



# ISLAMIA COLLEGE, PESHAWAR

KHYBER-PAKHTUNKHWA, PAKISTAN

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No. 2602 /Estt:

Dated: 03-07-2019

To,

All Members of the Syndicate  
Islamia College Peshawar

Subject: MINUTES OF THE 19<sup>TH</sup> MEETING OF THE SYNDICATE, ISLAMIA COLLEGE PESHAWAR HELD ON 04.05.2019

Respected Sir/Madam,

I am directed to enclose herewith a copy of the final minutes of the 19<sup>th</sup> meeting of the Syndicate, Islamia College Peshawar held on 04.05.2019 in the Main Committee Room, Vice-Chancellor's Secretariat, Islamia College Peshawar for your information and record, please.

Thanking you.

Encl: As stated above.

Copy to:



1. The Deputy Registrar (Meetings & Academics)
2. P.S to Vice-Chancellor
3. P.S to Registrar
4. Concerned File
5. Master File

  
Deputy Registrar (Estt:)

  
Deputy Registrar (Estt:)

## MINUTES OF 19<sup>th</sup> MEETING OF THE SYNDICATE, ISLAMIA COLLEGE PESHAWAR

The 19<sup>th</sup> Meeting of the Syndicate, Islamia College Peshawar was held on 4<sup>th</sup> May, 2019 at 09.00 am in the Main Committee Room, Islamia College Peshawar which was presided over by the Vice-Chancellor, Islamia College Peshawar, Prof. Habib Ahmad Ph.D *TI*. *List of participants is given below;*

1. **Prof. Habib Ahmad, Ph.D *TI*** In-Chair  
Vice-Chancellor, Islamia College Peshawar
2. **Mr. Justice (Rtd.) Miftah Ud Din**  
Nominee of the Chief Justice of the Peshawar High Court, Peshawar
3. **Prof. Dr. Johar Ali**  
Pro- Vice Chancellor, University of Peshawar, Nominee of the HEC, Islamabad.
4. **Mr. Fazli Qadar**  
Deputy Secretary, HED, Nominee of the Secretary to Government of Khyber Pakhtunkhwa Higher Education, Archives & Libraries Department
5. **Mr. Musharaf Khan**  
Additional Secretary, Finance Department, Nominee of the Secretary to Government of Khyber Pakhtunkhwa, Finance Department,
6. **Mr. Kashif Iqbal Jellani**  
Deputy Secretary, Establishment Department, Nominee of the Secretary to Government of Khyber Pakhtunkhwa, Establishment Department
7. **Prof. Dr. Naushad Khan**  
Dean, Faculty of Arts & Languages, Islamia College, Peshawar
8. **Prof. Dr. Syed Inayat Ali Shah**  
Dean, Faculty of Technologies & Engineering Sciences, Islamia College Peshawar
9. **Prof. Dr. Nisar Muhammad**  
Dean, Faculty of Religious and Legal Studies, Islamia College Peshawar
10. **Prof. Dr. Sareer Badshah**  
Dean, Faculty of Basic & Social Sciences Islamia College Peshawar
11. **Prof. Dr. Imtiaz Ahmad**  
Dean, Faculty of Natural Sciences, Islamia College Peshawar 
12. **Prof. Dr. Rubina Shaheen**  
Department of Urdu, University of Peshawar, Nominee of the Chancellor, Islamia College Peshawar
13. **Prof. Dr. Iqbal Hussain**  
Department of Chemistry, Islamia College Peshawar 
14. **Dr. Salim Ur Rehman**  
Associate Professor, Department of Islamic Theology, Islamia College Peshawar



**15. Dr. Zahoor Jan**

Chairman, Department of Computer Science, Islamia College Peshawar

**16. Mr. Salah Ud Din**

Lecturer, Department of Computer Science, Islamia College Peshawar

**17. Mr. Zakria**

Assistant Librarian, Islamia College Peshawar

**18. Mr. Moheed Gul Siddiqui**

Treasurer, Islamia College, Peshawar

**19. Mr. Muhammad Daud Zahid, Deputy Registrar (Estt:),  
Islamia College Peshawar**

**Member/Secretary**

Proceeding of the meeting was started with recitation of few verses from the Holy Quran and Comprecation for the departed soul of Prof. Dr. Ajmal Khan (Late), Vice-Chancellor, University of Karachi. The Vice-Chancellor warmly welcomed all the members of the Syndicate for attending the meeting.

At the very outset, he briefed the house regarding the academic progress and ongoing projects of the University comprising Smart University and Safe Campus Project which has already been completed and executed by the Higher Education Commission (HEC), Islamabad. The Project "Construction of Boys & Girls Hostel (100 Capacity each)" worth Rs. 208.46 million is almost completed. The Honourable Chief Minister of Khyber Pakhtunkhwa on 26<sup>th</sup> March, 2019 graced the ground breaking ceremony of the project titled "IT Industrial Innovation, Research Center and Strengthening of Islamia College Peshawar" worth Rs. 1385.99 million funded by the Planning Commission of Pakistan through HEC and the Community Development Center worth Rs. 50.00 million grant in aid of Federal Government. In both the preceding projects the contract has already been awarded to Frontier Works Organization (FWO). The consultancy contract of the Project titled "Rehabilitation and Conservation of Historical Buildings of Islamia College Peshawar" with approximated cost of Rs. 1500.00 million has also been awarded. Another Project titled "Support to Islamia College Peshawar for Research Center costing Rs. 221.98 million already approved from Government of Khyber Pakhtunkhwa. The dead project of Ahmad Faraz Block was completed with immediate release of Rs. 20.00 million, in a record eight months time, after a delay of eight long years.

He further reiterated that the College is transforming to University and paid his heartiest felicitation to Higher Education Commission, Islamabad, Government of Khyber Pakhtunkhwa, Directorate of P&D, Islamia College Peshawar and all other stakeholders that due to their tireless efforts, devotion and dedication, all these projects are materialized with the grace of Almighty Allah.

Thereafter the agenda of the meeting was taken up for discussion in the following order:

**Item No. 01: - MINUTES AND COMPLIANCE REPORT ON THE 16<sup>TH</sup> & 17<sup>TH</sup> (EMERGENCY) MEETINGS OF THE SYNDICATE HELD ON 31<sup>ST</sup> AUGUST, 2018 AND 23<sup>RD</sup> NOVEMBER, 2018 RESPECTIVELY**

The Syndicate considered the compliance report/ action taken on the minutes of the 16<sup>th</sup> and 17<sup>th</sup> (Emergency) meetings of the Syndicate held on 31<sup>st</sup> August, 2018 and 23<sup>rd</sup> November, 2018 respectively. One of the members of the Syndicate referred to recommendations of the Committee constituted in the 17<sup>th</sup> Meeting of the Syndicate regarding report of the GIT. In response thereto, the Vice-Chancellor apprised the house that the matter has taken up with the office of the Principal Secretary to Governor's Khyber Pakhtunkhwa and Secretary, Higher Education, Archives and Libraries Department, Government of Khyber Pakhtunkhwa for reconsideration of the aforesaid report, on technical grounds.

**Decision:**

The Syndicate endorsed the compliance report / action taken on the minutes of the 16<sup>th</sup> and 17<sup>th</sup> (Emergency) meetings of the Syndicate, Islamia College Peshawar. The implementation of the GIT is held in abeyance till the response is received from the quarter concerned.

**Item No. 02:- STUDY LEAVE CASES**

The Syndicate considered the following sub-items and decided as follows;

**2.1:- MINUTES OF MEETING OF COMMITTEE CONSTITUTED VIDE NOTIFICATION NO. 3670/ESTT: DATED 12.06.2018 REGARDING LEAVE CASES OF FACULTY MEMBERS**

**Decision:**

1. Approved the recommendations of the Committee with regard to Mr. Alamgir Khan, Lecturer, Department of English (Faculty Development Program Scholar)
2. Approved the recommendations of the Committee with regard to Mr. Muhammad Rashid, Lecturer, Department of English (Faculty Development Program Scholar)
3. Approved the recommendations of the Committee with regard to Mr. Asad Razzaq, Lecturer, Department of Botany (Faculty Development Program Scholar)
4. The request of Ms. Faiza Muhammad Din, Lecturer in Islamiyat, Islamia College for Girls accepted and relieved from services, with immediate effect.





2.2:- STUDY LEAVE CASE OF MIAN MATEEN ULLAH, ASSISTANT PROFESSOR, DEPARTMENT OF PHYSICS

Decision:

The case of Mr. Mian Mateen Ullah, Assistant Professor, Department of Physics, was considered by the Syndicate and acceded to grant him one year extension for completion of his PhD Degree.

Item No.03:- CONSIDERATION OF THE REQUEST OF DR. GHULAM SADIQ, LECTURER, DEPARTMENT OF PHYSICS FOR FACULTY STATUS W.E.F. 07.06.2013

Decision:

The Syndicate thoroughly discussed the appeal and perused all the available official record pertaining to the instant case and agreed in principle with the request of Dr. Ghulam Sadiq, Department of Physics, Islamia College Peshawar.

Further, the following Committee was constituted to look into the instant appeal and similar other cases, if any, for favorable consideration:

1. Prof. Dr. Johar Ali, .....Convener  
Pro Vice-Chancellor, University of Peshawar
2. Nominee of the Finance Department.....Member  
Government of Khyber Pakhtunkhwa
3. Nominee of the Establishment Department.....Member  
Government of Khyber Pakhtunkhwa
4. Mr. Salah Ud Din, .....Member  
Lecturer, Department of Computer Science, ICP
5. Registrar or his nominee.....Secretary  
Islamia College Peshawar

TORS:

- i. To examine the instant as well as other similar cases, if any.
- ii. To report its recommendations to the ensuing meeting of the Syndicate.
- iii. May co-opt any officer/faculty member for assistance.

Item No. 04:- CASES OF AWARD OF PERSONAL GRADE

Decision:

The following Committee was constituted to look into the agenda items No. 4.1, 4.2 & 4.3. The committee shall consider such other like cases and submit its recommendations to the ensuing meeting of the Syndicate, Islamia College Peshawar:

1. **Mr. Justice (Rtd.) Miftah ud Din**..... Convener  
Member of the Syndicate, Islamia College Peshawar
2. **Nominee of Establishment Department**..... Member  
Government of Khyber Pakhtunkhwa
3. **Nominee of Finance Department**..... Member  
Government of Khyber Pakhtunkhwa
4. **Nominee of Higher Education Department**..... Member  
Government of Khyber Pakhtunkhwa
5. **Dr. Zahoor Jan** ..... Member  
Chairman, Department of Computer Science, ICP
6. **Deputy Registrar (Estt:)** .....Member-cum-Secretary  
Islamia College Peshawar

**Item No. 05: – APPROVAL OF THE MINUTES OF SELECTION BOARDS**

**5.1:- MINUTES OF THE 30<sup>TH</sup> MEETING OF THE SELECTION BOARD HELD ON 10<sup>TH</sup> NOVEMBER 2018**

**Decision:**

The Syndicate unanimously approved all the recommendations of 30<sup>th</sup> Meeting of the Selection Board held on 10<sup>th</sup> November, 2018 as provided under section-23(2)(m) of the Khyber Pakhtunkhwa Universities Act, 2012:

| S. No | Post                              | Pay Scale  | Recommendations of the Selection Board  | Decision of the Syndicate |
|-------|-----------------------------------|------------|---|---------------------------|
| 1     | Assistant Professor of Psychology | BPS-19/TTS | 1. Dr. Salma Andaleeb – TTS<br>2. Ms. Hina Iqbal - BPS-19<br>3. Dr. Sharifullah Jan - TTS   | Approved                  |
| 2     | Assistant Professor of Pashto     | BPS-19/TTS | 1. Dr. Yousaf Khan - TTS<br>2. Dr. Nasrullah Khan – TTS   | Approved                  |
| 3     | Associate Professor of Shariah    | BPS-20/TTS | The Board thoroughly interviewed the Candidate and reached to the conclusion that performance of the candidate was not satisfactory during Selection Board.<br>It was unanimously recommended to re-advertise the post. | Approved                  |
| 4     | Deputy Director Web               | BPS-18     | Promotion of Mr. Ali Shah, Assistant Controller of Examinations (IT) to the post of Deputy Director Web BPS-18  | Approved                  |



**5.2:- MINUTES OF THE 31<sup>ST</sup> MEETING OF THE SELECTION BOARD HELD ON 05 JANUARY 2019**

The Syndicate approved the recommendations of 31<sup>st</sup> Meeting of the Selection Board held on 5<sup>th</sup> January, 2019 as provided under Section-23(2)(m) of the Khyber Pakhtunkhwa Universities Act, 2012 as follows;

**5.2 (a) CASES OF ASSISTANT PROFESSOR URDU (BPS-19)**

| S.No | Post                        | Pay Scale  | Recommendations of the Selection Board  | Decision of the Syndicate |
|------|-----------------------------|------------|---|---------------------------|
| 1    | Assistant Professor of Urdu | BPS-19/TTS | 1. Ms. Humaira (BPS-19)<br>2. Ms. Nazia Sahar (BPS-19)<br>3. Dr. Anwar Ali (BPS-19) | Approved                  |

**5.2(b) CASES OF PSDP SCHOLARS**

| S. No | Name                       | Department | Designation                  | Decision of the Syndicate |
|-------|----------------------------|------------|------------------------------|---------------------------|
| 1     | Dr. Gulzar Ali             | Economics  | Assistant Professor (BPS-19) | Approved                  |
| 2     | Dr. Said Zamin Shah        | Economics  | Assistant Professor (BPS-19) | Approved                  |
| 3     | Dr. Ghulam Sadiq           | Physics    | Assistant Professor (BPS-19) | Approved                  |
| 4     | Dr. Muhammad Ibrar         | Physics    | Assistant Professor (BPS-19) | Approved                  |
| 5     | Dr. Rehman Mehmood Khattak | Zoology    | Assistant Professor (BPS-19) | Approved                  |

\* Prof. Dr. Syed Inayat Ali Shah raised the query regarding the availability of budgetary provision in the cited appointments. His query was addressed by Deputy Registrar (Estt:) that all the posts of teaching faculty are floating in the light of decision of the 16<sup>th</sup> Syndicate vide agenda item No. 7.

**5.2(c) MINUTES OF 31<sup>ST</sup> SELECTION BOARD HELD ON 5<sup>TH</sup> JANUARY, 2019 (SUPPLEMENTARY AGENDA)**

| S.No | Post                           | Pay Scale | Recommendation of the Board          | Decision of the Syndicate |
|------|--------------------------------|-----------|--------------------------------------|---------------------------|
| 1    | Assistant Director IT (BPS-17) | BPS-17    | Mr. Shah Faisal s/o Fazal Shah Sabir | Approved                  |

**5.3:- MINUTES OF THE 32<sup>ND</sup> MEETING OF THE SELECTION BOARD HELD ON 23 FEBRUARY 2019 REGARDING THE POST OF PROFESSOR (BPS-21), DEPARTMENT OF ISLAMIC THEOLOGY**

The Syndicate approved the recommendations of the Selection Board as mentioned below, while withdrawing the letter of displeasure issued to members of the Scrutiny Committee;

*Dr. Hussain Farooq through W.P.No.5684-P/2018 challenged the recommendations of the Selection Board held on 12.08.2018 duly approved by the Syndicate in its meeting held on 31.08.2018 with regard to re-advertise the Post of Professor (BPS-21) Islamic Theology. The court in the instant case directed the University to re-consider the petitioner for appointment against the post of Professor of Islamic Theology in the light of his recommendations by the Committee members by passing explicit order within one month.*

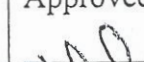
*The Board thoroughly reviewed the case and found a number of discrepancies in all cases with regard to experience, publications & selection criteria etc. The record shows that the then Scrutiny Committee was biased. Similarly reports of QEC, ICP & HEC are in contradiction with each other. Thus, it is difficult to reach to a logical conclusion. The Selection Board also decided to convey their displeasure to the then Scrutiny Committee which led to complications & litigation.*

*After threadbare discussion the Board unanimously decided to refer the complete case to the following Committee to thoroughly check the available record and assist the Selection Board in light of the laws, regulations, criteria and HEC guidelines as per 2015 criteria to determine the eligibility of each candidate:*


- |  |   |           |
|--|---|-----------|
| 1. Professor Dr. Hidayat-ur-Rahman     | - | Convener  |
| Member of Selection Board, ICP         |   |           |
| 2. Nominee of HEC                      | - | Member    |
| 3. Nominee of HED                      | - | Member    |
| 4. Nominee of Establishment Department | - | Member    |
| 5. Nominee of the Scrutiny Committee   | - | Member    |
| 6. Deputy Registrar (Meetings)         | - | Secretary |

**SUPPLEMENTARY AGENDA**

**5.3 (a) PROMOTION CASES OF THE ADMINISTRATIVE OFFICERS**

| S. No. | Name        | Designation         | Next Higher Scale & Designation | Recommendations of the Selection Board                     | Decision of the Syndicate   |
|--------|-------------|---------------------|---------------------------------|--|---|
| 1.     | Arif ul Haq | Assistant Treasurer | Deputy Treasurer                | He has already been appointed as Lecturer in Department of | Approved<br> |



|    |                 |   |   |   |   |
|----|-----------------|---|---|---|---|
|    |                 | (BPS-17)                                      | (BPS-18)                                    | Management Sciences, therefore, his case was deferred.  |   |
| 2. | Junaid Mehmood  | Assistant Controller of Examinations (BPS-17) | Deputy Controller of Examinations ((BPS-18) | He was appointed as Assistant Controller of Examination on 23.04.2013 by initial recruitment. Two posts of Deputy Controller of Examinations (BPS-18) are lying vacant. According to Statutes, 40:60 ratio has been prescribed for initial recruitment/promotion. One post will be advertised while against 2 <sup>nd</sup> vacant post, Mr. Junaid Mehmood is recommended for promotion as Deputy Controller of Examinations (BPS-18). | Approved  |
| 3. | Zeeshan Ullah   | Assistant Librarian (BPS-17)                  | Deputy Librarian (BPS-18)                   | The request of Mr. Zesshan Ullah for promotion to the post of Deputy Librarian (BPS-18) was considered and deferred as no vacant post is available at the moment. Creation of post of Deputy Librarian (BPS-18) is in process and on agenda of F&PC. As and when case is decided, eligibility of applicant will be determined by the Selection Board.   | Approved  |
| 4. | Zakria Qasmi    | Assistant Librarian (BPS-17)                  | Deputy Librarian (BPS-18)                   | The request of Mr. Zakria Qasmi for promotion to the post of Deputy Librarian (BPS-18) was considered and deferred as no vacant post is available at the moment. Creation of post of Deputy Librarian (BPS-18) is in process and on agenda of F&PC. As and when case is decided, eligibility of applicant will be determined by the Selection Board.  | Approved  |
| 5. | Mr. Nadir Nawaz | Assistant Accounts                            | Deputy Director Audit                       | His case stands off in the light of Honourable Supreme Court  | Approved<br> |

|    |                              | Officer (BPS-17)             | (BPS-18)                        | Judgment No. C.P.2323/2018.   |                            |
|----|------------------------------|------------------------------|---------------------------------|---|----------------------------|
| 6. | Mr. Tehsinullah              | Cataloguer (BPS-17)          | Deputy Librarian (BPS-18)       | The request of Mr. Tehsinullah for promotion to the post of Deputy Librarian (BPS-18) was considered and deferred as vacant post of Deputy Librarian (BPS-18) is not available. The creation of post is process and on agenda of F&PC. As and when case is decided, eligibility of applicant will be determined. Moreover, the Selection Board recommended that his designation may be changed from Cataloguer to Assistant Librarian in the same pay scale.                      | Approved                   |
| 7. | Mr. Irfanullah Kamran Marwat | Physical Instructor (BPS-17) | Deputy Director Sports (BPS-18) | The Selection Board was apprised that post of Deputy Director Sports (BPS-18) was created in the Budget 2017-18. The same post was upgraded BPS-19 as Additional Director Sports (BPS-19) in the Budget 2018-19. However, Budget 2018-19 has not yet approved by the Senate. The Selection Board recommended his promotion to the post of Deputy Director Sports (BPS-18) provided that necessary correction in the Budget 2018-19 be made before the approval of Budget 2018-19. | Approved w.e.f. 13.11.2012 |

**5.3 (b) APPOINTMENT/PROMOTION OF THE TEACHERS OF ISLAMIA COLLEGIATE SCHOOL, ISLAMIA COLLEGE PESHAWAR FOR THE POSITIONS OF ADDITIONAL MASTER / MISTRESS (BPS-19)**

The Selection Board recommended the Appointment/Promotion of the following Mistresses (BPS-18) against the vacant posts of Additional Masters / Mistresses (BPS-19);

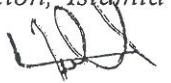




| S.No. | Name                       | Designation       | Remarks   | Decision of the Syndicate |
|-------|----------------------------|-------------------|---|---------------------------|
| 1     | Mrs. Ghazala Nasrin Jadoon | Mistress (BPS-18) | She has been appointed as Mistress (BPS-18) with effect from 23.04.2013 and her total experience / service in BPS-18 is more than 05 years while the required experience is 05 years. Her PER for the last five years are four "Very Good" and one "Good".<br>The Selection Board recommended her promotion to the post of Additional Mistress (BPS-19) against the vacant post of Additional Master / Mistress (BPS-19). with immediate effect             | Approved                  |
| 2     | Ms. Dure-e-Zeba            | Mistress (BPS-18) | She has been appointed as Mistress (BPS-18) with effect from 23.04.2013 and her total experience / service in BPS-18 is more than 05 years while the required experience is 05 years. Her PERs for the last five year are two Good, two very Good and one Satisfactory.<br>The Selection Board recommended her promotion to the post of Additional Mistress (BPS-19) against the vacant post of Additional Master / Mistress (BPS-19) with immediate effect | Approved                  |
| 3     | Ms. Basmeena Khatoon       | Mistress (BPS-18) | She has been appointed as Mistress (BPS-18) with effect from 23.04.2013 and her total experience / service in BPS-18 is more than 05 years while the required experience is 05 years . Her PERs for the last five years are four Good and one Satisfactory.<br>The Selection Board recommended her promotion to the post of Additional Mistress (BPS-19) against the vacant post of Additional Master / Mistress (BPS-19) with immediate effect             | Approved                  |

The Syndicate endorsed the following recommendations of the Selection Board;

*"The case of Mr. Massom Khan was deferred as his PER for the year 2015-16 is Satisfactory. An enquiry is also pending against him in the missing of record in the Elementary Section, Islamia Collegiate School. He may earn one more PER with at least Good remarks".*



5.3 (c) APPOINTMENT/PROMOTION OF THE TEACHERS OF ISLAMIA COLLEGIATE SCHOOL, ISLAMIA COLLEGE PESHAWAR FOR THE POSITIONS OF MASTER / MISTRESS (BPS-18)

| S.No. | Name                 | Designation               | Remarks   | Decision of the Syndicate |
|-------|----------------------|---------------------------|---|---------------------------|
| 1     | Mr. Inayat Ur Rehman | Assistant Master (BPS-17) | He has been appointed in BPS-17 with effect from 14.07.2009 and his total experience/service in BPS-17 is more than 09 years, while the required experience is 07 years (M.A/M.Sc). His PERs for the last five years are two Excellent, two Very Good and one Good.<br>The Selection Board recommended his promotion to the post of Master (BPS-18) against the vacant post of Master / Mistress (BPS-18) with immediate effect | Approved                  |
| 2     | Mr. Khalil ur Rehman | Assistant Master (BPS-17) | He has been appointed in BPS-17 with effect from 18.02.2011 and his total experience/service in BPS-17 is more than 07 years, while the required experience is 07 years (M.A/M.Sc). His PERs for the last five years are three Excellent and two very Good.<br>The Selection Board recommended his promotion to the post of Master (BPS-18) against the vacant post of Masters / Mistresses (BPS-18) with immediate effect      | Approved                  |
| 3     | Mr. Abdul Jalil      | Assistant Master (BPS-17) | He has been appointed BPS-17 with effect from 15.04.2011 and his total experience/service in BPS-17 is more than 07 years, while the required experience is 07 years (M.A/M.Sc). His PERs for the last five years are two Excellent, one Very good and two Good.<br>The Selection Board recommended his promotion to the post of Master (BPS-18) against the vacant post of Master / Mistress (BPS-18) with immediate effect    | Approved                  |
| 4     | Ms. Azra Naheed      | Assistant Master (BPS-17) | She has been appointed in BPS-17 with effect from 26.06.2008 and her total experience/service in BPS-17 is 10 years while the required experience is 10 years (B.A/B.Sc). Her PERs for the last five years are two Excellent, two very Good and one   | Approved                  |



|  |  |  |  |
|--|--|--|--|
|  |  | Good..<br>The Selection Board recommended her promotion to the post of Master (BPS-18) against the vacant post of Master / Mistress (BPS-18) with immediate effect |  |
|--|--|--|--|

- b. The Syndicate approved the promotion case of Mr. Aamir Kamal to the post of Master (BPS-18) against the vacant post with immediate effect.

5.3(d) APPOINTMENT/PROMOTION OF THE TEACHERS OF ISLAMIA COLLEGIATE SCHOOL, ISLAMIA COLLEGE PESHAWAR FOR THE POSITIONS OF SENIOR MASTER / MISTRESS (BPS-20)

During consideration of the recommendations of the Selection Board in respect of Ms. Zohra Shamim, who was recommended for promotion to the post of Senior Master / Mistresses (BPS-20) with immediate effect, one of the members of the Syndicate namely; Prof. Dr. Syed Inayat Ali Shah raised query regarding the composition of the Selection Board in the instant case.

Decision:

The Syndicate discussed the case at length and approved the promotion of Ms. Zuhra Shamim to the post of Senior Master / Mistresses (BPS-20) with immediate effect.

5.4:- MINUTES OF THE 33<sup>RD</sup> MEETING OF THE SELECTION BOARD HELD ON 25<sup>TH</sup> APRIL 2019

The Syndicate considered and approved the recommendations of 33<sup>rd</sup> meeting of the Selection Board as mentioned below;

Associate Professor (BPS-20)

*The Board thoroughly checked the record and found discrepancies in the quantification because the quantification formula was different under the Rules applicable in 2015. Similarly, quantification formula was revised under 2017 statutes.*

*Due to such anomalies the Board unanimously referred the instant case (Associate Professor (BPS-20) advertised in 2015 & 2017) for re-verification of marks awarded by the Quantification Committee. Also, the Board opined that marks already awarded in Interview will remain same.*

*Subsequently, recommendations of the Committee will be placed before the Selection Board.*

Professor (BPS-21)

*The Board checked the record and found discrepancies in the record, i.e., evaluation reports are negative, two different decisions of Scrutiny Committee were contradictory, confusing reports of the QEC and such like other problems, which led to the ambiguities.*

In spite of all these, the Board honored the decision of the Peshawar High Court Peshawar and interviewed both the candidates. In the light of referees reports, Scrutiny Committee report & performance of candidates, the Selection Board reached to the following conclusion:

None of the candidates was found suitable for appointment as Professor, Islamic Theology (BPS-21).

### SUPPLEMENTARY AGENDA

#### 5.4:- MINUTES OF THE 33<sup>RD</sup> MEETING OF THE SELECTION BOARD HELD ON 25<sup>TH</sup> APRIL 2019

#### APPOINTMENT/PROMOTION OF THE TEACHERS OF ISLAMIA COLLEGIATE SCHOOL, ISLAMIA COLLEGE PESHAWAR TO THE POSITIONS OF ADDITIONAL SENIOR MASTER/MISTRESS (BPS-19)

| S.No | Name               | Designation               | Recommendations of the Selection Board  | Decision of the Syndicate |
|------|--------------------|---------------------------|---|---------------------------|
| 1    | Ms. Riffat Yasmeen | Mistress (BPS-18)         | She has been appointed as Master (BPS-18) with effect from 27.05.2011 and her total experience / service in BPS-18 is more than 07 years while the required experience is 05 years (MA/M.Sc). Her PER for the last five years are three "Excellent" and two "Very Good".<br>The Selection Board recommended her promotion to the post of Additional Senior Mistress (BPS-19) against the vacant post of Additional Senior Master / Mistress (BPS-19). with immediate effect | Approved                  |
| 2    | Mr. Abdur Rasheed  | Master (BPS-18)           | He has been appointed as Master (BPS-18) with effect from 27.05.2011 and his total experience / service in BPS-18 is more than 07 years while the required experience is 07 years (BA/B.Sc). His PER for the last five years are three "Excellent" and two "Very Good".<br>The Selection Board recommended his promotion to the post of Additional Senior Master (BPS-19) against the vacant post of Additional Senior Master / Mistress (BPS-19). with immediate effect    | Approved                  |
| 3    | Mr. Hidayat Ullah  | Master (Retired) (BPS-18) | Promotions are always notified with immediate effect. He retired from service with effect 16.02.2017, therefore, Selection  | Approved                  |



**5.5:- MINUTES OF THE 34<sup>TH</sup> MEETING OF THE SELECTION BOARD HELD ON 3<sup>RD</sup> MAY 2019**

Appointment of Assistant Professor (BPS-19) under the FDP;

| S. No | Name  | Department          | Recommendations of the Selection Board  | Decision of the Syndicate |
|-------|---|---------------------|---|---------------------------|
| 1     | Dr. Atif Khan<br>Assistant Professor<br>(TTS) | Computer<br>Science | Regretted in light of TTS Statutes and decision of the 16 <sup>th</sup> Syndicate, Islamia College Peshawar as he has already opted as Assistant Professor on TTS since Dec 2016. | Approved                  |
| 2     | Dr. Khalid Haseeb<br>Lecturer (BPS-18)        | Computer<br>Science | Recommended for appointment as Assistant Professor (BPS-19).  | Approved                  |

**Item No. 06:- STATUTES, REGULATIONS & RULES**

**Decision:**

The Syndicate decided to refer the sub items No. 6.1 & 6.2 to Finance Department, Government of Khyber Pakhtunkhwa and Establishment Department, Government of Khyber Pakhtunkhwa for review and report to the ensuing meeting of the Syndicate, Islamia College Peshawar.

Further, the Syndicate while considering the agenda item No. 6.3 approved the up-gradation of Technical Staff (Class-III) in pursuance of adoption of Government of Khyber Pakhtunkhwa, Finance Department, Notification No. FD/SO(FR)7-20/2015, with immediate effect.

**Item No.07: - CASES PERTAINING TO ISLAMIA COLLEGIATE SCHOOL**

**Decision:**

The Syndicate regretted the items No. 7.1 & 7.2. Whereas, endorsed the decision of Peshawar High Court Peshawar in Writ Petition No. 1185-P/2018 with regard to appointment of Mrs. Zohra Shameem, as Principal Islamia Collegiate School, Peshawar in her own pay and scale.

**Item No. 08:- RECOMMENDATIONS OF THE ACADEMIC COUNCIL**

The Syndicate after threadbare discussion on the following sub-items decided as mentioned against each:





8.1: – CONSIDERATION OF THE POLICY OF MINIMUM EXPERIENCE OF A PHD FACULTY MEMBER TO SUPERVISE A PHD THESIS

Decision:

The Syndicate considered both the recommendations of the Quality Enhancement Cell, Islamia College Peshawar and letter of the Higher Education Commission regarding the Policy of minimum experience of a PhD Faculty member to supervise a PhD Thesis and approved the recommendations of Academic Council accordingly. Prof. Dr. Syed Inayat Ali Shah, Dean, Faculty of Technologies & Engineering Sciences, Islamia College Peshawar recorded his vote of dissent.

8.2:- REQUEST OF THE CHAIRMAN HEC REGARDING ANNOUNCEMENT OF MS/PHD LEVEL SCHOLARSHIPS FOR THE STUDENTS OF MUSLIM WORLD

Decision:

The Syndicate agreed in principle with the subject matter, however, application shall be processed through Finance & Planning Committee, Islamia College Peshawar subject to availability of resources/fund.

Item No. 09:- DELEGATION OF POWER TO THE VICE-CHANCELLOR FOR ADOPTING THE NOTIFICATION OF FINANCE DEPARTMENT, GOVT OF PAKISTAN / KHYBER PAKHTUNKHWA REGARDING INCREASE / DECREASE TO ALL UNIVERSITY PENSIONERS

Decision:

The Syndicate empowered the Vice-Chancellor to adopt Notifications of the Government issued from time to time regarding increase / decrease in pay, pension and allowances to all universities' employees and pensioners.

Item No. 10:-RE-CONSIDERATION/RESTORATION/RECTIFICATION OF THE PREVIOUS DECISION OF THE SYNDICATE MADE IN ITS 11<sup>TH</sup> MEETING HELD ON 13<sup>TH</sup> OCT, 2016 REGARDING FEE WAIVER

The Notification vide No. 994/Acad: dated 28.11.2016 issued by the office of the Registrar, Islamia College Peshawar, wherein, it was conveyed that the sentence regarding fee waiver (Page No. 69) shall be expunged / deleted from the minutes of 7<sup>th</sup> meeting of the F&PC, Islamia College Peshawar was reconsidered by the Syndicate and decided as mentioned below.





**Decision:**

Since the decision made by the Syndicate regarding deletion of the sentence which is reproduced as “*it was decided that 100% waiver in MS, M.Phil, PhD Tuition fee should be given/granted to only all regular/permanent teaching faculty*” from the minutes of 7<sup>th</sup> meeting of the Finance & Planning Committee was erroneously recorded in the minutes of 11<sup>th</sup> meeting of the Syndicate, therefore, the Syndicate decided to restore the status of the above sentence and notification in this connection shall be issued by the Registrar.

**ItemNo.11:- APPOINTMENT OF CHAIRPERSONS / DIRECTORS OF TEACHING DEPARTMENTS / CENTERS AT ISLAMIA COLLEGE PESHAWAR**

**Decision:**

The Syndicate considered & endorsed the appointment of the following Chairpersons / Director of Teaching Departments / Center made by the Vice-Chancellor as empowered by the Syndicate in its 16<sup>th</sup> meeting held on 31<sup>st</sup> August, 2018 with effect from the date of their respective Notifications:

| S. No | Name of Chairperson / Director | Department / Center      |
|-------|--------------------------------|--------------------------|
| 1     | Dr. Amir Ullah Khan            | Political Science        |
| 2     | Prof. Dr. Muhammad Abbas       | Urdu                     |
| 3     | Prof. Dr. Muhammad Saleem Khan | Botany                   |
| 4     | Dr. Arshed Ali                 | Mathematics              |
| 5     | Dr. Zahoor Jan                 | Computer Science         |
| 6     | Dr. Sajjad Ahmad Khan          | Statistics               |
| 7.    | Dr. Muhammad Fahim             | Center for Omic Sciences |

**Item No. 12:- CONSIDERATION OF REQUEST OF Mr. MUHAMMAD KALEEM, LAB SUPERVISOR, DEPARTMENT OF PHYSICS FOR ADVANCE PAYMENT TO HMC FOR HIS TREATMENT**

**Decision:**

The Syndicate considered the request of Mr. Muhammad Kaleem, Lab Supervisor, Department of Physics and acceded to.



**Item No. 13:- APPROVAL OF THE OFFICIAL INSIGNIA / LOGO OF ISLAMIA COLLEGE PESHAWAR**

**Decision:**

The Syndicate considered and approved the proposed Insignia / Logo of the University i.e. Islamia College Peshawar with the following details;

1. There will be two basic circles forming the shape of a crescent.
2. The wavy ribbon with the name of the University both in Arabic (Urdu) and Roman (English) characters will be depicted in the lower portion; and
3. The main (White) mosque of the University will be placed inside the internal circle with hills of Khyber in the background and the Quranic verse رَبِّ زِدْنِي عِلْمًا above it.

**Item No. 14:- CONSIDERATION OF REQUEST OF TWO RETIRED FACULTY MEMBERS FOR GRANT OF PREMATURE INCREMENT ON PROMOTION / UP-GRADATION**

**Decision:**

The Syndicate regretted the agenda item.

**Item No. 15:- CONSIDERATION OF DECISION OF HONOURABLE SUPREME COURT OF PAKISTAN**

During discussion, the Vice-Chancellor apprised the House that the Directorate of Works, Islamia College Peshawar is headed by a professional Engineer and various Engineers are working in different developmental projects under Directorate of Planning & Development, Islamia College Peshawar. Whereas, the Incharge M & R is usually a teacher of the University responsible for pity maintenance and repair work carried out by professional Engineers and other technical staff under his supervision.

**Decision:**


The Syndicate honoured the verdict of the Supreme Court of Pakistan in true letter and spirit. The office hierarchy of the Director Works and In-Charge Maintenance and Repair is endorsed.

**TABLE AGENDA**

**Item No. 01:- CONSIDERATION OF THE ANNUAL REPORT FOR THE YEAR 2018-19**

**Decision:**

The Syndicate considered the Annual Report for the Year 2018-19 and recommended to





the Senate for approval as envisaged under section-23(2)(a) of the Khyber Pakhtunkhwa Universities Act, 2012.

**Item No. 02:- APPROVAL OF THE LEGAL COUNSEL (QAZI JAWAD EHSANULLAH QUERESHI) IN QUOTA'S CASE FOR THE ADMISSION PURPOSES IN CP-2048/17 BEFORE THE AUGUST SUPREME COURT OF PAKISTAN**

**Decision:**

The Syndicate considered the agenda item and accorded approval of fee of Rs. 765,000/- in the subject case to the Legal Counsel Qazi Jawad Ehsanullah Quereshi. Moreover, the Syndicate reinforced the authority of the Vice-Chancellor to pay enhanced fee other than approved rates in cases of special nature only.

**Item No. 03:-APPEAL SUBMITTED BY DR. ARBAB SAFEER AHMAD, ASSISTANT PROFESSOR DEPARTMENT OF PHYSICS AND MR. RIAZ HUSSAIN, LECTURER, DEPARTMENT OF ENGLISH FOR RECONSIDERATION OF THE POSTS RECOMMENDED UNDER INCREASE POLICY**

**Decision:**

The Syndicate considered the agenda item but did not accede to.

**Item No. 04:-DRAFT RULES VETTED BY THE COMMITTEE CONSTITUTED BY THE 16<sup>TH</sup> MEETING OF THE SYNDICATE**

**Decision:**

The Syndicate considered the following Rules on various subjects duly vetted by the Committee constituted by the Syndicate & notified by the office of the Registrar vide Notification No. 2396/Acad Dated: 31.10.2018 and accorded approval as provided under section-31(2) of the Khyber Pakhtunkhwa Universities Act, 2012 subject to final vetting and endorsement by the Nominee of the Higher Education Department:

1. Grant of No Objection Certificate for Admission to Higher Studies at Higher Education Institutes of Pakistan, 2018.
2. Endowment Fund Rules, 2018.
3. House Requisitioning and Subsidy Rules, 2018.
4. Appointment, Evaluation and Quantification, Rules for BPS-02-17 in the Islamia College Peshawar and its Constituent Institution(s).
5. School Teachers Appointment/ Promotion Rules, 2018.
6. Transport Rules, 2018.

7. Exemption of Fee for Employees of Islamia College Peshawar and their Wards, 2018.

**Item No. 05:- PENDING PAYMENTS OF CENTENARY CELEBRATIONS OF ISLAMIA COLLEGE PESHAWAR**

**Decision:**

The Syndicate considered the agenda item with regard to release of pending payment of Centenary Celebrations to the service provider (s) and acceded to.

**ADDITIONAL AGENDA:**

- ❖ Prof. Dr. Sareer Badshah, Dean, Faculty of Basic & Social Sciences, Islamia College Peshawar highlighted various issues of overbilling owing to unauthorized use of electric heaters by the employees. He suggested that issue of overbilling may be coped with installation of gas connection in Departments/Offices, functioning of common kitchen and installation of energy savers/LED lights in all departments/offices of the University.
- ❖ Prof. Dr. Nisar Muhammad raised the issues relating to TTS faculty of Islamia College Peshawar and requested to constitute the committee to resolve the issues amicably. The Syndicate acceded to the request constituted a committee comprising the following to look into the issues and report to the Syndicate for appropriate action:

- **Prof. Dr. Syed Inayat Ali Shah.....Convener**  
Dean, Faculty of Technologies & Engineering Sciences, ICP
- **Prof. Dr. Hizbullah.....Member**  
University of Peshawar
- **Nominee of HEC.....Member**
- **Director Quality Enhancement Cell .....Member**  
Islamia College Peshawar
- **Registrar or Nominee.....Member-Cum-Secretary**  
Islamia College Peshawar

- ❖ At the end, Prof. Dr. Syed Inayat Ali Shah requested the house for reconstitution of the Selection & Promotion Committee by replacing Prof. Dr. Muhammad Saleem Khan due to expiry of his membership of the Syndicate.

The Syndicate nominated Dr. Zahoor Jan, Chairman, Department of Computer Science as member of the respective committee in place of the forenamed till cessation of his membership of Syndicate, with immediate effect. And it is also reiterated that the




membership of the Syndicate members as the nominee of the Syndicate in statutory bodies / committees shall be stand cancelled automatically on the expiry of membership of the Syndicate.

The meeting concluded with the vote of thanks to and by the Chair.


*Minutes recorded by:*

  
**Deputy Registrar (Estt:)**

*Approved by:*

  
**The Vice-Chancellor,  
Islamia College Peshawar**

**OBSERVATIONS ON THE MINUTES OF 19<sup>TH</sup> MEETING OF THE SYNDICATE,  
ISLAMIA COLLEGE PESHAWAR HELD ON 04.05.2019**

| AGENDA ITEM   | OBSERVATIONS  |   |            | REMARKS  |   |   |   |   |   |                       |   |  |
|---|---|---|------------|--|---|---|---|---|---|-----------------------|---|--|
| <p>Agenda Item No. 5.3</p> <p>Minutes of the 32<sup>nd</sup> meeting of the Selection Board Held on 23 February 2019 regarding the post of Professor (BPS-21), Department of Islamic Theology</p>   | <p><b><u>Observations made by Prof. Dr. Naushad Khan, Dean, Faculty of Arts &amp; Languages</u></b></p> <p>It is to convey you that during the discussion on the agenda item 5.3 in the 19<sup>th</sup> meeting of the Syndicate, Islamia College Peshawar, when I pointed out the letter of displeasure issued to me in the capacity of convener of Scrutiny Committee on baseless grounds, which I have clarified in my letter No: 422/F/O A&amp;L/ICP dated 26/03.2019 to the Registrar, ICP, the Chairman of the Syndicate, Prof. Dr. Habib Ahmad, Vice Chancellor, Islamia College Peshawar, after hearing me in detail got it decided unanimously by the Honorable House that the above mentioned letter is to be withdrawn by the University and this decision be properly recorded in the minutes.</p> <p>In the draft minutes of items 5.3 and 5.4 of the Syndicate's agenda (Professor BPS-21), with drawl of the referred letter has not been mentioned. This may please be recorded and incorporated in the final minutes for proper redressal.</p> |   |            | <p>The observations will be incorporated accordingly.</p>  |   |   |   |   |   |                       |   |  |
| <p>Agenda Item No. 01, 02 &amp; 5.3 (a)</p> <p>Minutes and compliance report on the 16<sup>th</sup> &amp; 17<sup>th</sup> (Emergency) meetings of the Syndicate held on 31<sup>st</sup> August, 2018 and 23<sup>rd</sup> November, 2018 respectively.</p> | <table border="1"> <thead> <tr> <th data-bbox="437 1171 536 1384">S.N<br/>O</th> <th data-bbox="536 1171 635 1384">Item<br/>NO</th> <th data-bbox="635 1171 1054 1384">Observation made by nominee of Higher Education, Archives &amp; Libraries Department, Government of Khyber Pakhtunkhwa</th> </tr> </thead> <tbody> <tr> <td data-bbox="437 1384 536 1832">1</td> <td data-bbox="536 1384 635 1832">1</td> <td data-bbox="635 1384 1054 1832">The decisions of committee constituted by the Syndicate in its 17<sup>th</sup> meeting, for implementation of the recommendation of the (GIT) report, may be followed in letter and spirit. Moreover, the GIT report has already been approved by the Chancellor for implementation.</td> </tr> <tr> <td data-bbox="437 1832 536 1886">2</td> <td data-bbox="536 1832 635 1886">3</td> <td data-bbox="635 1832 1054 1886">It was decided that a</td> </tr> </tbody> </table>  | S.N<br>O  | Item<br>NO | Observation made by nominee of Higher Education, Archives & Libraries Department, Government of Khyber Pakhtunkhwa | 1 | 1 | The decisions of committee constituted by the Syndicate in its 17 <sup>th</sup> meeting, for implementation of the recommendation of the (GIT) report, may be followed in letter and spirit. Moreover, the GIT report has already been approved by the Chancellor for implementation. | 2 | 3 | It was decided that a | <p>The decisions of committee constituted by the Syndicate in its 17<sup>th</sup> meeting, for implementation of the recommendation of the (GIT) report, may be followed in letter and spirit. Moreover, the GIT report has already been approved by the Chancellor for implementation.</p> | <p>All the relevant record regarding GIT was shown to the nominee of HED and thereafter, the decision was made accordingly. Hence, the minutes were recorded correctly.</p> <p></p> <p>The minutes were</p> |
| S.N<br>O  | Item<br>NO  | Observation made by nominee of Higher Education, Archives & Libraries Department, Government of Khyber Pakhtunkhwa  |            |  |   |   |   |   |   |                       |   |  |
| 1   | 1   | The decisions of committee constituted by the Syndicate in its 17 <sup>th</sup> meeting, for implementation of the recommendation of the (GIT) report, may be followed in letter and spirit. Moreover, the GIT report has already been approved by the Chancellor for implementation. |            |  |   |   |   |   |   |                       |   |  |
| 2   | 3   | It was decided that a   |            |  |   |   |   |   |   |                       |   |  |





**OBSERVATIONS ON THE MINUTES OF 19<sup>TH</sup> MEETING OF THE SYNDICATE,  
ISLAMIA COLLEGE PESHAWAR HELD ON 04.05.2019**

|   |   |   |   |
|---|---|---|---|
| <p>Consideration of the request of Dr. Ghulam Sadiq, Lecturer, Department of Physics for faculty status w.e.f. 07.06.2013</p>   |   | <p>Committee will look into the case of Ghulam Sadiq, Lecturer and the findings will be placed before next meeting of the Syndicate for consideration.</p>    | <p>recorded correctly.</p>  |
| <p>Promotion cases of the Administrative Officers (S.No.06)</p>   | <p>3</p>  | <p>5.3(a)<br/>)<br/>Re-designation of cataloguer to Assistant Librarian is against the law, may be declared as illegal being without any legal authority.</p> | <p>Re-designation of Cataloguer to Assistant Librarian in the same pay and scale was the recommendation of Selection Board as proper statutory body and such recommendation was placed before the Syndicate. Moreover, no objection was raised by any Syndicate member during the meeting, hence the minutes were recorded correctly.</p> |
| <p>Agenda Item No. 6.3<br/><br/>Statutes, Regulations &amp; Rules<br/>Up-Gradation Of Class-III Technical Staff</p>   | <p><b><u>Observations made by Prof. Dr. Syed Inayat Ali Shah, Meritorious Professor / Dean, Prof. Dr. Sareer Badshah, Dean, Prof. Dr. Nisar Muhammad, Dean, Prof. Dr. Imtiaz Ahmad, Dean, Dr. Iqbal Hussain, Professor, Dr. Salim Ur Rahman, Associate Professor, Dr. Zahoor Jan, Chairman, Mr. Salahuddin, Lecturer, Mr. Zakria Qasmi, Assistant Librarian</u></b></p> |   | <p>The observations will be incorporated accordingly.</p>   |
| <p>Items No: 06 (6.3), the decision recorded incorrectly as during the meetings the actual decision was, that the remaining Lab and Technical employees may be upgraded and approved by Syndicate, as requested by the president Class III Employees Association in the light of letter no: FD/SO(FR)7-20/2015 dated 30.06.2015 notified by Government of Khyber Pakhtunkhwa Finance Department ( Regulation Wing).</p> |   |   |   |

**OBSERVATIONS ON THE MINUTES OF 19<sup>TH</sup> MEETING OF THE SYNDICATE,  
ISLAMIA COLLEGE PESHAWAR HELD ON 04.05.2019**

|   |   |  |
|---|---|--|
| <p>Item No. 8.1</p> <p>Consideration of the policy of minimum experience of a Ph.D. Faculty member to supervise a Ph.D. Thesis</p>  | <p><b><u>Observations made by Prof. Dr. Imtiaz Ahmad, Dean, Faculty of Natural Sciences</u></b></p> <p>The Syndicate considered both the recommendation of the Quality Enhancement cell, Islamia College Peshawar and letter of the Higher Education Commission regarding the policy of minimum experience of a Ph.D. Faculty member to supervise a Ph.D. Thesis and adopted the letter of Higher Education Commission in lieu recommendation of the Quality Enhancement Cell</p>   | <p>The minutes were recorded correctly.</p>  |
| <p>Agenda Item, No. 5.3(a):</p> <p>Minutes of the meeting of 32<sup>nd</sup> Selection Board Supplementary Agenda, Islamia College Peshawar, held on 23.02.2019 promotion cases of the Administrative Officers.</p> | <p><b><u>Observations made by Mr. Zakria Qasmi, Assistant Librarian, Prof. Dr. Iqbal Hussain, Department of Chemistry, Prof. Dr. Robina Shaheen, Department of Urdu, University of Peshawar</u></b></p> <p>Since the undersigned was out of the Committee room due to his personal promotion case under the same agenda during its approval, therefore, no opportunity was given to participate in discussion &amp; decision on the other cases like; the re-designation of Mr. Tehsinullah from Cataloguer (Technical position) to Assistant Librarian (Administrative Officers position). It is noteworthy that moving of any existing employees of the University from his substantive post to any other post under the name of re-designation is not only unjustified rather illegal and in contravention to the prevailing Statutes of the University. The illegalities have been noted in the instant case which could reverse the inadvertent &amp; inconclusive judgment of the syndicate:</p> <p><b>1. ABUSE OF POWER BY THE SELECTION BOARD</b></p> <p>It is true that the Selection Board has the power to recommend to the syndicate the change of nomenclature of any post advertised during initial appointment only. There is no provision of re-designation of any post during promotion. It is mandatory under the law that the post under consideration for</p> | <p>Re-designation of Cataloguer to Assistant Librarian in the same pay and scale was the recommendation of Selection Board as proper statutory authority and such recommendations were placed before the Syndicate accordingly. Moreover, no objection was raised by any Syndicate member during the meeting. Prof. Dr. Robina Shaheen has already stated in the observation that no such discussion was made on the said item. Hence the minutes were recorded correctly.</p> |




**OBSERVATIONS ON THE MINUTES OF 19<sup>TH</sup> MEETING OF THE SYNDICATE,  
ISLAMIA COLLEGE PESHAWAR HELD ON 04.05.2019**

|  |   |  |
|--|---|--|
|  | <p>change nomenclature should be advertised, one since, the post of Assistant Librarian was not advertised, therefore re-designation of Cataloguer is not only out of place rather in utter violation of section-(6)(5) of the Universities Statutes,2016 which states as follows:<br/>“The Selection Board may recommend to the Syndicate, the change of nomenclature of any post advertised”</p> <p><b>2.MOVING FROM THE “ TECHNICAL STAFF” TO ADMINISTRATIVE OFFICER” CADRE</b></p> <p>As per Schedule III of the Islamia College Peshawar Schedules of Ministerial, Technical support and other staff appointment &amp; scales of pay status, 2016, the Cataloguer is purely a technical post reflecting at S# 10 of the abovementioned statutes. Such illegitimate re-designation enabled him to get undue advantages and privileges of the officer’s cadre which is also clear violation of the spirit of appointment of officer and non-officer staff under the universities. Re-designation in the same cadre &amp; pay scale may not probably create any complications but such kind of re-designation may create hardship in the promotion of the existing officers as well as tantamount to discriminatory favour while ignoring other support staff in the same pay scale such as superintendents etc.</p> <p><b>3. WILL BECOME COMPETITOR WITH THE OTHER ADMINISTRATIVE OFFICERS</b></p> <p>As explained earlier that such kind of illegal favors will make him entitle to be in the competitions circle during promotions of officers, which seems to be the earliest way of entering to the cadre of officers without observing the prescribed procedure for appointment of officers of the university.</p> <p><b>4. WILL OPEN NEW PANDORA BOX IN THE UNIVERSITY</b></p> |  |
|--|---|--|



OBSERVATIONS ON THE MINUTES OF 19<sup>TH</sup> MEETING OF THE SYNDICATE,  
ISLAMIA COLLEGE PESHAWAR HELD ON 04.05.2019

|  |  |   |
|--|--|---|
|  | <p>As it will be quiet new and illegal practice in the university which might pave ways for employees of other lower classes/cadres like (Technical, Ministerial and other) to enter into the cadres of Administrative officers only by changing their designation. There is a reasonable apprehension that this precedent will ruin existing hierarchy of the administration if permitted.</p> <p>5. All the decisions in the institutions are supposed to be made within the bracket of four corners of the statutory laws of the university. In the case in hand, if the cadre of the said employees is changed it would not only be in contrast with statutory laws rather, same would also be harmful for the institutions as well. Particularly the violation of the rules for chunk of individual gives a clear message of discrimination favoritism and nepotism which needs to be avoided while making conclusive judgment.</p> <p>Keeping in view the above legal position, the case of re-designation /change of designation of Mr. Tehsinullah from Cataloguer to Assistant Librarian may please be declared as illegal void ab intio and without legal authority so as to avoid and litigation in future.</p> |  |
|--|--|---|

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