

PAKISTAN MEDICAL & DENTAL COUNCIL



REGULATIONS FOR THE APPOINTMENT OF FACULTY PROFESSORIAL STAFF/EXAMINERS/ PRINCIPALS /DEANS/ADMINISTRATIVE STAFF IN UNDERGRADUATE & POSTGRADUATE MEDICAL & DENTAL INSTITUTIONS OF PAKISTAN 2011

Certified that these Regulations have been framed by the Pakistan Medical & Dental Council in exercise of powers conferred under the Section 33 (2) of the Pakistan Medical & Dental Council Ordinance, 1962 and supercede all previous regulations on the subject. These regulations shall come into force at once and shall be applicable on fresh appointments and next promotions in all medical and dental institutions recognised in Pakistan under the PM&DC Ordinance 1962. All appointments already made shall not be disturbed and titles already accrued shall hold, however all future appointments shall be given according to these regulations.

President
Pakistan Medical & Dental Council
G-10/4, Mauve Area,
Islamabad.

Dated 22 December 2011

Section-I

INTRODUCTION

1- **Short title and commencement.**-(1) These regulations have been framed by the Council in exercise of powers contained in Section 33(2) (d) of the PM&DC Ordinance 1962 and may be called the Pakistan regulations for the appointment of Faculty/teachers/examiners/ principals /deans/administrative staff in undergraduate & postgraduate medical & dental institutions 2009 and lay down the binding criteria for appointments and promotions and grant of teaching experience for all medical and dental institutions recognised under the PM&DC Ordinance 1962.

(2)These regulations are not for registration of qualifications but for appointments and promotions of Faculty/teachers/examiners/principals/deans/administrative staff in undergraduate & postgraduate medical & dental institutions

(3) These shall come into force at once.

2- Definitions.

- a. "Disciplinary Committee" means a committee constituted by the Council to deal with matters relating to infamous conduct in any professional respect and negligence of a practitioner;
- b. "Teaching staff" means senior registrars, assistant Professors, Associate Professors and Professors appointed as per these regulations.
- c. "Faculty" a professorial staff duly registered as faculty with the Council whose experience qualification and publications have been certified.
- d. "Standing Recognition Committee" (SRC) of the Council having the powers to approve qualifications and experience
- e. "Dental Education Committee" (DEC) a committee identical to Standing Recognition Committee of the Council having the powers to approve qualifications and experience in Dentistry.

(1) The words and expressions used but not defined herein shall have the same meaning as are assigned to them under the Ordinance or in other regulations made by the Council

Section-II

MINIMUM QUALIFICATIONS LEVEL REQUIRED FOR APPOINTMENT OF TEACHERS IN MEDICAL AND DENTAL INSTITUTIONS

Learning Levels	Duration	Clinical Medical / Dental Qualification	Basic Sciences Qualifications
Level – I	5-6 years	MBBS/BDS	
Level – II a	1 year after Level-I	Diploma	M.Sc Basic Sciences
Level – II b	02 years after Level-I	MCPS/M.Sc/MPH/MSPH/or other 2 years duration diploma.	M.Phil and qualifications with other nomenclatures.
Level – III	4 years after Level-I	MD/MS/MDS/FCPS/ and qualifications with other nomenclatures	FCPS/PhD/ and qualifications other nomenclatures.
Level-IV	2 years after Level-III	Sub-Specialty Fellowship, second fellowship	D.Sc,or any post PhD nomenclature

1. Other nomenclatures qualifications to be decided by SRC or DEC as the case may be
2. Local MPH of one year will cease to be awarded after 2015 and holders of degrees of one year obtained after 2015 shall not be eligible for teaching position. MPH from foreign countries can be placed in Level-II b as decided by the SRC/DEC
3. Local MDS of 03 years will cease to be awarded after 2015.
4. MSc in Basic Dental Sciences from foreign countries can be placed in Level-II b till a period as decided by the DEC.
5. Ph.D in clinical sciences shall not be accepted as a qualification for teaching.
6. Appointment as teacher of holders of Level II-b qualifications in Clinical or basic Medical / Dental Qualifications in clinical subjects / basic sciences subjects shall be governed by requirements of appointment mentioned in each specialty in pages ahead.

SECTION –III**CRITERIA FOR APPOINTMENT AND PROMOTION OF PROFESSORIAL STAFF IN UNDERGRADUATE AND POSTGRADUATE MEDICAL INSTITUTIONS****Basic Medical****Sciences Subject:**

Anatomy, Physiology, Biochemistry, Pharmacology, Pathology.

Post/Designation	Required Basic Qualifications	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publications
(1)	(2)	(3)	(4)	(5)
Lecturer/ Demonstrator /instructor	MBBS or equivalent medical qualifications fully recognised/registered by the PM&DC	Not required,	Nil experience required	No publication is required
Senior Lecturer / Senior Instructor/Senior Demonstrator	-do-	PM&DC recognized level II b and Level III Qualification in respective basic subjects or Equivalent PM&DC Level II b and Level III qualifications in the respective speciality approved for teaching by SRC and recognized / registered by PM&DC		
Assistant Professor	-do-	-do-	2 years teaching experience as Lecturer/ Demonstrator /instructor before or after Level-II b. No experience is required for Level-III post graduation who can be appointed directly as assistant professor.	No publication is required, but may receive preference in selection
Associate Professor	-do-	PM&DC recognized level II b and Level III Qualifications in respective basic subjects or Equivalent PM&DC level II b and Level III Qualifications in the respective speciality approved for teaching by SRC and recognised/registered by PM&DC	Five years teaching experience as an Assistant Professor in the relevant subjects.	A total of at least three research publications are required. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted.

Professor	-do-	-do-	Three years teaching experience as an Associate Professor in the respective subjects. OR Nine years teaching experience as an Assistant Professor in the respective subject.	A total of at least five research publications are required. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted.
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Community Medicine, Forensic Medicine.

Post/Designation	Required Basic Qualifications	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publications	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Lecturer/ Demonstrator/ instructor	MBBS or equivalent medical qualifications fully recognised/registered by the PM&DC	Not required,	Nil		
Senior Lecturer / Demonstrator / instructor	-do-	PM&DC recognized level II b and Level III Qualification in respective basic subjects or Equivalent PM&DC Level II a, b and Level III qualifications in the respective speciality approved for teaching by SRC and recognized / registered by PM&DC		No publication is required	Holders of one year MPH and DMJ of one year full time course obtained till 2015 are eligible. persons to be appointed after 2015 are required to have a two years degree. Persons having less than two years degree shall not be promoted to professor after 2015.
Assistant Professor	-do-	-do-	three years teaching experience as senior lecturer experience before or after Level-II b. No experience is required for Level-III post graduation who can be appointed directly as assistant professor.	No publication is required	-do-
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant subjects.	A total of at least three research publications are required. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted.	-do-

Professor	-do-	-do-	Three years teaching experience as an Associate Professor in the respective subjects. OR Nine years teaching experience as an Assistant Professor in the respective subject.	A total of at least five research publications are required. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted.	-do-
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Medical Education

Post/Designation	Required Basic Qualifications	Required Postgraduate Qualification	Required Experience	Required Publication	Research	Remarks
(1)	(2)	(3)	(4)	(5)		(6)
Senior Registrar/ Senior Lecturer / Instructor	MBBS or equivalent medical qualifications recognised / registered by the PM&DC	Level II a & b and Level III Postgraduate degree or diploma in education related field recognized by HEC or PM&DC	None	No publication is required	is	-
Assistant Professor / Assistant Director	-do-	-do-	Three years practical or teaching experience as Senior Registrar/Senior Lecturer before or after postgraduate qualification is required	No publication is required	is	Holders of one year M.MED full time course
Associate Professor / Associate Director	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant subject.	A total of at least three research publications are required. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation/Thesis shall not be counted.		-do-

Professor / Director	-do-	-do-	Three years teaching experience as an Associate Professor in the respective subjects provided that the total experience as Assistant Professor and Associate Professor shall not be less than eight years. OR Nine years teaching experience as an Assistant Professor in the respective subject.	A total of at least five research publications are required. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation/Thesis shall not be counted.	-
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Clinical Subjects: **Medicine, Surgery, Obstetrics & Gynaecology, Paediatrics, ENT, Eye**

Post/Designation	Required Basic Qualifications	Required Postgraduate (Additional) Qualification	Required Experience	Required Publication	Research	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(6)
Registrar	MBBS or equivalent medical qualifications recognised/registered by the PM&DC.	Nil	Nil	Nil		
Senior Registrar	MBBS or equivalent medical qualifications recognised/registered by the PM&DC.	PM&DC level III Qualification in respective subject like F.C.P.S /M.S/M.D OR Other equivalent Level III qualifications in the speciality approved by SRC and recognised/registered by the PM&DC.	Nil	No publication is required		No level II (a or b) holder be eligible for appointment/promotion. The doctors possessing the qualifications of FCPS/M.D/M.S. etc. etc. be appointed as Senior Registrar/ Consultants in the attached teaching hospitals. The holders of additional qualification like MCPS appointed under earlier rules shall not be promoted to the next title i.e. Assistant Professor, Associate Professor & Professors.
Assistant Professor	-do-	-do-	Nil	No publication is required		-
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant subject.	A total of at least three research publications are required. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation/Thesis shall not be counted.		-do-

Professor	-do-	-do-	Three years teaching experience as an Associate Professor in the respective subject is essential provided that total experience as Assistant Professor and Associate Professor is not less than 8 years. OR Nine years teaching experience as an Assistant Professor in the respective subject is essential.	A total of at least five research publications are required. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted.	-do-
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Other Clinical Subjects: Cardiology, Neurology, Urology, Psychiatry, Dermatology, T.B. & Chest Diseases, Orthopaedics, Thoracic Surgery, Neurosurgery, Radiology,(Radio-Diagnostic & Radio-Therapeutics) and Anaesthesiology & all other specialities as mentioned in the MBBS Regulations.

Post/Designation	Required Basic Qualifications	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publication	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Registrar / / Senior Registrar	MBBS or equivalent medical Qualifications recognised/registered by the PM&DC.	PM&DC level III Qualification in respective subject or general FCPS /M.S/M.D OR Other equivalent Level III qualifications in the speciality approved by SRC and recognised/registered by the PM&DC	Nil	No publication is required-	No level II (a or b) qualification holders shall be eligible for appointment/promotion. The doctors possessing the qualifications of FCPS/M.D/M.S. etc. be appointed as Senior Registrar in the attached teaching hospitals.50% posts of Senior Registrar shall be reserved for appointment from amongst the Registrars who attains postgraduate medical qualification like FCPS, M.D., M.S. or equivalent.
Assistant Professor	-do-	-do-	Three years teaching experience in the respective subject as a senior registrar in a recognised institution If qualification is general. No experience is required in case of sub-speciality qualification holders.	No publication is required-	The holders of additional qualification like M.C.P.S. appointed under earlier rules shall not be promoted to the next title i.e Senior Registrar, Assistant Professor, Associate Professor and Professors.
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant subject.	A total of at least three research publications are required. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted.	-

Professor

-do-

-do-

Three years teaching experience as an Associate Professor in the respective subject is essential provided that total experience as Assistant Professor and Associate Professor is not less than 8 years.

OR
Nine years teaching experience as an Assistant Professor in the respective subject is essential.

A total of at least five research publications are required. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted.

SECTION –IV

APPOINTMENT OF TEACHERS IN UNDERGRADUATE AND POSTGRADUATE DENTAL INSTITUTIONS

Sciences of Dental Materials, Oral Biology, Oral Pathology, Community and Public Health Dentistry

Post	Basic Qualifications	Additional Postgraduate Qualification	Experience required	Research papers publications	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Lecturers/ Demonstrator	BDS or equivalent qualification in Dentistry approved and registered by the PM&DC	-Nil-	Nil	Nil	
Senior Lecturers/ Senior Demonstrator	-do-	Level IIa, IIb & III Post graduation like Ph.D/ FCPS/ M.D.S, M.Phil or equivalent postgraduate qualification recognised by the council in respective basic subject			Level IIa will be eligible for the teaching post till 2015
Assistant Professor	-do-	Level III Post graduation like Ph.D/ FCPS/ M.D.S, M.Phil or equivalent postgraduate qualification recognised by the council in respective basic subject	2 years teaching experience as Lecturer/ Demonstrator before or after Level-II b. No experience is required for Level-III post graduation who can be appointed directly as Assistant professor.	-Nil-	Candidates with Postgraduate qualification Level II b in respective subject shall be appointed/promoted as Assistant Professor only when person with Level III postgraduate qualification like Ph.D., FCPS, MDS, M.Phil etc. are not available.

Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the respective subject.	At least 3 research papers in 5 years be published in standard Dental / Medical journal as approved by the PM&DC.	For the appointment of Associate Professor in the respective subject the holders of Level IIb postgraduate qualifications should be considered with 07 years experience and publications after 03 public advertisement only when person with Level III are not available.
Professor	-do-	-do-	Three years teaching experience as an Associate Professor in the respective subject provided that total experience as an Assistant and Associate Professor is not less than eight years. OR Nine years teaching experience as an Assistant Professor in the respective subject.	At least 5 research papers published in standard dental/medical journal as approved by the PM&DC.	No person with Level II (a or b) postgraduate qualification will be eligible for appointment as Professor. Only Level III qualification holder is eligible to become professor. Holders of level II B qualification in the subject of community dentistry can be promoted as professor until 2015.

Clinical Subjects: Oral and Maxillofacial Surgery, Operative/Restorative/Conservative Dentistry, Prosthodontics and Orthodontics

Post	Basic Qualifications	Additional Postgraduate Qualification	Experience	Research	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Lecturer / Demonstrator / Registrar	B.D.S. or equivalent qualifications recognised/registered by the PM&DC.	-	-	-	-
Senior Registrar / Senior Lecturer	-do-	Level III FCPS/M.D.S(Pak)	Nil	Nil	-
Assistant Professor	-do-	-do-	2 years teaching experience as Lecturer/ Demonstrator /instructor before or after Level-II b. No experience is required for Level-III post graduation who can be appointed directly as assistant professor.	Nil	

Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the respective subject.	At least three research papers in five years be published in standard dental /medical journal as approved by PM&DC.	For the appointment of Associate Professor in the respective subject the holders of Level II b postgraduate qualifications should be considered only when person which Level III postgraduate qualifications like D.Sc., Ph.D., FCPS, MDS(Pak), M.Phil with required experience indicated in these Regulations are not available.
Professor	-do-	-do-	Three years teaching experience as an Associate Professor in the respective subject provided that total experience as an Assistant Professor & Associate Professor is not less than eight years. OR Nine years teaching experience as an Assistant Professor in the respective subject.	At least five research papers in three years be published in standard dental /medical journal as approved by PM&DC before promotion as Professor.	No person with Level II (a or b) postgraduate qualification will be eligible for appointment as Professor. Only Level III qualification holder is eligible to become professor.

Clinical Subjects: Oral Medicine, Paedodontics, Periodontics and Endodontics

Post	Basic Qualifications	Additional Postgraduate Qualification	Experience	Research	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Lecturer / Demonstrator / Registrar	B.D.S. or equivalent qualifications recognised/registered by the PM&DC.	-	-	-	-
Senior Registrar / Senior Lecturer	-do-	Level II b postgraduate Qualification OR Other equivalent qualifications in the speciality approved by DEC (SRC for Dental) and recognised/registered by the PM&DC.	Nil	Nil	-

Assistant Professor	-do-	-do-	2 years teaching experience as Lecturer/ Demonstrator /instructor before or after Level-II b. No experience is required for Level-III post graduation who can be appointed directly as assistant professor.	Nil
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the respective subject.	At least three research papers in five years be published in standard dental /medical journal as approved by PM&DC.
Professor	-do-	-do-	Three years teaching experience as an Associate Professor in the respective subject provided that total experience as an Assistant Professor & Associate Professor is not less than eight years. OR Nine years teaching experience as an Assistant Professor in the respective subject.	At least five research papers in three years be published in standard dental /medical journal as approved by PM&DC before promotion as Professor.

REGULATIONS FOR APPOINTMENT OF PRINCIPALS/TEACHERS/EXAMINERS/INSPECTORS/ADMINISTRATION STAFF IN THE UNDERGRADUATE & POSTGRADUATE EXAMINATIONS AND INSTITUTIONS

1. These regulations shall come into force at once and shall be applicable on fresh appointments and subsequent promotions. Titles already accrued shall hold and no demotions shall be done however subsequent appointment/promotion shall be given according to these regulations. Appointment already made according to the previous Regulations shall not be adversely affected by these Regulations in any way. All titles granted by the Government before commencement of these regulations shall continue to hold and shall be given weight.
2. Teaching staff appointed before effect of these regulations which does not fulfil eligibility criteria laid down in these regulations shall not be promoted further.
3. Only once certified by PM&DC and registered as Faculty under the Pakistan Regulations for Registration of medical and dental practitioners 2008, shall a person be accepted as faculty. Only fulltime faculty shall be accepted as faculty. No part-time / adhoc or honorary or casual faculty is acceptable or recognisable. All faculty shall abide by the faculty registration rules of the Council.
4. Qualifications prescribed for the appointment of professors in the various subjects shall also be applicable to the examiners appointed by the Universities in those subjects. In the subjects where there is no Professor, the Associate or Assistant Professor who is Head of Department and has a minimum of five years of teaching experience certified by PM&DC shall be eligible to become examiner.
5. Faculty of the Sub-specialities of Medicine and Surgery cannot be appointed as examiners in General Medicine and General Surgery.
6. Experience of teaching can be certified by the Council if the individual has been teaching as registered faculty in an affiliated hospital /braining site of/or the institution included in the First, Fifth or Third schedules of the Ordinance under section 11, 18 , or 16. Teaching interns shall have no credit.
7. Teaching Experience Certificate shall be issued by the Registrar or an officer designated by the President only upon certification of teaching experience by the Principal for cases in Pakistan or an authority competent to do so for overseas cases. Experience certificate shall be issued by PM&DC on the experience certificate certified by the Principal/dean. An experience certificate by the Medical Superintendent or incharge of an attached teaching hospital shall not be accepted unless countersigned by the Principal. On the request of the Principal or Dean, the Registrar may amend the experience certificate already issued.
8. An experience certificate shall only be issued to a registered faculty and strictly in accordance with these regulations and on fulfilment of mandatory requirements of qualification, experience and publications as laid down in these regulations.

9. The Experience certificate shall be issued as per these regulations and shall also contain the following terms .
- i. Errors and omissions shall be accepted and corrected if so warranted to comply with these regulations.
 - ii. This certificate has been prepared by PM&DC in good faith on the basis of documents submitted by applicant/Principal or Dean of the institution and so all liabilities lie with the Principal/Dean of the institution.
 - iii. This certificate has been prepared under these regulations of the Council and this certificate is liable for change if so demanded by the institution.
 - iv. The Experience certificate shall be issued by the Registrar or an officer designated by the President as the case may be and the issuing authority shall have the power to recalled , modify , or rendered ineffective or cancel the experience certificate issued by them but on solid reasons.
 - v. If there is any grievance about the experience certificate, the aggrieved may prefer an appeal to the Registrar PM&DC or the issuing officer for redressal and if refused , the appeal against this refusal can be preferred before the Standing Recognition Committee of the Council under regulation 34 of the gazette S.R.O.07(KE)/2009 Pakistan registration of medical and dental practitioners regulations, 2008. All disputes regarding teaching experience/practical experience thus referred to the Standing Recognition Committee of the Council shall be considered by it and the decision of the Committee shall be final.
 - vi. Experience certificate shall include the accepted publications for a particular designation and shall not be issued for a particular designation if the accepted publication number is deficient.
10. Terminologies and rules regarding publication of research articles and their credit are as follows
- a. Only an original article has a credit and only if the article is published in a Journal indexed and enlisted in the List of Journals approved by the Pakistan Medical & Dental Council. There is no credit for a published Review Article/writing a Chapter of a Text Book, Letter to Editor, Dissertation/Thesis etc. Letter of acceptance for publication of a research paper will no longer

qualify the applicant for award of credit of a research publication/paper and credit shall only be granted on publication of an original article.

- b. Equal Credit shall be given equal to first three Authors, which will be nominated by the principle author and will be notified to the Editor before publication. No credit shall be given to any author after the third author.
- c. For grant of credit, the applicant has to provide original copy of Journal in which his article has been published. Photo copies can be accepted in pressing cases if they bear verification of the editor of the Journal in case of a local Journal or verification by a Principal of a Medical/Dental College in case of a foreign Journal..
- d. Credits granted before coming in force of these regulations shall hold.

11. Teaching Experience shall mean teaching experience acquired if the individual has been teaching as registered faculty in an affiliated hospital or the institution included in the First, Fifth or Third schedules of the Ordinance under section 11, 18, or 16. And this teaching experience shall be required for the purpose of appointment to the teaching posts in Pakistan. Teaching experience in a foreign country shall only be considered upon provision of a teaching experience certificate provided by the regulatory body concerned or by the dean of the Undergraduate or Postgraduate medical or Dental institution in which the applicant was teaching students.

12. Period of deputation or study leave for acquisition of Postgraduate Medical qualification shall qualify as a prerequisite for appointment as senior registrar. If the person is already a post graduate Level III and is holding the post of Senior Registrar, Assistant Professor, Associate Professor etc, before proceeding on deputation for study leave he shall get full teaching experience during the period of study. No Credit shall be given before attainment of a level III degree.

13. From the date of issue of this notification, the qualifications like M.C.Path; F.C.P.S. etc; conferred or acquired on honorary basis or foundation basis without examination by a medical or dental graduate shall not be considered for the purpose of appointment as faculty or examiner in the medical or the dental institutions of Pakistan. All appointments given on the basis of a degree without examination shall become null and void.

14. A candidate shall be employed as faculty, only once a candidate is possessed with the requisite postgraduate degree which is duly recognized by the PM&DC and which has been registered by PM&DC as additional qualification and once the applicant has been registered with PM&DC as faculty. Only a level III postgraduate degree holder and not a postgraduate training certificate holder can be appointed in teaching Medical/Dental Institutions.

15. Experience gained in a teaching institution in foreign countries shall be recognized by the Pakistan Medical & Dental Council if the institution is recognized by the regulatory body concerned and if the experience is certified by the Principal of the medical school/college that there is teaching activity by the applicant. The teaching experience shall be given 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.
 - (v) Senior Registrar in a teaching institution is equal to Senior Registrar in Pakistan.
 - (vi) The Lecturer in a teaching institution with postgraduate qualification abroad is equal to Senior Registrar in clinical subjects in Pakistan.
 - (vii) Lecturer with requisite Postgraduate qualification in basic subjects shall be equivalent to Senior Lecturer with Postgraduate qualification in Pakistan.
 - (viii) Consultants appointed in a hospital where no student teaching was involved shall not be granted any teaching experience by the PM&DC. Consultants appointed in an affiliated hospitals of a medical school/college and where they were teaching medical students without holding teaching designations/titles shall be granted teaching experience by the PM&DC at ratio of 2:1 on the certification of teaching by the Principal of the medical/dental colleges concerned. Example is two years experience as consultant abroad with the requisite postgraduate qualifications be counted as equivalent to one year experience as Assistant Professor
16. Consultants appointed in an affiliated hospitals of a medical school/college and where they were teaching medical students without holding teaching designations/titles shall be granted teaching experience by the PM&DC at ratio of 2:1 on the certification of teaching by the Principal of the medical school/ college concerned. Example is two years experience as consultant abroad with the requisite postgraduate qualifications be counted as equivalent to one year experience as Assistant Professor
17. The experience gained by an Assistant Professor/Associate Professor /Professor in Medical and Dental institutions in Pakistan shall be given preference over those who gained teaching experience abroad.
18. If available at the time of recruitment, for any teaching appointment in an institution, commensurate with their qualification and experience the persons who are already working there shall be preferred for appointment over those who have not worked there.
19. Eligibility for appointment in the subspecialties like Cardiology, Psychiatry, Cardiac Surgery, Orthopaedic Surgery etc shall be as per a level

III qualification in the relevant subspecialties. However, a candidate who possess postgraduate qualifications like F.C.P.S., M.D; M.S. in General Medicine or General Surgery etc; is also eligible for appointment as Assistant Professor in the subspecialties if he has at least three years teaching experience in a recognized institute in the relevant subspecialty and then shall be promoted in the same subspecialties as Associate Professor and Professor with the requisite teaching experience as prescribed in these Regulations under the respective speciality. However for appointment as senior registrar in the subspecialty, there shall be no prerequisite of experience in that subspecialty only if the candidate already holds and qualifies for a position of senior registrar in General Medicine or General Surgery as the case may be. Once a holder of qualifications like F.C.P.S., M.D; M.S. in General Medicine or General Surgery etc; attains the post of Assistant Professor in a subspecialty than there shall be no preference given to specific subspecialty degree holder for subsequent posts.

20. For the purpose of appointment/promotion, the experience gained in one speciality shall not be counted for appointment/promotion in other speciality. 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. However if there is no separate Department of Cardiology, Neurology, Orthopaedics, etc. and the cases are dealt in the Department of Medicine and Surgery respectively then the experience gained of a subspeciality in such departments shall be counted as per recommendation of the Principal.
21. A Registrar/lecturer/ demonstrator/instructor shall be given preference while being considered for appointment as Senior Registrar/Senior Lecturer/Assistant Professor. The experience gained as Registrar/Lecturer/Demonstrator before the person has obtained postgraduate qualification required for appointment as senior Lecturer/Senior registrar shall not be counted towards appointment as Assistant Professor or beyond. Once a Registrar/lecturer/ demonstrator/instructor has obtained postgraduate qualification required for appointment as senior Lecturer/Senior registrar or Assistant Professor his teaching experience shall be counted as equivalent to Assistant Professor in a ratio of 1/4.
22. The experience gained as a Senior Registrar, inside or outside Pakistan in a recognized teaching hospitals, by a person with the requisite postgraduate qualifications such as F.C.P.S. etc; shall be counted as equivalent to Assistant Professor in a ratio of 1/2, for example two years experience as Senior Registrar with the requisite postgraduate qualifications be counted as equivalent to one year experience as Assistant Professor. After three years of teaching assignment as senior registrar, the experience of a senior registrar shall be counted equal to that of an assistant professor.
23. In exigencies and as a stop gap arrangement not exceeding two months, an Assistant Professor, on both the clinical and basic sciences, is temporarily eligible to hold the post of Head of a teaching department and shall temporarily be eligible to perform all the duties of the Professor of a teaching unit.
24. 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 work.

25. The holder of M. Phil (Microbiology), M. Phil (Chemical Pathology) , M. Phil (Histopathology) Mphil (microbiology) etc are eligible for appointment as Assistant Professor, Associate Professor and Professor in Pathology with requisite teaching experience. The holders of M. Phil (Pathology) are eligible for appointment as Assistant Professor of Histopathology.
26. The B.D.S. Graduates and postgraduates shall be eligible for appointment in basic medical sciences for the BDS courses. However a BDS graduate having done minimum M.Phil or level IIb qualification in any basic sciences subject in a university postgraduate program approved by the Council shall be eligible for teaching appointment for MBBS course.
27. Professor of Neuro-Surgery, Orthopaedic Surgery, Thoracic Surgery, Cardiac Surgery etc; cannot be designated as Head of Department 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 a Medical College.
28. The teaching experience of a full-time Instructor at Armed Forces Medical College shall be counted as equivalent to Assistant Professor, provided he possesses the requisite postgraduate qualifications for the post.
29. The Visiting/Associate Instructor or teacher or any adjunct faculty shall not be given any credit or experience certificate of teaching by PM&DC. Teaching experience shall only be acceptable of a faculty registered with PM&DC and engaged on full time basis in an institution recognised under the PM&DC Ordinance 1962.
30. The doctors possessing Level III qualification shall be appointed as Senior Registrar in the attached teaching hospitals of recognised medical and dental colleges and the person possessing the qualification of M.C.P.S. etc; can be appointed in the District and Tehsil Headquarters Hospitals. They may not be appointed as Senior Registrar in the teaching hospital except in the speciality of Radiology or Anaesthesia. However holders of MCPS in Radiology or Anaesthesia can be appointed as Assistant Professor but shall not be promoted further.
31. A senior Professor possessing all requisite qualifications and experience of a professor as laid down in these regulations can be appointed as a Principal by the institution or by the Government according to their rules and he may be the chief executive and over-all in charge of the college and attached teaching hospital . He should preferably have an administrative experience and qualification as well.
32. The University authorities can appoint a senior Professor as Dean according to their regulations and in consultation with PM&DC.
33. The Head of the Postgraduate Medical Institute has to be a Professor and can be designated as Dean.
34. The PM&DC does not approve the designation of the Administrator/Director for the Medical/Dental College or appointment of a non medical

person as incharge of a teaching institution or a hospital. Any such institution, which violates this regulation shall be proceeded against for derecognition under section 22 of the Ordinance 1962.

35. The Level III qualifications in the respective subject awarded by Pakistani Universities will be preferred over the equivalent qualifications obtained outside Pakistan for the purpose of appointment in the Medical/Dental Institutions in Pakistan.
36. The number of years of the teaching experience for appointment as Assistant Professor, Associate Professor, Professor will be the same for vertical and horizontal movements in the Undergraduate Medical Institutions and Postgraduate Medical Institutions of the country.
37. 50% posts of Assistant Professor be reserved for filling from amongst the Senior Registrars of the institution who possess Level III qualifications.
38. The post of senior Lecturer/Senior registrar is teaching cadre post and shall be considered as professorial teaching staff of the Medical College and shall be under the direct control of the Principal of the College.
39. The medical graduates with the qualification of M.Sc; M.Phil and Ph.D. in the clinical subject should not be made eligible for appointment as Assistant Professor, Associate Professor & Professor in the clinical subjects. However, this decision will not have any retrospective effect and persons who have already been appointed will not be affected adversely in accordance with the principle of natural justice.
40. Retirement and retention age of faculty in public colleges / universities shall be as per government policy and maximum age limit for faculty in private medical/dental college shall be seventy years. All other faculty rules of the Council shall apply. Only if a Professor attains the status of professor emeritus by a recognized university after due process under the international standards there being enough justification that the teaching and research shall suffer in his absence then upon interview and recommendation by the SRC which will contain a mention about his health status, the Council may allow him to continue to be in the faculty of a private sector medical college even after 70 years of age, however no more than one such person shall be allowed in one medical college.
41. Experience of Doctors on administrative duties in teaching institution or working in an institution related to medical education and possessing requisite postgraduate qualification in Community Medicine/Public Health and who are actually involved in some of the teaching/training/ /planning/implementation activity /programmes in medical education in addition to their administrative duties shall be counted as equal to half of the teaching experience of Assistant Professor (2:1) with effect from the date of original decision of the Council in this regard i.e. 9th & 10th September 1985.
42. Keeping in view the dearth of qualified persons in basic fields of dentistry-allied qualifications may be considered for appointment as faculty member. However the teachers would only get teaching experience in the subject he/she has taught. The allied subjects for appointment of

qualified teachers would be:

1. Dental Material- Operative Dentistry Prosthodontics .
 2. Oral Biology-Operative Dentistry, Orthodontics, Oral Surgery.
 3. Oral Pathology- Oral Surgery
 4. Oral Medicine- Oral Surgery
 5. Periodontology-Operative Dentistry
43. Experience of medical doctors with higher postgraduate qualification like M.Phil. Ph.D. etc., gained, in the department of Pharmacy of any HEC recognized public university may be recognized as teaching experience at the ratio of 2:1 equivalent to Assistant Professor of Pharmacology if the applicant had been selected and appointed on regular basis.
44. The Principal/ Dean of a medical college or a dental college will be a senior professor in medical sciences for a medical college and in dental sciences for a dental college and may be the chief executive of the attached medical/dental hospital. He shall function as per criteria of the Council. A dentist shall not be appointed as Principal or V.C of a medical college or a medical university even if on faculty.
45. All medical and dental institutions will be financially and administratively autonomous and there will be no dental sections rather there will be dental colleges.
46. A department will comprise of a Professor, Associate Professor, Assistant Professor, Senior Registrar/ senior lecturer and supporting staff as laid down by the Council ; otherwise it will be a division of a department.

SECTION -VI

REPEAL

The appointment of teachers regulations 2003 are hereby repealed