

SHAHEED BENAZIR BHUTTO UNIVERSITY
SHERINGAL, DIR UPPER (KP)



MINUTES
OF
THE 42ND MEETING OF SYNDICATE

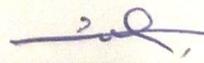
HELD IN THE COMMITTEE ROOM NO.01 UNIVERSITY OF PESHAWAR

DATED: 20.09.2025 (10.30 AM)

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

Cell: 0314-9467978 /0345-9454943, Ph: 0944-885529, Fax: 0944-885805 (registrar@sbhu.edu.pk)

Registrar 

Vice Chancellor 

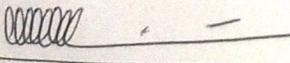
MINUTES OF THE 42nd MEETING OF SYNDICATE

The 42nd meeting of the Syndicate of the University was held in the Committee Room No. 01 University of Peshawar on 20.09.2025 at 10.30 am. The following attended the meeting;

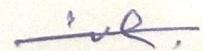
01. Prof. Dr. Muhammad Shahab (Vice Chancellor) in Chair
02. Prof. Dr. Usman Ghani, Director IMSciences (HEC Nominee)
03. Mr. Masood Ahmad Jan, Deputy Secretary, Finance Department, Government of Khyber Pakhtunkhwa
04. Mr. Muhammad Tariq, Deputy Secretary, Establishment Department, Government of Khyber Pakhtunkhwa
05. Mr. Wajid Ali Khan, Deputy Secretary, Higher Education Department, Government of Khyber Pakhtunkhwa through Video Link /Online
06. Mr. Javed Akbar, Additional Director Development, Directorate of Higher Education, Government of Khyber Pakhtunkhwa
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 a few verses from the Holy Quran by Mr. Mahmood Khan. The Vice-Chancellor, then, 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 proceeded to present the agenda items one by one. The House discussed each agenda item thoroughly and decisions were duly recorded.

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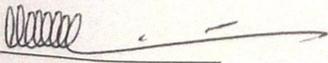


01. CONFIRMATION OF MINUTES/IMPLEMENTATION STATUS OF THE DECISIONS OF THE 41st SYNDICATE MEETING

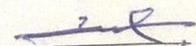
Decision:

During the discussion on the implementation status of the minutes under Agenda Item No. 2, Dr. Shujaat Ahmad and Mr. Arshad Iqbal raised an objection, stating that the budget copy was not provided during the meeting despite their demand. They pointed out that it was incorrectly mentioned in the minutes that the budget copy had been shared with members. In response, the Treasurer clarified that indeed the budget copies had been shared with the members of the Finance & Planning Committee (F&PC), and that the same external members attended the Syndicate meeting as well, as both the meetings were held on the same day. He added that as the budget had already been thoroughly discussed in the F&PC, so the same was not discussed in extensive detail during the Syndicate meeting. Nevertheless, the Treasurer affirmed that copies of the budget were provided to the members upon request, including to Mr. Arshad Iqbal. Dr. Shujaat Ahmad further objected that the final minutes were neither signed by the members nor provided to them. At this point, the Registrar read out the relevant portion of the Rules of Business of the Syndicate, clarifying that, as per the rules the draft minutes will be shared with the members who will record their objection, if any, within 15 days otherwise the minutes will be considered as final. He further added that as per these Rules the Master Copy will be signed by the Registrar and the Vice Chancellor and will be kept in record. Prof. Dr. Usman Ghani endorsed the Registrar's clarification, stating that draft minutes are indeed circulated, and after incorporating appropriate feedback, final minutes are shared with members, after signing by the Vice Chancellor and Registrar instead of signing by all members. To address the concerns raised, it was decided that copies of the Syndicate/F&PC minutes and the budget documents would be provided to the concerned members. While discussing the implementation status of Agenda Item No. 6, the Deputy Secretary (Establishment) inquired whether the note submitted by the nominee of the Establishment Department had been incorporated into the final minutes. The Registrar presented the final copy, confirming that the said note had indeed been included. Finally the

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implementation/confirmation of minutes of the 41st meeting of the Syndicate was unanimously endorsed.

02. ADOPTION OF REVISED ANTI PLAGIARISM POLICY 2023 OF HEC

Decision:

The House unanimously approved the adoption of the revised Anti Plagiarism Policy 2023 of HEC.

03. AMENDMENT IN THE ALREADY ADOPTED CP FUND POLICY OF THE GOVERNMENT OF KHYBER PAKHTUNKHWA AS PER DECISION OF THE SYNDICATE IN ITS 40TH MEETING

Decision:

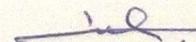
The Committee recommendations were discussed in detail in light of the directives of 40th Syndicate meeting. In the said meeting it was decided that the Committee will recommend suitable amendments to address the issues faced by existing employees working under pension terms and conditions, particularly in cases of their reappointment after adoption of the CP Fund Policy.

The House expressed unanimous concern that these recommendations have created further complications due to the condition of 9.5 years of service for reappointment under the pension fund. The recommendations left several employees of the University, having enough service but less than 9.5 years, at a disadvantage as they will be compelled to be reappointed under CP Fund Policy, wasting their already served period. Nominee from the Establishment Department explained that the proposed policy is aligned with the Khyber Pakhtunkhwa (KP) Government's policy on the matter. However, another member clarified that the same is not an approved government policy rather a clarification issued by the Finance Department during the interim government. He further added that the said clarification was issued subject to condition that it shall be placed before the Cabinet of the next elected government

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for approval, however, till now, this clarification has not been approved by the Cabinet.

Prof. Dr. Usman Ghani further clarified that the civil servants have a parallel chance of promotion to grow in their career but the University employees especially the faculty members have no promotion policy and they have opportunity of promotion only through reappointment but by adopting the CP Fund Policy, with the recommended condition, will further narrow their chances. Another member apprised the House that all other universities of KP have already adopted CP Fund Policy with coverage to its existing employees, appointed under pension fund policy, to the extent that in case of their reappointment they will be appointed under pension fund policy irrespective of their length of service.

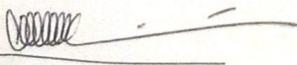
The House, after detailed deliberation, unanimously decided to refer the recommendations back to the Committee for reconsideration in light of the decision made by the Syndicate in its 40th meeting, taking into consideration the issues of the existing employees as well as policies of other universities on the same matter and revising its recommendations to the effect that at-least the existing employees of the University may have coverage in case of reappointment, irrespective of their service length.

04. ADOPTION OF REVISED POLICY FOR STUDENTS WITH DISABILITIES AT HIGHER EDUCATION INSTITUTIONS IN PAKISTAN (2021)

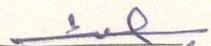
Decision:

The HEC nominee asked that whether the quota for students with disabilities have been included in the admission advertisement or not. The Director QEC replied that the same will be included after adoption of the Policy. During the discussion, a question was raised regarding

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whether additional benefits—such as fee waivers—are extended only to students admitted under the quota or to all students with disabilities. The HEC nominee apprised the House that in the IMSciences the quota is applied only for admission and the financial benefits etc., are allowed on need-cum-merit basis. He further explained that the Policy covers not only admission but also a wide range of support mechanisms, including financial assistance. The financial benefits are awarded on the analogy of the Ehsas Scholarship program and a committee is required to be constituted for the same. The Director QEC informed the House that the said Committee has already been constituted. Finally, the House unanimously adopted the Revised Policy for Students with Disabilities in HEIs 2021 issued by the HEC.

05. RECOMMENDATIONS OF THE ANOMALY COMMITTEE

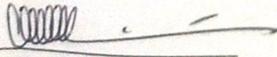
Decision:

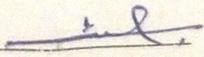
The House was informed that the item was pertaining to compliance with a court case. However, the petitioners, on their own accord, requested its withdrawal. Accordingly, the House permitted withdrawal of the item.

06. REQUEST OF MR. IJAZ HASSAN TO REVIEW THE DECISION OF 33RD SYNDICATE REGARDING HIS APPOINTMENT AS PROJECT DIRECTOR FOR THE PSDP FUNDED PROJECT

Decision:

During discussion, a query was raised by the nominee of the Finance Department that whether any provision exists for review of its decision by the Syndicate. In response, the nominee of the Establishment Department stated that the review has always a specific time period. The HEC nominee pointed out that the appointment order is clear that the appointment is on contract basis, but the terms and conditions of service mentioned therein is of regular service which is against the spirit of law as appointment on one mode and setting its conditions on other mode is a clear violation of law. He further explained that the Syndicate has

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already favored the applicant by converting the period as EOL retrospectively and the request has now been made for a further favor. Dr. Shujaat Ahmad raised question that the appointment order is a fault of the University so why the employee having no fault be put on disadvantage. In response, the HEC nominee argued that the employee has received financial benefits in consequence to the same order. The nominees of Establishment Department and Director Higher Education pointed out that the employee has accepted the earlier decision of the Syndicate by receiving the amount of deductions. It was further added that he could have availed the opportunity of appeal at appropriate level/forum within due time. Finally, the House unanimously regretted the request.

07. RECONSIDERATION OF PROPOSAL FOR UPS, REFERRED BACK BY THE SENATE COMMITTEE, CONSTITUTED FOR REVIEW OF THE STATUTES.

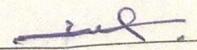
Decision:

The House was apprised that the proposal regarding UPS was recommended by the Syndicate to the Senate along with the University Statutes where the Senate principally agreed the recommendations of the Syndicate but it was decided that the Establishment Department, HED and Governor Secretariat may review it before issuance. Accordingly, nominees of the said departments/offices checked the same but did not agree with the proposal, recommended by the Syndicate regarding UPS & Colleges, in its present form and referred back the same to the Syndicate for reconsideration. The nominees of HEC and Establishment Department were of the opinion that the decision made by the representatives of the three departments/offices should have been placed before the Senate. Question was raised that the proposal regarding UPS being not approved, what is the status of the UPS Chapter of Model Statutes, whether it is in field or not and in case the same is in field the

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teachers of the UPS have demanded that they may be awarded scales in accordance with it. The House after detailed analysis of the UPS Chapter of Model Statutes, found that the same chapter has a number of mistakes and it has neither provision for promotion procedure nor the scales as per provision of the said chapter can be awarded as there are massive contradictions including no provision for Assistant Junior Master (BPS-12) whereas, the TGT (BPS-16) is still in BPS-16 and Assistant Master (BPS-15) is in BPS-17 as per Model Statutes which will lead to a supersession of a Senior by a junior teacher. In the same way the Master (BPS-16) has a provision of BPS-18 whereas, Subject Specialist (BPS-17) has no provision in the said chapter. One of the members suggested that as per provision of Section 35 chapter 3 of the SBBU Statutes, 2022, if the existing teachers, who have spent more than 10-15 years in the same scale, are allowed a one-step promotion on the analogy of the Khyber Pakhtunkhwa Elementary and Secondary Education Department, their grievance will be redressed. But consensus could not be developed on the same based on the argument that the KP Government Policy of Time Scale has not been adopted by the University. The nominee of HED suggested that the case may be referred back to the Senate Committee which may further refer the same to Senate for decision. However, the nominee of HEC opined that it will be more appropriate to prepare a detailed working paper, having coverage for existing employees, and the same be referred to the Senate through the Syndicate along with the Senate Committee decision.

Finally, after detailed deliberation it was unanimously decided that the Vice Chancellor may constitute a committee having Principal of University of Malakand's UPS etc., as member to prepare a detail working paper, covering all aspects including coverage to the existing employees, and the same be placed before the Syndicate for

recommending to the Senate, along with the decision of the Senate Committee.

08. RESIGNATION FROM TTS SERVICE OF DR. HAMAD TARIQ JANJUA, ASSISTANT PROFESSOR OF GEOLOGY.

Decision:

The House was informed that the resignation of Dr. Hamad Tariq Janjuaa has already been accepted by the Vice Chancellor in anticipation to the Syndicate as per provision in the relevant Statutes and he has been relieved after fulfillment of all formalities and the same is placed before the Syndicate for formal endorsement of the Vice Chancellor's decision. In response to a question raised by the nominee of Establishment Department that whether any bond of service has been signed by the employee or not, the Registrar apprised that no bond of service has been signed by him with the University. Nominee of the Finance Department asked about recovery of the notice period and the Registrar replied that in lieu of the amount of notice period, the gratuity of the employee due for the period 2022-23, was adjusted. He further apprised that other items, outstanding against him, were also recovered before his relieving.

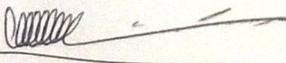
The House unanimously endorsed the decision of the Vice Chancellor regarding acceptance of the resignation and relieving of Dr. Hamad Tariq Janjuaa from the post of Assistant Professor (TTS) of Geology.

09. NOMINATION OF ACADEMIC AND ADMINISTRATIVE STAFF IN THE BOARD OF TRUSTEES OF BENEVOLENT FUND.

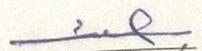
Decision:

Starting the discussion, the House asked to suggest names for nominating in the Board of Trustees of Benevolent Fund. Accordingly, the Vice Chancellor asked representatives of the faculty and

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administrative officers to give names for the said board. After considering different names, the House unanimously approved the following as members of the Board of Trustees of Benevolent Fund, as per provision in Section 12.1(i) chapter 12 of the SBBU Statutes, 2022. The nominated members shall hold office up to three years at the pleasure of the Syndicate.

S#	Name	Designation	category
01	Dr. Midrar Ullah	Associate Professor of Biotechnology	Two representatives of the academic staff
02	Mr. Kaleem Ullah	Lecturer in Management Sciences	
03	Mr. Ijaz Hassan	Deputy Director P & D	One representative of the Administrative Staff

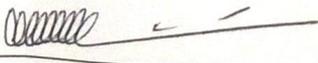
10. CONVERSION OF LEAVE WITHOUT PAY INTO EARNED LEAVE OF MR. SHARAFUD DIN, NAIB QASID.

Decision:

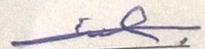
The House was apprised on the request of the applicant that EOL for two years was granted to the applicant on his own request. But after spending two months, he joined back his duty and afterward he requested for adjustment of the leave against his earned leave account. The House was further apprised that the applicant is a low paid employee having more than ten (10) years' service and if the EOL is converted into earned leave, he will get some relief. In response to a query of nominee of Establishment Department that whether he had earned leave available at the time of proceeding on leave or not, the Registrar replied that he had more than 200 days leave available in his leave account. He further asked that what is statutes provision on the matter and the relevant portion of Statutes was read out loudly before the House which is reproduced as under:

“EOL once sanctioned shall not be converted to other kind of leave unless warranted as such by a valid reason to be recorded in writing and got approved by the Syndicate”

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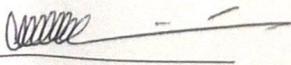
After perusing the Statutes provision, it was further asked that what reason has been mentioned by the applicant and the Registrar read out the application where the relief had been requested on sympathetic basis. The House showed sympathy with the applicant but at the same time it was unanimous on the opinion that allowing the case will create a precedent and a flood gate will be opened. Therefore, the House unanimously regretted the request having no valid reasons.

11. CLARIFICATION REGARDING SANCTION OF PHD ALLOWANCE TO DR. RAHMAT GUL, SPORTS COACH (BPS-16)

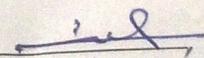
Decision:

The House was apprised that in 2017 Dr. Rahmat Gul applied for NOC to pursue his PhD study at Gomal University, D I Khan and the same was allowed subject to the condition that in case of his admission he will apply study leave as per policy of the University. The said policy was approved in 12th meeting of the Syndicate according to which no NOC for higher studies will be allowed without study leave. However, the same was revised in 2018 and the condition of study leave was eliminated. After completion of his PhD degree, without taking study leave, Dr. Rahmat Gul has requested for PhD allowance but the record shows that after issuance of the NOC in 2017, he remained under the old NOC policy for about one year and he did not apply for study leave as per requirement until the same was revised in 2018. The nominee of HEC participating in the discussion asked that what is the admission year and after checking the record it was told that admission was taken in 2017 i. e one year or at least one semester prior to revision of the policy. The nominee of HED asked that whether his degree is relevant to his job/service as the Finance Department has issued a clarification that qualification allowance will be allowed in cases where the employee will have a degree relevant to his job. In response to the query the House was

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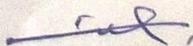
apprised that he has a PhD degree in Physical Education which is relevant to his job. When it was clarified in response to a query of HEC nominee that as per notification of the KP Finance Department the PhD allowance is allowed on possession of degree, he further opined that the PhD allowance should be allowed and violation of the policy be dealt separately. Finally, the House unanimously decided that the PhD allowance may be allowed by the Vice Chancellor subject to fulfillment of conditions for the same and the violation of the NOC conditions as per Policy, may be dealt as per rules of the University.

12. CLARIFICATION REGARDING RECEIPT OF TWO PENSIONS.

Decision:

The House was apprised on the matter that some of our employees have retired from Pak Army/Air Force/Navy and receiving pension from there. After attaining the age of superannuation some of them have now retired from the University service as well, after serving for more than 10 years of service and are eligible for pension of the University. But as per Khyber Pakhtunkhwa Pension Rules 2021, which are mutatis mutandis applicable to the University employees as per the University Pension Statutes, 2022, in case of eligibility for dual pension, the employee will have to choose any of the pensions. In this regard letter to Khyber Pakhtunkhwa Finance Department, through HED, was sent for clarification but the matter was sent back to the University for deciding itself. Participating in the discussion the HED nominee stated that the Khyber Pakhtunkhwa Government Pension Rules are clear that two pensions from the Provincial Consolidated Fund are not allowed but the case of receiving one pension from Federal and one from provincial consolidated fund, is not clear. Some members added that people are receiving two pensions in the same nature cases but no proof was provided to support the argument. After detailed deliberation the House

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unanimously decided to send a letter, for clarification once again, to the KP Finance Department through HED, explicitly mentioning that the employees are receiving their earlier pension from the Federal Consolidated Fund and if any satisfactory response is received the matter may be settled accordingly.

13. GUIDANCE REGARDING UNDECIDED MATTER OF AWARDING EXPERIENCE MARKS BY THE QUANTIFICATION APPELLATE COMMITTEE FOR THE POSITION OF LECTURER

Decision:

After briefing the House on the matter, open discussion was started and the House showed its concern over Appellate Committee for delaying its decision for so long and stalling the whole process of selection of these positions. The nominee of HED explained that the matter has been delayed without any reasons as clear indications in the form of HEC policy and the University Statutes itself are available. He referred the HEC letter dated 04.12.2017, which explains the HEC policy on the matter of experience stating that experience of a full time lecturer, assistant professor, associate professor and professor can be considered as the experience of a faculty member. In the same manner he pointed out that the University Statutes 2022, further clarify it that only teaching/research experience in BS-17 & above or its equivalent in HEC recognized University/institution on a postgraduate level will be considered as relevant. He further opined that the Appellate Committee had to decide the matter but it could not do the same timely. The HEC nominee urged that the forum of the Appellate Committee has not been exhausted and the matter is still pending before it for appropriate decision. Other members were also of the opinion that the matter be referred back to the Appellate Committee for decision in a reasonable time. After detailed discussion it was unanimously decided to refer the

case back to the Appellate Committee with the direction that the same shall be decide within one-week time.

14. AMENDMENTS IN THE SEMESTER RULES OF THE UNIVERSITY AT POST GRADUATE LEVEL.

Decision:

The House after appropriate discussion, approved the amendments in the Semester Rules of the University at Post Graduate level.

15. DECLARATION/UNDERTAKING FOR ONE TIME NOC FOR MPhil PROGRAMS STARTED WITHOUT NOC FROM HEC

The Director QEC explained that MPhil/PhD programs which are started prior to or during process of NOC at HEC, the HEC, after allowing NOC for such programs, provide coverage to graduates enrolled in the programs before issuing the NOC. In this regard detail of the three MPhil/MS programs in Management Sciences, Computer Sciences and Geology was shared with the House. The House was apprised that no coverage has been granted by the HEC to the students of Management and Computer Sciences, enrolled before issuance of the NOC and also to the students of Geology where MPhil program was directed by the HEC to be closed due to lack of PhD faulty, however, the MPhil program of the already enrolled students was allowed to be completed. It was further apprised that now the HEC has offered a one-time dispensation for graduate programs offered without HEC NOC for which an undertaking from the Syndicate among other requirements is required assuring that no other program left without NOC or one time attestation cases except these three mentioned above. After detailed deliberation the house unanimously decided that a draft undertaking, endorsed by the heads of relevant department/sections of the University be shared with the members for finalization of the same and after the same is agreed upon

the Registrar, being secretary of the forum, will sign the same on behalf of the Syndicate.

Registrar 

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