



# THE SHAIKH AYAZ UNIVERSITY SHIKARPUR

Revival of Educational Glory of Shikarpur

Tel: (92-726) 512048

registrar@saus.edu.pk URL: [www.saus.edu.pk](http://www.saus.edu.pk)

## REGISTRAR

No: ADMN/ SAUS/911

Dated: 02-04-2026

## NOTIFICATION

### References:

1. The Resolution No. 1.2 passed by the Syndicate in its first meeting held on 21.09.2021 to adopt the Code of SALU, Khairpur, till such time that SAUS may frame its own code and approval of competent authority.
2. The Resolution passed by the Syndicate, SAUS, in its 7th meeting held 12.02.2026, that appointments to different administrative positions should be strictly implemented in the light of SALU code, till the SAUS prepares its own Code Book.
3. The approved amendment made by the acting Ex-Vice Chancellor, in violation of the procedure laid down in the SAUS Act-2018, particularly under Sections 10(5), 34(2), and 36.
4. The legal opinion furnished by the Legal Advisor, SAUS, vide letter No. ADMN/SAUS/23/2026 dated 30.03.2026.

### (I) COMPETENCE OF ACTING VICE CHANCELLOR TO AMEND RECRUITMENT CRITERIA.

*The record reflects that the Acting Vice Chancellor, purportedly in exercise of emergency powers, altered qualification and experience criteria for various non-teaching posts (BPS-17 to BPS-20), thereby unwarrantedly restructuring eligibility conditions. This action is legally not tenable as the alteration of recruitment criteria constitutes a legislative/statutory function, reserved exclusively for the competent statutory fora under Sections 34 (2) and 36 of the SAUS Act-2018. Emergency powers bestowed under section 14(3) are exceptional and not unbridled, situational, and narrowly construed. They cannot be invoked to override statutory provisions; undertake policy restructuring; or exercise powers of a legislative character. No material whatsoever has been placed on record demonstrating the existence of a legally cognizable emergency warranting invocation of such powers. A delegate cannot exceed the authority conferred by law. Any action taken beyond jurisdiction is ultra vires and void. Any deviation from lawful recruitment criteria potentially offends Article 4 (due process); Article 18 (fair opportunity); and Article 25 (equality before law) of the Constitution of Islamic Republic of Pakistan, 1973.*

**(II) AUTHORITY OF THE INCUMBENT VICE CHANCELLOR.**

*A void act is a nullity in the eyes of law and may be ignored or formally declared void at any stage. The Vice Chancellor, being the principal executive and academic officer, is under a legal obligation to ensure that all actions of the University conform to law. Accordingly, the Vice Chancellor is not only competent but in fact, the incumbent Vice Chancellor is under fiduciary duty to declare the impugned advertisements as void ab initio, non est; (existent) and prevent the continuation of an unlawful recruitment process.*

**(III) ADVISORY RECOMMENDATIONS.**

*To ensure legal sustainability and institutional integrity, it is advised that a well-reasoned (speaking) order be issued by the Vice Chancellor, explicitly recording lack of lawful authority in the prior action; the statutory violations; and clear grounds for declaring the advertisements void. fresh advertisement be issued strictly in conformity with the SALU Code; and applicable Statutes; and the principles of transparency and equal opportunity, in doing so, the University must ensure cadre integrity, maintaining a clear distinction between teaching and non-teaching posts, and avoiding any perception of tailor made or arbitrary criteria.*

**CONCLUSION: The Acting Vice Chancellor had no lawful authority to amend recruitment criteria; such action is ultra vires and void ab initio. The Advertisements issued on that basis are non est in law, legally invalid, and confer no enforceable rights.**

Consequent upon the above resolutions passed by the Syndicate in its 1st and 7th meetings (which supersedes the resolutions passed by the Syndicate in its 5th and 6th meeting), and in violating the procedure provided under the sections 10(5), 34(2), and 36 of SAUS Act-2018, and the above findings/recommendations furnished by the Legal Advisor of SAUS dated: 30.03.2026, the incumbent Vice-Chancellor, SAUS, **has declared the previous advertisement for recruitment on the various administrative posts, appeared in various newspapers dated 28.07.2024 and 02.01.2025 invalid on the grounds mentioned in the above references (1) to (4).**

However, it was already mentioned in the previous advertisement dated **28.07.2024 and 02.01.2025 that the University reserves the right of cancellation of advertised post(s) partially or as a whole. The number of vacancies can be increased or decreased.**

This is issued with the approval of the Vice Chancellor.

  
Additional Registrar

Copy to P.A to the Vice Chancellor, TSAU, Shikarpur.