

<p style="text-align: center;">provide for the establishment of Sindh Institute of Teacher Education</p> <p>AS it is expedient to provide for establishment of Sindh Institute of Teacher Education as a degree awarding institution and to provide matters ancillary thereto;</p> <p>It is hereby enacted as follows:</p>	<p style="text-align: center;">Preamble</p>
<p style="text-align: center;"><b>CHAPTER-I PRELIMINARY</b></p> <p>(1) This Act may be called the Sindh Institute of Teacher Education Act, 2025.</p> <p>(2) It shall come into force at once.</p>	<p style="text-align: center;">Short title and commencement</p>
<p>In this Act, unless there is anything repugnant in the subject or context:</p> <p>(a) "Academic Council" means the Academic Council of the Institute;</p> <p>(b) "Affiliated college" means an educational institution affiliated with the institute but not maintained or administered by it;</p> <p>(c) "Authority" means any authorities of the Institute specified or set up under section 18;</p> <p>(d) "Board of Governors" means the Board of Governors of the Institute.</p> <p>(e) "Chairperson" means the Chairperson of the Board of Governors;</p> <p>(f) "Patron" means the Patron as specified or set up under section 9;</p> <p>(g) "College" means a constituent college or affiliated college;</p> <p>(h) "Constituent college" means an educational institution, by whatever named described, maintained and administered by the Institute;</p> <p>(i) "Commission" means the Higher Education Commission set up under the Sindh Higher Education Commission Act, 2013;</p> <p>(j) "Dean" means the head of a Faculty or the head of an academic body granted the status of a Faculty by this Act or by the Statutes or Regulations;</p> <p>(k) "Department" means a teaching department maintained and administered or recognized by the Institute in the manner prescribed;</p> <p>(l) "Executive Director" means the chief executive officer of the Institute;</p> <p>(m) "Faculty" means an administrative and academic unit of the Institute consisting of one or more departments, as proscribed;</p> <p>(n) "Government" means the Government of Sindh;</p>	<p style="text-align: center;">Definitions</p>

	<p>(o) "Head" means head of a teaching Department of the Institute;</p> <p>(p) "Institute" means the Sindh Institute of Teacher Education as constituted under this Act;</p> <p>(q) "Institute Faculty" means a full-time teacher appointed and paid by the Institute, or recognized by the Institute as such; it includes Professors, Associate Professors, Assistant Professors and Lectures engaged full time by the Institute or by the constituent or affiliated college for teaching degree/ post-graduate classes, and such other persons as may be declared to be "Institute Faculty" by Regulations;</p> <p>(r) "Patron" means the Patron of the Institute;</p> <p>(s) "Prescribed" means prescribed by Statutes, Regulations or Rules made under this Act;</p> <p>(t) "Principal" means the head of a College;</p> <p>(u) "Representation Committees" means the representation committees constituted under section 27;</p> <p>(v) "Review Panel" means the review panel set up by the Patron for the purposes of section 11;</p> <p>(w) "Search Committee" means the Search Committee set up by the Board of Governors for the purposes of section 14;</p> <p>(x) "Statutes", "Regulations" and "Rules" mean the statutes, regulations and rules respectively made under this Act and for the time being in force;</p> <p>(y) "Syndicate" means the Syndicate of the Institute;</p>	
3	<p style="text-align: center;"><b>CHAPTER II THE INSTITUTE</b></p> <p>(1) There shall be established an Institute to be called the Sindh Institute of Teacher Education.</p> <p>(2) The Institute shall consist of the following, namely:</p> <p style="padding-left: 40px;">(a) the Patron, the Chairperson of the Board of Governors, the members of the Board of Governors, the Executive Director and the Deans;</p> <p style="padding-left: 40px;">(b) the members of the Authorities of the Institute;</p> <p style="padding-left: 40px;">(c) all Institute Faculty and persons recognized as students of the Institute in accordance with terms prescribed from to time; and</p> <p style="padding-left: 40px;">(d) all other officers and members of the staff of the Institute.</p> <p>(3) The Institute shall be a body corporate by the name Sindh Institute of Teacher Education, and shall have perpetual succession and a common seal, and may by the said name sue and be sued.</p> <p>(4) The Institute shall be competent to acquire and hold property, both movable and immovable, and to lease, sell or otherwise transfer any movable and immovable property which may have become vested in or been acquired by it.</p>	<p><b>Establishment of the Institute</b></p> <p style="text-align: right;">000</p>

	<p>(5) (a) <b>Notwithstanding</b> 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, Institute Faculty and other employees on such terms and conditions as may be prescribed by this Act and the Board of Governors.</p>	
	<p>(6) All properties, rights and interests of whatever kind, used enjoyed, possessed, owned or held in trust by or for Government College of Education, F. B. Area Block 15 campus, Karachi, and all liabilities legally subsisting against the said College of Education, shall pass to the Institute constituted by this Act;</p>	
<p>4</p>	<p>(1) The Institute shall have the following purpose and powers-</p> <ul style="list-style-type: none"> <li>(a) to promote and disseminate knowledge in relation to, and to provide for instruction, training and research in, teacher education and training, professional and technical development of teachers and teacher educators, improving educational practices and policies for the delivery of quality education, and to provide for education and scholarship in all related branches of learning as it may deem fit;</li> <li>(b) to prescribe courses of studies to be conducted by it and the colleges;</li> <li>(c) to establish teaching departments, colleges, faculties, institutes, museums and other centres of learning for the development of teaching and research, professional and technical training and special studies and to make such arrangements for their maintenance, management and administration as it may prescribe;</li> <li>(d) to prescribe the terms and conditions of employment of the officers, Institute Faculty 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;</li> <li>(e) to institute Professorships, Associate Professorships, Assistant Professorships and Lectureships and any other posts and to appoint persons thereto;</li> <li>(f) to engage, where necessary, persons on contracts of specified duration and to specify the terms of each engagement;</li> <li>(g) to provide for and support the academic development of the Institute Faculty;</li> <li>(h) to 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 the prescribed conditions;</li> <li>(i) to accept the examinations passed and the periods of study spent by students of the Institute at other universities and places of learning as equivalent to such examinations and periods of study in the Institute, as it may determine and to withdraw such acceptance;</li> <li>(j) to confer honorary degrees or other distinctions on approved</li> </ul>	<p>Powers and purposes of the Institute</p>

persons in the manner prescribed;

- (k) to confer degrees on persons who have carried on independent research under the prescribed conditions;
- (l) to institute programmes for the exchange of students and Institute Faculty between the Institute and other universities, educational institutions and research organizations, inside as well as outside Pakistan;
- (m) to provide for the 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;
- (n) to maintain order, discipline and security on the campuses of the Institute and the colleges;
- (o) to promote the extracurricular and recreational activities of such students, and to make arrangements for promoting their health and general welfare;
- (p) to provide career counselling and job search services to students and alumni;
- (q) to maintain linkages with alumni;
- (r) to affiliate and disaffiliate educational institutions under the prescribed conditions;
- (s) to inspect colleges and other educational institutions affiliated or seeking affiliation with it;
- (t) to collaborate 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;
- (u) to create posts for research, training, consultancy, administration and other related purposes and to appoint persons thereto;
- (v) to 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;
- (w) to enter into, carry out, vary or cancel contracts;
- (x) to 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;
- (y) to provide for the printing and publication of research and other works; and
- (z) to demand and receive such fees and other charges as it may determine;
- (aa) to institute and award financial assistance to students in need, fellowships, scholarships, bursaries, medals and prizes under prescribed conditions;

	<p>(bb) to develop and implement training plans;</p> <p>(cc) to receive and manage property, donations, gifts, contributions made to the Institute and to receive any funds representing such property, grants, bequests, loans, gifts, donations, endowments or contributions in such manner as it may deem fit;</p> <p>(dd) to do all such other acts, whether incidental to the objects aforesaid or not, as may be required or expedient in order to further the objectives of the Institute as a state educational, learning, research, professional and technical training, and special studies.</p> <p>(2) The Institute shall be a fully autonomous body with freedom to govern its academic functions in order to achieve its objectives, in particular, freedom to select and maintain students, award degrees, diplomas, certificates and other academic distinctions; select and promote facilities, determine courses of study as the Institute may determine; pursue research, to hold conferences, seminars and workshops and to publish and disseminate through print, electronic and other means its research and academic work.</p>	
5	<p>(1) The Institute shall be open to all persons of all genders and of whatever religion, race, caste, class, colour, tribe and descent who are qualified for admission to the courses of study offered by the Institute; and no person shall be denied the privileges of the Institute on the grounds of gender, religion, race, caste, class, colour or domicile.</p> <p>(2) The Institute shall institute financial aid programmes for students in need, to the extent considered feasible by the Board of Examiners given the resources available, 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 for existing more than ten percent of the total number of candidates in any category taught course or research based programmes of study.</p>	<p>Institute open to all classes, genders, etc.</p>
6	<p>(1) All recognized teaching, professional and technical training in various courses shall be conducted by the Institute in the prescribed manner and may include lectures, tutorials, discussions, seminars, workshops, demonstrations, distance learning and other methods of instruction as well as practical work in schools and other governmental or private organizations.</p> <p>(2) The authority responsible for organizing recognized teaching shall be as may be prescribed.</p>	<p>Teaching at the Institute</p>
7	<p style="text-align: center;"><b>CHAPTER III</b> <b>OFFICERS OF THE INSTITUTE</b></p> <p>The following shall be the principal officers of the Institute, namely:</p> <p>(a) the Patron;</p> <p>(b) the Executive Director;</p>	<p>Officers of the Institute</p>

	<p>(c) the Chairperson of the Board of Governors;                  (d) the Deans;                  (e) the Principals of the constituent college(s);                  (f) the Heads of the teaching departments;                  (g) the Registrar;                  (h) the Director of Finance;                  (i) the Controller of Examinations; and                  (j) such other persons as may be prescribed by the statutes or regulations to be the principal officers of the Institute.</p>	
8	<p>(1) The Chief Minister of Sindh shall be the Patron of the Institute.                  (2) The Patron shall, when present, preside at the Convocation of the Institute.                  (3) In the absence of the Patron, the Chairperson of the Board of Governors will preside over the Convocation of the Institute.                  (4) The Chairperson shall be appointed by the Patron from amongst the persons recommended by the Representation Committee.                  (5) Every proposal to confer an honorary degree shall be subject to confirmation by the Patron.</p>	Patron
10	<p>(1) The Patron may, in accordance with the terms and procedures as may be prescribed, cause an inspection or inquiry to be made on his own motion or at the request of the Commission, in respect of any matter concerned 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:</p> <p>(a) the Institute, its buildings, laboratories, libraries and other facilities;                  (b) any institution, department or hostel 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.</p> <p>(2) The Patron shall communicate to the Board of Governors his views with regards to the result of visitation and shall, after ascertaining the views of the Board of Governors, advise the Board of Governors on the action to be taken by it.                  (3) The Board of Governors shall, within such time as specified by the Patron, communicate to him such action, if any, as has been taken or may be proposed to be taken upon the results of visitation.                  (4) Where the Board of Governors does not, within the time specified, take action to the satisfaction of the Patron, the Patron may issue such directions as he deems fit, and the Board of Governors shall comply with all such directions.</p>	Visitation

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11	<p>(1) The Patron may, upon the recommendation of the Review Panel, remove any person from the membership of the Board of Governors on the ground that such person:</p> <ul style="list-style-type: none"> <li>a. has become of unsound mind; or</li> <li>b. has become incapacitated to function as member of the Board of Governors; or</li> <li>c. has been convicted by a court of law for an offence involving moral turpitude; or</li> <li>d. has absented himself from two consecutive meetings without leave of absence or just cause; or</li> <li>e. has been guilty of misconduct, including use of position for personal advantage of any kind, or gross inefficiency in the performance of functions.</li> </ul> <p>(2) The Patron shall remove any person from the membership of the Board of Governors on a resolution calling for the removal of such person supported by at least three-fourths of the membership of the Board of Governors;</p> <p>Provided that before passing such resolution, the Board of Governors shall provide the member concerned a fair hearing;</p> <p>Provided further that the provisions of this section shall not be applicable to the Chairperson of the Board of Governors and the Executive Director of the Institute in their capacity as a member of the Board of Governors.</p>	Removal from Board of Governors
12	<p>(1) The Chairperson shall be appointed by the Patron from a panel recommended by the Representation Committee, provided that the first Chairperson shall be a nominee of the Patron;</p> <p>Provided, however, that, notwithstanding the foregoing, where the Government enters into any arrangement with any private party for the governance and operation of the Institute, whether as a public private partnership with a private party or under and pursuant to any other arrangement or agreement or memorandum of understanding or otherwise, the private party shall have the right to nominate the person to be appointed as Chairperson, and accordingly the person nominated by the private party shall upon such nomination, be appointed as the Chairperson.</p> <p>(2) The Chairperson shall hold office for five years and may on the expiry of his term be re-appointed for further terms of five years each.</p>	Chairperson of the Board of Governors
13	<p>(1) There shall be an Executive Director of the Institute who shall be an eminent academic or a distinguished administrator and shall be appointed by the Board of Governors on such terms and conditions as the Board of Governors may determine.</p> <p>(2) The Executive Director shall be the chief academic and administrative officer of the Institute responsible for all</p>	Executive Director

administration and academic functions of the Institute and by ensuring that the provisions of this Act, Statutes, Regulations and Rules are faithfully observed in order to promote the general efficiency and good order of the Institute. The Executive Director shall have all powers conferred by this Statute, including the power of administration and financial control over the affairs, Institute Faculty and other employees of the Institute.

(3) The Executive Director shall, if possible, be appointed by direct appointment of any Authority or body of the Institute.

(4) The Executive Director may, in an emergency, without immediate action that is ultimately set in the Statute of the Executive Director, take such action and for itself, those persons, staff units, a report of the action taken by the Executive Director of the Board of Governors set up by Statute, shall may direct such further action as is considered appropriate.

(5) The Executive Director shall also have the following powers, namely:

- a) to submit plans of work and budget estimates of the Institute for the consideration of the Board of Governors;
- b) to authorize expenditures provided in the approved budget and to re-appropriate funds within the same major head of expenditure and report it to the Board of Governors in the next meeting;
- c) to sanction by re-appropriation, an amount not exceeding an amount sanctioned by the Board of Governors for an unforeseen item not provided for in the budget and report it to the Board in the next meeting;
- d) to make appropriations of such categories of employees of the Institute and in such manner as may be prescribed by the Statutes;
- e) to direct Institute Faculty, officers and other employees of the Institute to take up such appointments, in connection with recruitment, administration and other such activities in the Institute, as he may consider necessary for the purposes of the Institute;
- f) to suspend, punish and remove from office, officers, Institute Faculty and other employees of the Institute, in accordance with prescribed procedures, except those appointed by or with the approval of the Board of Governors;
- g) to delegate, subject to such conditions as may be prescribed, any of his powers under this Act to an officer or officers of the Institute;
- d) to exercise and perform such other powers and functions as may be prescribed; and
- e) to undertake any work assigned by the Board of Governors.

Amended Statute (6)

The Executive Director shall present an annual report before the Board of Governors within three months of the close of the academic year.

(7) 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.

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(8) The Executive Director's annual report shall be made available, prior to its presentation before the Board of Governors, to all officers and Institute Faculty and shall be published in such number as required to ensure its wide circulation.

14	<p>(1) The Executive Director shall be appointed by the Chairperson of the Board on the basis of the recommendations made by the Board of Governors.</p> <p>(2) A Search Committee, for the recommendation of persons suitable for appointment as Executive Director, shall be constituted by the Board of Governors on the date and in the manner prescribed by the Statutes and shall consist of two eminent members of society nominated by the Board of Governors, of whom one shall be appointed the Convener, and two members of the Board of Governors.</p> <p>(3) The Search Committee shall remain in existence till such time that the appointment of the next Executive Director has been made by the Chairperson of the Board.</p> <p>(4) The persons proposed by the Search Committee for appointment as Executive Director shall be considered by the Board of Governors, and a panel of three persons, in order of priority, shall be recommended by the Board of Governors to the Chairperson of the Board;</p> <p style="padding-left: 40px;">Provided that the Chairperson of the Board 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 Chairperson of the Board, the Search Committee shall make a proposal to the Board of Governors in the prescribed manner.</p> <p>(5) The Executive Director shall be appointed for a renewable tenure of five years on the terms and conditions approved by the Board of Governors.</p> <p>(6) The tenure of the Executive Director shall be renewed by the Chairperson of the Board on receipt of a resolution of the Board of Governors in support of such renewal;</p> <p style="padding-left: 40px;">Provided that the Chairperson may call upon the Board to</p>	Appointment and Removal of the Executive Director
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Amended Statute (6)

	<p>reconsiders such resolution once, if he is not satisfied with it.</p> <p>(7) The Board of Governors may, pursuant to a resolution in this behalf passed by three-fourths of its membership, recommend to the Chairperson of the Board the removal of the Executive Director on grounds of inefficiency, moral turpitude or physical or mental incapacity or gross misconduct, including misuse of position for personal advantage of any kind;</p> <p>Provided that the Chairperson of the Board may make a reference to the Board of Governors stating the instances of inefficiency, moral turpitude or physical or mental incapacity or gross misconduct on the part of the Executive Director that have come to his notice. After consideration of this reference, the Board of Governors may, pursuant to a resolution in this behalf passed by two-thirds of its membership, recommend to the Chairperson of the Board the removal of the Executive Director;</p> <p>Provided further that, prior to a resolution for the removal of the Executive Director being voted upon, the Executive Director shall be given an opportunity of being heard.</p> <p>(8) A resolution recommending the removal of the Executive Director shall be submitted to the Chairperson of the Board forthwith. The Chairperson may accept the recommendation and order the removal of the Executive Director or return the recommendation to the Board of Governors with such observations as deemed fit.</p> <p>(9) At any time when the office of the Executive Director is vacant, or the Executive Director is absent or is unable to perform the functions of his office due to illness or some other cause, the Board of Governors shall make such arrangements for the performance of the duties of the Executive Director as it may deem fit.</p>	
15	<p>(1) There shall be a Registrar of the Institute to be appointed by the Board of Governors on the recommendation of the Executive Director, on such terms and conditions as may be prescribed.</p> <p>(2) The experience as well as the professional and academic qualifications necessary for appointment to the post of the Registrar shall be as may be prescribed.</p> <p>(3) The Registrar shall be a full-time officer of the Institute and shall:</p> <ol style="list-style-type: none"> <li>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;</li> <li>b. Be the custodian of the common seal and the academic records of the Institute;</li> <li>c. maintain a register of registered graduates in the prescribed manner;</li> <li>d. Supervise the process of election, appointment or nomination of members to the various authorities and other bodies in the prescribed manner; and</li> </ol>	Registrar

	<p>term of three years;</p> <p>Provided that the Board of Governors may, on the advice of the Executive Director, terminate the appointment of the Controller of Examinations on grounds of inefficiency or misconduct in accordance with the prescribed procedure.</p>	
18	<p style="text-align: center;"><b>CHAPTER IV</b> <b>AUTHORITIES OF THE INSTITUTE</b></p> <p>(1) The following shall be the Authorities of the Institute, namely:</p> <ul style="list-style-type: none"> <li>a. the Board of Governors;</li> <li>b. the Syndicate;</li> <li>c. the Academic Council;</li> </ul> <p>(2) The Board of Governors, the Syndicate and the Academic Council may set up such other committees or sub-committees, by whatever names, as are considered desirable. Such committees or sub-committees shall be the Authorities of the Institute for the purposes of this Act.</p>	<p><b>Authorities of the Institute</b></p>
19	<p>(1) The body responsible for the governance of the Institute shall be the Board of Governors and shall consist of the following :-</p> <ul style="list-style-type: none"> <li>a. the Chairperson;</li> <li>b. the Executive Director;</li> <li>c. the Secretary College Education Department, Government of Sindh or his/ her nominee not below the rank of Additional Secretary;</li> <li>d. the Secretary School Education &amp; Literacy Department, Government of Sindh or his/ her nominee not below the rank of Additional Secretary;</li> <li>e. one nominee of the Sindh Higher Education Commission;</li> <li>f. two persons appointed by the Patron, being prominent citizens of distinction in the fields of administration, management, education, academics, law, accountancy, medicine, fine arts, architecture, agriculture, science, technology and engineering;</li> </ul> <p>g. The following persons appointed by the Chairperson:</p> <ul style="list-style-type: none"> <li>i. two prominent business executives;</li> <li>ii. one prominent educationist or person from the academic community, other than employees of the Institute;</li> <li>iii. two persons from society at large being persons of distinction in the fields of administration, management, education, academics, law, accountancy, medicine, fine arts, architecture, agriculture, science, technology and engineering;</li> </ul> <p>Provided, however, that the persons to be appointed by</p>	<p><b>Board of Governors</b></p>

the Chairperson herein above will, subject to the proviso herein below, be selected from a panel recommended by a Representation Committee, except in the case of the appointment of the first Board of Governors;

Provided, further, that, notwithstanding the foregoing where the Government enters into any arrangement with any private party for the governance and operation of the Institute, whether as a public private partnership or under and pursuant to any other arrangement or agreement or memorandum of understanding or otherwise, the private party shall have the right to nominate the persons to be appointed by the Chairperson to the Board of Governors, and accordingly the persons nominated by the private party shall upon such nomination, be appointed as members of the Board of Governors in place of the then existing members of the Board of Governors.

(2) The number of the members of the Board of Governors mentioned against sub-clauses (i), (ii) and (iii) of clause g of sub section (1) may be increased by the Board of Governors through Statutes subject to the condition that the total membership of the Board of Governors does not exceed fifteen and the increase is balanced, to the extent possible, across the different categories specified in sub-section (1).

(3) Members of the Board of Governors, other than ex-officio Members, shall hold office for five years and shall be eligible to be re-appointed on the expiry of their term of office.

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(1) The Board of Governors shall have the power of general supervision over the Institute and shall hold the Executive Director and the Authorities accountable for all the functions of the Institute.

(2) The Board of Governors 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 under this Act that are necessary for the performance of its functions.

(3) Without prejudice to the generality of the forgoing powers, the Board of Governors shall have the following powers:

(a) to approve the proposed annual plan of work, the annual and revised budgets, the annual report and the annual statement of accounts;

(b) to hold, control and lay down policy for the administration of the property, funds and investments of the institute, including the approval of the sale and purchase or acquisition of immovable property;

(c) to undertake responsibility for the financial viability of the Institute including responsibility for ensuring effectiveness of its operations, their continuity and

Powers and functions of the Board of Governors

preservation of the autonomy of the Institute;

(d) to oversee the quality and relevance of the Institute's academic programmes and to review the academic affairs of the Institute in general;

(e) to create components of the Institute such as faculties/ departments/ colleges under its jurisdiction and to constitute such standing committees, councils and other administrative or academic advisory bodies as it deems necessary, and review their work;

(f) to approve the appointment of the Deans, Professors, Associate Professors and such other and senior administrators as may be prescribed;

(g) to institute schemes, directions and guidelines for the terms and conditions of appointment of all officers, Institute Faculty and other employees of the Institute;

(h) to approve strategic plans of work;

(i) to approve financial resource development plans of the institute;

(j) to call for and consider reports relating to the activities of the Institute and the execution of the plans of work and to direct the Director to furnish information relating to any matter specified by the Board of Governors;

(k) To consider the drafts of Statutes and Regulations proposed by the Syndicate and Academic Council and deal with them in the manner as provided for in sections 29 and 30, as the case may be;

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

(l) to annul by order in writing the proceedings of any Authority or officer if the Board of Governors 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;

(m) to recommend to the Patron removal of any member of the Board of Governors in accordance with the provisions of this Act;

(n) to make appointments of members of the Syndicate, other than ex officio members, in accordance with the provisions of this Act;

(o) to make appointment of members of the Academic Council, other than ex officio members, in accordance with the provisions of this Act;

(p) to appoint Emeritus Professors on such terms and

	<p>conditions as may be prescribed,</p> <p>(q) to remove any person from the membership of any Authority if such person:</p> <ul style="list-style-type: none"> <li>(i) has become of unsound mind; or</li> <li>(ii) has become incapacitated to function as member of such Authority; or</li> <li>(iii) has been convicted by a court of law for an offence involving moral turpitude; and</li> </ul> <p>(r) to determine the form, provide for the custody and regulate the use of the common seal of the Institute.</p> <p>(4) The Board of Governors may, subject to the provisions of this Act, delegate all or any of the powers and functions of any Authority, officer or employee of the 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 of Governors may create new posts or positions at the additional campus.</p>	
<p>21</p>	<p>(1) The Board of Governors shall meet at least twice in a calendar year, on dates to be fixed by the Executive Director with the approval of the Chairperson, provided that a special meeting may be called at any time by the Chairperson, Director or on a request by not less than five members of the Board, to consider any matter of urgent nature.</p> <p>(2) Service on the Board of Governors shall be on honorary basis; however, actual expenses may be reimbursed as may be prescribed.</p> <p>(3) The Registrar shall be the Secretary of the Board of Governors.</p> <p>(4) In the absence of the Chairperson of the Board, the meetings of the Board of Governors shall be presided over by such member, not being an employee of the Institute or the Government, as the Chairperson may, from time to time, nominate. The member so nominated shall be the convener of the Board of Governors.</p> <p>(5) In the case of a special meeting, not less than ten clear days' notice shall be given to the members of the Board; and the agenda of the meeting shall be restricted to the matter for which the special meeting is called.</p> <p>(6) Unless otherwise prescribed by this Act, all decisions of the Board of Governors shall be taken on the basis of the opinion of the majority of the members present. In the event of the members being evenly divide on any matter, the person presiding over the meeting shall have a casting vote.</p> <p>(5) The quorum for a meeting of the Board of Governors shall be one half of its membership, a fraction being counted as one.</p>	<p>Meetings of the Board of Governors</p>
<p>22</p>	<p>The Board of Governors may, In accordance with the terms and procedures as may be prescribed cause an inspection to be made in respect of any</p>	<p>Visitation</p>

<p>23</p>	<p>matter connected with the Institute.</p> <p>(1) There shall be a Syndicate of the Institute consisting of the following:</p> <ul style="list-style-type: none"> <li>a. the Executive Director who shall be its Chairperson;</li> <li>b. the Deans of the Faculties of the Institute;</li> <li>c. three Institute Faculty representing the different departments to be elected in the manner prescribed by the Board of Governors;</li> <li>d. Principals of the constituent Colleges;</li> <li>e. the Registrar;</li> <li>f. the Director of Finance; and</li> <li>g. the Controller of Examinations.</li> </ul> <p>(2) Members of the Syndicate, other than ex officio members, shall hold office for a period of three years.</p> <p>(3) As regards the three Institute Faculty described in clause (c) of sub section (1), the Board of Governors may, as an alternative to elections, prescribe a procedure for proposal of a panel of names by the Representation Committee setup in terms of section 27.</p> <p>(4) Appointment of the persons proposed by the Representation Committee may be made by the Board of Governors on the recommendation of the Executive Director.</p> <p>(5) The quorum for a meeting of the Syndicate shall be one-half of the total numbers of members, a fraction being counted as one.</p> <p>(6) The Syndicate shall meet at least once in each quarter of the year.</p>	<p>Syndicate</p>
<p>24</p>	<p>(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 the affairs and management of the Institute.</p> <p>(2) Without prejudice to the generality of the foregoing powers, and subject to the provisions of this Act the, Statutes and the directions of the Board of Governors, the Syndicate shall have the following powers:</p> <ul style="list-style-type: none"> <li>(a) to propose drafts of Statutes for submission to the Board of Governors;</li> <li>(b) to consider the annual report, the annual and revised budget estimates and to submit these to the Board of Governors;</li> <li>(c) to transfer and accept transfer of movable property on behalf of the Institute;</li> <li>(d) to receive and manage any property transferred, and grants, bequests, trust, gifts, donations, endowments</li> </ul>	<p>Powers and duties of the Syndicate</p>

and other contributions made to the Institute;

- (e) to administer any funds placed at the disposal of the Institute for specified purposes;
- (f) to reappropriate funds from one major head of expenditure to another;
- (g) 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;
- (h) to appoint Auditors for the annual audit of the accounts of the Institute;
- (i) to invest any money belonging to the Institute including any unapplied income in such manner, as it may prescribe, with the like power of varying such investments;
- (j) to enter into, vary, carry out and cancel contracts on behalf of the Institute;
- (k) to provide the buildings, libraries, premises, furniture, apparatus, equipment's and other means required for carrying out the work of the Institute;
- (l) to establish and maintain halls of residence and hostels or approve or license hostels or lodgings for the residence of students;
- (m) to take actions necessary for the good administration of the Institute in general and to this end, exercise such powers as are necessary;
- (n) to regulate the conduct and discipline of the students of the Institute;
- (o) to recommend to the Board of Governors affiliation or disaffiliation of colleges;
- (p) to recommend to the Board of Governors admission of educational institutions to the privileges of the Institute and withdraw such privileges;
- (q) to arrange for the inspection of colleges and the departments;
- (r) to institute Professorships, Associate Professorships, Assistant Professorships, Lectureships, and other teaching posts or to suspend or to abolish such posts;
- (s) to prescribe the terms and conditions of officers, Institute Faculty and other employees of the Institute, including their qualifications, experience and eligibility for appointment;
- (t) to create, suspend or abolish such administrative or other posts as may be necessary;
- (u) to appoint members to various authorities in accordance

	<p>with the provisions of this Act)</p> <p>(V) to delegate any of its powers to any Authority or officer or a committee; and</p> <p>(W) to report to the Board of Governors on matters with respect to which it has been asked to report;</p> <p>(X) to perform such other functions as have been assigned to it by the provisions of this Act may be assigned to it by the Statutes.</p>	
25	<p>(1) There shall be an Academic Council of the Institute consisting of the following:</p> <ul style="list-style-type: none"> <li>a. the Executive Director who shall be the Chairperson;</li> <li>b. the Deans of Faculties;</li> <li>c. Heads of Departments;</li> <li>d. All Professors of the Institute, including Emeritus Professors;</li> <li>e. four Institute Faculty representing the departments and the constituent colleges to be elected in the manner prescribed by the Board of Governors;</li> <li>f. two Principals of affiliated colleges;</li> <li>g. the Registrar; and</li> <li>h. the Controller of Examination.</li> </ul> <p>(2) The Board of Governors shall appoint the members of the Academic Council, <u>other than ex officio and elected members</u>, on the recommendation of the Executive Director</p> <p>Provided that as regards the Institute Faculty representing the departments and the constituent colleges, the Board of Governors 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 27.</p> <p>(3) Appointment of the persons proposed by the <u>Representation Committee</u> may be made by the Board of Governors on the recommendation of the Executive Director.</p> <p>(4) <u>Members of the Academic Council shall hold office for a period of three years.</u></p> <p>(5) The Academic Council shall meet as frequently as possible, but at least twice a year.</p> <p>(6) The quorum for the meetings of the Academic Council shall be one half of the total number of members, a fraction being counted as one.</p>	Academic Council
26	<p>(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, publication and examinations and to regulate and promote the academic life of the Institute and the</p>	Powers and Functions of the Academic Council

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 academic programmes, their course of studies, the syllabi and examinations;
- b. approve the policies and procedures pertaining to the quality of academic programmes;
- c. approve the policies and procedures assuring quality of teaching, research, publication and examination;
- d. approve the policies and procedures pertaining to student-related functions including admissions, expulsion, punishments, examinations and certification;
- e. recommend the policies and procedures for affiliation of other educational institutions;
- f. propose to the Board of Governors schemes for the constitution and organization of the Faculties and Teaching Departments;
- g. institute programmes for the continued professional development of Institute Faculty 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. frame Regulations for submission to the Board of Governors;
- k. prepare an annual report on the academic performance of the Institute; and
- l. perform such functions as may be prescribed by the Statutes.

27

(1)

There shall be separate Representation Committees for recommending persons for appointment as Chairperson and as members of the Board of Governors; provided that no such Representation Committee shall be required (a) in the case of the appointment of the first Chairperson and first members of the Board of Governors appointed by the Chairperson; and (b) where the Government has entered into any arrangement with any private party for the governance and operation of the Institute; and the private party shall be entitled to nominate the Chairperson and certain members of the Board of Governors as mentioned respectively in sections 12 and section 19 respectively, such persons shall be appointed upon such nomination.

(2)

The Representation Committee shall be constituted by the Board of Governors and shall consist of the following:

Representation committees

	<p>a) Three members of the Board of Governors of whom at least one is from ex-officio members of BoG;</p> <p>b) two persons nominated by the Institute Faculty from amongst themselves in the manner prescribed;</p> <p>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 Faculty in the manner prescribed; and</p> <p>d) one eminent citizen with experience in administration, philanthropy, development work, law or accountancy to be nominated by the Board of Governors.</p> <p>(3) The Representation Committee for appointments to the Syndicate and the Academic Council shall consist of the following:</p> <p>a) two members of the Board of Governors; and</p> <p>b) three persons nominated by the Institute Faculty from amongst themselves in the manner prescribed.</p> <p>(4) The tenure of the Representation Committees shall be three years; Provided that no member shall serve for more than two consecutive terms.</p> <p>(5) The procedures of the Representation Committees shall be as may be prescribed.</p> <p>(6) There may also be such other Representation Committees set up by any of the other Authorities of the Institute as are considered appropriate for recommending the persons for appointment to the various Authorities and other bodies of the Institute.</p>	
28	<p>(1) The Board of Governors, 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.</p> <p>(2) The constitution, function and power 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.</p>	Appointment of Committees by certain Authorities
29	<p style="text-align: center;"><b>CHAPTER V</b> <b>STATUTES, REGULATIONS AND RULES</b></p> <p>(1) Subject to the provisions of this Act, Statutes may be made to regulate or prescribe all or any of the following matters:</p> <p>a. the contents of and the manner in which the annual report, to be presented by the Executive Director before the Board of Governors, shall be prepared;</p> <p>b. the Institute fee and other charges;</p> <p>c. the constitution of any pension, insurance, gratuity, provident fund and benevolent fund for Institute employees;</p> <p>d. the scales of pay and other terms and condition of service of</p>	Statutes

- e. the officers, Institute Faculty and other Institute employees;
- f. the maintenance of the register of registered graduates;
- g. affiliation and disaffiliation of educational institutions and related matters;
- h. admission of educational institutions to the privileges of the Institute and the withdrawal of such privileges;
- i. the establishment of Faculties, Departments, Institutes, Colleges and other academic divisions;
- j. the powers and duties of officers and Institute Faculty;
- k. conditions under which the Institute may enter into arrangements with other institutions or with public bodies for purposes of research and advisory services;
- l. conditions for appointment of Emeritus Professors and award of honorary degrees;
- m. efficiency and discipline of Institute employees;
- n. the constitution and procedure to be followed by the Representation Committees in carrying out its functions in terms of this Act;
- o. the constitution and procedure to be followed by the Search Committee for appointment of the Executive Director;
- p. constitution functions and powers of the Authorities of the Institute; and
- q. all other matters which by this Act are to be or may be prescribed or regulated by the Statutes.

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

Provided that Statutes concerning any of the matters mentioned in subsection (1) may be initiated and approved by the Board of Governors, after seeking the views of Syndicate;

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

30	<p>(1) Subject to the provisions of this Act and the Statutes, the Academic Council may make Regulations for all or any of the following matters:</p> <ul style="list-style-type: none"> <li>a. the courses of study for degrees; diplomas and certificates of the Institute;</li> <li>b. the manner in which the teaching referred to in subsection</li> </ul>	Regulations
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	<p>(1) of section 6 shall be organized and conducted;</p> <p>c. the admission and expulsion of students to and from the Institutes;</p> <p>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;</p> <p>e. the conduct of examinations;</p> <p>f. conditions under which a person may carry out independent research to entitle him/ her to a degree;</p> <p>g. the institution of fellowships, scholarships, exhibitions, medal and prizes;</p> <p>h. the use of the library;</p> <p>i. the formation of Faculties, Departments and other academic committees;</p> <p>j. all other matters which by this Act or the Statutes are to be or may be prescribed by the Regulations.</p> <p>Provided that Regulations regarding or incidental to matters contained in sub clauses (g) and (i) shall not be submitted to the Board of Governors without the prior approval of the Syndicate.</p> <p>(2) Regulations shall be proposed by the Academic Council and shall be submitted to the Board of Governors 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 of Governors.</p>	
31	The procedure for adding to, amending or repealing the Statutes and the Regulations shall be the same as that prescribed respectively for framing or making statutes and regulations.	Amendment and repeal of Statutes and Regulations
32	The Authorities and the other bodies of the Institute may make rules consistent with this Act, Statutes and the Regulations, to regulate any matter relating to the affairs of the Institute which has not been provided for by this Act or that is not required to be regulated by the Statutes or Regulations, including rules to regulate the conduct of business and the time and place of meetings, and related matters.	Rules
	<p>CHAPTER VI</p> <p>INSTITUTE FUND</p>	
33	The Institute shall have a fund to which shall be credited its income from any source including fees, charges, donations, trusts, bequests, endowments, contributions, grants and all other sources.	Institute Fund
34	<p>(1) The Accounts of the Institute shall be maintained in such form and in such manner as may be prescribed.</p> <p>(2) No contribution, donation or grant which may directly or indirectly involve any immediate or subsequent financial liability</p>	Audits and Accounts

of the Institute, or which involves an activity not included in its programmes for the time being, shall be accepted without the prior approval of the Board of Governors.

(3) The teaching departments, constituent colleges, institutes and all other bodies designated as such by the Syndicate in terms of Statutes shall be independent cost centres of the Institute with the 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.

(4) All funds generated by a teaching department, constituent College or other unit of the Institute through consultancy, research or other provision of services 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 Statute, 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 Faculty or researchers in charge of the consultancy, research or service concerned in the manner and to the extent prescribed by Statutes.

(5) No expenditure shall be made from the fund 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 Director of Finance has verified that the payment is provided for in the approved budget of the cost centre, subject to the authority to re appropriate to the head of the cost centre.

(6) Provisions shall be made for an internal audit of the finances of the Institute.

(7) Without prejudice to the requirement of audit by an auditor appointed, 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 Accountant appointed by the Board of Governors and signed by the Director of Finance.

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

**CHAPTER VII  
GENERAL PROVISIONS**

35

Except as otherwise provided by law, no officer, Institute Faculty or other employees of the Institute holding a permanent 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

**Opportunity to show cause**

	proposed to be taken.	
36	Where an order is passed punishing any officer (other than the Executive Director), Institute Faculty 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 Institute Faculty of the Institute other than the Executive Director, have the right to appeal to the Syndicate against the order, and where the order is passed by the Executive Director, have the right to appeal to the Board of Governors.	Appeal to the Syndicate and the Board of Governors
37	(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, Institute Faculty or other employee of the Institute shall retire from service on the attainment of such age or tenure of service as may be prescribed.	Service of the Institute
38	(1) The Institute shall constitute for the benefit of its officers, Institute Faculty 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. (2) Where any provident fund has been constituted under this Act, the provisions of the Provident Funds Act, 1925 (XIX of 1925) shall apply to such funds as if it were the Government Provident Fund.	Benefits and Insurance
39	(1) When a member of a newly constituted Authority is elected, appointed or nominated, his/ her 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, shall be deemed to have resigned and vacated his seat.	Commencement of term of office of members of Authority
40	Any casual vacancy among the members of any Authority shall be filled, as soon as conveniently may be, in the same manner and by same person or Authority that had appointed the member whose place has become vacant and the person so 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.	Filling of casual vacancies in Authorities
41	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 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 of Governors may direct.	Flaws in the constitution of Authorities
42	No act, resolution or decision of any Authority shall be invalid by reason of any vacancy on 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.	Proceedings of Authorities not invalidated by the vacancies

43	The existing staff posted at the College at the time of passing of this Act shall be given the option of 'Transfer', as per the policy of the Government, or absorption into the service of the institute if they have the requisite qualifications and experience to teach the Institute's degree programs, as per the Sindh Higher Education Commission rules.	Transitory Provisions
44	<p>(1) If any question arises as to the interpretation of any of the provisions of this Act, it shall be placed before the Patron whose decision thereon shall be final.</p> <p>(2) If any difficulty arises in giving effect to any of the provisions of this Act, the Chairperson may make such order after obtaining the views of the Board of Governors, not inconsistent with the provisions of this Act, as may appear to him to be necessary for removing the difficulty.</p> <p>(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 Chairperson of the Board may direct after obtaining the views of the Board of Governors.</p>	Removal of difficulties
45	No suit or legal proceedings shall lie against Governments, the Institute or any Authority, officer of anything which is done in good faith under this Act.	Indemnity
46	<p>(1) Notwithstanding anything contained in this Act, the Board of Governors may, on the advice of the Syndicate, allow any post in the Institute to be filled by appointment, on such terms as the Board of Governors may specify, an employee of the Government or any other Institute or educational or research institution.</p> <p>(2) Where any appointment has been made under sub section (1), the terms and conditions of service of the appointee shall not be less favourable than those admissible to him immediately before such appointment and he shall be entitled to all benefits of his post of service.</p>	Powers allowing appointment of employees of the Government, other universities or educational or research institutions to the Institute