



ISLAMIA COLLEGE PESHAWAR

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100 Years
of Glory

No. 9617 /Meetings

Dated: 31/01/2023

To

All members of the Syndicate
Islamia College Peshawar

Subject:- FINAL MINUTES OF THE 36th MEETING OF THE SYNDICATE,
ISLAMIA COLLEGE, PESHAWAR HELD ON 07.01.2023

Dear Sir/Madam,

I am directed to send herewith a copy of the final Minutes of the 36th meeting of the Syndicate held on 07.01.2023 for your information please.

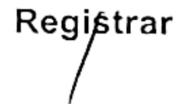
Thanking you.

Encl: As stated above.


Registrar

Copy to:

1. The Deputy Registrar (Estt)
2. The Deputy Registrar (Meetings)
3. The PSO to Vice-Chancellor
4. Record

Registrar


MINUTES OF THE 36th MEETING OF THE SYNDICATE, ISLAMIA COLLEGE PESHAWAR HELD ON 7th JANUARY, 2023 AT 09:30AM IN THE MAIN COMMITTEE ROOM, ISLAMIA COLLEGE PESHAWAR

The 36th Meeting of the Syndicate, Islamia College Peshawar was held on 7th January, 2023 at 09:30 AM in the Main Committee Room, Islamia College Peshawar under the chairmanship of Prof. Dr. Gul Majid Khan, Vice-Chancellor, Islamia College Peshawar. The following attended the meeting:

1. **Prof. Dr. Gul Majid Khan**
Vice Chancellor, Islamia College Peshawar
2. **Ms. Justice (Rtd) Irshad Qaiser**,
Nominee of the Chief Justice, Peshawar High Court, Peshawar
3. **Prof. Dr. Khan Bahadur Marwat**,
Ex-Vice Chancellor, University of Agriculture, Peshawar
Nominee of the Higher Education Commission
4. **Prof. Dr. Izhar Ahmad**,
Department of Botany, Islamia College Peshawar
5. **Mr. Javed Iqbal**,
Additional Secretary (Universities),
Nominee of the Secretary,
Higher Education, Archives & Libraries Department,
Government of Khyber Pakhtunkhwa
6. **Mr. Sadaqatullah**,
Deputy Secretary (Establishment),
Nominee of the Secretary,
Establishment Department,
Government of Khyber Pakhtunkhwa
7. **Ms. Aneela Fahim**,
Deputy Secretary,
Nominee of the Secretary,
Finance Department,
Government of Khyber Pakhtunkhwa
8. **Dr. Amirullah Khan**
Chairman,
Department of Political Science,
Islamia College Peshawar
9. **Dr. Amjad Ali**,
Tenured Associate Professor,
Department of Statistics,
Islamia College Peshawar



10. **Dr. Fazal-e-Wahid**
Assistant Professor,
Department of Economics,
Islamia College Peshawar
11. **Mr. Hamid Mehmood Khan,**
Treasurer, Islamia College Peshawar
12. **Mr. Zakaria**
Assistant Librarian, Central Library, ICP
13. **Mr. Ali Shah**
Deputy Director (Web), Islamia College Peshawar
14. **Dr. Qasim Mansoor Jalali,**
Registrar, Islamia College Peshawar

The meeting started with recitation of few verses from the Holy Quran by the Registrar. The Honorable Vice-Chancellor welcomed and thanked all the members of the Syndicate, specially the external members, for sparing their precious time to attend the meeting.

At the outset, Nominee of the Secretary HED and Nominee of the Secretary Establishment Department pointed out that draft minutes of each meeting of the Syndicate should be communicated to them in time so that they can record their observations, if any, on the same. They clarified that they usually receive the draft minutes after the lapse of seven days which is the maximum period for recording of observations on the minutes. They suggested that in order to resolve this problem, one possible solution is to amend the Rules of Business by fixing the timeframe for submission of observations as "seven days from the receipt of the minutes." However, the Vice-Chancellor clarified that it would create complications for the administration which often needs to finalize decisions made in the meeting and to take actions thereupon. It was likewise responded by the Registrar that the draft minutes are circulated to all worthy members of the Syndicate in time. However, minutes are addressed to the Secretary of the concerned departments and not to the member(s) who attends the meeting. The external members advised that once a member from the Government department attends the meeting, the minutes should be addressed to him/her directly which will solve the issue of timely circulation of the draft minutes. The suggestion was agreed to by the house.

Attention was also drawn to the point that as per the Rules of Business of the Syndicate, once observations are submitted by a member within seven days, the same should be properly analyzed and responded by the Chairman/Convener of the Syndicate. The house also agreed to this point and the Vice-Chancellor directed the Registrar to strictly follow the Rules of Business with respect to the procedure of addressing observations on the draft



minutes of the Syndicate. The Registrar was also directed to annex the Rules of Business of the Syndicate with the agenda of the meeting in future.

Afterwards, the Registrar presented the agenda items of the meeting one by one:

Item No. 01: Minutes and Compliance Reports on the 32nd, 33rd (Emergency) and 34th (Emergency) held on 01.06.2022, 15.09.2022 and 23.10.2022 respectively

Discussion: The Syndicate was informed that meetings of the 32nd, 33rd (Emergency) and 34th (Emergency) Syndicate, Islamia College Peshawar were held on 01.06.2022, 15.09.2022 and 23.10.2022, respectively and minutes as well as Compliance Report hereof are hereby reported to the Syndicate for confirmation. With respect to minutes of the 32nd meeting, the Registrar drew the attention of the house towards a typo in the discussion under Item No. 5. In the discussion part, the recommendation of the Committee has been mistakenly reported as *"It was also shared with the House that all other members of the Committee have signed the minutes of the Committee wherein it has been recommended to serve show-cause upon those responsible in the instant case."* However, the factual position is that the Committee recommended to give charge-sheet along with statement of allegation to all concerned (and not to serve show-cause upon them). Hence, there was a typo in the discussion part of the item No. 5, even though the decision was recorded correctly. Therefore, it would be appropriate if the typo is corrected by replacing the word 'show-cause' in the discussion part with '*charge-sheet along with statement of allegation to all concerned*' to align it with the recommendation of the Committee as well as the decision made by the Syndicate. The Syndicate agreed to the correction as it was only a typo. However, Dr Fazle Wahid pointed out that the Convener of the Committee viz Vice-Chancellor University of Peshawar (UoP) had excused himself from the Convenorship of the Committee and regretted to sign the minutes. Hence, the matter needs to be revisited by the new committee to be constituted by the Vice-Chancellor as decided in the 32nd meeting of the Syndicate. His stand was supported and further elaborated by Prof. Dr. Izhar Ahmad who read a letter of the Vice-Chancellor UoP, being Convener of the previous Committee, wherein he excused himself from working further in the Committee. However, the Registrar clarified the situation by stating that the notification of committee constitution was issued on 13.10.2021 and the same sent via

special messenger on 14.10.2021 to Mr. Imtiaz, PS to VC, UoP, with the request to seek consent of the Vice-Chancellor UoP for holding a meeting. In response to this message, Mr. Imtiaz replied on 29.12.2021 via text message that "*The meeting will be held on 06.01.2022 as confirmed by VC Sb. (Imtiaz, PS to VC)*". Accordingly, the Registrar called the meeting on the same date vide letter No. 2710/Estt: dated 30.12.2021, and the same was attended by the Vice-Chancellor, UoP (Convener), Nominee of Secretary Establishment (Member), Prof. Dr. Tahir Sarwar (Member) and Registrar ICP (Secretary). All participants of the meeting signed the Attendance Sheet. Afterwards, the case for remuneration of the meeting was processed on the basis of the duly signed attendance sheet of participants and cheques were prepared. However, when the minutes were sent to VC, UoP for his signature, he declined to sign the same, regretted to work as Convener of the Committee and returned the cheque vide letter No. 29/VC dated 18.03.2022. Thereafter, the Convener vide letter No. 91/VC dated 28.06.2022 requested for correction of record.

The Nominee of the Secretary HED clarified that once a decision is made and properly circulated via the final minutes of the Syndicate, the same cannot be discussed or altered in the ensuing meeting. This is particularly the case when no observation on the decision made has been recorded during the seven days' period as per the Rules of Business. Based on this position, there are two parts of the decision of the Syndicate with respect to the item in question (1) reconstitution of the Committee to further proceed in the matter and (2) serving of show-cause to those responsible in the instant case. Therefore, this decision cannot be altered at the stage of confirmation of the minutes of Syndicate. This stance was also supported by other members of the Syndicate.

After threadbare discussion on this point, the Syndicate directed to place the fact-finding report before the Committee after the same is re-constituted by the Vice-Chancellor duly authorized vide the decision made in 32nd meeting. The Syndicate confirmed the minutes of 32nd meeting. However, the typo mistake was corrected by replacing the word *show-cause*' of the discussion part with '*charge-sheet along with statement of allegation to all concerned*' in the discussion part of agenda item No. 5 of 32nd meeting of the Syndicate. The Syndicate also directed to send minutes of the meeting to those members/nominees who have attended the respective meeting.



With respect to the 33rd (Emergency) meeting of the Syndicate, the Registrar informed the house that the case of promotion Dr. Sami-ul-Haq as discussed under agenda item No. 7 of the 33rd meeting of the Syndicate is not covered under the ICP, TTS Statutes and HEC Policies as amended from time to time. Therefore, the same cannot be awarded w.e.f. the date of DTRC but should be awarded w.e.f. the date of Selection Board (i.e., 29.01.2022). Similar is the case of Dr. Amirullah and Dr. Fayaz Ali Shah too. However, the Nominee of the Secretary HED reiterated the position that once a decision is made by the Syndicate and circulated via the final minutes (particularly with no observations on the same), the same is not and cannot be discussed or altered in the ensuing meeting for confirmation of the minutes. He further pointed out that this case has been scrutinized at various forums/levels like DTRC, TRP, Selection Board and Syndicate. If there was any issue in this case, it should have been raised at those levels, particularly when the Registrar was part of the Selection Board and the Syndicate both which were making this decision. Hence, the case may be processed in light of the decision made by the Syndicate. The Nominee of the HEC also supported the view that decision made by the Syndicate cannot be altered at the stage of confirmation of the minutes of the Syndicate, especially when other statutory forums have examined and recommended such cases. Therefore, the decision of the Syndicate in the instant case shall be conveyed by the Registrar to the Higher Education Commission.

After detailed discussion, the Syndicate directed that the declaration of the said faculty-members (Dr. Sami-ul-Haq, Dr. Amirullah & Dr. Fayaz Ali Shah) shall be sent to Higher Education Commission, Islamabad by the Registrar as Secretary on behalf of the Syndicate, which have already been endorsed by the 33rd meeting of the Syndicate held on 15.09.2022. Any issue in this connection may be resolved accordingly.

With respect to the 34th (Emergency) meeting of the Syndicate, the Syndicate confirmed the same.

Decision: The Syndicate confirmed the minutes of the meetings of the 32nd meeting of the Syndicate along-with correction of typo as discussed above. The Syndicate also confirmed the minutes of the 33rd (Emergency) meeting of the Syndicate along-with direction to send the declaration of the three faculty-members (Dr. Sami-ul-Haq, Dr. Amirullah & Dr. Fayaz Ali Shah) to Higher



Education Commission, Islamabad. The Syndicate also confirmed the minutes of the 34th (Emergency) meeting of the Syndicate.

Item No. 02(a): Consideration of the Minutes of the 18th meeting of the Academic Council held on 06.10.2022

Discussion: Minutes of 18th meeting of the Academic Council, Islamia College Peshawar held on 06.10.2022 were presented for approval. Nominee of HED informed the forum that "*under Khyber Pakhtunkhwa Universities Act, 2012(Amended 2016), the Academic Council shall advise the Syndicate on academic matters*". The members including Nominees of HED and Finance Department stressed on the need for provision of details of the cases placed before and decided by the Academic Council so that the Syndicate can make an informed decision. The Vice-Chancellor informed that the details of all these cases is available in the agenda of the Academic Council and the same may be perused by the Syndicate members. Nevertheless, the provision of the agenda of Academic Council will be problematic due the nature and volume of the cases discussed by the Academic Council. Prof. Dr. Izhar Ahmad further added that there is difference in the nature of cases dealt with by the Academic Council and each case is not required to be placed before the Syndicate. Hence, this demarcation, if properly made, may decrease the burden on Syndicate. However, the members (referred to above) stressed the need for incorporation of proper discussion and background of each case presented to the Academic Council which shall be produced/recorded before the recommendations of the Academic Council. Nominee of HED also pointed out that at certain items, the minutes have been recorded as "*The Academic Council considered the letter and adopted the same*", while as per rules, the Council can only recommend the item, while the Syndicate has the powers to adopt a letter or otherwise.

Decision: After detailed discussion, the Syndicate directed that only those items shall be placed before the forum that are in the competency of the Syndicate. The Syndicate also advised the Academic Council that the minutes/recommendations need to be more detailed giving complete background of the cases and consisting of discussion necessary for the external members to understand the crux of each case. The Rules of Business of the Academic Council shall be amended for this purpose, if



needed. The current agenda items of the Academic Council may be placed before the next meeting of the Syndicate accordingly.

Item No. 02(b): Approval of Notification regarding announcement of starting BS Molecular Biology

Decision: The Syndicate considered the notification and approved the same.

Item No. 03: Consideration of the Minutes of the 20th meeting of the Finance and Planning Committee held on 14.12.2022

Decision: The Syndicate considered the minutes of the 20th meeting of the Finance and Planning Committee held on 14.12.2022 and after threadbare discussion, decided as under:

Item No.	Agenda	Recommendation of the F&PC	Decision of the Syndicate.
01	Minutes and Compliance Report on the 19 th Meeting of the Finance & Planning Committee	The Committee considered the minutes and compliance report of the 19 th Meeting of the Finance & Planning Committee and confirmed the same.	Confirmed
02	Adoption of notification Regarding revision of Basic Pay Scales & allowances of civil servants of the Govt. of Khyber Pakhtunkhwa (2022) and grant of Adhoc Relief Allowance 2022 @ 15%	A. Adoption of the notification regarding Revised Basic Pay Scales. B. The grant of ARA-2022 subject to availability of funds and grant of bailout package by the Provincial Government.	Approved the adoption of notification regarding revised Basic Pay Scales. Furthermore, the forum was briefed regarding the current budget position in light of the discussion recorded in F & PC minutes and non-availability of Budget Head "ARA 2022 @ 15%". The Syndicate approved the grant of ARA-2022 subject to availability of funds. However, Prof Dr. Izhar Ahmad, Dr. Amjad Ali and Dr. Fazle Wahid recorded their dissent and requested for unconditional approval of ARA 2022. However, after extensive deliberation and comments of the Treasurer, Nominee of the Finance Deptt. and HED, the Syndicate decided to approve the grant of ARA subject to availability of funds.
03	Adoption of Notification No. FDSO(Sr-li)/2-	The Committee recommended the same subject to availability of funds, fiscal health of the	Approved subject to availability of funds.

	4/2022/Pension Dated: 14th July, 2022 for increase in Pension/Family Pension @ 15%	University and grant of bailout package by the Provincial Government.	
04	Adoption of Amendments In KPPRA Rules	The Committee recommended adoption of the amendments in KPPRA Rules notified vide Notification No. SO(A)FD/1- 40/2022 dated 17 th August 2022.	Approved
05	Placement of late hostel admission fee case before the Finance & Planning Committee	The Committee deferred the item and asked the Treasurer to take up the matter with the Provost to calculate the breakup of the Hostel Charges, Maintenance, Generator Charges, and place it again on the agenda of the next meeting of F & PC.	Approved
06	Follow up of Pre- PAC for the year 2018-19 regarding recovery of conveyance allowance from employees residing on the campus	After threadbare discussion, the Committee recommended that the payment of Conveyance Allowance may not be made in future to all those who are residing in houses located within the University Campus.	The Syndicate approved the recommendations of the F&PC and directed that conveyance allowance should be stopped forthwith to the extent of those residing within the boundary of the Islamia College Peshawar. However, Prof. Dr. Izhar Ahmad, Dr. Amjad Ali and Dr. Fazle Wahid recorded their vote of dissent and stated that necessary changes shall be made in the Statutes prior to stopping the Conveyance Allowance.
07	Standard Operating Procedure (SOPs) for research projects at the Islamia College, Peshawar	The Committee recommended that the cases may be processed under the SOPs/Rules for funding by the funding agencies. However, in case of lack of rules/guidance on the matter, the Financial Rules of the University and KPPRA Rules may be followed for all matters related to Research Projects.	Approved
08	Consideration of Report of the Committee Constituted vide Notification No.02/Estt: Dated 03-01-2022 regarding implementation of good governance and financial sustainability	The Finance & Planning Committee considered the report of the Committee constituted vide notification No. 02/Estt: dated 03.01.2022 and recommended to the Syndicate for approval, after looking into the same.	Approved.
09	The Khyber Pakhtunkhwa Contributory	The nominee of Finance department advised that the	Approved.

	Provident Fund Rules, 2022	notification of the CP Fund may be adopted and the CP Fund Rules may be referred to a committee for vetting. The following committee is recommended: 1. Registrar, ICP 2. Nominee of HED 3. Nominee of Finance 4. Treasurer	
10	Re-Designation of any vacant Administrative position in BPS-20 as Provost (BPS-20)	The Committee considered the case and referred the case to the Syndicate since it is the domain of the Syndicate.	Referred to the committee constituted vide Agenda Item No. 16 of the Syndicate.
11	Request for re-designation of post in the budget	Without going into the merits of the case the Committee recommended the case to the Syndicate for consideration.	Referred to the committee constituted vide Agenda Item No. 16 of the Syndicate.
12	Consideration of Financial Resource Development Plan, Islamia College Peshawar	The Committee considered the report and recommended the report to the Syndicate along with the comments of the nominee of the Finance Department.	Referred back to the said committee in light of the observations/suggestions of the Nominee of Finance Department (regarding the instant item) to consider the suggestions to make it financially viable. The report shall be placed before the Syndicate again for vetting and recommendation to the Senate.
13	Rules of Business of F&PC Islamia College Peshawar	The Committee recommended that the matter may be referred to the relevant committee and placed before the Syndicate for consideration / approval.	Approved
14	Remuneration of Thesis Supervision of BS/MS/ M. Phil/ Ph.D	The Committee considered the rates currently being paid at different public-sector universities and recommended that the following rates be paid: MS/M.Phil Supervision: Rs. 20,000 Ph.D Supervision: Rs. 60,000 The Committee further recommended that the Co-Supervisor will be paid 25% of the remuneration being paid to the Supervisor in case of MS, MPhil and PhD. However, no remuneration will be paid for BS Supervision. Dr. Sajjad Ahmad Khan said that he will record his vote of dissent.	Deferred. The item was discussed in detail in light of the prevailing rates being paid by different universities in Khyber Pakhtunkhwa. The elected members including Prof. Izhar Ahmad, Dr. Amjad Ali and Dr. Fazal-e-Wahid requested that the previous rates may be retained as the same had been approved in 2012. However, the house could not reach a consensus and the item was deferred for further working

A-1	Table Agenda Item: Adoption of Amendments in Medical Rules 2004 University of Peshawar, Notified by the University of Peshawar from time to time.	The committee after detailed discussion regretted the adoption of the above notifications and recommended to frame Medical rules for the Islamia College Peshawar.	Approved
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Item No. 4: Consideration of report of the Committee constituted vide Notification No. 2582/Estt with regard to the setting of pending liabilities of Dr. Nisar Muhammad (Ex-Professor, Deptt. of Islamic Theology, ICP)

Discussion: Report of the Committee constituted vide Notification No.2582/Estt with regard to the setting of pending liabilities of Dr. Nisar Muhammad was discussed in depth. The Nominee of the Secretary HED stated that the Committee had the mandate to help Dr. Nisar Muhammad clear his financial liabilities. Dr. Nisar Muhammad must have done the needful and there was no need to bring the report of the Committee to the Syndicate. Rather Dr. Nisar Muhammad must have done the needful moreover, it was noted that there were serious flaws in the report of the committee that could not be overlooked and the case could not be processed further until these flaws were addressed first. The Treasurer ICP clarified that the forenamed served as Convener CPC from 2011 to 2013 and then from 2017 to 2018. The house observed that Dr. Nisar Muhammad's non-clearance of his financial liabilities during one decade prior to his retirement casts a lot of doubts. After quite extensive discussion on various aspects of the case, the Treasurer who was part of the instant committee, was asked by the forum if he is willing to give a certificate that there are no financial liabilities outstanding against the forenamed and all the codal and legal formalities have been fulfilled in this case. The Treasurer responded to this in negative and the Syndicate took note of it accordingly. The Treasurer further informed that clarification of some bank cheques related to the instant case have been sent to the concerned bank for clarification but the response from the bank is still awaited. The Nominee of the Secretary HED drew the attention of the Syndicate to various parts of the committee's report whereby it was found that the report is very unsatisfactory and full of lacunas. He therefore opined that due to the huge amount involved in the case, especially, the amounts of Rs. 5,466,817/- mentioned under section 1(d) spent without carrying out the mandatory tendering process during 2011-2013. In addition to

this, the liabilities of the forenamed can be cleared to the extent of cheques issued that either the Treasurer shall issue a clearance certificate to the forenamed, or the concerned bank shall give verification to this effect. With respect to other liabilities, though, proper procedure has to be followed for clearance/adjustment of the outstanding liabilities as per the relevant rules only. The Nominee of the Secretary Finance Department asked if this case has been taken up by the PAC because if a case is taken up or decided by the PAC, then the Syndicate or any other committee cannot consider the same as the PAC is the highest legal forum for dealing with such cases. After threadbare discussion, the Syndicate agreed that there are a lot of unanswered questions in the instant as well as lacunas in the report of the committee. Therefore, it was agreed to constitute another committee having members with appropriate background, competence and skills to examine the instant case and come up with candid recommendations/report to the Syndicate to dispose of this matter.

Decision: After detailed deliberation, the Syndicate constituted the following committee to examine the case and to recommend to the Syndicate the next line of action within one month of the issuance of the final minutes:

- | | | |
|----|-------------------------------------|-----------|
| 1. | Prof. Dr. Yourid Ahsan Zia | Convener |
| 2. | Nominee of Finance Department | Member |
| 3. | Nominee of Establishment Department | Member |
| 4. | Registrar, ICP | Secretary |

Item No. 5: Consideration of the report of the Probe Committee constituted vide Notification No. 228/Estt: dated 20.01.2022 (regarding case of Mr. Israr Iqbal Awan)

Discussion: The report was provided as Table Agenda item to which some members objected owing to its volume and the sensitivity of the matter. Therefore, they insisted to defer the item and to place it as a separate item on the agenda of ensuing Syndicate for consideration and decision accordingly. However, Dr. Amirullah Khan, Member of the Syndicate drew the attention of the house towards the fresh appointment of Mr. Israr Iqbal Awan and the non-payment of salary to him till date. The Registrar briefed the forum in detail regarding the observations raised by the Internal Auditor on the instant case. However, the house discussed the case and directed to process the

salary of Mr. Israr Iqbal Awan since his fresh appointment (w.e.f. the date of joining duty afresh) and to place any other issue related to his case as a separate item to the Syndicate for consideration.

Decision: The Syndicate directed that Mr. Israr Iqbal Awan shall be paid his salary for his fresh appointment whereas the report of the fact-finding committee shall be placed before the ensuing meeting of the Syndicate for consideration and decision.

Item No. 06. Consideration of MOUs

a. MOU between Islamia College Peshawar and International Committee of the Red Cross (ICRC), Peshawar

The Syndicate discussed the MOU and approved the same subject to fulfilment of all codal formalities.

b. MOU between Auqaf, Hajj, Religious & Minority Affairs Department, Government of Khyber Pakhtunkhwa

The Syndicate discussed the MOU and approved the same subject to fulfilment of all codal formalities.

Item No. 07: Consideration of Court cases

a. Consideration of the Judgment of Peshawar High Court Peshawar in WP No. 6256-P/2022 with regard to Prof. Dr. Muhammad Hamayun

Decision: The Syndicate considered the case but deferred the same and directed to place the case before the ensuing meeting along with complete background of the case coupled with relevant annexures/minutes etc. of each stage of the appointments (e.g., advertisement, scrutiny, quantification, evaluation of papers, minutes of the Selection Board and Syndicate etc.).

b. Consideration of case of Dr. M.S Abaseen Yousafzai, Ex-Lecturer, Department of Pashto, ICP

Discussion: The Syndicate discussed the case in detail. The Nominee of the Chief Justice, Peshawar High Court referred to and read out various judgments of Supreme Court of Pakistan, wherein the apex court refused to consider positively the cases involving changes in date of birth at a belated stage, especially at the verge of retirement. She also referred to the factual background of the case

and opined that the employee is not entitled to a change in his date of birth at this stage. Reliance was also made on the legal opinion of the counsel of the University. It was further noted that despite obtaining decree for change in his date of birth in 1982, the forenamed did not apply timely for revision of his educational documents. He only applied for the same in 2017. This stand was supported by a few other members too. On the contrary, few other members opined that his request be acceded to in view of his meritorious services. After this, the nominee of Chief Justice, Peshawar High Court, Peshawar left the meeting for some urgent work, hence, the house could not reach a decision.

Decision: The Syndicate decided to defer the case due to difference of opinion amongst the members.

Item No. 08: Reporting of award / promotion of Lab, Technical and Ministerial staff and clarification of Policy in this connection

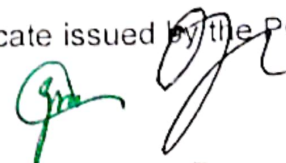
Decision: The Syndicate discussed the case in light of Section VI of NWFP Civil Servants Promotion Policy, 2009 and decided that "*Promotion will always be notified with immediate effect*".

Item No. 09: Nomination of Nominee of the Syndicate on the Finance and Planning Committee, Islamia College Peshawar

Decision: The Syndicate discussed the item in detail and authorized the Vice-Chancellor to nominate a member of the Syndicate as Nominee of the Syndicate on F&PC, ICP.

Item No. 10: Consideration of the appointment case of Dr. Hamayun Khan for the post of Professor of Chemistry, ICP

Discussion: The Syndicate was informed that the Syndicate in its 27th meeting held on 11.09.2021 decided by majority to appoint Dr. Hamayun Khan as Professor (BPS-21) in the Department of Chemistry with immediate effect. Decision of the Quantification Committee (not communicated to Dr. Hamayun Khan) was communicated to him through a letter vide No. 8743/Meetings dated 15.10.2021 to provide experience certificates from PCSIR and University of Malakand, to which Dr. Hamayun Khan responded vide letter No. 122/Chem/ICP dated 09.02.2022 (along with Experience certificates). But the certificates, especially the Experience Certificate issued by the PCSIR contain



some discrepancies which need careful consideration/verification, because these discrepancies have made the case complicated and difficult to process. Some members opined that he has been victimized and he shall be appointed from the date of approval by the 27th Syndicate, some other members were of the opinion that since these discrepancies have been emerged which are placed before the Syndicate, therefore, the case needs to be thoroughly studied before taking any decision. The house, therefore, agreed to constitute a committee to examine all the information and submit its report to the Syndicate.

Decision: Based on the newly emerged discrepancies, the Syndicate constituted the following Committee to examine the case and place its report before the Syndicate for decision accordingly:

Prof. Dr. Khan Bahadur Marwat	Convener
Nominee of Establishment Department	Member
Nominee of Finance Department	Member
Nominee of HED	Member
Registrar/Nominee	Secretary

Item No. 11:- Consideration of Order dated 10.11.2022 of the Honorable Chancellor/Governor, Khyber Pakhtunkhwa regarding the Appeal of Dr. Madiha Asghar, Ex-Assistant Professor of Psychology against the decision of the 31st meeting of the Syndicate

Decision: The Syndicate perused the item.

Item No. 12: Appointment of Chairpersons of various Departments

a. The Syndicate perused the item and agreed.

S. No.	Department	Name
1.	Pakistan Studies	Dr. Noor-ul-Amin
2.	Economics	Dr. Sher Ali
3.	English	Prof. Dr. S. Zahid Ali Shah

The Vice Chancellor further informed that he has accorded approval to appoint Prof. Dr. Syed Zahid Ali Shah as Chairman, Department of English, to which the Syndicate agreed.

- b. The Syndicate agreed to the relieving of Chairman, Dept. of Computer Science and authorized the Vice-Chancellor to proceed against Dr. Naveed Islam, Ex-Chairman and Tenured Associate Professor, under ICP E&D Statutes, 2016 on account of unauthorized absence since 15.08.2022.

Item No. 13: Adoption of HEC letters:

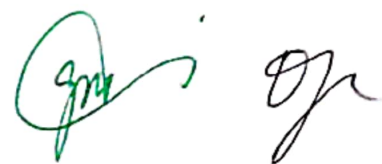
- a. **Consideration of Revision of HEC funding policy for Tenure Track System (TTS)**

Decision: The Syndicate discussed the item and adopted the letter. However, in future, the Syndicate decided not to appoint new faculty-members on TTS as HEC has capped the TTS grant at the level of grant for 2022-23.

The Registrar suggested to appoint newly inducted faculty-members on CP Fund, as it will help minimize the Pension Burden, since the notification for CP Fund had already been adopted vide Agenda Item No. 3, Sub-Item No. 9. However, after lengthy debate on the matter, it was agreed that the applications of those applicants who have applied for the posts advertised in 2017 and 2019 will be processed as per the existing statutes, while the report of the committee constituted vide Agenda Item No. 3, Sub-Item No. 9 for CP Fund Policy will be placed before the Syndicate in the ensuing meeting for decision.

- b. **Consideration of the HEC letter regarding Political activism at HEIs**

Decision: The Syndicate discussed the item and adopted the letter. Furthermore, the Syndicate directed to ensure its implementation in letter and spirit. The Syndicate directed that political activism in the universities shall be discouraged and no political activity of any kind shall be allowed on the campus.



Item No. 14: Approval of deputation cases:

- a. Consideration of the Higher Education Department letter No. SO(U-II)/HE/11-2/2021/AWKUM/1688-91 dated 29.07.2022 regarding deputation of Mr. Salahuddin, Lecturer, Deptt. of Computer Science, Islamia College Peshawar

Decision: The Syndicate considered the deputation and acceded to the same w.e.f. 01.08.2022 for a period of 3 years and directed that Mr. Salahuddin will pay Pension Contribution to the University on monthly basis.

- b. Consideration of the Higher Education Department letter No. SO(U-I)/HE/8-19/2019/ICP/2820-21 dated 23.08.2022 regarding deputation of Mr. Kamran Abdullah, Lecturer, Deptt. of Shariah and Law, Islamia College Peshawar

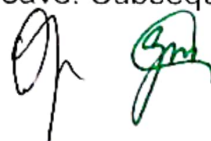
Decision: The Syndicate considered the deputation and acceded to the same w.e.f. 27.09.2022 for a period of 3 years and directed that Mr. Kamran Abdullah will pay Pension Contribution to the University on monthly basis.

Item No 15: Consideration of the Higher Education Department letter No. SO(U-I)/HE/8-20/ICP/2022/1562 dated 26.07.2022 regarding Encashment of LPR of 90 days in favor of Prof. Dr. Naushad Khan [w.e.f. 27.10.2020 to 26.01.2021 (Forced Leave)]

Discussion: The Syndicate was briefed about the background of the case after which the case was discussed in detail that the Chancellor, ICP/Governor, Khyber Pakhtunkhwa through a letter issued by the Governor's Secretariat vide No. SO(II)6(11) GS/2020/12215-16 dated 25.02.2020 directed GIT to conduct inquiry into the alleged plagiarism, financial irregularities, non-return of advance funds, non-cooperation of faculty in addition to other points relating to Islamia College Peshawar and to submit its report for his perusal.

Furthermore, the Chancellor, ICP/Governor, Khyber Pakhtunkhwa vide letter No. SO (II) 6(11) GS/2020/2525 dated 28th September, 2020 directed the GIT to conduct another inquiry with regard to irregular appointments of two ladies in BPS-16 without approval of Syndicate and Awarding of fake degrees/DMCs by Islamia College University Peshawar.

The Governor Inspection Team submitted its Report No. 1 vide No.16-661/Inq/GIT/20/271 dated: 11th Sept, 2020 and Report No. 2 vide 16-665/Inq/GIT/20/310 dated 30 Sept, 2020. Subsequently, the Chancellor, ICP sent Prof. Dr. Naushad Khan on force leave. Subsequently, Prof. Dr. Naushad



Khan approached to Peshawar High Court which directed the University to place the case before the Senate, ICP for decision.

Prof. Dr. Naushad Khan filed an appeal before the Chancellor ICP in which he was provided an opportunity of personal hearing and subsequently, removed from the post of Pro-Vice-Chancellor Acting Vice-Chancellor as recommended by Senate ICP and notified vide Letter No. SO(U-I)/HE/8-20/INQUIRIES/ICP/2021/ dated Peshawar, 21.01.2021

Both of the GIT Reports were placed before the 11th meeting of the Senate, Islamia College Peshawar held on 02.12.2020. The Senate considered the reports of the GIT and decided in the following terms:

“ii. The Senate issued directions to the Syndicate Islamia College Peshawar to conclude disciplinary proceedings against Dr. Naushad Khan under efficiency and discipline Statutes, Islamia College Peshawar within one month positively.

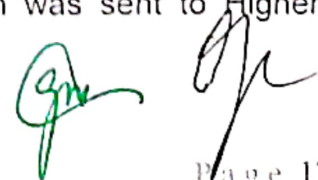
iii. The Senate further issued directions to the Syndicate and Vice-Chancellor Islamia College Peshawar to initiate appropriate actions on rest of the recommendations of Governor’s Inspection Team inquiry reports and conclude it.

In pursuance of the decision of the Senate, the subject matter was placed before the 23rd meeting of the Syndicate, Islamia College Peshawar held on 23.12.2020. The Syndicate considered the decision of the Senate and decided in the following terms:

1. *The Syndicate delegated its powers to the Vice-Chancellor, Islamia College Peshawar and nominated him as Authorized Officer for implementation of the recommendations of the Governor’s Inspection Team required to be proceeded under the Islamia College Peshawar Efficiency & Discipline Statutes, 2016.*
2. *Further, the Syndicate authorized the Vice-Chancellor to constitute appropriate committees under the law in vogue to decide the following cases:*
 - i. *Cases pertaining to Prof. Dr. Naushad Khan(BPS-21)*
 - ii. *Cases of employees in BPS-17 to 21*
 - iii. *Cases of employees in BPS-16 & below AND*
 - iv. *All other cases mentioned in the GIT reports*

The recommendations of the Committees were placed before the 35th meeting of the Syndicate held on 24.12.2022, which deferred the same.

Prof. Dr. Naushad Khan submitted a request for encashment of LPR of 90 days w.e.f 27.10.2020 to 26.01.2021 which was sent to Higher Education



Department vide Letter No. 1605/Estt: dated 04.07.2022. In response, the Higher Education Department has sent a letter vide No. SO(U-I)/HE/8-20/ICP/2022/1562 dated 26.07.2022 which state that the matter may be placed before relevant statutory bodies to resolve the same according to the provisions of Act/Statutes, rules etc.

Thereafter, the Syndicate thoroughly discussed the case and concluded that Prof. Dr. Naushad Khan (Retd) was on forced leave not from the substantive position of Professor, but from the position of Pro Vice-Chancellor and, therefore, he is entitled to the requested benefits.

Decision: The Syndicate acceded to the request of Prof. Dr. Naushad Khan.

Item No 16: Consideration of requests of the Administrative Officers:

- a. Request and Modification in eligibility criteria for the post of Deputy Director Audit in Schedule-II by Mr. Syed. Fakhr-e-Alam
- b. Consideration of Request of Mr. Nadir Nawaz, Assistant Accounts Officer
- c. Consideration of request of Mr. Muhammad Ali Shah, Physical Instructor for promotion to the post of deputy director sports bps-18
- d. Consideration of request for Mr. Waheed Ullah, Asstt Librarian
- e. Consideration of request Mr. Zia Uddin, Deputy Director IT and Mr. Ali Shah, Deputy Director Web for creation/Re-designation of two posts of additional director IT (BPS-19)
- f. Consideration of Request of Dr. Nasreen Ghaffar, Mr. Amir Izhar and Mr. Junaid Mahmood for Re-designation of Posts in BPS-19.

Decision: The Syndicate considered the case and constituted a committee to work out the details and place before the ensuing meeting of the Syndicate for consideration:

Prof. Dr. Khan Bahadur Marwat	Convener
Nominee of Establishment Department	Member
Nominee of Finance Department	Member
Nominee of HED	Member
Registrar/Nominee	Secretary



Item No. 17: Consideration of the reply of the Show Cause letter submitted by Dr. Lal Badshah, Assistant Professor, Department of Chemistry, ICP

Decision: The Syndicate constituted the following Inquiry Committee directed for proceeding in the matter as per ICP E&D Statutes, 2016 as follows:

- | | |
|--|-----------|
| 1. Justice (Retd) Irshad Qaiser | Convener |
| 2. Nominee of Establishment Department | Member |
| 3. Legal Expert | Member |
| 4. Registrar/Nominee | Secretary |

Item No. 18: Consideration of report of the Committee regarding personal grades & deferment of Pay

Decision: The Syndicate approved the report of the committee. However, the request of Mr. Sardar Ali for Personal Grade was regretted as it is admissible once in the entire career and is not admissible beyond BPS-19. The Syndicate agreed to the recommendation of the Committee regarding deferment of pay fixation of ICS teachers.

Item No. 19: Consideration of Government Regulations regarding ACR in connection to ICP Employees

Decision: The Syndicate considered the item and acceded to. Furthermore, the Syndicate authorized the Vice Chancellor to authorize the reporting officer and countersigning officer, if required.

Item No. 20: Consideration of the Governor's Secretariat Letter No. SO-II/5(1)18/GS/2020 dated 17.03.2021 regarding control of electricity distribution network and installation of electricity meters

Decision: The Syndicate discussed the item in detail and decided that till the time PESCO installs separate meters for each house, rates charged by University of Peshawar shall be charged to the residents on campus.

TABLE AGENDA

Item No. 21: Consideration of proposed site for Dhobi Ghat Market, Islamia College Peshawar

Decision: The Syndicate discussed the item and deferred the same and directed for detail work on the item and be placed to the ensuing meeting of the Syndicate.


Item No. 22: Hiring of Legal Team/Advisory Committee for Board of Management, Islamia College Peshawar

Decision: The Syndicate discussed the item and deferred the same and directed for detail work on the item and be placed to the ensuing meeting of the Syndicate.

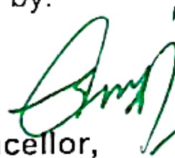
Item No. 23: Construction of Cabins at Burj Hari Singh, Islamia College Peshawar

Decision: The Syndicate discussed the item and deferred the same and directed for detail work on the item and be placed to the ensuing meeting of the Syndicate.

Minutes recorded by:


Registrar
Islamia College Peshawar
31/01/23

Approved by:


Vice-Chancellor,
Islamia College Peshawar
31/01/23

Observations on the draft Minutes of 36th meeting of the Syndicate held on 07.01.2023

Minutes recorded in agenda item	Observations	Remarks
S.No. 1	<p><u>Observations made by Prof. Dr. Izhar Ahmad and Dr. Fazal-e-Wahid, members of the Syndicate</u></p> <p>The following correction may please be made in the draft minutes please,</p> <p>Item No.1 of the Agenda: page 4/19: This may be incorporated as part of the decision, "the syndicate directed to re-constitute the committee by nominating its convener. The findings of the committee may then be place before the Syndicate."</p> <p>Item No. 3(2) Page 7/19: The Dissent was not the 15% ARA in the salaries but on the conditional approval of the 15% ARA for the employees of ICP. Prof. Izhar Ahmad, Dr. Amjad Ali and Dr. Fazle Wahid dissented on the conditional approval and stressed for the unconditional approval of ARA as done with all the employees of the province.</p> <p>Item No. 3(14) Page 9/19: The item was differed due to the strong resistance from the elected members i.e. Prof. Izhar Ahmad, Dr. Amjad Ali and Fazle Wahid and therefore no consensus was developed.</p> <p>Item No. (4) Page 11/19: The said committee was constituted along with the committee members constituted in the 27th meeting of the Syndicate and notified vide letter No. 2582/Estt dated 17/12/2021 i.e Dr. Saleem ur Rahman and Mr. Salahuddin. Moreover, the said committee shall finalize its report within one month so that the case may be decided at the earliest.</p>	<p>Minutes recorded correctly.</p> <p>Minutes corrected accordingly.</p> <p>Minutes corrected accordingly.</p> <p>Minutes recorded correctly.</p>
S. No. 2	<p><u>Observations made by Mr. Ali Shah, member of the Syndicate</u></p> <p>It is bring to your notice that the table agenda which was placed before the 36th meeting of the Syndicate but was not considered and deferred has not been mentioned in the Minutes. Therefore, the same may be incorporated in the Minutes and the same may be placed before the ensuing meeting as desired.</p> <p>Following items were included in the agenda; Item No. 16, 18, 21, 22 and 23.</p>	<p>Minutes corrected accordingly.</p>

Approved by:

Vice-Chancellor,
Islamia College Peshawar

Registrar,
Islamia College Peshawar

[Handwritten Signature]
30/01/23

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31/01/23