



# ISLAMIA COLLEGE PESHAWAR

**KHYBER PAKHTUNKHWA (PAKISTAN)**

Tel: +92-91-9222013, Exchange: +92-91-9222227-31, Fax: +92-91-9222190

URL: [www.icp.edu.pk](http://www.icp.edu.pk) Email: [assistantregistrar@icp.edu.pk](mailto:assistantregistrar@icp.edu.pk)

100<sup>th</sup>  
of Glory

No. 8771 /Meetings

Dated: 06 /01/2022

To

**All members of the Syndicate**  
Islamia College Peshawar

**Subject:- FINAL APPROVED MINUTES OF THE 28<sup>th</sup> MEETING OF THE SYNDICATE, ISLAMIA COLLEGE, PESHAWAR HELD ON DECEMBER 18, 2021**

Dear Sir/Madam,

I am directed to enclose herewith a copy of the Final Minutes of the 28<sup>th</sup> meeting of the Syndicate held on 18.12.2021 at 10:00 am in the Main Committee Room, Islamia College, Peshawar for your information and record.

Thanking you.

**Enclosed: As stated above**

  
Registrar

**Copy to:**

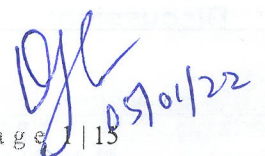
1. Principal Secretary to the Honorable Chancellor ICP / Governor KP
2. Registrar, ICP
3. Deputy Registrar (Meetings), ICP
4. Deputy Registrar (Academics), ICP
5. PSO to Vice-Chancellor, ICP
6. Master File

  
Registrar

**MINUTES OF THE 28<sup>th</sup> MEETING OF THE SYNDICATE, ISLAMIA COLLEGE PESHAWAR  
HELD ON 18<sup>TH</sup> DECEMBER 2021 AT 10:00 HRS IN THE MAIN COMMITTEE ROOM,  
ISLAMIA COLLEGE PESHAWAR**

The 28<sup>th</sup> Meeting of the Syndicate, Islamia College Peshawar was held on 18<sup>th</sup> December, 2021 at 10:00 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. **Engr. Syed Imtiaz Hussain Gilani,**  
Nominee of the Chairman,  
Higher Education Commission, Islamabad
3. **Ms. Justice(R) Irshad Qaiser,**  
Nominee of Chief Justice,  
Peshawar High Court
4. **Prof. Dr. Abdus Salam,**  
Department of English
5. **Dr. Saleem-ur-Rehman,**  
Department of Islamic Theology
6. **Mr. Adnan Farid,**  
Additional Secretary (Admn),  
Nominee of the Secretary to Government,  
Finance Department,  
Government of Khyber Pakhtunkhwa
7. **Mr. Javed Iqbal,**  
Deputy Secretary (Universities),  
Nominee of the Secretary to Government,  
Higher Education, Archives & Libraries Department,  
Government of Khyber Pakhtunkhwa
8. **Mr. Jamshid Khan,**  
Deputy Secretary (Establishment),  
Nominee of the Secretary to Government,  
Establishment Department,  
Government of Khyber Pakhtunkhwa
9. **Dr. Khalid Khan,**  
Department of Chemistry
10. **Mr. Salah-ud-Din,**  
Department of Computer Science
11. **Mr. Hamid Mehmood Khan,**  
Treasurer,  
Islamia College Peshawar



12. **Dr. Qasim Mansoor Jalali,**  
Registrar,  
Islamia College Peshawar

The meeting started with recitation of the Holy Quran. The Honorable Vice Chancellor welcomed the members of the Syndicate specially the external members. He briefed the members of the Syndicate on the background and the need for convening the instant meeting. Thereafter, he asked the Secretary to present the agenda.

**Item No. 01: MINUTES AND COMPLIANCE REPORT ON THE 27TH MEETING OF THE SYNDICATE HELD ON 11.09.2021**

**Discussion:** The Syndicate considered the minutes and compliance report/action taken on the minutes of the 27<sup>th</sup> meeting of the Syndicate held on 11.09.2021. Responding to a query raised by the Treasurer, Islamia College Peshawar regarding any substitute of Dr. Zahoor Jan as member of the committee constituted vide Agenda Item No. 7.8(1) to help Dr. Nisar Muhammad in settling of pending liabilities, the Registrar informed that since Dr. Zahoor Jan has been appointed Project Director on deputation by HED, Mr. Salah ud Din has been nominated as member of the said committee. On a query regarding contract renewal of Dr. Zafar Hayat, Assistant Professor, Department of Archeology, the Registrar informed that his case was clubbed with ministerial staff by Hon. Peshawar High Court, Peshawar in W.P. No. 2674-P/2020, Therefore, the administration was unable to grant him extension owing to other petitioners in the same W.P. However, his salary was being paid in light of the directions of Hon. PHC. Moreover, the nominee of HED reiterated his stance about the status of inquiry committee constituted by the previous Vice-Chancellor in the case of Mr. Israr Iqbal Awan, Ex-Lecturer, Department of Computer Science.

**Decision:** The Syndicate acceded to the minutes of the 27<sup>th</sup> meeting of the Syndicate held on 11.09.2021 and confirmed the same. The Syndicate directed that the case of Dr. Zafar Hayat may be dealt as per Section 11(5)(e) of Khyber Pakhtunkhwa Universities Act 2012(Amended 2016).

**Item No. 02: CONSIDERATION OF REPORT OF NEED ASSESSMENT COMMITTEE CONSTITUTED BY THE VICE-CHANCELLOR DULY AUTHORIZED BY THE 27TH MEETING OF THE SYNDICATE DATED 11.09.2021**

**Discussion:** The Syndicate considered the report of the Need Assessment Committee constituted by the Worthy Vice Chancellor, who was duly authorized by the

Syndicate in its 27<sup>th</sup> meeting held on 11.09.2021 vide agenda item No. 4.1(b) and deliberated on the matter in detail.

The Syndicate was informed that the need-assessment exercise has been carried out based on the strength of the students currently enrolled, programs offered by the departments, HEC ratio of faculty to staff, strength of the regular staff and other factors as mentioned in the subject report.

The Syndicate was informed that the Higher Education Commission vide letter No. F.P.2-156/HEC/2021-22/13067 Dated: 17.05.2021 has conveyed that the University shall move towards faculty to staff ratio of 1:1.5, whereas, currently faculty to staff ratio at Islamia College Peshawar is 1:3.06.

On the query of whether the University needs the services of any of these petitioners, the Registrar of the University apprised the House that in light of the Higher Education Commission's instructions and report of the Need Assessment Committee, the University does not need the services of the petitioners and non-petitioners.

The House was further apprised that there are currently about 322 petitioners/non-petitioners (contract, daily wages, fixed, Adhoc etc.) employees, wherein, only the petitioners were retained in the University till 10.12.2021 as per the decision of the Syndicate in its 27<sup>th</sup> meeting held on 11.09.2021.

**Decision:**

After threadbare discussion on the agenda item, the Syndicate unanimously decided and authorized the administration to implement the following decisions immediately without waiting for the approval of the minutes:

- i. The Syndicate authorized the Vice Chancellor to nominate two members of the Syndicate in addition to the existing members of the Need-Assessment Committee to further authenticate/verify the report of the Committee and the same be placed before ensuing meeting of the Syndicate to be convened soon.
- ii. The Syndicate authorized the Vice Chancellor to constitute a committee to hear the petitioners (Non-faculty employees) in person as per directives of the Honourable Peshawar High Court, Peshawar.
- iii. The Syndicate authorized the Vice Chancellor to constitute a committee to probe into the matter of the consent given to the Honourable Peshawar High Court by the legal counsel of the University for sending back the instant case to the Syndicate instead of leaving the same to be decided on merit by the Honourable Court, as was

*[Handwritten signature]*  
05/01/22

done in a similar case of University of Peshawar on the same day/date and by the same court/Judge. Report of the Probe Committee shall be submitted to the Syndicate for further necessary action.

- iv. The Syndicate stopped further payment to the petitioners and upheld its decision made vide agenda item No. 4.1 (a) of the 27<sup>th</sup> meeting of the Syndicate held on 11.09.2021 reproduce below:

***“In light of the decision conveyed to the 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”.***

- v. The Syndicate directed that need-based transfer/posting/adjustment of employees should be made in light of the Khyber Pakhtunkhwa Universities Act 2012(Amended 2016) and Statutes of ICP.

**Item No. 03: CONSIDERATION OF THE REPORT OF THE COMMITTEE MADE WITH REGARD TO 300 POSTS CONSTITUTED BY THE SYNDICATE IN ITS 26TH MEETING DATED 13.06.2021**

**Decision:** The Convener of the Committee briefed the Syndicate regarding the hectic work done by the Committee, office of the Treasurer and Registrar. Since the report of the committee was not yet ready, the item was deferred till the report is finalized by the Convener and shared with all the committee members, which will be placed before the Syndicate.

**Item No. 04: CONSIDERATION OF THE MINUTES OF THE MEETING OF THE 16TH ACADEMIC COUNCIL DATED 23.09.2021**

**Decision:** After threadbare discussion, the following decisions were unanimously made:

1. The Syndicate considered the minutes of the 16<sup>th</sup> meeting of the Academic Council held on 23.09.2021 and acceded to the same.
2. The Registrar drew the attention of the House towards item No. 02 regarding reconstitution of Faculties, which was discussed at length and deferred till the recommendations of the Academic Council regarding grouping of departments/centers by Academic Standing Committee. Further, the said item will be placed as separate agenda item for consideration of the Syndicate.

3. The Vice-Chancellor sought the attention of the house towards Table Agenda Item No. 'a' and informed that Relative Grade Point Average was being used by the University previously (which has been replaced by 'Absolute Grade Point Average with the approval of the Semester Regulations, 2019 by 24<sup>th</sup> meeting of the Syndicate held on 30.12.2020), wherein, change in CGPA of any student would have impact on the grades of all the students of the same class/section. Since, the results have been declared in relative grading system, therefore, only the CGPA of the student whose documents are received for verification will be changed, if required, and it shall have no effect on the grades of the rest of the students.

**Item No. 05: CONSIDERATION OF THE MINUTES OF THE 17TH F&PC DATED 15.12.2021**

The Syndicate considered the minutes of the 17th meeting of the Finance & Planning Committee held on 15.12.2021 and decided as under:

Item#	Subject	Decision of the Syndicate
1	Grant of Adhoc Relief Allowance 2021 @10%	Deferred
2	Sanction an increase @ 10% of net pension 2021	Deferred
3	Remuneration for paper setting, paper checking and invigilation	Deferred
4	Different types of non-approved Allowances	Deferred
5	Increase in Tenure Track System (TTS) Pay Package	Approved the adoption of Notification No. F.P.2-103/HEC/2021-22/687 Dated: 30.09.2021 with effect from 20.09.2021 subject to condition that the salary portion in access of the existing BPS salary at Islamia College Peshawar of the same grade will be met by the Higher Education Commission.
6	Consideration of the Draft rules for allotment/auction of recreation center and snack bars (cabins), 2018, ICP	Approved
7	SOPs/Guidelines for reservations of Halls & Grounds at Islamia College Peshawar	Approved
8	Consideration of the Amendments in Islamia College Peshawar Affiliation & Allied Fee Rules	Approved

9	Revision of existing Policy Regarding remuneration to author on publication of research article	Deferred
10	Fee clarification of LLB (HONS), Shariah & Law (HONS) and its subsequent rephrasal/re-articulation viz-a-viz; degree template compatibility issue	Approved
11	Endorsement of Academic Council's recommendation regarding waiving of institutional charges including tuition fee, hostel fee and utility bills	Approved
12	Consideration of the refund policy for hostel admission fee	Approved
13	Renewal of group insurance scheme with state life insurance corporation of Pakistan	Deferred
14	Detail of overall investment of funds	Approved
15	Increase in the rate of transport vehicles hiring	Approved, except the rates proposed for Pick & Drop of the children of employees
16	Transport facility to the employees' wards to school	Deferred
17	Consideration of various rates/remuneration recommended by AC/ASRB and approved by the Syndicate from time to time	Deferred
18	Electricity bill payment to the mosque outside the campus	Approved
19	Fee for issuance of English Proficiency certificate to Afghan & Pakistani students (16 <sup>th</sup> meeting of the Academic Council)	Approved

**Item No. 06: MEMORANDUM OF UNDERSTANDINGS**

The Registrar briefed the Syndicate about the draft MoUs submitted by different organizations to the Islamia College Peshawar for consideration.

As required under Section 23(2) c of Khyber Pakhtunkhwa Universities Act 2012(Amended 2016), the Syndicate is the competent forum to *"enter into, vary, carry out and cancel contracts on behalf of the University"*, while under Section 13(4) b of the said Act, the Registrar of the University *"subject to the decision of authorities, shall have the power to enter into agreements, sign documents and authenticate records on behalf of the university"*. Thus, the MoUs are placed before the Syndicate for consideration:

**Item No. 06(a): MOU BETWEEN FEDERATION OF PAKISTAN CHAMBER OF COMMERCE & INDUSTRY (FPCCI) AND ISLAMIA COLLEGE PESHAWAR**

**Decision:** The Syndicate considered the MoU and acceded to signing of the same by the Registrar of the University provided that the subject MOU shall not be contrary to the provisions of the Act ibid and Islamia College Peshawar Statutes, 2016.

**Item No. 06(b): EDUCATION AND RESEARCH COLLABORATION WITH ASEA-UNINET**

**Decision:** The Syndicate considered the MoU and acceded to signing of the same by the Registrar of the University provided that the subject MOU shall not be contrary to the provisions of the Act ibid and Islamia College Peshawar Statutes, 2016 and fulfillment of the condition communicated by the Higher Education, Archives & Libraries Department, Government of Khyber Pakhtunkhwa vide letter No. SO(U-II)/H.E/12-1/Misc/ dated: 17.11.2021.

**Item No.06(c): EDUCATION AND RESEARCH COLLABORATION WITH UZBEKISTANI UNIVERSITIES**

**Decision:** The Syndicate considered the MoU and acceded to signing of the same by the Registrar of the University provided that the subject MOU shall not be contrary to the provisions of the Act ibid and Islamia College Peshawar Statutes, 2016 and fulfillment of the condition communicated by the Higher Education, Archives & Libraries Department, Government of Khyber Pakhtunkhwa vide letter No. SO(U-II)/H.E/12-1/Misc/ dated: 17.11.2021.

**Item No. 06(d): PROPOSAL FOR PROVIDING BANKING SERVICES TO ISLAMIA COLLEGE PESHAWAR**

**Decision:** The Syndicate considered the MoU and acceded to signing of the same by the Registrar of the University provided that the subject MOU shall not be contrary to the provisions of the Act ibid and Islamia College Peshawar Statutes, 2016 and the ownership of the property shall not be transferred to the Bank of Khyber, Government of Khyber Pakhtunkhwa.

**Item No.06(e): ACADEMIC COLLABORATION BETWEEN PAKISTAN DEVELOPMENT FOUNDATION & ISLAMIA COLLEGE PESHAWAR**

**Decision:** The Syndicate considered the MoU and acceded to signing of the same by the Registrar of the University provided that the subject MOU shall not be contrary to the provisions of the Act ibid and Islamia College Peshawar Statutes, 2016.



**Item No. 06(f): COOPERATION OF IRAQI UNIVERSITY OF BAGHDAD WITH PAKISTANI'S REPUTABLE UNIVERSITIES**

**Decision:** The Syndicate considered the MoU and acceded to signing of the same by the Registrar of the University provided that the subject MOU shall not be contrary to the provisions of the Act ibid and Islamia College Peshawar Statutes, 2016 and fulfillment of the condition communicated by the Higher Education, Archives & Libraries Department, Government of Khyber Pakhtunkhwa vide letter No. SO (U-II)/H.E/12-1/Misc/ dated: 17.11.2021.

**ItemNo.06(g): MOU BETWEEN THE COMMISSIONERATE OF AFGHAN REFUGEES PESHAWAR "CAR" , MINISTRY OF STATES AND FRONTIER REGIONS, TOGETHER WITH THE UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES "UNHCR" AND ISLAMIA COLLEGE PESHAWAR**

**Decision:** The Syndicate considered the MoU and acceded to signing of the same by the Registrar of the University provided that the subject MOU shall not be contrary to the provisions of the Act ibid and Islamia College Peshawar Statutes, 2016 and fulfillment of the condition communicated by the Higher Education, Archives & Libraries Department, Government of Khyber Pakhtunkhwa vide letter No. SO(U-II)/H.E/12-1/Misc/ dated: 17.11.2021.

**Item No. 06(h): MOU BETWEEN SCHOOL OF LEADERSHIP FOUNDATION (SOLF) AND ISLAMIA COLLEGE PESHAWAR**

**Decision:** The Syndicate considered the MoU and acceded to signing of the same by the Registrar of the University provided that the subject MOU shall not be contrary to the provisions of the Act ibid and Islamia College Peshawar Statutes, 2016.

**Item No. 07: CONSIDERATION OF POLICY/GUIDELINES FOR THE CHILDREN OF DECEASED EMPLOYEES**

**Decision:** The Syndicate constituted the following committee to frame policy/rules on the subject matter within one month of the issuance of Final Minutes and submit its draft/recommendations to the ensuing meeting of the Syndicate for consideration.

**The Registrar**

**Nominee of Secretary Establishment**

**Nominee of Secretary Finance**

**Nominee of Secretary HED**

**Treasurer or his Nominee**

**Convener**

**Member**

**Member**

**Member**

**Member-cum-Secretary**

**Item No. 08: CONSTRUCTION OF GIRL'S HOSTEL BY DONATION OF SAHIBZADA TRUST AND CONSTITUTION OF A STEERING COMMITTEE**

**Discussion:** The Vice-Chancellor, Islamia College Peshawar apprised that he had held several meetings with Sahibzada Imtiaz Ahmad, Chairman, Sir Sahibzada Abdul Qaiyum Memorial Trust (SAQMT) and shared his vision and objectives for restoration of the past glory of the great seat of learning.

During the last meeting, the Chairman SAQMT was informed that Islamia College Peshawar attracts cream students across the province. However, due to acute shortage of accommodation facility for female students, the University cannot accommodate them. Resultantly, such brilliant students get admission in other institutions having accommodation facility with them.

Sahibzada Imtiaz Ahmad expressed his willingness for the establishment of a female hostel for 250 students in the premises of existing Islamia College for Girls. To proceed with the matter, Directorates of P & D and Works prepared feasibility report/PC-I in line with the directives of the Chairman, SAQMT.

On the request of the Chairman, SAQMT, the Hostel will be named after **Pyari Jan** known as "**Ustaza Bhabhi**" in recognition of her generous donation made for the establishment of Islamia College Peshawar.

The Chairman further requested that the Trust lacks human resources to technically and administratively tackle such tasks, therefore, the College shall have to accept the responsibility of all relevant matters including execution of the said project subject to the approval of the Board of Trust. In this connection, Sahibzada Imtiaz Ahmad pledged to donate Rs. 106 million for the construction of Girls Hostel to be spread over to three years.

**Decision:** The Syndicate thanked Mr. Sahibzada Imtiaz Ahmad and the Trust for their generous support and appreciated the efforts of the administration of the University. The Syndicate approved the proposal/minutes and advised that the Project Steering Committee already constituted for other on-going developmental projects shall carry this task also.

The Syndicate further directed that the proposed hostel shall be constructed on the land behind the Islamia College for Girls, whereas whole ownership of the land/property shall be retained by the University.

**Item No. 09: CONSIDERATION OF CASE OF APPOINTMENT OF DR. HAMAYUN KHAN AS PROFESSOR OF CHEMISTRY (BPS-21)**

**Decision:** The Syndicate dropped the item.

**Item No. 10: ADOPTION OF HIGHER EDUCATION COMMISSION WITH REGARD TO ENDORSEMENT OF INITIAL APPOINTMENT ON TEUNRE TRACK SYSTEM (TTS)**

- Decision:** i. The Syndicate considered the letter No. HEC/QAD/TTS/POLICY/DIR/2021/796 dated 07.10.2021 and recommended to the Senate for adoption.
- ii. Furthermore, the Syndicate directed that a letter be written to HEC that since TTS is being regulated by HEC, therefore, the Commission may re-consider its decision in the larger interest of the Universities.

**Item No. 11: INTIMATION OF APPOINTMENT OF CHAIRMAN/DIRECTORS**

**Decision:** The Syndicate perused and agreed with the action taken by the Vice-Chancellor with regard to the appointment of the following Chairpersons/Directors from time to time:

S.NO	NAME OF CHAIRPERSON/DIRECTOR	DEPARTMENT/CENTER
1.	Dr. Amir Ullah Khan	Political Science
2.	Dr. Muhammad Zahid	Zoology
3.	Dr. Haider Zaman	Mathematics
4.	Prof. Dr. Muneeb-ur-Rahman	Physics
5.	Dr. Naveed Islam	Computer Science
6.	Dr. Musharraf Jelani	OMICS

**Item No. 12: GRANT OF WITHHELD SALARIES AND OTHER ARREARS IN THE FORM OF PRE- MATURE INCREMENT AND PH.D ALLOWANCE (MIAN MATEEN ULLAH)**

**Decision:** The Syndicate considered the item and acceded to the following as mentioned against each:

S. No	Description	Decision of the Syndicate
1.	Withheld salary for a period starting from 16.04.2015 to 30.06.2016.	Approved to be released.
2.	Pre-mature increment w.e.f 01.07.2015.	Approved to be paid.
3.	PhD Allowance w.e.f 12.01.2021.	Approved to be paid.

**Item No. 13:** COMPLIANCE OF THE JUDGMENT DATED 19.03.2019 OF THE HONORABLE PESHAWAR HIGH COURT PESHAWAR PASSED IN WRIT PETITION NO. 3244-P/2017 TITLED "ABDUL WAJID VS THE ISLAMIA COLLEGE UNIVERSITY PESHAWAR & OTHERS

**Decision:** The Syndicate considered the case in light of the judgment of the Honourable Peshawar High Court, Peshawar. However, since the petitioner was serving on visiting basis and the saving clause-11(xvii) of the Islamia College Peshawar Constituent School, Teachers and Staff BPS-7 & above Promotion and Scales of Pay Statutes, 2016 (as claimed by him) is not applicable to him. Thus the Syndicate regretted the request.

**Item No.14:** 04 MONTHS SALARY OF DR. ABDUR RAZIQ, EX-ASSISTANT PROFESSOR, DEPARTMENT OF GEOGRAPHY, ICP

**Discussion:** The Registrar briefed the house on the background of the matter in detail. The Syndicate was apprised that during September, 2018, the forenamed was engaged as Assistant Professor on Contract Basis for a period of one year vide office order No. 5405/Estt dated: 27.09.2018, wherein, it was mentioned that his contract would be effective w.e.f. 27.05.2018. He initially joined his duties with effect from 01.10.2018 but later on re-submitted his joining on 17.10.2018 with effect from 27.05.2018. His request for payment of salary with effect from 27.05.2018 to 30.09.2018 was regretted and communicated to him vide letter No. 605/Estt dated: 07.02.2019. The Syndicate was of the view that initial appointment/engagement cannot be made with retrospective effect and thus the office order No. 5405/Estt dated: 27.09.2018 effective from back date is not legally justified. The Registrar informed the house that the requester has rendered his services in teaching capacity during the impugned period.

**Decision:** After thorough deliberation, the Syndicate decided that Dr. Abdur Raziq may be paid emoluments on visiting basis for the verifiable services rendered by him, if any, during the impugned period. Dr. Khalid Khan recorded his vote of dissent.

**Item No.15:** DEPUTATION CASE OF DR. ZAHOOR JAN, DEPARTMENT OF COMPUTER SCIENCE, ICP

**Decision:** i. The Syndicate considered the deputation and acceded to the same w.e.f. 17.11.2021.  
ii. Dr. Zahoor Jan will pay Pension Contribution to the University on monthly basis.

- iii. Further, payment of Rent, Electricity/Gas Bill, etc. for retaining House on campus will be made by Dr. Zahoor Jan as per Islamia College Peshawar Employee Residence Rules 2015.

**Item No.16:** CONSIDERATION OF THE CASE FOR DISCIPLINARY ACTION AGAINST DR. LAL BADSHAH, ASSISTANT PROFESSOR, DEPARTMENT OF CHEMISTRY, ICP

**Discussion:** The Syndicate was briefed in detail on the background of the case leading to placing the item on agenda of the Syndicate. The forum was informed that Dr. Lal Badshah was instructed time and again to take classes regularly, however, he stubbornly refused to take his responsibility and comply with the orders of the high-ups. The house was apprised that students of his class complained about his irregularities through the Coordinator Inter Studies followed by their complaint to the Vice-Chancellor. In this connection, on the directives of the Vice Chancellor, the Chairman concerned and the CIS have contacted and requested him several times to take his classes with interest and regularity but in vain. On October 05, 2021, the Vice Chancellor, ICP directed him in writing, with the "MOST URGENT" remarks to do the needful. In response, he replied with a very casual, indifferent, insubordinate and arrogant attitude, "Dr. Sahib! I am already overburdened with B.S, M-Phil/PhD classes, F.Sc. practical and research work. I cannot take extra workload". In spite of all these refusals and insubordinate attitude on his part, the Vice Chancellor personally came to the Department of Chemistry on October 14, 2021 in order to advise him in a paternal manner and to give him a final call of mending his ways. He personally discussed his irresponsible, indifferent and insubordinate behavior with the Chairman, checked his workload as per the time table and left a message of advice with the Chairman to be communicated to him for doing the needful. In response, rather as a reaction, he sent a letter in an unprecedented loathsome, repugnant, offensive and repulsive manner giving written threats to the CIS as well as to the Vice Chancellor. Also, he approached the Ombudsperson, without, following the legal course as per Act and Statutes of the University.

**Decision:** After detail discussion, the following fact-finding committee was constituted, report of which will be placed before the Syndicate for further decision including but not limited to initiation of formal Inquiry or imposition of penalty based on the report as provided under Section 7 (3) of the ICP Employees E&D Statutes 2016:



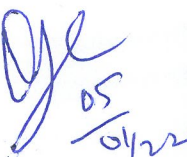
<b>Prof. Dr. Jehan Bakht</b> Vice-Chancellor, University of Agriculture, Peshawar	Convener
<b>Prof. Dr. M. Saleem Khan,</b> Chairman, Department of Botany	Member
<b>Nominee of Secretary HED</b>	Member
<b>Registrar or his Nominee</b>	Member-cum-Secretary

**Item No.17: CONSIDERATION OF THE CASE OF MR. ISRAR IQBAL AWAN, EX-LECTURER, DEPARTMENT OF COMPUTER SCIENCE, ICP**

**Discussion:** The Syndicate was briefed on the background of the case. On a query, the Registrar informed the house that as per directive of the Honourable Peshawar High Court, the case of Mr. Israr Iqbal Awan will be re-placed before the meeting of the Selection Board/Syndicate which will be convened after the Chancellor's Nominees are approved.

**Decision:** After detailed deliberations, the following facts-finding committee is constituted to dig-out as to why, how and by whom was he kept as a regular employee against the decision of the Honorable Peshawar High Court for years while drawing illegal salary from the ICP. Moreover, inspite of all these, his services were confirmed vide Notification No:1255/Estt: dated: 19.04.2017. The report of the committee shall be placed before the Syndicate for further decision including but not limited to initiation of formal Inquiry or imposition of penalty against those who are found responsible based on the report as provided under Section 7 (3) of the ICP Employees E&D Statutes 2016:

<b>Prof. Dr. Iftikhar Hussain</b> Vice-Chancellor, University of Engg & Technology, Peshawar	Convener
<b>Nominee of Secretary HED</b>	Member
<b>Nominee of Secretary Estt</b>	Member
<b>Registrar or his Nominee</b>	Member-cum-Secretary

**Item No.18: CONSIDERATION OF ADOPTION OF MEDICAL ATTENDANCE RULES OF GOVERNMENT OF KHYBER PAKHTUNKHWA**

**Discussion:** The Registrar informed the house that since 2008, precedent of Medical Rules framed by the University of Peshawar were being followed, which have not been approved/adopted by the Statutory Bodies of Islamia College Peshawar.

**Decision:** After threadbare discussion, the Syndicate approved the adoption Medical Rules of University of Peshawar for the cases already in process till framing and approval of own Medical Rules/Policy.

The Syndicate constituted the following committee to frame policy/rules on the subject matter within one month of the issuance of Final Minutes and submit its draft/recommendations to the ensuing meeting of the Syndicate for consideration:

<b>The Registrar</b>	<b>Convener</b>
<b>Nominee of Secretary Establishment</b>	<b>Member</b>
<b>Nominee of Secretary Finance</b>	<b>Member</b>
<b>Nominee of Secretary HED</b>	<b>Member</b>
<b>Treasurer or his Nominee</b>	<b>Member-cum-Secretary</b>

**ADDITIONAL AGENDA ITEMS**

**Item. a: CONSIDERATION OF THE CASE OF DR. BURHAN ULLAH, LECTURER, DEPARTMENT OF PHYSICS, ICP REGARDING PAYMENT OF SALARY OF CONTRACT PERIOD**

**Decision:** The Syndicate considered the case and regretted the same.


**Item. b: PROVISION OF INFORMATION REGARDING CONDUCTING TEST FOR BPS-17 AND ABOVE (TEACHING AND ADMINISTRATION POSITION)**

**Decision:** The Syndicate considered the item and agreed to include Education Testing & Evaluation Authority (ETEA), Government of Khyber Pakhtunkhwa and Education Testing Council (ETC), Higher Education Commission as Testing Agencies for Screening Tests besides NTS to be conducted for recruitment to the positions of Teaching, Administrative and Support Staff.



**Item. C:** MOU WITH BACHA KHAN UNIVERSITY CHARSADDA FOR CAPACITY BUILDING OF ACADEMIC LEADERSHIP AND RESEARCH, TEACHING AND SERVICE

**Decision:** The Syndicate considered the MoU and acceded to signing of the same by the Registrar of the University subject to the condition that the subject MOU shall not be contrary to the provisions of the Act ibid and Islamia College Peshawar Statutes, 2016.

  
**Dr. Qasim Mansoor Jalali**  
Registrar,  
Islamia College Peshawar


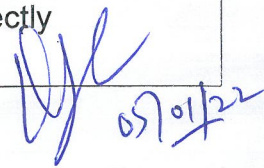
**Approved by:**

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

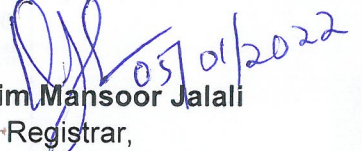


**Observations on Minutes of 28<sup>th</sup> meeting of the Syndicate held on 18<sup>th</sup> Dec 2021**

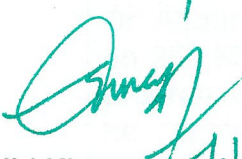
Minutes recorded in agenda item	Observations	Remarks
S.No. 1	<p><b><u>Observations made by Dr. Khalid Khan, member of the Syndicate</u></b></p> <p>It is stated with the great reverence that the followings are my observation sand note of dissent regarding the various items; kindly these observations and note of dissent shall be made the part of the confirmed minutes.</p> <p><b>Item No. 1.</b> The case of regularization of 27 contract teachers (petitioners and non-petitioners) was also presented to the house and it was requested to considered it on the analogy of the decision taken by syndicate in its 31<sup>st</sup> meeting held on 16<sup>th</sup> October 2021 of Shaheed Benazir Bhutto University, Sheringal, Upper Dir.</p> <p>The aforementioned statement shall be made the part of discussion of item No. 01.</p> <p><b>Item No. 07.</b> In this item it was decided that Mr. Saleem ur Rehman, Associate Professor, Department of Theology and Islamic Studies shall be the convener of the committee, therefore the convener of the committee shall be replaced with Dr. Saleem ur Rehman.</p> <p><b>Item No. 14.</b> My note of dissent in the case of Dr. Abdur Raziq shall be recorded as follow.</p> <p>Dr. Abdur Raziq joined the Department of Geography, ICP on 25<sup>th</sup> May 2017 as Assistant Professor under the IPFP program of HEC. Before the expiration of the IPFP period, he applied for the contract renewal. Here, it is worthmentioning that the IPFP job was considered as a contract job at that time; secondly it remained as a practice in ICP that mostly the contract of the contract teacher were renewed/granted on 27<sup>th</sup> September 2018, wherein, it was mentioned that his contract would effective w.e.f. from 27<sup>th</sup> May 2018. Mistakenly, he submitted a joining report on 1<sup>st</sup> October 2018. Meanwhile, he realized his mistake and resubmitted a joining report on 17<sup>th</sup> October 2018 with effect from 27<sup>th</sup> May 2018; during these four months period he provided services to ICP which was also verified by the then chairman. Therefore, in the light of aforementioned facts, the forenamed is fairly and justifiably entitled to be paid emolument on the contract basis rather than visiting basis.</p> <p><b>Item No. 16.</b> Dr. Lal Badshah- Fulbright scholar-was appointed as Assistant Professor on regular basis in the Department of Chemistry, ICP under the Khyber Pakhtunkhwa Universities Act (amendment) 2016 and statutes of ICP. As per Act and Statutes, the forenamed</p>	<p>Minutes recorded correctly</p> <p>Minutes recorded correctly</p> <p>Note of dissent incorporated</p> <p>Minutes recorded correctly</p>

shall render services to all programs including BS, Masters, M. Phil, Ph.D ad excluding inter studies. Inter studies do not fall in purview of University level in accordance with Acts and Statutes. Furthermore, neither a precedent is existed in Pakistan nor in the other part of the world where a University teacher teaches inter studies. Therefore, calling explanation n such a service for which he was not hired but he was rendering voluntarily is inappropriate and unlawful. Therefore, my humble request is to withdraw/stop explanation/proceeding against him. Secondly, he also appealed to the ombudsperson for relief; therefore his case shall be considered as subjudice. All proceeding against him shall be halted until a court issues its final decision in the given case. Furthermore, the house constituted a fact-finding committee where dr. M. Saleem Khan, Chairman, Department of Botany is mentioned in place of nominee of the secretary of the Estt. Therefore, it is my humble request to replace the forenamed with the nominee of the secretary of the Estt. In order to bring the committee to its original composition as decided by the house.

  
05/01/2022  
**Dr. Qasim Mansoor Jalali**  
Registrar,  
Islamia College Peshawar

Approved by:

  
05/11/2022  
**Prof. Dr. Gul Majid Khan**  
Vice-Chancellor,  
Islamia College Peshawar