



**Country Coordinating Mechanism (BCCM)**  
**Ministry of Health and Family Welfare**  
**BCCM Secretariat**

**Subject: Minutes of 9<sup>th</sup> BCCM Oversight Committee meeting**

<b>Date (dd.mm.yy)</b>	05.04.2016
<b>Venue of the meeting</b>	Conference Room of MOHFW
<b>Meeting started</b>	11:00 AM
<b>Meeting adjourned</b>	2:00 PM
<b>Meeting Chaired By</b>	<b>Ms Roxana Quader, Additional Secretary (PH&amp;WHO),</b> Ministry of Health and Family Welfare and Chairperson, BCCM Oversight Committee
<b>Meeting Steered by</b>	<b>Mr. Manaj Kumar Biswas, BCCM Coordinator,</b> BCCM Secretariat
<b>Total number of participants</b>	30 Participants
<b>Does quorum attained meeting?</b>	Yes
<b>Meeting attendance</b>	<ul style="list-style-type: none"><li>• Voting member: 08</li><li>• Principal Recipients (PR): 7</li><li>• GMS: 2</li><li>• BCCM Secretariat staff: 2</li></ul>
<b>Attendance list</b>	Yes
<b>Other supporting document</b>	Yes

**Meeting Agenda**

<b>Agenda Item # 1</b>	Approval of 8 <sup>th</sup> Oversight Meeting Minutes
<b>Agenda Item # 2</b>	GMS updates on CCM reconstitutions and Election of Constituencies for next three years (2017-2019)
<b>Agenda Item # 3</b>	Governance and other manual update
<b>Agenda Item # 4</b>	Last oversight visit update and next oversight visit
<b>Agenda Item # 5</b>	Admin- Assistant position extension till Deputy Coordinator on board
<b>Agenda Item # 6</b>	Endorsement of two temporary consultants for BCCM constituency election process
<b>Agenda Item # 7</b>	<b>Miscellaneous:</b> <ul style="list-style-type: none"><li>a) Translator for all CCM &amp; GF documents</li><li>b) Temporary IT support for website updates</li></ul>

The meeting started at 11:00 pm and was chaired by **Ms. Roxana Quader, Additional Secretary (PH&WHO),** Ministry of Health and Family Welfare and Chairperson, BCCM Oversight Committee

At the outset, the Hon'ble Chair of BCCM Oversight Committee welcomed all participants including the OC members. She also directed BCCM Coordinator to steer the meeting in accordance with predetermined agenda.

**Minutes of each agenda item:**

**Agenda Item # 1:** Approval of the 8<sup>th</sup> BCCM Oversight Committee meeting minutes

**Conflict of Interest:** N/A

**Discussions by the constituencies:**

**Government:** Ms. Roxana Quader, the Chair, BCCM Oversight Committee requested members to provide their feedback (if any) on the last oversight meeting minutes. Having no comment and feedback, the Chair requested the members to consider the meeting minutes as approved.

**Summary of discussions:** The 8<sup>th</sup> BCCM Oversight Committee meeting was held on 14 February 2016 and the minutes were electronically circulated to all and the hard copies were provided in the folders. BCCM Coordinator read out the agenda, decisions of the last meeting and explained implementation status of decisions.

**Decision:** All members present confirmed and approved the 8<sup>th</sup> BCCM Oversight Committee meeting minutes.

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**Agenda Item # 2:** GMS updates on CCM reconstitutions and Election of Constituencies for next three years (2017-2019)

**Conflict of Interest:** N/A

**Discussions by the constituencies:**

**BCCM Secretariat:** The BCCM Coordinator requested Mr. Abu Sayeed, Team Leader-GMS Consultants to update the meeting about the reconstitutions of BCCM for the year 2017-2019. He mentioned that according to the last 85<sup>th</sup> BCCM meeting decision, GMS Team started for reconstitution process and preparation for Eligibility Performance Assessment for BCCM.

**GMS Team:** Mr. Abu Sayeed presented the diagnostic report on BCCM as well as the proposed options for BCCM reconstitutions with a “power point” presentation. He mentioned that during their first visit in March 2016, GMS team prepared a diagnostic report on BCCM and its Secretariat. According to the Global Fund guideline GMS team proposed some modification in BCCM reconstitution. During the last reconstitution, the Global Fund gave some waivers for BCCM so that they can meet minimum requirements for continuous funding and getting eligibility to submit the Concept Note. But this time BCCM is deemed to be much matured. Bangladesh has also achieved their lower middle income level status. In view of this, the GF will see each and every step of eligibility requirements during their future assessment. Considering this point and strict eligibility requirements, the GMS team is proposing modifications in the BCCM membership as well as new criteria for membership renewal.

**Oversight Committee Members:** Following the GMS presentation, discussion was held on the proposed modification in BCCM structures and the membership criteria.

**Government:** The Vice Chair of BCCM Oversight Committee opined that GMS proposal on reconstitution and eligibility performance assessment for BCCM appear to be relevant and contextual. But it should be discussed in the next BCCM meeting and GMS should start work for necessary amendment in all BCCM founding documents including Governance Manual.

**Decision:** The Oversight Committee will present these proposals to next BCCM meeting. But GMS Team will start work for necessary amendments in all BCCM founding documents. GMS presentation and diagnostic report with proposed amendment is attached as annexure -A

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**Agenda Item 3:** Governance and other manual updates

**Conflict of Interest:** N/A

**Discussions by the constituencies:**

**BCCM Secretariat:** BCCM Coordinator informed that according to the last BCCM meeting decisions, the BCCM reconstitution process already started with GMS technical support. As discussed in the previous agenda, the BCCM needs some updates on governance and other operational manuals. He also hoped that membership renewal process can be completed by October 2016. In this regard, Governance and other manuals should be amended according to proposed changes by the GMS. Oversight Committee should decide on these issues in this meeting.

**Grant Management Solutions (GMS):** Mr. Abu Sayeed mentioned that during last renewal process, the BCCM established an ad-hoc Executive Working Group (EWG) to work closely with the GMS team for BCCM membership renewal. Since the Oversight Committee is now fully functional, BCCM may consider OC to take responsibility of membership renewal process. The membership renewal will include restructuring (if required), CSO constituency mobilization and election and selection of members from government and ML/BL sectors. GMS will provide support to the OC to complete the process by in October 2016.

**Discussions:** Discussion was held on the roles and responsibilities of OC in the membership renewal process. The meeting concluded that the OC would be responsible to oversee membership renewal process with BCCM Secretariat and GMS team. The meeting also requested the GMS to start work for necessary amendments in the BCCM founding documents as proposed change in BCCM structures.

**Decision:** The GMS Team will start work for necessary amendments in all the BCCM founding documents including Governance Manual. The Oversight Committee will present the amended Governance and other manuals in the next BCCM meeting for its endorsement.

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**Agenda Item # 4: Last oversight visit update and next oversight visit**

**Conflict of Interest:** N/A

**Discussions by the constituencies:**

**BCCM Secretariat:** BCCM Coordinator requested Dr. Sukumar Sarker, Policy Advisor (Health and Nutrition), USAID Bangladesh and Oversight Committee member to present the report of the last oversight visit to Khulna from 27-29 March 2016. He mentioned that the visit report was shared with all members and PRs for their review and distributed in meeting folders. He also requested to fix the next oversight visit date in this meeting.

**MLBL Constituency:** Dr. Sukumar Sarker presented the oversight visit report including recommendations. He also briefly discussed the fact & interactions with health service providers, managers, government counterparts, KAP as well as beneficiaries. He requested the meeting to endorse the oversight visit report if there is no comments and feedback.

**Chairperson:** The Chairperson of BCCM Oversight Committee thanked the visit team. She also opined that the visit report appeared to be informative and useful. She hoped that the Oversight committee would endorse the report.

**Principal Recipients:** HIV PRs representatives however requested for further discussions on the visit report and recommendations.

**Decision:** *The meeting decided in favour of further discussions on this visit report and recommendations. The meeting also decided that next oversight visit would be to NASP office in Dhaka and BCCM Coordinator would fix the date after discussion with the Chair, Oversight Committee.*

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**Agenda Item # 5: Admin Assistant position extension till Deputy Coordinator on board**

**Conflict of Interest:** N/A

**Discussions by the constituencies:**

**BCCM Secretariat:** The Coordinator informed that the last 85<sup>th</sup> BCCM meeting decided that WHO Bangladesh would be requested to complete the recruitment process of Deputy Coordinator. He also informed that as per earlier BCCM meeting decision, the WHO would co-opt representatives from MOHFW, UNAIDS, USAIDS, GF and Canadian CIDA in the recruitment committee. The BCCM Secretariat would send a request letter signed by the Chair Oversight Committee to WHO Representative requesting to complete recruitment process of Deputy Coordinator as per the above mentioned decisions.

The Coordinator also informed the meeting that the position of Administrative Assistant has been left vacant since 1<sup>st</sup> April 2016 according to the approved BCCM budget 2016 and the 84<sup>th</sup> BCCM meeting decision. In such a situation, the Coordinator mentioned about the possible difficulties in the absence of the Administrative Assistant. He requested to endorse extension of the Administrative Assistant position until the Deputy Coordinator is on board. The cost for the Administrative assistant could be borne from the unspent salary and benefits of the Deputy Coordinator.

He further informed the meeting that BCCM Secretariat tried to accommodate the Administrative Assistant position in BCCM Secretariat through other development partners' funding but unfortunately could not get any commitment.

**Summary of discussions:** The meeting discussed on this issue very briefly and came into conclusion that BCCM Coordinator needs support hand to continue activities until the Deputy Coordinator is on board. So the Administrative Assistant position should be continued till the Deputy Coordinator is recruited. But BCCM Secretariat should take approval from the GF for this extension of Administrative Assistant position.

**Decisions:** *The meeting decided to endorse the extension of Administrative Assistant position in BCCM Secretariat until the Deputy Coordinator is on board. BCCM Secretariat will send an email to Mr. Richard Cunliffe, FPM, the GF Country Team for approval of extension of the Administrative Assistant position. The expense during the extended period will be made from unspent salary and benefits of the Deputy Coordinator.*

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**Agenda Item # 6: Endorsement of two temporary consultants for BCCM constituency election process and TOR for these consultants**

**Conflict of Interest:** N/A

**Discussions by the constituencies:**

**BCCM Secretariat:** The BCCM Coordinator informed the meeting that “Challenge TB” would provide two short term consultants to support the BCCM for constituencies’ election. BCCM Secretariat sent the draft TOR electronically for review and discussion in this meeting. He requested the meeting to endorse this TOR so that Challenge TB can initiate the recruitment process of consultants.

**Chairperson:** The Chair of BCCM Oversight Committee appreciated this initiative by “Challenge TB” and GMS as well as USAID Bangladesh. She thanked the development partners for their extended support. She suggested that the members should review this TOR once again and give their feedback and comments by next two days. If there is no comment and feedback within the stipulated time, the TOR will be deemed as endorsed.

**Decision:** *The meeting decided that the draft TOR to be reviewed by the oversight members by 10<sup>th</sup> April 2016. If there is no comment and feedback by that time, the TOR would be treated as endorsed.*

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**Agenda Item # 7 (a):** **Translator for all CCM & GF documents**

**Conflict of Interest:** N/A

**Discussions by the constituencies:**

**BCCM Secretariat:** The BCCM Coordinator informed the meeting about a GF’s suggestions in favour of translating all the CCM related documents as well as GF founding documents into Bangla. BCCM Secretariat needs to enlist few of qualified translators for this purpose mentioned above.

**Discussion by the members:** The meeting discussed this issue in brief and suggested that the BCCM Secretariat would collect some translators’ profiles and addresses along with expected translation rates. BCCM Secretariat would make a panel of the applicants and select the translator (s) from the panel who provide competitive rates.

**Decisions:** *The meeting endorsed the selection of the translator(s) to be engaged in translating the CCM related documents into Bangla. It was also decided that BCCM Secretariat would seek applications from the prospective candidates, make a panel towards ultimate selection of translator. The selection would be made on a competitive basis.*

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**Agenda Item #7 (b):** **Temporary IT support for website updates**

**Conflict of Interest:** N/A

**Discussions by the constituencies:**


**BCCM Secretariat:** BCCM Coordinator informed that the BCCM website is currently being updated under a one year technical support agreement with SAIPS/MSH and this agreement will terminate by 30<sup>th</sup> April 2016. As such the BCCM Secretariat needs to have a “Part Time” update support. He proposed to outsource this support on a weekly basis and further informed that there is sufficient budget against this line item. He requested oversight committee to endorse this proposal.

**Discussions:** The meeting discussed on the website update issue and express the necessity of updating website on regular basis. The meeting concluded that Oversight committee could endorse this requirement.

**Decision:** *The meeting decided to outsource the recruitment of a part-time IT expert. BCCM Secretariat would ask for EOI from prospective IT experts and select one IT expert through a competitive process. This selection of IT expert would be subject to endorsement of Oversight Committee.*

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Having no other issues to discuss, the Chairperson thanked all the participants for their attendance and active participation and she wrapped up the meeting.

  
4.6.5.2016

**Roxana Quader**


Additional Secretary (PH&WHO)  
Ministry of Health and Family Welfare  
and  
Chair, Oversight Committee of BCCM

Annexure - A



GRANT MANAGEMENT SOLUTIONS


**Bangladesh  
Country Coordinating  
Mechanism  
(BCCM)**



**PEPFAR**


**Diagnostics and Options – Phase I of III**

April 5, 2016



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GMS Team



**CCM Strengthening**

<b>Visit 1</b> Mar 2016	<b>Interim</b> Mar-April 2016	<b>Visit 2</b> May 2016
Assessment: membership, COI, meeting minutes (CCM/OC), documents, OC committees; Sectt	Reallocate member seats; begin membership renewal;	Membership renewal Initiated
Options for CC Strengthening	Revise Governance Manual/Oversight Plan	OC Restructuring/Capacity Building
Options of Oversight & Sectt Strengthening	CSO Constituency engagement; Sectt Stgth'ing	CSO Const workshop (5) Sec Strng'ing (cont)



## CCM Eligibility & CCM Oversight

- **ER 3:** OC skill-sets do not meet GF requirements fully (pending Financial Mtg Expert & PLWD rep inclusion);
- 100% OC members' CV not archived;
- No scope for financial assessment in the absence of Fin Expert
- **ER 5:** 3 members were replaced to fill vacant seats without following CSO election process;
- **ER 6:** 100% annual COI declarations yet to be archived

### **Options:**

- Reconstitute OC purely on expertise consideration – make provision for alternates against Financial and PSM Experts;
- Revise Oversight Plan & OC TOR– to reflect strategic oversight & harmonize with Gov Manual; revise communication plan; introduce CCM Summary Dashboard.
- Orient OC members on “Strategic Oversight Process” & summary dashboard
- All CSO members must be elected following GF guidelines.
- Train and Coach Secretariat staff on supporting Strategic Oversight – drafting OC meeting minutes & site visit reports; systematic archiving of OC documents including issue tracking system



## Global Fund Required Skillsets

- **Disease specific expertise:** understanding of national health & disease strategies and GF programs;
- **Financial Management Expertise:** exposure to national health sector spending, issues & challenges and results of programs, including those funded by the GF.
- **PSM Expertise:** Understanding of procurement/storage and supply chain of health products.
- **Program Management Expertise:** knowledge & expertise in national health program management; harmonization and alignment of national program.
- **Representative of PLWD & KAP:** having national level exposure with enabling leadership experience.



## ER 5: Members Elected by Constituencies

	Existing Membership	Proposed
Gov	14 Govt: (MOH 6; MOSW 1; MOLG 1; <u>MORA 1</u> ; MOF 1; MOHA 1 <u>MOCHT 1</u> ; MOE 1 & MOLGRD 1)	<ul style="list-style-type: none"> <li>• Consider replacing MORA</li> </ul>
ML/BL	<ul style="list-style-type: none"> <li>• 2 ML: WHO &amp; UNICEF</li> <li>• 2 BL: USAID &amp; CIDA</li> </ul>	<ul style="list-style-type: none"> <li>• Same</li> </ul>
CSO	<ul style="list-style-type: none"> <li>• <u>5 NGO</u>: 4 w/COI, ALL HIV/AIDS</li> <li>• <u>2 KAP</u>: CSW, MSM/TG; 100% COI and HIV/AIDS focus;</li> <li>• <u>3 PLWD</u>: TB affected; M affected &amp; HIV/AIDS network w/COI;</li> <li>• <u>2 Academics</u>: a. BSMU b. UGC</li> <li>• <u>FBO 1</u>: BHCOP</li> <li>• <u>PS 2</u>: FBCCI</li> </ul>	<ul style="list-style-type: none"> <li>• <u>4 NGO</u>: a. HIV/AIDS b. Malaria c. TB d. women &amp; children (max 1 COI)</li> <li>• <u>3 KAP</u>: MSM/TG/Hizra (1 seat); CSW (1 seat) &amp; Malaria expert/network/kap (1 seat)</li> <li>• <u>3 PLWD</u>: a. HIV/AIDS Network; b. Field based NGO (M/TB); c. NGO working for Women &amp; Girls affected by malaria;</li> <li>• <u>2 Acd/Edu</u>: a. Asso of Privt Universities &amp; Med Colleges b. Research Institutions (HIV/AIDS/M/TB);</li> <li>• <u>FBO 1</u>: BHCOP</li> <li>• 2 PS ?????</li> </ul>
Conflicts of Interest	<ul style="list-style-type: none"> <li>• NGO: 4 out of 5 with COI</li> <li>• KAP: 100% COI</li> <li>• PLWD: 1 out of 3 with COI</li> </ul>	<ul style="list-style-type: none"> <li>• Max of 1 seat with COI allowed per constituency.</li> </ul>



## ER 4: PLWD, KAP Representation among all CCM members

Constituency	Current	Proposed	% change
Government	14	14	
NGO's	5	4	-20%
PLWD	3	3	
KAP	2	3	+50%
Bi/Multilateral	4	4	
Academia	2	2	
Private Sector	2	2 (??)	
FBO	1	1	
Total	33	33	



## BCCM Meetings

	Current	Options
<b>Number of Meetings</b>	<ul style="list-style-type: none"> <li>4 CCM meetings during 2015</li> <li>2 EC meetings</li> <li>4 OC meetings</li> </ul>	<ul style="list-style-type: none"> <li>EC meeting to be convened for emergency situation or issue in-between 2 CCM meetings.</li> <li>Consider holding 2 Quarterly OC meeting (before &amp; after CCM meetings)</li> </ul>
<b>Quorum Requirements</b>	<ul style="list-style-type: none"> <li>Quorum met in both CCM &amp; OC meetings (except 1 OC meeting)</li> </ul>	<ul style="list-style-type: none"> <li>All OC meetings must meet quorum requirement and with required skill-sets</li> </ul>
<b>Organization &amp; Preparation</b>	<ul style="list-style-type: none"> <li>CCM agenda not set by OC</li> <li>Next OC agenda not discussed in OC meetings</li> <li>Some agenda items are not set in line with their functions.</li> </ul>	<ul style="list-style-type: none"> <li>OC to set initial draft CCM agenda in each OC meeting – and recorded in minutes</li> <li>OC to set agenda for next OC meetings;</li> <li>OC to make decision about the need for EC meeting;</li> </ul>
<b>Member Participation</b>	<ul style="list-style-type: none"> <li>Attendance satisfactory (Av 24)</li> <li>CSO: Constituency voice rarely echoed or listened to.</li> <li>Limited app of termination clause</li> </ul>	<ul style="list-style-type: none"> <li>Allow CSO to voice their constituency issues/concerns &amp; not of their organization</li> </ul>
<b>Minutes</b>	<ul style="list-style-type: none"> <li>Not concise/contextual</li> <li>Language not standard</li> <li>No standard time-line for minute circulation.</li> </ul>	<ul style="list-style-type: none"> <li>Pay attention improving the quality and content of meeting minutes; as these are shared widely (including GF)</li> <li>Set a standard time-frame for sharing respective meeting minutes</li> </ul>



## Challenges / Future Priorities

- 1. Continue strengthening of Grant Oversight – focusing on “Strategic Oversight”**
  - reconstituted OC; Coopt members with technical expertise on national health perspective;
  - Sites visits to focus on harmonization/coordination/contribution of the project results as related to the national perspective;
  - OC to lead upcoming country dialogue process; (early 2017)
  - Pay close attention to PR burn rates – PRs will not be allowed to use any unspent fund beyond the agreed time-frame;
  - Pay close attention to NASP performance: make sure that key persons in place & burn rate in accordance with the plan
- 2. Strengthen CSO constituency engagement**
  - Identify CSO focal person from each constituency to coordinate CSO engagement process;
  - Focal persons along with CCM/OC/Sectt to organize 5 regional workshops for wider constituency engagement and participation – leading to CSO elections;
  - Ensure engagement of proactive constituency representation to the country dialogue process;





## Challenges / Future Priorities (cont)

### 3. Strengthen functioning of BCCM Secretariat

- I. Recruit Deputy Coordinator on a priority basis – set specific time-line.
- II. Further strengthen BCCM Secretariat: approach to writing meeting minutes; site-visit reports; and archiving of key documents;
- III. Establish tracking system for CCM/OC decisions;
- IV. Establish email groups for: (1) CCM Members (2) CCM alternates (3) OC members (4) PRs – [max of 2 persons per PR with 1 email address] (5) Other in-country stakeholders;
- V. Further strengthen the communication system: sharing of CCM documents/correspondence only with the relevant stakeholders.
- VI. Further strengthen the Secretariat Staff's understanding of GF architecture and CCM founding documents and their application;

### 4. Membership Renewal

- Follow CSO election roadman.



## GRANT MANAGEMENT SOLUTIONS



A U.S. Government-funded partnership consisting of MSH, Abt Associates, Futures Group, IPA, and MIDEGO committed to strengthening the performance of Global Fund grants.



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# Bangladesh Country Coordinating Mechanism

Oversight Committee (Strategy and Planning) members list of BCCM

## 9th Oversight Committee Attendance Sheet

Date: 05 April, 2016

No.	Category	Salutation	NAME	INSTITUTION	TITLE	Telephone	Email	Constituency	MEMBER	GENDER	Singnature
1	Govt	Ms.	Roxana Quader	MOH&FW	Add. Secretary, PH&WHO	01710894497	roxanaquader@gmail.com	GOV	Chair of OC	Female	
2	Govt	Mr.	Abu Hena Md. Rahmatul Muneem	MOHA	Add. Secretary	01815007693	muneemr@yahoo.com	GOV	Vice Chair of OC	Male	
3	Govt	Prof	Dr. Mahmudur Rahman, PhD	MOH&FW	Director, IEDCR	01711595139	mrahman57@hotmail.com	GOV	Vice Chair of OC	Male	
4	Govt	Mr.	Md. Khalilur Rahman	MOWCA	Joint Secretary	01915860505	mkrahman09@gmail.com	GOV	Member	Male	
5	Govt	Mr.	Dr. A.E Md. Mohiuddin Osmani	MOH&FW	Joint Chief, Planning	1817117703	osmani-mu@yahoo.com	GOV	Member	Male	
6	Govt	Prof.	Dr.MA Faiz	Ex. DGHS	Malaria Expert	01713008858	drmafaiz@gmail.com	GOV	Member	Male	
7	Govt	Assoc.Prof.	Dr. Asif Mujtaba Mahmud	Challenge TB	Senio techniad Adviser	01819238333	asifmahmud60@gmail.com	GOV	Member	Male	
8	CSO	Mr.	Zahedul Islam	SIAPS/MSH	Country Project Director	01713238655	zaislam@msh.org		Member	Male	
9	ML/BL	Dr.	Sukumar Sarker	USAID	Sr. Policy & Tech Advisor	0171 3009 878	ssarker@usaid.gov	ML/BL	Member	Male	
10	ML/BL	Ms.	Meaghan Byers	High Comm of Canada	First Secretary	0171 3013 172	meaghan.byers@international .gc.ca	ML/BL	Member	Female	
11	CSO	Mr.	Shadedul Islam (Helal)	FBCCI (Bangal	Director	0171 1524 905	bplsadi@bol-online.com	PS	Member	Male	
12	CSO	Dr.	Saima Khan	UNAIDS	Officer In Charge	01711 821726	khans@unaids.org	ML/BL	Member	Female	
13	CSO	Ms.	Hena Akhter	CSW's Network of Bangladesh	Chairman	0167 9040 132	swnob2002org@yahoo.com, hana.akhter@yahoo.com	KAP	Member	Female	
14	CCM Sec	Mr.	Manaj Kumar Biswas	CCM Sec.	CCM Coordinator	01718171958	bccmcoordinator@gmail.com	CCM	For Non voting Administrative Support	Male	
15	CCM Sec	Mr.	Md. Faruk Miah	CCM Sec.	Administrative Assistant	01715 457830	farukmiahbccm@hotmail.com	CCM		Male	
16	Govt.	Mr.	Md. Huzur Ali	MOH&FW	Senior Asst. Chief	01819126 168	mohali157@yahoo.com			Male	

