

KHYBER MEDICAL UNIVERSITY
BENEVOLENT FUND STATUTES

Statutes relating to Benevolent Fund for the employees of the Khyber Medical University, Peshawar.

Short Title & Commencement


1.
 - (a) These Statutes may be called the Khyber Medical University Benevolent Fund Statutes 2014
 - (b) These Statutes shall come into force with immediate effect after approval by the Syndicate.
 - (c) All regular University employees shall be entitled to benefit from this fund.
2. In these Statutes unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them.

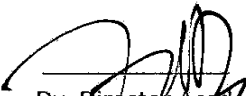
Definitions

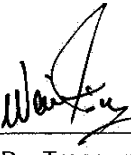
- (a) "Family" in relation to University employee means his or her:
 - i. Wife(s) / husband, as the case may be.
 - ii. children less than 18 years old.
 - iii. children above 18 years old if wholly dependent upon him or her, and
 - iv. Parents, sisters minor brothers if residing with and wholly dependent upon him or her.
- (b) "Fund" means the University Employees Benevolent Fund.
- (c) All other expressions shall have the same meaning as assigned to them under Section 2 of the Khyber Pakhtunkhwa Universities Act, 2012.

Establishment of Fund

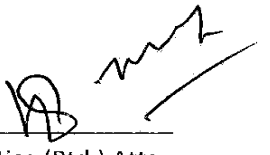
3. There will be established a Fund to be called the KMU University Employees Benevolent Fund.
4. To the credit of the Benevolent Fund shall be placed:
 - (a) All sums paid by the employees as subscription to the Benevolent Fund.
 - (b) All Benevolent Grants, donations, gifts, endowments etc., made by the Central / Provincial Government, autonomous bodies, organizations and institutions or others for the purpose.
 - (c) All income, profits accruing from the assets belonging to the Benevolent Fund or from investments made out of the Fund.
 - (d) Profit percentage received by the University towards the Group Insurance from the Insurance Company.


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Grant Manager
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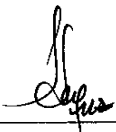
- (e) The unclaimed amount of interest on Provident Fund of an employee.
(f) Any amount which remains unclaimed for a period of six years after the Provident Fund Account of an employee has been closed.
5. The moneys credited to the Benevolent Fund shall be kept in such bank as may be prescribed.

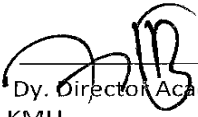
Subscriptions to be paid by the Employees


6. Every regular employee shall pay to the Benevolent Fund a monthly subscription at the rates specified in column (3) of the following schedule and the amount of such subscription shall, as far as possible, be deducted at the source from his pay and credited to the Benevolent Fund.

S.No.	Monthly Basic Pay (Rs.)	Rate of monthly subscription (Rs.)	Rate of monthly Benevolent Grant (Rs.)
(1)	(2)	(3)	(4)
1	Upto 5,000	120	4,000
2	5,001 – 5,500	126	4,150
3	5,501 – 6,000	138	4,300
4	6,001 – 6,500	150	4,450
5	6,501 – 7,000	162	4,600
6	7,001 – 7,500	174	4,750
7	7,501 – 8,000	186	4,900
8	8,001 – 8,500	198	5,050
9	8,501 – 9,000	210	5,200
10	9,001 – 9,500	222	5,350
11	9,501 – 11,000	246	5,600
12	11,001 – 13,000	288	5,900
13	13,001 – 15,000	336	6,200
14	15,001 – 17,000	384	6,500
15	17,001 – 19,000	432	6,800
16	19,001 – 21,000	480	7,100
17	21,001 – 23,000	528	7,400
18	23,001 – 25,000	576	7,700
19	25,001 – 27,000	624	8,000
20	27,001 – 29,000	672	8,300
21	29,001 – 31,000	720	8,600
22	31,001 – 33,000	768	8,900
23	33,001 – 35,000	816	9,200
24	35,001 – 37,000	864	9,500
25	37,001 – 39,000	912	9,800
26	39,001 & above	2.4% of basic pay	10,100

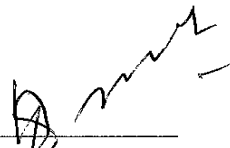
** The above monthly subscription and grant rate shall be revised as per revision that takes place at the Federal Govt. from time to time.


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7. Where the amount of subscription cannot for any reason be deducted from the pay of the employee, the employee shall remit to the Treasurer the sum of subscription payable by him or her and any amount of subscription remaining unpaid due to inadvertence negligence of the employee or otherwise shall be recoverable from him or her in such manner as may be prescribed by the competent authority.
8. Default in time payment of the subscription either for the reason that the pay of the employee was not drawn or due to his inadvertence, negligence or fault of other reasons whatsoever shall not affect his/her right or the right of his family to receive the Benevolent Grant provided for in clause 10 but the amount of unpaid subscription shall be deducted from the Benevolent Grant.

Benevolent Grants

9. A monthly grant as per above schedule will be given:
 - a) For life to an employee who is removed from service on medical ground (total incapacitation)
 - b) For life to the spouse of an employee who dies during service

However in the case of a deceased employee who has no spouse or whose spouse has died, or re-marries, the grant will be distributed amongst one or more of eligible family member for a period up to 15 years or the date on which the deceased would have attained the age of 70 years, whichever is earlier.

- c) A farewell grant equal to one month full salary shall be paid to an employee if he proceeds on retiring pension after twenty years continuous service in KMU.
- d) Marriage grant on marriage of one child payable to the subscriber of benevolent fund as below: -


BPS-1 to 16	Rs. 30,000/-
BPS-17 & above	Rs. 50,000/-

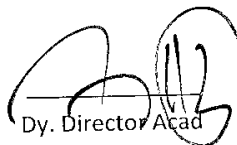
- e) Twelve No. of Annual educational stipends for post matric studies of Rs. 10,000/- each for children's of serving/retired/deceased employee. A regular student who has obtained at least 80% marks in the last held Board/University examination can apply.
- f) A soft loan out of benevolent fund to subscriber with minimum two years regular service will be granted annually as per following rates:-

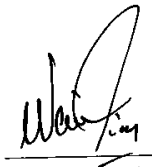
BPS-1 to 16	Rs. 50,000/-	(2 staff members of KMU)
BPS-17 & above	Rs. 100,000/-	(2 staff members of KMU)

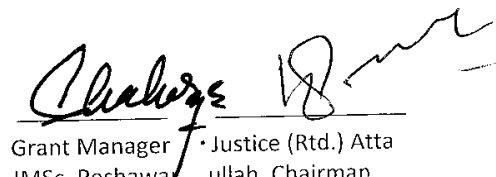
Such loan shall be recoverable in 36 or less equal installments deductible from the salary over and above the normal deductions of Benevolent Fund.

- g) For the relief of exceptionally needy in-service employees and former employees in their old age as determined by the Board of Trustees.


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Payment of Benevolent Grant

10. On the death of an employee, the amount of Benevolent Grant payable under section 10 of the Statutes shall be authorized by the Board of Trustees to be paid to such member or members of his family as he might have nominated in the prescribed form given in **Annexure 1** in full or in the shares specified by him/her at the time of making nomination(s).
11. Where no valid nomination(s) made by the employee subsists at the time of his death, the amount of Benevolent Grant shall be paid to such member(s) of his family, subject to such conditions imposed with a view to ensuring that the amount is justly and equitably utilized for the maintenance and benefit of all the members of family, as may be prescribed or may, consistently with the rules, be determined by the Board of Trustees or any officer authorized by the Board of Trustees in this behalf.
12. The account of the Benevolent Fund shall be maintained in such manner and form as prescribed in Khyber Medical University Financial Rules 2008.
13. The account of Benevolent Fund shall be audited by the Internal Audit Officer of the University on yearly basis and their report published in KMU Annual Report for general information.

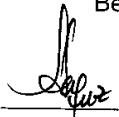
Board of Trustees

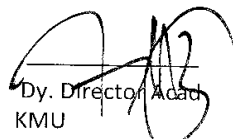
14. The fund shall vest in the KMU as a body corporate and managed by a Board of Trustees wherever necessary
15. The Board of Trustees shall consist of:
 - a) The Vice Chancellor, (Chairman Ex-Officio).
 - b) Registrar, (Member Ex-officio)
 - c) Two elected members of Syndicate from amongst the regular faculty for 3 years tenure.
 - d) Deputy Director Administration (Member Ex-Officio).
 - e) Head of Department (Co-opted member)
 - f) Treasurer, (Secretary Ex-Officio)

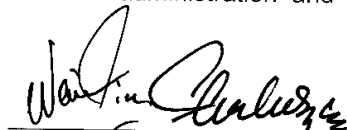
Meeting of Board of Trustees will held quarterly (as per need and requirement).

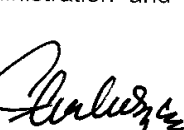
Duties and Powers of the Board of Trustees


16. The Board shall have power:
 - a) To settle claims for Benevolent Grants under these Statutes and all matters connected with such claims.
 - b) To sanction grant from the Benevolent Fund to the employees or their families in accordance with the provision of these statutes.
 - c) To do or cause to be done all acts and things necessary for the proper administration and management of the moneys or properties in the Benevolent Fund.
 - d) To sanction expenditure connected with the administration and management of the Benevolent Fund.


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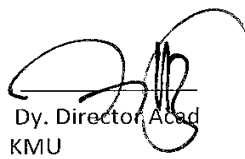

Dy. Treasurer
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Grant Manager
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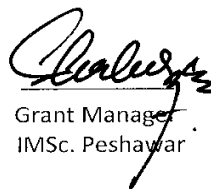

Justice (Rtd.) Atta
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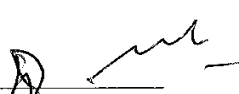
- e) To invest moneys held in the Benevolent Fund in the Government Securities and units of investment corporation of Pakistan or National Saving Center, Scheduled Banks, in the construction of buildings for the purpose of raising rent income, and in other profitable ventures as approved by the Syndicate.
 - f) To do or cause to be done all things ancillary or incidental to any of the aforesaid powers or to the purposes of the Benevolent Fund.
17. An appeal shall lie to the Syndicate against the decisions of the Board of Trustees within 90 days of its decision and the decision of the Syndicate shall be final and binding on Benevolent Fund subscribers.
18. The Provincial Government may be approached to exempt the Benevolent Fund from any tax, rate or duty leviable by the Government or by a local authority.


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FORM OF NOMINATION
(Referred in clause 10 of the Orders)

I _____ son/daughter/wife of _____ of the
Institute/Department/Section _____ of Khyber Medical University hereby
nominate the person(s) mentioned below who is/are member(s) of my family as
defined in the standing orders of the Syndicate relating to Benevolent Fund to receive
the assured sum in the event of my death:

Name and address of Nominee	Relationship	Age	Proportion of the amount to be paid	If the nominee is minor, name of the person(s) to whom payment is to be made on his/her behalf.

Date: __/__/20__

Signature of Subscriber

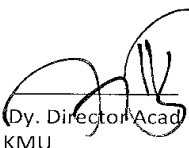
Attested by _____

Office Seal _____

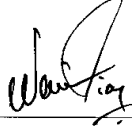
- The signatures of the subscriber should be attested by a Gazzatted Officer who should affix his seal of office below his signatures.



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