



HIGHER EDUCATION COMMISSION

Interim Placement of Fresh PhDs (IPFP) Phase-II (Batch I - IV)

FAQS related to the IPFP including Placement at Host HEIs

1. What is the objective of IPFP?

The core objective of the program is to assist fresh PhD holders in acquiring the competencies and professional characteristics required for effective teaching and research and ultimately for success in their academic profession.

2. Who is eligible and how to apply under IPFP?

For IPFP Phase-II policy, other details including eligibility criteria, please visit: <https://www.hec.gov.pk/english/NAHE/IPFP/Pages/Eligibility-Criteria.aspx>.

3. Is there any age relaxation under this initiative?

As per policy, there is no provision for age or any other relaxation under this initiative.

4. What are the benefits extended to the IPFP fellows under IPFP?

Benefits are detailed as under:

- **NFDP:** Eligible candidates will get an opportunity to attend up-to four weeks outstanding training (free of cost) under National Faculty Development Program (NFDP) with a team of highly reputed International and National Trainers. No stipend will be paid during training.
- **Placement at Host Institutions:** HEC will facilitate in providing opportunity of placement at HEIs for a period of one year as IPFP Fellow by sharing credentials of successful candidates with the public sector HEIs.
- **Monetary Benefits:** HEC will pay a fixed Remuneration during placement, currently fixed at PKR 100,000/- per month for a period of 12 months from the date of joining to the IPFP Fellows.

5. What is validity Period for Placement at Host Institution?

IPFP Fellows will be facilitated for their placement at a host institution within Six months of completion of their NFDP training program. After Six months period, they will not be eligible for placement as IPFP Fellow. Six months period starts after the announcement of their results when the lists are shared with HEIs.

6. When the list of IPFP candidates will be shared with the universities?

After completion of NFDP 2023 Cohort IV and result compilation, list of successful IPFP Fellows will be shared with the HEIs for consents. Lists of earlier Cohorts are already shared and their placements are in process.

7. What procedure should I follow to talk with the host University for the Consent Letter?

Universities review the list and share the filled consent forms for the candidates they are interested to hire for one year as an IPFP Fellow. You may also contact the Chairperson of the concerned department and/or registrar office to show your interest in placement.

8. Can I approach the university before the list is shared by NAHE?

On request of the candidates, soft copy of consent form is available at NAHE office and also placed at the MOODLE. Interested applicants may contact the Chairperson of concerned department and registrar office with the copy of Consent form. However, many HEIs are reluctant to share the consents before completion of the training program and the result announcement.

9. What to write in the application ID section of consent Form?

Application ID is assigned at the time of online application while applying for the IPFP program at e-portal and the same is required to be written in the consent form and during all correspondence with the NAHE office for prompt response and record.

10. Can consent be emailed to you by registrar at this stage when our training is under process?

Consent can be emailed to the syhraza@hec.gov.pk; gmgoraya@hec.gov.pk; with CC sgamar@hec.gov.pk. However, processing of the case will be initiated after the result declaration (*at least two weeks after of the completion of training*) and necessary approvals for sharing the list of the successful candidates.

11. When will I receive the award letter?

After requisite approvals, offer letters for the candidates will be processed. Lists of all successful Fellows of earlier Cohorts are already shared with the public sector HEIs and for new Cohorts, it will be shared soon after successful completion of NFDP training. The issuance of offer letter will start on first come first serve basis for the successful fellows of all Cohorts.

12. After issuance of award letter, within how much time, we are bound to join the University?

You will be required to send written acceptance of the offer letter of appointment to NAHE within **10 days** and join your duty at host University/DAI within **30 days** from the date of issuance of the offer letter.

13. After joining the Host Institution, within how much time, remuneration of the fellow is released?

Usually first tranche of remuneration amounting to Rs.600,000/- covering first six months is released within 6 weeks of receipt of Joining Report in original through Registrar Office of the host university, afterwards Host Institution can timely release the remuneration on monthly basis. In this regard, you are requested to please bear with us. In case of any query regarding remuneration, you may contact Syed Hassan Raza at syhraza@hec.gov.pk

14. Can I get IPFP placement at my Parent University and what is HEC Policy for appointment on BPS/TTS to Parent University of IPFP Fellows?

As per IPFP Policy, there is no prohibition for IPFP Fellow from seeking consent from Parent university. Therefore, you may get consent from parent your university and serve there as IPFP Fellow for one year after successful completion of National Faculty Development Program. However, regarding Employment in Parent University as Assistant Professor, please check Policy as there are certain restrictions in that case hence you may consult the HEC relevant Section dealing with TTS/AP rules & regulations.

15. Can I avail IPFP fellowship in private HEIs? What will be the Remuneration plan for private HEIs?

In revised approved IPFP policy, private sector HEIs are also included in the potential host

institutions, however financial model for private universities is not finalized yet and still under discussion. It is therefore recommended to avail the fellowship from only Public Sector HEIs as we don't have financial approvals for placing fellows at the private HEIs as of yet.

16. Can I avail fellowship in Public Sector R&D Organizations? What will be the remuneration plan for private universities?

IPFP Fellows can get placement at a **public sector Research organization** only if they are offering degree programs and hence, providing teaching opportunities to the Fellows as IPFP Fellowship Program is for polishing both teaching and research skills of the PhD Scholars.

17. How can I apply for SRGP?

SRGP is not part of IPFP placement for IPFP Phase II Batch II and onwards. Please note that SRGP was delinked from IPFP and fellows may apply/compete for SRGP or any other Research grant from R&D wing of HEC as per availability and criteria designed by the concerned division. Currently SRGP funding is not available for anyone, therefore please don't send your proposals to NAHE. In case you want to apply for any research grant from another Division of HEC, please first clearly read the eligibility criteria mentioned at their webpage or wait for the announcement of such opportunities.

18. When will I get the Certificate of NFDP Completion?

Certificates will be issued after the announcement of results of NFDP training, tentatively three weeks after the completion of the training program.

19. Is IPFP Fellowship experience same as Assistant Professor?

No, this experience will not be counted as Assistant Professor. Universities can provide you one year experience of IPFP Fellowship at the university.

20. Will I be absorbed at the Host University after completion of IPFP Fellowship as Assistant Professor?

Interim Placement of Fresh PhDs Program is an interim placement opportunity/Fellowship for fresh PhDs for a period of one year only. After this initial period (or during the fellowship period), Fellows (*if interested and eligible*) are expected to compete for Faculty Positions advertised by HEIs through an open competition process (in which IPFP Fellows as well as the other PhDs who have not secured this fellowship can apply) in Host HEI/ other HEIs or any other organization.