

SIND PRIVATE COLLEGES SERVICE RULES, 1970.

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No. O.S.D.(H.E.)-5-8/70.- In exercise of the powers conferred by section 21 of the Sind Private Colleges (Management and Control) Ordinance, 1970, the Government of Sind are pleased to make the following rules, namely:-

1. **Short title** — These rules may be called the Sind Private Colleges Service Rules, 1970.
2. **Definitions.-** Words and expressions used but not defined in these rules shall unless the context, otherwise requires, have the meaning assigned to them in the Sindh Private Colleges (Management & Control) Ordinance, 1970.
3. **Academic Qualification.** — No person shall be appointed as a teacher in an institution unless he possess—
 - (a) in the case of a College affiliated to a University or any institution affiliated to or recognised by Board, the minimum qualifications prescribed by such University or Board; and
 - (b) in the case of any other institution, the minimum qualification laid down for such institution by the Controlling Authority.
4. **Bar on appointment of dismissed or convicted persons.—** No person shall be eligible for appointment as a teacher in an Institution who has been—
 - (a) dismissed from Government service or the service of a University, Board or a recognised or affiliated institution; or
 - (b) convicted by a Court of Law for an offence involving moral turpitude.
5. (1) Except as provided in rule 6, all appointments of Teachers shall be made by the Governing Body of the institution on the recommendation of a selection committee constituted by it.

(2) Except in the case of appointment of the Principal or other head of institution, the principal or head of the institution shall be a member of such selection committee.
6. **Authority competent to appoint temporary teachers.—** (1) The Chairman of the Governing Body shall have authority to appoint teachers in a temporary or officiating capacity for a period not exceeding six months.

(2) Every appointment made under this rule shall be forthwith reported to the Governing Body.

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7. **Probation.**— (1) A person appointed as a teacher to a substantive vacancy shall remain on probation for a period of one year.
- (2) If the work or conduct of a teacher during the period of probation has not been satisfactory, the Governing Body may, notwithstanding that the period of probation has not expired, dispense with his services.
- (3) If no orders have been passed by the date on which the maximum period of probation expires, the teacher shall be deemed to have been confirmed in his appointment.
8. **Pay Scales.**—(1) The Governing Body of every institution shall prescribe the scales of pay for the various categories of teachers employed in its institution; provided that the pay admissible to a Lecturer shall not be less than Rs. 350 per month.
- (2) Where a teacher is drawing higher pay or is in a higher scales than that prescribed by the Governing Body under sub-rule (1), he shall continue to draw the higher pay or pay in the higher scale, as the case may be.
9. **Increments.**— Increments prescribed in a time-scale shall be allowed to a teacher as a matter of course, unless withheld by the Governing Body for reasons to be recorded and conveyed in writing to the teacher and the Competent Authority before they are due.
10. **Crossing of Efficiency Bar.** — Where an efficiency bar is prescribed in a time-scale, a teacher in such scale shall not be entitled to cross the efficiency bar unless in the opinion of the Governing Body his work and conduct have been satisfactory.
11. **Written letter of appointment.**— When a teacher is appointed, a letter of appointment shall be issued to him, stating clearly the pay offered, the pay scale and whether the appointment is to a temporary post, or to a leave vacancy or to a substantive vacancy.
12. **Absence from duty or late attendance.**— (1) A teacher absenting himself from duty without leave or without reasonable cause shall forfeit his pay for the day of unauthorized absence and such day or days shall not count either for increment or for leave.
- (2) Nothing in this Rule shall render the teacher concerned immune from any disciplinary action to which he may be liable for willful absence from duty.
13. **Termination of services of temporary teachers.**— The services of a teacher appointed to a temporary vacancy may be terminated by the Governing Body on one month's notice on either side or payment of one month's pay in lieu thereof.
14. **Dismissal from service and other penalties.**— (1) No permanent teacher shall be dismissed or removed from service or reduced in rank except:
- (i) indecent or immoral behavior;

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- (ii) inefficiency, gross negligence, indifference to duty or indiscipline;
- (iii) willful absence from duty for a period exceeding one month or habitual absence from duty without leave;
- (iv) damage to or loss of the property of the institution by gross negligence or willful act;
- (v) fraud, defalcation, misappropriation, forgery, dishonesty or other offence involving moral turpitude;
- (vi) engaging in activities detrimental to the interests of the institution or being associated with others in such activities;
- (vii) exercising unwholesome influence on the academic moral or corporate life of the institutions;
- (viii) employing himself without the prior permission of the Governing Body, directly or indirectly, in any trade, business or occupation which may in the opinion of the Governing Body interfere with the due performance by him of the due duties of his office.

(2) No action shall be taken against a teacher under sub-rule (1) unless he has been informed in writing of the charge against him and given a reasonable opportunity of showing cause against the action proposed to be taken against him.

(3) Only the Governing Body shall be competent to dismiss, remove from service or reduce in rank a permanent teacher.

15. **Dismissal on conviction by Court of Law.**— Notwithstanding anything contained in rule 14, a teacher may be dismissed from service, if he is convicted by a Court of Law of an offence involving moral turpitude.
16. **Discharge on abolition of a post.**— No permanent teacher shall be discharged from service on the abolition of his post unless, he has been given three months' notice or is paid three months' pay in lieu of such notice.
17. **Retirement.**— A teacher shall ordinarily retire from service on completing the age of fifty-five years but the Governing Body may retain the services of any teacher beyond this age.