



THE SINDH INSTITUTE OF TEACHER EDUCATION ACT, 2025
SINDH ACT NO. VII OF 2026.

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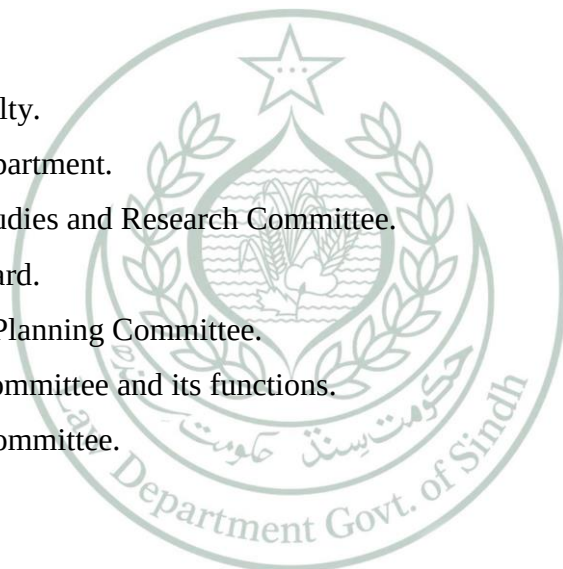
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[24TH FEBRUARY, 2026.]

AN ACT to re-constitute and re-organize the Government College of Education, Federal B Area Block-15 Campus, Karachi and to establish a degree awarding Institute known as the Sindh Institute of Teacher Education.

WHEREAS it is expedient to re-constitute and re-organize the Government College of Education, Federal B Area Block-15 Campus, Karachi and to establish a degree awarding Institute known as the Sindh Institute of Teacher Education and to provide matters connected therewith or ancillary thereto. **Preamble.**

It is hereby enacted as follows:-

CHAPTER-I
PRELIMINARY

1. (1) This Act may be called the Sindh Institute of Teacher Education Act, 2025. **Short title and commencement.**

(2) It shall come into force at once.

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

- (i) “Academic Council” means the Academic Council of the Institute;
- (ii) “Authority” means any of the Authorities specified under section 19;
- (iii) “affiliated college or institution” means a college or an institution affiliated with the Institute but not maintained or administered by the Institute;
- (iv) “Board” means the Board of Governors of the Institute;
- (v) “Chairperson” means the Chairperson of the Board;
- (vi) “Chief Minister” means the Chief Minister Sindh;
- (vii) “constituent college or institution” means the college or institution maintained and administered by the Institute;

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- (viii) “Executive Director” means the Executive Director of the Institute;
- (ix) “Faculty” means a Faculty of the Institute;
- (x) “Government” means the Government of Sindh;
- (xi) “Head” means the Head of a Teaching Department;
- (xii) “HEC” means the Higher Education Commission of Pakistan established under Higher Education Commission Pakistan Ordinance 2002 (No. LIII of 2002);
- (xiii) “Institute” means the Sindh Institute of Teacher Education;
- (xiv) “Member” means a member of the Board;
- (xv) “Officers” means officers of the Institute specified under section 11;
- (xvi) “Patron” means the Patron of the Institute;
- (xvii) “prescribed” means prescribed by statutes, regulations or rules framed under this Act;
- (xviii) “Professor Emeritus” means a retired distinguished Professor working in the Institute in an honorary capacity;
- (xix) “Registrar” means the Registrar of the Institute;
- (xx) “Search Committee” means the Search Committee constituted under the Search Committee Act, 2022 (Sindh Act No.II of 2022);
- (xxi) “Sindh HEC” means the Sindh Higher Education Commission, established under the Sindh Higher Education Commission Act, 2013 (Sindh Act No. XI of 2013);
- (xxii) “student” means the student of the Institute;

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- (xxiii) “Statutes, Regulations and Rules” means respectively the statutes, regulations and rules made under this Act;
- (xxiv) “teacher” means the Professor, Associate Professor, Assistant Professor and Lecturer engaged whole time by the Institute and such persons as may be declared to be a teacher by regulations;
- (xxv) “Teaching Department” means a Teaching Department established and maintained or recognized by the Institute; and
- (xxvi) “Teacher Education” means all training, certification, diploma and degree programs for teacher at pre-service and in-service levels.

CHAPTER-II THE INSTITUTE

3. (1) The Institute to be called the Sindh Institute of Teacher Education, shall be established by reconstituting and re-organizing the Government College of Education, Federal B Area Block-15 Campus, Karachi. **Establishment of Institute.**
- (2) The Institute shall be a body corporate having perpetual succession and a common seal with power among others to acquire, hold and dispose of property, both moveable and immoveable, vesting in it and shall, by the name specified, sue and be sued.
- (3) The Institute shall take measures to setup campuses, virtual campuses or study centers at such places within or outside the Province.
4. (1) All properties, rights and interests of whatever kind, used, enjoyed, possessed, owned or vested in, or held in trust by or for the Government College of Education, Federal B Area Block-15 Campus, Karachi, and all liabilities legally subsisting against the said College, stand transferred to the Sindh Institute of Teacher Education as established under this Act. **Transfer of property and persons.**
- (2) All persons serving in the Government College of Education, Federal B Area Block-15 Campus, Karachi, in any capacity, immediately before the commencement of this Act shall, if they opt to serve in the Institute shall, notwithstanding any law or terms and conditions of their service, stand transferred for service to the Institute.

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(3) The option under sub-section (2) shall be exercised and submitted to the Institute, within ninety days of the commencement of this Act, and the option so exercised shall be final.

(4) On receipt of the option under sub-section (3), an intimation in this regard shall be communicated to the College Education Department for administering their service in the Institute.

(5) All persons serving in the Government College of Education, FB Area Block-15 Campus, Karachi, shall –

- (a) be entitled to receive from the Institute for the period of their service under the Institute, pay and allowance which shall not be less than those admissible to them immediately before their transfer to the Institute; and
- (b) be governed by such statutes, regulations or rules as the Institute may frame; provided that such statutes, regulations or rules shall not be less favourable than the rules applicable to them immediately before their transfer to the Institute but shall be and in accordance with the criteria laid down by the HEC and Sindh HEC, as the case may be.

(6) The Institute shall, in respect of the persons transferred under sub- section (2) -

- (i) exercise all such administrative and financial powers as were exercisable by Government or any authority subordinate to it;
- (ii) initiate disciplinary proceedings against any such person and refer the case of such person to Government for further action.

(7) The persons transferred under sub-section (2) shall be entitled to receive from Government their entire services, including the service under the Institute, pension and amount of commutation of pension in accordance with the rules applicable to them.

(8) The General Provident Fund accumulations of the persons transferred under sub-section (2) shall continue to contribute towards their Provident Fund account:

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Provided that temporary advances from such Fund may be sanctioned by the Institute in accordance with the rules applicable to them.

5. The Institute shall have the following powers and functions:—
- Powers and functions of the Institute.**
- (i) to promote the advancement of learning by teaching and research, and its dissemination of knowledge and to achieve and maintain national academic standards;
 - (ii) to provide pre-service and in-service training to teacher and teacher-educators in schools, colleges, vocational institutions and such other educational institutions providing teaching services;
 - (iii) to develop curricula, teaching aids and modern pedagogy models;
 - (iv) to decide teaching methods and strategies in order to ensure the most effective educational and training programmes;
 - (v) to admit and hold examination of students and to confer or award degrees, diplomas, certificates and other academic distinctions on and to persons, who have been admitted to and have passed its examination under prescribed conditions;
 - (vi) to accept the examinations passed and the periods of study spent by students at other universities/institutes and places of learning as equivalent to such examination and period of study in the institutions as it may determine, and to withdraw such acceptance;
 - (vii) to appoint such officers including teachers and members of the staff as necessary and prescribe terms and conditions and powers and duties of such officers and staff;
 - (viii) to engage, where necessary, persons on contracts for specified duration and to specify the terms of each engagement;

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- (ix) to appoint members of the various bodies and committees for instructional and co-curricular activities;
- (x) to institute professorships, associate professorships, assistant professorships and lectureships and any other posts and to appoint persons thereto;
- (xi) to organize seminars, workshops and refresher courses for professional development;
- (xii) to conduct research in education, learning outcomes, and teacher effectiveness;
- (xiii) to encourage and facilitate all faculties to undertake qualitative and quantitative research in collaboration with governmental and non-governmental organizations on public interest and industry issues;
- (xiv) to create posts for research, extension, administration and other related purposes and to appoint persons thereto;
- (xv) to provide for the printing and publication of research and other works;
- (xvi) to enter into agreements, contracts and arrangements with organizations, institutions, bodies and individuals for carrying out its functions and activities and to vary or cancel such agreements, contracts and arrangements;
- (xvii) to establish academic linkages and collaborative activities with other Universities, Colleges and National and International Institutions, and authorities or organizations in the public or private sector in such manner and for such purpose as it may determine;
- (xviii) to assist Government and policy makers on policy matters related to teacher education and standards in line with the standards laid down by the National Accreditation Council for Teacher Education;

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- (xix) to affiliate and disaffiliate educational institutions and inspect colleges and other educational institutions affiliated or seeking affiliation with it;
- (xx) to affiliate or associate itself with other institutions and establish Faculties and Teaching Departments to discharge its functions and responsibilities for the betterment of education;
- (xxi) to acquire, receive and manage property transferred and grants, bequests, trusts, gifts, donations, endowments and other contributions made to the Institute and to invest them in such manner as it may deem fit;
- (xxii) to develop and implement fund raising plans;
- (xxiii) to demand and receive such fees and other charges as it may determine;
- (xxiv) to maintain order, discipline and security in the institute;
- (xxv) to promote the extra-curricular and recreational activities of students, and to make arrangements for promoting their health and general welfare;
- (xxvi) to provide career counseling and job search services to students; and
- (xxvii) to do all such other acts and things, whether incidental to the powers and functions as aforesaid, as may be necessary to further the objectives of the Institute as a place of education, learning and research.

6. The Institute shall be open to all persons of either sex, of whatever religion, race, creed, colour, or domicile who are academically qualified for admission to the courses of study offered by the Institute and no such person shall be denied the privilege on the ground only of sex, religion, creed, race, class, colour or domicile. **Institute open to all.**
7. (1) **Sindh Higher Education Commission** may issue guidelines and principles with respect to admissions in the Institute, from time to time. **Admission Policy.**

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(2) The Academic Council shall frame the Admission Policy in consonance with such guidelines and Principles.

8. (1) The academic programmes of the Institute shall be conducted in the prescribed manner. **Teaching at the Institute.**

(2) The institute may associate external examiners for the conduct of examinations.

9. (1) The Chief Minister shall be the Patron of the Institute. **Patron.**

(2) The Patron shall, when present, preside at the convocation of the Institute.

(3) If the Patron is satisfied that the proceedings of the Board, the Academic Council or any of the Authority of the Institute, are not in accordance with the provisions of this Act, he may after calling upon such Board, Academic Council or any of the Authority of the Institute to show- cause why such proceedings should not be annulled by order in writing, annul the proceedings.

(4) In the absence of the Patron, his nominee or the Chairperson shall preside over the convocation.

10. (1) The Patron may cause a visitation or enquiry to be made in respect of any matter connected with the affairs of the Institute, appoint such person or persons as may he deem fit for the purpose in consultation with the Board. **Visitation.**

(2) The Patron shall, on receipt of a report issue such directions as he thinks fit and the Executive Director will comply with such directions.

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CHAPTER-III

OFFICERS OF THE INSTITUTE

11. The following shall be the officers of the Institute:- **Officers of the Institute.**

- (i) Executive Director;
- (ii) Registrar;
- (iii) Director Finance;
- (iv) Director Human Resources and Training Operations;
- (v) Director Planning and Development;
- (vi) Controller of Examinations; and
- (vii) Such other officers as may be prescribed by regulations

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12. (1) There shall be an Executive Director of the Institute who shall be appointed by the Chief Minister on the recommendations of the Search Committee in accordance with the provisions of the Constitution of Search Committee Act, 2022 (Sindh Act No. II of 2022), for a period of four years, and shall be eligible for reappointment, on such terms and conditions as the Chief Minister may determine. The Executive Director shall be a person of eminence in the field of education or a distinguished administrator with sufficient experience. **Executive Director.**
- (2) The Executive Director shall possess the professional or academic qualification, experience and age as follows:-
- (a) an eminent academician and distinguished administrator and is qualified to be a full Professor, having Ph.D. from recognized HEC University / Institute in relevant field; or
 - (b) a cadre officer of BPS-21 or above, having Master's Degree in the relevant field from HEC recognized University/Institute; or
 - (c) the candidates having Master's degree preferably Ph.D. in the relevant field and having fifteen (15) years' experience in academia/ intelligentsia or civil society, research or management leadership position and possess distinguished publication record; or as prescribed by the rules.
 - (d) the candidate shall not be more than sixty-two (62) years of age on the last date of applying for the post of Executive Director.
- (3) The Executive Director shall be the Chief Executive of the Institute having authority over academic, administrative, and financial affairs of the Institute, and shall ensure that the provisions of this Act, statutes, regulations and the rules are faithfully observed.
- (4) The Executive Director, may, in an emergency, which in his opinion required immediate action, take such action as he may consider necessary and shall, as soon as thereafter as possible, report his action to the Board.

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(5) 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 shall make such arrangements for the performance of the duties of the Executive Director.

(6) The Executive Director may avail leave with the permission of Chief Minister or any other authority duly authorized by the Chief Minister on his behalf.

13. (1) The Registrar shall be a whole-time officer of the Institute and shall be appointed by the Board on the recommendations of the Selection Board, for a period of three years, which may be extended for further term of three years on such terms and conditions as it may determine. **Registrar.**

(2) The Registrar shall -

- (a) be the custodian of the common seal and the academic records of the Board;
- (b) maintain a register of registered graduates in the prescribed manner;
- (c) perform such other duties as may be prescribed.

14. (1) The Director Finance shall be a whole-time officer of the Institute who shall preferably be a Chartered Accountant or a Cost and Management Accountant and shall be appointed by the Board on such terms and conditions as the Board may determine. **Director Finance.**

(2) The Director Finance shall be the Chief Financial Officer and shall -

- (a) manage the assets, property both movable and immovable, the finances and the investments of the Institute;
- (b) prepare the annual and revised budget estimates of the Institute and present them to the Finance and Planning Committee and the Board;
- (c) ensure that the funds of the Institute are expended for the purposes for which they are provided;

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- (d) ensure timely preparation of financial statements and submission to auditors for internal and external audit and ensure timely resolution of audit objections; and
 - (e) perform such other duties as may be prescribed or assigned to him by the Executive Director from time to time.
15. (1) The Director Human Resource and Training Operations shall be whole-time officer of the Institute and shall be appointed by the Board on the recommendations of the Selection Board on such terms and conditions as it may determine. **Director Human Resource and Training Operations.**
- (2) The Director Human Resource and Training Operations shall –
- (a) be responsible for managing human resources;
 - (b) develop and implement HR policies, recruitment plans, and performance management systems;
 - (c) ensure timely recruitment, orientation, and professional development of teachers and staff in a prescribed manner;
 - (d) liaise with training centers and support continuous professional development and incentive system including pay for performance for educators;
 - (e) coordinate training programs, pre service and in-service, across the Institute;
 - (f) plan logistics, scheduling, trainer deployment, and operational support for training events;
 - (g) manage service procedure, promotions, transfers, disciplinary cases and employee welfare;
 - (h) ensure gender-responsive, inclusive, and efficient human resource and operational practices;

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- (i) liaise with the training centers and support continuous professional development and incentive system including pay for performance for educators; and
- (j) perform such other duties as may be prescribed or assigned to him by the Executive Director from time to time.
16. (1) The Director Planning and Development shall be a whole-time officer of the Institute and shall be appointed by the Board on the recommendations of Selection Board on such terms and conditions as it may determine. **Director Planning, Development and Implementation.**
- (2) The Director Planning and Development shall be responsible for planning and development of the Institute and shall also be responsible for preparation of short and long term development plans for the resources, the facilities and the amenities and shall perform such functions as may be prescribed or assigned to him by the Executive Director.
17. The Controller of Examinations shall be appointed by the Board on the recommendation of the Selection Board for a period of three years, which may be extended for further term of three years on such terms and conditions as it may determine. He shall be responsible for all matters connected with the examinations and be responsible for keeping its record properly and securely, and shall perform such other duties as may be prescribed. **Controller of Examinations:**
18. All the other remaining officers mentioned in section 12, shall be appointed by such officer or authority as authorized by Executive Director on such terms and conditions as it may determine. They shall perform their duties as may be prescribed. **Other full-time Officers of the Institute.**

CHAPTER-IV AUTHORITIES OF THE INSTITUTE

19. The following shall be the Authorities of the Institute:- **Authorities of the Institute.**
- (a) The Board of Governors;
- (b) The Academic Council;
- (c) The Finance and Planning Committee;
- (d) The Research and Development Committee;
- (e) The Selection Board; and
- (f) Such other Authorities as may be prescribed by regulations.

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20. (1) There shall be a Board of Governors of the Institute, consisting of the following:-
- | | |
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| | Board of Governors. |
| (i) Executive Director | Chairperson |
| (ii) Chairman of the Higher Education Commission of Pakistan or his nominee not below the rank of an officer of BPS-19 | Member |
| (iii) Chairman of Sindh HEC or his nominee not below the rank of an officer of BPS-19 | Member |
| (iv) Secretary, College Education Department or his nominee not below the rank of an Additional Secretary (BPS-19) | Member |
| (v) Secretary, School Education & Literacy Department or his nominee not below the rank of an Additional Secretary (BPS-19) | Member |
| (vi) Secretary, Law Department or his nominee not below the rank of an Additional Secretary (BPS-19) | Member |
| (vii) Secretary, Universities & Boards Department or his nominee not below the rank of an Additional Secretary (BPS-19) | Member |
| (viii) two persons of outstanding merit to be nominated by the Chief Minister on the recommendations of the Executive Director | Members |
| (ix) two Educationist to be nominated by the Chief Minister on the recommendations of the Executive Director | Members |
| (x) Registrar of the Institute | Member/
Secretary |
- (2) Members of the Board, other than ex-officio members, shall hold office for three years.

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(3) The office of a nominated member shall become vacant if he resigns or fails to attend three consecutive meetings of the Board without sufficient cause or leave of absence or his nomination is changed by the Authority which had nominated him.

(4) A casual vacancy of members shall be filled by person nominated by the Authority which had nominated the member whose vacancy is to be filled.

(5) No act or proceedings of the Board shall be invalid by reason only of the existence of a vacancy in or a defect in constitution of the Board.

21. (1) The Board shall be the executive and governing 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. **Powers and Functions of the Board.**

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

- (i) to hold, control and administer the property and funds of the Institute;
- (ii) to transfer and accept transfer of movable or immovable property on behalf of the Institute;
- (iii) to receive and manage any property transferred and grants, bequests, donations, endowments and other contributions made to the Institute;
- (iv) to govern and regulate, with due regard to the advice of the relevant Committee, the finances, accounts and investments of the Institute and for that purpose, to appoint such agents as it may think fit;
- (v) to administer any funds placed at the disposal of the Institute for specified purposes;
- (vi) to consider annual and revised budget estimates and to re- appropriate funds from one major head of expenditure to another;

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- (vii) to cause proper books of accounts to be kept for all sums of money received and expended by the Institute and for the assets and liabilities of the Institute;
- (viii) to determine the form, provide for the custody and regulate the use of the common seal of the Institute;
- (ix) to create component of the Institute such as faculties, departments, campuses and institutes under its jurisdiction and to constitute such standing committees, councils and other administrative or academic advisory bodies as it may deem necessary and review their work;
- (x) to provide the buildings, libraries, premises, furniture, apparatus, equipment and other means required for carrying out the work of the Institute;
- (xi) to establish and maintain halls of residence and hostels or approve or license hostels or lodgings for the residence of students and teachers;
- (xii) to create, suspend or abolish such administrative, teaching, research or other posts as may be necessary;
- (xiii) to institute Professorship, Associate Professorship, Assistant Professorship, Lectureship and other teaching posts or to suspend or abolish such posts;
- (xiv) to appoint Emeritus and Distinguished Professors on such terms and conditions as may be prescribed;
- (xv) to make appointments on the recommendation of the Selection Board to the posts of teachers, officers and such other cadres as may be determined by the Board;
- (xvi) to appoint members of the various Authorities in accordance with the provisions of this Act;
- (xvii) to prescribe the duties of officers, teachers and other employees of the Institute;

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- (xviii) to suspend, punish and remove from service or terminate services of contractual employees and other employees in the prescribed manner;
- (xix) to recommend the conferment of honorary degrees by the Patron;
- (xx) to institute programmes for the exchange of students and teachers between the Institute and other Universities and other educational institutes and research organization whether in Pakistan or abroad;
- (xxi) to cooperate with other charitable trusts, societies, associations, institutions or companies formed for all or any of these objects and statutory authorities operating for similar purposes and to exchange any advice or information with them;
- (xxii) to enter into, vary, carry out and cancel contracts on behalf of the Institute;
- (xxiii) to propose statutes for submission to the Chief Minister;
- (xxiv) to approve the affiliation and disaffiliation of the teacher educational institutions;
- (xxv) to consider and dispose of the regulations made by the Academic Council; provided that the Board may frame the Regulations on its own initiative and approve it after consulting the Academic Council;
- (xxvi) to regulate, determine and administer all other matters concerning the Institute and, to this end, exercise all other powers not specifically mentioned in this Act and the statutes;
- (xxvii) to delegate any of its powers to an Authority or Officer or a Committee or Sub-Committee or withdraw the same at any time;

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(xxviii) to perform such other functions as have been assigned to it under this Act, or may be assigned to it by the statutes, regulations or rules.

22. (1) The Board shall meet at least twice in a year on the dates to be fixed by the Chairperson: **Meetings of the Board.**

Provided that the Chairperson may convene a meeting at any time.

(2) The Chairperson shall preside over the meeting.

(3) In the absence of the Chairperson, the meeting may be presided over by his nominee and in the absence of both, by the member appointed by the members present in the scheduled meeting.

(4) The quorum for a meeting shall be one-half of the total number of members, a fraction being counted as one, but no quorum shall be necessary for the meeting held in lieu of the meeting which was adjourned for want of quorum.

(5) The Chairperson shall have and exercise a casting vote in the case of a tie.

(6) The Registrar, being the Secretary of the Board, shall record the minutes of meeting which shall be submitted by him at the next meeting for confirmation.

23. (1) The Institute shall have an Academic Council which shall consist of the following :- **Academic Council.**

- (i) the Executive Director, who shall be Chairperson
- (ii) all the Deans;
- (iii) the Head of the Teaching Departments;
- (iv) the Institute Professors and Associate Professors including Emeritus and Distinguished Professors;
- (v) two eminent educationist, to be nominated by the Board on the recommendations of the Executive Director;
- (vi) the Registrar who shall act as the Secretary of the Academic Council; and
- (vii) the Controller of Examinations; and
- (viii) the Librarian;

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(2) A nominated member shall hold office for a term of three years and shall be eligible for re-nomination.

(3) The office of a nominated member shall become vacant if he resigns or fails to attend three consecutive meetings of the Council without sufficient cause or leave of absence or when his nomination is changed by the nominating Authority.

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

(5) Subject to sub-section (4), a member may take part in meeting of the Academic Council by using any communication equipment and he shall be deemed to have participated in the meeting.

24. (1) The Academic Council shall be the academic body of the Institute and shall, subject to the provisions of this Act, the statutes, regulations and the rules, have the powers to lay down proper standards of instructions, research, and examinations and to regulate and promote the academic life of the Institute, its departments, the affiliated colleges, and institutions.
- Powers and functions of the Academic Council.**
- (2) Without prejudice to the generality of the foregoing powers, and subject to the provisions of this Act, the statutes, rules and regulations, the Academic Board shall have the powers –
- (i) to advise the Board on academic matters;
 - (ii) to regulate the admission of students to the courses of studies and examinations and conduct of teaching, research, publication and examination as to preserve high standards of learning and education with the approval of the Board;
 - (iii) to propose the Board, schemes for the constitution and organization of Colleges, Faculties, Teaching Departments and Institutes;
 - (iv) to consider or formulate proposals for the planning and development of teaching and research in the Institute;
 - (v) to make Regulations, prescribing the courses of studies and the syllabi for all Institute examinations;

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- (vi) to recognize examinations of other Institute of examining bodies as equivalent to corresponding examinations of the Institute;
 - (vii) to frame Regulations for submission to the Board;
 - (viii) to appoint members to the various Authorities in accordance with the provisions of this Act and to perform such other functions as may be prescribed by statutes;
 - (ix) to perform such other functions as may be prescribed by Statutes.
25. The constitution, functions and powers of the Authorities for which no specific provision or insufficient provision has been made in this Act shall be such as may be prescribed by statutes. **Constitution, functions and powers of other authorities.**
26. The Board, the Academic Council and other Authorities may appoint such standing, special or advisory committees, as they may consider advantageous in the performance of their functions. **Appointment of Committees by the authority.**
- CHAPTER-V**
STATUTES, REGULATIONS AND RULES
27. (1) Subject to provisions of this Act, statutes may be made to regulate or prescribe all or any of the following matters, namely:- **Statutes.**
- (i) the terms and conditions of service of officers, teachers and other employees of the Institute;
 - (ii) the terms and conditions of contractual appointments of teachers, researchers and officers;
 - (iii) the maintenance of register of registered graduates;
 - (iv) the establishment of colleges, Faculties, teaching departments, institutes, campuses and other academic units and divisions;
 - (v) the powers and duties of officers and teachers;

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- (vi) the conditions under which the Institute may enter into arrangements with other public or private organizations for purposes of instruction, research and other scholarly activities;
- (vii) the general schemes of studies including the duration of courses and number of subjects and papers for examinations;
- (viii) the efficiency and discipline of the employees of the Institute;
- (ix) the acquisition and administration of properties and investment of the Institute; and
- (x) all other matters which under this Act are required to be done or may be prescribed or regulated by statutes.

(2) The draft of the statutes shall be proposed by the Board for the approval of the Chief Minister.

(3) The Chief Minister shall have the power to assent to the statutes submitted to him for approval, or refer them back to the Board for reconsideration.

(4) No Statute shall be valid until it has been approved by the Chief Minister.

28. (1) Subject to provisions of this Act and the statutes, regulations may be made for all or any of the following matters:- **Regulations.**

- (i) schemes of studies and research, including the duration of courses, number of subject or papers for examination;
- (ii) syllabi and courses of study and research programmes leading to degrees, diplomas or certificates;
- (iii) conduct and supervision of examination, appointment of examiners, scrutiny, tabulation and declaration of result;

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- (iv) determination of fees and other charges for admission to various courses, examination and hostels;
- (v) maintenance of discipline among students and schemes for their welfare;
- (vi) conditions under which a person should carry on independent research to entitle him to a degree;
- (vii) institution of fellowships, scholarships, prizes, medals, honoraria and other financial assistance for students and research scholars;
- (viii) conduct of convocation and form of academic costumes;
- (ix) conditions of residence of students;
- (x) use of library; and
- (xi) all other academic matters which by this Act or statutes are to be or may be prescribed by regulation.

(2) The Board shall have powers to approve the regulations submitted to it with or without modification or refer them back to the Academic Council for reconsideration or reject them.

(3) No regulations shall be valid until they have been approved by the Board.

29. (1) The Authorities and the other bodies of the Institute may make rules consistent with this Act, the statutes and the regulations, to regulate the conduct of their business and the time and place of meetings and related matters: **Rules.**

Provided that the Board may direct the amendment or annulment of any rules made by any authority or body, under this section:

Provided further that if such other Authority or body is dissatisfied with such direction, it may appeal to the Chief Minister whose decision in the matter shall be final.

(2) The Board may make rules to regulate any matter relating to the affairs of the Institute, which under this Act, is not specifically required to be provided for by the statutes or regulations.

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30. The procedure for adding to, amending or repealing the statutes and the regulations or rules shall be the same as that prescribed respectively for framing or making the statutes, regulations and rules. **Amendment and repeal of Statutes Regulations and Rules.**

CHAPTER-VI THE INSTITUTE FUND

31. (1) The Institute shall have a Fund to which shall be credited its income from fees, donations, trusts, bequests, endowments, grants, contributions and all other sources. **Fund, Audit and Accounts.**

(2) Capital and recurrent expenditure of the Institute shall be met from the contributions made by any other foundations, institutions, organizations, societies, universities, individuals, Government and from the income derived from such sources.

(3) No contribution, donation or grant which may directly or indirectly involve any immediate or subsequent financial liability for the Institute, or which may involve an activity not included in the programmes for the time being, shall be accepted without the prior approval of the Board.

(4) The accounts of the Institute shall be maintained in such form and manner as may be determined by the Board and shall be audited each year within four months of the closing of the financial year of the Institute by a registered Chartered Accountant or Cost and Management Accountant appointed by the Board.

(5) The accounts, together with the report of the auditor thereon shall be submitted to the Board for approval.

(6) The auditor's report shall certify that the auditor has complied with the standards of audit and certification laid down by the institute of Chartered Accountants of Pakistan.

CHAPTER-VII GENERAL PROVISIONS

32. (1) The Institute may, for efficient performance of its functions, appoint teachers and such officers and staff possessing such professional, technical or ministerial qualifications and experience in such manner and on such terms and conditions as may be prescribed. **Appointments and terms and conditions of officers and staff of the Institute.**

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(2) The Board may engage such consultants or experts as it considers necessary for the efficient performance of the functions of the Institute.

33. An employee of the Institute shall retire from service – **Retirement from service.**

- (a) on such date, after he has completed twenty-five years of service qualifying for pension or other retirement benefits, as the competent authority may direct:

Provided that no employee shall be retired unless he has been informed in writing of the grounds of the action proposed to be taken against him and has been given reasonable opportunity of showing cause against that action;

- (b) where no direction is given under clause (a), on the completion of sixty years of his age.

34. Except as otherwise provided, no officer, teacher or other employee of the Institute holding a permanent post, shall be reduced in rank, or removed or compulsorily retired from service, unless he has been given a reasonable opportunity of showing cause against the action proposed to be taken against him. **Removal from Service.**

35. (1) Where an order is passed punishing an employee (other than the Executive Director) of the Institute or altering or interpreting to his disadvantage the prescribed terms or conditions of his service, he shall, where the order passed by the Executive Director or any other officer or Teacher of the Institute, have the right to appeal to the Chief Minister against the order and where the order is made by the Chief Minister, have the right to apply to the Chief Minister for review. **Appeal and Review.**

(2) The appeal or application for review shall be submitted to the Executive Director who shall lay it before the Chief Minister with his views and record of the case.

(3) No order in appeal or review shall be made unless the appellant or the applicant, as the case may be, has been given an opportunity of being heard.

36. (1) The Institute may constitute for the benefit of its employees in such manner and subject to such conditions as may be prescribed, schemes such as pension, insurance, gratuity, provident fund and benevolent fund as it may deem fit. **Pension, Insurance, Gratuity, Provident Fund and benevolent Fund.**

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(2) Where any Provident Fund has been constituted under this Act, the provisions of the Provident Funds Ordinance, 1925, shall apply to such funds.

37. (1) Any casual vacancy among the appointed or nominated members of any Authority shall be filled as soon as conveniently may be possible by the person or the body who appointed or nominated the member whose place has become vacant and the person appointed or nominated to the vacancy shall be 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.

Provided that where a vacancy in the membership of an Authority other than the Board cannot be filled for the reason that the member was ex-officio and the office has ceased to exist or the organization in institution or other body other than the Institute has ceased to exist or has ceased to function, or for any other circumstance which make it impracticable to fill the vacancy, the vacancy shall be filled in such manner as the Board may direct on the recommendation of the Executive Director.

(2) The office of a nominated member shall become vacant if he resigns or fails to attend three consecutive meetings of the Authority without sufficient cause or leave of absence, or his nomination is changed by the nominating Authority.

38. (1) Notwithstanding anything contained in this Act, a person nominated or appointed to any Authority shall cease to be a member of such Authority as soon as he has ceased to hold the position by virtue of which he was nominated or appointed.

Disputes about membership of Authorities.

(2) If a question arises whether any person is entitled to be a member of any Authority, the matter shall be referred to a committee consisting of the Executive Director, the representative of the Law Secretary who is the member of the Board and a nominee of the Chief Minister, and the decision of the committee shall be final and binding.

39. No act, proceeding, resolution or decision of any Authority shall be invalid by reason only of any vacancy or defect in the constitution of or in the appointment or nomination of any member of the Authority.

Validity of proceedings of Authorities.

40. When member of a newly constituted Authority is appointed or nominated his term of office, as fixed under this Act shall commence from such date as may be prescribed.

Commencement of term of members of Authorities.

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41. If any question arises as to the interpretation of any of the provisions of this Act, it shall be placed before the Executive Director whose decision thereon shall be final: **Interpretation.**
- Provided that any matter related to the Executive Director shall be placed to the Board whose decision shall be final.
42. Notwithstanding anything contained in this Act, the statutes set out in the Schedule, shall be deemed to be the statutes framed under this Act and shall remain in force until they are amended or replaced by new statutes framed in accordance with this Act. **First Statutes.**
43. No court shall have jurisdiction to entertain any proceeding, grant any injunction or make any order in relation to anything done in good faith or purported to have been done or intended to be done under this Act. **Bar of Jurisdiction.**
44. No suit or legal proceedings shall lie against Government, the Institute, or any Authority or an employee of the Institute or any person, in respect of anything which is done, or purported to have been done in good faith or is intended to have been done under this Act. **Indemnity.**
45. In case of winding up or dissolution of the Institute, the surplus assets or property, after the satisfaction of all debts and liabilities, shall not be paid or disbursed among the members, but shall stand transferred to the Government. **Dissolution or winding up of Institute.**
46. If any difficulty arises as to the first constitution or reconstitution of any Authority upon coming into force of this Act or otherwise in giving effect to any provision of this Act, the Executive Director may give appropriate directions to remove such difficulty. **Removal of difficulty.**

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THE SCHEDULE THE FIRST STATUTES (see section 42)

1. (1) The Institute shall include the following Faculties:- **Faculties.**
 - (i) Faculty of Teacher Education;
 - (ii) Faculty of Leadership and Management Studies; and
 - (iii) such other Faculties as may be prescribed by statutes.

(2) Each college or faculty shall include such institutes, teaching departments, centers or other teaching or research units as may be prescribed by statutes.
2. (1) There shall be a Dean of each Faculty, who shall be appointed by the Board from amongst the three senior-most faculty members with a minimum rank of Professor on the recommendation of the Executive Director and shall hold office for a period of three years and shall be eligible for reappointment. **Dean of Faculty.**

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

(3) The Dean shall have such powers and duties as may be assigned by the Board on the recommendations of the Executive Director.
3. (1) There shall be a Teaching Department for each subject or a group of allied subjects, as may be prescribed by the regulations and shall be headed by a Head of Department. **Teaching Department.**

(2) The Head of Teaching Department shall be appointed by the Board, on the recommendation of the Executive Director, from amongst the three senior-most Professors or Associate Professors other than the ones already working as Deans, for a period of three years and shall be eligible for reappointment:

Provided that where in a Department there is no Professor or Associate Professor, no such appointment shall be made and the department shall be looked after by the Dean with the assistance of the senior-most teacher of the Department.

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(3) The Head of the Department shall -

- (a) plan, organize and supervise the work of the department and shall be responsible to the Dean for the work of his Department;
- (b) under the general supervision of the Rector and the Dean, shall exercise all administrative, financial and academic powers and such other duties or powers as may be delegated to him; and
- (c) prepare a comprehensive annual report on the performance of the Department at graduate and post-graduate levels, and faculty research and development and submit it to the Dean of the Faculty for evaluation.

4. (1) There shall be Advanced Studies and Research Committee consisting of -

Advanced Studies and Research Committee.

- (i) the Executive Director, who shall be its Chairperson;
- (ii) all the Deans;
- (iii) one Professor from each faculty having experience in research in relevant field to be appointed by the Academic Council;
- (iv) one teacher from each faculty other than the Dean to be appointed by the Board;
- (v) one member to be nominated by the Executive Director;
- (vi) two members from the relevant field from the Research Organizations or Universities, to be nominated by the Board; and
- (vii) the Research Officer or Coordinator to be appointed by the Executive Director, who shall act as its Secretary.

(2) The term of office of the members of the Research and Development Committee, other than ex-officio members, shall be three years.

(3) The quorum for a meeting of the Research and Development Committee shall be one half of the total number of members, a fraction being counted as one.

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(4) The functions of the Advanced Studies Research Committee shall be –

- (i) to advise the Authorities on all matters connected with the promotion of studies and research in the Institute;
- (ii) to propose regulations regarding the award of research degrees;
- (iii) to appoint supervisors for research students to determine the subject of their thesis;
- (iv) to recommend panels of names of paper setters and examiners for research degrees;
- (v) to formulate and periodical review research policy, ethic guidelines and priorities of the Institute;
- (vi) to set research goals aligned with Sindh's educational reforms, teacher development needs and learning outcomes;
- (vii) to identify key thematic research areas (e.g. literacy and classroom management, digital pedagogy);
- (viii) to evaluate and approve research proposals submitted by teachers of the Institute, students or external collaborations;
- (ix) to oversee peer review process and monitor the progress of ongoing research projects;
- (x) to ensure that research projects comply with ethical standards and contribute to teacher education policy or practice;
- (xi) to oversee research publications, including journals, policy briefs, working papers and research reports concerning the Institute;
- (xii) to facilitate dissemination of research findings through conferences, symposia and stakeholder dialogues;

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- (xiii) to promote action research and school-based inquiry by teachers and students;
- (xiv) to assess the impact of pilot project and scalable innovations in the education sector;
- (xv) to conduct policy review, needs assessment and longitudinal studies to inform Teachers' policies in Sindh; and
- (xvi) to perform such other functions as may be prescribed by statutes.

5. (1) There shall be a Selection Board consisting of - **Selection Board.**

- (a) the Executive Director, who shall be its Chairperson;
- (b) the Dean of the Faculty concerned;
- (c) the Head of the Teaching Department concerned;
- (d) one member of the Board to be nominated by the Board;
- (e) one eminent scholar to be nominated by the Board;
- (f) one subject expert to be nominated by the Board;
- (g) the Registrar shall be the Secretary of the Selection Board; and
- (h) the Director Human Resources of the Institute.

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

(3) The quorum for a meeting of Selection Board shall be four members.

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

(5) In selecting candidates for the post of Professors and Associate Professors, the Selection Board shall, co-opt or consult two experts in the subject concerned and in selecting candidates for other teaching posts, two experts in the subject concerned to be nominated by the Executive Director from standing list of experts

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of each subject approved by the Board on the recommendation of the Selection Board and revised from time to time.

(6) The functions of the Selection Board shall be –

- (a) to consider all applications for teaching and other post received in response to an advertisement and shall recommend to the Board the names of suitable candidates for appointment to such posts;
- (b) to recommend to the Board the grant of higher initial pay in a suitable case for reasons to be recorded in writing;
- (c) to recommend to the Board the appointment of an eminently qualified person to a position in the Institute on the terms and conditions as may be prescribed;
- (d) to consider all cases of promotion of academic staff and officer of the Institute and recommend to the Board the names of suitable candidates for such promotions; and
- (e) that in the event of an unresolved difference of opinion between the Selection Board and the Board, the matter shall be referred to the Chief Minister whose decision in the matter shall be final.

6. (1) There shall be Finance and Planning Committee consisting of - **Finance and Planning Committee.**
- (i) the Executive Director who shall be its Chairperson;
 - (ii) all the Deans;
 - (iii) one member of the Board to be nominated by the Board;
 - (iv) the Registrar; and
 - (v) the Director Finance of the Institute who shall act as Secretary of the Board.

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(2) The term of the office of the members of the Finance and Planning Committee, other than ex-officio members shall be for a period of three years.

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

(4) The functions of the Finance and Planning Committee shall be –

- (i) to consider annual statement of accounts and annual and revised budget estimated and advise the Board thereon;
- (ii) to review periodically the financial position of the Institute;
- (iii) to advise the Board on all matters relating to planning, development, finance, investment and accounts of the Institute;
- (iv) to prepare short term and long term development plans;
- (v) to prepare staff and resource development plans; and
- (vi) to perform such other functions as may be prescribed by statutes.

7. (1) The Discipline Committee shall consist of -

- (a) the Executive Director or his nominee;
- (b) the Dean;
- (c) two teachers to be nominated by the Academic Council; and
- (d) the Teacher or Officer Incharge of Student Affairs.

Discipline Committee and its functions.

(2) The term of office of members of the Discipline Committee, other than ex-officio members shall be two years.

(3) The quorum for a meeting of the Discipline Committee shall be three members.

(4) The functions of the Discipline Committee shall be -

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- (a) to propose regulations to the Academic Council for the conduct of Institute students, maintenance of discipline and for dealing with cases of discipline; and
 - (b) to perform such other functions as may be assigned to it by the statutes or regulations;
- 8. (1) There shall be an Affiliation Committee which shall consist of – **Affiliation Committee.**
 - (a) the Executive Director who shall be the Chairperson;
 - (b) the Director Planning and Development;
 - (c) one member of the Board to be nominated by the Board;
 - (d) two teachers to be nominated by the Academic Council.
- (2) The term of the office of the appointed members of the Affiliation Committee excluding ex-officio members shall be two years.
- (3) The Affiliation Committee may co-opt not more than three experts.
- (4) The quorum for a meeting of the Affiliation Committee shall be three members.
- (5) An officer of the Institute to be designated by the Executive Director for this purpose shall act as the Secretary of the Committee.
- (6) The Affiliation Committee shall perform the following functions:-
 - (i) to frame rules governing the affiliations for institutions seeking affiliations with the Institute;
 - (ii) to inspect and affiliate Institutions seeking affiliations with the Institute;
 - (iii) to enquire into the complaints alleging breach of conditions of affiliations by affiliated colleges; and
 - (iv) to perform such other functions as may be prescribed by the regulations.