



THE NATIONAL UNIVERSITY OF MODERN LANGUAGES (AMENDMENT) ORDINANCE, 2000



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THE NATIONAL UNIVERSITY OF MODERN LANGUAGE'S ORDINANCE, 2000

ORDINANCE No. XVIII of 2000

[29th May, 2000]

An Ordinance to provide for the establishment of the National University of Modern Languages at Islamabad

WHEREAS, in view of the complex global changes in social, economic, political and defence fields, acquisition of higher knowledge of linguistic skills has become imperative to enable Pakistanis to face and work with people, groups, nations and world organisations speaking different languages and originating from diverse cultural background;

AND WHEREAS, it is expedient to establish a National University of Modern Languages for imparting education and research facilities in the field of modern languages;

AND WHEREAS, the National Assembly and the Senate stand suspended in pursuance of the Proclamation of Emergency of the fourteenth day of October, 1999, and the Provisional Constitution Order No. 1 of 1999;

AND WHEREAS the President is satisfied that circumstances exist which render it necessary to take immediate action;

NOW, THEREFORE, in pursuance of Proclamation of Emergency of the fourteenth day of October, 1999, and Provisional Constitution Order No. 1 of 1999, as well as Order No. 9 of 1999, and in exercise of all powers enabling him in that behalf, the President of the Islamic Republic of Pakistan is pleased to make and promulgate the following Ordinance:-

1. Short title and commencement.—(1) This Ordinance may be called the National University of Modern Languages Ordinance, 2000.

(2) It shall come into force at once.

2. Definitions. In this Ordinance, unless there is anything repugnant in the subject or context,—

- (a) "Academic Council" means the Academic Council constituted under section 16;
 - (b) "Board" means the Board of Governors constituted under section 13;
 - (c) "Chancellor" means the Chancellor of the University;
 - (d) "College" means a college constituted or affiliated with the University;
 - (e) "Committee" means the Executive committee of the University constituted under section 15;
 - (f) "Constituent Colleges and Institutes" means any other college or institute designated as such by the Board;
 - (g) "Dean or Commandant" means the head of a College or Institute under the University;
 - (h) "Director of Examinations" means the co-ordinator of examinations of the University;
 - (i) "Director of Administration" means the co-ordinator of administration;
 - (j) "Director of Academics" means the co-ordinator of academics of the University;
 - (k) "Director Finance" means the Director Finance of the University;
 - (l) "Director-General" means the head of administration, academics and finance of the University;
 - (m) "Director of Technical and Library Facilities" means the Director of Technical and Library Facilities of the University;
 - (n) "Institute" means an institute constituted or affiliated with the University;
 - (o) "Prescribed" means prescribed by Statutes, Regulations, Rules;
 - (p) "Pro-Chancellor" means the Pro-Chancellor of the University appointed under section 8;
 - (q) "Rector" means Rector of the University appointed under section 10;
 - (r) "Registrar" means the Registrar of the University;
 - (s) "Regulations, Rules and Statutes" means Regulations, Rules and Statutes made under this Ordinance; and
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- (t) "University" means the National University of Modern Languages (NUML) established under this Ordinance.

3. Establishment and incorporation of the University.—(1) There shall be established a University to be called the National University of Modern Languages consisting of—

- (a) the Chancellor, the Pro-Chancellor, the Board, the Rector, the Executive Committee, the Academic Council, the Director General, Deans, Directors, Commandants and the Registrar;
- (b) the members of such other councils, committees and advisory bodies as the Board may establish or authorise from time to time;
- (c) the members of the faculties and students of the colleges and institutes; and
- (d) such other officers and members of the staff as may be specified by the Board from time to time.

(2) The University shall be a body corporate by the name of the National University of Modern Languages, having perpetual succession and a common seal, with power, among others, to acquire, hold and dispose of any property and shall by the said name sue and be sued.

(3) The principal seat of the University shall be at Islamabad, and it may set up any number of campuses, colleges and institutes at such places in Pakistan and abroad as the Board may, from time to time, determine.

4. Purposes, powers and functions of the University.—(1) The purposes of the University shall be the promotion and dissemination of knowledge of Modern Languages and relevant areas of study.

(2) The University shall be a fully autonomous body with freedom to govern its academic and administrative functions in order to achieve its objectives, in general and in particular, freedom to—

- (a) determine course of study of languages and such other branches of learning as it may determine;
- (b) conduct of examinations;
- (c) award degrees, diplomas, certificates and other academic distinctions;
- (d) pursue and co-ordinate research;
- (e) affiliate itself or associate with other institutions, and establish faculties in Pakistan or abroad for better discharge of its functions and responsibilities subject to laws of the land;

- (f) decide teaching methods and strategies in order to ensure the most effective educational and research programmes;
 - (g) use the financial and other resources allocated to it for the execution of its functions;
 - (h) confer in the manner prescribed honorary degrees or other distinctions on persons approved by the Board for the purpose;
 - (i) provide for such instructions for persons not being students of the University as it may determine, and to grant certificates and diplomas to such persons;
 - (j) confer degrees on persons who have carried on independent research under prescribed conditions;
 - (k) accept the examinations passed, and the periods of study spent, by students of the University at other universities and places of learning as equivalent to such examinations and periods of study in the University as it may determine, and to withdraw such acceptance;
 - (l) institute professorship, associate professorship, assistant professorship, research associationship and other posts, and to make appointments thereto;
 - (m) create posts for teaching, research, administration and other related purposes and to appoint persons thereto;
 - (n) institute and award fellowships, scholarships, exhibitions, bursaries, medals and prizes under prescribed conditions;
 - (o) establish institutes, faculties, libraries, laboratories, workshops, museums and other centres of learning for the development of teaching and research and to make such arrangements for their maintenance, management and administration as it may determine;
 - (p) make provisions for research and advisory services and with these objects to enter into arrangements with other institutions or with public bodies within Pakistan and abroad under prescribed conditions;
 - (q) enter into, carry out, vary or cancel contracts;
 - (r) receive and manage property transferred and grants, bequests, trusts, gifts, donations, endowments and other contributions made to it and to invest any funds representing such property, grants, bequests, trusts, gifts, donations, endowments or contributions and to convert one kind of property into other, in such manner as it may deem fit;
 - (s) provide for the printing and publication of research and other works ;
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- (t) authorise and agree when required by the educational institutions to the mobility of qualified staff among universities, research organisations and the Government or corporate bodies, provided that the rights and privileges of the staff under this arrangement shall be protected.
- (u) grant affiliation to an educational institution and to withdraw such affiliation; and
- (v) do all such other acts and things, whether incidental to the powers aforesaid or not, as may be requisite in order to further its objects as a place of education, learning and research.

(3) The principal teaching facilities of the University shall consist of the National University of Modern Languages and such other colleges and institutes as may be established by the Board from time to time.

5. University open to all classes, creeds, etc. The University shall be open to all persons of either sex of whatever religion, race, class, creed, colour or domicile who qualify for admission to the courses of study offered by the University based on the criteria and policy determined by the Board, and no such person shall be denied the privileges of the University on the ground only of sex, religion, race, class, creed, colour or domicile.

6. Officers of the University. The following shall be officers of the University, namely:—

- (a) the Chancellor;
 - (b) the Pro-Chancellor;
 - (c) the Rector;
 - (d) the Director General;
 - (e) the Dean or Commandant;
 - (f) the Registrar;
 - (g) the Director of Administration;
 - (h) the Director of Academics ;
 - (i) the Director of Examinations ;
 - (j) the Director Finance ;
 - (k) the Director of Technical and Library Facilities; and
 - (l) such other persons as may be prescribed to be officers by the Board.
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7. The Chancellor.—(1) The President of Pakistan shall be the Chancellor of the University.

(2) The Chancellor shall preside over the convocations of the University and meetings at which business of the University is transacted.

(3) Every proposal to confer an honorary degree shall be subject to confirmation by the Chancellor.

(4) If the Chancellor is satisfied that the proceedings or orders of any authority are not in accordance with the provisions of this Ordinance, the statutes, regulations or the rules, he may, after calling upon such authority to show cause in writing, annul such proceedings or orders.

8. The Pro-Chancellor.—(1) Federal Minister for Education shall be the Pro-Chancellor of the University.

(2) At any time when the office of Chancellor is vacant, or the Chancellor is absent, or is unable to perform the functions of his office due to any cause, the Pro-Chancellor shall act for him.

(3) The Pro-Chancellor shall perform such other functions as may be entrusted to him by the Chancellor.

9. Visitation, etc.—(1) The Pro-Chancellor may cause a visitation or an inspection or inquiry to be made in respect of any matter connected with the affairs of the University and shall, from time to time appoint such person or persons as he may deem fit for the purpose of carrying out inspection of —

- (i) the University, its buildings, laboratories, libraries, workshops and other establishments and equipments;
- (ii) any institution or regional centre of the University;
- (iii) the teaching and other work conducted by the University; and
- (iv) the conduct of examinations held by the University.

(2) The Pro-Chancellor shall give notice to the Board of his intention to cause a visitation or an inspection or inquiry to be made under sub-section (1), and the Board shall be entitled to be represented there.

(3) The Pro-Chancellor shall communicate to the Board his views with regard to the results of a visitation or an inspection or inquiry made under sub-section (1), and shall, after ascertaining the views of the Board thereon, advise the Board on the action to be taken by it.

(4) The Board shall, within such time as may be specified by the Pro-Chancellor, communicate to him such action, if any, as has been taken or may be proposed to be taken upon the results of a visitation or an inspection or inquiry communicated to it under sub-section (3).

(5) Where the Board does not, within the time specified by the Pro-Chancellor, take action to the satisfaction of the Pro-Chancellor, he may, after consideration of any explanation furnished or representation made by the Board, issue such directions as he thinks fit, and the Rector shall comply with such directions.

10. The Rector.—(1) The Board shall appoint a senior serving or retired Army Officer with sufficient experience to ensure the disciplined educational environment visualised for the University to be the Rector.

(2) A Rector shall hold office for a term of four years and shall be eligible for reappointment for a similar term or such shorter terms as the Board may determine.

(3) The Rector shall be the chief executive of the University in all the fields of academics and administration, and shall have overall responsibility for the direction, organisation, administration and programmes of the University in accordance with the guidelines and general policies formulated by the Board and for the implementation of decisions and policies of the Board and shall—

- (a) oversee, monitor and supervise all academic activities, including examinations and applied research to ensure that proper academic standards are maintained;
 - (b) Exercise administrative control over the academic and administrative staff employed by the University including their recruitment and disciplinary action in accordance with service rules;
 - (c) submit the plans of work and budget estimates of the University for the approval of the Board and may reappropriate an amount laid down by the Board for unforeseen expenditure;
 - (d) direct the activities connected with execution of programmes for instruction, training, research, demonstration and service, and authorise expenditure provided for in the budget as approved by the Board;
 - (e) make appointments of teachers, officers and members of the staff of the university and other persons on regular basis in accordance with the policies and procedures approved by the Board so as to ensure the highest intellectual and moral qualities in the persons appointed;
 - (f) appoint on contract teachers, officers and members of the staff of the University and such other persons as may be necessary for a period not exceeding two years;
 - (g) submit to the Board, in accordance with the rules of procedure framed by it, reports on the activities of the University and the execution of the plans of works ;
 - (h) prepare and revise from time to time statutes and regulations with the approval of the Board for the efficient and effective working of the University; and
 - (i) provide the necessary service to the Board.
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11. The Director General. A language qualified Brigadier of Army Education Corps shall be appointed by the Chairman of the Board to be the Director-General.

12. Authorities. The following shall be the authorities of the University namely:

- (a) the Board of Governors ;
- (b) the Executive Committee ;
- (c) the Academic Council;
- (d) the Faculty Board of Studies ; and
- (e) such other authorities as may be constituted by the Board.

13. The Board of Governors.—(1). There shall be a Board of Governors for general supervision and control of the affairs of the University including laying down the policies of the University, which shall consist of—

- (a) the Chief of the Army Staff or his nominee;
- (b) the nominee of the Chief Justice of Pakistan;
- (c) Director General, Joint Staff Headquarters;
- (d) the Rector;
- (e) Secretary, Ministry of Defence, Government of Pakistan or his nominee not below the rank of a Joint Secretary;
- (f) Secretary, Ministry of Education, Government of Pakistan or his nominee not below the rank of a Joint Secretary;
- (g) Secretary, Ministry of Finance, Government of Pakistan or his nominee not below the rank of a Joint Secretary;
- (h) Secretary, Ministry of Foreign Affairs, Government of Pakistan or his nominee not below the rank of a Joint Secretary;
- (i) Chairman, University Grants Commission;
- (j) Director General;
- (k) Senior Dean or Professor of the University; and
- (l) One or two members from private sector with established credentials useful for the University to be nominated by the Board;

(2) Registrar shall be member and Secretary of the Board but shall not be entitled to vote.

- (3) The Chancellor may, in consultation with the Board, appoint any other person including a linguist or educationist as member of the Board.
- (4) No act or proceeding of the Board shall be invalid merely for the reason of the existence of a vacancy in, or defect in the constitution of, the Board.
- (5) The Board may direct any officer, member of faculty or any other person to be in attendance during all or any parts of its meetings.
- (6) Without prejudice to the generality of the provisions of sub-section (1), the Board shall exercise and perform the powers and functions hereinafter specified, namely:—
- (a) to hold, control and administer the property, funds and resources of the University and to borrow or raise money for the purposes of the University upon such security as may be required ;
 - (b) to formulate or approve the principles, policies and plans governing the activities and operations of the University so as to ensure that the academic staff enjoy academic freedom in their research and educational work;
 - (c) to prepare or have prepared and revised from time to time rules and regulations for the efficient and effective operation of the University;
 - (d) to review and approve the creation of any standing component of the University, such as faculties, and councils and other administrative bodies necessary to assist or improve the working of the University ;
 - (e) to approve the plans of work and annual budget of the University submitted by the Director Finance, the budget being based on the budget prepared and submitted by the constituent or affiliated colleges or institutes ;
 - (f) to require of, and consider reports submitted by the officers of the University relating to the activities of the University and the execution of the plans of work and to direct the Rector to submit reports relating to any matter specified by the Board;
 - (g) to create such academic or administrative posts as it may consider necessary for the purposes of the University and to approve appointments to such of these posts as it may specify, including the posts of deans, directors, professors, associate professors; assistant professors, lecturers, instructors and demonstrators;
 - (h) to approve selection and appointment of all administrative and academic staff of the University, recommended by a Selection Board;
 - (i) to fix the scales of pay, allowances and honoraria for all the staff, both academic and administrative, commensurate with their qualification and experience, in order to attract the best talent from within and outside Pakistan for the University ;
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- (j) to undertake responsibility for the financial integrity of the University, including responsibility for ensuring effectiveness of its future operations and their continuity and the preservation of the autonomy of the University;
- (k) to approve all affiliation and other similar arrangements through which colleges, institutions or individuals may become associated with the University within Pakistan and abroad;
- (l) to appoint from amongst its members such committees or sub-committees as may in the opinion of the Board lead to its more efficient and effective operations ; and
- (m) to take all such initiative as it may consider necessary or desirable for the efficient and effective management and functioning of the University.

(7) The Board shall lay down its own rules of procedures and may amend or modify them from time to time.

(8) The Board may delegate all or any of its powers and functions to a committee, sub-committee or to the Rector.

14. Meeting of the Board, etc.—(1) The Board shall meet at least twice during a year for regular or scheduled meetings and may meet at any other time at which a special meeting thereof may be called by the Chairman of the Board.

(2) Not less than ten clear day's notice of a special meeting shall be given to the members of the Board and the agenda of the meeting shall be restricted to the matter specified in the agenda to be annexed to such notice.

(3) The quorum for a meeting of the Board shall not be less than fifty per cent of its members.

15. Executive Committee.—(1) The Executive Committee shall consist of the following, namely:

- (a) the Rector, who shall be the Chairman of the Executive Committee;
- (b) Director General of the University;
- (c) Director Army Education ;
- (d) Director Naval Education ;
- (e) Assistant Chief of Air Staff (Education);
- (f) Director of Military Training;
- (g) Director of Administration;
- (h) Director of Academics ;

- (i)** Director of Examinations;
- (j)** Director of Finance;
- (k)** a nominee of the Ministry of Education not below the rank of B-19 officer; and
- (l)** the Registrar, who shall be Secretary of the Committee.

(2) Deans and Commandants shall, if required, attend the meetings of the Executive Committee.

(3) The Executive Committee shall deliberate on various aspects related to the functioning of the University and recommend specific measures to the Board for approval and shall—

- (a)** delineate priorities for research ;
 - (b)** recommend allocation of training and research funds to the colleges and institutes;
 - (c)** guide and direct the Academic Council and Faculty Board of Studies of each college and institute on all matters relating to the academics, including syllabi and duration of various courses;
 - (d)** recommend disciplines for all academic studies in the colleges and institutes and help in creation of necessary infrastructure for the same;
 - (e)** help induct highly competent linguistic talent into the faculty of each College to enhance the quality of education and research;
 - (f)** lay down guidelines for proper and efficient conduct of professional examination at the Colleges or Institutes;
 - (g)** recommend such measures which would foster and enhance interaction and collaboration between the University and the existing national and international organisations, institutions and research centres and foreign embassies;
 - (h)** recommend apportioning of the national research and development budget for the University;
 - (i)** workout and propose affiliation measures with foreign institutions and universities of repute;
 - (j)** decide methods and strategies in order to ensure the most effective scientific and technological programmes;
 - (k)** co-ordinate with relevant Government Ministries, Universities and University Grants Commission and embassies;
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- (l) propose statutes to the Board for approval; and
- (m) prepare regulations for approval by the Board.

16. Academic Council.—(1) The Academic Council shall consist of the following, namely:—

- (a) the Rector, who shall be the Chairman of the Academic Council;
- (b) the Deans or Commandants or Principals of affiliated institutions and colleges;
- (c) representatives from relevant Directorates of the Armed Forces of Pakistan;
- (d) a nominee of the University Grants Commission;
- (e) three senior most heads of departments of different languages;
- (f) any other faculty member, on as required basis; and
- (g) Director of Academics who shall be the Secretary of the Council.

(2) The Academic Council shall act as an advisory and implementing body for the decisions of the Executive Committee on all matters relating to the conduct of examinations, revision and updating of course syllabi, quality of education, duration of all courses including conduct of postgraduate classes in specified disciplines.

(3) The Academic Council shall also help the Rector in evaluating, proposing and co-ordinating research and development projects and respective institutes and colleges.

17. Faculty Board of Studies.—(1) The Faculty Board of Studies of each college and institute shall consist of the following, namely:—

- (a) Rector, Chairman, Principal, Commandant or Director General, who shall be its Chairman;
 - (b) Deputy Dean or Deputy Commandant or Deputy Director General;
 - (c) Heads of the Departments and Directors of colleges and institutes;
 - (d) selected teaching staff;
 - (e) representatives from relevant Directorates of the Armed Forces of Pakistan; and
 - (f) a representative of the University.
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(2) the Faculty Board of Studies shall—

- (a) implement the decisions of the Board, the Executive Committee and the Academic Council on all matters relating to academic standards, examinations and research;
- (b) ensure feedback of the implemented measures on research and academic matters to the Rector; and
- (c) workout and report to the Rector details of research funding required.

18. Selection Board.—(1) The Selection Board shall be responsible for conducting interviews and organising tests should the need arise for appointments determined to be in its purview by the Board including all academic positions.

(2) The Selection Board shall consist of the following, namely:—

- (i) the Rector, who shall be its Chairman;
- (ii) two subject experts in the subject concerned drawn from a list approved by the Board of Governors but not serving in the University or its constituent units. In the case of positions of associate professors and professors the experts must be those to whom the research documents of candidates have been sent for assessment;
- (iii) the whole-time member of the University Grants Commission or his nominee;
- (iv) the Director-General;
- (v) the senior most teacher in the subject for which the interview is being conducted for appointment. In the case of non-academic positions the senior most officer in the area in which appointment is being made;
- (vi) a nominee of the Ministry of Education not below the rank of B -19 officer; and
- (vii) the Registrar, who shall act as Secretary of the Selection Board.

19. Council of Regents.—(1) The University may set up, a Council of Regents consisting of such members as the Board may determine.

(2) The members of the Council of Regents shall be appointed from amongst heads of Government and non-Government organisations, bodies and institutions of repute, both national and foreign, interested in the educational promotion and its patronage.

(3) The business of the Council of Regents shall be regulated by the Board as may be prescribed.

20. Academic and administrative staff. The academic and administrative staff of the University shall be selected with a view to achieving its stated objectives and the basic criteria for their selection shall be the highest standards of competence, integrity and efficiency.

21. Statutes.—(1) Subject to the provisions of this Ordinance, statutes may be made to regulate or prescribe all or any of the following matters, namely:—

- (a) creation of the institutes and faculties;
- (b) service, pension and fringe benefits for University employees and terms and conditions of their service;
- (c) conditions for appointment of Professors Emeritus and award of honorary degrees;
- (d) efficiency and discipline of the University employees; and
- (e) all other matters required to be regulated by Statutes.

(2) Draft Statutes shall be proposed by the Executive Committee for approval by the Board, which may approve them or refer them back for reconsideration.

(3) No Statute shall be valid until it has been approved by the Board and the Chancellor.

22. Regulations.—(1) Subject to the provisions of this Ordinance and the Statutes, the Committee may make regulations for all or any of the following matters, namely:—

- (a) scheme of studies and research, including the duration of courses, number of subjects or papers for examinations;
- (b) syllabi and courses of study and research programmes leading to degrees, diplomas or certificates;
- (c) methodology for selection and admission of students;
- (d) conduct and supervision of examinations, appointment of examiners and scrutiny and tabulation of results;
- (e) determination of fees and other charges for admission to various courses;
- (f) maintenance of discipline among students and schemes for their welfare;
- (g) institution of fellowships, scholarships, prizes and medals, honorarium and other financial assistance to students and research scholars;
- (h) conduct of convocations and the manner in which they are to be conducted; and

(i) all other academic matters which are to be or may be prescribed.

(2) The regulations shall be approved by the Board on recommendations of the committee.

(3) No regulation shall be valid until it has been approved by the Board.

23. Rules. The Executive Committee may make Rules for implementation of Statutes or Regulations where so required under the Statutes or Regulations or make Rules to regulate any matter relating to the affairs of the University which under this Ordinance are not specifically required to be provided for by the Statutes or Regulations.

24. University funds.—(1) The University shall have a Fund to which shall be credited all direct donations, trusts, bequests, endowments, grants, proportionate grant from the Federal Government, assistance from international agencies, contributions, shares of fee, and income from any other sources and which shall be under the control of the Board.

(2) The present recurring and non-recurring grants being allocated by the Federal Ministry of Education to the National Institute of Modern Languages immediately in existence before the commencement of this Ordinance, shall continue to be allocated in future to the National University of Modern Languages, with suitable upward adjustments from time to time.

(3) All expenditure of the University shall be met within the sanctioned budget of University or as approved by the Board.

25. Audit and Accounts.—(1) The accounts of the University shall be maintained in such form and in such manner as may be prescribed.

(2) No expenditure shall be made from the funds of the University if it is not included in the approved budget of the University nor a bill or its payment has been audited by the University Auditor in conformity with the Statutes, the Regulations and the Rules.

(3) The annual statement of the accounts of the University signed by the Director Finance and the University Auditor shall be submitted to the Government within six months of the closing of the financial year.

(4) The accounts of the University shall be audited once a year by an Auditor appointed by the Federal Government for the purpose.

(5) The observation of the Government auditor, together with such annotations as the Director Finance may make, shall be presented to the Board.

26. Pension, insurance, gratuity, provident fund and benevolent fund.—(1) The University shall constitute for the benefit of its officers, teachers and other employees in such manner and subject to such conditions as may be prescribed such pension, insurance, gratuity, allowances, provident fund and benevolent fund and other welfare schemes, as it may deem fit.

(2) Where any provident fund has been constituted under this Ordinance, the provisions of the Provident Funds Act, 1925 (XIX of 1925) shall apply to such fund as if it were the Government Provident Fund.

27. Opportunity to show cause. Except as otherwise provided, no officer, teacher or other employee of the University 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.

28. Appeal to, and review, by the Board.—(1) Where an order is passed punishing any officer (other than the Rector), teacher or other employee of the University or altering or interpreting to his disadvantage the prescribed terms or conditions of his service, he shall, where the order is passed by the Rector or any other officer or teacher of the University, have the right to appeal to the Board, against the order, and where the order is made by the Board have the right to apply to that Board for review of its order.

(2) The appeal, or application for review, shall be submitted to the Rector who shall place it before the Board with his comments and views of any other person or body concerned with the matter.

29. Retirement from service.—(1) An officer, teacher or other employee of the University shall retire from service on attaining the age of sixty years or as provided in his terms of appointment.

(2) Persons above the age of sixty years may be reemployed in the manner prescribed by the Board on contract in specially deserving cases, in conformity with the prevailing instructions of the Government.

(3) No order on an appeal or application for review shall be passed without affording to the appellant or, as the case may be, applicant an opportunity of being heard.

30. Commencement of term of office of members of authorities. The term of office of a newly appointed or nominated person on a body or authority shall be as fixed under this Ordinance and shall commence from such date as may be prescribed.

31. Filling of casual vacancies in authorities. Any casual vacancy among the appointment or nominated member of any Authority shall be filled, as soon as conveniently may be, 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.

32. Filling of vacancies in authorities in certain circumstances. Where a vacancy in the membership of an authority other than the Board of Governors cannot be filled because—

- (a) the office of which the holder, was a member of the authority *ex-officio* having ceased to exist;
- (b) the organisation or a body other than the University having either ceased to exist or to function; or
- (c) the occurrence of other circumstances in which it has become impracticable to fill the vacancy, the vacancy shall be filled in such manner as the Board may direct; and
- (d) vacancies in the membership of the Board that may have been caused for reasons mentioned in the foregoing sub-clauses of this section shall be filled as determined by the Chancellor.

33. Disputes about membership of authorities, etc. Notwithstanding anything contained in this Ordinance, a person nominated or appointed to any authority shall cease to be a member of such authority as soon as he ceases to hold the position by virtue of which he was nominated or appointed.

34. Proceedings of authorities not invalidated by vacancies. No act, proceedings, resolution or decision of any authority shall be invalid by reason only of any vacancy in, or any defect in the constitution of, or in the appointment or nomination of any member of, the authority.

35. Interpretation. Any question that may arise as to the interpretation of any of the provisions of this Ordinance, shall be placed before the Board whose decision thereon shall be final.

36. Removal of difficulties.—(1) Any difficulty arises in giving effect to any provision of this Ordinance, the Board may make such order or direction, not inconsistent with the provisions of this Ordinance, as may appear to it to be necessary for the purpose of removing such difficulty.

(2) The Board may issue directions or decide such matters as are covered by this Ordinance in the manner it considers proper.

37. Repeal and savings.—(1) The Government of Pakistan's Resolution No. F.10-2/79-SB, dated the 20th November, 1979, is hereby repealed.

(2) Upon the commencement of this Ordinance:—

- (a) all funds, assets, properties, rights and interests of whatsoever kind issued, used, enjoyed, owned or vested in National Institute of Modern Languages, hereinafter referred to as the Institute, in existence immediately before such commencement and any liabilities subsisting against the aforesaid Institute shall stand transferred to the University established under this Ordinance;
- (b) subject to clause (c) all persons serving in connection with the affairs of the aforesaid Institute shall stand transferred to the University established under this Ordinance and become employees of the University on the same terms and conditions to which they were entitled before such commencement; and
- (c) the person holding the Office of Director in the Institute, in existence immediately before such commencement, shall stand transferred to, and appointed as the Rector of, the University established under this Ordinance.

