



ہائیر ایجوکیشن کمیشن

HIGHER EDUCATION COMMISSION

Government of Pakistan, Islamabad
Sector H-9, www.hec.gov.pk

office of the

Director General

(Quality Assurance Division)

1-1/TTS-FGRC/QAD/HEC/2022 /002

Date: May 22, 2023

Subject: Constitution of 'Faculty Grievance Redressal Committees'

Kindly refer to the HEC's Notification No.15-54/Coord/2019/HEC/(QAD)/119 dated February 07,2022 (**copy enclosed**) authorizing universities to independently determine the initial appointment, tenure, and promotion of TTS faculty members in accordance with the HEC prescribed guidelines through their statutory process, without requiring subsequent endorsement from HEC.

2. Despite HEC is no longer required to endorse the appointment/promotion cases of TTS faculty, it continues to receive complaints and concerns such as discrimination in grant of advance increments, belated promotions, delayed DTRC, TRP reports, transfer cases, leave entitlement, eligibility for promotion, etc. from the faculty members from several universities. To address these issues, HEC guidelines require universities to establish a "Faculty Grievance Redressal Committee," which should resolve all concerns and complaints of TTS faculty. Failure to establish such committees raises serious concerns about the effectiveness of universities' governance system. It is important to note that HEC will only consider those cases that have been referred to the university's Faculty Grievance Redressal Committee but remain unresolved due to legitimate concerns of the faculty and requiring further investigation or reassessment.

3. Addressing the genuine concerns of our esteemed faculty members will help them concentrate wholeheartedly on their teaching and research endeavors. With their dedication and hard work, our universities can continue to produce graduates who are not only well-rounded but also equipped with the necessary knowledge and skills to make meaningful contributions to society. As such, it is imperative that we create an environment that fosters open communication and promotes a sense of mutual respect and understanding between the administration and faculty members. An open and responsible system will infuse confidence in the faculty members and a sense of respect and value necessary for high quality academic and research work.