry Chowk	pital
mprovement of Masjid Noor to College Chowk Road Daska Left Side Masjid Noor to College Chowk Road Daska Side	a Left
Rehabilitation of Canal Park	
MC Wazirabad	
Arif Shaheed Road Bank of Punjab to Railway Crossing Nizamabad	
Muslim Road Chowk Guru Kotha to Silakot Road	
MC Jehlum	
River Jehlum Bank, Bagh Muhallah & Bridge Nolakha Adda Suleman Paras Road	
Karim Pura to Kalan Gujar Road	
Baba mehdi Shah & Islam Pura Road	
MC Muridkey	
Construction of Service roads both sides at GT Road including Drain	
Construction of Main Bazars both side of GT road.	
Region Faisalabad	
MC Gojra	
Replacement/Improvement of Road from Iltaf Zakria Colony to MC limit Jhang Road (3.6 km)	
MC Kamalia	
Replacement of 36" dia of sewer line from Fazal Diwan Park to Ghosia Maddarassa Via Sikarno Chowk Kamalia C	-
Replacement of 24" & 36" dia sewer line from TOTA Bazar chowk to Eid Gah Khairan Shaheed chowk Via Pakist Chowk.	an
MC Jaranwala	
improvement of Road from Sasta Bazar to Gulistan Cinema Chowk to Railway line and kothi Haji Asghar through Rasheed Park and Ali Hospital Street via Nadir Naashty wala.	
Improvement of Road from Canal Bypass to 120 GB 3.4KM	
MC Jhang	
mprovement of Noor Shah Road Sargodha Road to Chak Noor Shah Disposal Works 1.5 km	
Improvement of Bypass Link Road Bhakkar Road to Lolhay Shah Grave Yard	
MC Okara G.T Road from Chungi NO 6 to Karmawal Lahore side bypass 6.41 km	
Region Khanewal	
MC Bahawalnagar Reconstruction and Dualization of main road from Karamanwala chowk to mohal chowk (8.0 km)	
Reconstruction of road from Arifwala road to Bypass (4.0 km)	
Reconstruction and Dualization of main road from Bahwali chowk to Bypass (Haroonabad road) (4.8km) Reconstruction of officer's colony road via Hafizabad Jattu Wala (4.8 km)	

#### Annex – E i

#### Current Status of Officers Posted at MCs (July 01, 2021 to Jan 31, 2022)

Bahalnagar			Status	Administrator	Chief Officer	*Finance Wing	*Infrastructure & Service Wing	*Regulation Wing	*Planning Wing
Bahalnagar	1	Bhawalnagar	Committee	Zaheer Abbas Chatha	Muhammad Shafique	Khizar Hayat	Muhammad Zafar	Umer Mukhtar	Tehsin Haider
	-	Bildwalliagai	committee		3rd Change)	(2nd Change)		(1st Change)	(1st Change)
	2	Vehari	Committee	Saidfullah Sajid	Naeem Khalid	Amjad Hussain	Badar Majeed	Post Vacant	Faheem Anwar Majeed
Vehari		Burewala	committee	Salaranan Sajia		(1st Change)	(3rd Change)		(2nd Change)
	3		Committee	Bilawali Ali	Akram Wahla	Waseem Akbar	Badar Majeed	Muhammad Waqas	Faheem Anwar Majeed
						(1st Change)	(3rd Change)		(1st Change)
Sialkot	4	Daska	Committee	Muhammad Iqbal	Qaisar Amin Warrich	Muhammad Usman	Uzair Arshad	Fahad Butt	Ms. Maryam Siddiqa
					(1st Change)		(1st Change)	(2nd Change)	
	5	Gojra	Committee	Hassan Nazeer	Waleed Usman (1st Change)	Muhammad Ameen (1st Change)	Muhammad Rafique (1st Change)	Waleed Usman (1st Change)	Muhammad Younas (1st Change)
Toba Tek					(Ist Change)	Abdul Qadeer Khan			
Singh	6	Kamalia	Committee	Zaryab Sajid	Muhammad Zuhair		Muhammad Sagheer	Muhammad Zuhair (Addl: Charge with CO)	Muhammad Sagheer
						(1st Change)	(1st Change)	· - ·	(1st Change) Mrs. Aman Ullah Dad
Hafizabad	7	Hafizabad	Committee	Imran Asmat	Haider Ali Chattha	Muhammad Ali Rana	Bilal Qaisar	Haider Ali Chattha	Tarar
							(1st Change)	(Addl: Charge with CO)	(1st Change)
Faisalabad	8	Jaranwala	Committee	Muhammad Zubair	Mian Ishfaq Ali	Ms. Aqsa Rasheed	Saddam Hussain	Zahid Fareed	Asad Ali
					(1st Change)	(1st Change)	(4th Change)	(1st Change)	(3rd Change)
Jhang	9	Jhang	Committee	Shayaan Ali jawa	Muhammad Azam	Shakeel Ahmad	Faraz Ahwaz	Post Vacant	Mujahid Hussain
Juang					(1st Change)		(1st Change)	(1st Change)	(1st Change)
	10	Jhelum	Committee	Muhammad Kashif	Shahid Farooq	Ms. Anam Zara	Saim Saleem	Wajid Ali Malik	Post Vacant
Jhelum	10				(2nd Change)	(2nd Change)	(1st Change)	(1st Change)	(2nd Change)
	11	Kamoke	Committee	Ms. Hira Rizwan	Ms. Sumaira Samiullah (2nd Change) (1st Change)	Asif Farzand	Ms. Hira Hafeez	Ms. Ayesha Bushra	
						(1st Change)		(1st Change)	(1st Change)
Gujranwala		Wazirabad	Committee			Ms. Maryam Iqbal	Waqar Ahmad	Zia Ullah Ranjha	
	12			Amjad Mehmood			(1st Change)	(1st Change)	Syed Imran Ali
Khanewal	13	Khanewal	Committee	Omer Iftikhar Shirazi	lftikhar Bangash	Daud Tauqir Alam (1st Change)	Zain Ali	Iftikhar Bangash (Addl: Charge with CO)	Ms. Kaneez Fatima
									Malik Mahboob Alam
Muzaffargarh	14	KotAddu	Committee	Aamir Mahmood	Roshan Zameer	Tanveer Alam	Taha Hussain	(Addl: Charge with CO)	(1st Change)
		Muridke	Committee	Muhammad	Mirza Muzaffar Baig		Hasnain Hafeez	D	Dr. Rai Imtiaz Hassan
Sheikhupura	15			Ibrahim Arbab	(1st Change)	Sajjad Ahmad	(2nd Change)	Ms. Darkhshan Aamir	(1st Change)
Okara	16	5 Okara	Committee	Mudassar Farqulit	Umer Nasim Butt	Muhammad Shafique	Tariq Abdullah	Arham Nazeer	Hafiz Shuab Sheikh
OKara	10				(1st Change)	(1st Change)	(1st Change)		(1st Change)
		Green		oosted & having no ac	-		Red 01 or more changes (July 2021 to date)		
		Yellow		rge (within MC or fro	, ,	tant Municipal Office -	Blue	Vacant	
					/IUNICIPALOTTICEL/ ASSIS		MCs according to the size	or population of city	

#### Annex – E ii

Current Status of Officers Posted at M	ICs (July 01, 2019 to Jan 31, 2022)

District	Sr #	City	Status	Administrator	Chief Officer	*Finance Wing	*Infrastructure & Service Wing	*Regulation Wing	*Planning Wing
Bahalnagar	1	Bhawalnagar	Committee	Zaheer Abbas	Muhammad Shafique	Khizar Hayat	Muhammad Zafar	Umer Mukhtar	Tehsin Haider
Banamagai		bilawaillagai	committee	Chatha	(8th Change)	(6th Change)		(6th Change)	(4th Change)
	2	Vehari	Committee	Saidfullah Sajid	Naeem Khalid	Amjad Hussain	Badar Majeed (5th Change)	Post Vacant	Faheem Anwar Majeed (6th Change)
Vehari	3	Burewala			Akram Wahla	Waseem Akbar	Badar Majeed	Muhammad Waqas	Faheem Anwar Majeed
			Committee	Bilawali Ali	(3rd Change)	(3rd Change)	(7th Change)	(3rd Change)	(6th Change)
Sialkot	4	Daska	Committee	Muhammad Igbal	Qaisar Amin Warrich	Muhammad Usman	Uzair Arshad	Fahad Butt	Ms. Maryam Siddiqa
SIGIKUL	4	Daska	committee			(3rd Change)	(4th Change)	(6th Change)	
	5	Gojra	Committee	Hassan Nazeer	Waleed Usman	Muhammad Ameen	Muhammad Rafique	Waleed Usman	Muhammad Younas
Toba Tek	5	Gojra	committee	Tiassait Nazeet	(6th Change)	(1st Change)	(4th Change)	(Addl: Charge with CO)	
Singh	6	Kamalia	Committee	Zaryab Sajid	Muhammad Zuhair (5th Change)	Abdul Qadeer Khan	Muhammad Sagheer (6th Change)	Muhammad Zuhair (Addl: Charge with CO)	Muhammad Sagheer
		Hafizabad	Committee	Imran Asmat	Haider Ali Chattha		Bilal Qaisar	Haider Ali Chattha Mrs. Aman Ul (Addl: Charge with CO) Tarar	Mrs. Aman Ullah Dad
Hafizabad	7				(3rd Change)	Muhammad Ali Rana			
Faisalabad	8	Jaranwala	Committee	Muhammad Zubair	Mian Ishfaq Ali	Ms. Aqsa Rasheed	Saddam Hussain	Zahid Fareed	Asad Ali
Faisalabau					(3rd Change)	(2nd Change)	(8th Change)	(4th Change)	(4th Change)
11	9	Jhang	Committee	Shayaan Ali jawa	Muhammad Azam	Shakeel Ahmad	Faraz Ahwaz	Post Vacant	Mujahid Hussain
Jhang					(7th Change)	(3rd Change)	(4th Change)	(8th Change)	(5th Change)
	10	Jhelum	Committee	Muhammad Kashif	Shahid Faroog	Ms. Anam Zara	Saim Saleem	Wajid Ali Malik	Post Vacant
Jhelum					(3rd Change)	(6th Change)	(4th Change)	(5th Change)	(5th Change)
	11	Kamoke	Committee	Ms. Hira Rizwan	Ms. Sumaira			Ms. Hira Hafeez	Ms. Ayesha Bushra
					Samiullah Ms. Shumail Iqbal (5th Change)	Asif Farzand	(5th Change)	3rd Change)	
Gujranwala		.2 Wazirabad	Committee	Amjad Mehmood			Waqar Ahmad	Zia Ullah Ranjha	Syed Imran Ali
	12				Fayyaz Warraich	Ms. Maryam Iqbal		(5th Change)	
Khanewal	13	Khanewal	Committee	Omer Iftikhar Shirazi	Iftikhar Bangash	Daud Tauqir Alam	Zain Ali	Iftikhar Bangash (Addl: Charge with CO)	Ms. Kaneez Fatima
A			C		Roshan Zameer	Taxaalaa	Taha Hussain	Roshan Zameer	Malik Mahboob Alam
Muzaffargarh	14	KotAddu	Committee	Aamir Mahmood	(5th Change)	Tanveer Alam	(4th Change)	(Addl: Charge with CO)	(3rd Change)
	15	ماليتناليم	Committee	Muhammad Ibrahim Arbab	Mirro Muraffer Daia	Sajjad Ahmad	Hasnain Hafeez	Ms. Darkhshan Aamir	Dr. Rai Imtiaz Hassan
Sheikhupura	15	Muridke			Mirza Muzaffar Baig	(3rd Change)	(3rd Change)	(3rd Change)	(3rd Change)
Okara	16		Committee	Mudassar Farqulit	Umer Nasim Butt	Muhammad Shafique	Tariq Abdullah	Arham Nazeer	Hafiz Shuab Sheikh
	10				(3rd Change)	(6th Change)	(5th Change)	(3rd Change)	(4th Change)
		Green Permanently posted & having no additional charge			Red	03 or more changes (July 2019 to date)			
		Yellow	Additional cha	rge (within MC or fro	om other MC/TC) Municipal Officer/ Assistant Municipal Officer in		Blue	Vacant	

The following positions have been advertised by PMDFC;									
Sr. No	Pos/Location	Positions	Applications/CVs Received						
New Va	New Vacancies								
1.	SPO (E&SM), Lahore	01	20						
2.	PO (ID), Lahore	01	20						
3.	DPO (FM), Lahore	01	209						
4.	DPO (IT), Lahore	01	97						
5.	DPO (GIS), Lahore	01	77						
6.	DPO (A&A), Lahore	01	82						
7.	DPO (ID), Lahore	02	119						
Vacant	Vacancies		•						
8.	Caretaker, Lahore	01	18						
9.	SPO (Procurement)	01	122						
10.	PO (Internal Audit)	01	111						
11.	PO (Procurement), Lahore	02	192						
12.	PO (E&SM), Lahore	01	64						
13.	PO (Coordination), Lahore	01	177						
14.	PO (ID), Gujranwala	01	47						
15.	PO (Monitoring &Evaluation), Lahore	01	170						
16.	DPO (FM), Khanewal	01	170						
17.	Research Analyst (Planning), Lahore	01	27						
18.	Research Analyst (Economics), Lahore	01	173						
19.	Office Receptionist, Lahore	01	355						

Annex - G

#### Subject: Minutes of Meeting to review PLGB Initiatives under PCP – Institutional Strengthening – Window II

LG&CD Department has been implementing World Bank funded" Punjab Cities Program" (PCP) with the assistance of PMDFC cost Rs. 236 million USD. Windows - 2 will support provincial government agencies (Finance Department, LG&CD Department, Local Government Board, PMDFC and selected MCs with technical assistance and institutional Strengthening. Fund of Rs. 64.636 million is allocated for PLGB Initiatives under PCP – Window II.

2. A Meeting to review PLGB Initiatives under PCP – Institutional Strengthening – Window II was held under the chairperson of Ms. Mussarat Jabeen Special Secretary LG&CDD on December 8<sup>th</sup> 2021 at 3:00 pm in her office. The following are the participants of the meeting:

- 1. Ms. Mussarat Jabeen (Chair)
- 2. Ms. Noor ul Ain Fatima
- 3. Mr. Muhammad Iftikhar Rasool
- 4. Mr. Shahid Latif
- 5. Mr. Tariq Farooq Khan
- 6. Mr. Wahab Khalid

Special Secretary LG&CD Secretary PLGB MD PMDFC / PD PCP Director Finance PLGB Procurement Consultant - PCP Program Officer (IS) - PCP

3. Welcoming the participants of the meeting, the chairperson requested MD/PD PCP to brief the members about the particular interventions. Mr. M. Iftikhar Rasool MD, PMDFC/ PD PCP briefed the criteria of implementation of the plan enshrined in the concept paper on PLGB Initiatives under PCP Window II developed by PLGB.

S#	Agenda	As per PC-I Provisions	Decisions
1.	Human Resource Management System	<ul> <li>Develop and Adopt a gender responsive HR Management System, including gender based provisions such as paid maternity leave and harassment free work environment</li> </ul>	<ul> <li>To enhance efficiency and effectiveness of LG in respect to IT interventions, These Interventions are already in process in the ITBMS Project.</li> <li>To avoid duplication, Interventions of Human Resource Management System will be maintained by IT based monitoring system (ITBMS).</li> </ul>
2.	MC Performance and Monitoring Evaluation	<ul> <li>Municipal Allowance to Chief Officers &amp; Municipal Officers (Regulations) on analogy of KPK LGs</li> </ul>	<ul> <li>Interventions of Performance and Monitoring Evolution will be maintained by PICIIP to avoid duplication</li> <li>To develop Key performance Indicators incorporated in MC Performance Monitoring and Evaluation. PCP-PMDFC team will assist PLGB to make such Key Performance Indicators.</li> </ul>

4. Decisions made during the meeting with comparison to PC-I (IPF) Provisions are as under:

S#	Agenda	As per PC-I Provisions	Decisions
3.	Training and Development	<ul> <li>Not included in PC – I</li> </ul>	<ul> <li>To avoid duplication, Initiatives of training and career development will be maintained under PICIIP.</li> </ul>
4	PLGB Restructuring	<ul> <li>Not included in PC – I</li> </ul>	<ul> <li>After identification of the gaps, following interventions are included to restructure PLGB under Window II- IPF of PCP.</li> </ul>
			<ul> <li><u>Server for IT Room</u> – Server for PLGB IT Room will be procured to provide better Data handling.</li> </ul>
			<ul> <li><u>Video Wall for Committee Room</u> – To elevate PLGB Committee Room, Video Wall including Video Conference System will be installed in PLGB Committee Room</li> </ul>
			<ul> <li><u>Furniture for Committee Room and Staff</u> <ul> <li>To elevate PLGB Committee Room, Furniture of PLGB Room and staff will be procured.</li> </ul> </li> </ul>
			<ul> <li><u>Passenger Lift for PLGB Building</u> – To upgrade PLGB building, a new passenger lift will be installed to service the staff of PLGB.</li> </ul>
			<ul> <li><u>IT Equipment</u> – To enhance the efficiency and effectiveness of PLGB Staff, Procurement of latest IT Equipment (Desktop, Laptop, Printer A-4, Printer A- 3, Scanner, UPS, Photocopier etc.) will be procured.</li> </ul>
			<ul> <li><u>Hiring of IT Staff</u> – To advance and improve efficiency the processes of the system, Hiring of IT Staff (IT Officer, Data Analyst, GIS Officer and M&amp;E Officer) will be done under the window II of PCP.</li> </ul>
5	Preparation of Steering Committee agenda	NIL	Preparation of Steering Committee Agenda be made at the earliest and put up to Technical Committee of Program Steering Committee to be chaired by SLG
6	Review Meeting	NIL	Conduct Fortnightly Review Meeting for better implementation of the Work Plan under chairmanship of SSLG
7	Focal Person from PLGB	NIL	Mr. Shahid Latif (Director Finance) will be the focal person from PLGB
8	Focal Person from PMDFC- PCP	NIL	Mr. Wahab Khalid (Program Officer Institutional Strengthening) will be the focal person from PMDFC-PCP

S#	Agenda	As per PC-I Provisions				Decisions			
9	Details of Cost	Deta	Details of Cost as per provisions			Details of Cost as per decisions made:			
		of PC-I:				PKR			
		<b>G</b> #	0	PKR	S#	Cost Head	(Millions)		
		S#	Cost Head	(Millions)		Passenger Lift for	20		
			Institutional		IĽ-	PLGB Building	20		
			assessment of PLGB to			IT Server with			
			identify gaps	7	2	installation	5		
		1	and make						
			proposals for improving		3	Conference Room Video Wall and	12		
			performance		<sup>v</sup>	Video Conference	12		
			Develop and		4	IT Equipment	21		
			implement			Furniture & Fixture			
			SOPs for HRM,		5	for Conference Room and Staff	5		
			including			Need Based			
			development		7	Consultancy	1.5		
		2	of HR database,	10		(Monitoring) Total	64.5		
			SOPs for			Total	64.5		
			recruitment,						
			termination,						
			and transfer of MC staff						
			Develop and						
			implement HR						
			Development						
		3	Strategy among others	9					
		1 × 1	defining	- 1					
			career						
			development paths						
			Establish and						
			manage ULG						
		4	staff	16					
			performance monitoring						
			system						
			Refine and						
			implement MC staff						
			structures						
		5	including	10					
			optimal						
			staffing levels and job						
			descriptions						
		6	Need based	10					
		IĽ_	consultancies						
		7	Furniture and Fixtures	0.296					
		8	IT Equipment	2.34					
			Total	64.636					
<u></u>		1			1				