



GOVERNMENT OF KHYBER PAKHTUNKHWA
HIGHER EDUCATION, ARCHIVES AND
LIBRARIES DEPARTMENT

Dated Peshawar the 03.01.2022

NOTIFICATION

NO.SO(U-V)HE/1-1/

The Competent Authority has been pleased to approve the following guidelines regarding recruitment under Section-11(5)(d) & 11(5)(e) of the Khyber Pakhtunkhwa Universities Act, 2012 (amended in 2016) for compliance in letter & spirit.

Section-11(5)(d).

- i. Recruitment under Section-11(5)(d) is purely meant for dealing with an emergency situation where human resource is inevitably required but no budgeted post is available. Hence, the power vested under Section 11(5)(d) may not be utilized as a source of generating unnecessary employment and creating burden on the financial health of the university.
- ii. Recruitment under Section-11(5)(d) shall not be made for the properly sanctioned and budgeted posts duly notified / reflected in the Budget Book/Nominal Roll of the university.
- iii. The nature of post (not only nomenclature) created under Section-11(5)(d) must be different from any budgeted post.
- iv. Recruitment under Section-11(5)(d) shall be kept for a minimum period of time as far as possible, and in no case, it shall be for more than one year. Vice Chancellor concerned will be personally held responsible in case recruitment under this section is extended beyond one year.
- v. Determination of Need (Assessment), Qualification and Experience for recruitment under Section 11(5)(d) shall be done by the 5-Member Standing Committee to be constituted by the Syndicate, which shall also include the following :-
 1. Concerned HoD (in Chair).
 2. Registrar of the University concerned.
 3. Rep. of Establishment Department not below the Deputy Secretary.
- vi. Recruitment under Section-11(5)(d) shall be endorsed by F&P Committee of the concerned University which shall also determine the salary of the post created under Section 11(5)(d).
- vii. The recruitment under this section shall be finally reported to the upcoming meeting of Syndicate.
- viii. A person once recruited under Section-11(5)(d) shall not be re-employed under the same section for any other post created under section-11(5)(d) except where prior approval of the Senate is obtained.
- ix. Recruitment under Section-11(5)(d) shall be made through a process that provides an equal opportunity to the interested candidates.
- x. Recruitment under Section-11(5)(d) shall be purely on temporary basis and on fixed pay.

Section-11(5)(e).

- i. Section 11(5)(e) is meant for contract appointment against the budgeted positions only.
- ii. Recruitment under Section 11(5)(e) is not meant to run the universities on ad-hoc basis; rather a fair relief to the universities leadership to have interim arrangement for running the university's affairs smoothly where regular recruitment against the budgeted posts is going to take time on some justified grounds.

DD/11/2022
H.E. - Chairman
H.E. - Registrar
H.E. - Deputy Secretary

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H.E. - Registrar
H.E. - Deputy Secretary
H.E. - Deputy Secretary


- iii. Contract Appointment against a regular Post shall not be made, except for reasons to be recorded and on prior concurrence of the Syndicate.
- iv. The Vice Chancellor of the respective university would be bound to ensure regular appointment on the sanctioned / budgeted post occupied by an employee on contract under section 11(5)(e) at the earliest possible during the three years period of contract.
- v. Contract appointment against the sanctioned & budgeted post shall be made on six monthly basis and shall not be renewed beyond three years. In case Contract Appointment beyond three years is inevitably required, the Vice Chancellor of the respective university would be bound to justify before the Senate as to why regular appointment on a particular sanctioned / budgeted post could not be made within the three years period of contract of an employee and what solid grounds exist to go for contract appointment again on the sanctioned position, The Senate would be final Authority to decide as to whether the post be filled again on contract for a specific period, to be determined by the Senate or not.
- vi. No person who is appointed on contract and has completed three years or less shall be re-appointed on contract, on the same post or any other post in the University, unless being a special case recommended by the Syndicate to the Senate of the University for Approval.
- vii. Qualification & Experience for contract appointment under the section 11 (5) (e) shall remain the same as that reflected in the Statutes for the respective budgeted posts.
- viii. Administrative experience on a particular sanctioned / budgeted post shall be considered relevant only when holding the original / substantive charge of the post whether on regular or contract basis and not having additional charge of any administrative post.
- ix. The requirement of experience for administrative post shall be relevant, that depends on the nature / diversity / job description of the post against which recruitment is intended, when comparing it with nature / diversity / job description of claimed experience. For instance, experience as Librarian cannot hold for post like Registrar or Additional Registrar, since the nature of job / diversity / depth of two positions are entirely different.

-Sd-

SECRETARY TO GOVT
OF KHYBER PAKHTUNKHWA
HIGHER EDUCATION DEPARTMENT

Copy to:

1. All Vice Chancellors/ Directors/ Project Directors/Rector, Public Sector Universities, Khyber Pakhtunkhwa.
2. Principal Secretary to Governor, Governor's Secretariat, Peshawar.
3. Principal Secretary to Chief Minister, Chief Minister's Secretariat, Khyber Pakhtunkhwa.
4. PSO to Chief Secretary, Khyber Pakhtunkhwa.
5. Vice-Chancellor, Shaheed Benazir Bhutto Women University, Peshawar.
6. Project Director, HEMIS Cell, Higher Education Department.
7. All Section Officers (University Wing) Higher Education Department.
8. P.S to Secretary, Higher Education Department.
9. Master File.


Section Officer (Universities-V)

23/2/2022