



# ISLAMIA COLLEGE PESHAWAR

KHYBER PAKHTUNKHWA (PAKISTAN)

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of  
Glory

No. 8773 /Meetings

Dated: 14/01/2022

To

All members of the Syndicate  
Islamia College Peshawar

Subject:- APPROVED MINUTES OF THE 29<sup>th</sup> MEETING (EMERGENCY) OF THE  
SYNDICATE, ISLAMIA COLLEGE, PESHAWAR HELD ON 07.01.2022

Dear Sir/Madam,

I am directed to enclose herewith a copy of the approved Minutes of the 29<sup>th</sup> meeting (Emergency) of the Syndicate held on 07.01.2022 at 02:00 pm in the Main Committee Room, Islamia College, Peshawar for your information and record.

It is clarified that being an emergency meeting of the Syndicate with a single item agenda, the decisions made by the Syndicate were recorded, proofread and got signed from the members on the same date, i.e., 07.01.2022

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 29<sup>th</sup> MEETING (EMERGENCY) OF THE SYNDICATE, ISLAMIA COLLEGE PESHAWAR HELD ON 07<sup>TH</sup> JANUARY 2022 AT 02:00 PM IN THE MAIN COMMITTEE ROOM, ISLAMIA COLLEGE PESHAWAR**

The 29<sup>th</sup> Meeting (Emergency) of the Syndicate, Islamia College Peshawar was held on 07<sup>th</sup> January, 2022 at 02:00 PM 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. **Dr. Saleem-ur-Rehman,**  
Department of Islamic Theology
5. **Mr. Adnan Farid,**  
Additional Secretary (Admn),  
Nominee of the Secretary to Government,  
Finance Department, Government of Khyber Pakhtunkhwa
6. **Mr. Tanveer Khan,**  
Deputy Secretary (Universities),  
Nominee of the Secretary to Government,  
Higher Education, Archives & Libraries Department,  
Government of Khyber Pakhtunkhwa
7. **Mr. Syed Habib ul Hasan Gilani,**  
Deputy Secretary (Establishment),  
Nominee of the Secretary to Government,  
Establishment Department, Government of Khyber Pakhtunkhwa
8. **Dr. Khalid Khan,**  
Department of Chemistry
9. **Mr. Salah-ud-Din,**  
Department of Computer Science
10. **Mr. Hamid Mehmood Khan,**  
Treasurer,  
Islamia College Peshawar
11. **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 who made it for the

emergency meeting on a very short notice. He briefed the members of the Syndicate on the background and need for convening the instant meeting on emergency basis to discuss the one point agenda pertaining to the directives of the Honorable Peshawar High Court. Thereafter, he asked the Secretary to present the agenda of the meeting.

**Item: COMPLIANCE WITH THE DIRECTIVES OF THE HONORABLE PESHAWAR HIGH COURT IN W.P. NO. 2674-P/2020 AND OTHER CONNECTED WRIT PETITIONS**

The Registrar apprised the house that in pursuance of the directives of the Honorable Peshawar High Court in W.P. No. 2674-P/2020 and other petitions connected thereto, meeting of the 25th meeting of the Syndicate was convened on 11.04.2021 wherein a Committee was constituted with the mandate to examine the case of each petitioner separately and individually as directed by the Honorable Court. The Committee's report was placed before the 27th meeting of the Syndicate held on 11.09.2021 and the Syndicate, inter alia, agreed that there is no provision for regularization of services of contractual employees without following the prescribed process. Further, in order to determine the recruitment needs and requirements of the University, the Syndicate in the same meeting authorized the Vice-Chancellor to constitute a Need Assessment Committee for doing a thorough analysis of the recruitment needs of the University. After the Need Assessment Committee finalized its report, the same was placed before the 28th meeting of the Syndicate held on 18.12.2021 wherein the Syndicate authorized the Vice-Chancellor to include two members of the Syndicate in the Need Assessment Committee to authenticate/verify this report. The Syndicate in the same meeting authorized the Vice-Chancellor to constitute a Committee for giving the opportunity of personal hearing to the petitioners as per the directives of the Honorable Peshawar High Court. Now the two reports of the Need Assessment Committee and the personal hearing Committee are placed before the Syndicate for consideration.

**Discussion:**

The Convener of the Personal Hearing Committee stated that the Registrar's dissent with the report was needless as the Committee did not recommend any action in favour of or against the petitioners and only recorded the minutes/facts of the proceedings. The Registrar explained the reasons for his dissent. The Convener of the Personal Hearing Committee added that during the personal hearing, serious irregularities were observed in the appointments of these petitioners. For instance, recruitments were made on the basis of employees' sons' and deceased sons' quota but no such quota existed under the rules, yet the same was mentioned in the advertisement floated for Contract Appointment. Thus, there was a clear exploitation of these petitioners by some people who played with the future of the petitioners and taking action against such people will be appropriate. Another elected member pointed that some of the

petitioners have not completed three years of service and that such petitioners may be given contract till three years completion. He added that none of the petitioners has been issued an order about the expiry/termination of their contract. But it was clarified by the Chair that once a contract expires, no separate order needs to be issued in this respect. This member further added that some petitioners can be retained against the posts which have been already advertised.

The Syndicate also discussed the recommendations in the report of the Governor Inspection Team (GIT) which were subsequently endorsed by the Senate, Islamia College Peshawar. However, the Chair clarified that the Senate issued directions to the Syndicate to implement the recommendations of the GIT Report. Consequently, various committees have been constituted pursuant to the decision of the Syndicate and each recommendation of the GIT is being inquired by the committee(s) concerned and their recommendations will be placed before the Syndicate. Whereas, the instant case of the petitioners has been referred to the Syndicate by the Honorable Peshawar High Court and, therefore, compliance with the same is mandatory for both the University and the Syndicate and this is why this case is solely dealt with by the Syndicate and not by any other committee.

Members of the Syndicate inquired whether any need assessment process was undertaken at the time when these appointments were made? This was replied in negative. Attention of the Syndicate was also drawn to the fact that the domain of the Syndicate in this case is limited/focused and it has been determined by the Honorable Peshawar High Court. It was noted that the case has been referred to the Syndicate by the Honorable Court for disposal on the basis of the need and requirement of the University and once such need and requirement has been determined via the report of the need assessment committee, there is no point in raising other questions. It was also added that based on the long exercise which has been carried out by the Syndicate till this point, the decision which the Syndicate is going to make is tough, but it has to be made ultimately.

Certain members of the Syndicate suggested that let this matter be referred to the Selection and Promotion Committee but the house did not agree to this suggestion as the case has been referred to the Syndicate by the Honorable High Court, and it was clarified that this is not possible due to the Need Assessment Report which clearly shows an excess of the regular staff. Some members of the Syndicate stated that the Need Assessment Report may be further authenticated but the suggestion was not agreed to because the same has already been done. The Syndicate also stressed that a probe should be conducted to investigate and fix responsibility regarding the irregularities committed and overstaffing made in these appointments as highlighted in the personal hearing report.

**Decisions:** After all-embracing discussion, the following decisions were unanimously made:

- i. The Syndicate agreed in general with the Need Assessment Report of the Committee. Nevertheless, if the University feels the need to bolster their human resource, the University may initiate hiring in which the petitioners will be eligible (age secure) and given preference in selection process as per rules.
- ii. Those petitioners who have not completed three years will continue in the current status as per section 11(5) (e) of the KP University Act 2016.
- iii. For those petitioners who were being paid till 10.12.2021 as per the Syndicate's decision shall be paid till today, i.e. 07.01.2022.
- iv. The dissent recorded by the Registrar on the Personal Hearing Report was expunged.
- v. The University may deal with these petitioners and non-petitioners beyond 07.01.2022 as per rules.
- vi. In addition to the above, Vice-Chancellor was authorized to constitute a committee to fix responsibility in the case of overstaffing in these appointments.

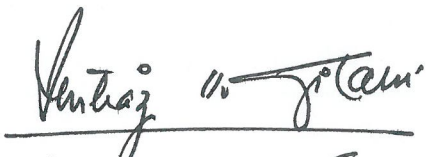
The meeting concluded with mutual vote of thanks to and by the Chair.

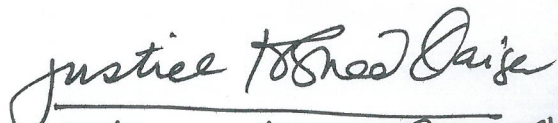
  
Dr. Qasim Mansoor Jalali  
Registrar,  
Islamia College Peshawar

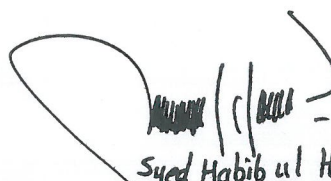
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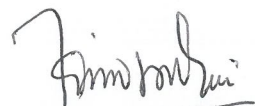
  
07/01/2022

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


  
LIAQAT H. GILANI

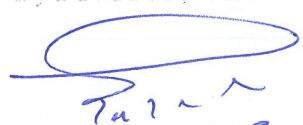
  
JUSTICE IQBAL QAISER

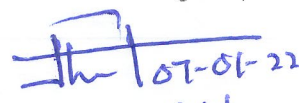
  
Syed Habib ul Hassan  
Gillani  
DS(R-I), Establishment  
Deptt.

  
Tanwiz Khan DS(U-II), HED

  
Dr. Sahimur Rahman  
Syndicate, ICP

  
Treasurer

  
Chair

  
07-01-22  
Dr. Khalid