

WELFARE MEASURES FOR PAF PERSONNEL : SHAHEEN FOUNDATION

1. Shaheen Foundation was established in 1977 as a Welfare Trust of PAF for the benefit / welfare of PAF Personnel and their dependents. The scope of its Welfare measures is in the following areas:-
 - (a) Personnel Employment
 - (b) Education Support (c) Financial Grants.
 - (d) Medical Welfare Scheme

Beneficiaries

2. The categories of beneficiaries eligible for availing welfare grants include following persons of Pakistani domicile including subjects of states acceded to Pakistan:-
 - (a) PAF personnel which include Officers, JCOs, Airmen and Civilians.
 - (b) Retired PAF personnel (Officers, JCOs, Airmen and Civilians) in receipt of pensionary emoluments.
 - (c) Serving SF employees.
 - (d) Who being P.A.F. personnel are or have been on secondment to any other department and have retained their permanent line of service; or
 - (e) Who, having joined any of the P.A.F. training institutions (cadets / recruits) are or were invalided out of service on account of any disability, but not any selfinduced disease, injury, etc., or
 - (f) Who are Dependents of persons listed in sub-paras (a) to (e) above.
 - (g) Any P.A.F. institution.

Note: “Dependent” means the wife/wives, dependent parents, dependent sons (upto the age of 18 years unless the son is disabled) and unmarried daughters of beneficiaries, and other relatives who are so prescribed by the Committee of Administration.

Employment in Country

3. Shaheen Foundation is maintaining trade-wise data bank of all Ex-PAF airmen with a currency check of six years for the purpose of rehabilitation. Shaheen Foundation endeavors to rehabilitate Ex-PAF airmen by providing them suitable employment in Shaheen Foundation itself as well as within country. Shaheen Foundation Overseas Employment Agency (SFOEA) is also facilitating Ex-PAF personnel in seeking them overseas employment in various friendly countries.

SCHOLARSHIP SCHEMES BY SHAHEEN FOUNDATION PAF

4. The following scholarship schemes are being offered by Shaheen Foundation to the wards of PAF personnel (Serving / Retired):-
 - (a) **Shaheen Scholarship.** In order to encourage and extend financial support to talented students, Shaheen Foundation provides scholarship and excellence / merit certificates to the students of Class V to X who secured meritorious positions/good results in their previous year’s final examination from PAF Fazaia and F G Govt schools located within PAF Bases or administratively controlled by the PAF.
 - (b) **Shaheen Excellence Award.** Shaheen Excellence Award of Rs 50,000/- (one time) will be awarded to Sons / Daughters of Serving / Ex-PAF Personnel securing first position in final examination from any HSSC Board and HEC recognized Board / Universities in Pakistan in all recognized disciplines.
 - (c) **Shaheen Fellowship Scheme.** This scheme is for higher education in any disciplines at Bachelor level & Master level studies. There are 150 fellowships every year on merit to Bachelor level students and 50 to Master level students @ Rs 20,000/- to Rs 50,000/- per annum.

(d) **Begum Bilquis Scholarship Scheme (BBSS).** This scheme is aimed at enabling bright but underprivileged children of PAF personnel to get education in professional colleges. As such, three categories of “underprivileged” children of PAF personnel (with limited or inadequate resources) have been identified as follows:-

Category I. Wards of PAF Officers, Airmen and Civilians whose father/ mother has died (mother only in case she was serving in PAF).

Category II. Wards of Serving or Retired Officer, Airmen and Civilians whose parents have a debilitating sickness resulting in physical incapacitance due to limb loss or otherwise, which prevents them from active work.

Category III. Wards of Serving or Retired Officers, Airmen and Civilians who have special / terminally sick sister / brother or have terminally sick parents, who pose extra financial burden on the family.

MEDICAL WELFARE SCHEME: PAF OFFICERS / AIRMEN (SERVING)

5. The scheme designed in 1986 was optional. Now the scheme has been made compulsory both for officers and airmen. The details of its contribution and claim is as enumerated below:-

<u>Category</u>	<u>Contribution</u>	<u>Claim on Med Compensation</u>	<u>Claim on Death</u>
Officers	Rs.100/-pm	Rs. 100,000/	Rs.200,000/- Airmen
	Rs.24/-pm	Rs.50,000/-	Rs.100,000/-

FINANCIAL GRANTS

6. Besides spending large amounts in stipulated Welfare Heads, Shaheen Foundation spends handsome amount every year in the shape of financial grants to its beneficiaries. These grants are usually provided in coordination with Directorate of Welfare AHQ and Fauji Foundation.

FINANCIAL GRANTS

7. SF Provides following types of financial grants to its beneficiaries:-
- General Financial Grant
 - Education Grant
 - Marriage Grant
 - Medical Grant

Scope & Purpose of Financial Grants.

8. The scope & purpose of providing these financial grants is as explained below:-
- General Financial Grant.** To provide financial assistance to SF beneficiaries for meeting expenses in any untoward / emergency or distress situation, where help through any other type of financial grant is not possible. It

is granted either on regular basis (employment on welfare basis) or as one-time grant (OTG).

(b) **Education Grant.** To help SF beneficiaries, including their widows and SF civilian employees (serving) to educate their children, if otherwise not eligible for any SF Scholarship.

(c) **Marriage Grant.** To provide financial assistance to widows of SF beneficiaries and ex-PAF airmen as well as civilians; and to serving civilians lowgrade (S-4) employees of SF, having no source of income, for the marriage of their daughters.

(d) **Medical Grant.** To provide financial assistance to the beneficiaries as well as their dependents for expenditure incurred beyond their medical entitlement within PAF and Fauji Foundation or Shaheen Health Insurance (indoor as well as outdoor).

Extent of Financial Grants

9. These grants may be given to the extent of amounts as specified below:-

(a) General Financial Grant(OTG) :Upto maximum of :-

(a) Officers : 30,000 per case

(b) Airmen : 20,000 -“-

(c) Civilians : 10,000 -”-

(b) Education Grant.

(i) Officers/Management Grade

Degree Classes : Upto maximum of Rs 2000/- per month
child or actual fee, whichever is less for

Govt professional Universities/Colleges.

Masters Classes : Upto maximum of Rs 3000/- per month /
child or actual fee, whichever is less.

(ii) Airmen/Civ/Staff Grade

Primary Classes : Upto maximum of Rs 1000/- per month /
child or actual fee, whichever is less.

Secondary Classes Upto maximum of Rs 1200/- per month /
child or actual fee, whichever is less.

Inter Classes Upto maximum of Rs 1500/- per month /
child or actual fee, Whichever is less.

Degree Classes Upto maximum of Rs 3000/- per month / child or
actual fee, whichever is less for Govt Professional
Universities / Colleges.

Master Classes Upto maximum of Rs.4,000/- per month/
Child or actual fee, whichever is less for
Govt Professional Universities.

Note:- The student will remain eligible for Education grants, subject to successful completion of each academic term. The student is required to submit his/her result along with the claim for grants. Failure/Drop out from any term will render the candidate ineligible for scholarship.

(c) Marriage Grant for daughter of.

(i) Widows of Retired or Deceased : Upto maximum of Rs 30,000/-
Officers : per case (Max 2 X cases)

(ii) Retired or Deceased Airmen : Upto maximum of Rs 15,000/- per case
(Max 2 X cases)

(iii) Retired or Deceased Civilians : Upto maximum of Rs. 10,000
(ex-PAF) as well SF Employees per case (Max 2X cases)
staff grade

(d) **Medical Grant.**

(i) PAF Persons : As per policy / sharing formula
(Serving or retired) between AHQ and SF.

(ii) Serving employees of SF : Upto maximum of Rs 100,000/- per
(Beyond GHI coverage case or 50% of extra expenditure, from Flexi Grant)
whichever is lower.

Eligibility Criteria.

10. The eligibility criteria for all these financial grants is given below:-

- (a) Ex-PAF officers, JCOs, airmen and civilians having no source of income other than pension, after necessary verification of antecedents.
- (b) Widows of deceased PAF personnel having no source of income other than family pension.
- (c) Any of the dependent family members of beneficiaries having a debilitating sickness requiring prolonged and expensive treatment.
- (d) Dependent Children of SF beneficiaries studying in college / university, in any discipline within Pakistan, if not qualified for SF scholarship, on case to case basis.
- (e) Marriage of daughters of PAF retired officers, airmen and civilian as well as low grade civilians (serving) having poor financial position employees of SF.
- (f) Any SF beneficiary needing financial support under any extra-ordinary circumstances of distress or financial crises.

In-eligibility

11. Following categories of personnel will not be eligible to avail any of these grants:-
 - (a) PAF personnel dismissed / removed / terminated compulsorily or resigned (voluntary / compulsory) from PAF Service or due to any misconduct / discipline.
 - (b) Has availed any of these grants within last 3 years except the case of marriage grant or any other special circumstances, which could be considered even earlier.
 - (c) Has availed any similar grant from AHQ within last 1 year.
 - (d) Was unwilling to serve for enhanced service of 25 years vide AHQ/22879/34/ADP (Mng) dated 30 December, 2006.

Procedure for Applying & Processing.

12. All Ex-PAF personnel not serving in SF may forward their request to Head Office Shaheen Foundation. As regards those who are serving in SF, Heads of subsidiary projects are to forward all cases (whether serving within SF or not) to Admin Directorate HOSF for approval.

MEDICAL TREATMENT FACILITIES AVAILABLE TO RETIRED PAF PERSONNEL FROM FAUJI FOUNDATION

13. As per the latest policy of Fauji Foundation, the families of retired JCOs / Airmen are entitled to full medical treatment / facilities in FF Hospitals. Retired personnel (Officers, JCOs, and Airmen) are entitled for provisioning of appliances / supporting items i.e. Stent (s), Pacemakers, Balloons, Valves; Orthopedic Appliances i.e. nail, plates and screws, hearing aid, IOL and Dentures. However, only those Officers/their families are entitled who have retired from service after October, 2001 and have minimum of 10 years service to their credit. The facilities available to PAF retired personnel from Fauji Foundation Hospital (FFHs) are further elaborated in the subsequent paras.

Hospital and Medical Treatment Facility

14. Fauji Foundation Hospitals (FFHs) services can be utilized for provisioning of medical treatment / facilities to PAF pensioners at locations where military hospitals do not exist within 50 KM of FFH. After prior approval of competent authority, PAF pensioners will be provided with appliances / supporting items like Stent (s), Pacemakers, Balloons, Valves; Orthopedic appliances like nails, plates and screws; Hearing aids, IOL and Denture from Fauji Foundation budget. The amount / ratio of assistance to an individual will be governed by the policies of Fauji Foundation in vogue.
15. Families of retired JCOs and Airmen are entitled for full medical treatment / facilities within the FFHs and other medical hospitals if referred by FFHs. The expenditure incurred on the treatment / tests / facilities outside FFHs will be borne by Fauji Foundation upto maximum of Rs 200,000/- . Amount exceeding Rs 200,000/- will be paid by the patient.

Assistance to Heart Patients

16. **.Procedure for Assistance.** The retired PAF personnel are entitled for supporting items i.e. Stent(s), Pacemakers etc from Fauji Foundation For this following procedure has to be adopted by them: -
- (a) Once an officer's diagnosis has been established and it has been determined that he / she requires either a pacemaker or stent (s), he / she will report to one of the following FF Hospitals (depending on his / her location / vis a vis the FF Hospitals):-
- Karachi - Shaukat Omer Memorial Hospital
SOMH (FF)
 - Lahore - Fauji Foundation Hospital
 - Rawalpindi - Fauji Foundation Hospital
 - Peshawar - Fauji Foundation Hospital

- (b) The officer will hand over all his / her case documents to the hospital, which will make a recommendation through a Board to Fauji Foundation Welfare Division (Health) for approval.
- (c) After approval, the case will be returned to the forwarding Hospital that will inform the officer accordingly.
- (d) In case an officer is treated in one of the stipulated facilities as an emergency case, the paper work will follow the same channel for reimbursement of charges.
- (e) All payments to be made to the treating hospitals will be through the FFH that originated the case.

17. **Level of Reimbursement.** The level of reimbursement shall be on a pro-rata basis as mentioned below:-

Group Captain	-	60% of the cost	Max limit of reimbursement will be Rs 100, 000/- (Rs one lac only)
Wing Commander	-	70% of the cost	
Squadron Leader & below	-	80% of the cost	

18. **Ex Post Facto Sanction of Emergency Cases** Following will be the exceptions for reimbursement of cost:-

- (a) In case of unexpected emergency, the Cardiac Surgeon in AFIC is to take the decision and carry out necessary intervention to save the life of the patient.
- (b) Ex post facto sanction of emergency Coronary Artery Bypass Graphing (CABG) /Coronary Stents / PTCA of patients who have been referred to AFIC for routine Coronary Angiography / PTMC / Colosure Device, will be given after the commandant or advisor / Head of cardiology AFIC has informed the MS FFH Rawalpindi (or any other official designated for this purpose) within 24 hours of such occurrence both verbally and in writing.
- (c) The patient is to deposit his / her share and to report back to FFH Rawalpindi for necessary documentations. In case the patient does not report back after completion of

procedure, his/her Registration shall be suspended till he/she makes the payment of his / her share.

Medical Support to Air Officers (Retd)

19. SF allocates a handsome amount in its annual budget for medical treatment (especially coronary diseases) of retired Air Officers and their dependents. Needy Officers can apply directly to Head Office Shaheen Foundation to avail this facility.