

NO. 30(R&E)7(7)82/E

GOVERNMENT OF THE PUNJAB  
AGRICULTURE DEPARTMENT

Dated Lahore the 17th Oct. 89

To

The Vice Chancellor,  
University of Agriculture  
Faisalabad.

Subject: UNIVERSITY OF AGRICULTURE FAISALABAD EMPLOYEES  
(SCALE 17 AND ABOVE) (APPOINTMENT AND CONDITIONS  
OF SERVICE) STATUTES, 1989.

Under proviso (ii) of sub Section (2) of Section  
30 of the University of Agriculture Faisalabad Act, 1975,  
read with Section 30(1)(c), the statutes concerning scales  
of pay and other terms and conditions of service of officers,  
teachers and other University employees has been approved  
by the Chancellor/Governor of the Punjab. (Appendix).

*M. I. Zafar*  
(M. I. ZAFAR)  
UNDER SECRETARY (R&E)

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UNIVERSITY OF AGRICULTURE, FAISALABAD.

Dated: 28.10.1989.

NOTIFICATION

No. A-3/67-62/7801      In exercise of the powers vested in him under Section 30(2)(ii) of the University of Agriculture Faisalabad Act, 1973, the Chancellor is pleased to approve the University of Agriculture Faisalabad Employees (Scale 17 and Above) (Appointment and Conditions of Service) Statutes, 1989, from 17.10.1989 (Appendix).

IQBAL QURESHI  
Deputy Registrar (G)  
for Registrar

Endst: A-3/67-62/7802-7816

Dated: 28.10.1989

Copy forwarded for information and necessary action

1. All Deans/Directors, U. A., Faisalabad.
2. Principal, C.V.S., Lahore.
3. Treasurer.
4. Deputy Registrar (Admn.), U. A., Faisalabad.
5. Deputy Registrar (Estt), U. A., Faisalabad.
6. Auditor, U. A., Faisalabad.
7. P. A. to Registrar.
8. Secretary to Vice Chancellor.

(MAQBŪL AHMAD)  
Assistant Registrar (G)



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THE UNIVERSITY OF AGRICULTURE FAISALABAD EMPLOYEES (SCALE 17 AND ABOVE) (APPOINTMENT AND CONDITIONS OF SERVICE) STATUTES, 1989.

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WHEREAS it is expedient to regulate by Statutes, the appointment to posts, obtaining in the University in scale 17 and above falling under different cadres, and to provide for conditions of service therefor:

NOW THEREFORE in exercise of the powers vested in him under Section 30 of the University of Agriculture Faisalabad Act, 1973 read with Section 11(5) *ibid*, the Chancellor, University of Agriculture, Faisalabad promulgates the following Statutes.

Short title and commencement.

1. (1) These Statutes may be called the University of Agriculture Faisalabad Employees in scale 17 and above (Appointment and Conditions of Service) Statutes, 1989

(2) They shall come into force at once.

Definitions.

2. (1) In these Statutes, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say:

- (a) "Act" means the University of Agriculture Faisalabad Act, 1973, as amended from time to time;
- (b) "Appointing Authority" means the Syndicate in terms of Section 25(2)(s) of the Act;
- (c) "Cadre" means the strength of the University employees sanctioned as a separate unit (as in the schedule);
- (d) "First Statutes" means the First Statutes appended to the Act;
- (e) "Initial Recruitment" means appointment made to a post other-wise than by promotion, transfer or on contract;
- (f) "Recognised University" means any University incorporated by law in Pakistan or any other University or institution which may be declared by the Syndicate to be a recognised University for the purposes of these Statutes;
- (g) "Schedule" means the schedule appended to these Statutes;
- (h) "Selection Board" means the Selection Board of the University constituted under paragraph of the First Statutes.



(2) Other terms and expressions, occurring in these Statutes and not expressly defined herein, shall carry the same meaning and the sense assigned to them in the West Pakistan Agricultural University Employees (General Condition of Service) University Ordinances, 1967 or the Statutes replacing these University Ordinances and the Act as the case may be.

Composition of Cadre.

3. Each cadre of University employees shall comprise the posts specified in column 2 of the schedule.

Appointing Authority.

4. Appointments to all posts specified in the schedule shall be made by the appointing authority, on the recommendations of the Selection Board in accordance with the provisions of paragraph 6 and 7 of the First Statutes.

Methods of recruitment.

5. Except as provided under paragraph 7(2) of the First Statutes, appointment to a post forming part of a cadre shall be made by initial recruitment on merit through open competition.

Minimum age.

6. No person who is less than 18 years of age, to be reckoned as on the last date for submission of applications for appointment to the post, shall be appointed to a post by initial recruitment.

Essentials of initial recruitments.

7. (1) A candidate for appointment to a post mentioned in column 2 of the schedule must be a national of Pakistan should not have married a foreign national and possess the educational qualifications and experience, if any, prescribed therefor to be reckoned as on the last date fixed for submission of applications for appointment.

(2) A candidate for appointment must be in good mental and physical health and free from any physical defect likely to interfere in the discharge of his duties. A candidate on medical examination by the University Medical Officer found not to satisfy these requirements shall not be appointed.

(3) No person, not already in Government service or service of a University or an autonomous or semi-autonomous



organization, where Character Rolls are maintained, shall be appointed to a post unless he produces a certificate of character from the Principal Academic Officer of the educational institution last attended.

(4) Notwithstanding anything contained in paragraph 5 above, an appointment by initial recruitment shall be subject to the verification character and antecedents of the candidate or the person appointed to the satisfaction of the appointing authority.

Appointment  
on  
deputation.

8. Without prejudice to the provisions of Section 17, 19 and 43-A of the Act, a person <sup>in</sup> the service of another University or an autonomous or semi-autonomous organization or Government who possesses minimum educational qualifications, experience or comparable length of service prescribed for the post shall be eligible for appointment to the said post on deputation, for a period not exceeding three years at a time, on such terms and conditions as may be allowed by the University in consultation with the lending organization.

9. Any regular appointment to a <sup>post</sup> mentioned in the schedule may be made on such probation and for such period of probation as may be prescribed in each individual case by the appointing authority.

Probation.

10. (1) A person on substantive/regular appointment to a post shall remain on probation for a period of two years, extendable to three years;

Provided that the appointing authority may extend the period of probation by a further period not exceeding one year.

EXPLANATION: Officiating service and service spent on deputation to a corresponding or a higher post may be allowed to count towards the period of probation.

(2) If no orders have been made by the day following the completion of initial probationary period, the period of probation shall be deemed to have been completed.



(3) If no orders have been made by the day on which the maximum period of probation expires, the probationer shall be deemed to have been confirmed in his appointment.

(4) A probationer, who has satisfactorily completed his period of probation against a substantive vacancy, may be confirmed by the Appointing Authority from the date of his continuous appointment in such a vacancy:

Provided that where the period of his probation has been extended the date of confirmation shall, subject to the other provisions of these Statutes, be the date to which the period of probation was last extended.

(5) If the work or conduct of the person appointed to a post has been unsatisfactory during the period of probation, the Appointing Authority may, notwithstanding that the period of probation has not expired, revert him to his former (lower) post, if any, held on the University or dispense with his services if there is not such post.

Seni-  
ority

11. The seniority of the members of a cadre appointed on all University basis shall be maintained on all University basis and in the case of others it shall be maintained within a functional unit, Faculty or Division and shall be determined:

(a) in the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the appointing authority in accordance with the recommendations of the Selection Board;

provided that persons selected for appointment in an earlier selection shall rank senior to the persons selected in a later selection; and

(b) in the case of persons appointed otherwise, with reference to the dates of their continuous appointment on the post; provided that if the date of continuous appointment in respect of two or more persons is the same, the older if not junior to the younger in the next below post, shall rank senior to the younger person.

EXPLANATION

i. If a person junior in the lower post is promoted to a higher post on adhoc basis in



the interest of the University even though continuing later on permanently in the same higher post, it would not adversely affect the seniority interest of his seniors in the fixation of inter-se seniority.

- ii. If a person junior in a lower rank is appointed to a higher post superseding his senior and subsequently the latter is also appointed to such a post the person appointed first shall rank senior to the one appointed subsequently
- iii. In the case of a person whose services were permanently transferred to the University from the former Agricultural College and Research Institute Lyallpur and other colleges integrated/amalgamated with the University (herein-after referred to as the College) and who on transfer was placed in a scale or post equal or comparable to the College scale or post in which he was serving immediately before his transfer, the date of his continuous appointment in the College cadre shall be deemed to be the date of his continuous appointment in the post in the University service.

(2) The seniority of persons appointed by initial recruitment in each cadre in the various scales vis-a-vis those appointed otherwise shall be determined with reference to the date of continuous appointment to the scale:

Provided that if two dates are the same, the person appointed otherwise by initial recruitment shall rank senior to the person appointed by initial recruitment.

- (a) In case a group/batch of persons is selected for initial appointment at one time, the earliest date on which any one out of the group/batch joined the service will be deemed to be the date of appointment of all persons in the group/batch. Similarly in case a group of persons is appointed otherwise than by initial recruitment at one time in one office order/notification the earliest date on which any one out of the group joined the service will be deemed to be the date of appointment of all persons in the group. And the persons in each group will be placed with reference to the continuous date of appointment as a group in order of their inter-se seniority.
- (b) In case a member of the group appointed by initial recruitment has been appointed to a substantive vacancy and a member appointed otherwise has been appointed to a temporary vacancy the former shall rank senior to the latter; and
- (c) In case a member appointed otherwise than by initial recruitment is appointed to a substantive vacancy and the member appointed by initial recruitment is appointed to a temporary vacancy, the former shall rank senior to the latter.



(3) The persons who immediately before their transfer to the University were serving in the same scale in the College, shall, on being placed in an equal or comparable scale in the University service, retain their inter-se seniority provided that if any member is reverted to his former post or is demoted temporarily and is subsequently re-appointed to the post from which he had been reverted or demoted temporarily, his seniority in that post shall be determined by the appointing authority.

(4) Notwithstanding the foregoing provisions, the seniority lists already prepared and appointment to any of the posts made in accordance with any rules or instructions in force before coming into force of these Statutes, shall be construed to have been prepared and made under these Statutes and any dispute arising out of such seniority lists or appointments shall be determined under these Statutes.

12. In all matters not expressly provided for in these Statutes, the Syndicate may adopt any rules or instructions issued by the Government pertinent to the service matters for application to the University employees concerned.



SCHEDULE

STATEMENT SHOWING THE QUALIFICATIONS PRESCRIBED FOR DIFFERENT POSTS  
BY THE UNIVERSITY OF AGRICULTURE, FAISALABAD.

S.No.	Designation of the post	Prescribed National Pay Scale/Basic Pay Scale	Prescribed Qualifications	Remarks
1	2	3	4	5
<u>PART - I</u>				
1.	Professor	BSP-20		As provided in paragraph 13 of the University of Agriculture Faisalabad Teachers (National Pay Scales) Statutes, 1975, as amended from time to time.
2.	Associate Professor	BSP-19		
3.	Assistant Professor	BSP-18		
4.	Lecturer	BSP-17		
5.	Professor (Director Research)	BSP-20		Same as for Professor
6.	Associate Professor/Director (Advanced Studies).	BSP-19		Same as for Associate Professor
7.	Superintendent Agricultural Experimental Station.	BSP-19		Same as for Associate Professor.
8.	Physiological Chemist.	BSP-19		Same as for Associate Professor.
9.	Assistant Professor/Assistant Director (Research)	BSP-18		Same as for Assistant Professor.
10.	Assistant Professor/Assistant Director (Advanced Studies).	BSP-18		Same as for Assistant Professor.



(1)	(2)	(3)	(4)	(5)
11.	Assistant Professor(Education Officer)	BSP-18	Same as for Assistant Professor	
12.	Dairy Chemist	BSP-18	Same as for Assistant Professor	
13.	Lecturer(Technical Assistant)	BSP-17	Same as for Lecturer	
14.	Lecturer(Statistician)	BSE-17	Same as for Lecturer	
15.	Land Utilization Officer	BSP-17	Same as for Lecturer with atleast two years experience in Farm Management.	
16.	Farm Officer	BSP-17	Same as for Lecturer with atleast two years experience in Farm Management.	
17.	Mass Media Production Officer	BSP-17	Same as for Lecturer	
18.	Research Officer(Farm Management)	BSP-17	Same as for Lecturer	
19.	Editor(Urdu Cell)	BSP-17	i) Master's degree from a recognised University with Diploma in Journalism. ii) Five years' experience of editorial work and Journalism in a responsible capacity in a Government, Semi-Government Department or in a University or a reputable newspaper/organization.	

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LIBRARY STAFF

1. Librarian

BSP-19

- i) Ph.D. in Library Science from a recognised University with five years experience of organizing and maintaining a library in an educational institution preferably a University.
- 1) Master's degree (at least 2nd division) in Library Science from a recognised University preceded by a Bachelor's degree in Science from a recognised University.
- ii) Ten years' experience of organising and maintaining a library in an educational institution preferably a University.

2. Deputy Librarian

BSP-18

Ph.D. in Library Science from a recognised University with two years professional experience of organising and maintaining a library in an educational institution preferably a University.

OR

M.A. Library Science (at least 2nd Division) with seven years professional experience of organising and maintaining a library in an educational institution preferably a University.

3. Assistant Librarian

BSP-17

M.A. (at least 2nd division) in Library Science.  
OR  
Graduate (at least 2nd division) with diploma in Library Science with 10 years experience of Library work.



PART - II

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- 1. Registrar  
BSP-19  
Master's degree (at least 2nd division) from a recognised University with administrative experience of at least 12 years (including four years in scale 18) in a post of responsibility in a University or Government or semi-Government organization or educational institution.
- 2. Treasurer  
BSP-19  
To be appointed by the Chancellor, University of Agriculture, Faisalabad on such terms and conditions as may be determined in accordance with Section 17 of the Act.
- 3. Controller of Examinations  
BSP-19  
i) Master's degree (at least 2nd division) from a recognised University.  
ii) 12 years service (including four years in scale 18) in a responsible capacity in a University or Board of Secondary or Technical Education.  
iii) Should be fully conversant with the examinations system of a University preferably semester/term system.
- 4. Resident Auditor  
BSP-18  
The Resident Auditor shall be taken from Government on deputation as prescribed under Section 19 of the University of Agriculture Faisalabad Act, 1973.



(1)	(2)	(3)	(4)	(5)
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5. Deputy Registrar/Deputy Treasurer/  
Deputy Controller of Examinations.

BSP-18

Bachelor's degree (at least 2nd division) from a recognised University combined with seven years office experience including at least three years experience in scale-17 in a University or a Government or semi-government organization or Educational institution.

6. Assistant Registrar/Accounts Officer/Assistant Controller of Examinations/Stores Officer/Secretary to Vice Chancellor.

BSP-17

Bachelor's degree (at least 2nd division) from a recognised University with five years' office experience including at least three years experience in scale 16 in a University or a Government or semi-government organization or Educational institution.

EX-CADRE POSTS

Sports and Students Affairs

BSP-18

i) Master's degree in Physical Education or equivalent qualifications from a recognised University.

ii) Seven years' experience of organising and conducting games and sports in a University, Board of Education or a College of repute, relaxable in exceptional cases.

iii) Should preferably be a sportsman of national or international standing.

OR

i) Bachelor's degree from a recognised University with diploma in Physical Education with ten years.

1. Director of Sports.



- 1. Senior Medical Officer/  
Senior Women Medical Officer
- 2. Medical Officer
- 3. Dental Surgeon
- 1. Project Director

ii) Should preferably be a sportsman of national or international standing.  
experience of organising and conducting games and sports in a University, Board of Education or College of repute.

Medical and Health Services

BSP-18 M.B.B.S. with post graduate training in medicines from a recognised University with seven years' of professional experience.

BSP-17 M.B.B.S.

BSP-17 B.D.S.

Engineering Constructions

BSP-19 Master's degree in Civil Engineering from a recognised University with at least seven years' practical experience.

OR

Bachelor's degree in Civil Engineering from a recognised University with at least twelve years' practical experience.



(1)	(2)	(3)	(4)	(5)
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| <p>1. Executive Engineer</p> <p>3. Assistant Executive Engineer</p> <p>4. Shop Superintendent (Vehicle Cell)</p> <p>5. Shop Superintendent (Repair Cell)</p> | <p>BSP-18</p> <p>BSP-17</p> <p>BSP-17</p> <p>BSP-17</p> | <p>ii) Bachelor's degree (at least 2nd division) in Civil Engineering from a recognised University or an equivalent qualification with seven years' experience of professional work especially in construction and maintenance of buildings and roads.</p> <p>i) Bachelor's degree in Engineering (Civil/Electrical) or equivalent qualification.</p> <p>OR</p> <p>ii) Diploma in Civil/Electrical Engineering with ten years' experience.</p> <p>i) Bachelor's degree in Mechanical/Agricultural Engineering from a recognised University with three years' experience of maintaining and repairing instruments and machinery.</p> <p>OR</p> <p>ii) Diploma in Auto Diesel Technology/Farm Machinery Technology from a recognised Institute with ten years' experience in maintaining and repairing instruments and/or laboratory equipment.</p> <p>i) Matriculation</p> <p>ii) Diploma in Electro-mechanical and radio mechanic from the Government recognised Institute.</p> <p>iii) Minimum five years' experience especially in electricity and electronics. Experience in the repair and maintenance of laboratory equipment will be considered as extra qualification.</p> <p>Preference to be given to a candidate possessing 2nd Class Boiler Engineer Diploma.</p> | <p><u>Laboratory Schools</u></p> <p>Esp-18</p> | <p>Headmaster/Headmistress</p> <p>Master's degree (at least 2nd division) plus a degree in Education or Master's degree in Agri. Education with at least seven years' experience.</p> <p>OR</p> <p>B.A./B.Sc. (at least 2nd division) from a recognised University plus B.Ed. with twelve years' teaching experience.</p> |
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