

THE BALOCHISTAN MEDICAL EDUCATIONAL
INSTITUTIONS SERVICE
RULES, 1978

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RULES

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'THE BALOCHISTAN? MEDICAL EDUCATIONAL INSTITUTIONS
SERVICE RULES, 1978

NOTIFICATION

[20" March, 1978]

No. SO.II-27(105)/S&GAD-74. In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act, 19743 (Balochistan Act No. IX of 1974) the Government of Balochistan is pleased to make the following Rules to regulate recruitment to the Balochistan Medical Educational Institution Service and to prescribe conditions of service for the persons appointed thereto, namely: —

PART I— GENERAL

1. Short title and commencement.— (1) These rules may be called the Balochistan Medical Educational Institutions Service Rules, 1978.

(2) They shall come into force at once.

2. Definitions— (1) In these rules unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say:—

(a) "Appendix" means an Appendix to these Rules;

(b) "Appointing authority" means an authority specified in rule 5;

(c) "Commission" means the Balochistan Public Service Commission';

(d) "Department" means the Health Department of the Government;

(e) "Government" means the Government of Balochistan;

(f) "Jnitial recruitment" means appointment made otherwise than by promotion or transfer from another service, department or post;

(g) "National Service" means a service as defined in the Pakistan National Service Ordinance, 19705.

(h) "Recognized Institute' means any institute recognized by Government in consultation with the Commission to be a recognized Institute for the purposes of these rules;

These rules have been issued by the Services and General Administration Department vide its notification No. SO.II-27(105)/S&GAD-74, dated 20" March, 1978; and published in the Balochistan Gazette (Extraordinary) No. 22, dated 13" March, 1978.

Spelling of the word "Baluchistan", wherever it appears in these rules, is corrected by insertion of letter instead

of "u"; as per Government of Balochistan, S&GAD's Notification No. SORI (4) 6/ S&GAD-89, dated 18" June, 1989.

That is Balochistan Act IX of 1974; passed by the Provincial Assembly of Balochistan on 19" June, 1974; assented to by the Governor of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 41 dated 20" July, 1974.

Commission constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the Balochistan Gazette (Extraordinary) No. 88, dated 23 May, 1989; and earlier to that under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

That is Federal Ordinance XXII of 1970 made by the President of Pakistan on 7th November, 1970 and published in the Gazette of Pakistan, Extraordinary, dated 7th November, 1970. Protected under Article 281 of the Interim Constitution of Pakistan, 1973, and validated by Act XXII of 1975.

6
(e)

(i) "Recognized University" means any University incorporated by the law in Pakistan or any other University declared by Government in consultation with the Commission to be a recognized University for the purposes of these rules; and

(j) "Service" means the Balochistan Medical Educational Institutions (Grade-17 to Grade-22) service;

(2) Words and expressions used but not defined in these rules, unless the context otherwise requires, shall have the meanings assigned to them in the Medical Council Ordinance, 1962¹ and the Regulations made by the Pakistan Medical Council under Section 33 of the said Ordinance.

PART II — RECRUITMENT

3. Constitution and Composition of Service— The Service shall consist of the post specified in column 2 of the Appendix 'A' and such other posts in the Department as may be sanctioned by Government from time to time for Government Medical Educational Institutions.

4. Eligibility— (1) No person who has married a foreign national shall be eligible for appointment to the service;

(2) The restriction imposed by sub-rule (1) may be relaxed by Government in the case of a person who has married a citizen of India.

5. Appointing Authority.— Appointments to the posts shall be made by Government.

6. Method of Recruitment.— (1) Recruitment to the posts shall be made in consultation with the Commission in the following manner:—

(a) Vacancies in the posts of Professors shall be filled by promotion;

1]

3[(b) Vacancies in the posts of Associate Professors shall be filled by promotion; and]

4[(c)] | Vacancies in the posts of Assistant Professors shall be filled by initial recruitment.

(2) Vacancies to be filled by promotion shall be filled by selection on merit with particular reference to fitness for higher responsibilities from among persons eligible for such promotion in accordance with the provisions contained in column 4 of Appendix 'A'.

That is the Pakistan Medical and Dental Council Ordinance, 1962 (Ordinance XXXII of 1962); an Ordinance made by the President of Pakistan; and published in the Gazette of Pakistan, Extraordinary, dated, 5th June, 1962. Protected under Article 225 of the Constitution of Islamic Republic of Pakistan, 1962.

The word "and" deleted by the Services and General Administration Department, Baluchistan's notification No. S.O. (R) II (85) S&GAD-79, dated 12th June, 1998; and published in the Balochistan Gazette (Extraordinary) No. 102, 25th June, 1988.

Inserted by the Government of Balochistan, Services and General Administration Department, vide its notification No. S.O. (R) I (85) S&GAD-79, dated 12" June, 1998; and published in the Balochistan Gazette (Extraordinary) No. 102, 25% June, 1988.

Existing clause "(b)" re-numbered, *ibid*.

(3) Vacancies to be filled by initial recruitment shall be filled according to Government's Recruitment Policy, laid in Services and General Administration Department's letter No. SO.IL.-LIV(6)/S&GAD-71, dated the 25th August, 1971, which may be amended by the Government from time to time.

7. Age.— (1) No person shall be appointed as an Assistant Professor by initial recruitment who is less than twenty seven years or more than forty years of age:

Provided that:—

(i) in the case of a person whose services under Government have been

terminated for want of a vacancy, the period of service already rendered by him shall, for the purpose of upper age limit under this rule, be excluded from his age;

(ii) in the case of ex-defence personnel, the interval between the date of their release from the Defence forces of Pakistan, including the Mujahid Force, and the date of re-employment in a Civil department subject to a maximum of seven years, and the whole of the period of service rendered by them in such forces shall for the purpose of upper age limit under this rule, be excluded from their age.

(iii) | in the case of a person who has rendered National Service under the Pakistan National Service Ordinance 1970', the period of the service so rendered by such person shall, for the purpose of upper age limit under this Rule, be excluded from his age;

(iv) in the case of a person already in Government service with at least 3 years service the upper age limit shall not apply.

(2) For the purpose of this rule, age shall be reckoned:—

(a) where recruitment is to be made on the basis of written examination or interview on the |* January of the year in which the examination or interview, as the case may be, is proposed to be held; and

(b) in other cases, on the last date fixed for submission of applications for appointment.

8. Qualifications.— (1) No person shall be appointed to a post by initial recruitment unless he possesses the qualifications prescribed for the post in column 3 of the Appendix 'A'.

(2) No person, not already in Government Service, shall be appointed to a post unless he produces a certificate of character from the Principal Academic Officer of the academic Institution last attended and also certificates of character from two other responsible persons, not being his relatives, who are well acquainted with his character and antecedents.

PART II — CONDITIONS OF SERVICE

9. Probation. (1) A person appointed to a post against a substantive vacancy shall remain on probation for a period of two years, if appointed by initial recruitment, and for a period of one year, if appointed otherwise.

1 That is Federal Ordinance XXII of 1970, see also footnote under rule 2 (1) (e).

Explanation. Officiating service and service spent on deputation to a corresponding or a higher post may be allowed to count towards the period of probation.

(2) If the work or conduct of holder of the post during the period of probation has, in the opinion of the appointing authority, not been satisfactory, the appointing authority may, notwithstanding that the period of probation has not expired, dispense with his services if he has been appointed by initial recruitment and if he has been appointed otherwise revert him to his former post, and if there be no such post dispense with his service;

(3) On the completion of the period of probation of a holder of the services, the appointing authority may, subject to the provision of sub-rule (4), confirm him in his appointment, or if his work or conduct has, in the opinion of such authority, not been satisfactory:—

(a) in case he has been appointed by initial recruitment, dispense with his services; or

(b) in case he has been appointed otherwise, revert him to his former post, and if there be no such post, dispense with his service;

Explanation—I. If no orders have been made by the day on which the maximum period of probation expires, the probationer shall be deemed to have been confirmed in his appointment.

Explanation— II. A probationer who has satisfactorily completed his period of probation shall be confirmed with effect from the date of his continuous appointment in the service in a substantive vacancy.

(4) No person shall be confirmed in a post unless he successfully completes such training and passes such departmental examinations as may be prescribed by Government from time to time.

(5) If a holder of the post, whether appointed against a substantive vacancy or otherwise, fails to complete successfully any training or pass any departmental examination prescribed under sub-rule (4) within such period or in such number of attempts as may be prescribed by the Government the appointing authority may,—

(a) in case he has been appointed by initial recruitment, dispense with his service; and

(b) in case he has been appointed otherwise, revert him to his former post, and if there be no such post, dispense with his services.

10. Seniority— (1) The seniority inter se of the holders of the posts in the various grades thereof shall be determined: —

(a) in the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission provided that persons selected for the service in an earlier selection shall rank senior to the persons selected in a later selection; and

(b) in the case of persons appointed otherwise with reference to the dates of their continuous appointment provided that if the date of

continuous appointment in the case of two or more persons is the same the older officer, if not junior to the younger officer or officers in the next below grade, shall rank senior to the younger officer or officers, as the case may be.

Explanation—I. If a junior officer in a lower grade is promoted to a higher grade temporarily in the public interest, even though continuing later permanently in the higher grade, it would not adversely affect the interest of his seniors in the fixation of his seniority in higher grade.

Explanation— II. If a junior officer in a lower grade is promoted to a higher grade by superseding a senior officer and subsequently that senior officer is also promoted to the higher grade, the officer promoted first shall rank senior to the officer promoted subsequently.

Explanation— II. (1) A junior officer appointed to a higher grade shall be deemed to have superseded a senior officer only if both the junior and senior officers were considered for the higher grade and the junior officer was appointed in preference to the senior officer.

(2) Seniority in the various grades of the service of the members appointed by initial recruitment vis-a-vis those appointed otherwise shall be determined.

(a) In case both the officer appointed by initial recruitment and officer appointed otherwise have been appointed against substantive vacancies, or both have been appointed against temporary vacancies with reference to the date of appointment to such vacancy in the case of officers appointed by initial recruitment and to the date of continuous appointment against such vacancy in the case of officers appointed otherwise; provided that if the two dates are the same, the officer appointed otherwise shall rank senior to the officer appointed by initial recruitment;

(b) in case the officer appointed by initial recruitment has been appointed against a substantive vacancy and the officer appointed otherwise has been appointed against a temporary vacancy the officer appointed by initial recruitment shall rank senior to the officer appointed otherwise; and

(c) in case, the officer appointed otherwise is appointed against a substantive vacancy and the officer appointed by initial recruitment is appointed against a temporary vacancy, the officer appointed otherwise shall rank senior to the officer appointed by initial recruitment.

11. General Rules.— In all matters not expressly provided for in these rules holders of the posts shall be governed by such rules as have been or may hereafter be made by Government and made applicable to them.

12. Relaxation.— Any of these rules may, for reasons to be recorded in writing, be relaxed in individual cases by Government if it is satisfied that a strict application thereof would cause undue hardship to the individual concerned:—

Provided that wherever such relaxation involves a question in which consultation with the Commission is mandatory, the Commission shall be consulted before the relaxation is made.

13. Delegation.— Government may delegate all or any of its powers under these rules to any officer or authority subordinate to it.

14. Powers of Government to Safeguard Rights of Government Servants.—

Whenever in the application of these rules the terms and conditions of service of any person serving in connection with the affairs of the Province of Balochistan as guaranteed by any law for the time being in force, are likely to be adversely affected, the Government of Balochistan may make appropriate orders to safeguard the constitutional and legal rights of such persons.

15. Liability to transfer and serve.— All teaching Doctors i.e. Professors,

Associate Professors, Assistant Professors, Senior Registrars etc: shall be liable to transfer to Divisional and District Hospitals against equivalent Jobs of their Specialization:

Provided that it will not confer any right of transfer to the consultant/ Specialist other than teaching cadre for their posting/ transfer in the Educational Medical Institutions.]

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

1 New rule 15, added by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II (2) 73/ S&GAD 612-723, dated 14" May, 1990.

[APPENDIX 'A']

Nomenclature of the post Prescribed basic and Methods of recruitment
with Pay Scale. postgraduate qualifications

(Anatomy, Physiology, Bio Chemistry,
Pharmacology, Pathology, Community Medicine, Forensic

Medicine etc).

"U1. Senior Lecturer . MBBS/equivalent Initial recruitment.]
(B-18) qualification, recognized
by Pakistan Medical &
Dental Council and,

. D.Sc/ FCPS/ Ph. D / MS/
M. Phil, equivalent
qualification in the
respective
speciality/subject
recognized by the
Pakistan Medical &
Dental Council.

Note:

For the subject
of Forensic Medicine,
the postgraduate
qualification
requirements will be the
same as the latest
requirements laid down
by Pakistan Medical and
Dental Council, for
appointment as Senior
Lecturer in the subject of
Forensic Medicine time
to time.

Assistant Professor i MBBS and (1) 50% by promotion from
amongst only those

1 Substituted by the Government of Balochistan, Services and General Administration Department's notification No. S.O. (R) I
S&GAD-79, dated 12" June, 1988; published in the Balochistan Gazette (Extraordinary) No. 102, 25" June, 1988, for the exist
Appendix-A.

For the earlier Appendix-A, see the Government of Balochistan, Services and General Administration Department's notification
No. SO.II-27(105)/S&GAD-74, dated 20" March, 1978; published in the Balochistan Gazette (Extraordinary) No. 22, dated 13"
1978.

Inserted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II
(8)2-Vol-II/ S&GAD/896-996, dated 28" May, 2001.

Basic Pay Scale 19

Associated Professor

Basic Pay Scale 20

Professor

Clinical Subjects:

D.Sc. Ph.D, — FCPS/

MS/ MD/ M. Phil in the
respective subject

OR

Other equivalent
qualification which are
recognized by the
Pakistan Medical and
Dental Council.

Senior Lectures who
possesses higher
qualification of FCPS/
MS/ MD, M. Phil in the
respective subject or
other equivalent
qualification recognized
by the PMDC. Three
years teaching /
practical experience
after or before
postgraduate
qualification as
prescribed for initial
recruitment of Assistant
Professor of Basic
Subject in the
Appendix-B should be
preferred.

50% by initial
recruitment in
accordance with the
qualification and
experience as indicated
in Appendix- B. The
person who have
worked as Senior
Lecturer with higher
qualification of FCPS/
MS/ MD, M. Phil shall
be preferred at the time

of initial recruitment.]

By promotion from amongst the speciality possessing the prescribed qualifications and experience as indicated in Appendix 'B'.

By promotion from amongst the Associate Professors in the speciality possessing the prescribed qualifications and experience as indicated in Appendix 'B'.

(a) Medicine, Surgery, Gynaecology and Obstetrics.

Basic Pay Scale 18 ()_ MBBS

Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR

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(8)2-Vol-II/ S&GAD/896-996, dated 28" May, 2001.

Senior Registrar

Assistant Professor

Basic Pay Scale 19

Associate Professor

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F.C.P.S, MS.

M.D, in the respective
subject or other
equivalent qualifications
which are recognized/
registered by the
Pakistan Medical and
Dental Council.

M.B.B.S.

F.C.P.S, M.S, M.D, in
the respective subject or
other equivalent which
are recognized/
registered by the
Pakistan Medical and
Dental Council.

M.B.B.S.

F.C.P.S., MLS.

M.D, in the respective
subject or other
equivalent qualifications
which are recognized/
registered by the
Pakistan Medical and

accordance with qualifications
and experience as indicated in
Appendix 'B'.

(i) 50% by promotion from
amongst only those Senior
Registrar who possess
higher qualifications of
FCPS/MS/MD in the
respective subject or other
equivalent qualifications
which are recognized/
registered by the Pakistan
Medical and Dental
Council, with three years

Teaching/ Practical
experience after or before
postgraduation as
prescribed for initial
recruitment of Assistant
Professors of clinical
subjects in Appendix 'B'.

50% by initial recruitment
in accordance with the
qualifications and
experience as indicated in
Appendix 'B'. The persons
who have worked as
Senior Registrar with
higher qualifications of
FCPS/ MS/MD shall be
preferred at the time of
initial recruitment. |

By promotion from amongst the
Assistant Professors in the
respective speciality possessing
the prescribed qualifications
and experience as indicated in
Appendix 'B'.

Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR

(2) 73/S&GAD/443-552, dated 25" April, 1993, for the existing entries.

Basic Pay Scale 20

Professor

Basic Pay Scale 18

Senior Registrar

Assistant Professor

2

(b) Cardiology,

Ophthalmology,

By promotion from amongst the Associate Professors in the respective speciality possessing the prescribed qualifications and experience as indicated in Appendix 'B'.

Otorhinolaryngology,

Anaesthesiology,

Radiology,

Neurology, Urology,
endocrinology, _ Psychiatrics

Paediatrics, Tuberculosis and Chest Diseases, Orthopaedic Surgery, Neuro-surgery, Radiotherapy'[, Gastroentrology]

ete.

M.B.B.S.

F.C.P.S., MLS.

M.D. in the respective subject or other equivalent qualifications which are recognized/ registered by the Pakistan Medical and Dental Council.

M.B.B.S.

F.C.P.S., MLS.

MD, in the respective subject or other equivalent qualifications which are recognized/

registered by Pakistan
Medical and Dental
Council.

(2) 73/S&GAD/443-552, dated 25" April, 1993.

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By initial recruitment in
Accordance with the
qualifications and experience as
indicated in Appendix 'B'.

(i) 50% by promotion from
amongst only those Senior
Registrars who possess
higher qualifications of
FCPS/MS/MD in the
respective subject or other
equivalent qualifications
which are recognized/
registered by the Pakistan
Medical and Dental
Council, with three years
Teaching/ Practical
experience after or before
postgraduation as
prescribed for initial
recruitment of Assistant
Professors of clinical
subjects in Appendix 'B'.

Added by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II (2)
73/S&GAD/443-552, dated 25" April, 1993.

Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR

Audiologist Male/Female

(B-17).

Basic Pay Scale 19

Associate Professor

Basic Pay Scale 20

Professor

1

2

(GQ) MBBS or Equivalent
Medical Qualification which
are Recognized/ Registered
by the Pakistan Medical &
Dental Council.

(i) At least Six months
experience as House Job in
Ent Department.

M.B.B.S.

F.C.P.S., MLS.

MD, in the respective
subject or other
equivalent qualifications
which are recognized/
registered by Pakistan
Medical and Dental
Council.

M.B.B.S.

F.C.P.S., M.S,

M.D, in the respective
subject or other
equivalent qualifications
which are recognized/
Regd: by the Pakistan
Medical & Dental
Council.

Dental Material and Laboratory

notification No. SOR-II (8) 17/S&GAD/253-353, dated 4" February, 2003.

3

(11) 8/2011-S&GAD/2963-3000, dated 3" October, 2011.

(11) 50% by initial recruitment in accordance with the qualifications and experience as indicated in Appendix 'B'. The persons who have worked as Senior Registrars with higher qualifications of FCPS/ MS/MD shall be preferred at the time of initial recruitment. |

By Initial Recruitment.

By promotion from amongst the Assistant Professors in the relevant subject in accordance with the qualifications and experience as indicated in Appendix 'B

By promotion from amongst the Associate Professors in the relevant subject according with the qualifications and experience as indicated in Appendix 'B

Techniques, Oral

Inserted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II 17/S&GAD/253-353, dated 4" February, 2003.

Item number 10 re-numbered by the Government of Balochistan, Services and General Administration Department, vide its

Inserted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SO (R-I

Public Health Dentistry.

12. Basic Pay Scale 18

Assistant Professor

13. Basic Pay Scale 19

Associate Professor

14. Basic Pay Scale 20

Professor

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D. Clinical Dental Subjects:

Basic Pay Scale 18

Assistant Professor

Basic Pay Scale 19

Associate Professor

Basic Pay Scale 20

Professor

Inserted, *ibid*.

B.D.S.

M.D.S. (Pak), M. Phil “[, FCPS] or other equivalent qualifications which are recognized/ registered by the Pakistan Medical and Dental Council.

By initial recruitment in accordance with the qualifications and experience as indicated in Appendix 'B'.

By promotion from amongst the Assistant Professors in the respective subject in accordance with the qualifications and experience as indicated in Appendix 'B'.

By promotion from amongst the Associate Professors in the relevant subject in accordance with the qualifications and experience as indicated in

Appendix 'B'.

Oral _ Surgery, Operative Dentistry, _Prosthetics

Orthodontia, Periodontia, Oral Medicine etc.

M.D.S. (Pak), or other
equivalent qualifications
which are recognized/
registered by the
Pakistan Medical and
Dental Council.

By initial recruitment in
accordance with the
qualifications and experience as
indicated in Appendix 'B'.

By promotion from amongst the
Assistant Professors in the
respective subject in accordance
with the qualifications and
experience as indicated in
Appendix 'B'.

By promotion from amongst the
Associate Professors in the
relevant subjects in accordance
with the qualifications and
experience as indicated in
Appendix 'B'.

Nomenclature Basic qualifications. Postgraduate Experience Research Remarks
of the Post. qualifications.

UNDERGRADUATE MEDICAL INSTITUTIONS

A. Basic Subjects: Anatomy, Physiology, Bio Chemistry, Pharmacology, Pathology, Community Medicine, Forensic Medicine.

Senior Lecturer | 2. | MBBS/ D. Sc/ FCPS/ Ph. D/

(B-18) equivalent MS/ M. Phil,
qualification, equivalent
recognized by qualification, in the

Pakistan respective

Medical and speciality/subject
Dental Council | recognized by the
and Pakistan Medical &
Dental Council.]]

Note:-

For the subject
of Forensic Medicine,
the postgraduate
qualification
requirements will be
the same as the latest
requirements laid
down by the Pakistan

Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. S.O. the Balochistan Gazette (Extraordinary) No. 102, 25" June, 1988, for the existing Appendix-B.

For the earlier Appendix-B, see the Government of Balochistan, Services and General Administration Department's notification published in the Balochistan Gazette (Extraordinary) No. 22, dated 13" March, 1978.

2 Inserted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-

Assistant
Professor

(BPS-18)

Assistant
Professor

(BPS-18)

Medical and Dental
Council, for
appointment as Senior
Lecturer in the subject
of Forensic Medicine,
time to time.

MBBS or equivalent
qualifications which
are recognized/
registered by Pakistan
Medical & Dental
Council.

May, 2001.

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D. Sc. Ph. D, FCPS,
M.S, M.D. , M. Phil
(Pak) in the respective
basic subjects, which
are recognized/ Regd:
by P.M & DC.

OR

Postgraduate minor
diploma in respective
subject which are
recognized/registered
by Pakistan Medical &
Dental Council.

Teaching experience
in relevant basic
subject should be
preferred.

Five years teaching
experience as lecturer/
demonstrator before or
after postgraduation is
essential.

Credit should be given
to the original
published research
work in the standard
medical journal.

FCPS. , M.S., M.D. in
related clinical
subjects may be
eligible as last priority
in exigency.

Minor diploma holders
shall be considered
only when persons
with higher
qualifications are not
available.

S. No. | re-numbered as 1-A, by the Government of Balochistan, Services and General Administration Department, vide its no

Associate
Professor

(BPS-19)

Associate
Professor

(BPS-19)

2

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D. Sc, Ph.D, FCPS,
M.S, M.D, M.Phil

(Pak) in the respective

basic subjects, which

are recognized/ Regd:

by P.M. & DC.

Postgraduate minor
diploma in respective
subject which are
recognized/registered
by Pakistan Medical
and Dental Council.

'[Five years teaching
experience as an
Assistant Professor in
the relevant subject. |

[Seven years teaching

experience in the
relevant subject for
minor Diploma
holders. |

At least three research
papers in seven years
to be published in the
standard medical
journal.

At least five research
papers to be published
in the standard
medical journal.

For appointment
/promotion as
Associate Professor,
the holder of minor
diploma should be
consider only when
person with higher
postgraduate
qualifications like D.
Sc, Ph.D, M.Phil etc.
with required
experience are not
available.

Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. S.O. words "Seven years teaching experience as an Assistant Professor in the relevant subject".

Substituted, *ibid*.

Professor

(BPS 20)

MBBS or equivalent
qualifications which
are recognized/
Registered by Pakistan
Medical and Dental
Council.

B. Clinical Subjects:

D. Sc. , Ph.D.,
F.C.P.S. M.S, M.D,
M.Phil (Pak) in the
respective basic
subjects or other
equivalent
qualifications which
are recognized/
registered by Pakistan
Medical and Dental
Council.

[3 years teaching
experience as an
Associate Professor in
the respective subject:
Provided that the
total experience as
Assistant Professor
and Associate
Professor shall not be
less than 8 years or 9
years teaching
experience as an
Assistant Professor in
the respective subject.]

Medicine, Surgery, Gynaecology and obstetrics.

Senior
Registrar

(BPS-18)

MBBS or equivalent
medical qualification
which are

recognized /registered
by Pakistan Medical
and Dental Council.

FCPS, MS, MD, in the

respective subject or
other equivalent
qualifications in the
specialty which are
recognized/ registered
by the Pakistan
Medical and Dental
Council.

At least two research
papers in five years to
be published in
standard medical
journal before
promotion as
Professor.

No diploma holders
are eligible for
appointment/
promotion as
Professor.

*| deleted]

Substituted ibid, for the words "Five years teaching experience as an Associate Professor in the respective subject provided that the Professor shall not be less than twelve years or thirteen years teaching experience as an Assistant Professor in the respective

The existing entries i.e. "Candidates with qualifications of MCPS (or equivalent qualifications which are recognized/ registered with practical experience can be appointed as Senior Registrar but their teaching experience shall not be counted as equivalent to

diplomas shall be considered only if postgraduate qualifications are not available.", are deleted by the Government of Balochistan notification No. SOR-II (2) 73/S&GAD/797-947, dated 13" August, 1992.

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Assistant
Professor

Associate
Professor

(BPS-19)

Professor

(BPS-20)

MBBS or equivalent
Medical qualifications
which are

recognized /registered
by Pakistan Medical
and Dental Council.

FCPS, MS, M.D in the
respective subject or
other equivalent
qualifications in the
speciality which are
recognized/ registered
by the Pakistan
Medical and Dental
Council.

words “Seven years teaching/practical experience as Assistant Professor in the relevant subject.”.

2

Three years Technical/
Practical experience in
respective in a
recognized institution
in order of following
preference:-

1* Preference
Teaching experience.
2TM Preference

Practical experience
after postgraduation.

34 preference

Practical experience
before postgraduation.

[five years teaching

experience as an
Assistant Professor in
the relevant subject. |

2[3 years teaching
experience as an
Associate Professor in
the respective
speciality is essential.

Provided that the
total experience as

is not less than twelve years or thirteen years teaching experience as Assistant Professor in the respective subjects is essential.

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The holders of minor
diploma like MCPS
etc shall not be eligible
for appointment as
Assistant Professor/
Associate Professor/
Professor for which
holders of higher
diploma/degree are
only eligible.

At least three research
papers in the standard
medical journals.

At least two research
papers in the standard
medical journal.

Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. S.O.

Substituted *ibid*, for the words "Five years teaching experience as Associate Professor in the respective subject provided that

Associate Professor
and Assistant
Professor shall not be
less than 8 years, or 9
years teaching
experience as an
Assistant Professor. |

Cardiology, Neurology, Urology, Psyciatry, Dermatology, Paediatrics, Tuberculosis and Chest Diseases, Orthopaedic Surgery, Thoracic Surgery, Neuro Surgery. Ophthalmology. Otorhinolaryngolo ENT), Anaesthesiology, Radiolo Radiotherapy '[, Gastroentrolo and all other Specialities as mentioned in the MBBS Regulations.

Senior MBBS or equivalent F.C.P.S., M.S, M.D. in >| deleted]
Registrar (BPS- | medical qualification | the respective
18) which are recognized/ | specialty or other
registered by the equivalent
Pakistan Medical and | qualifications which
Dental Council. are recognized/
registered by the
Pakistan Medical and
Dental Council.

Assistant Three years The holders of minor
Professor teaching/practical diploma like MCPS or
(BPS-18) experience in the _ other equivalent
respective speciality in diploma shall not be
the recognized eligible for
institution in order of appointment/
following preference:- promotion as Assistant
Professor/ Associate/
Professor/ Professor

1 Preference

Added by the Government of Balochistan, Services and General Administration Department, vide its Notification No. SOR-II (2

The existing entries i.e. "Candidates with the qualifications of MCPS or equivalent qualifications recognized by the Pakistan M
appointed as Senior Registrar but their teaching experience shall not be counted as equivalent to Assistant Professor in a ratio
higher qualifications are not available.", are deleted by the Government of Balochistan, Services and General Administration D
dated 13" August, 1992.

Associate
Professor

(BPS-19)

MBBS or equivalent
medical qualifications
which are recognized/
registered by the
Pakistan Medical and
Dental Council.

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FCPS, M.S, M.D in
the respective
specialty or other
equivalent
qualifications in the
speciality recognized/
registered by the
Pakistan Medical and
Dental Council.

Teaching experience;
2"4 Preference

Practical experience
after postgraduation;

3" Preference

Practical experience
before postgraduation.

'[Five years teaching
experience as an
Assistant Professor in
the relevant subject. |

At least three research
papers in the standard
medical journal.

for which the holders
of higher diploma or
degree are only
eligible. If the
postgraduate
qualifications like
FCPS, M.S., M.D, or
other equivalent
postgraduate
qualifications which
are recognized by the

PMDC are not in the
respective speciality,
indicated in the
column 4 then rules
mentioned in the
Explanatory Notes No.
7 and 14, appended to
this Appendix.

Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. S.O.

words "Seven years teaching experience as an Assistant Professor in the respective speciality."

Professor '[3 years teaching At least two research
experience as papers in the standard
Associate Professor in | medical journal.

the respective

speciality is essential.

(BPS-20)

Provided that the
total experience as
Associate Professor
and Assistant
Professor shall not be
less than 8 years or 9
years teaching
experience as an
Assistant Professor. |

C. Basic Dental Subjects: Dental Materials and Laboratory Techniques, Oral Anatomy, *[Oral Pathology,]
Oral Physiology, Preventive and Public Health Dentistry.

Assistant BDS or equivalent MDS (Pak), M. Phil Teaching experience Credit should be given
Professor qualification which are | 3[FCPS] or other to be preferred. to the original research

recognized/ registered | equivalent work published in the
by the Pakistan postgraduate standard
Medical or Dental qualification which are dental/medical

(BPS-18)

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Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. S.O.
"Five years teaching experience as an Associate Professor in the respective speciality is essential provided that total experien
years or thirteen years teaching experience as Assistant Professor in the respective subject, is essential."

Inserted by the Government of Balochistan, Services and General Administration Department, vide its Notification No. SO(R-II

Inserted ibid.

Assistant
Professor

(BPS-18)

Assistant
Professor

(BPS-18)

Associate
Professor

(BPS-19)

Council.

BDS or equivalent
qualification which are
recognized/ registered
by the Pakistan
Medical and Dental
Council.

recognized/ registered
by the Pakistan
Medical and Dental
Council in respective
basic subjects and
MDS (Pak) M. Phil in
allied clinical subjects.

OR

Postgraduate minor
diploma in the
relevant subject
recognized by the
Pakistan Medical &
Dental Council.

OR

Without any
Postgraduate
qualifications.

MDS (Pak), M. Phil or
equivalent
postgraduate
qualification which are
recognized/ registered
by the Pakistan

Medical and Dental
Council.

Three years teaching
experience as

Demonstrator/Lecturer

in the Dental teaching
institution before or
after postgraduate
qualification.

Seven years
experience as
Demonstrator.

Seven years teaching
experience as an
Assistant Professor in
the respective subject.

general.

At least three research
papers in seven years
to be published in
standard
Dental/medical
journal.

Candidate with
postgraduate diploma
in the respective
subject shall be
appointed as Assistant
Professor only when
persons with higher
qualification like MDS
are not available.

Candidate without
postgraduate
qualification shall be
eligible only when
persons with higher
qualification not
available.

Associate
Professor

(BPS-19)

Professor

(BPS-20)

D.

Assistant
Professor

(BPS-18)

Dental Clinical Subjects:

BDS or equivalent
qualification which are
recognized/ registered
by the Pakistan
Medical and Dental
Council.

Postgraduate minor
diploma in the
relevant subject.

M.D.S. (Pak) M. Phil
or equivalent
postgraduate
qualifications which
are recognized/
registered by the
Pakistan Medical and
Dental Council.

Nine years teaching
experience in the
relevant subject as
Assistant Professor.

Five years teaching
experience as
Associate Professor in
the respective subject
provided that total
experience as Asstt:
Professor & Associate
Professor is not less
than twelve years
teaching experience as

Assistant Professor in
the respective subject.

At least five research
papers in standard
dental/medical journal.

At least two research
papers in five years to
be published in
standard
Dental/Medical
Journal, before
promotion as
Professor.

Minor diploma holders
shall be considered
only when persons
with higher
postgraduate
qualification like
MDS, M. Phil with
requisite experience
are not available.

No diploma holders
shall be eligible for
appointment/
promotion as
Professor.

Oral Surgery, Operative Dentistry, Prosthetics, Orthodontia, Periodontia, Oral
Medicine etc.

MDS (Pak) or
equivalent
postgraduate
qualifications
recognized by
Pakistan Medical and
Dental Council in the
respective subject.

Teaching experience
to be preferred.

Credit should be given
to the original research
work published in the
standard Dental
Medical Journal.

Assistant
Professor

(BPS-18)

Assistant
Professor

(BPS-18)

Associate
Professor

(BPS-19)

Associate
Professor

(BPS-19)

Postgraduate minor
diploma in the
respective subject
recognized by the
Pakistan Medical and
Dental Council.

Without any
postgraduate
qualification.

MDS (Pak) or
equivalent
postgraduate
qualifications which
are recognized/
registered by the
Pakistan Medical and
Dental Council.

Postgraduate diploma
in the respective
subject.

Three years teaching
experience as
Demonstrator in the
Dental Teaching
Institution after
postgraduate or
qualification.

OR

Ten years teaching
experience as Lec.
/Demonstrator in the
relevant subject.

Seven years teaching
experience as
Assistant Professor in
the relevant subject.

Nine years teaching
experience in the
respective subject as
Assistant Professor.

At least three research
papers.

At least three research
papers to be published
in standard
Dental/Medical
Journal.

At least five research
papers in standard
Dental/Medical
Journal.

Candidates with
Postgraduate diploma
in respective subject
shall be appointed as
Assistant Professor
only when persons
with higher
qualifications are not
available.

Candidates with BDS
qualification shall be
eligible only when
persons with
postgraduate
qualifications are not
available.

Diploma holders shall
be considered only
when persons with
higher qualifications
with required
experience as
indicated in column 4,

are not available.

Professor

(BPS-20)

BDS or equivalent qualification which are recognized by the Pakistan Medical and Dental Council.

M.D.S. (Pak) or equivalent postgraduate qualifications which are recognized/registered by Pakistan Medical and Dental Council.

Five years teaching experience as Associate Professor in the respective subject provided that total experience as Assistant Professor and Associate Professor is not less than twelve years or thirteen years teaching experience as Asstt. Professor in the respective subject.

EXPLANATORY NOTES

All requirements laid down in Appendix 'B' are minimum.

At least two research papers in five years to be published in standard Dental/Medical Journal, before promotion as Professor.

No diploma holders shall be eligible for appointment/promotion as Professor.

Standard Medical Journal means the Journal listed in Index Medicus or Excerpta Medical. The term also includes the journals of the Pakistan Medical and Dental Council for the purpose.

Experience in recognized institution means:-

(i) Speciality appointments held in the hospital approved by the General Medical Council and published by the said Council from time up-to-date should be approved by the Council.

Equivalent posts in USA and other foreign countries recognized by American Medical Association OR Association of American

Medical Colleges and the recognized authorities in the respective countries, subject to approval by the Council.

(iii) Senior Registrarship in the Clinical nits of teaching medical institution of Pakistan.

Period of deputation for acquisition of postgraduate qualification should be considered as teaching period of the post from which he/she was deputed for higher training inside or outside the country provided that (i) candidate had held the teaching post like Senior Demonstrator, Assistant Professor, Associate Professor etc. for at least one year before proceeding on deputation, (ii) the benefit should not exceed the minimum period prescribed in the syllabus for acquiring the degree or diploma. For example it should be 3 years for M. Phil degree, 1 year for diploma, (iii) if a candidate fails to acquire the degree or diploma for which he/she was deputed, he/she will not be entitled for this concession.

Honorary appointment, provided an individual is performing full duties of that appointment in a teaching institution, be considered as teaching experience in a ratio 2:1 of the respective appointment i.e. 2 years experience in honorary capacity is equivalent to one year experience of the post.

The qualification like M.C (Path), FCPS etc conferred or acquired on honorary basis or foundation basis by the medical graduates considering their contribution to the profession shall be considered for the purpose of appointment in the medical or dental institutions.

If the postgraduate qualification like FCPS etc. mentioned in the Appendix 'B' is obtained along with a diploma in speciality along with qualification, then his qualifications should be equivalent to the specialized postgraduate qualification indicated in column 4 of the Appendix 'B'. For example, FCPS in General Medicine along with DCH should be considered as equivalent to FCPS (Paeds) or FCPS its DPM should be considered as equivalent to FCPS in Psychiatry and so on.

are not in the speciality and a candidate has obtained the

Only postgraduate training cannot be considered for appointment in teaching Medical/Dental Institutions for which postgraduate qualifications obtained after passing the examinations and recognized by the Pakistan Medical and Dental Council is essential.

Experience gained in recognized teaching institutions abroad may be recognized by the Council, as under:-

(i) Professor as equal to Professor in Pakistan.

(ii) Associate Professor as equal to Associate Professor in Pakistan provided they are substantive full time and not part-time.

(iii) Assistant Professor as equal to Assistant Professor in Pakistan provided they are substantive full time and not part-time.

(iv) Full time consultant in a teaching hospital and performing teaching duties is equal to Assistant Professor in Pakistan in a ratio of 2:1.

(v) Senior Registrar in a teaching institution is equal to Senior Registrar in Pakistan.

(vi) The Lecturer in a teaching institution with postgraduate qualifications abroad is equal to Senior Registrar in clinical subjects.

(vii) Lecturer with postgraduate qualifications in basic subjects shall be equivalent to Demonstrator with postgraduate qualifications in Pakistan.

Appointments already made according to previous un-amended appendix 'B' Shall not be adversely affected. Persons appointed after the promulgation of these rules shall be governed by the rules on the subject for appointment/promotion applicable at the time of their appointment to teaching cadre.]

The experience of full time Assistant Professor/Associate Professor in Medical Colleges of Pakistan shall be given preference over the experience gained teaching experience abroad.

The persons who had worked as Senior Registrar in teaching hospitals should be preferred over those who have not worked as Senior Registrar for teaching appointments in medical colleges if other qualification and experience are equal.

The candidate who possesses postgraduate qualifications like FCPS, MS, MD in General Medicine or Surgery etc., should have at least five years practical experience in a recognized institute in the specialities like Cardiology, Psychiatry, Cardiac Surgery, Orthopedic Surgery etc. after the post-graduate qualifications to be eligible for appointment as Assistant Professor in the respective Specialities i.e. Cardiology, Psychiatry, Cardiac Surgery, Orthopedic Surgery and promotion in the same specialities as Associate professor with the requisite experience as prescribed in the Appendix 'B' under the respective speciality.

The experience gained in one speciality shall not be counted for appointment/promotion in other speciality in clinical subjects. For example, experience gained in Orthopaedic Surgery cannot be counted for appointment/promotion in General Surgery. Similarly, experience gained in Cardiology etc. cannot be counted for appointment/promotion in General Medicine and vice versa.

The experience gained as Demonstrator by the person who obtained postgraduate qualification in the basic subjects, at a later date shall be counted in the ratio of 4:1 to that of Assistant Professor i.e. four years experience as Demonstrator shall be equivalent to one year experience as Assistant Professor. Such persons should also be preferred over those who had not worked as Demonstrator for appointments to teaching posts in the basic subject.

The experience gained as Demonstrator in basic subjects side with requisite postgraduate qualifications like M. Phil, Ph. D etc. shall be counted with the senior Registrar on clinical side i.e. in the ratio of 2:1. For example, two years experience as Demonstrator with requisite postgraduate qualification is equivalent to one year experience as Assistant Professor.

Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR/2010/10 clause 10.

The definition of word “credit” and “sufficient” as appearing in the Appendix 'B' is given as under:-

“Credit” means that during evaluation of two otherwise similar candidates 'extra 'marks' may be added to the credit of a candidate published in original research work in the Standard Medical Journal. The extra marks will depend upon the standard of the original research by the evaluation authority”.

“Sufficient” means adequate in quality and quantity to be determined by the evaluation authority”.

The experience gained as a Senior Registrar inside or outside Pakistan in recognized teaching hospitals by persons with requisite postgraduate qualifications such as FCPS etc. should be counted as equivalent to Assistant Professor in a ratio of 2:1. For example, 2 years experience as Senior Registrar with the requisite postgraduate qualifications be counted as equivalent to one years experience as Assistant Professor.

An Assistant Professor, on both the clinical and basic sciences, who has got 5 years of teaching experience, may be eligible to be Head of a teaching department, in exigencies, and shall perform all the duties of the professor of a teaching unit.

The teaching experience in the subject of Medical Jurisprudence gained in the medical colleges as Demonstrator be considered to the experience of medico-legal works, for the appointment as Assistant Professor in the subject of Forensic Medicine and Toxicology.

The holder of M. Phil (Microbiology) and M. Phil (Chemical Pathology) may be eligible for appointment as Assistant Professor, Associate Professor and Professor in Pathology with requisite teaching experience.

The BDS graduates should be eligible for appointment as Demonstrator in Anatomy, Physiology Departments for teaching of clinical subjects only.

Assistant Professor of Bio-Chemistry can be appointed as Associate Professor/Professor of Physiology, if there is not separate department of Bio-Chemistry in college, provided that the individual is a medical graduate.

Since the re-employment is a sort of extension in service under the very special circumstances the re-employment should not be considered employment if considered absolutely necessary due to non-availability of qualified persons can be made if a person qualified for the appointment at the time of his recruitment under the old Appendix 'B'.

Professor of Neuro-Surgery, Orthopaedic Surgery, Thoracic Surgery etc. cannot be designated as Head of Deptt: of Surgery. Professor of Paediatrics, Cardiology etc. cannot be made Head of Department of Medicine. However, Professor of these specialties can be appointed as Principal of the Medical College.

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