

UNIVERSITY OF MALAKAND

STATUTES



UNIVERSITY OF MALAKAND,
CHAKDARA, DIR (L)

N-W.F.P

CHAPTER - 3

Pay:

36. Notwithstanding anything to the contrary contained in these Statutes, all employees shall be placed in the Basic Pay Scales as approved under Statutes and shall be governed by the conditions mentioned therein.

Salary on commencement of service:

37. Pay and allowances shall accrue from the date on which an employee reports for duty in writing at the place and time intimated to him.

38. Increments and promotion:

- a. The performance of every employee shall be assessed at least once in a year according to performance appraisal procedure as laid down from time to time. The annual assessment shall be made in the first instance by his immediate supervisor and reviewed by the higher authority nominated for this purpose.
- b. Annual increment shall be payable on 1st Dec. of each year provided that the employee renders at least six months of service during that calendar year.
- c. Promotion is discretion of the competent authority and cannot be claimed as a matter of right.
- d. Employees in BPS 1 to 16, possessing the prescribed minimum qualification and experience shall be eligible for promotion from one post to another post on seniority-cum-merit basis within cadre.
- e. Merit shall include qualification, experience prescribed under these rules and suitability for the higher post or service and grade of the cadre to which promotion is being made.
- f. Teaching Staff may be governed under HEC rules.

39. The competent authority may withhold annual increment for reasons to be recorded if in the opinion of the authority of an employee is unfit to get the increment;

Provided that such action shall not be taken unless the employee has been given an opportunity of showing cause.

40 In ordering the withholding of an increment the authority shall state the period for which it is proposed to withhold, and whether it will have the effect of postponing future increments.