



ISLAMIA COLLEGE PESHAWAR

KHYBER-PAKHTUNKHWA, PAKISTAN

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No. 8741 /Meetings:

Dated: 06-10-2021

To

All Members of the Syndicate
Islamia College Peshawar

Subject: FINAL APPROVED MINUTES OF THE 27TH MEETING OF THE SYNDICATE, ISLAMIA COLLEGE PESHAWAR HELD ON SEPTEMBER 11, 2021

Dear Sir/Madam,

I am directed to enclose herewith a copy of the Final Minutes of the 27th meeting of the Syndicate held on 11.09.2021 at 09:00 am in the Main committee Room, Islamia College Peshawar for your information and record.

Thanking you.

Enclosed: as stated above

Copy to:

1. The Principal Secretary to the Honorable Chancellor, ICP / Governor, KP
2. The Deputy Registrar (Meetings/Academics), ICP
3. PSO to Vice-Chancellor, ICP
4. Master File


Registrar


Registrar

**MINUTES OF THE 27th MEETING OF THE SYNDICATE, ISLAMIA COLLEGE PESHAWAR
HELD ON 11TH SEPTEMBER 2021 AT 09:00 HRS IN THE MAIN COMMITTEE ROOM,
ISLAMIA COLLEGE PESHAWAR**

The 27th Meeting of the Syndicate, Islamia College Peshawar was held on 11th September, 2021 at 09:00 Hrs in the Main Committee Room, Islamia College Peshawar under the chairmanship of the Worthy Vice-Chancellor, Islamia College Peshawar, Prof. Dr. Gul Majid Khan. The following attended the meeting:

1. **Prof. Dr. Gul Majid Khan**
Vice Chancellor, Islamia College Peshawar
2. **Mr. Javed Iqbal,**
Deputy Secretary (Universities),
Nominee of the Secretary to Government,
Higher Education, Archives & Libraries Department,
Government of Khyber Pakhtunkhwa
3. **Mr. M. Taufiq,**
Deputy Secretary (Establishment),
Nominee of the Secretary to Government,
Establishment Department,
Government of Khyber Pakhtunkhwa
4. **Mr. Said Bacha,**
Section Officer (AB),
Nominee of the Secretary to Government,
Finance Department,
Government of Khyber Pakhtunkhwa
5. **Engr. Syed Imtiaz Hussain Gilani,**
Nominee of the Chairman,
Higher Education Commission, Islamabad
6. **Ms. Justice(R) Irshad Qaiser,**
Nominee of Chief Justice,
Peshawar High Court
7. **Prof. Dr. Abdus Salam,**
Department of English
8. **Dr. Saleem -ur- Rehman,**
Department of Islamic Theology
9. **Dr. Zahoor Jan,**
Department of Computer Science
10. **Dr. Khalid Khan,**
Department of Chemistry
11. **Mr. Salah-ud-Din,**
Department of Computer Science
12. **Dr. Qasim Mansoor Jalali,**
Registrar,
Islamia College Peshawar



13. Mr. Hamid Mehmood Khan,
Treasurer,
Islamia College Peshawar

The meeting started with recitation of the Holy Quran by the Chair. He welcomed all the members of Syndicate, specially the external members, for sparing their precious time for this important meeting. The Vice Chancellor informed the house about the steps taken to expedite various matters that were pending since long. In particular, he pointed out that the meetings of various bodies like Academic Council and Advance Studies & Research Board are now held frequently so that issues do not linger on for longer. The Chair likewise pointed out that he has initiated a number of austerity measures, with the cooperation of faculty and staff, to address the main issue of financial crises faced by the University. He added that the instant Syndicate meeting has a lengthy agenda due to the fact that regular meeting of the Syndicate could not be held for the last few months. However, he expressed his determination to hold frequent meetings of the Syndicate in future so that issues faced by the University could be resolved through collective wisdom in a timely manner. The Chair expressed his resolve to decide all matters on the agenda strictly as per rules of the University. He finally asked the Secretary to present the agenda.

Item No. 01: MINUTES AND COMPLIANCE REPORTS ON THE 22ND (EMERGENCY), 23RD (EMERGENCY), 24TH, 25TH (EMERGENCY) AND 26TH (EMERGENCY) MEETINGS OF THE SYNDICATE HELD ON 24.09.2020, 23.12.2020, 30.12.2020, 11.04. 2020 AND 13.06.2021 RESPECTIVELY

Decision: The Syndicate considered the minutes of the 22nd (Emergency), 23rd (Emergency), 24th (except Item 3.1 of the 24th meeting, which is decided vide Item No. 4.2 (b) of the instant meeting), 25th (Emergency) and 26th (Emergency) meetings of the Syndicate, Islamia College Peshawar which were held on 24.09.2020, 23.12.2020, 30.12.2020, 11.04.2021 and 13.06.2021 respectively and confirmed the same.

Item No. 02: CONSIDERATION OF THE MINUTES OF THE MEETING OF THE ACADEMIC COUNCIL

Item No. 2(a): 13TH MEETING OF THE ACADEMIC COUNCIL, ISLAMIA COLLEGE PESHAWAR WAS HELD ON DECEMBER 29, 2020.

Decision: The Syndicate considered the minutes of the same and acceded to.

Item No. 2(b): 14TH MEETING OF THE ACADEMIC COUNCIL, ISLAMIA COLLEGE PESHAWAR WAS HELD ON JULY 01, 2021.

Decision: The Syndicate considered the minutes of the same and acceded to.

Item No. 2(c): **15TH MEETING OF THE ACADEMIC COUNCIL, ISLAMIA COLLEGE PESHAWAR WAS HELD ON AUGUST 23, 2021.**

Decision: The forum discussed these minutes at length and acceded to. However, it was decided that the 03 Credit Hours will be added to the workload of the faculty members till June 2022 because the elected faculty members did not agree to the decision made by the Academic Council regarding additional 03 Credit Hours to be added to the existing teaching workload of the faculty. They insisted to link approval of the said additional workload with current financial crisis of the ICP and to grant approval of the same till June 2022, in the first instance; and if the financial crises couldn't be overcome during this period, then the said increase in Credit Hours may be reprocessed through Academic Council/Syndicate.

Item No. 3: **CONSTITUTION OF THE SELECTION BOARD**

Item No. 3 (a): **NOMINATION OF ONE EMINENT RESEARCHER AS MEMBER OF SELECTION BOARD TO BE NOMINATED BY THE SYNDICATE**

Decision: As per Clause-vi of Sub-Section-1 of Section-5 of the Islamia College Peshawar Constitution, Functions and Powers of the Authorities of the University Statutes-2016, the Syndicate considered the nomination of Eminent Researchers and authorized the Vice Chancellor to appoint Prof. Dr. Muhammad Iqbal Chaudhary as Member of the Selection Board.

Item No. 3 (b): **NOMINATION OF ONE PSYCHOLOGIST AS MEMBER OF SELECTION BOARD TO BE NOMINATED BY THE SYNDICATE**

As per Clause-vii of Sub-Section-1 of Section-5 of the Islamia College Peshawar Constitution, Functions and Powers of the Authorities of the University Statutes-2016, the Syndicate considered the proposed panel of Psychologists and approved the same as under:

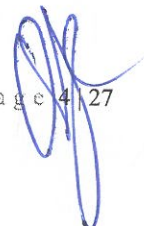
S. No.	Name & Address
1.	Prof Dr. M. Jahanzeb Khan, FATA University, Khyber Pakhtunkhwa
2.	Prof. Dr. Shujaat Ali Khan, KMU-KIMS, Kohat
3.	Prof. Dr. Syeda Farhana Jahangir, Ex-VC, SBBWU, Peshawar
4.	Prof. Dr. Anila Kamal, Director, NIP, QAU
5.	Dr. Jamil Malik, Associate Professor, NIP, QAU
6.	Prof. Dr. Robina Hanif, NIP, QAU

Item No. 4: REPORTS OF THE COMMITTEES

Item No. 4.1: REPORT OF THE COMMITTEE CONSTITUTED BY THE 25TH SYNDICATE HELD ON 11.04.2021 NOTIFIED VIDE NO. 818/ESTT: DATED 27.04.2021

Decision: The Syndicate considered the report of the committee constituted by the Syndicate in its 25th meeting held on 11.04.2021. The Convener of the committee apprised the Syndicate that there is no provision for regularization of Contract Employees without following the prescribed procedure. He also shed light on the recommendations of the committee made after tiresome work. After threadbare discussion, the house decided as under:

- a. In light of the decision conveyed to ICP by the Honorable Peshawar High Court Peshawar, the payment will continue for further three months w.e.f. date of the Syndicate, i.e. up to 10.12.2021 (as Terminal Period) or completion of the recruitment process, whichever is earlier, as per their respective status as on 03.02.2021.
- b. Need assessment shall be carried out by the University within two weeks from the date of approval of the minutes of the Syndicate, before carrying out the process for filling the vacant positions on regular basis.
- c. The initial advertisement floated for the contract appointments of petitioners (non-faculty employees) will be considered valid for initiating recruitment process on regular basis, subject to the needs of the University and following all the prescribed procedures. The Registrar recorded his note of dissent, owing to changes in Statutes, criteria, selection process. He also stated that regular positions can only be filled through proper advertisements under the relevant Statutes.
- d. For those employees (non-faculty) hired without advertisement, vacant positions on regular basis will be advertised subject to needs of the University and following all the prescribed procedures.
- e. Contract teachers (Petitioners) will be assigned workload. After 10.12.2021, they will be paid for the classes taken on visiting basis.
- f. For those faculty-members who have already applied against the advertised vacant posts for regular appointments, the process will be expedited.
- g. For faculty-members who have not applied for the already advertised regular posts, or the respective positions have not been advertised previously, regular vacant posts will be advertised subject to needs of the University and following all the prescribed procedures.



- h. Those faculty-members who have completed Three years contractual service may be dealt as per Section 11(5) (e) of KP Universities Act 2012 (Amended 2016) and they will be paid for the verifiable services they have rendered as faculty during the period they had no valid contractual service.
- i. Those faculty-members who have not completed Three years and have been granted Contract under Section 11(5) (e) of KP Universities Act 2012 (Amended 2016) shall be paid for the verifiable services they have rendered as faculty during the period they had no valid contractual service.
- j. In case of TGT, the posts will be re-advertised. However, those who have already applied, will not be required to apply afresh. The marks they obtained in the earlier conducted test will remain intact.
- k. In case of children of deceased employees, policy of the Government of Khyber Pakhtunkhwa will be placed before the ensuing meeting of the Syndicate for adoption.

Item No. 4.2: CONSIDERATION OF THE MINUTES OF THE MEETINGS OF THE ANOMALY COMMITTEE NOTIFIED VIDE NO. 1760/ACAD: DATED 19.12.2017 AND NO. 2793/ESTT: DATED 14.09.2017

- a. **MINUTES OF MEETING OF THE ANOMALY COMMITTEE NOTIFIED VIDE 1760/ACAD DATED: 19.12.2017 HELD ON 20.01.2021 (Restructuring of Faculties)**

Decision: The Syndicate considered the recommendations of the Anomaly Committee held on 20.01.2021 and unanimously decided to refer the matter to the Academic Council, Islamia College Peshawar to propose to the Syndicate scheme for reconstitution of the Faculties as envisaged under Section 25(2)(c) read with Section-28(1)(i) and Section-28(2) of the Khyber Pakhtunkhwa Universities Act, 2012 (Amendment 2016).

- b. **MINUTES OF MEETINGS OF THE ANOMALY COMMITTEE NOTIFIED VIDE NO.1760/ACAD DATED: 19.12.2017 HELD ON 07.05.2018 AND 15.05.2018 (Age limit)**

Discussion: The Syndicate thoroughly discussed the recommendations of the Anomaly Committee in accordance with Section-4(1) & (2) of the Islamia College Peshawar Title, Commencement, Application and Definitions of Islamia College Peshawar Statutes, 2016. The Syndicate was of the view that section-3(1)(g) read with the Faculty Appointment Criteria (Annexure F) of the Islamia College Peshawar Teachers, Appointment and Scales of Pay Statutes, 2016,

is silent about the upper age limit for appointment of teaching faculty. Therefore, the same has never been reflected in the advertisements for appointments made from time to time. The age limit seems to be a typo mistake for the reason that the initial appointment in the teaching cadre initiates from BPS-18, whereas, Section-6(2) of the Islamia College Peshawar Teachers, Appointment and Scales of Pay Statutes, 2016, interalia, prescribes the upper age limit for BPS-1 to BPS-5 which is an absolutely irrelevant provision. The same section also provides for the age limit from BPS-6 to BPS-18 which is once again totally irrational.

Decision:

Based on the above position, the Syndicate under Section-4(2) of the "Islamia College Peshawar Title, Commencement, Application and Definitions of Islamia College Peshawar Statutes, 2016", agreed with the recommendations/interpretation of the Anomaly Committee to the extent that the age limit mentioned in the increment clause has been incorporated wrongly and therefore the same is ineffective.

Moreover, as per Section-4(1) of the Islamia College Peshawar Title, Commencement, Application and Definitions of Islamia College Peshawar Statutes, 2016, the Syndicate decided that the upper age limit for initial appointment as Lecturer (BPS-18) shall be 50 years on the analogy of University of Engineering & Technology Peshawar.

In view of the above, the Syndicate unanimously approved the following recommendations deferred by the Syndicate in its 24th Meeting held on 30.12.2020 with immediate effect:

S.NO	POST	RECOMMENDATIONS OF THE SELECTION BOARD	DECISION OF THE 24 th SYNDICATE	DECISION OF THE 27 th SYNDICATE
1.	Lecturer (BPS-18) (Pakistan Studies)	<ol style="list-style-type: none"> Ms. Nousheen Jamshed Mr. Ismail Khan Mr. Ikram Ali 	The Syndicate approved the appointments of Mr. Ismail Khan & Mr. Ikram Ali, whereas, the recommendation of appointment of Ms. Nousheen Jamshed was deferred on account of section-6(2) of the Islamia College Peshawar Teachers' Appointment & Scales of Pay Statutes, 2016.	Subsequent to the decision made under Agenda Item No. 4.2(b), the Syndicate approved the appointment of Ms. Nausheen Jamshed.
2.	Lecturer (BPS-18) (Arabic)	<ol style="list-style-type: none"> Mr. Riaz Muhammad Mr. Syed Abdus Salam Bacha 	The Syndicate approved the appointment of Syed Abdus Salam Bacha whereas, the	Subsequent to the decision made under Agenda Item No. 4.2(b), the Syndicate

			recommendation of appointment of Mr. Riaz Muhammad was deferred on account of section-6(2) of the Islamia College Peshawar Teachers' Appointment & Scales of Pay Statutes, 2016.	approved the appointment of Mr. Riaz Muhammad.
3.	Lecturer (BPS-18) (Psychology)	<ol style="list-style-type: none"> 1. Ms. Saira Azam 2. Ms. Samia Jabeen 3. Ms. Lubna Nazneen 4. Ms. Gulshan Tara 5. Ms. Noor Fatima Ajmal 	The Syndicate approved the appointments of Ms. Saira Azam, Ms. Samia Jabeen, Ms. Gulshan Tara, Ms. Noor Fatima Ajmal, whereas, the recommendation of appointment of Ms. Lubna Nazneen was deferred on account of section-6(2) of the Islamia College Peshawar Teachers' Appointment & Scales of Pay Statutes, 2016.	Subsequent to the decision made under Agenda Item No. 4.2(b), the Syndicate approved the appointment of Ms. Lubna Nazneen.
4.	Lecturer (BPS-18) (Pashto)	1. Mr. Zar Muhammad	The Syndicate deferred the appointment of Mr. Zar Muhammad on account of Section-6(2) of the Islamia College Peshawar Teachers' Appointment & Scales of Pay Statutes, 2016.	Subsequent to the decision made under Agenda Item No. 4.2(b), the Syndicate approved the appointment of Mr. Zar Muhammad.
5.	Lecturer (BPS-18) (Urdu)	<ol style="list-style-type: none"> 1. Ms. Romina Begum 2. Mr. Taqwim Ul Haq 3. Mr. Fazal Kabir 4. Mr. Muhammad Usman 5. Ms. Sidra Sadiq 	The Syndicate approved the appointments of Mr. Muhammad Usman & Ms. Sidra Sadiq, whereas, the recommendations of appointments of Ms. Romina Begum, Mr. Taqwim ul Haq & Mr. Fazal Kabir were deferred on account of section-6(2) of the Islamia College Peshawar Teachers' Appointment & Scales of Pay Statutes, 2016.	Subsequent to the decision made under Agenda Item No. 4.2(b), the Syndicate approved the appointment of Ms. Romina Begum, Mr. Taqwim ul Haq & Mr. Fazal Kabir.

Item No. 5 (a): CONSIDERATION OF THE MINUTES OF THE COMMITTEE CONSTITUTED BY THE 24TH SYNDICATE HELD ON 30.12.2020 WITH REGARD TO COURT CASE OF DR. SAID QASIM

Decision:

The Syndicate considered the minutes of the committee constituted in its 24th meeting held on 30.12.2020 with regard to the court case of Dr. Said Qasim and approved the case subject to fulfilment of the conditions mentioned at Para 2(a) to (i) of the report of the committee.

Item No. 5 (b): CONSIDERATION OF THE MINUTES OF THE COMMITTEE CONSTITUTED BY THE 24TH SYNDICATE HELD ON 30.12.2020 WITH REGARD TO THE TTS CASES

Discussion: The house was apprised that the Syndicate in its 24th meeting dated 30.12.2020 constituted a committee with regard to the TTS cases. The Committee held its 02 meetings on 20.01.2021 and 09.02.2021. The lists of publications of all candidates were sent to the Directorate of Quality Assurance, the University of Agriculture Peshawar as well as Quality Enhancement Cell, Islamia College Peshawar for evaluation of publications as per Statutes of the University. The publications evaluation reports received therefrom were perused by the Committee and found as meeting the criteria required for promotion under Islamia College Peshawar Tenure Track System Statutes, 2016 besides the recommendations of DTRCs, experience, TRPs etc. strictly in light of Statutes.

Decisions: The Syndicate approved the recommendations of the committee w.e.f. date of 24th meeting of the Syndicate i.e. 30.12.2020 and directed to process the cases for endorsement from HEC in order to avoid financial loss to the University, along with placing the same on the agenda of the Senate, Islamia College Peshawar for the grant of Tenure. The Syndicate also decided to refer Section 2.3.4(h) of ICP Tenure Track System Statutes 2016 to the Anomaly Committee for deletion as per prescribed procedure, as recommended by the above-mentioned committee.

Item No.5 (c): CONSIDERATION OF THE APPOINTMENT CASE OF DR. HAMAYUN KHAN AS PROFESSOR, DEPARTMENT OF CHEMISTRY, ISLAMIA COLLEGE PESHAWAR

Discussion: The house was apprised that on the recommendation of the Selection Board in its 25th meeting dated 27 to 29 July 2018, the Syndicate in its 16th meeting held on 31.08.2018 approved the appointment of Dr. Hamayun Khan as Professor, Department of Chemistry (BPS-21) subject to clarification from the HEC regarding resignation of TTS faculty desirous of applying for BPS posts as contained in Annexure-G of the Islamia College Peshawar Tenure Track System Statutes, 2016. Moreover, the matter was also placed before the 24th meeting of the Syndicate held on 30.12.2020, which upheld the decision of the 16th meeting of the Syndicate dated. 31.08.2018. Consequently, an email was sent to Director (Quality Assurance Division), Higher Education Commission, Islamabad for guidance in the matter. The HEC responded that **"If a faculty**

member on tenure track system chooses to apply against an advertised higher TTS/BPS position (before completing his/her track/probation period) in the same or any other university, he/she would be required to resign from the university service before applying for the higher position. Such a resignation shall be accepted only if the faculty member is finally selected for the advertised higher position". To further clarify the matter and avoid any legal complications, the case was next referred to the legal counsel of the University who opined that *"the requirement of resignation in the first instance is for the incumbent in Tenure Track while the appointment of Dr. Hamayun Khan as Tenured Associate Professor was endorsed by HEC w.e.f 15.12.2016 thus he had already completed his probation period before applying for the post of Professor BPS-21"*.

While discussing this case, it was pointed out that this issue was deferred in the previous Syndicate as the Registrar's office was waiting to get advice of the HEC, and the University administration was mandated to get the same and report to the Syndicate relevant correspondence from the HEC, then after the clear directives of the HEC, resorting to legal opinion was unauthorized, redundant and illogical.

As four of the elected faculty members of the Syndicate differed over the position explained above. Therefore, it was suggested by Prof. Dr. Abdul Salam (elected faculty member) that the matter may be decided through voting.

Decision:

Majority of the members especially the external members including the nominee of the Chief Justice, Peshawar High Court Peshawar, Nominee of HEC, Nominee of HED, Nominee of Finance Department, Government of Khyber Pakhtunkhwa and Dr. Khalid Khan (elected faculty member) voted in favour. However, four of the elected faculty members and Nominee of Establishment Department voted against. The Chairman, Syndicate also voted in favour while the Registrar and Treasurer, ICP did not participate in the voting. Thus, the Syndicate decided by majority to appoint Dr. Hamayun Khan as Professor (BPS-21) in the Department of Chemistry with immediate effect.



Item No. 5 (d): CONSIDERATION OF THE MINUTES OF THE COMMITTEE CONSTITUTED VIDE NOTIFICATION NO. 254/ESTT: DATED 26.01.2021 BY THE 24TH SYNDICATE HELD ON 30.12.2020 WITH REGARD TO CASE OF PHD DEGREE OF MR. JEHANZEB, ASSISTANT PROFESSOR, DEPTT OF URDU, ICP

Decision: The Syndicate considered both the recommendations of the Committee regarding the subject matter and acceded to.

Item No. 5 (e): MINUTES OF THE MEETING OF THE COMMITTEE HELD ON 03.09.2020 IN THE COMMITTEE ROOM, REGISTRAR OFFICE, ICP TO LOOK INTO THE WRITTEN REQUEST OF DR. KAMRAN, LECTURER, DEPARTMENT OF MATHEMATICS, ICP REGARDING HIS CONFIRMATION OF SERVICE

Decision: The Syndicate decided that the case of confirmation of services of Dr. Kamran be dealt by the Vice Chancellor as ICP Service Statutes, 2016. However, any further issues relevant to the matter be placed as agenda item in the ensuing meeting of the Syndicate for consideration.

Item No. 6: REPORT OF THE COMMITTEES

Item No. 6.1: CONSIDERATION OF THE CASE OF DR. MADIHA ASGHAR, ASSISTANT PROFESSOR (TTS), DEPARTMENT OF PSYCHOLOGY, ICP

Discussion: Dr. Madiha Asghar was appointed as Assistant Professor (TTS) dated 11.03.2010. As per TTS Statutes, she was required to be tenured after completion of six years. But even after a lapse of 11 years and 6 months, she has failed to even submit her dossier for tenure-ship, despite numerous letters and reminders served upon her from time to time, leave alone to be tenured. As per the Higher Education Commission Letter No. CON.QA/HEC/TTS-137/322 dated 04.12.2017 that "***On completion of six years' probation period as Assistant Professor, University must finalize his/her case for appointment/tenure as Associate Professor for which the evaluation process must be initiated soon after completion of five and half years. After six years, if the decision is not taken, all the financial cost will be borne by the University itself for Assistant Professor on tenure track***". At this point, Prof Dr. Abdul Salam (elected member) clarified that HEC must be followed in true letter and spirit with regard to TTS and categorization of Journals.

The Syndicate thoroughly discussed the matter. Dr. Zahoor Jan (elected faculty member) was of the opinion that Dr. Madiha Asghar has suffered

from skin cancer and she remained in a state of coma for a period of 4 months in the year 2018. Therefore, the case may be considered sympathetically. Dr. Saleem ur Rahman (elected faculty member) suggested that the forenamed may be appointed on BPS to resolve the issue on humanitarian grounds. Dr. Khalid Khan (elected faculty member) had a sympathetic opinion for her, too. However, the rest of the forum opposed these suggestions.

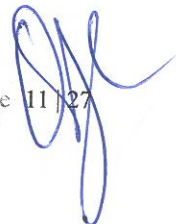
The house was informed that whenever the University administration tried to ask her for submission of the dossier and to fulfill the mandatory requirements on her part, she never bothered to comply with the same, rather she resorted to defaming the University by various means. The Syndicate was of the opinion that this case is an example of laxity on the part of the administration to take timely action. The Syndicate deliberated on the question that the forenamed be terminated forthwith and action be taken against those responsible for keeping her in service for such a long period of time even after her failure to perform. This opinion was endorsed by other members too who were of the opinion that the instant case is typical example of insubordination, misconduct and inefficiency on part of Dr. Madiha Asghar.

On the question of what action to take next in the instant case, Ms. Justice (Retd) Irshad Qaiser opined that Dr. Madiha Asghar has been served sufficient notices/letters and, being on TTS, there is no need to waste time and resources of the University by issuing her show cause for further action, especially when the terminal contract to be given to TTS faculty on the 7th year, as envisaged under Section 2.5(a) of the ICP TTS Statutes, has also been lapsed. In support of her opinion, Ms. Justice (Retd) Irshad Qaiser heavily relied on Section 2.1(a) of the Islamia College Peshawar TTS statutes which provides that "the services of a faculty member having tenure shall be terminated only for adequate cause..." This opinion was seconded by the remaining members of the Syndicate.

Decision:

Therefore, the Syndicate decided the following:

- (1) Dr. Madiha Asghar is terminated with immediate effect under intimation to Higher Education Commission Islamabad.
- (2) The following Committee is constituted to fix responsibility on those responsible in the instant case:



1. Ms. Justice (Retd) Irshad Qaiser.....Convener
2. Dr. Tahir Sarwar, Ex-Director QEC, AUP.....Member
3. Nominee of HED Member
4. Nominee of Establishment Member
5. Registrar or his nominee Secretary

ToRs of the Committee are:

- A. To fix responsibility and recommend action against those responsible for keeping Dr. Madiha Asghar in service of the University in utter violation of the relevant Statutes.
- B. The Committee shall submit its report before the ensuing meeting of the Syndicate.

Item No. 6.2: CONFIRMATION AND NOC CASE OF DR. NOOR UL AMIN, ASSISTANT PROFESSOR, DEPARTMENT OF PAKISTAN STUDIES

Decision: The Syndicate discussed the case and decided to file the same. However, the request for grant of NOC for the post of Associate Professor advertised by the Islamia College Peshawar may be dealt by the Vice Chancellor as per Notification No. 2021/Estt dated 09.07.2015, as well as the practice of the University in issuance of NOC.

Item No. 6.3: CONSIDERATION OF THE REPORT OF THE PROBE COMMITTEE NOTIFIED VIDE NO. 648/ESTT: DATED 18.03.2021 REGARDING THE CASE OF MR. ISRAR IQBAL AWAN, LECTURER, DEPARTMENT OF COMPUTER SCIENCE

Discussion: The Registrar explained to the house the severity of the instant case by stating that the appointment of Mr. Israr Iqbal Awan was set aside by the Honorable Peshawar High Court Peshawar in its judgment in W.P No. 129-P/2016 dated 22.11.2016 and the case was remanded to the Selection Board/Syndicate for fresh process as follows:

"In view of the above discussion it is held that the selection of the respondent no. 6 as Lecturer in Computer Science (BPS-18) in Islamia College, Peshawar is based on favoritism and nepotism and as such the same is set aside, however, the matter is remanded to the Selection Board and Syndicate for re-evaluating experience marks etc. on the available record in a transparent, legal and lawful order of the petitioner and respondent no 6, but within a period of one month, positively, as the selection is the domain of departmental authorities".



However, contrary to the directives of the Peshawar High Court Peshawar, the case was not processed by the then University administration and the forenamed was not only retained in the service of the University but also his application was processed for confirmation of his services and subsequently the same were confirmed and notified. The Registrar further added that the CPLA filed by the forenamed has also been dismissed. Thus, the forenamed has been drawing salary for the last 56 months without being in service of the University.

However, Nominee of HED and Prof. Dr. Abdul Salam (elected faculty member) raised objection on status of the Committee. They were of the opinion that if a case is to be brought to the Syndicate, the Committee has to be constituted by the Syndicate itself and not by the Vice Chancellor. Furthermore, one of the persons involved in the instant case VIZ Dr Inayat Ali Shah (Meritorious Professor BPS-22) is higher in grade as compared to that who conducted inquiry in the instant case VIZ Prof Dr M. Salim Khan (BPS-21). Prof. Dr. Abdul Salam said that the committee was ill-constituted by the Ex-Vice-Chancellor and the same may be reconstituted to probe the matter afresh.

On the other hand, Engr. Syed Imtiaz Hussain Gilani expressed his astonishment at such state of affairs in the University. They stated that trying to keep such cases under the carpet by any technical basis is tantamount to protecting those who are responsible in this case and further added that asking for fresh committees in such cases is wastage of time. Therefore, responsibility must be fixed instantly. Likewise, the Nominee of Establishment Department, Mr. M. Taufeeq categorically stated that similarity/seniority in rank of the Committee members is not mandatory in the instant case. He gave examples of an ASI in Police Department/other agencies who investigates cases, or the GIT officials conducting inquiries are below the rank of faculty/officers/Vice-Chancellor in the University. In a similar vein, Ms. Justice (Retd) Irshad Qaiser was of the opinion that Mr. Israr Iqbal Awan is not an employee of the University after the judgment of the High Court and that the judgment be implemented in letter and spirit because the forenamed is drawing salaries illegally.

Decision:

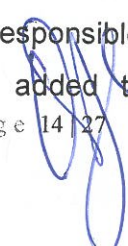
After thoroughly deliberating the matter, the Syndicate decided that the report submitted by the Committee be considered as a fact-finding report only. Further, the instant report may be placed afresh before ensuing meeting of the Syndicate for necessary action and decision. It was also decided that:

1. Mr. Israr Iqbal Awan be relieved from the University as per directives of the Honorable Peshawar High Court and the subsequent decision of the Honorable Supreme Court of Pakistan with effect from 22.11.2016.
2. The matter be remanded to the Selection Board for re-evaluating the experience marks etc. on the available record in a transparent, legal and lawful manner and the matter be placed before the Syndicate in the ensuing meeting.
3. Responsibility be fixed upon those responsible for keeping the forenamed in service of the University in violation of the judgment of the Honorable High Court. For this purpose, the case be placed before the ensuing meeting of the Syndicate in light of the fact finding report for necessary action and decision.

Observations	Remarks
<p><u>Observations made by Section Officer (U-I), HED Nominee of the Secretary HED</u></p> <p>I am directed to refer to your letter No. 8739/Meetings dated 17.09.2021 on the subject noted above and to convey the following observation recorded by representative of this Department against item No. 6.3 "Consideration of the Report of the Probe Committee notified vide No. 648/Estt: dated 18.03.2021 regarding the case of Mr. Israr Iqbal Awan, Lecturer, Department of Computer Science":-</p> <p>"The Syndicate did not consider the inquiry report as the committee was constituted by the Vice-Chancellor without any legal authority. For any probe the committee shall be constituted by the syndicate with clear cut ToRs. The University was directed to present facts of the case afresh for further process by the Syndicate"</p> <p>2. I am further directed to state that the above mentioned observations of this Department be incorporated in the proposed draft minutes and revised one issued to all concerned accordingly.</p>	<p>Minutes recorded correctly.</p>

Item No. 6.4: CONSIDERATION OF THE CASE OF MR. MUHAMMAD SHAHZAD, SUB-ENGINEER (ELECTRICAL), ICP

Discussion: The Syndicate discussed the case of Mr. Muhammad Shahzad in detail. The Registrar apprised the house that the instant appointment pertained to BPS 1-16 and this is why the Committee was constituted by the then Vice Chancellor. However, Prof. Dr. Abdul Salam stated that the current Committee is ill-constituted. The Nominee of the HED expressed that a committee consisting of members who are below the rank of those who are held responsible in the findings of the Committee is not justified. He likewise added that the

Committee comprises of internal members only while external members should have been included in the Committee. He also inquired if those declared responsible in the report have been given opportunity of hearing. The Registrar clarified that all concerned have been given opportunity of hearing. Dr. Zahoor Jan, Dr. Saleem ur Rahman and Mr. Salah ud Din apprised the forum that Mr. Muhammad Shahzad has filed CPLA in the Supreme Court of Pakistan and therefore the case may be kept pending till decision of the apex court. However, Nominee of the HED clarified that proceedings can be initiated even in case of pendency of the case in the apex court if there is no restraining order.

The Nominee of the Finance Department as well as the Nominee of the Establishment Department favored the Committee report and clarified that the Committee is only fact finding in nature. This is why, they argued, that the instant report should be sufficient ground for initiating proceedings against the responsible tiers. They likewise clarified that equivalency of rank/grade is not a requirement in the case of fact-finding committees. Dr. Khalid Khan also endorsed this stance and stated that the recommendations made in the current report be considered by the House.

Decision:

After threadbare discussion, the Syndicate declared the report of the Probe Committee as "fact-finding report". Furthermore, it was decided to constitute an Inquiry Committee comprising the following under Islamia College Peshawar Employees Efficiency and Discipline Statutes, 2016 to fix responsibility on the officer(s) who was/were instrumental in manipulating the appointment of Mr. Muhammad Shehzad:

- | | |
|---|-----------|
| a. Prof. Dr. M. Idrees,
Vice Chancellor,
University of Peshawar | Convener |
| b. Prof. Dr. Tahir Sarwar,
Ex-Director QEC,
The University of Agriculture, Peshawar. | Member |
| c. Nominee of Establishment Department | Member |
| d. Registrar or his Nominee | Secretary |

Item No. 6.5: REPORT OF THE PROBE COMMITTEE CONSTITUTED VIDE NOTIFICATION NO. 1393/ESTT: DATED 07.10.2020 READ WITH LETTER NO. 1448/ESTT DATED 20.10.2020 (REGARDING UNAUTHROISED CHANGES IN THE RESULT)

Decision: The Syndicate discussed the matter in detail. The report of the Probe Committee was considered and approved. The Vice Chancellor was authorized to initiate proceedings in light of the report under ICP Efficiency & Discipline Statutes, 2016 against Dr. Naveed Abbas, the then Controller of Examinations and Dr. Waqar-un-Nisa Faizi, Coordinator, Department of Education.

Item No. 6.6: REPORT OF THE PROBE COMMITTEE CONSTITUTED VIDE NOTIFICATION NO. 585/ESTT: DATED 09.03.2021 TO LOOK INTO THE WHOLE CASE FOR CONFIRMATION OF SERVICE AND RELATED MATTERS WITH REGARD TO MR. SHAH NAWAZ, LECTURER, DEPARTMENT OF POLITICAL SCIENCE

Decision: The Syndicate considered the report of the Probe Committee constituted to look into the confirmation of service and decided that confirmation of service is the domain of the Vice Chancellor. However, if there are any other issues related to the forenamed, the case be placed as agenda item in the ensuing meeting of the Syndicate for consideration.

Item No. 7.1: CONSIDERATION OF CONTEMPT OF COURT NO. 99/P/2021, IN WP NO. 4930-P/2018, TITLED: ALIF GUL VS PROF. DR. JEHAN BAKHT & OTHERS

Discussion: The Syndicate discussed the case in detail. Beside judgment of the Honorable Peshawar High Court in WP No. 4930-P/2018, the report of the Committee constituted for deciding the case of the pensioner was also considered. In light of the report of the Committee, the relevant provisions of the Islamia College Peshawar Statutes, 2016 were also brought under discussion. In particular, reliance was made on Section 7(A)(2)(i) read with Section 8(1) of the Islamia College Peshawar Pension Statutes 2016 ... as produced below:

(i) Pension shall be calculated at the rate of 70% of emoluments on completion of 30 years qualifying service. Where qualifying service is less than 30 years but not less than 10 years, proportionate reduction in percentage shall be made.....

(1) The employee or his family, as the case may be, shall be entitled to gratuity at the rate of 1.5 months pay for each

completed year of service of five years up to nine years in case he had served less than 10 years at the time of retirement due to invalidation or death in service.

Decision: Therefore, the Syndicate decided to grant him gratuity and other monetary benefits such as leave encashment etc. as admissible under the rules/statutes. However, his request for the grant of pension was not acceded to.

Item No. 7.2: PENSION CASE OF WIDOW DAUGHTER OF MR. HAYAT ULLAH KAKAR, EX-ESTATE OFFICER, BOT, ICP

Decision: The Syndicate perused the case in light of the legal opinion and letter No. FD/SOSR-II/4-36/2017/37 Dated 02.04.2021 received from the Finance Department, Government of Khyber Pakhtunkhwa and authorized the Vice-Chancellor to constitute a committee for the subject matter.

Item No. 7.3: COURT CASE REGARDING HOUSE RENT FOR THE EXTENDED PERIOD OCCUPIED BY (LATE) PROF. DR. NASIBDAR MUHAMMAD

Decision: The Syndicate thoroughly discussed the case in light of the directives of the Honorable Peshawar High Court, Peshawar dated 17.01.2017 in C.O.C No. 162-P/2016 in writ petition No. 1770-P/2015 and affidavit furnished by Prof. Dr. Nasib Dar Muhammad dated: 23.01.2017 and decided to charge commercial rent as notified vide office order No. 2415/Estt Dated: 201.06.2016 to the tune of Rs. 2,004,990/- which shall be recovered from his monthly pension.

Item No. 7.4: CONSIDERATION OF THE PENSION CASE OF SYED FARID AHMAD, EX-DIRECTOR, PLANNING AND DEVELOPMENT, ISLAMIA COLLEGE PESHAWAR

Decision: The Syndicate considered the pension case of Syed Farid Ahmad, Ex-Director, Planning & Development Islamia College Peshawar and did not accede to.

Item No. 7.5: CONSIDERATION OF THE PENSION CASES OF THE FOLLOWING SUPERANNUATED EMPLOYEES

Decision: The Syndicate thoroughly discussed the subject case and decided the same as mentioned against each:

S#	Name	Designation / Department	Date of Retirement	Financial Liabilities	Decision
1	Dr. Nisar Muhammad	Professor Department of Islamic Theology	01.03.2021	Rs.9,935,122/-	<p>a) Monthly pension shall be released subject to submission of pension papers completed in all respect.</p> <p>b) Commutation/Gratuity etc. shall be paid subject to clearance of all unadjusted advances & other pending financial liabilities.</p> <p>c) The Committee comprising the following shall help him in settling of pending liabilities:</p> <ol style="list-style-type: none"> i. Dr. Salim ur Rahman.. Convener ii. Dr. Zahoor Jan, Member iii. Treasurer, ICP Secretary
2	Dr. Naushad Khan	Professor, Department of Pakistan Studies	13.04.2021	-----	<p>a) Monthly pension shall be released subject to submission of pension papers completed in all respect.</p> <p>b) Commutation/Gratuity etc. shall be paid subject to clearance of all unadjusted advances & other pending financial liabilities, if any.</p>
3	Dr. Imtiaz Ahmad	Professor, Department of Chemistry	19.04.2021	Rs.94,585/-	<p>a) Monthly pension has already been released as per rules.</p> <p>b) Commutation/Gratuity etc. shall be paid subject to clearance of all unadjusted advances & other pending financial liabilities.</p>
4	Dr. M. Tauqir Alam	Director Training, Directorate of Training	22.12.2020	Rs.210,000/-	<p>a) Monthly pension shall be released subject to submission of pension papers completed in all respect.</p> <p>b) Commutation/Gratuity etc. shall be paid subject to clearance of all unadjusted advances & other pending financial liabilities.</p>

5	Mr. Javed Iqbal	Assistant Professor, Department of English	30.09.2020	-----	<p>a) Monthly pension has already been released as per rules.</p> <p>b) Commutation/Gratuity etc. shall be paid subject to deduction of Rs. 543,353/- as per the recommendations of the Committee dated 18.03.2021.</p>
6	Mr. Attaullah Khan	Assistant Professor, Department of Computer Science	14.02.2021	-----	<p>a) Monthly pension has already been released as per rules.</p> <p>b) Commutation/Gratuity etc. shall be paid subject to deduction of Rs. 516,593/- as per the recommendations of the Committee notified vide 910/Estt dated 13.05.2020.</p>
7	Mr. Tasleemullah	Lecturer, Department of English	31.03.2021	-----	<p>a) Monthly pension has already been released as per rules.</p> <p>b) Commutation/Gratuity etc. shall be paid subject to deduction of Rs. 975,240/- as per the recommendations of the Committee notified vide 1117/Estt dated 15.06.2021.</p>
8	Ms. Zohra Shamim	Senior Mistress, Islamia Collegiate School	31.08.2020	Rs.750,000/-	<p>a) Monthly pension shall be released subject to submission of pension papers completed in all respect.</p> <p>b) Commutation/Gratuity etc. shall be paid subject to clearance of all unadjusted advances & other pending financial liabilities.</p>

Item No. 8.1: REPLACEMENT OF THE CONVENER OF THE RATIONALIZATION COMMITTEE FOR EVALUATION AND RATIONALIZATION OF THE STAFF AND FACULTY FOR CREATION OF POSTS IN ACADEMIC DEPARTMENTS

Decision: The Syndicate reconstituted the Rationalization Committee as follows with the already approved ToRs:

Prof. Dr. Abdus Salam.....Convener

The Secretary Establishment or his Nominee.....Member

The Secretary HED or his Nominee.....Member

The Secretary Finance or his Nominee.....Member

Prof. Dr. Youreed Ahsan Zia.....Member
The Registrar or his Nominee.....Member
The Treasurer, ICP.....Secretary

Item No. 8.2: RE-CONSTITUTION OF THE COMMITTEE CONSTITUTED BY THE 19TH SYNDICATE HELD ON 04.05.2019 TO LOOK INTO THE REQUESTS FOR AWARD OF PERSONAL GRADE CASES

Decision: The Syndicate reconstituted the subject committee with the same mandate as follows:

1. **Ms. Justice (Rtd.) Irshad Qaiser** Convener
Member of the Syndicate, ICP
2. **Nominee of the Establishment Department,** Member
Government of Khyber Pakhtunkhwa
3. **Nominee of the Finance Department,** Member
Government of Khyber Pakhtunkhwa
4. **Nominee of the Higher Education Department,** Member
Government of Khyber Pakhtunkhwa
5. **Dr. Zahoor Jan,** Member
Chairman, Department of Computer Science, ICP
6. **The Registrar or his Nominee,** Member-cum-Secretary
Islamia College Peshawar

Item No. 8.3: RESIGNATION FROM THE CONVENERSHIP OF THE COMMITTEE CONSTITUTED BY THE SYNDICATE FOR FDP SCHOLARS

Decision: The Syndicate accepted the resignation tendered by Prof. Dr. Johar Ali and appointed Engr. Syed Imtiaz Hussain Gilani as Convener of the Committee.

Item No. 8.4: RE-CONSTITUTION OF THE DEPARTMENTAL ACCOUNTS COMMITTEE NOTIFIED VIDE NO. 4403/ESTT: DATED 08.08.2018

Decision: The Syndicate decided to appoint Dr. Zahoor Jan, as Member of the Departmental Accounts Committee till the expiry of his membership on the Syndicate.

Item No. 9.1: CONSIDERATION OF THE STUDY LEAVE CASE OF MR. JAVED IQBAL, EX-ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH, ICP

Discussion: The Syndicate was apprised that a committee was constituted vide Notification No. 329/Estt dated 02.02.2021 for looking into the pension case of Mr. Javed Iqbal, Assistant Professor, Department of English.
After extensive discussion, the committee submitted the following recommendations:

- a. *During the first meeting, the committee found that Dr. Rashid Jalal, Ex-Assistant Professor, Department of Computer Science, Islamia College Peshawar had joined the University after successful completion of PhD degree and had left the University after obtaining proper NOC. Thus, no violation of any provisions of the bond could be proved against Mr. Javed Iqbal.*
- b. *To place the case of the forenamed regarding non-completion of Ph.D degree and study leave (with pay) availed thereof, before the concerned authorities for dealing as per Section 23 of the defunct University of Peshawar Study Leave Rules produced above.*
- c. *Moreover, the committee also proposed that in order to avoid further delay in release of pensioner benefits, anticipatory pension may be released to the forenamed as provided under Clause 30 of Section 3 of Islamia College Peshawar Pension Statutes, 2016.*

Decision: In light of the above, the Syndicate considered the recommendations of the Committee and acceded to the recovery of Rs. 543,353/- on account of Study Leave availed for PhD which he did not complete.

Item No. 9.2: **CONSIDERATION OF THE STUDY LEAVE CASE OF DR. MUHAMMAD ADNAN, LECTURER, DEPARTMENT OF COMPUTER SCIENCE, ICP**

Decision: The Syndicate decided to proceed against Dr. Muhammad Adnan, Lecturer, Department of Computer Science under the Islamia College Peshawar Employees' Efficiency and Discipline Statutes, 2016 and authorized the Vice-Chancellor to do the needful in this regard.

Item No. 9.3: **CONSIDERATION OF THE STUDY LEAVE CASE OF MR. ATTAULLAH, EX-ASSISTANT PROFESSOR, DEPARTMENT OF COMPUTER SCIENCE, ICP**

Discussion: The Syndicate was apprised that a committee was constituted which submitted the following recommendations:

- a. *The forenamed shall refund all salaries drawn by him during study leave period w.e.f. 27.11.2008 to 01.10.2009 as he failed to successfully complete his PhD studies.*
- b. *A corrective measure should be taken to rectify the oversight identified in the agreement signed by the forenamed with the University. In future, the administration shall take extreme care while signing such kind of legal documents.*
- c. *The committee also recommended that the administration shall dispose of such kind of issues with regard to service history of employees before their LPR period, so that no employee suffers at the time of retirement/superannuation.*

Decision: In light of the above, the Syndicate considered the recommendations of the Committee and acceded to the recovery of Rs. 516,593/- on account of Study Leave availed for PhD which he did not complete.




Item No. 9.4: CONSIDERATION OF THE STUDY LEAVE CASE OF MR. HUSSAIN MUHAMMAD, LECTURER, DEPTT OF PAKISTAN STUDIES, ISLAMIA COLLEGE PESHAWAR

Decision: The Syndicate decided to proceed against Mr. Hussain Muhammad, Lecturer, Department of Pakistan Studies under the Islamia College Peshawar Employees' Efficiency and Discipline Statutes, 2016 and authorized the Vice-Chancellor to do the needful in this regard.

Item No. 9.5: CONSIDERATION OF THE CASE OF MR. AWAL SAID, LECTURER, DEPTT. OF ENGLISH BEING GUARANTOR IN STUDY LEAVE CASES OF MR. MUHAMMAD RASHID AND MR. ALAMGIR KHAN, EX-LECTURER, DEPTT. OF ENGLISH, ISLAMIA COLLEGE PESHAWAR

Decision: The Syndicate decided to proceed against Mr. Awal Said, Lecturer, Department of English as per the terms and conditions of the surety bond furnished by him as guarantor for Mr. Muhammad Rashid and Mr. Alamgir Khan, Ex-Lecturers, Department of English, ICP.

Item No. 9.6: CONSIDERATION OF THE CASE OF DR. SYED ZAHID ALI SHAH, ASSOCIATE PROFESSOR, DEPTT. OF ENGLISH BEING GUARANTOR IN STUDY LEAVE CASES OF MR. MUHAMMAD RASHID AND MR. ALAMGIR KHAN, EX-LECTURER, DEPTT. OF ENGLISH, ISLAMIA COLLEGE PESHAWAR

Decision: The Syndicate decided to proceed against Dr. Syed Zahid Ali Shah, Associate Professor, Department of English as per the terms and conditions of the surety bond furnished by him as guarantor for Mr. Muhammad Rashid and Mr. Alamgir Khan, Ex-Lecturers, Department of English, ICP.

Item No. 9.7: CONSIDERATION OF THE APPEAL OF DR. HALEEM FARMAN, LECTURER, DEPTT. OF COMPUTER SCIENCE REGARDING NOC FOR THE POSTS OF PROFESSOR, ASSOCIATE PROFESSOR AND RELAXATION INTO THE SURETY BOND DURATION IN ACCORDANCE WITH THE STATUTES OF THE UNIVERSITY

Decision: The Syndicate considered the appeal of Dr. Haleem Farman, Lecturer, Deptt. of Computer Science, ICP and acceded to in light of Clause 24.b(i) of the University of Peshawar, Statutes, reproduced as under:

Section 24(b) i:

"If the period of Study leave is from 6 months to 1 year, he shall serve the University for 2 years."

He may be issued NOC accordingly.

Item No. 9.8: CONSIDERATION OF THE STUDY LEAVE CASE OF MR. TASLEEM ULLAH, EX-LECTURER, DEPARTMENT OF ENGLISH, ICP

Discussion: The Syndicate was apprised that a committee was constituted vide notification No. 1117/Estt dated 15.06.2021 to look into the pension case of Mr. Tasleemullah, Lecturer, Department of English, which submitted the following recommendations:

- a. *Since he has availed LPR encashment, no leave stands at his credit. Thus Rs. 975,240/- may be recovered on account of recovery of salaries drawn for 3.5 years study leave (with pay).*
- b. *Moreover, the committee also proposed that in order to avoid further delay in release of pensioner benefits, anticipatory pension may be released to the forenamed as provided under Clause 30 of Section 3 of the Islamia College Peshawar Pension Statutes, 2016.*

Decision: In light of the above, the Syndicate considered the recommendations of the Committee and acceded to the recovery of Rs. 975,240/- on account of Study Leave availed for PhD which he did not complete.

Item No. 10: CONSIDERATION OF THE CASE OF DR. MUHAMMAD AJMAL, ASSISTANT PROFESSOR (TTS), DEPARTMENT OF PHYSICS, ISLAMIA COLLEGE PESHAWAR REGARDING HIS IMPUGNED JOINING

Decision: The Syndicate discussed the case of Dr. Muhammad Ajmal, Assistant Professor (TTS), Department of Physics, and decided to proceed against him under the Islamia College Peshawar Employees Efficiency and Discipline Statutes, 2016 for misconduct and inefficiency. The Syndicate authorized the Vice Chancellor to do the needful as provided under the relevant Statutes.

Item No. 11: CONSIDERATION OF THE MINUTES OF THE DEPARTMENTAL ACCOUNTS COMMITTEE (DAC) FOR THE YEAR 2018-19 & 2019-20 ON THE ACCOUNTS OF ISLAMIA COLLEGE PESHAWAR

Decision: The Syndicate dropped the agenda item in light of the DG Audit letter regarding their inability to attend the meeting.

Item No. 12: ADOPTION OF HEC NOTIFICATION NO. 15-54/A&C/2019/HEC-FAD(QA)/195 DATED 05.03.2021 AND NO. 15-54/A&C/2019/HEC-FAD(QA)/196 DATED 05.03.2021

Decision: The Syndicate considered the letters No. 15-54/A&C/2019/HEC-FAD (QA)/195 dated 05.03.2021 and No. 15-54/A&C/2019/HEC-FAD (QA)/196 dated 05.03.2021 received from HEC, adopted the same and recommended to the Senate for approval. Prof Dr Abdul Salam (elected member) clarified

that HEC must be followed in true letter and spirit with regard to TTS and categorization of Journals.

Item No. 13: APPOINTMENT CASE OF MR. MUHAMMAD SAADIQ, LECTURER, DEPARTMENT OF CHEMISTRY, ICP

Decision: The Syndicate considered and accepted the resignation tendered by Mr. Muhammad Saadiq, Lecturer, Department of Chemistry. In future, similar cases may be dealt with by the Vice-Chancellor under intimation to the Syndicate.

Item No. 14: CONSIDERATION OF THE JUDGMENT OF THE OMBUDSPERSON, GOVT. OF KHYBER PAKHTUNKHWA REGARDING COMPLAINT FILED BY MS. AMINA ASHFAQ, DEPARTMENT OF POLITICAL SCIENCE VS. MR. AMIR ULLAH, CHAIRMAN, DEPTT. OF POLITICAL SCIENCE UNDER THE PROTECTION AGAINST HARASSMENT OF WOMEN AT THE WORKPLACE ACT 2010

Discussion: The Registrar apprised the house about the background of the case and stated that a complaint was received from Ms. Amina Ashfaq which was referred to the Inquiry Committee notified by the Islamia College Peshawar vide Notification No. 3714/Acad: dated 26.10.2020 under sub-section-2 of Section-3 of the Protection against Harassment of Women at the Workplace Act-2020. The Committee submitted its detailed report and not only absolved Dr. Amir Ullah from the charges levied against him in the complaint, but also recommended action against the complainant as follows:

- 1. The complainant and her witnesses namely M. Sana Ali and Ms. Seyala may be proceeded under the Islamia College Students Conduct & Discipline Regulations 2009. If this cannot be materialized due to any legal complications, in that case, 2nd recommendation may be followed.*
- 2. The complainant and her witnesses namely Ms. Sana Ali and Ms. Seyala Qasim may be proceeded under Section 5(3) of the Protection against Harassment of Women at the Workplace Act, 2010 read with Section 12 of the Higher Education Commission's Policy on Protection against Sexual Harassment in Higher Education Institutions.*

Similarly, the Governor Inspection Team also conducted inquiry in the instant case and absolved Dr. Amir Ullah of the charges. However, the complainant had simultaneously filed her complaint in the office of the Ombudsperson Khyber Pakhtunkhwa who decided the case against Dr. Amir Ullah and

ordered his removal from institution. Dr. Amir Ullah filed an appeal against the Judgment made by the Ombudsperson, to the Governor Khyber Pakhtunkhwa under Section 9 of the Protection against Harassment of Women at the Workplace Act 2010, which is not yet decided.

The Registrar informed the house that a separate public interest petition No. 5177-P/2020 has been filed in the Honorable Peshawar High Court Peshawar. Although the petition is not against Dr. Amir Ullah and he is not even a party in the same, the Honorable Court has directed that the judgment of the Ombudsperson be placed before the Syndicate for decision. The house was further apprised that a letter No. SO(II)6(11)6GS/10/210-11, dated 02.09.2021 has been received from the office of the Honorable Governor, Khyber Pakhtunkhwa wherein the Vice Chancellor has been requested that the judgment of the Provincial Ombudsperson may be excluded from the agenda of the Syndicate.

Afterwards, the Syndicate discussed the case thoroughly. Since the appeal of Dr. Amir Ullah is pending disposal before the Appellate Authority (Honorable Governor Khyber Pakhtunkhwa), the Syndicate decided to defer the case till final decision of the case by the Honorable Governor, who acts like a court of appeal in this case and therefore decision from his office should be awaited.

Decision: Therefore, the Syndicate unanimously decided to defer the case.

Item No. 15: PAYMENT OF OUTSTANDING SHARE ON ACCOUNT OF SALARY TO THE CHIEF SECURITY OFFICER (CSO) AND ELECTRICITY BILL, CAMPUS COORDINATOR COMMITTEE OF GREATER CAMPUS


Decision: The Syndicate discussed the agenda item and did not accede to.

Item No. 16: PROVISION OF TEST VENUES (PUBLIC FACILITIES) TO ETEA FREE OF COST

Decision: The Syndicate discussed the agenda item and decided that the case may be considered at par with similar requests made by other agencies/organizations by the University.

Item No. 17: RENEWAL OF THE FUEL AGREEMENT WITH M/S DIAMOND PETROLEUM DEALER ARBAB ROAD, PESHAWAR

Decision: The Syndicate discussed the matter and acceded to. However, it was suggested that fuel cards may be considered as a viable mechanism for the future.



Item No. 18 (a): CONSIDERATION OF THE DRAFT RULES FOR ALLOTMENT / AUCTION OF RECREATION CENTER AND SNACK BARS (CABINS), 2018, ICP

Decision: The Syndicate referred the item to the Finance and Planning Committee, Islamia College Peshawar for vetting.

Item No. 18 (b): DRAFT RULES VETTED BY THE COMMITTEE CONSTITUTED BY THE 16TH SYNDICATE, ISLAMIA COLLEGE PESHAWAR

Decision: The Syndicate discussed the matter and decided to wait for the response of the concerned office / HED.

Item No. 18 (c): CONSIDERATION OF SOPS/GUIDELINES FOR RESERVATIONS OF HALLS AND GROUNDS AT ISLAMIA COLLEGE PESHAWAR

Decision: The Syndicate referred the item to the Finance and Planning Committee, Islamia College Peshawar for vetting.

Item No. 18(d): CONSIDERATION OF THE AMENDMENTS IN ISLAMIA COLLEGE PESHAWAR AFFILIATION & ALLIED FEE RULES

Decision: The Syndicate referred the item to the Finance and Planning Committee, Islamia College Peshawar for vetting.

Item No. 19: ACTION AGAINST TEACHERS WHO DO NOT SUBMIT RESULTS WITHIN TWO WEEKS OF EXAMS.

Decision: The Syndicate discussed the item and decided that after the lapse of specified time, i.e. two weeks after termination of examination, three notices will be served with three days interval upon the teachers concerned who do not submit their results in time, failing which the Vice Chancellor is authorized to proceed against them under the Islamia College Peshawar Employees Efficiency and Discipline Statutes, 2016.

Item No. 20: REQUEST FOR PERMISSION OF SHIFTING OF T/R UNIT ENCLOSURE INSIDE SCHOOL PREMISES

Decision: The Syndicate discussed the item and did not accede to.

Item No. 21: CONSIDERATION OF THE CASE OF MS. RABIA FAZAL SAFI REGARDING ASSOCIATE DEGREE IN ARTS AND MA-COMPOSITE (ENGLISH) DEGREE

Decision: The item was discussed at length, and the In-charge Legal Cell was called to explain the case. He clarified that the instant case has been decided in motion without giving an opportunity to the University to be represented through legal counsel. Prof. Dr. Abdus Salam pointed out that the case has been placed on

the agenda in a haphazard manner, lacking clarity about the required action. He also suggested that, in order to avoid academic complications, directives of honourable courts in such cases should be referred to relevant statutory forums of the University for proper interpretation and apt implementation accordingly. Consequently, the Syndicate decided to refer the matter to the Academic Council which is the appropriate forum for dealing with such cases.

Item No. 22: PERSONAL GRADE CASES OF ISLAMIA COLLEGIATE SCHOOL

Decision: The Syndicate discussed the case and referred the same to the committee constituted vide Agenda Item No. 8.2 to look into the matter of deferment of the following teachers of the Islamia Collegiate School:

- i. Mr. Muhammad Tahir Khan
- ii. Mr. Muhammad Hayat Khan
- iii. Mr. Sikandar Khan
- iv. Miss Jehan Ara

ADDITIONAL AGENDA ITEMS

Item. a: DECLARATION OF HOSTEL & SECURITY STAFF SERVICES AS "ESSENTIAL SERVICE"

Decision: In order to safeguard the interest of the students and to ensure provision of uninterrupted services to them, the Syndicate declared all types of services pertaining to Hostels as well as Security as "Essential Services". Hence the staff related to Hostel and Security shall work and be dealt accordingly.

Item. b: REQUEST OF FAMILY OF MR. ABDUL HASHIM KHAN, EX-VICE CHANCELLOR, UNIVERSITY OF PESHAWAR REGARDING BURIAL OF HIS WIFE AT ICP GRAVEYARD

Decision: The Syndicate discussed the case and acceded to.


Dr. Qasim Mansoor Jalali
Registrar,
Islamia College Peshawar

Approved by:


Prof. Dr. Gul Majid Khan
Vice-Chancellor,
Islamia College Peshawar