

UNIVERSITY OF MALAKAND

STATUTES



UNIVERSITY OF MALAKAND,
CHAKDARA, DIR (L)

N-W.F.P

**UNIVERSITY OF MALAKAND EMPLOYEES EFFICIENCY
AND DISCIPLINE STATUTES 2006**

In pursuance of Section 25 (1)(c) of the University of Malakand Regulation 2001, the following Statutes are prescribed to govern the matter relating to efficiency and discipline of the University of Malakand Employees.

Short Title, Commencement and application:

1. These Statutes may be called the University of Malakand Employees Efficiency and Discipline Statutes, 2006.
2. They shall come into force with immediate effect.
3. They shall apply to every person in the employment of the University of Malakand

Definitions:

(1) In these Statutes unless there is anything repugnant in subject or context the following expressions shall have the meaning; hereby respectively assigned to them as under:

- (a) "Authority" means an officer or authority or specified in the Appendix, competent to appoint.
- (b) "Authorised Officer" means an officer competent to take disciplinary action.
- (c) "Mis-conduct" means conduct prejudicial to good order of service, discipline or any action unbecoming of a University employee and a gentleman and includes disclosure of official secrets to any unauthorized person.
- (d) "Penalty" means a penalty which may be imposed under these Statutes.

(2) All other expressions and terms used in these Statutes shall have the same meanings as assigned to them under section 2 of the University of Malakand Regulation 2001.

Ground of Penalty:

Where a University Employee in the opinion of the authority;

- (a) is inefficient or has ceased to be efficient; or
- (b) ✓ is guilty of misconduct; or
- (c) is indifferent to his duties; or
- (d) is corrupt or may be reasonably considered to be corrupt because:
 - (i) He is, or any of his dependents or any other person through him or on his behalf is in possession (for which he cannot reasonably account) of pecuniary resources or of property dis-proportionate to his known resources or income; or