

REGISTERED No. M - 302
L.-7646

The Gazette  **of Pakistan**

**EXTRAORDINARY
PUBLISHED BY AUTHORITY**

ISLAMABAD, FRIDAY, FEBRUARY 21, 2025

PART I

Acts, Ordinances, President's Orders and Regulations

NATIONAL ASSEMBLY SECRETARIAT

Islamabad, the 20th February, 2025

No. F. 23(43)/2023-Legis.—The following Act of *Majlis-e-Shoora* (Parliament) received the assent of the President on the 16th February, 2025 is hereby published for general information:—

ACT NO. VI OF 2025

AN

ACT

to provide for establishment of the National Institute of Technology

WHEREAS, it is expedient to provide for establishment of the National Institute of Technology in the private sector and for matters ancillary thereto;

It is hereby enacted as follows:—

(55)

Price: Rs. 60.00

[246 (2025)/Ex. Gaz.]

CHAPTER-I

PRELIMINARY

1. **Short title and commencement.**—(1) This Act shall be called the National Institute of Technology Act, 2025.

(2) It shall come into force at once.

2. **Definitions.**— In this Act, unless there is anything repugnant in the subject or context,—

(i) “Academic Council” means the Academic Council of the Institute;

(ii) “Authority” means an Authority of the Institute specified in section 22 or any of the Authority of the Institute established as per provisions of this Act;

(iii) “Board” means the Board of Governors of the Institute;

(iv) “Board of Directors” means the Board of Directors of the Shabbir and Sagheer Educational Services (Private) limited;

(v) “Chancellor” means the Chancellor of the Institute;

(vi) “Commission” means the Higher Education Commission set up under the Higher Education Commission Ordinance, 2002 (LIII of 2002);

(vii) “College” or “School” means constituent college or school of the Institute;

(viii) “Controller of Examinations” means the Controller of Examinations of the Institute;

(ix) “Dean” means the Dean of a Faculty of the Institute;

(x) “Department” means a teaching, research or training department maintained and administered or recognized by the Institute in a prescribed manner;

(xi) “Director” means the Head of a Teaching Division of the Institute;

(xii) “Faculty” means the Faculty of the Institute;

(xiii) “Government” means the Federal Government;

- (xiv) "Institute" or "NIT" means the National Institute of Technology established under this Act;
- (xv) "Institute teacher" means a whole-time teacher appointed and paid by the Institute or recognized by the Institute;
- (xvi) "prescribed" means prescribed by statutes, regulations and rules made under this Act;
- (xvii) "Principal" means the head of a constituent college or a constituent school of the Institute;
- (xviii) "Professor Emeritus" means retired professor working in a faculty in an honorary capacity;
- (xix) "Registrar" means the Registrar of the Institute;
- (xx) "registered graduate" means a graduate of the Institute whose name stands entered in the register maintained for the purpose;
- (xxi) "Representation Committees" means the Representation committees constituted under this Act;
- (xxii) "Review Panel" means the Review Panel constituted by the Chancellor in accordance with the provisions of this Act;
- (xxiii) "Schedule" means a schedule to this Act;
- (xxiv) "Search Committee" means the Search Committee constituted by the Board under this Act;
- (xxv) "sponsoring company" means the Shabbir and Sagheer Educational Services (Private) limited registered under section 16 of the Companies Act, 2017 (XIX of 2017);
- (xxvi) "statutes", "regulations" and "rules" means the statutes, regulations and rules respectively made or deemed to have been made under this Act and for the time being in force;
- (xxvii) "Syndicate" means the Syndicate of the Institute;
- (xxviii) "teachers" include Professors, Associate Professors, Assistant Professors and Lecturers engaged whole-time by the Institute and such other persons as may be declared by regulations;
- (xxix) "Treasurer" means the Treasurer of the University;

(xxx) "Pro-Vice-Chancellor" means the Pro-Vice-Chancellor of the Institute; and

(xxxi) "Vice-Chancellor" means the Vice-Chancellor of the Institute;

CHAPTER-II

THE INSTITUTE

3. **Establishment and incorporation of the Institute.**—(1) There shall be established an Institute to be called The National Institute of Technology.

(2) The principal seat of the Institute shall be at Lahore and it may set up any number of campuses, colleges and institutes at other places in Pakistan and abroad with prior approval of the Patron and Commission.

(3) The Institute shall consist of the Patron, Chancellor, Vice-Chancellor, members of the Board of Governors, Deans, Chairmen, Principals and members of the Academic Council and such other officers as may be prescribed or any council, committee and any other body as the Authority may establish under this Act.

(4) The Institute shall be a body corporate having perpetual succession and common seal, with power, among others, to acquire, hold, lease, sell and dispose of any property or investment vesting in it and shall by the said name sue and be sued.

(5) Notwithstanding anything contained in any other law for the time being in force, the Institute shall have academic, financial and administrative autonomy, including the power to employ officers, teachers and other employees on such terms and conditions as may be prescribed, subject to the provisions of this Act and the Higher Education Commission Ordinance, 2002 (LIII of 2002).

(6) In particular and without prejudice to the authority granted to the Commission by the law, but subject to the provisions of Articles of 169 and 170 of the Constitution of Islamic Republic of Pakistan, the Government or an authority or auditor appointed by the Government shall have no power to question the policy underlying the allocation of resources approved by the Board of Governors in the annual budget of the Institute.

(7) The Institute shall be liable to provide facilities to the representatives of the Commission, or such similar relevant organizations for visitation to enable them to verify that the Institute is maintaining appropriate academic standards.

4. **Powers and functions of the Institute.**— The Institute shall have the powers and function to—

- (i) provide for education and scholarship in such branches of knowledge as it may deem fit and to make provision for research, service to society and for the application, advancement and dissemination of knowledge in such manner as it may determine;
- (ii) prescribe courses of studies to be conducted by it and the colleges;
- (iii) hold examinations and to award and confer degrees, diplomas, certificates and other academic distinctions to and on persons who have been admitted to and have passed its examinations under prescribed conditions;
- (iv) prescribe the terms and conditions of employment of the officers, teachers and other employees of the Institute and to lay down terms and conditions that may be different from those applicable to Government servants in general;
- (v) engage, where necessary, persons on contract of specified duration and to specify the terms of each engagement;
- (vi) confer honorary degrees or other distinctions on approved persons in the prescribed manner;
- (vii) provide for such instruction for persons not being students of the Institute as it may prescribe and to grant certificates and diplomas to such persons;
- (viii) institute programmes for the exchange of students and teachers between the Institute and other universities, educational institutions and research organizations, inside as well as outside Pakistan;
- (ix) provide career counseling and job search services to students and alumni;
- (x) maintain linkages with alumni;
- (xi) develop and implement fund-raising plans;
- (xii) provide and support the academic development of the faculty of the Institute;
- (xiii) confer degrees on persons who have carried on independent research under prescribed conditions;

- (xiv) accept the examinations passed and the period of study spent by students of the Institute at other universities and places of learning equivalent to such examinations and periods of study in the Institute, as it may prescribe, and to withdraw such acceptance;
- (xv) co-operate with other universities, public authorities or private organizations, inside as well as outside Pakistan, in such manner and for such purposes as it may prescribe;
- (xvi) institute professorships, associate professorships, assistant professorships and lectureships and any other posts and to appoint persons thereto;
- (xvii) create posts for research, extension, administration and other related purposes and to appoint persons thereto;
- (xviii) recognize institute teachers selected members of the teaching staff of constituent colleges or educational institutions admitted to the privileges of the Institute or such other persons as it may deem fit.
- (xix) institute and award financial assistance to students in need, fellowships, scholarships, bursaries, medals and prizes under prescribed conditions;
- (xx) establish teaching departments, schools, colleges, campuses, faculties, institutes, museums and other centers of learning for the development of teaching and research and to make such arrangements for their maintenance, management and administration, inside Pakistan as well as outside Pakistan under prescribed conditions;
- (xxi) provide for residence of the students of the Institute and the colleges, to institute and maintain halls of residence and to approve or license hostels and lodging;
- (xxii) maintain order, discipline and security on the campuses of the Institute and the colleges;
- (xxiii) promote the extra-curricular and recreational activities of students and to make arrangements for promoting their health and general welfare;
- (xxiv) demand and receive such fees and other charges as it may determine;

- (xxv) make provision for research, advisory or consultancy services and with these objects to enter into arrangements with other institutions, public or private bodies, commercial and industrial enterprises under prescribed conditions;
- (xxvi) enter into, carry out, vary or cancel contracts;
- (xxvii) receive and manage property transferred and grants, contributions made to the institute and to invest any fund representing such property, grants, bequests, trusts, gifts, donations, endowments or contributions in such manner as it may deem fit;
- (xxviii) provide for the printing and publication of research and other works; and
- (xxix) do all such other acts and things, whether incidental to the powers aforesaid or not, as may be requisite or expedient to further the objectives of the Institute as a place of education, learning and research.

5. **Institute open to all classes, creeds, etc.**—(1) The Institute shall be open to all persons of either gender and of whatever religion, race, creed, class, color or domicile and no person shall be denied the privileges of the Institute on the grounds of religion, race, caste, creed, class, color or domicile.

(2) An increase in any fee or charge that is in excess of ten percent per annum on an annualized basis from the last such increase may not be made except in special circumstances and only with approval of the Patron.

(3) The Institute shall institute financial aid programmes for students in need, to the extent considered feasible by the Board of Governors subject to the available resources, so as to enable admission and access to the Institute and the various opportunities provided by it to be based on merit rather than ability to pay:

Provided that the Institute may institute self-finance schemes not covering more than ten percent of the total number of candidates in any on-campus taught course or research-based programme of study.

6. **Teaching at the institute.**—(1) All recognized teaching in various courses shall be conducted by the Institute or the colleges in the prescribed manner and may include lectures, tutorials, discussions, seminars, demonstrations, distance learning and other methods of instruction as well as practical work in the laboratories, hospitals, workshops and other governmental or private organizations.

(2) The authority responsible for organizing recognized teaching shall be as may be prescribed.

CHAPTER-III

OFFICERS OF THE INSTITUTE

7. **Principal officers.**—The following shall be the principal officers of the Institute, namely:-

- (a) the Patron;
- (b) the Chancellor;
- (c) the Vice-Chancellor;
- (d) the Pro-Vice-Chancellor;
- (e) the Deans;
- (f) the principals of the constituent colleges;
- (g) the Chairpersons of the teaching departments;
- (h) the Registrar;
- (i) the Treasurer;
- (j) the Controller of Examinations; and
- (k) such other persons as may be prescribed by statutes or regulations.

8. **The Patron.**—(1) The President of the Islamic Republic of Pakistan shall be the Patron of the Institute.

(2) The Patron shall, when present, preside the Convocation of the Institute. In the absence of the Patron, the Chancellor shall preside over the convocation of the Institute.

(3) Any proposal to confer an honorary degree shall be subject to confirmation of the Patron.

9. **Visitation.**—(1) The Patron may, in accordance with the terms and procedures as may be prescribed, cause an inspection to be made on his own motion or at the request of the Commission in respect of any matter connected with the affairs of the Institute, and shall from time to time, direct any person or persons to inquire into or carry out inspection of—

- (a) the Institute, its buildings, laboratories and other facilities;
- (b) any institution, department or postel maintained by the Institute;
- (c) the adequacy of financial and human resources;
- (d) the teaching, research, curriculum, examination and other matters of the Institute; and
- (e) such other matters as the Patron may specify.

(2) The Patron shall communicate to the Board his views with regard to the result of visitation and shall, after ascertaining the views of the Board, advise the Chancellor on the action to be taken by him.

(3) The Chancellor shall, within such time as may be specified by the Patron, communicate to him such action, if any, as has been taken or may be proposed to be taken upon the result of visitation

(4) Where the Board does not, within the time specified, act or take action to the satisfaction of the Patron, the Patron may issue such directions as he deems fit and Board shall comply with all such directions.

10. **The Chancellor.**—(1) The Chief Executive of sponsoring company shall be Chancellor of the Institute.

(2) In absence of the Patron and subject to sub-section (8) of section 23, the Chancellor shall, when present, preside over the meetings of the Board.

(3) The members of the Board, except the Vice-Chancellor, shall be appointed by the Chancellor from amongst the persons recommended by the Representation Committee set up for this purpose or the Search Committee established in accordance with this Act and the Statutes, as the case may be, along with those elected.

(4) If the Chancellor is satisfied that serious irregularity or mismanagement with respect to affairs of the Institute has occurred, he may,—

- (a) as regards proceedings of the Board, direct that specified proceedings be reconsidered and appropriate action taken within one month of the direction having been issued:

Provided that if the Chancellor is satisfied that either no reconsideration has been carried out or that the reconsideration has failed to address the concern expressed, he may, after calling upon

the Board to show cause in writing, appoint a five member Review Panel to examine and report to the Chancellor on the functioning of the Board:

Provided further that the report of the Review Panel shall be submitted within such time as may be prescribed by the Chancellor. The Review Panel shall be drawn from persons of eminence in academics and in the fields of law, accountancy, and administration; and

- (b) as regards proceedings of any Authority or with respect to matters within the competence of any Authority, other than the Board, direct the Board to exercise powers under section 23.

11. **Removal from the Board.**—(1) The Chancellor may, upon recommendation of the Review Panel, remove any person from membership of the Board on the ground that such person-

- (a) has been by a competent court of law convicted, declared as of unsound mind; or
- (b) has become incapacitated to function as member of the Board; or
- (c) has been convicted by a court of law for an offence involving moral turpitude; or
- (d) has absented himself from two consecutive meetings without just cause; or
- (e) has been guilty of misconduct, including use of position for personal advantage of any kind or gross inefficiency in performance of functions.

(2) The Chancellor shall remove any person from membership of the Board on a resolution calling for removal of such person supported by at least three-fourths majority of the membership of the Board:

Provided that before passing such a resolution the Board shall provide the member concerned a fair hearing:

Provided further that the provisions of this section shall not be applicable to the Vice-Chancellor in his capacity as a member of the Board.

12. **Vice-Chancellor.**—(1) There shall be a Vice-Chancellor of the Institute who shall be an eminent academician or a distinguished administrator and shall be appointed on such terms and conditions as may be prescribed.

(2) The Vice-Chancellor shall be the chief executive officer of the Institute responsible for all administrative and academic functions of the Institute and for ensuring that the provisions of this Act, statutes, regulations and rules are faithfully observed to promote the general efficiency and good order of the Institute. The Vice-Chancellor shall have all powers prescribed for this purpose, including administrative control over the officers, teachers, and other employees of the Institute.

(3) The Vice-Chancellor shall, if present, be entitled to attend any meeting of any Authority or body of the Institute.

(4) The Vice-Chancellor may, in an emergency that in his opinion requires immediate action ordinarily not in the competence of the Vice-Chancellor, take such action and forward, within seventy-two hours, a report of the action taken to the members of the Emergency Committee of the Board, to be set up by Statute. The Emergency Committee may direct such further action as is considered appropriate.

(5) The Vice-Chancellor shall also have powers to—

- (a) direct teachers, officers, and other employees of the Institute to take up such assignments in connection with examination, administration and such other activities in the Institute as he may consider necessary for the development of the Institute;
- (b) sanction by re-appropriation an amount not exceeding an amount prescribed by the Board for an unforeseen item not provided for in the budget and report it to the Board at the next meeting;
- (c) make appointments of such categories of employees of the Institute and in such manner as may be prescribed by Statutes;
- (d) suspend, punish and remove, in accordance with prescribed procedure, from service officers, teachers and other employees of the Institute except those appointed by or with the approval of Board;
- (e) delegate, subject to such conditions as may be prescribed, any of his powers under this Act to an officer or officers of the Institute; and
- (f) exercise and perform such other powers and functions as may be prescribed.

(6) The Vice-Chancellor shall preside at the convocation of the Institute in the absence of the Chancellor.

(7) The Vice-Chancellor shall present an annual report before the Board within three months of the close of the academic year. The annual report shall present such information as regards the academic year under review as may be prescribed, including disclosure of all relevant facts pertaining to—

- (a) academics;
- (b) research;
- (c) administration; and
- (d) finances.

(8) The Vice-Chancellor's annual report under sub-section (7) shall be made available, prior to its presentation before the Board, to all officers and Institute teachers and shall be published in such numbers as are required to ensure its wide circulation.

13. **Appointment and removal of the Vice-Chancellor.**—(1) The Vice-Chancellor shall be appointed by the Chancellor based on recommendations made by the Board.

(2) A Search Committee, for recommendation of persons suitable for appointment as Vice-Chancellor, shall be constituted by the Board on the date and in the manner prescribed by statutes and shall consist of two eminent members of society nominated by the Chancellor, of whom one shall be appointed the convener, two members of the Board, two distinguished Institute teachers who are not members of the Board and one academician of eminence not employed by the Institute. The two distinguished Institute teachers shall be selected by the Board through a process, to be prescribed by statutes that provides for recommendation of suitable names by the Institute Teachers in general. The Search Committee shall remain in existence till such time that the appointment of the next Vice-Chancellor has been made by the Chancellor.

(3) The persons recommended by the Search Committee for appointment as Vice-Chancellor shall be considered by the Board, and of these a panel of three, in order of priority, shall be recommended by the Board, to the Chancellor:

Provided that the Chancellor may decline to appoint any of the three persons recommended and seek recommendation of a fresh panel. In the event of a fresh recommendation being sought by the Chancellor the Search Committee shall make a proposal to the Board, in the prescribed manner.

(4) The Vice-Chancellor shall be appointed for a renewable term of four years on terms and conditions prescribed by statutes. The term of an

incumbent Vice-Chancellor shall be renewed once by the Chancellor on receipt of a resolution of the Board, excluding the Vice-Chancellor, in support of such renewal:

Provided that the Chancellor may call upon the Board to reconsider such a resolution once.

(5) The Board, may, pursuant to a resolution in this behalf passed by three-fourths majority of its membership, recommend to the Chancellor the removal of the Vice-Chancellor on the ground of inefficiency, moral turpitude or physical or mental incapacity or gross misconduct, including misuse of position for personal advantage of any kind:

Provided that the Chancellor may make a reference to the Board, stating the instances of inefficiency, moral turpitude or physical or mental incapacity or gross misconduct on the part of the Vice-Chancellor that have come to his notice. After consideration of the reference the Board, may, pursuant to a resolution in this behalf passed by two-thirds majority of its membership; recommend to the Chancellor the removal of the Vice-Chancellor:

Provided further that prior to a resolution for the removal of the Vice-Chancellor being voted upon, the Vice-Chancellor shall be given an opportunity of being heard.

(6) A resolution recommending the removal of the Vice-Chancellor shall be submitted to the Chancellor forthwith. The Chancellor may accept the recommendation and order removal of the Vice-Chancellor or return the recommendation to the Board.

(7) At any time when the office of the Vice-Chancellor is vacant, or the Vice-Chancellor is absent or is unable to perform the functions of his office due to illness or some other cause, the Board, shall make such arrangements for the performance of the duties of the Vice-Chancellor as it may deem fit.

14. **Pro-Vice-Chancellor.**—(1) The Chancellor may, in consultation with the Vice-Chancellor, appoint a Pro-Vice-Chancellor for the main campus or the additional campus, if any, or for both the additional campuses jointly, on such terms and conditions as may be prescribed for a period not exceeding three years.

(2) The Pro-Vice-Chancellor shall, notwithstanding anything contained in this Act, exercise such powers and perform such functions of the Vice-Chancellor or such other powers and functions, in respect of the campus for which he is appointed, as the Chancellor and Vice-Chancellor may delegate to him.

15. **Dean.**—(1) There shall be a Dean for each Faculty who shall be the Chairman of the Board of the Faculty and shall be nominated by the Chancellor from amongst the three senior most teachers in the Faculty, on the recommendations of the Vice-Chancellor.

(2) The Dean shall hold office for three years or for a longer period as may be prescribed.

(3) The Dean shall present candidates for admission to degree courses, except honorary degrees, in the courses falling within purview of the Faculty.

(4) The Dean shall exercise such other powers and perform such other duties as may be prescribed.

(5) The Dean shall supervise the academic work of the faculty and report to the Vice-Chancellor quarterly about the progress of teaching and research in the Faculty.

(6) The Dean with the approval of the Vice-Chancellor shall lay down procedures for the performance and evaluation of teaching and research staff.

16. **Registrar.**—(1) There shall be a Registrar of the Institute to be appointed by the Board, on recommendation of the Selection Board, on such terms and conditions as may be prescribed.

(2) The experience as well as the professional and academic qualifications necessary for appointment to the post of the Registrar shall be such as may be prescribed.

(3) The Registrar shall be a full-time officer of the Institute and shall.—

(a) be the administrative head of the secretariat of the Institute and be responsible for the provision of secretariat support to the Authorities of the Institute;

(b) be the custodian of the common seal and the academic records of the Institute;

(c) maintain a register of registered graduates in the prescribed manner;

(d) supervise the process of election, appointment or nomination of members to the various authorities and other bodies in the prescribed manner; and

(e) perform such other duties as may be prescribed.

(4) The term of office of the Registrar shall be a renewable period of three years:

Provided that the Board, may, on the advice of the Vice-Chancellor, terminate the appointment of the Registrar on grounds of inefficiency or misconduct in accordance with prescribed procedure.

17. **Treasurer.**— (1) There shall be a Treasurer of the Institute to be appointed by the Board, on recommendation of the Selection Board, on such terms and conditions as may be prescribed.

(2) The minimum experience and the professional and academic qualifications necessary for appointment to the post of the Treasurer shall be such as may be prescribed.

(3) The Treasurer shall be the chief financial officer of the Institute and shall—

- (a) manage the assets, liabilities, receipts, expenditures, funds, and investments of the Institute;
- (b) prepare the annual and revised budget estimates of the Institute and present the same to the Syndicate or a committee thereof for approval and incorporation in the budget to be presented to the Board;
- (c) ensure that the funds of the Institute are expended on the purposes for which they are provided;
- (d) have the accounts of the Institute audited annually to be available for submission to the Board, within six months of the close of the financial year; and
- (e) perform such other duties as may be prescribed.

(4) The term of office of the Treasurer shall be a renewable period of three years:

Provided that the Board, may, on the advice of the Vice-Chancellor, terminate the appointment of the Treasurer on grounds of inefficiency or misconduct in accordance with prescribed procedure.

18. **Controller of Examinations.**—(1) There shall be a Controller of Examinations, to be appointed by the Board, on the recommendation of the Selection Board, on such terms and conditions, as may be prescribed.

(2) The minimum qualifications necessary for appointment to the post of the Controller of Examinations shall be such as may be prescribed.

(3) The Controller of Examinations shall be a full-time officer of the Institute and shall be responsible for all matters connected with the conduct of examinations and perform such other duties as may be prescribed.

(4) The Controller of Examinations shall be appointed for a renewable term of three years:

Provided that the Board, may, on the advice of the Vice-Chancellor, terminate the appointment of the Controller of Examinations on grounds of inefficiency or misconduct in accordance with prescribed procedure.

19. Director, planning and development.—(1) There shall be a Director, planning and development of the Institute to be appointed by the Board, on recommendation of the Syndicate for a renewal period of three years on such terms and conditions, as may be prescribed.

(2) The minimum experience as well as the professional and academic qualifications necessary for appointment to the post of Director Planning and Development shall be prescribed.

(3) The Director, Planning and Development shall be responsible for all matters connected with planning and development and perform such other duties as may be prescribed.

(4) The Director, Planning and Development shall—

(a) prepare short and long-term plans and development programs to meet vision, goals and priorities set by the Institute management and Board;

(b) conduct comprehensive review, assessment and analysis of development planning process (project identification, appraisal, selection, implementation, and monitoring) and mechanism;

(c) develop a strategy for improving development planning processes and mechanisms based on findings of the situation analysis;

(d) provide technical support in developing project proposals and PCs-I, for the Institute;

(e) for preparation for the PC-I, PC-II, PC-III, PC-IV, and PC-V;

(f) for preparation of cash work and activity plan;

- (g) for preparation of quarterly expenditure statements;
- (h) for preparation of monthly and quarterly progress reports;
- (i) to coordinate with works, purchase, store units and accounts; and
- (j) to communicate and submit reports, plans and projects to different donors.

(5) The Board, may on recommendations and advice of Syndicate, terminate the services of Director, Planning and Development on grounds of inefficiency or misconduct in accordance with the prescribed procedure.

20. **Director Quality Enhancement Cell (QEC).**— (1) There shall be a Director (QEC) of the Institute to be appointed by the Board, on the recommendation of Syndicate for a renewable period of three years on such terms and conditions as may be prescribed.

(2) The minimum experience as well as the professional and academic qualification necessary for appointment to the post of Director (QEC) shall be such as may be prescribed.

(3) The Director Quality Enhancement Cell (QEC) shall be responsible to—

- (a) review the quality standards and the quality of teaching and learning in each subject area;
- (b) review the academic association with other institutions in terms of effective management of standards and quality of programs;
- (c) define clear and explicit standards as points of reference to the review to be carried out. It should also help the employees to know as to what they could expect from candidates;
- (d) develop qualifications framework by setting out the attributes and abilities that can be expected from the holder of a qualification, i.e. undergraduate and graduate programs;
- (e) develop program specifications. These are standards set of information clarifying what knowledge, understanding, skills and other attributes a student will have developed on successfully completing a specific program;
- (f) develop quality assurance processes and methods of evaluation to affirm that the quality of provision and the standard of awards are

being maintained and to foster curriculum, subject and staff development together with research and other scholarly activities;

- (g) ensure that the Institute's quality assurance procedures are designed to fit in with the arrangements in place nationally and internationally for maintaining and improving the quality of higher education; and
- (h) developing procedures and processes, monitoring and evaluation systems, and standards for the following, namely:-
 - (i) approval of new program;
 - (ii) annual monitoring and evaluation including program monitoring, faculty monitoring and student perceptions;
 - (iii) departmental review;
 - (iv) student feedback;
 - (v) employer feedback;
 - (vi) quality assurance of undergraduate, graduate and doctoral programs;
 - (vii) institutional assessment and performance evaluation;
 - (viii) program specifications; and
 - (ix) qualification framework.

(4) Director (QEC) shall be member of all statutory bodies and committees of the Institute.

(5) The Board, may on recommendations and advice of Syndicate, terminate the services of Director (QEC), on grounds of inefficiency or misconduct in accordance with the prescribed procedure.

21. Director, Research, Innovation and Commercialization (ORIC).—(1) There shall be a Director (ORIC) of the Institute to be appointed by the Board, on the recommendation of the Syndicate for a renewable period of three years on such terms and conditions as may be prescribed.

(2) The minimum experience as well as the professional and academic qualifications necessary for appointment to the post of Director (ORIC) shall be such as may be prescribed.

- (3) The Director (ORIC) shall—
- (a) manage and enhance research activities of the Institute, develop research policies and priorities, work for fund raising for research, mobilize faculty, business community and industry for research commercialization and serve as an effective advocate for research with the Institute and to its broader community of stakeholders and supporters;
 - (b) supervise all aspects of the operation of the office for research including research administration (budgeting, auditing, accounting, human resources; management and maintenance of facilities and equipment, implementation of research contracts and human resources);
 - (c) develop programs and activities that will increase funding for research from all public and private sources, establish and maintain excellent relationships with donors oversee proposals for development and submission;
 - (d) promote development of public-private partnerships in support of Institute research, link the Institute's research community with the needs and priorities of the corporate sector, develop opportunities for applied research and explore opportunities for technology transfer and commercialization of Institute research including incubators and research parks;
 - (e) be responsible to monetize royalty streams from licenses;
 - (f) collaborate with principal liaison for technical marking and licensing on commercialization of the Institute's intellectual property in coordination with other relevant department and offices; and
 - (g) work in close liaison with the office of research and development, planning and development, and Institute's technology park.
- (4) The Board, may on recommendations and advice of Syndicate, terminate the services of Director (ORIC) on grounds of inefficiency or misconduct in accordance with the prescribed procedure.

CHAPTER-IV

AUTHORITIES OF THE INSTITUTE

22. **Authorities.**—(1) The following shall be the Authorities of the Institute established under this Act, namely:—

- (a) the Board of Governors;
- (b) the Syndicate; and
- (c) the Academic Council.

(2) The following shall be the authorities to be established by statutes namely:—

- (a) Graduate and Research Management Council;
- (b) Recruitment, Development, Evaluation and Promotion committees for teachers and other staff whether at the level of the department, the Faculty, or the Institute;
- (c) Career Placement and Internship Committee of each Faculty;
- (d) Search Committee for the appointment of the Vice-Chancellor;
- (e) the Representation Committees for appointment to the Board, the Syndicate and the Academic Council;
- (f) Faculty Council;
- (g) Departmental Council; and
- (h) Quality Assurance Committee (QAC).

(3) The Board, the Syndicate and the Academic Council, may set up such other committees or sub-committees, by whatever name described, as are considered desirable through statutes or regulations as appropriate. Such committees or sub-committees shall be Authorities of the Institute for the purposes of this Act.

23. **Board of Governors.**—(1) The body responsible for the governance of the Institute shall be described as the Board of Governors and shall consist of the following, namely: —

- (a) the Chancellor who shall be its Chairperson;
- (b) the Vice-Chancellor;
- (c) the Pro-Vice-Chancellor;
- (d) one member of the Government not below the rank of Additional Secretary from the concerned ministry or any other department relevant to the special focus of the Institute;

- (e) four persons from society at large, preferably two or at least one female being persons of distinction in the fields of administration, management, education, academics, law, accountancy, medicine, fine arts, architecture, agriculture, science, technology, industry and engineering such that the appointment of these persons reflects a balance across the various fields;
- (f) one person from amongst the alumni of the Institute;
- (g) two persons from the academic community of the country, other than an employee of the Institute, at the level of professor or principal of a college;
- (h) four Institute teachers, one from each tier *i.e.*, Professor, Associate Professor, Assistant Professor and Lecturer;
- (i) nominee of the Commission;
- (j) Vice-Chancellor, National Skills University, Islamabad; and (k) one person nominated by the sponsoring body or company.

(2) The numbers of the members of the Board, specified against clauses (l) to (i) of sub-section (1) may be increased by the Board, through Statutes subject to condition that the total membership of the Board, does not exceed twenty-one, with a maximum of five Institute teachers and the increase is balanced, to the extent possible, across the different categories specified in sub-section (1).

(3) All appointments to the Board, except the Chancellor, shall be made by the Chancellor. Appointments of persons specified in clauses (f) and (g) of sub-section (1) shall be made from amongst a panel of three names for each vacancy recommended by the Representation Committee set up in terms of section 30 and in accordance with procedure as may be prescribed:

Provided that effort shall be made, without compromising on quality or qualification, to give fair representation to women on the Board:

Provided further that as regards the Institute teachers specified in clause (h) of sub-section (1), the Board, shall prescribe a procedure for appointment based on elections that provide for voting by the various categories of Institute teachers:

Provided also that the Board, may alternatively prescribe that appointment of Institute teachers to the Board shall also be in the manner

provided by this sub-section for the persons specified in clauses (f) to (g) of sub-section (1).

(4) The members of the Board, other than *ex-officio* members, shall hold office for a term three years. One-third of the members, other than *ex-officio* members, of the first Board, to be determined by lot, shall retire from office on expiration of one year from the date of appointment by the Chancellor. One half of the remaining members, other than *ex-officio* members, of the first Board, to be determined by lot, shall retire from office on the expiration of two years from the date of appointment and the remaining one-half, other than *ex-officio* members, shall retire from office on the expiration of the third year:

Provided that no person, other than an *ex-officio* member, shall serve on the Board, for more than two consecutive terms:

Provided further that the Institute teachers appointed to the Board, shall not serve for two consecutive terms.

(5) The Board shall meet at least twice in a calendar year.

(6) Service on the Board shall be on honorary basis. However, actual expenses may be reimbursed as prescribed.

(7) The Registrar shall be the secretary of the Board.

(8) Subject to sub-section (2) of section 8 and sub-section (2) of section 10, in the absence of the Chancellor, meetings of the Board, shall be presided over by such member, not being an employee of the Institute or the Government, as the Chancellor may, from time to time, nominate. The member so nominated shall be the convener of the Board.

(9) Unless otherwise prescribed by this Act, all decisions of the Board, shall be taken based on the opinion of a majority of the members present. In the event of the members being evenly divided on any matter the person presiding over the meeting shall have a casting vote.

(10) The quorum for a meeting of the Board, shall be two-third of its membership, a fraction being counted as one.

24. Powers and functions of the Board.— (1) The Board, shall have power of general supervision over the Institute and shall hold the Vice-Chancellor and the Authorities accountable for all the functions of the Institute. The Board, shall have all powers of the Institute not expressly vested in an Authority or officer by this Act and all other powers not expressly mentioned by this Act that are necessary for the performance of its functions.

(2) Without prejudice to the generality of the foregoing powers, the Board, shall have the powers to—

- (a) approve the proposed annual plan of work, the annual and revised budget estimates, the annual report, and the annual statement of accounts;
- (b) hold, control and lay down policy for administration of the property, funds and investments of the Institute, including the approval of the sale and purchase or acquisition of immovable property;
- (c) oversee the quality and relevance of the Institute's academic programmes and to review the academic affairs of the Institute in general;
- (d) approve the appointment of the Deans, Professors, Associate Professors and such other senior faculty and senior administrators as may be prescribed;
- (e) institute schemes, directions and guidelines for the terms and conditions of appointment of all officers, teachers and other employees of the Institute;
- (f) approve strategic plans;
- (g) approve financial resource development plans of the Institute;
- (h) to consider the drafts of statutes and regulations proposed by the Syndicate and the Academic Council and deal with them in the manner as provided for in sections 27 and 29, as the case may be:

Provided that the Board, may frame a statute or regulation on its own initiative and approve it after calling for advice of the Syndicate or the Academic Council as the case may be;

- (i) annul by order in writing the proceedings of any Authority or officer if the Board is satisfied that such proceedings are not in accordance with the provisions of this Act, statutes or regulations after calling upon such Authority or officer to show cause why such proceedings should not be annulled;
- (j) recommend to the Chancellor removal of any member of the Board, in accordance with the provisions of this Act;

- (k) make appointment of members of the Syndicate, other than *ex-officio* members, in accordance with the provisions of this Act;
- (l) make appointment of members of the Academic Council, other than *ex-officio* members, in accordance with the provisions of this Act;
- (m) appoint emeritus professors on such terms and conditions as may be prescribed;
- (n) remove any person from the membership of any Authority if such person:
 - (i) has become of unsound mind declared as such by the competent court of law; or
 - (ii) has become incapacitated to function as member of such Authority; or
 - (iii) has been convicted by a competent court of law convicted for an offence involving moral turpitude; and
- (o) determine the form, provide for the custody and regulate the use of the common seal of the Institute.

(3) The Board may, subject to the provisions of this Act delegate all or any of the powers and functions of any Authority, officer or employee of this Institute at its main campus, to any Authority, committee, officer or-employee at its additional campus for the purpose of exercising such powers and performing such functions in relation to such additional campus and for this purpose the Board may create new posts or positions at the additional campus.

25. **Visitation.**—The Board may, in accordance with the terms and procedures as may be prescribed, cause an inspection to be made in respect of any matter connected with the Institute.

26. **Syndicate.**—(1) There shall be a Syndicate of the Institute consisting of the following namely:-

- (a) the Vice-Chancellor who shall be its Chairperson;
- (b) the Pro-Vice-Chancellor;
- (c) the Deans of the Faculties of the Institute;
- (d) three professors from different departments, who are not members of the Board, to be elected by the Institute teachers in accordance with procedure to be prescribed by the Board;

- (e) Principals, Directors or Heads of the constituent colleges;
- (f) the Registrar;
- (g) the Director (QEC);
- (h) the Director (P&D);
- (i) the Director (ORIC);
- (j) the Treasurer; and
- (k) the Controller of Examinations.

(2) Members of the Syndicate, other than *ex-officio* members, shall hold office for a term of three years.

(3) As regards the three professors described in clause (d) of subsection (1) the Board may, as an alternative to elections, prescribe a procedure for proposal of a panel of names by the Representation Committee set up in terms of section 30. Appointment of persons proposed by the Representation Committee may be made by the Board on recommendation of the Vice-Chancellor.

(4) The quorum for a meeting of the Syndicate shall be one-half of the total number of its members, a fraction being counted as one.

(5) The Syndicate shall meet at least once in each quarter of the year.

27. Powers and duties of the Syndicate.— (1) The Syndicate shall be the executive body of the Institute and shall, subject to the provisions of this Act and the statutes, exercise general supervision over affairs and management of the Institute.

(2) Without prejudice to the generality of the foregoing powers and subject to the provisions of this Act, the statutes and directions of the Board, the Syndicate shall have the following powers namely:—

- (a) to consider the annual report, the annual and revised budget estimates and to submit these to the Board of Governors;
- (b) to transfer and accept transfer of movable property on behalf of the Institute;
- (c) to enter into, vary, carry out and cancel contracts on behalf of the Institute;

- (d) to cause proper books of account to be kept for all sums of money received and expended by the Institute and for the assets and liabilities of the Institute;
- (e) to invest any money belonging to the Institute including any unapplied income in any of the securities described in section 20 of the Trusts Act, 1882 (Act II of 1882) or search other law for time being in force, or in the purchase of immovable property or in such other manner, as it may prescribe, with the like power of varying such investments;
- (f) to receive and manage any property transferred and grants, bequests, trusts, gifts, donations, endowments and other contributions made to the Institute;
- (g) to administer any funds placed at the disposal of the Institute for specified purposes;
- (h) to provide the buildings, libraries, premises, furniture, apparatus, equipment and other means required for carrying out the work of the Institute;
- (i) to establish and maintain halls of residence and hostels or approve or license hostels or lodgings for the residence of students;
- (j) to recommend to the Board admission of educational institutions to the privileges of the Institute and withdraw such privileges;
- (k) to arrange for the inspection of colleges and the departments;
- (l) to institute professorships, associate professorships, assistant professorships, lectureships and other teaching posts or to suspend or to abolish such posts;
- (m) to create, suspend or abolish such administrative or other posts as may be necessary;
- (n) to prescribe the duties of officers, teachers and other employees of the Institute;
- (o) to report to the Board on matters with respect to which it has been asked to report;
- (p) to appoint members to various Authorities in accordance with the provisions of the Act;

- (q) to propose drafts of statutes for submission to the Board;
- (r) to regulate the conduct and discipline of the students of the Institute;
- (s) to take actions necessary for the good administration of the Institute in general and to this end exercise such powers as are necessary;
- (t) to delegate any of its powers to any Authority or officer or a committee; and
- (u) to perform such other functions as have been assigned to it by the provisions of this Act or may be assigned to it by the Statutes.

28. **Academic Council.**—(1) There shall be an Academic Council of the Institute consisting of the following:—

- (a) the Vice-Chancellor who shall be its Chairperson;
- (b) the Pro-Vice-Chancellors;
- (c) the Deans of Faculties and such Heads of departments, as may be prescribed;
- (d) five members representing the departments, institutes and the constituent colleges to be elected in the manner prescribed by the Board of Governors;
- (e) two Principals of constituent colleges;
- (f) five Professors including Emeritus Professors;
- (g) the Registrar;
- (h) the Director (QEC);
- (i) nominee of the Commission;
- (j) the Controller of Examinations; and
- (k) the Librarian.

(2) The Board shall appoint members of the Academic Council, other than the *ex-officio* and the elected members, on the recommendation of Vice-Chancellor:

Provided that as regards the five professors and the members representing the departments, institutes and the constituent colleges, the Board may, as an alternative to elections, prescribe a procedure for proposal of a panel of names by the Representation Committee set up in terms of section 30. Appointment of persons proposed by the Representation Committee may be made by the Board on recommendation of the Vice-Chancellor.

(3) Members of the Academic Council shall hold office for three years.

(4) The Academic Council shall meet at least once in each quarter.

(5) The quorum for meetings of the Academic Council shall be one-half of the total number of members, a fraction being counted as one.

29. Powers and functions of the Academic Council.—(1) The Academic Council shall be the principal academic body of the Institute and shall, subject to the provisions of this Act and the statutes, have the power to lay down proper standards of instruction, research and examinations and to regulate and promote the academic life of the Institute and the colleges.

(2) Without prejudice to the generality of the foregoing powers and subject to the provisions of this Act and the Statutes, the Academic Council shall have the power to—

(a) approve the policies and procedures pertaining to the quality of academic programmes;

(b) approve academic programmes;

(c) approve the policies and procedures pertaining to student related functions including admissions, expulsions, punishments, examination and certification;

(d) approve the policies and procedures assuring quality of teaching and research;

(e) propose to the Syndicate schemes for the constitution and organization of Faculties, teaching departments and board of studies;

(f) appoint paper setters and examiners for all examinations of the Institute after receiving panels of names from the relevant authorities;

(g) institute programmes for the continued professional development of Institute Teachers at all levels;

- (h) recognize the examinations of other universities or examining bodies as equivalent to the corresponding examinations of the Institute;
- (i) regulate the award of studentships, scholarships, exhibitions, medals and prizes;
- (j) propose regulations for submission to the Board;
- (k) prepare an annual report on the academic performance of the Institute; and
- (l) perform such other functions as may be prescribed by regulations.

30. **Representation Committees.**—(1) There shall be a Representation Committee constituted by the Board through statutes for recommendation of persons for appointment to the Board in accordance with the provisions of section 23.

(2) There shall also be a Representation Committee constituted by the Board through statutes for recommendation of persons for appointment to the Syndicate and the Academic Council in accordance with the provisions of sections 26 and 28, as the case may be.

(3) Members of the Representation Committee for appointments to the Board shall consist of the following namely:—

- (a) three members of the Board who are not Institute teachers;
- (b) two persons nominated by the Institute teachers from amongst themselves in the manner prescribed;
- (c) one person from the academic community, not employed by the Institute, at the level of professor or college principal to be nominated by the Institute teachers in the prescribed manner; and
- (d) one eminent citizen with experience in administration, philanthropy, development work, law or accountancy to be nominated by the Board.

(4) The Representation Committee for appointments to the Syndicate and the Academic Council shall consist of the following namely:—

- (a) three persons nominated by the Institute teachers from amongst themselves in the prescribed manner.

(5) The term of the Representation Committees shall be three years:

Provided that no member shall serve for more than two consecutive terms.

(6) The procedures of the Representation Committees shall be as may be prescribed.

(7) There may also be such other Representation Committees set up by any of other Authorities of the Institute as are considered appropriate for recommending persons for appointment to various Authorities and other bodies of the Institute.

31. **Appointment of Committees by certain Authorities.**—(1) The Board, the Syndicate, the Academic Council and other Authorities may, from time to time, appoint such standing, special or advisory committees, as they may deem fit and may place on such committee persons who are not members of the Authorities appointing the committees.

(2) The constitution, functions and powers of the Authorities for which no specific provision has been made in this Act shall be such as may be prescribed by statutes or Regulations.

CHAPTER-V

STATUTES, REGULATIONS AND RULES

32. **Statutes.**—(1) Subject to the provisions of this Act, statutes, to be published in the official Gazette, may be made to regulate or prescribe all or any of the following matters, namely:-

- (a) the contents of and the manner in which the annual report to be presented by the Vice-Chancellor before the Board shall be prepared;
- (b) the Institute fees and other charges;
- (c) the constitution of any pension, insurance, gratuity, provident fund and benevolent fund for Institute employees;
- (d) the scales of pay and other terms and conditions of service of officers, teachers and other Institute employees;
- (e) the maintenance of the register of registered graduates;

- (f) admission of educational institutions to the privileges of the Institute and the withdrawal of such privileges;
- (g) the establishment of faculties, departments, institutes, colleges and other academic divisions;
- (h) the powers and duties of officers and teachers;
- (i) conditions under which the Institute may enter into arrangements with other institutions or with public bodies for purposes of research and advisory services;
- (j) conditions for appointment of emeritus Professors and award of honorary degrees;
- (k) efficiency and discipline of Institute employees;
- (l) the constitution and procedure to be followed by Representation Committees in carrying out functions in terms of this Act;
- (m) the constitution and procedure to be followed by the Search Committee for appointment of the Vice-Chancellor;
- (n) constitution, functions and powers of the Authorities of the Institute; and
- (o) all other matters which by this Act are to be or may be prescribed or regulated by statutes.

(2) The draft of Statutes shall be proposed by the Syndicate to the Board which may approve or pass with such modifications as the Board may think fit or may refer to the Syndicate, as the case may be, for reconsideration of the proposed draft:

Provided that statutes concerning any of the matters mentioned in clauses (a) and (l) of sub-section (1) shall be initiated and approved by the Board, after seeking views of the Syndicate:

Provided further that the Board may initiate a statute with respect to any matter in its power or with respect to which a statute may be made in terms of this Act and approve such statute after seeking views of the Syndicate.

33. **Regulations.**—(1) Subject to the provisions of this Act and the Statutes, the Academic Council may make regulations to be published in the official Gazette for all or any of the following matters namely:-

- (a) the courses of study for degrees, diplomas and certificates of the Institute;
- (b) the manner in which the teaching referred to in sub-section (1) of section 6 shall be organized and conducted;
- (c) the admission and expulsion of students to and from the Institute;
- (d) the conditions under which students shall be admitted to the courses and the examinations of the Institute and shall become eligible for the award of degrees, diplomas and certificates;
- (e) the conduct of examinations;
- (f) conditions under which a person may carry on independent research to entitle him to a degree;
- (g) the institution of fellowships, scholarships, exhibitions, medals and prizes;
- (h) the use of the library;
- (i) the formation of faculties, departments and Board of Studies; and
- (j) all other matters which by the Act or these statutes are to be or may be prescribed by regulations.

(2) Regulations shall be proposed by the Academic Council and shall be submitted to the Board which may approve them or withhold approval or refer them back to the Academic Council for reconsideration. A Regulation proposed by the Academic Council shall not be effective unless it receives the approval of the Board.

(3) Regulations regarding or incidental to matters contained in sub-clauses (g) and (i) shall not be submitted to the Board without the prior approval of the Syndicate.

34. **Amendment and repeal of statutes and regulations.**—The procedure for adding to, amending or repealing the statutes and the regulations shall be the same as that prescribed respectively for making statutes and regulations.

35. **Rules.**—(1) The Authorities and the other bodies of the Institute may make rules, to be published in the official Gazette, consistent with the provisions of this Act, statutes or the regulations, to regulate any matter relating to affairs of the Institute which has not been provided for by this Act or that is

not required to be regulated by statutes or regulations, including rules to regulate the conduct of business and the time and place of meetings and related matters.

- (2) Rules shall become effective upon approval by the Syndicate.

CHAPTER-VI

INSTITUTE FUND

36. **Institute Fund.**—The Institute shall have a fund to which shall be credited its income from fees, charges, donations, trusts, bequests, endowments, contributions, grants and all other sources.

37. **Audits and accounts.**—(1) The accounts of the Institute shall, subject to Articles 169 and 170 of the Constitution of the Islamic Republic of Pakistan, be maintained in such form and in such manner as may be prescribed.

(2) The teaching departments, constituent colleges and institutes and all other bodies designated as such by the Syndicate in terms of statutes shall be independent cost centers of the Institute with authority vested in the head of each cost centre to sanction expenditure out of the budget allocated to it:

Provided that re-appropriation from one head of expenditure to another may be made by the head of a cost centre in accordance with and to the extent prescribed by statutes.

(3) All funds generated by a teaching department, constituent college or other unit of the Institute through consultancy, research or other provision of service shall be made available without prejudice to the budgetary allocation otherwise made, after deduction of overheads in the manner and to the extent prescribed by statutes, to the teaching department, constituent college or other unit for its development. A part of the funds so generated may be shared with the Institute teachers or researchers in charge of the consultancy, research or service concerned in the manner and to the extent prescribed by statutes.

(4) No expenditure shall be made from the funds of the Institute, unless a bill for its payments has been issued by the head of the cost centre concerned in accordance with the relevant statutes and the Treasurer has verified that the payment is provided for in the approved budget of the cost centre, subject to the authority to re-appropriate available to the head of the cost centre.

(5) Subject to the provisions of Articles 169 and 170 of the Constitution of the Islamic Republic of Pakistan, provision shall be made for an internal audit of the finances of the Institute.

(6) Without prejudice to the requirement of audit by an auditor appointed by Government in accordance with the provisions of any other law for the time being in force, the annual audited statement of accounts of the Institute shall be prepared in conformity with the generally accepted accounting principles (GAAP) by a reputed firm of chartered accountants and signed by the Treasurer. The annual audited statement of accounts so prepared shall be submitted to the relevant Government forum.

(7) The observations, if any, together with such annotations as the Treasurer may make, shall be considered by the Syndicate and shall be placed before the Board within six months of closing of the financial year.

CHAPTER-VII

GENERAL PROVISIONS

38. **Opportunity to show cause.**—Except as otherwise provided by law no officer, teacher or other employee of the Institute holding a post shall be reduced in rank, or removed or compulsorily retired from service for cause arising out of any act or omission on the part of the person concerned unless he has been given a reasonable opportunity of showing cause against the action proposed to be taken.

39. **Appeal to the Syndicate and the Board.**—Where an order is passed punishing any officer other than the Vice-Chancellor, teacher or other employee of the Institute or altering or interpreting to his disadvantage the prescribed terms or conditions of his service, he shall, where the order is passed by any officer or teacher of the Institute other than the Vice-Chancellor, have the right to appeal to the Syndicate against the order, and where the order is passed by the Vice-Chancellor, have the right to appeal to the Board.

40. **Service of the Institute.**—(1) All persons employed by the Institute in accordance with the terms and conditions of service prescribed by statutes shall be persons in the service of the Institute.

(2) An officer, teacher or other employee of the Institute shall retire from service on attainment of such age or tenure of service as may be prescribed.

41. **Benefits and insurance.**—The Institute shall constitute for the benefit of its officers, teachers and other employees schemes, as may be prescribed, for the provision of post-employment benefits as well as health and life insurance while in service.

42. **Commencement of term of office of members of Authority.**—
(1) When a member of a newly constituted Authority is elected, appointed, or

nominated, his term of office, as fixed under this Act, shall commence from such date as may be prescribed.

(2) Where a member who has accepted any other assignment or for any other similar reason remains absent from the Institute for a period of not less than six months, he shall be deemed to have resigned and vacated his seat.

43. Filling of casual vacancies in Authorities.—Any casual vacancy among the members of any Authority shall be filled, as soon as conveniently may be, in the same manner and by the same person or Authority that had appointed the member whose place has become vacant and the person appointed to the vacancy shall be a member of such Authority for the residue of the term for which the person whose place he fills would have been a member.

44. Flaws in the constitution of Authorities.—Where there is a flaw in the constitution of an Authority, as constituted by this Act, the Statutes or the Regulations on account of the abolition of a specified office under Government or because an organization, institution or other body outside the Institute has been dissolved or has ceased to function, or because of some other similar reason, such flaw shall be removed in such manner as the Board may direct.

45. Proceedings of Authorities not invalidated by vacancies.—No act, resolution or decision of any Authority shall be invalid by reason of any vacancy in the Authority doing, passing, or making it or by reason of any want of qualification or invalidity in the election, appointment or nomination of any *de-facto* member of the Authority, whether present or absent.

46. First Statutes and Regulations.— (1) Notwithstanding anything to the contrary contained in this Act, statutes contained in the schedule to this Act shall be deemed to be the first statutes made under this Act until amended or repealed by the Syndicate with approval of the Board under sections 32 and 33 and shall continue to remain in force until amended or replaced or till such time as new statutes and regulations are made in accordance with the provisions of this Act.

(2) The Patron shall make the first regulations which shall be deemed to be the regulations made under this Act until amended or repealed by the Academic Council with approval of the Board.

47. Removal of difficulties.—(1) If any question arises as to the interpretation of any of the provisions of the Act, it shall be placed before the Patron and Commission whose decision thereon shall be final.

(2) If any difficulty arises in giving effect to any of the provisions of this Act, the Chancellor may make such order after obtaining the views of the

Board, not inconsistent with the provisions of this Act, as may appear to him to be necessary for removing the difficulty.

(3) Where this Act makes any provision for anything to be done but no provision or no sufficient provision has been made as respects the authority by whom, or the time at which, or the manner in which, it shall be done, then it shall be done by such authority, at such time, or in such manner as the Chancellor may direct after obtaining the views of the Board.

48. **Indemnity.**—No suit or other legal proceedings shall lie against the Government, the Institute or any Authority, officer or employee of the Government or the Institute or any person in respect of anything which is done in good faith under this Act.

The Schedule

The First Statutes

1. **Faculties.**—(1) The school, college, departments and faculties of the Institute shall be known as constituent units of the Institute.

(2) The Institute shall include the following faculties, namely:—

- (i) Faculty of Data Sciences and Information Technology;
- (ii) Faculty of Peace and Conflict Studies;
- (iii) Faculty of Basic and Natural Sciences;
- (iv) Faculty of Arts and Humanities;
- (v) Faculty of Communication and Media Studies;
- (vi) Faculty of Law and Legal Studies;
- (vii) Faculty of Social Sciences;
- (viii) Faculty of Management Sciences;
- (ix) Faculty of Governance and Public Policy;
- (x) Faculty of International Relations;
- (xi) Faculty of Engineering, Science and Technology;
- (xii) Faculty of Agriculture Sciences;

- (xiii) Faculty of Earth, Aviation and Spaces Sciences;
- (xiv) Faculty of Medical and Dental Sciences;
- (xv) Faculty of Nursing and Allied Health Sciences;
- (xvi) Faculty of Pharmacy; and
- (xvii) such other faculties or institutions as may be desired to be established.

(3) The Islamic studies, and the Pakistan studies shall be compulsory subjects for all students. In the case of professional degree program prior permission of relevant accreditation council shall be a pre-requisite.

(4) Each Faculty shall include such institutes, teaching departments, campuses, centers or teaching and training units or research units as may be prescribed by statutes and approved by professional councils, if necessary.

2. **Board of Faculties.**— (1) There shall be a Board for each Faculty consisting of—

- (a) the Dean;
- (b) the Professors, Associate Professors and Chairman or Principal of the Teaching Departments, School or Colleges comprising the Faculty;
- (c) one member of each Board of Studies comprising the Faculty, to be nominated by the Board of Governors of studies concerned;
- (d) two teachers to be nominated by the Academic Council by reason of their specialized knowledge of subjects, who though not assigned to the faculty, have in the opinion of the Academic Council important bearing on the subjects assigned to the Faculty.

(2) The members mentioned in clauses (c) and (d) of sub-section (1) shall hold office for three years.

(3) The quorum for meeting of the Board of a Faculty shall be one-half of the total number of members, fraction being counted as one.

(4) The board of each faculty shall, subject to general control of the Academic Council and the Board of Governors have the following powers, namely:-

- (a) to co-ordinate the teaching and research in the subjects assigned to the Faculty;
- (b) to scrutinize the schemes of courses and syllabi proposed by the Board of the Studies comprising the faculty, and forward them to the Academic Councils along with its observations;
- (c) to scrutinize the recommendations of the Board of Studies comprising the Faculty, on the appointment of paper setters and examiners, except for research degrees and to forward the panels of suitable persons for each course and examination to the Vice-Chancellor; and
- (d) to perform such other functions as may be prescribed.

3. **Teaching departments.**—(1) There shall be a teaching department or an institution or a college for each subject or a group of allied subjects as may be approved and each teaching department shall be headed by a Chairman of an institution by a Director and a college by a Principal.

(2) The Chairman of a department, the Director of an institution and the Principal of college shall be appointed by the Board of Governors from amongst the senior teachers of the department, institution, college or by directly advertising in the newspapers, or on a contract basis or on a deputation basis.

(3) The Chairman of the teaching department, the Director of an institution or the Principal of a college shall plan, organize and supervise the work of the department, institution, college in accordance with the provisions of this Act, and shall be responsible to the Dean of the Faculty in which the department, institution, college is comprised for the work of the department, institution or college.

4. **Board of Studies.**—(1) There shall be a Board of Studies for each subject or a group of subjects as may be prescribed by the regulations.

- (2) Each Board of Studies shall consist of—
 - (a) the Director or Chairman or Principal of the teaching department concerned;
 - (b) all Professors and Associate Professors in the teaching department concerned;
 - (c) two Institute teachers, other than Professors or Associate Professors, to be appointed by the Academic Council; and

- (d) three experts, other than Institute teachers, to be appointed by the Vice-Chancellor;
- (3) The term of office of members of the Board of Studies, other than *ex-officio* members, shall be three years.
- (4) The quorum for a meeting of the Board of Studies shall be half of the total number of members, a fraction being counted as one.
- (5) The Director, Chairman or principal of the institute's teaching department concerned shall be the Chairman and convener of the Board of Studies—
 - (a) to suggest authorities on all academic matters connected with instructions, research and examinations in the subjects concerned;
 - (b) to propose curricula and syllabi for all degree, diploma and certificate courses in the subject or subjects concerned;
 - (c) to suggest a panel of names of paper setters and examiners; and
 - (d) to perform such other functions as may be prescribed.

5. **Board of Advanced Studies and Research.**—(1) There shall be board of advanced studies and research consisting of the following members, namely:-

- (a) the Vice-Chancellor, who shall be the Chairman;
 - (b) the Directors;
 - (c) the Deans;
 - (d) two Institute Professors, other than Deans, to be appointed by the Board;
 - (e) the Professors emeritus;
 - (f) two eminent scholars nominated by the Vice-Chancellor; and
 - (g) two Institute teachers having research qualifications and experience to be appointed by the Council.
- (2) The term of office of the members of the board of advanced studies and research, other than *ex-officio* members, shall be three years.

(3) The quorum for a meeting of the board of advanced studies and research shall be half of the total number of members, a fraction being counted as one.

(4) The functions of the board of advanced studies and research shall be—

- (a) to advise the Authorities on all matters connected with the promotion of advanced studies and research in the Institute;
- (b) to propose regulations regarding the award of research degrees;
- (c) to recommend panels of names of papers setters and examiners after considering the proposals of the Board of Studies in this behalf;
- (d) to appoint Supervisors for research students and to determine the subject of their thesis; and
- (e) to perform such other functions as may be prescribed by Statutes.

6. **The Selection Board.**—(1) There shall be a Selection Board consisting of—

- (a) Vice-Chancellor (Chairperson);
- (b) Pro-Vice-Chancellor to be nominated by the Chancellor if there are more than one Vice-Chancellor.
- (c) Dean of the Faculty concerned;
- (d) the Director (QEC);
- (e) head of the department concerned;
- (f) one member of the Board to be nominated by the Board;
- (g) one eminent scholar to be nominated by the sponsoring company; and
- (h) one expert in the subject to be nominated by the Chancellor.

(2) The Registrar of the Institute shall act as secretary of the Selection Board.

(3) The members of the Selection Board other than *ex-officio* members, shall hold office for three years.

(4) The quorum for a meeting of the Selection Board shall be five members.

(5) No member of the Selection Board who is a candidate for the post to which appointment is to be made shall take part in such proceedings of the Selection Board.

(6) In selecting candidates for the post of Professor and Associate Professors, the Selection Board shall, co-opt or consult two experts in the subject concerned and in selecting candidates for other teaching post, one expert in the subject concerned, to be nominated by the Vice-Chancellor, from a standing list of experts of each subject approved by the Board of Governors and revised from time to time.

(7) Subject experts from foreign countries may be called or appointed on contract basis for a specified period. The foreigners would be appointed by the Vice-Chancellor with the prior approval of the Chancellor. They may be exempted to appear before the selection Board of Governors.

7. Function of the Selection Board.—(1) The Selection Board shall consider all applications for teaching and other officer's posts received in response to an advertisement and shall recommend to the Board of Governors the names of suitable candidates for appointment to such posts.

(2) The Selection Board may recommend to the Board the grant of a higher initial pay in a suitable case for reasons to be recorded.

(3) The Selection Board may recommend to the Board of appointment for an eminently qualified person to a position in the Institute on the terms and conditions as may be prescribed.

(4) The Selection Board shall consider all cases of promotion of officers of the Institute and recommend to the Board of Governors the names of suitable candidates for such promotions.

(5) In the event of an unresolved difference of opinion between the Selection Board and the Board, the matter shall be referred to the Chancellor whose decision shall be final.

8. The Finance and Planning Committee.—(1) There shall be a Finance and Planning Committee consisting of—

(a) Vice-Chancellor (Chairperson);

- (b) all the Deans;
- (c) one member of the Board to be nominated by the Board;
- (d) one member of the Academic Council to be nominated by the Academic Council;
- (e) Director Planning of Higher Education Commission;
- (f) Registrar;
- (g) Director (P&D);
- (h) one nominee of the sponsoring company; and
- (i) Treasurer.

(2) The Treasurer of the Institute shall be the secretary of the Finance and Planning Committee.

(3) The quorum for a meeting of the Finance and Planning Committee shall be five members.

(4) The term of office of the members other than *ex-officio* members shall be three years.

9. **Functions of the Finance and Planning Committee.**—The function of the Finance and Planning Committee shall be—

- (a) to consider annual statement of accounts, annual budget and revised budget estimates and advise the Board thereon;
- (b) to review periodically the financial position of the institute;
- (c) to advise the Board on all matters relating to planning developments and accounts of the Institute;
- (d) to prepare short term and long-term development plans;
- (e) to prepare staff and resources development plans; and
- (f) to perform such other functions as may be prescribed by Statutes.

10. **The Academic Planning and Development Committee.**—(1) There shall be an Academic Planning and Development Committee consisting of—

- (a) the Vice-Chancellor who shall be its Chairman;
 - (b) the Deans.
 - (c) the Chairman of teaching department or the Director of institution or the Principal of the college;
 - (d) one nominee of the Board of Governors.
 - (e) one nominee of the sponsoring company of the Institute.
 - (f) the Treasurer; and
 - (g) the Registrar who shall act as secretary of the committee.
- (2) The term of office of the members excluding *ex-officio* members, shall be three years.
- (3) The quorum for the meetings of the Committee shall be five.

11. The Functions of the Academic Planning and Development Committee.—The functions of the Academic, Planning and Development Committee shall be—

- (a) to review periodically the courses of study with a view to improving them;
- (b) to make recommendations to the Board of Advanced Studies and Research and Board of Studies for changes or modifications in courses in the light of experience and research studies;
- (c) to prepare proposals for introduction of new courses at the various levels to the relevant committee;
- (d) to advise the Board of Governors and Academic Council on all matters related to academic planning, development, academic programmes and facilities; and
- (e) to advise on such matters as are referred to it, by the Vice-Chancellor.

TAHIR HUSSAIN,
Secretary General.