



CONFLICT OF INTEREST POLICY OF MOHAMMAD ALI JINNAH UNIVERSITY

DEFINITION OF CONFLICT OF INTEREST

Conflict of interest creates or arises whenever the personal or professional interest of a board member is potentially at odds with the best interests of the nonprofit.

POLICIES ON MOHAMMAD ALI JINNAH UNIVERSITY

“STAKEHOLDERS”

External policies of Conflict of interest (Mohammad Ali Jinnah University).

- 1) Government.
- 2) Transportation.
- 3) Higher education commission.
- 4) Other universities (Competitors).

GOVERNMENT INTEREST POLICY

Make the legal agreements papers, dealing & provision with government, for our new land for MBBS Programmed in front of Mohammad Ali Jinnah University, it's necessary for University. (Reason: here is conflicts arise by government to university that Mohammad Ali Jinnah on legal papers to make the building for MBBS Programmed in front of university, that's y the BOD's made that policy to continue work on our new project).

TRANSPORTATION INTEREST

Due to transport strikes that occur every now and then, M, Ali Jinnah university remains closed.



Reason: conflicts may arise here by students; because of the transport strikes they cannot attend the classes, so that policy will help them to disclose the conflicts.

HIGHER EDUCATION COMMISSION INTEREST

Higher Education Commission requirement is that in every class projectors are necessary, so the budget will be maintain first before more updates by HEC)

Reason: Conflicts may arises when the HEC requires every class must have 3 projectors, so that policy make sure about the budget first then the conflict may disclosed.

OTHER UNIVERSITIES (COMPETITORS)

The university must come up with their own advertising ideas rather than copying existing one.

Reason: Conflicts may arise b/w the universities on the basics of same advertisements, so the policy will make sure about that processor.

INTERNAL POLICIES FOR CONFLICT INTEREST

These policies are not just for conflict disclosure, even because of some policies conflicts are reducing and some are arising the conflicts.

As we know conflicts are unexpected it will be arise anytime. But the important thing in this all processor that is the word of interest, the word conflict is arising b/w a person and group of persons, but the interest means the benefits and maintain the value and progress the level of Mohammad Ali Jinnah University.

These policies created by BOD's of Mohammad Ali Jinnah University. Its goals is to maintain the level of that University applying with that policy.

- HR interest policy
- Purchase interest policy
- Quality education control interest policy
- Admin interest policy
- External Affairs policy
- Library interest policy



- Academic interest policy
- Finance interest policy
- Admission department policy
- Examination policy
- Consultancy interest policy
- Regarding lecturer behavior policy
- IT interest policy Legal Advisory interest policy
- Hiring policy

● **HR INTEREST POLICY**

If anyone fails to maintain attendance, then he or she will be charged 2% penalty earned yearly increment.

Reason: when the every department of Mohammad Ali Jinnah University not maintain its attendance properly then they must pay 2% penalty and it may arise the conflict by employees, that why the University doing that with him. But that is actually including in the rules of university to maintain and progress the value of Mohammad Ali Jinnah University. So, that policy may reducing or disclosed the conflicts.

● **PURCHASE INTERST POLICY**

The University can only business with registered company. That cannot be able to purchase or buy from any local shops.

Reason: the Conflict of interest arise here between non filer and the university. Mohammad Ali Jinnah only purchases all the material from profiler companies. Because profiler or registered companies paying the proper government taxes, then because of their customer's Mohammad Ali Jinnah maintain their reputation very well.

● **QUALITY EDUCATION CONTROL INTEREST POLICY**



The reports were submitted every month, but now the reports are submit in every 15 days.

Reason: the Conflict may arise by staff, because of the reports will be submit by every 15 days, so, the work burden also increased. Because of the Raking of Mohammad Ali Jinnah University that policy created by BOD's.

- **ADMIN INTEREST**

If Mohammad Ali Jinnah University plans to organize an event or any type of any activities then admin must be informed 48 days before about that.

Reason: Here conflict arises by admin that they are not responsible for that event, because they haven't resources anytime to fulfil that event they need to time to fulfil the quality acquires.

- **EXTERNAL AFFAIR POLICY**

Student must submit their educational documents o report on time, otherwise Mohammad Ali Jinnah will not consider their scholarships.

Reason: here is one more conflict arise by students because of them may miss their opportunities, but that policy created just for maintain the data of students and make their students punctual.

- **FINANCE INTEREST POLICY**

When student would not pay the semester fees on time, if he/she due that fee on 5 days then the penalty will be charge 2%, if he/she due the fee on 10 days then the penalty will be charge 5%.



Reason: It may arise the conflicts by students to university, But made that policy by BOD's just because to maintain the rules and regulations of Mohammad Ali Jinnah University.

● IT INTEREST POLICY

Every students allows to take 1000 of prints in a semester, every staff member allows to take 500 prints in a semester, but if they will take extra prints then per page will charge Rs.15.

Reason: Here conflict may arise among students and staff member as they also pay for printing with the same value of money outside of premises. But University make that policy just for maintain the rules, and don't want to take any loss.

● LIBRARY INTEREST POLICY

Every students and staff members allows to issues the 10 books in whole semester, If they will issue the extra one then they must pay Rs.200 as a penalty.

Reason: May the conflicts arise by students and staff member, but that policy created because of the maintain books because it's much difficult to maintain the books for librarian's.

● ACADEMIC INTEREST POLICY

Without any information if student and lecturers will miss their 3 classes then students will automatically drop by course, and for Teachers the 20% will conduct from their salary.



Reason: Here is arise the conflict by students and lecturers, but that policy also maintain the university discipline.

● **EXAMINATION INTEREST POLICY**

If any student is ever caught in cheating during examination the he or she will be granted with F grade.

Reason: It may create conflict by student, but that policy will clear all the disciplines in theirs examinations.

● **CONSULTANCY INTEREST**

Every students of Mohammad Ali Jinnah physiology problem to make sure about majors, if university will not provide consultancy then the university.

Reason: Here is may conflict arise by students, but the university resolve their problems by that policy, because university need to maintain their level, and they need the points by HEC as well.

● **ADMISSION INTEREST POLICY**

Admission staff will not provide the scholarship that year to any student.

Reason: When Board member allows the scholarships to a certain students, but may 2 or 3 students will deserving, then other students may arise the conflicts, so the university decides that year we will not give any scholarship to students.

● **POLICY REGARDING LECTURER BEHAVIOUR**



If the students are satisfied then teacher will be given 1000rs per hour and the amount will be reduced to 800rs per hour in the case if students are not satisfied.

Reason: Here is arise conflicts by lecturers to dean, because of that policy they make sure the responsibilities of lecturers.

- **HIRING INTEREST POLICY**

Hiring will be based on qualification levels and those with stupendous educational background will be paid more.

Reason: It may arise the conflicts b/w old and new staff member, but the policy make sure them it's just because the qualification levels.