

## **The University of Veterinary & Animal Sciences, Lahore (Re-employment) Rules-2014**

**1. Short Title and commencement:** (1) These Rules shall be called as the University of Veterinary & Animal Sciences, Lahore (Re-employment) Rules-2014.

(2) They shall come into force with immediate effect.

**2. Definitions:** (1) Unless the context otherwise requires:

- (a) 'Committee' means the University (Re-employment Committee constituted under these Rules;
- (b) 'Competent authority' means the Vice Chancellor;
- (c) 'Retired employee' means an employee of the University or the Government who retired on attaining the age of superannuation;
- (d) 'Schedule' means the Schedule of these Rules; and
- (e) 'University' means University of Veterinary & Animal Sciences, Lahore.

**3. Conditions for re-employment:** (1) The University shall not, as a rule, re-employ a retired employee.

(2) Notwithstanding anything contained in clause (1) but subject to clause (3) a retired employee may be re-employed in exceptional circumstances where:

- (a) re-employment is made to fill the same post which the retired employee held immediately before superannuation;
- (b) no suitable person is immediately available to replace the retired employee;
- (c) the retired employee is a highly competent person in academic or professional field;
- (d) the retention of the retired employee is in the interest of the University;
- (e) the re-employment does not have the effect of blocking the promotion prospects of the existing employees of the University.

(3) The re-employment shall not be allowed to a retired employee:

- (a) who has been or may be retired on or after completion of 25 years of service qualifying for pension or who is compulsorily retired from service; and
- (b) who is beyond the age of 65 years at the time of re-employment.

(4) Subject to para (b) of clause (3), the period of re-employment shall not exceed three years at a time.

**4. University Re-employment Committee:** (1) No re-employment shall be made except on the recommendations of the University Re-employment Committee.

(2) The Committee shall consist of the Vice Chancellor who shall be the Chairperson and the following members:

- (a) Dean of concerned Faculty / Administrative Head;
- (b) Chairperson of the concerned Department;
- (c) One Professor of the University to be nominated by the Vice Chancellor;
- (d) Treasurer; and
- (e) Registrar.

(3) The Registrar shall also be the Secretary of the Committee and shall provide administrative support to the Committee.

(4) The Registrar shall record the minutes of every meeting of the Committee and shall issue the minutes with the approval of the Chairperson.

**5. Procedure:** Every proposal for re-employment shall, in the form of a Working Paper be initiated by the Chairperson of the concerned Department / Head of Administration and shall be submitted to the Vice Chancellor through the Dean in case of teaching post of the concerned Faculty.

(2) The Working paper shall explain cogent reasons and full justification in support of every proposal for re-employment and shall contain a summary of the accomplishments and achievements of the retired employee proposed for re-employment and certificate that the proposal is in line with these Rules.

(3) The Proforma given in the Schedule, duly completed under signatures of the Chairperson / concerned Head and countersigned by the Registrar shall be annexed with the Working Paper.

(4) If the Vice Chancellor is satisfied that the proposal is in line with these Rules and the re-employment is necessary in the interest of the University, he shall refer the matter to the University Re-employment Committee but if he is not so satisfied he may return the case after recording reasons.

(5) The Committee shall forward its recommendations to the Vice-Chancellor for approval of re-employment along with the proforma submitted to the Committee.

**6. Terms and Conditions of re-employment:** (1) Subject to paragraph (2), the pay of the re-employed person shall be fixed in accordance with rule 9.5 of the Pension Rules 1963. However, the Vice Chancellor is authorized to increase the pay of the re-employed person in exceptional cases.

(2) A retired employee may be allowed lump sum package but it shall not exceed the amount admissible to him under paragraph (1).

**7. Adoption of Circular letters/Notification of Government of the Punjab, Finance Department / S&GAD:** In the matter not provided for by these Statutes or any addition / instruction issued by the Government of the Punjab, Finance Department / Services & General Administration Department Where no provision or no adequate provision is made in these Statutes, the Re-Employment Policy of Government Servants/Army Personnel issued by Government of the Punjab, vide Circular Letter NO.SOR-1-10-1/2003, dated 16<sup>th</sup> June 2003, shall apply with such modifications as may be necessary.

## **SCHEDULE**

### **PROFORMA FOR RE-EMPLOYMENT AFTER RETIREMENT**

1. Name of the Department
2. Date of completion of 25 years of qualifying service.
3. Dossier of the officer.
4. Post and basic scale against which re-employment has been proposed.
5. Name of retired/retiring person proposed for re-employment.
6. Date of his/her retirement on attaining the age of superannuation.
7. The post and BPS held by him/her at the time of his/her superannuation.
8. Complete history of service of the officer.
9. Detailed reasons for recommending re-employment of the officer highlighting his/her extraordinary qualities/capabilities, qualifications and experience, which necessitated his/her re-employment.
10. Approval of the competent authority to the proposal for re-employment of the retiring officer.