

**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

[20th 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 Commission⁴;
- (d) “**Department**” means the Health Department of the Government;
- (e) “**Government**” means the Government of Balochistan;
- (f) “**Initial 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;

¹ These rules have been issued by the Services and General Administration Department vide its notification No. SO.II-27(105)/S&GAD-74, dated 20th March, 1978; and published in the Balochistan Gazette (Extraordinary) No. 22, dated 13th March, 1978.

² Spelling of the word “Baluchistan”, wherever it appears in these rules, is corrected by insertion of letter “o” instead of “u”; as per Government of Balochistan, S&GAD’s Notification No. SORI (4) 6/ S&GAD-89, dated 18th June, 1989.

³ That is Balochistan Act IX of 1974; passed by the Provincial Assembly of Balochistan on 19th June, 1974; assented to by the Governor of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 41 dated 20th July, 1974.

⁴ Commission constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the Balochistan Gazette (Extraordinary) No. 88, dated 23rd May, 1989; and earlier to that under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

⁵ 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.

- (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;
²[*]

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’.

¹ 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.

² 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.

³ Inserted by the Government of Balochistan, Services and General Administration Department, vide its 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.

⁴ 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.II.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 1970¹, 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 1st 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 III – 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– III. (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.

¹[15. **Liability to transfer and serve.—** All teaching Doctors i.e. Professors, Associate Professors, Assistant Professors, Senior Registrars etc: shall be liable to transfer ton 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 14th May, 1990.

APPENDIX 'A'

Sr. No.	Nomenclature of the post with Pay Scale.	Prescribed basic and postgraduate qualifications	Methods of recruitment
1	2	3	4
<u>UNDERGRADUATE MEDICAL INSTITUTIONS</u>			
<p>A. <u>Basic Subjects:</u> (<u>Anatomy, Physiology, Bio Chemistry, Pharmacology, Pathology, Community Medicine, Forensic Medicine etc</u>).</p>			
² [1.	Senior Lecturer (B-18)	<p>1. MBBS/equivalent qualification, recognized by Pakistan Medical & Dental Council and,</p> <p>2. D.Sc/ FCPS/ Ph. D / MS/ M. Phil, equivalent qualification in the respective speciality/subject recognized by the Pakistan Medical & Dental Council.</p> <p><i>Note:</i></p> <p>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.</p>	Initial recruitment.]
³ [1-A.	Assistant Professor	(i) MBBS and	(i) 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) II (85) S&GAD-79, dated 12th June, 1988; published in the Balochistan Gazette (Extraordinary) No. 102, 25th June, 1988, for the existing 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 20th March, 1978; published in the Balochistan Gazette (Extraordinary) No. 22, dated 13th March, 1978.

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

	(B-18)	(ii) D.Sc. Ph. D, FCPS/ MS/ MD/ M. Phil in the respective subject <i>OR</i> 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. (ii) 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.]
2.	<u>Basic Pay Scale 19</u> Associated Professor	--do--	By promotion from amongst the speciality possessing the prescribed qualifications and experience as indicated in Appendix 'B'.
3.	<u>Basic Pay Scale 20</u> Professor	--do--	By promotion from amongst the Associate Professors in the speciality possessing the prescribed qualifications and experience as indicated in Appendix 'B'.
B. Clinical Subjects: (a) Medicine, Surgery, Gynaecology and Obstetrics.			
4.	<u>Basic Pay Scale 18</u>	(1) M.B.B.S.	By initial recruitment in

	Senior Registrar	(2) F.C.P.S, M.S. M.D, in the respective subject or other equivalent qualifications which are recognized/ registered by the Pakistan Medical and Dental Council.	accordance with qualifications and experience as indicated in Appendix 'B'.
¹ [5.	Assistant Professor	(i) M.B.B.S. (ii) 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.	(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'. (ii) 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.]
6.	<u>Basic Pay Scale 19</u> Associate Professor	(1) M.B.B.S. (2) F.C.P.S., M.S. M.D, in the respective subject or other equivalent qualifications which are recognized/ registered by the Pakistan Medical and	By promotion from amongst the Assistant Professors in the respective speciality possessing the prescribed qualifications and experience as indicated in Appendix 'B'.

¹ Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II (2) 73/S&GAD/443-552, dated 25th April, 1993, for the existing entries.

		Dental Council.	
7.	<u>Basic Pay Scale 20</u> Professor	--do--	By promotion from amongst the Associate Professors in the respective speciality possessing the prescribed qualifications and experience as indicated in Appendix 'B'.
(b) <u>Cardiology, Ophthalmology, Otorhinolaryngology, Anaesthesiology, Radiology, Neurology, Urology, Nephrology, Dermatology, endocrinology, Psychiatrics, Paediatrics, Tuberculosis and Chest Diseases, Orthopaedic Surgery, Neuro-surgery, Radiotherapy¹, Gastroenterology] etc.</u>			
8.	<u>Basic Pay Scale 18</u> Senior Registrar	(1) M.B.B.S. (2) F.C.P.S., M.S. M.D. in the respective subject 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'.
² [9.	Assistant Professor	(i) M.B.B.S. (ii) F.C.P.S., M.S. MD, in the respective subject or other equivalent qualifications which are recognized/ registered by Pakistan Medical and Dental Council.	(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'.

¹ Added by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II (2) 73/S&GAD/443-552, dated 25th April, 1993.

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

			(ii) 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.]
¹ [10.	Audiologist Male/Female (B-17).	(i) MBBS or Equivalent Medical Qualification which are Recognized/ Registered by the Pakistan Medical & Dental Council. (ii) At least Six months experience as House Job in Ent Department.	By Initial Recruitment.
² [10-A.]	<u>Basic Pay Scale 19</u> Associate Professor	(1) M.B.B.S. (2) F.C.P.S., M.S. MD, in the respective subject or other equivalent qualifications which are recognized/ registered by Pakistan Medical and Dental Council.	By promotion from amongst the Assistant Professors in the relevant subject in accordance with the qualifications and experience as indicated in Appendix 'B'.
11.	<u>Basic Pay Scale 20</u> Professor	(1) M.B.B.S. (2) 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.	By promotion from amongst the Associate Professors in the relevant subject according with the qualifications and experience as indicated in Appendix 'B'.
C. <u>Basic Dental Subjects: Anatomy,</u>³[<u>Oral</u> <u>Dental Material and Laboratory Pathology,</u>] <u>Oral</u> <u>Techniques, Oral Physiology, Preventive and</u>			

¹ Inserted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II (8) 17/S&GAD/253-353, dated 4th February, 2003.

² Item number 10 re-numbered by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II (8) 17/S&GAD/253-353, dated 4th February, 2003.

³ Inserted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SO (R-II (11) 8/2011-S&GAD/2963-3000, dated 3rd October, 2011.

Public Health Dentistry.			
12.	<u>Basic Pay Scale 18</u> Assistant Professor	(1) B.D.S. (2) M.D.S. (Pak), M. Phil ⁴ [, 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'.
13.	<u>Basic Pay Scale 19</u> Associate Professor	--do--	By promotion from amongst the Assistant Professors in the respective subject in accordance with the qualifications and experience as indicated in Appendix 'B'.
14.	<u>Basic Pay Scale 20</u> Professor	--do--	By promotion from amongst the Associate Professors in the relevant subject in accordance with the qualifications and experience as indicated in Appendix 'B'.
D. <u>Clinical Dental Subjects:</u> <u>Oral Surgery, Operative Dentistry, Prosthetics</u> <u>Orthodontia, Periodontia, Oral Medicine etc.</u>			
15.	<u>Basic Pay Scale 18</u> Assistant Professor	(1) B.D.S. (2) 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'.
16.	<u>Basic Pay Scale 19</u> Associate Professor	-do-	By promotion from amongst the Assistant Professors in the respective subject in accordance with the qualifications and experience as indicated in Appendix 'B'.
17.	<u>Basic Pay Scale 20</u> Professor	-do-	By promotion from amongst the Associate Professors in the relevant subjects in accordance with the qualifications and experience as indicated in Appendix 'B'.

1[APPENDIX 'B'

Sr. No.	Nomenclature of the Post.	Basic qualifications.	Postgraduate qualifications.	Experience	Research	Remarks
1	2	3	4	5	6	7
<u>UNDERGRADUATE MEDICAL INSTITUTIONS</u>						
A. <u>Basic Subjects: Anatomy, Physiology, Bio Chemistry, Pharmacology, Pathology, Community Medicine, Forensic Medicine.</u>						
² [1.	Senior Lecturer (B-18)	2. MBBS/ equivalent qualification, recognized by Pakistan Medical and Dental Council and <i>Note:-</i> For the subject of Forensic Medicine, the postgraduate qualification requirements will be the same as the latest requirements laid down by the Pakistan	D. Sc/ FCPS/ Ph. D/ MS/ M. Phil, equivalent qualification, in the respective speciality/subject recognized by the Pakistan Medical & Dental Council.]			

¹ Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. S.O. (R) II (85) S&GAD-79, dated 12th June, 1988; and published in the Balochistan Gazette (Extraordinary) No. 102, 25th June, 1988, for the existing Appendix-B.

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

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

		Medical and Dental Council, for appointment as Senior Lecturer in the subject of Forensic Medicine, time to time.				
'[1-A.]	Assistant Professor (BPS-18)	MBBS or equivalent qualifications which are recognized/ registered by Pakistan Medical & Dental Council.	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	Teaching experience in relevant basic subject should be preferred.	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.
2.	Assistant Professor (BPS-18)	-do-	Postgraduate minor diploma in respective subject which are recognized/registered by Pakistan Medical & Dental Council.	Five years teaching experience as lecturer/ demonstrator before or after postgraduation is essential.	-do-	Minor diploma holders shall be considered only when persons with higher qualifications are not available.

¹ S. No. 1 re-numbered as 1-A, by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II (8)2-Vol-III/ S&GAD/896-996, dated 28th May, 2001.

3.	Associate Professor (BPS-19)	-do-	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.	¹ [Five years teaching experience as an Assistant Professor in the relevant subject.]	At least three research papers in seven years 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.
4.	Associate Professor (BPS-19)	-do-	Postgraduate minor diploma in respective subject which are recognized/registered by Pakistan Medical and Dental Council.	² [Seven years teaching experience in the relevant subject for minor Diploma holders.]	At least five research papers to be published in the standard medical journal.	-do-

¹ Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. S.O.R-II (8) 2/S&GAD/443-553, dated 10th January, 1998, for the words "Seven years teaching experience as an Assistant Professor in the relevant subject".

² Substituted, *ibid*.

5.	Professor (BPS 20)	MBBS or equivalent qualifications which are recognized/ Registered by Pakistan Medical and Dental Council.	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.	¹ [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.]	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.
B. <u>Clinical Subjects:</u> <u>Medicine, Surgery, Gynaecology and obstetrics.</u>						
6.	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.	---	---	² [<i>deleted</i>]

¹ Substituted *ibid*, for the words “Five 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 twelve years or thirteen years teaching experience as an Assistant Professor in the respective subject.”.

² The existing entries i.e. “Candidates with qualifications of MCPS (or equivalent qualifications which are recognized/ registered by the Pakistan Medical and Dental Council) with two years practical experience can be appointed as Senior Registrar but their teaching experience shall not be counted as equivalent to Assistant Professor in a ratio of 2:1. The holder of MCPS or other minor diplomas shall be considered only if postgraduate qualifications are not available.”, are deleted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II (2) 73/S&GAD/797-947, dated 13th August, 1992.

7.	Assistant Professor	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.	Three years Technical/ Practical experience in respective in a recognized institution in order of following preference:- <u>1st Preference</u> Teaching experience. <u>2nd Preference</u> Practical experience after postgraduation. <u>3rd preference</u> Practical experience before postgraduation.		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.
8.	Associate Professor (BPS-19)	-do-	-do-	¹ [five years teaching experience as an Assistant Professor in the relevant subject.]	At least three research papers in the standard medical journals.	
9.	Professor (BPS-20)	-do-	-do-	² [3 years teaching experience as an Associate Professor in the respective speciality is essential. Provided that the total experience as	At least two research papers in the standard medical journal.	

¹ Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. S.O.R-II (8) 2/S&GAD/443-553, dated 10th January, 1998, for the words "Seven years teaching/practical experience as Assistant Professor in the relevant subject."

² Substituted *ibid*, for the words "Five years teaching experience as Associate Professor in the respective subject provided that the total experience as Assistant Professor & Associate Professor is not less than twelve years or thirteen years teaching experience as Assistant Professor in the respective subjects is essential."

				Associate Professor and Assistant Professor shall not be less than 8 years, or 9 years teaching experience as an Assistant Professor.]		
(b) <u>Cardiology, Neurology, Urology, Psychiatry, Dermatology, Paediatrics, Tuberculosis and Chest Diseases, Orthopaedic Surgery, Thoracic Surgery, Neuro Surgery, Ophthalmology, Otorhinolaryngology, (ENT), Anaesthesiology, Radiology, Radiotherapy ¹[, Gastroentrolgy] and all other Specialities as mentioned in the MBBS Regulations.</u>						
10.	Senior Registrar (BPS-18)	MBBS or equivalent medical qualification which are recognized/ registered by the Pakistan Medical and Dental Council.	F.C.P.S., M.S, M.D. in the respective specialty or other equivalent qualifications which are recognized/ registered by the Pakistan Medical and Dental Council.			² [<i>deleted</i>]
11.	Assistant Professor (BPS-18)	-do-	-do-	Three years teaching/practical experience in the respective speciality in the recognized institution in order of following preference:- <u>1st Preference</u>		The holders of minor diploma like MCPS or other equivalent diploma shall not be eligible for appointment/ promotion as Assistant Professor/ Associate/ Professor/ Professor

¹ Added by the Government of Balochistan, Services and General Administration Department, vide its Notification No. SOR-II (2)73/S&GAD/443-522, dated 25th April, 1993.

² The existing entries i.e. "Candidates with the qualifications of MCPS or equivalent qualifications recognized by the Pakistan Medical and Dental Council with two years practical experience can be appointed as Senior Registrar but their teaching experience shall not be counted as equivalent to Assistant Professor in a ratio of 2:1. The holder of MCPS shall be considered only if persons with higher qualifications are not available.", are deleted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II (2) 73/S&GAD/797-947, dated 13th August, 1992.

				Teaching experience; <u>2nd Preference</u> Practical experience after postgraduation; <u>3rd Preference</u> Practical experience before postgraduation.		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.
12.	Associate Professor (BPS-19)	MBBS or equivalent medical qualifications which are recognized/ registered by the Pakistan Medical and Dental Council.	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.	¹ [Five years teaching experience as an Assistant Professor in the relevant subject.]	At least three research papers in the standard medical journal.	

¹ Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. S.O.R-II (8) 2/S&GAD/443-553, dated 10th January, 1998, for the words "Seven years teaching experience as an Assistant Professor in the respective speciality.".

		Council.	recognized/ registered by the Pakistan Medical and Dental Council in respective basic subjects and MDS (Pak) M. Phil in allied clinical subjects. <i>OR</i>		general.	
15.	Assistant Professor (BPS-18)	-do-	Postgraduate minor diploma in the relevant subject recognized by the Pakistan Medical & Dental Council. <i>OR</i>	Three years teaching experience as Demonstrator/Lecturer in the Dental teaching institution before or after postgraduate qualification.	-do-	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.
16.	Assistant Professor (BPS-18)	-do-	Without any Postgraduate qualifications.	Seven years experience as Demonstrator.	-do-	Candidate without postgraduate qualification shall be eligible only when persons with higher qualification not available.
17.	Associate Professor (BPS-19)	BDS or equivalent qualification which are recognized/ registered by the Pakistan Medical and Dental Council.	MDS (Pak), M. Phil or equivalent postgraduate qualification which are recognized/ registered by the Pakistan Medical and Dental Council.	Seven years teaching experience as an Assistant Professor in the respective subject.	At least three research papers in seven years to be published in standard Dental/medical journal.	—

18.	Associate Professor (BPS-19)	-do-	Postgraduate minor diploma in the relevant subject.	Nine years teaching experience in the relevant subject as Assistant Professor.	At least five research papers in standard dental/medical journal.	Minor diploma holders shall be considered only when persons with higher postgraduate qualification like MDS, M. Phil with requisite experience are not available.
19.	Professor (BPS-20)	-do-	M.D.S. (Pak) M. Phil or equivalent postgraduate qualifications which are recognized/ registered by the Pakistan Medical and Dental Council.	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 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.
D. <u>Dental Clinical Subjects:</u> <u>Oral Surgery, Operative Dentistry, Prosthetics, Orthodontia, Periodontia, Oral Medicine etc.</u>						
20.	Assistant Professor (BPS-18)	BDS or equivalent qualification which are recognized/ registered by the Pakistan Medical and Dental Council.	MDS (Pak) or equivalent postgraduate qualifications recognized by Pakistan Medical and Dental Council in the respective subject.	Teaching experience to be preferred. <i>OR</i>	Credit should be given to the original research work published in the standard Dental Medical Journal.	

21.	Assistant Professor (BPS-18)	-do-	Postgraduate minor diploma in the respective subject recognized by the Pakistan Medical and Dental Council.	Three years teaching experience as Demonstrator in the Dental Teaching Institution after postgraduate or qualification. <i>OR</i>	-do-	Candidates with Postgraduate diploma in respective subject shall be appointed as Assistant Professor only when persons with higher qualifications are not available.
22.	Assistant Professor (BPS-18)	-do-	Without any postgraduate qualification.	Ten years teaching experience as Lec. /Demonstrator in the relevant subject.	At least three research papers.	Candidates with BDS qualification shall be eligible only when persons with postgraduate qualifications are not available.
23.	Associate Professor (BPS-19)	-do-	MDS (Pak) or equivalent postgraduate qualifications which are recognized/ registered by the Pakistan Medical and Dental Council.	Seven years teaching experience as Assistant Professor in the relevant subject. <i>OR</i>	At least three research papers to be published in standard Dental/Medical Journal.	—
24.	Associate Professor (BPS-19)	-do-	Postgraduate diploma in the respective subject.	Nine years teaching experience in the respective subject as Assistant Professor.	At least five research papers in standard Dental/Medical Journal.	Diploma holders shall be considered only when persons with higher qualifications with required experience as indicated in column 4, are not available.

25.	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.	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.
<u>EXPLANATORY NOTES</u>						
1.	All requirements laid down in Appendix 'B' are minimum.					
2.	Standard Medical Journal means the Journal listed in Index Medicus or Excerpta Medical. The term also includes the journals approved by the Pakistan Medical and Dental Council for the purpose.					
3.	<p>Experience in recognized institution means:-</p> <p>(i) Speciality appointments held in the hospital approved by the General Medical Council and published by the said Council from time to time up-to-date should be approved by the Council.</p> <p>(ii) 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.</p>					

	(iii) Senior Registrarship in the Clinical nits of teaching medical institution of Pakistan.
4.	Period of deputation for acquisition of postgraduate qualification should be considered as teaching period of the post from which a candidate was deputed for higher training inside or outside the country provided that (i) candidate had held the teaching post like Senior Registrar, Demonstrator, Assistant Professor, Associate Professor etc. for at least one year before proceeding or deputation, (ii) the benefit will not exceed the minimum period prescribed in the syllabus for acquiring the degree or diploma. For example it should be 3 years for Ph. D, years for M. Phil degree, 1 years for diploma, (iii) if a candidate fails to acquire the degree or diploma for which he/she was deputed, he/she shall not be entitled for this concession.
5.	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's experience of the post.
6.	The qualification like M.C (Path), FCPS etc conferred or acquired on honorary basis or foundation basis by the medical graduates considering their contribution profession shall be considered for the purpose of appointment in the medical or dental institution of Pakistan.
7.	If the postgraduate qualification like FCPS etc. mentioned in the Appendix 'B' are not in the speciality and a candidate has obtained the diploma in speciality alongwith qualification, then his qualifications should be equivalent to the specialized postgraduate qualifications indicated in column 4 of the Appendix 'B'. For example, FCPS in General Medicine alongwith 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.
8.	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.
9.	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 ration of 2:1. (v) Senior Registrar in a teaching institution is equal to Senior Registrar in Pakistan.

	<p>(vi) The Lecturer in a teaching institution with postgraduate qualifications abroad is equal to Senior Registrar in clinical subjects.</p> <p>(vii) Lecturer with postgraduate qualifications in basic subjects shall be equivalent to Demonstrator with postgraduate qualifications in Pakistan.</p>
¹ [10.	Appointments already made according to previous un-amended appendix 'B' Shall not be adversely affected. Persons appointed before 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.]
11.	The experience of full time Assistant Professor/Associate Professor in Medical Colleges of Pakistan shall be given preference over those who gained teaching experience abroad.
12.	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.
13.	The candidate who possesses postgraduate qualifications like FCPS, MS, MD in General Medicine or Surgery etc., should have at least three 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 teaching experience as prescribed in the Appendix 'B' under the respective speciality.
14.	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.
15.	The experience gained as Demonstrator by the person who obtained postgraduate qualification in the basic subjects, at a later stage, 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 appointment/promotion to teaching posts in the basic subject.
16.	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 ration of 2:1. For example, two years experience as Demonstrator with the requisite postgraduate qualification is equivalent to one year experience as Assistant Professor.

¹ Substituted by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II (2) 73/S&GAD/416, dated 11th April, 1994, for the existing clause 10.

17.	<p>The definition of word “credit” and “sufficient” as appearing in the Appendix 'B' is given as under:-</p> <p>“Credit” means that during evaluation of two otherwise similar candidates 'extra 'marks' may be added to the credit of a candidate who 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”.</p> <p>“Sufficient” means adequate in quality and quantity to be determined by the evaluation authority”.</p>
18.	<p>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 ration of 2:1. For example, two years experience as Senior Registrar with the requisite postgraduate qualifications be counted as equivalent to one years experience as Assistant Professor.</p>
19.	<p>An Assistant Professor, on both the clinical and basic sciences, who has got 5 years of teaching experience, may be eligible twelve of the post Head of a teaching department, in exigencies, and shall perform all the duties of the professor of a teaching unit.</p>
20.	<p>The teaching experience in the subject of Medical Jurisprudence gained in the medical colleges as Demonstrator be considered as equivalent to the experience of medico-legal works, for the appointment as Assistant Professor in the subject of Forensic Medicine and Toxicology.</p>
21.	<p>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.</p>
22.	<p>The BDS graduates should be eligible for appointment as Demonstrator in Anatomy, Physiology Departments for teaching of dental students only.</p>
23.	<p>Assistant Professor of Bio-Chemistry can be appointed as Associate Professor/Professor of Physiology, if there is not separate departments of Bio-Chemistry in college, provided that the individual is a medical graduate.</p>
24.	<p>Since the re-employment is a sort of extension in service under the very special circumstances the re-employment should not be ‘B’ and re-employment if considered absolutely necessary due to non-availability of qualified persons can be made if a person qualified to hold the appointment at the time of his recruitment under the old Appendix ‘B’.</p>
25.	<p>Professor of Neuro-Surgery, Orthopaedic Surgery, Thoracry Surgery etc. cannot be designated as Head of Deptt: of Surgery. Similarly, Professor of Paediatrics, Cardiology etc. cannot be made Head of Department of Medicine. However, Professor of these specialities can be appointed as Principal of the Medical College.</p>
