

**THE KHYBER PAKHTUNKHWA ADHOC  
LECTURERS (REGULARIZATION OF SERVICES) ACT, 2014.  
(KHYBER PAKHTUNKHWA ACT NO. XXII OF 2014)**

**Relevant Extract**

**Preamble:** WHEREAS Higher Education, Archives and Libraries Department has appointed on 04.09.2013 upto 30.06.2014, one hundred and ninety-five male and forty-six female lecturers in various colleges of the Khyber Pakhtunkhwa on adhoc basis;

AND WHEREAS it is expedient to provide for the regularization of the services of these lecturers, in the public interest, for the purposes hereinafter appearing;

2. Definitions.- (1) In this Act, unless the context otherwise requires,-
- (a) " Commission" means the Khyber Pakhtunkhwa Public Service Commission;
  - (b) "Department" means the Higher Education, Archives and Libraries Department;
  - (c) "Government" means the Government of the Khyber Pakhtunkhwa;
  - (d) "law or rule" means the law or rule for the time being in force governing the selection and appointment of civil servants;
  - (e) "lecturer" means an adhoc lecturer appointee by Government on 04.09.2013 on adhoc basis against post in various Government Colleges of the Khyber Pakhtunkhwa; and
  - (f) "post" means a post of the lecturer in the Department and is required to be filled on the recommendation of the Commission.
3. **Regularization of services of adhoc lecturers.----** (1) Notwithstanding any thing contained in any law or rule, all lecturers, who were holding the posts till the commencement of this Act, shall be deemed to have been validly selected and appointed to those posts on regular basis from the date of the commencement of this Act;
- Provided that-
- (a) such lecturers were appointed against those posts which falls within the ambit of the Commission;
  - (b) the services of such lecturers shall be deemed to have been regularized under this Act only on the publication of their names in the official Gazette;

- (c) such lecturers possess the qualification and experience prescribed for the posts to which they are appointed on regular basis;
- (d) the candidates recommended by the Commission till the date of commencement of this Act shall have the first right for appointment against the post instead of lecturers to be regularized under this Act; and
- (e) such lecturers were appointed after observance of all codal formalities/ criteria.

4. **Determination of seniority.** (1) The lecturers whose services are regularized under this Act, shall rank junior to all those belonging to same service or cadre, as the case may be, who are in service on commencement of this Act, and shall also rank junior to such other persons, if in pursuance of the recommendation of the commission made before commencement, to be appointed to the respective service of cadre, irrespective of their actual date of joining the service.
- (2) The inter-se-seniority of the lecturers whose service are regularized under this Act shall be determined on the basis of their continuous officiating in service:  
Provided that if the date of continuous officiating in the case of two or more lecturers is the same, the lecturer older in age, shall rank senior to the younger one.