



# HIGHER EDUCATION COMMISSION

## Sector H-9, Islamabad

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Ref. No. 20/5-100/HEC/ORIC/MF/2010/18

Date: ~~July~~ 21, 2011  
June

Subject: Policy Decision regarding "Qualification and Experience" of ORICs Personnel.

In continuation to earlier letter No. Ref. 20/1-1/ORIC/R&D/HEC/2010/17, dated 15-04-2011, and as per requests made by stakeholders it has been decided to keep the 'HRs Eligibility Criteria' flexible to facilitate the initial establishment process. Accordingly the universities may hire appropriate human resources (HRs) to run the research office with a pay & package as per each university's respective relevant policies commensurate with the qualifications and relevant experience of the incumbent to be hired.

You are therefore, requested to kindly expedite the process of establishment and information may please be provided accordingly on the Proformae (O-01) only, with the documentary evidences against the appointments/readjustments made regarding Human Resources along with the nature of appointment/readjustment as to whether on full time basis or part time basis.

It is also clarified again that your university will be provided the increased overhead cost @ 15% against each research project/proposal submitted to NRP (National Research Program for Universities) w.e.f. the date when the ORIC (of the university), upon meeting the minimum criteria, is notified by the HEC.

Please visit our website for further information on ORIC and ORIC related documents, including the Proformae O-01, which are available at [www.hec.gov.pk/oric](http://www.hec.gov.pk/oric).

This is being issued with the approval of competent authority.

With best regards,

(Agha M. Raza)  
Assistant Director (R&D)

**Distribution to:**  
Registrars/ Directors ORICs,  
of concerned Universities

Cc-

- o DG (R&D), Higher Education Commission, Islamabad.
- o DD (R&D), Higher Education Commission, Islamabad.