



DR. ZAFAR IKRAM S/O RANA MUHAMMAD IKRAM
(NIC NO 35201-1581279-5)

CAREER OBJECTIVES: A challenging and rewarding top level executive position in the field of Public Health/ health administration.

SKILLS/ PROFESSIONAL STRENGTHS:

- 1 Strong communication skills.
- 2 Ability to work under pressure.
- 3 Leadership and Motivation skills.
- 4 Supervisory abilities.
- 5 Experience of working in multi-cultural environment.
- 6 Understanding of health laws.
- 7 Health information systems experience.
- 8 Strong computer and word processing skills.
- 9 Basic accounting knowledge.

ACHEIVEMENTS:

- 1 Developed administrative and financial rules for autonomous hospital institutions.
- 2 Developed quality of health care standards and QC circles in Lahore General Hospital.
- 3 Computerized the hospital information system.
- 4 Established Disaster management plan at Lahore General Hospital and Mayo Hospital.
- 5 Developed a Hospital Formulary for rational prescription and ensuring availability of medicines/ disposables.
- 6 Established an in-house Biomedical workshop at Lahore General Hospital for carrying both preventive and remedial maintenance of equipments and machines.
- 7 Reorganized the Patients welfare society and Health welfare committee.
- 8 Developed SOPs for various managerial process taking place at Lahore General Hospital and Mayo Hospital.
- 9 Developed a TNA for hospital employees.
- 10 Developed course outline for opticianry and Medical office administration training in Canada
- 11 Provided a six weeks consultancy to UNICEF regarding Mother and child health week.
- 12 Carried National and Provincial level assessment of FP commodities requirements for achieving FP 2020.

EMPLOYMENT HISTORY

EMPLOYMENT WITH INTERNATIONAL DEVELOPMENT PARTNER:

- 1) **Provincial Program Manager PUNJAB-----RIZ CONSULTING**
(From Sept 2018-----May 10, 2019)
For introduction and scale up plan for DMPA -SC (SAYANA PRESS)

- 2) **National Technical advisor JSI USAID Deliver project** on contraceptive logistic management system and Mother Newborn and child health. (*From jan 07,2015 till June 10th 2016*)

Main Duties

- To Provide technical advice and support to partners at national, provincial and district level on “health systems strengthening”, “maternal, new-born and child health (MNCH)”, and “quality improvement”
- To Coordinate and carry out project activities according to the project offer and operational plan
- Identifies the capacity development needs of government institutions and NGOs
- To actively participate and provide inputs to the results-based monitoring of the project
- Is jointly responsible with the partner institutions for preparing, implementing and documenting training events, workshops, forums, team meetings and other project activities

1. Communication and networking

The technical advisor

- Develops and maintains contact with all important stakeholders
- Ensures knowledge management: collects, processes and distributes relevant information, monitors communication and interaction between government institutions, NGOs and society through analyses of the media, direct dialogue, participation in meetings and seminars etc.

2. Other duties/additional tasks

The technical advisor

- Performs other duties and tasks at the request of management
- Travels to implementation districts on a regular basis

- 3) **Management Development Coordinator/ Deputy Project Director, in SOHIP (AGRITEAM CANADA), CIDA Funded Project, Management Development Coordinator/ Deputy Project Director, in SOHIP (AGRITEAM CANADA)**

107 Promenade du Portage, Gatineau, Québec, J8X 2K2, Telephone: 819-777-2494
CIDA Funded Project, From 23May, 2009 till 31st Oct, 2010.

Responsibilities include:

- 1 Provision of consultancy and expertise in strengthening District Health System.
- 2 Health Promotion and looking for gender issues in health.
- 3 Provision of training to Senior Health Managers on various management issues.
- 4 Establishing District Headquarter Hospital Operation Manual.
- 5 Providing support to the Department of Health, Government of Punjab in capacity building regarding different managerial issues.
- 6 Development of annual health plans and budgets based on need assessment.
- 7 Providing support to DHMTs and community mobilization programs.

WORK EXPERIENCE:

1) IN CANADA

Sr.No	Position	Institution	Period	Responsibilities
1	Academic Instructor	CDI College Brampton, ON, Canada	Apr 2005 till June 07	Teaching medical office admin: (Anatomy, physiology, Terminology, Medical office procedures, Billing software, medical sciences, medical fundamentals, medical records)
2	Academic Instructor	Georgian College Barrie, ON, Canada	Feb 2005 till June 07	Teaching ophthalmology and optics refraction procedures to opticianry Students.
3	Academic Instructor	Seneca College Toronto, ON, Canada	Jul 2005 till June 07	Teaching ophthalmology and optics refraction procedures to opticianry Students.

2) IN PAKISTAN (AS AN EMPLOYEE OF HEALTH DEPARTMENT GOVT: OF PUNJAB)

**A) PROVINCIAL PROGRAM COORDINATOR MNCH PROGRAM, PUNJAB
Dec 2011 Till Oct 2014/ ADGHS OF IRMNCH PROGRAM, PUNJAB (Oct
2014 till Jan 2015)**

Main Responsibilities:

1) To work for the program ensuring progress toward achieving the Millennium Development Goals in maternal and child health. The core objectives of the program are as under:

To reduce:

1. The Under Five Mortality Rate to less than 65 per 1000 live births by the year 2011 (Target 2015: 45/1000)

2. The Newborn Mortality Rate to less than 40 per 1000 live births by the year 2011 (Target 2015: 25/1000)
3. The Infant Mortality Rate to less than 55 per 1000 live births by the year 2011 (Target 2015: 40/1000)
4. The Maternal Mortality ratio to 200 per 100,000 live births by the year 2011 (Target 2015: 140/100,000)

To increase:

1. The proportion of deliveries attended by skilled birth attendants at home or in health facilities to 90%. (Target 2015: >90%)
 2. Contraceptive Prevalence Rate to 55
- 2) To work on the laid down strategies of the program Strengthen district health systems through improvement in technical and managerial capacity at all levels and upgrading institutions and facilities.
1. Streamline and strengthen services for provision of basic and comprehensive emergency obstetric and newborn care (EmONC).
 2. Integrate all services related with MNCH at the district level.
 3. Introduce a cadre of community-based skilled birth attendants.
 4. Increase demand for health services through targeted, socially acceptable communication strategies.
- 3) To coordinate with all the donor partners working in the field of Maternal and Newborn child Health in carrying out their AWP.

B) MEDICAL SUPERINTENDENT, LAHORE GENERAL HOSPITAL

(Feb 2011 till Dec 2011)

Main Responsibilities:

- 1 Administration and management of a 770 bedded teaching hospital attached with Postgraduate Medical Institute, Lahore.
- 2 President of Patient's welfare society and Health welfare committee.
- 3 Secretary of Board of management.
- 4 Provision of all the required resources required for the running of the hospital.
- 5 Coordination with development partners in carrying out various new projects.
- 6 Managerial control on procedures carried out in different support services of the hospital.
- 7 Development of management information system.
- 8 Carrying out progression of development schemes like Punjab Institute of Neurosciences.

C) MEDICAL SUPERINTENDANT, MAYO HOSPITAL LAHORE

(May 2008 to Jan 2009)

Main Responsibilities:

- 1 Administration and management of an 1800 bedded teaching hospital attached with King Edward Medical University.
- 2 President of Patient welfare society and Health welfare committee.
- 3 Member of King Edward Medical University syndicate for taking major decisions and their approvals for ongoing and new programs for improvement in the quality of education.
- 4 Carrying out different development schemes like emergency tower for provision of a state of art surgery.
- 5 Hospital planning of new departments specifically the superspecialities.
- 6 Carrying out of purchase procedures for different resources required for running the hospital.
- 7 Carrying out of different contracts.
- 8 Maintaining quality of care of patients.
- 9 Human resource management including their planning, recruitment, induction, training, performance evaluation and control.
- 10 Member provincial medical board.
- 11 Implementation of different SOP's.

D) MEDICAL SUPERINTENDENT, LAHORE GENERAL HOSPITAL

(Oct 1998 to Jan 2004)

Main Responsibilities:

- 1 Administration and management of a 570 bedded teaching hospital attached with Postgraduate Medical Institute, Lahore.
- 2 President of Patient's welfare society and Health welfare committee.
- 3 Secretary of Institutional management committee.
- 4 Provision of all the required resources required for the running of the hospital.
- 5 Coordination with development partners in carrying out various new projects.
- 6 Managerial control on procedures carried out in different support services of the hospital.
- 7 Development of management information system.
- 8 Establishment of a health marketing department in the hospital.

E) EXECUTIVE DISTRICT HEALTH OFFICER, SHEIKHUPURA

(July 2007- May 2008)

Main Responsibilities:

- 1 Administration and management of district health government.
- 2 Provision of curative and preventive care in all the health care outlets of the district both primary and secondary level.
- 3 Supervision, monitoring and evaluation of different activities related to health.
- 4 Community mobilization so as to make the district health outlets more utilizable.
- 5 Carrying out different vertical health preventive programs and their campaigns.

- Coordination with UNICEF and other donor agencies.
- 6 Implementation of various development schemes.

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F) ADDITIONAL MEDICAL SUPERINTENDENT, LAHORE GENERAL HOSPITAL, LAHORE (July 1998 to Oct 1998)

Main Responsibilities:

- 1 Administration and management of material resources including procurement.
- 2 Store management.
- 3 Inventory control.

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G) ADDITIONAL MEDICAL SUPERINTENDENT, SIR GANGA RAM HOSPITAL, LAHORE (June 1997 to July 1998)

Main Responsibilities:

- 1 Administration and management of trainee doctors, paramedical and support staff of the hospital.
- 2 Hiring and recruitment.
- 3 Performance evaluation.
- 4 Store Management.
- 5 Hospital record keeping.

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H) MEDICAL SUPERINTENDENT, DISTRICT HEADQUARTER HOSPITAL, NAROWAL (March 1994 to June 1997)

Main Responsibilities:

- 1 Administration and management of the hospital.
- 2 President of Health welfare committee and Patient's welfare society.
- 3 Provision of quality care to both outdoor and indoor patients of the hospital.
- 4 Ensuring the provision of all the required resources for the smooth running of hospital.
- 5 Supervision of all preventive programs and their campaigns in the urban area of Narowal.

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I) MEDICAL SUPERINTENDENT, DISTRICT LEVEL HEADQUARTER HOSPITAL, DASKA (March 1991 to March 1994)

Main Responsibilities:

- 1 Administration and management of 179 bedded hospital.
- 2 Providing care both preventive and curative to eye patients
- 3 President of Patients welfare society and Health welfare committee involving private sector for the betterment of patients care.
- 4 Provision of all the resources required for patients care in the hospital.
- 5 Human resource management.

EDUCATIONAL QUALIFICATIONS:

S.No	Degree/ Diploma	Institution	Session
1	M Phil (Public health)	Punjab University	2014-16
2	M.B.A (Marketing)	Allama Iqbal University, Islamabad	1995-98
3	D.H.A (Diploma in Hospital administration)	College of Community Medicine Lahore (Punjab University)	1990-91
4	D.O.M.S (Diploma in Ophthalmic Medicine and Surgery)	Post Graduate Medical Institute, Lahore (Punjab University)	1983-84
5	M.B.B.S (Bachelor of Medicine and Surgery)	King Edward Medical College, Lahore (Punjab University)	1974-79

AWARDS/ HONOURS/ FELLOWSHIPS EARNED

- 1) W.H.O FELLOWSHIP from U.K in the field of Hospital and Health Administration from South Bank Polytechnic London and London School of Hygiene and Preventive Medicine in 1991.
- 2) Gold medal for standing FIRST in Punjab University in Diploma in Hospital Administration 1991 with Honours.
- 3) Was selected as District Chief Executive under district health governments in 1998.
- 4) Winner of Badge of Honour for being the most outstanding cadet at Cadet College Petaro 1971.
- 5) Winner of Principal Silver Medal from Cadet College Petaro for getting First position in SSC examination 1971.

TEACHING EXPERIENCE (PUBLIC HEALTH/ HEALTH AND HOSPITAL ADMINISTRATION/ HEALTH MARKETING/ HEALTH CARE ECONOMICS/ HEALTH CARE ORGANIZATION AND HEALTH CARE PLANNING AND POLICY)

AS VISITING FACULTY MEMBER

S.NO	INSTITUTE	COURSE	SUBJECTS	PERIOD
1	Institute of Public Health, Birdword Road, Lahore	MPH	Hospital and Health administration	2000-2003
2	Centre for Health and population studies, Near Children complex, GOR I, Lahore	MPH	Hospital and Health administration, Health care organization, Health marketing	2000-2003

3	Institute of administrative sciences, University of Punjab, Lahore	MPA(Health) MHA, Msc HA	Hospital and Health administration, Health care organization, Health marketing, Health policy and planning, Health care economics, Logistic management	2000-2003 and 2007-still continuing
4	Institute of Sociology, cultural studies and public health- University of Punjab, Lahore	MPH	Health care economics	2013-2014
5	NUST University, Islamabad	Diploma in Hospital Management	Hospital administration and management	2003 and 2010
6	Lahore School of Public Health, LMDC, Lahore	MPH	Health management, Child health, Health system analysis, Health planning and policy	2016-17 Still continuing
7	Provincial Health and Development centre, Birdword Road, Lahore	Inservice trainings for District Health Managers	Hospital management, Material management	2000-2003
8	MPDD, Behind NIPA, Lahore	Inservice trainings for District Health Managers	Health management, District health system, Health care delivery system, Logistic management in health care,, HRM	2016-17 Still continuing

AS EXAMINER

- 1) External Examiner for M.P.H students at Institute of Public Health from 2002 and 2003.
- 2) External and Internal examiner and Research guide for MHA students at Institute of Administrative Sciences, University of Punjab, Lahore from 2007 till up to date.

RESEARCH WORK / PUBLICATION

- 1) Quality of care of cataract patients at Haji Murad Eye Hospital Gujranwala in 1990
- 2) Marketing of health care services in General Hospital Lahore since granted autonomy in 2000

TRAININGS / WORKSHOPS/ CONFERENCES ATTENDED

- 1) Primary Health Care.
- 2) Human Resource Management at NIPA Lahore.
- 3) Human development index at PARD Peshawar.
- 4) District Chief Executive Training organized by DFID.

- 5) Population planning and control.
- 6) Information technology at NIPA, Lahore.
- 7) Leprosy control.
- 8) T.B Control and DOTS.
- 9) Hospital management.
- 10) Health care waste.
- 11) Management of hospital waste.
- 12) Hospital record management.
- 13) Medical transcription from Faujisoft.
- 14) Financial and administrative rules.
- 15) Eye care and ophthalmic conferences.
- 16) Medical Billing at Academy of Learning, Toronto, Canada.
- 17) Course for optometrists in Toronto, Canada.
- 18) Organizational development at PARD Peshawar.
- 19) AIDS Control.
- 20) Handling of Disasters.
- 21) Breast feeding and Immunization.
- 22) Polio eradication programmes.
- 23) Prevention of blindness.
- 24) Prophylactic use of Vitamin A.
- 25) Population dynamics and their effects on health indicators.
- 26) Achieving MDG 5 in South Asia Reproductive health, Poverty reduction and Health system Reform Course from April 23-27, 2012 in Colombo, Srilanka By The World Bank Institute.
- 27) Capacity Building Program for Midwifery tutors as Facilitator
- 28) Asia Regional meeting on intervention for impact on Essential Obstetric and Newborn care at Dhaka, Bangladesh 3-6 May, 2012
- 29) Study trip to Sudan sponsored by DKT International from 14th -17th May 2013 on Family planning social marketing
- 30) Attended global action on newborn care regional conference in Nepal in from 28th August to 2nd September 2013.
- 31) Attended conference on accelerated progress on achievement of MDG-5 in Addis Abbaba, Ethiopia from 13-16th July, 2014 sponsored by UNFPA and MOH Ethiopia and made countries presentation
- 32) Study trip to Egypt sponsored by DKT International from 6th -15th Jan 2015 on Family planning social marketing
- 33) Attended conference on Post-Partum Family Planning at Chiang Mai, Thailand in June 2015 sponsored by Jhpiego
- 34) Attended training on Global supply management at UHS Lahore, sponsored by Chemonics international USAID

CONSULTANCIES DONE

- 1) Short term Consultancy for UNICEF for Mother and child Health Week Celebration in Distt: Nankana and Kasur.
- 2) Consultant for Rahnuma FPAP for Facilitation for meetings/seminars and trainings for Creating Champions and Momentum for Progress in Sexual Reproductive Health & Rights.
- 3) Consultant trainer on Essential Newborn Action Plan (ENAP) for World Vision.
- 4) Consultancy “FORECASTING AND QUANTIFICATION OF MOTHER, NEWBORN AND CHILD HEALTH VERY ESSENTIAL MEDICINES FOR THE PROVINCES OF PUNJAB, KHYBER PAKHTUNKHWA AND BALUCHISTAN” for GHSC- PSM USAID Funded Project
- 5) Consultancy for TRF+ on Policy Review of CMW
- 6) Consultancy for Rahnuma FPAP regarding “POLICY AND SITUATION REVIEWS, MAPPING OF ALLIES, AND DEVELOPING TOOLS FOR INCREASING ACCESS TO REPRODUCTIVE HEALTH SERVICES OF GBV SURVIVORS”
- 7) Consultancy for UNICEF regarding Stunting reduction Framework and developing action plan for stunting reduction along with its costing in five high priority District’s of Punjab.
- 8) Consultancy for PSPU, DOH, Punjab on Assessment of Kangaroo mother care at Services Hospital Lahore.

TRAINING IMPARTING/ CONDUCTING EXPERIENCE

TOPIC	PARTICIPANTS	DURATION/ TIME PERIOD
District Health Management	District Health Managers (DOH, DDOH, SMOs, PHS)	3 weeks Trainings in 2009 for all 36 Districts of Punjab
Capacity Building Program for Midwifery Tutor	Midwifery Tutor	15 December-11 January 2012 (one month)
Capacity Building Program for Midwifery Tutor	Midwifery Tutor	21 May-16 June 2012 (one month)
Capacity Building Program for Midwifery Tutor	Midwifery Tutor	17 December-12 January 2013 (one month)
Essential New Born Care	Child Right Movement Members	17-19 September 2015

REFERENCES

1) IN CANADA

- A) Josie Lumia, Director education , Everest College,389 Main street North, Suite #209, Brampton, ON Canada, L6X1N7 Phone#1-905-454-5932
E-mail josie.lumia@cdicollege.com
- B) Mary Lamb, Program Manager, Part time studies, Georgian College of Applied Arts and Technology, 1-Georgian drive, Barrie, ON, Canada L4M3X9
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- C) Linda Wren, Coordinator Faculty of Continuing education and training, Seneca College of Applied Arts and Technology, 1750 Finch Avenue East, North York, ON Canada M2J2X5 Phone#1-416-491-5050 ext 2526
E mail Linda.wren@senecac.on.ca

2) IN PAKISTAN

- A) Dr Simon Azariah, Chief of party. FATA-KP Health program, USAID
B) Dr Yasmeen Sabeeh Qazi Country chief David and Lucile Packard Foundation Pakistan.
C) Dr. Nisar Ahmed Cheema, Ex-DGHS Punjab, Technical Advisor USAID Deliver project Lahore.
D) Dr Muhammad Tariq, National Program Manager, GSCM, USAID, U phone Tower, Islamabad

PERSONAL INFORMATION:

Date of birth/ Age: 24th Dec: 1955, 63 years Sex: Male
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