

**SHAHEED BENAZIR BHUTTO UNIVERSITY**  
**SHERINGAL, DIR UPPER (KP)**



**MINUTES**

**OF**

**THE 41<sup>st</sup> MEETING OF SYNDICATE**

**HELD IN THE COMMITTEE ROOM OF THE UNIVERSITY**

**DATED: 21.06.2025 (02.30 PM)**

**SHAHEED BENAZIR BHUTTO UNIVERSITY**  
**Sheringal, Dir Upper, Khyber Pakhtunkhwa, Pakistan**

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Registrar

Vice Chancellor

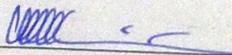
## **MINUTES OF THE 41<sup>st</sup> MEETING OF SYNDICATE**

The 41<sup>st</sup> meeting of the Syndicate of the University was held in the Committee Room of the University on 21.06.2025 at 2.30 pm. The following attended the meeting;

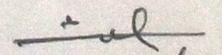
01. Prof. Dr. Muhammad Shahab (Vice Chancellor) in Chair
02. Syed Naved Hussain Shah, In-charge/Director M & E, HEC (HEC Nominee)
03. Ms. Wardah Latif, Deputy Secretary, Finance Department, Government of Khyber Pakhtunkhwa through Video Link /Online
04. Mr. Muhammad Tariq, Deputy Secretary, Establishment Department, Government of Khyber Pakhtunkhwa through Video Link /Online
05. Mr. Wajid Ali Khan, Deputy Secretary, Higher Education Department, Government of Khyber Pakhtunkhwa through Video Link /Online
06. Mr. Syed Ishtiaq Hussain, Additional Director Academics, Higher Education, Government of Khyber Pakhtunkhwa through Video Link /Online
07. Dr. Shujaat Ahmad, Associate Professor of Pharmacy, SBBU, Sheringal
08. Mr. Murad Hussain, Treasurer/Assistant Professor, SBBU, Sheringal
09. Dr. Muhammad Tariq, Lecturer in Chemistry, SBBU, Sheringal
10. Mr. Arshad Iqbal, Deputy Director Administration, SBBU Sheringal
11. Dr. Abdul Khaliq Jan, Director ORIC, SBBU, Sheringal
12. Dr. Muhammad Alam Zeb, Director QEC, SBBU, Sheringal
13. Mr. Mahmood Khan, Registrar, SBBU, Sheringal

The meeting started formally with the recitation of few verses from the Holy Quran by Mr. Mahmood Khan. The Vice-Chancellor welcomed the participants and thanked them for their timely participation in the meeting. Afterward members introduced themselves one by one and then the Vice Chancellor asked the Registrar to present the agenda before the House. The Registrar accordingly, presented the agenda, item wise. The House made detailed discussion on each agenda item and recorded its decisions.

Registrar



Vice Chancellor



01. **CONFIRMATION OF MINUTES/IMPLEMENTATION STATUS OF THE DECISIONS OF THE 40<sup>th</sup> SYNDICATE MEETING**

**Decision:**

While discussing the implementation status of the minutes in agenda item No. 1, question was raised regarding amendment status of the CP Fund Policy and in response it was told that the Committee as per decision of the previous Syndicate meeting has been notified however no meeting has yet been arranged. Further, on question about reprocess of the posts of Assistant Professor and Associate Professor of Chemistry, the House was informed that the Selection Board was scheduled on 18<sup>th</sup> of June but due to non-finalization of appeals of some of the candidates by the Appellate Committee the same could not be conducted. The members showed their concern about non conduction of the Selection Board as was decided in the previous Syndicate and the Vice Chancellor ensured the House that the same will be completed soon. The Registrar, in response to the query that whether any written observation on the minutes have been received or not, apprised the House that no such observation received.

Finally, the Syndicate endorsed the minutes and the implementation status of the 40<sup>th</sup> meeting of the Syndicate subject to the following:

- i. The required amendments in the CP Fund may be completed through the Committee, constituted for the same, and be placed before the next Syndicate meeting.
- ii. The Selection Board for the posts referred back to it by the Syndicate may be conducted as soon as possible and its recommendation be placed before the next Syndicate meeting till 31<sup>st</sup> August, 2025.

Registrar



Vice Chancellor



## 02. MEETING MINUTES OF THE 19TH F&PC OF SBBU, SHERINGAL

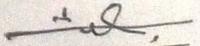
### i. APPROVAL OF THE REVISED ESTIMATES FOR FY 2024-25 AND BUDGET ESTIMATES FOR FY 2025-26 OF THE UNIVERSITY

The Treasurer presented the summary of income and expenditures details of the University, for the subject period, recommended by the F&PC, before the Syndicate. Participating in discussion, Deputy Secretary HED pointed out that there seems a reasonable increase in the establishment charges. He asked reasons of the said increase and also questioned that whether any new post has been added in the budget or not. The Treasurer in response assured that no new positions have been created he further explained that with addition of the ARA 2025 and DRA, the establishment charges have been increased. Deputy Secretary Finance raised questions on the planned hiring stating that no detail of the planned hiring is available. The Treasurer replied that only three professors have been included in planned hiring as the University has currently no professor available and so no dean is available and deans play a vital role in the academic and administrative matters of the University. He added that three senior administrative positions have already been advertised on the Supreme Court order communicated by the HED. He further added that all these positions have already been brought into the notice during the previous budget meeting of the Senate.

#### **F&PC Discussion and Recommendations:**

A lengthy discussion was held on the budget by the participants. Ms. Samina Durrani raised a point that the current year's deficit of Rs. 54.691 million should not be carried forward as an opening balance to the budget of 2025-26 and instead should be reflected in the liabilities of the current year. She did not agree with the revised budget allocation of fifteen million as an additional grant for the year 2024-25 and Rs. 50 million in the estimated budget for 2025-26. The allocation for the estimated budget from HEC for the year 2025-26 was confirmed at Rs. 233.331 million. The HED nominee, Mr. Wajid Ali Khan, recommended an allocation of Rs. 80 million as financial support for the

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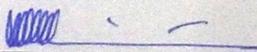
Vice Chancellor 

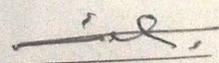
university for the year 2025-26, He also raised question that the Treasurer may confirmed to the forum that there is no new creation or deletion in the budget estimates of 2025-26 and such creation/deletion if required in future will be placed as separate agenda item in F & PC. The Dy Secretary Finance Ms. Warda Latif raised query on the new hiring of allocation of Rs. 28 million in the budget estimates and stressed that it should be minimized. In the response of the question of the Dy-Secretary, Treasurer of the University assured that there is no new creation or deletion of positions in the budget estimates of 2025-26, further in response of the question of the Dy Secretary Finance KP, Treasurer of the University assured that Only administrative positions as per directives of the HED which are already sanction will be filled. The Treasurer also told that the University has allocated budget only for three positions of Professors which is administrative requirement of the University/Councils on academics' side will be hired in next year.

The Treasurer informed the forum that due to the modified allocations from HEC and HED, the budget deficit would reach Rs. 148.555 million, making it impossible for the University to pay even employees' salaries for the coming year. Mr. Wajid Ali Khan further elaborated that HED would try its best to increase its allocation according to the University's requirements. Finally, the forum recommended a total budget of Rs. 805.756 million, comprising Rs. 660.094 million for establishment charges and Rs. 145.622 million for non-salary expenses, with a net deficit of Rs. 148.555 million.

### **Syndicate Decision:**

The Syndicate endorsed the above recommendations of the F&PC. Accordingly, necessary corrections incorporated in the budget by the F&PC were also agreed and recommended the same to the Senate for approval. Two SBBU members wanted to discuss more about the budget. Their queries were answered by the Treasurer and budget copy was provided to them. Most of the external and SBBU members were unanimous that budget has been discussed in appropriate details.

Registrar 

Vice Chancellor 

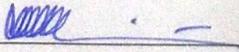
SUMMARISED BUDGET PROFILE

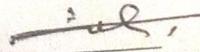
Revised Estimates (R.Es) FY 2024-25 & Budget Estimates(B.Es) FY 2025-26

Name of the University: Shaheed Benazir Bhutto University Sheringal Upper Dir

[Million Rs.]

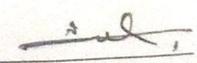
| Particulars  | Actuals<br>2023-24<br>(Approved) | CFY 2024-25                       |                             |                               |                | B.Es<br>2025-26 |
|--|----------------------------------|-----------------------------------|-----------------------------|-------------------------------|----------------|-----------------|
|  |                                  | B.Es<br>2024-25<br>(Approved<br>) | R.E 2024-25                 |                               |                |                 |
|  |                                  |                                   | Actuals till<br>27 .05.2025 | Estimates<br>for June<br>2025 | Total<br>R.E.  |                 |
| 1. Opening Balance:  | 16.529                           | 2.795                             | 16.121                      | 22.774                        | 16.121         | -               |
| 2. Total Grants & Donations [a - g]                          | 252.281                          | 260.114                           | 249.741                     | 45.000                        | 279.741        | 313.310         |
| a. Federal/HEC Grant-in-Aid                                  | 247.281                          | 245.114                           | 245.114                     | -                             | 245.114        | 233.310         |
| B Federal/HEC supplementary/<br>Additional Grant             | 5.000                            | 15.000                            | -                           | 15.000                        | -              | -               |
| C Provincial Grant-in-Aid                                    | -                                | -                                 | -                           | -                             | -              | -               |
| D Provincial Supplementary/<br>Additional Grant              | -                                | -                                 | -                           | 30.000                        | 30.000         | 80.000          |
| E Any Other Grant/ Grant for TTS<br>Faculty Arrears          | -                                | -                                 | 4.627                       | -                             | 4.627          | -               |
| <b>3 (i) Students Related Income [3(i) a -<br/>3(i) e]</b>   | <b>306.465</b>                   | <b>313.102</b>                    | <b>251.296</b>              | <b>31.071</b>                 | <b>282.367</b> | <b>296.766</b>  |
| <i>Tuition Fees</i>  | 72.727                           | 92.851                            | 60.773                      | 8.549                         | 69.322         | 82.276          |
| <i>All Other Fees</i>  | 151.565                          | 138.527                           | 120.886                     | 17.006                        | 137.892        | 135.566         |
| <i>Hostel / User Charges, etc.</i>                           | 40.241                           | 42.008                            | 39.206                      | 5.515                         | 44.721         | 43.500          |
| <b>a. On Campus Students (sub-total)</b>                     | <b>264.533</b>                   | <b>273.386</b>                    | <b>220.864</b>              | <b>31.071</b>                 | <b>251.935</b> | <b>261.342</b>  |
| b. Affiliated College/Instituions' Fee                       | 30.848                           | 35.716                            | 30.210                      | -                             | 30.210         | 35.424          |
| c. External (Private) Students Fee                           | 11.084                           | 4.000                             | 0.222                       | -                             | 0.222          | -               |
| <b>3 (ii) Other Venues of Income [3(ii) a -<br/>3(ii) f]</b> | <b>28.483</b>                    | <b>47.125</b>                     | <b>38.400</b>               | <b>6.225</b>                  | <b>44.625</b>  | <b>47.125</b>   |

Registrar 

Vice Chancellor 

|   |  |                |                |                |                |                |                |
|---|--|----------------|----------------|----------------|----------------|----------------|----------------|
| a.  | Income from collaborative and contracted Research          | -              | 2.500          | -              | -              | -              | 2.500          |
| b.  | Income from Consultancy & Testing                          | -              | 2.000          | -              | 1.500          | 1.500          | 2.000          |
| c.  | Income from Intellectual Property                          | -              | 1.000          | -              | 0.500          | 0.500          | 1.000          |
| d.  | Income from Professional Short Courses                     | -              | -              | -              | -              | -              | -              |
| e.  | Income from Commercial/entrepreneurial Activities/Programs | -              | -              | -              | -              | -              | -              |
| f.  | Funds raised from Alumni                                   | 0.400          | 1.000          | -              | 1.000          | 1.000          | 1.000          |
| g.  | Any Other Income (Building Rents + Interest on investment) | 28.083         | 40.625         | 38.400         | 3.225          | 41.625         | 40.625         |
| 3 (iii) Receipts from Investments of Funds (Endowment, Scholarship, Research, Cash balances etc.) (other than employee related funds) |  | -              | -              | -              | -              | -              | -              |
| <b>3. Total Own Resources</b>   |  | <b>334.948</b> | <b>360.227</b> | <b>289.696</b> | <b>37.296</b>  | <b>326.992</b> | <b>343.891</b> |
| <b>A. Total Available Resources [1+2+3]</b>   |  | <b>603.758</b> | <b>623.136</b> | <b>555.558</b> | <b>105.070</b> | <b>622.854</b> | <b>657.201</b> |
| <b>4. Total Establishment Charges</b>   |  | <b>482.568</b> | <b>540.000</b> | <b>447.697</b> | <b>109.029</b> | <b>556.726</b> | <b>660.094</b> |
| a.  | Faculty Salary (including TTS)                             | 281.632        | 315.545        | 260.702        | 68.074         | 328.776        | 386.932        |
| b.  | Salary of Officers & Staff                                 | 163.132        | 188.554        | 155.787        | 35.079         | 190.866        | 237.850        |
| c.  | Other Establishment Charges                                | 37.804         | 35.901         | 31.208         | 5.876          | 37.084         | 35.312         |
| <b>5. Other Non Salary Expenditures</b>   |  | <b>105.069</b> | <b>140.000</b> | <b>85.087</b>  | <b>50.732</b>  | <b>135.819</b> | <b>145.662</b> |
| <b>B. Total Expenditure(4+5)</b>  |  | <b>587.637</b> | <b>680.000</b> | <b>532.784</b> | <b>159.762</b> | <b>692.545</b> | <b>805.756</b> |

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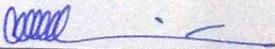
Vice Chancellor 

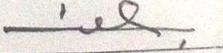
|  |   |        |          |        |          |          |           |
|--|---|--------|----------|--------|----------|----------|-----------|
| C. Surplus / Deficit [A - B]             |   | 16.121 | (56.864) | 22.774 | (54.691) | (69.691) | (148.555) |
| 7  | Budgeted Accrued liabilities  |        |          |        |          |          |           |
| D. Net Surplus / Deficit                 |   | 16.121 | (56.864) | 22.774 | (54.691) | (69.691) | (148.555) |
| 8  | Accrued liabilities deffered to Next FY                             |        |          |        |          |          |           |
| E. Cummulative Surplus / Deficit [D - 8] |   | 16.121 | (56.864) | 22.774 | (54.691) | (69.691) | (148.555) |
| F  | Impact of Vacant Posts Included in Estimates                        |        | 17.720   |        |          | 0.323    | 28.043    |
| G  | Forecasted impact of Adhoc Relief 2025 and DRA 2025 in B.Es 2025-26 |        |          |        |          |          | 49.133    |
| H  | Impact of Planned Hiring during the Year                            |        |          |        |          | 0.323    | 28.043    |
| I  | Incremental impact of filled posts - Annual                         |        |          |        |          | 7.650    | 7.732     |

**ii. APPROVAL OF THE REVISED ESTIMATES 2024-25 & BUDGET ESTIMATES 2025-26 OF UPS & COLLEGES OF THE UNIVERSITY**

**Discussion and Recommendation of the F&PC:** After a lengthy discussion, particularly by Ms. Wardah Latif on the receipts side of the budget, she stressed the revision of student fees to further enhance the university's own sources. She also emphasized that the university's contribution should be reduced from 20 million to 15 million to minimize the overall deficit in the university budget.

Recommendations: The forum recommended a total budget volume of Rs. 50.884 million, with Rs. 49.813 million allocated for establishment charges and Rs. 1.071 million for non-salary expenses, as detailed below:"

Registrar 

Vice Chancellor 

Summarised Budget Profile

University Public Schools and College, SBBU Sheringal Dir (Upper)

Actual Expenditure for FY 2023-24, Revised Estimates for FY 2024-25 and Budget Estimates for FY 2025-26

(Rs, In Millions)

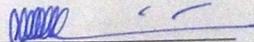
| A.                              | Total Resources   | 2023-24                                | 2024-25          | 2024-25           | 2025-26          |         |
|---------------------------------|-------------------|--|------------------|-------------------|------------------|---------|
|                                 |                   | Actuals                                | Budget Estimates | Revised Estimates | Budget Estimates |         |
|                                 | i.                | Opening Balance                        | 5.276            | 0.098             | 0.098            | -       |
|                                 | ii.               | University Contribution                | 5.500            | 8.000             | 11.700           | 15.000  |
|                                 | iii.              | Own Resources                          | 24.418           | 25.029            | 31.545           | 33.517  |
|                                 |                   | Income from Regular Fee Structure      | 21.231           | 24.029            | 25.245           | 33.517  |
|                                 |                   | Other Income ( Previous Recovery)      | 3.187            | 1.000             | 6.300            | -       |
| Total Resources: A ( i+ii+iii ) |                   |  | 35.194           | 33.127            | 43.343           | 48.517  |
| B.                              | Expenditure       |  |                  |                   |                  |         |
|                                 | i.                | Total Pay & Allowances -               | 34.889           | 37.000            | 43.346           | 49.813  |
|                                 | ii.               | Non-Salary Expenditures- Other Charges | 0.207            | 0.982             | 1.071            | 1.071   |
| Total Expenditure               |                   |  | 35.096           | 37.982            | 44.417           | 50.884  |
| C.                              | Surplus [ A - B ] |  | 0.098            | (4.855)           | (1.074)          | (2.367) |

**Syndicate Decision:**

The Syndicate endorsed the recommendations of the 19<sup>th</sup> Finance & Planning Committee on the UPS budget. Accordingly, necessary corrections incorporated in the budget by the F&PC were also agreed and recommended the same to the Senate for approval.

**iii. REPORTING OF DEVELOPMENTAL BUDGET FOR FY 2024-25 AND 2025-26**

A brief summary of developmental grants is mentioned below.

Registrar 

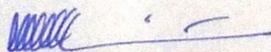
Vice Chancellor 

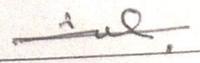
**SUMMARISED DEVELOPMENTAL BUDGET PROFILE**  
**Development of University of Dir**

Actuals up to 30.06.2024, Revised Estimates FY 2024-25 & Budget Estimates FY 2025-26

Name of the University: Shaheed Benazir Bhutto University Sheringal Dir Upper [Million Rs.]

| Particulars  | PC-1 Provision | Actuals up-to 30.06.2024 | CFY 2024-25     |                         |                       |                   | 2025-26 (Budget Estimates) |
|--|----------------|--------------------------|-----------------|-------------------------|-----------------------|-------------------|----------------------------|
|  |                |                          | Approved Budget | Actuals up-to 30.5.2025 | Estimates for June-25 | Revised Estimates |                            |
| 1. Opening Balance:  |                | 0                        | -               | -                       | 63.650                | -                 | -                          |
| 2. Total Allocation/Receipts                               |                |                          |                 |                         |                       |                   |                            |
| a. Federal Government initial Allocation                   | 2,486.049      | 1,700.000                | 455.118         | 455.118                 | -                     | 455.118           | 330.930                    |
| a.i. Development of University of Dir                      | 1,945.119      | 1,690.000                | 255.118         | 255.118                 | -                     | 255.118           | -                          |
| a.ii. Flood Protection Wall and Other Requirements of SBBU | 540.930        | 10.000                   | 200.000         | 200.000                 | -                     | 200.000           | 330.930                    |
| b. Additional Allocation                                   | -              | -                        | -               | -                       | -                     | -                 | -                          |
| c. Any Other Receipts                                      | -              | -                        | -               | -                       | -                     | -                 | -                          |
| <b>Total Funds Available</b>                               |                | <b>1,700.000</b>         | <b>455.118</b>  | <b>455.118</b>          | <b>63.650</b>         | <b>455.118</b>    | <b>330.930</b>             |
| <b>B. Total Expenses</b>                                   |                | <b>1,700.000</b>         | <b>455.118</b>  | <b>391.468</b>          | <b>63.650</b>         | <b>455.118</b>    | <b>330.930</b>             |
| B.i. Development of University of Dir                      |                | <b>1,690.000</b>         | <b>255.118</b>  | <b>192.088</b>          | <b>63.030</b>         | <b>255.118</b>    | -                          |
| B.ii. Flood Protection Wall and Other Requirements of SBBU |                | <b>10.000</b>            | <b>200.000</b>  | <b>199.380</b>          | <b>0.620</b>          | <b>200.000</b>    | <b>330.930</b>             |
| <b>C. Un Utilized Balance</b>                              |                | -                        | -               | <b>63.650</b>           | -                     | -                 | -                          |

Registrar 

Vice Chancellor 

### **Finance & Planning Committee Recommendations:**

Noted and further recommended to the Syndicate for consideration.

### **Syndicate Decision:**

The Syndicate noted the recommendations of the Finance & Planning Committee regarding the developmental budget of the University and recommended the same to Senate for approval.

#### **iv. APPROVAL OF VARIOUS ALLOWANCES ANNOUNCED BY THE KP GOVERNMENT**

The Government of Khyber Pakhtunkhwa has announced increase in salaries of the employees in the budget 2025-26 in the shape of different allowances as under.

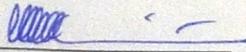
- (i) Ad-hoc Relief Allowance 2025 @ 10% on running pay of basic pay scales 2022 as on 30.06.2025, having financial impact of **Rs. 24.613/-** million for FY 2025-26 of the University employees and **Rs. 1.779/ million** for UPS employees which are already accommodated in their respective budgets estimates. The same will be effective from 01.07.2025.
- (ii) Disparity Reduction Allowance @ 10% on the running basic pay for all regular employees in the Federal Budget having financial impact of **Rs. 24.613/-** million for University and **Rs. 1.779/-** million for UPS.
- (iii) Increase of 7.0 % in the pension of pensioners having financial impact Rs. **0.326/-** million which was announced in the budget.

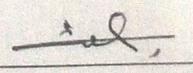
### **F & PC Recommendation:**

The Deputy Secretaries of HED and Finance, Khyber Pakhtunkhwa Government, opined that since the impact of these allowances and pension increase is already provided in the budget estimates of 2025-26, so there is no need to present here as a separate agenda item. However, the same may be place before the F & PC and Syndicate after proper notification from the Khyber Pakhtunkhwa Government.

### **Syndicate Decision:**

The Syndicate approved the recommendations of the F&PC.

Registrar 

Vice Chancellor 

v. **Reporting of University Funds investment**

An amount of **Rs. 810.702/-** million of the University's different Funds were invested through the University investment committee in different banks as per following detail.

(Rs. In Million)

| S. No | Nature of Fund                     | Bank Name             | Amount in Million | Profit rate in % age       | Investment tenure |
|-------|------------------------------------|-----------------------|-------------------|----------------------------|-------------------|
| 1     | Pension Fund                       | NRSP Bank Timargara   | 531.364           | 18.0 monthly               | One Year          |
| 2     | Security Balances                  | NRSP Bank Timargara   | 92.570            | 18.0 monthly               | One Year          |
| 3     | University Business Endowment Fund | NRSP Bank Timargara   | 36.768            | 18.0 monthly               | One Year          |
| 4     | Employees GP Fund and Welfare Fund | Faisal Bank Timargara | 150.000           | 17.3 per annum on maturity | Three Months      |
| 5     | Employees GP Fund and Welfare Fund | Faisal Bank Timargara | 156.000           | 11.0 per annum on maturity | Three Months      |

**F and PC Recommendations:**

The Forum noted the same and further recommended to the Syndicate for information.

**Syndicate Decision:**

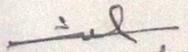
The Syndicate noted the investment details given in above table along with recommendations of the F&PC.

**03. DISCIPLINARY ACTION AGAINST MR. SAMI ULLAH, LECTURER IN BIOTECHNOLOGY FOR NOT JOINING THE UNIVERSITY, AFTER EXPIRY OF HIS STUDY LEAVE.**

**Decision:**

The members showed their concern about delay in the case in response to which the Registrar replied that the same case was placed before the

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Syndicate earlier after completing the entire process as per Statutes but the Syndicate decided to issue a final Show Cause Notice in the newspaper and so the same got delayed. The House after detail deliberation noted that no financial benefit has been received by the defaulter during the leave and the process as laid down in the SBBU, EE&D Statutes has also been completed so the case should be finalized without any further delay. The House unanimously decided to impose major penalty of termination on Mr. Sami Ullah, lecturer in Biotechnology, on account of willful absence from duty after completion of his study leave, as per provision in the Section 10.3 (7-c) of the SBBU, EE&D Statutes. The House further decided that the Registrar shall ensure recovery, if any, as per bond of agreement signed by him with the University on account of study leave.

**04. ABSCONDING CASE OF MS. BUSHRA HAMEED, PHD SCHOLAR UNDER FACULTY DEVELOPMENT PROGRAM OF THE UNIVERSITY AND HER REQUEST REGARDING EXECUTION OF BOND OF SERVICE SIGNED BY HER WITH THE UNIVERSITY.**

**Decision:**

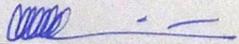
The HEC nominee pointed out that it is a clear case of default and the HEC is facing massive problems due to such type of default cases. It was further noted that the case has been unduly delayed. The HEC nominee proposed that the actual amount paid to the Scholar plus 25% penalty may be recovered, in the same currency in which payment has been made, from her and after the recovery is made then the House will consider her request of resignation or otherwise. Mr. Arshad Iqbal proposed that instead of 25% penalty accumulative interest rate may be recovered on the actual payment made, as penalty. Some members also suggested that indirect cost, incurred to the University due to her not joining back, may also be included in the recovery amount but the same was defied with the point that no such provision is available in the deed of agreement signed by the Scholar with the University. The nominee of

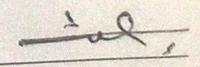
Establishment and Finance Department opined that the case may be dealt in the manner described by the HEC nominee. Finally, the House unanimously decided that a notice of recovery of actual amount paid to the Scholar plus 25% penalty, in the same currency in which payment has been made, be issued to the Scholar with a time of 15 working days and in case of no response the University is bound to take all legal course of actions including law suits against her and her guarantor, attachment of the land pledged by her and any other appropriate action required as per law.

**05. FAILING TO COMPLETE PHD DEGREE BY MR. JAVED IQBAL, LECTURER/PHD SCHOLAR UNDER FACULTY DEVELOPMENT PROGRAM OF THE UNIVERSITY.**

**Decision:**

The House was informed that the Scholar has joined and is performing his duties but PhD degree has not yet been furnished despite being noticed by the Registrar Office. The HEC nominee apprised that as the Scholar has joined back his duties without PhD degree which was the ultimate goal of the program so it is a case of default in terms of finances only. The members from the University faculty suggested that a personal hearing be provided to the Scholar to take his view and ensure justice. Director QEC apprised the House that having heard him personally and as per his statement Mr. Javed Iqbal once collected data for his research but faced problem with the same and now he wants one more session to be allowed to complete his degree. Nominee of the Establishment Department objected that he has already been favored by regularizing his willful absence period. The HEC nominee strongly opposed the idea of personal hearing stating that he had a chance to express his reasons in response to the notices issued to him from the Registrar Office but he did not bother even to respond the same so why should he be given another chance. He further stated that as he has joined the University and is

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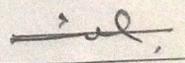
-serving it so a notice of recovery of only the actual expenses incurred on his study program, in the same currency in which payment has been made, without any penalty may be issued with a time of 15 working days. The nominee of HED and other members also agreed with this proposal. So the House unanimously decided that a notice be issued to Mr. Javed Iqbal for recovery of actual Faculty Development Program payments made to him directly plus other expenses incurred on his study program under Faculty Development Program, in local as well as foreign currency as the payment has been made, with a time of 15 working days and in case of no response the University will take appropriate action as it deems necessary for the same.

**06. SERVICE GAP BETWEEN THE TWO SPELLS OF REGULAR SERVICE OF MR. SAJJAD ALI AND OTHERS.**

**Decision:**

The detailed deliberation, with respect to the subject agenda item, was made by the members of the Syndicate. Different queries regarding regularization of the gap between two spells of regular service of these employees, were raised which were accordingly addressed by the management. It was established that in court case intervening period is normally decided by the court itself but no such provision is available in the court decision pertaining to this particular case. While deciding the second spell of regularization the 31<sup>st</sup> Syndicate too did not address the said issue. The member from HEC pointed out that the case of regularization as was decided by the Syndicate hence the lacuna left related to the same issue shall also be decided by the same body. Consequently, the regularization of the intervening period w. e. f 17.10.2019 till 15.10.2021 was approved by the Syndicate with the following conditions:

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- i. An undertaking may be taken from the concerned employees that they have not served any other organization during the said intervening period.
- ii. An undertaking may also be furnished by the concerned employees that they will not claim the financial benefit (arrears of pay and allowances) accrued consequent to the above regularization of the service gap between two spells of regular service, due to financial constraints of the University.

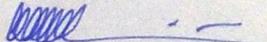
Nominee of Secretary establishment however suggested forming a committee to look deep into the matter and give recommendations on the issue.

**07. CLARIFICATION REGARDING TWO YEARS LEAVE WITHOUT PAY DURING THE BOND PERIOD FURNISHED FOR PHD STUDIES.**

**Decision:**

The House was informed that Dr. Adnan Ali, Assistant Professor of Management Sciences has signed a bond of service with the University for five years on account of his study leave. After completion of his PhD degree he joined the University and served for almost five months. Afterward, he was allowed two years leave without pay/extra ordinary leave (EOL) subject to the condition that the same will be placed before the Syndicate for subject clarification and if the Syndicate will decide otherwise, his leave shall be cancelled and he will join the University immediately. A second bond to the same effect was provided by the employee. Similarly, a same nature case of Dr. Haseena Gulzar, lecturer in Biotechnology, had already been allowed so it will also be treated in the same manner.

After hearing the detail, the HEC nominee showed displeasure on the matter stating that spirit of the bond as well as the study leave statutes is that any scholar after returning from the study leave will serve the bond period and that no leave for such a long period can be allowed

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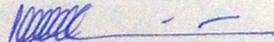
during the bond period. The HED nominee endorsed the opinion of the HEC nominee and said that all such employees shall be noticed to join their duties immediately to serve the bond period otherwise proceedings as per the bond period be initiated. The Director QEC explained to the House that the case of Dr. Adnan Ali was a special one on the ground that he had studied at Malaysia on self-finance so he had financial issues due to which he was forced by the circumstances to take leave for such a long period. Members of the University faculty stressed that the same opportunity may be provided to other faculty members as well because the post doc opportunities have limitations including age limit and after completion of the bond period most of the faculty members would be over-aged for the same.

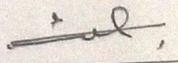
After detailed deliberation finally the House unanimously decided that all employees already proceeded on long leave during the bond period may be noticed to join their duties within 15 working days otherwise disciplinary proceedings, as per the bond already signed by them, be initiated against them. Furthermore, no such cases be allowed in future before completion of bond period unless full payment thereof as per bond stipulations for remaining period of the bond, is made.

**08. REPORT REGARDING FIRE INCIDENT AT OLD RESIDENTIAL BLOCKS FOR INFORMATION AND SUBMISSION OF MINUTES OF THE COMMITTEE CONSTITUTED FOR INQUIRY OF THE MATTER.**

**Decision:**

The nominee of Finance Department asked that huge loss has been incurred to the University in the incident so if the Committee, constituted for the matter, has fixed any responsibility of the incident, the same may be brought into the notice of the House so as necessary decision may be made. The House was apprised that no such fixation has been made by the Committee. After necessary discussion the House noted the report of the Committee.

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**09. ADOPTION OF GOVERNMENT OF KHYBER PAKHTUNKHWA NOTIFICATION REGARDING GENERAL PROVIDENT FUND (GPF)**

**Decision:**

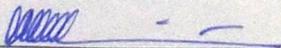
During discussion on the item the nominee of the Finance Department stated that the University, being autonomous body of the Provincial Government, shall adopt notification, related to pay and allowances and other issues, of the Provincial Government only. The House unanimously adopted the notification of Government of Khyber Pakhtunkhwa related to GPF deduction rate, as per provision in chapter 11, Section 11.1-1 (ii) of the SBBU, Statutes 2022.

**10. NOMINATION TO THE ELIGIBILITY/SCRUTINY COMMITTEE FOR DETERMINATION OF ELIGIBILITY OF THE CANDIDATES FOR APPOINTMENT/PROMOTION AGAINST ADMINISTRATIVE POSITIONS.**

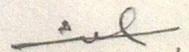
**Decision:**

The House was informed that nomination in the said Committee is for a period of one year and previously nominee of the Establishment Department was nominated for the same, the tenure of which has already been expired. The representatives of faculty and admin were of the opinion that nominee of the Chief Justice Peshawar High Court, if is nominated to the Syndicate the same is a better option keeping in view the level of understanding of rules/law. The Vice Chancellor opined that currently we have promotion/appointment cases at hand and nomination in the said category is still to be made and nobody knows that how much time will it take so the matters at hand will be delayed unduly. The nominee of the Establishment Department said that if the performance of the nominee, already expired, was satisfactory then the same may be reappointed. Nominee of the HED said that nominee of HED is a suitable choice for this Committee because he will have a better understanding of the University matters and will be useful to resolve issues, if any, in appointment/promotion at the scrutiny stage. Finally,

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the House unanimously nominated the nominee of the Secretary HED as member of the Eligibility/Scrutiny Committee for promotion/appointment of the administrative officers.

**11. TRANSFER THE SERVICE OF DR. ALLAH DITTA, ASSOCIATE PROFESSOR (TENURED) TO UNIVERSTIY OF SARGODHA.**

**Decision:**

The Registrar informed the House that Dr. Allah Ditta has submitted an application stating that his appointment at the University of Sargodha has been time barred and now his application is futile so the agenda item may be withdrawn. The House allowed the agenda item to be withdrawn.

**12. REPORT REGARDING NEWLY APPOINTED HEADS/CHAIRPERSONS OF THE TEACHING DEPARTMENTS.**

**Decision:**

The House unanimously endorsed the appointment of the following chairmen, made by the Vice Chancellor in anticipation to the Syndicate, for a period of three years w. e. f 15.10.2024.

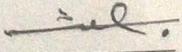
| S.No | Name of Employee             | Designation                      | Department        |
|------|------------------------------|----------------------------------|-------------------|
| 01   | Dr. Irfan Ullah              | Associate Professor<br>(BPS20)   | Computer Sciences |
| 02   | Dr. Mian Shah Bacha          | Do                               | English           |
| 03   | Dr. Muhammad Nawaz<br>Rajpar | Associate Professor<br>(Tenured) | Forestry          |

**13. JUDGEMENT OF THE HONB'LEPESHAWAR HIGH COURT MINGORA BENCH SWAT REGARDING REGULARIZATION OF MR. SADDAM HUSSAIN, LECTURER IN MANAGEMENT SCIENCES**

**Decision:**

After discussing the court judgment, in response to a query of the HEC nominee regarding previous practice of the University in such matters, it was apprised that CPLA is normally filed in the Supreme Court. The

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representatives of the faculty were of the opinion that conditional regularization has been allowed in the past in such cases so the instant case too may be allowed for conditional regularization but they were apprised that conditional regularization in all earlier cases have been made only in compliance of the Contempt of Court orders. Nominees of HED, Finance and Establishment Departments suggested that CPLA may be filed along with interim relief application for suspension of the High Court Order and no action may be taken, however, if relief is not granted by the Supreme Court and consequently any order in the COC is passed by the High Court then the conditional regularization option can be considered. After detailed discussion a consensus developed for voting on the issue. The House was divided on the matter of conditional regularization with equal magnitude on both sides. Accordingly, the chair put in his vote as the matter was tied, and favoring CPLA filing without conditional regularization. Accordingly, it was decided that CPLA with interim application for suspension of the High Court order shall be filed in the Supreme Court of Pakistan, and with no conditional regularization accorded.

**14. ISSUE REGARDING COMPOSITION OF ANOMALLY COMMITTEE AS PER UNIVERSITY STATUTES 2022.**

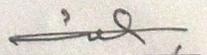
**Decision:**

The Vice Chancellor apprised the House that as per provision in the SBBU Statutes, 2022, deans are members in different committees including Anomaly Committee as well as some other committees and the University having no professor/dean available to be nominated in these. In other committees there is an option that if deans are not available the senior most teachers of the University will be members in such committees, whereas, in the Anomaly Committee there is no such option available as per provision in Section 39 of Chapter 3. The Vice Chancellor further apprised that on the analogy of other committees as mentioned

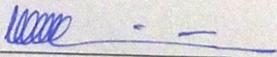
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above, two senior most teachers were nominated in the Anomaly Committee who in the very first meeting raised objection that being not deans they do not qualify to be nominated in the said Committee, as per Statutes. Now, the University has the problem that it cannot convene meeting of the said Committee without two deans to workout anomalies existed in the Statutes, as per court order as well as for its own need. Therefore, the Syndicate is requested to allow the University one time to nominate senior teachers instead of deans as per provision in Section 37 of the SBBU Statutes so the issue will be resolved. The nominee of HED objected that allowing teachers instead of deans is a modification in the Statutes and the Syndicate cannot make any amendment in the Statutes. Mr. Arshad Iqbal raised objection that the University has already committed in the Court that the recommendations of the Anomaly Committee already compiled shall be placed before the Syndicate in 60 days, whereas, the Anomaly Committee is now reconstituted due to which the process will be restarted afresh. The House was apprised that the University has to furnish a report to the Court regarding placement of recommendations of the Anomaly Committee to the Syndicate in 60 working days. Nominee of the HEC read out Section 37 of the Statutes Chapter 3 and suggested that in this situation the University may either amend the Statutes or the Syndicate may allow the senior most teachers instead of the deans. In response to the query of the HED nominee regarding quorum of the Anomaly Committee, it was apprised that quorum of the bodies/committees is normally two third of the total members. The HED nominee then suggested that meeting with existing members of the Committee without deans may be convened which will not violate the quorum. This way Anomaly committee can be convened urgently and the recommendations can be placed before the Syndicate in due time. The House agreed with the suggestion and approved the proposal accordingly.

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Vice Chancellor 