

PAKISTAN MEDICAL & DENTAL COUNCIL



REGULATIONS FOR THE APPOINTMENT/PROMOTIONS OF FACULTY PROFESSORIAL STAFF/EXAMINERS/ PRINCIPALS /DEANS/ADMINISTRATIVE STAFF IN UNDERGRADUATE & POSTGRADUATE MEDICAL & DENTAL INSTITUTIONS OF PAKISTAN 2017

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 supersedes 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 as per **PREVIOUS** PM&DC regulations shall not be disturbed and titles already accrued shall hold. However all future appointments and promotions shall be made according to these regulations.

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

Dated (02nd March 2017)

M. H. Khan
22.05.17

[Signature]
22/5

[Signature]

A. Ahmad
[Signature]
22/5

[Signature]
22/5/17

[Signature]
22/5/17

[Signature]

[Signature]
22/5/17

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/Vice chancellors in Undergraduate & Postgraduate Medical & Dental Institutions and Medical Universities 2016 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. All the previous regulations and amendments/decisions made by Council/Executive Committee pertaining to recognition of teaching experience shall stand repealed.

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 Lecturer/Demonstrator/Instructor, Senior Lecturer/Demonstrator/Instructor, 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

Jan
22/5/17

22/5/17

22/5/17

22/5/17

Section-II

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

Learning Levels	Duration	Clinical Medical /Dental Qualifications	Basic Medical/Dental. Sciences. Qualifications
Level – I	MBBS 5 years BDS 4 years	MBBS/BDS	
Level – II a	Minimum 01 year after Level-I	Postgraduate Diplomas	M.Sc. Basic Sciences, Diploma in Medical Education, DMJ (1 year), DHPE
Level – II b	Minimum 02 years after Level-I	MCPS/M.Sc. or other 2 years duration diploma and equivalent qualifications with other nomenclatures.	MPH, MSPH/MHPE, DMJ (2 years), M.Phil and equivalent qualifications with other nomenclatures.
Level – III	Minimum 3 or more years after Level-I	MD/MS/MDS/FCPS/ and equivalent qualifications with other nomenclatures	FCPS/PhD/ and equivalent qualifications with other nomenclatures.
Level – IV	Minimum 2 years of recognized PG Qualification in related field after Level-III	Sub-Specialty Qualifications in relevant field	Sub-Specialty Qualifications in relevant field

1. Other nomenclatures / qualifications to be decided by SRC or DEC as the case may be
2. Holders of M.Phil. and other Level-II b qualifications in basic medical / dental sciences will be eligible to become Professor till 31 Dec 2020.
3. PhD in clinical sciences shall not be accepted as a qualification for appointment as teachers in clinical subject. MBBS/BDS graduates having PhD in basic subject with course work will continue to be appointed / promoted further. However MBBS/BDS graduates having PhD (basic science subject) with research work only i.e. without course work, shall not be appointed as teacher without acquiring additional level II-b qualification with course work in same subject.
4. Holders of Level III qualification in Surgery and Allied subjects are eligible for appointment and promotion upto professor after attaining requisite teaching experience in the respective basic medical sciences prescribed in these regulations i.e. in anatomy if he or she has acquired M.Phil / Level-IIb in subject of Anatomy. Similarly level-III qualification holders of Medicine and Allied are eligible for appointment and promotion upto professor after attaining requisite teaching experience in the respective basic medical sciences subject prescribed in these regulations i.e. Biochemistry, Physiology and Pharmacology if he or she has acquired M.Phil/ Level-II b in the relevant subjects. Holders of Level III qualification in clinical subjects are no more eligible for fresh appointments / promotions without acquiring Level II b qualification in basic medical sciences. Clinical specialists will leave their original specialty on joining basic sciences faculty.
5. Qualifications in clinical subjects included in schedule III having training period of less than three years will only be considered for

Jan

22/5/17 A. usqub

[Signature]
22/5/17

[Signature]

appointment as specialist/senior registrar and after three (03) years teaching experience as senior registrar shall be eligible for promotion / appointment as Assistant Professor and above as per regulations.

6. No online / distant learning degree will be accepted for teaching of Clinical and Basic Subjects.
7. Teaching Experience acquired as Demonstrator / Lecturer before attaining Level II-b qualification in all basic subjects (medical / dental) will be granted in ratio of 4:1 (maximum two and half years as Asst Prof) and after acquisition of Level II-b as 2:1 as equivalent to Assistant Professor. Training period of Level-II b / III qualification will be counted as teaching experience in ratio 4:1. Teaching benefit will be granted for minimum duration of training prescribed for the qualification. This rule is applicable retrospectively. This experience will be counted equal to lecturer / demonstrator as prerequisite for appointment as Assistant Professor and equal to assistant professor for further promotion.
8. Qualification less than 2 years but more than 1 year duration in any field / specialty after level-I qualification will be classified as level-II a.
9. Faculty member having requisite qualification in Medical Education i.e MHPE / PhD and wants to join Department of Medical Education as faculty will start his/her carrier as Asst Prof of Medical Education and teaching experience gained by him/her as faculty member of Clinical or Basic Medical Sciences subjects will not be counted for faculty appointment in Medical Education.

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, Community Medicine and 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	MBBS or equivalent medical qualifications fully recognised/registered by the PM&DC	Not required.	Not required.	No publication is required.	-

Jan, *hmt*, *A. ungarb*, *Edo*, *22/5/17*, *22/5/17*, *HARJOT*, *27*

Senior Lecturer / Senior Instructor/Senior Demonstrator	-do-	PM&DC recognized Level II b or Level III Qualification in respective basic subjects or Equivalent PM&DC Level II b or Level III qualifications in the respective speciality approved for teaching by SRC and recognized / registered by PM&DC	Not required.	No publication is required.
Assistant Professor	-do-	-do-	Two years teaching experience as Demonstrator/Lecturer before or after Level-II b qualification and one year teaching experience as Demonstrator / Lecturer before or after Level-III qualification.	No publication is required. At least Two research papers will be required after 31st December 2018 in relevant subject.
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant subject.	At least Three research publications are required as Assistant Professor in relevant subject. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted. A total of at least Five research publications in relevant subject, of which three as Assistant Professor are required after 31st December 2018. 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-	Level III qualification in the relevant subject	At least Three years as Associate Professor in the respective subject. OR Nine years teaching experience as an Assistant Professor in the respective subject.	At least Three research publications as Associate Professor are required in relevant subject. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be accepted as research publications. At least Eight research publications in relevant subject, of which three should be during last three years, are required after 31st December 2018. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted. M.Phil / Other Level-II b holders shall be eligible to become Professor till 31 Dec 2020. However Level III qualifications holders in Med and allied and Surgery and allied with additional level II b qualifications in Basic Med Sciences and requisite teaching experience and publications in respective

Jan

[Signature]
22/5/17

A. Arund
22/5/17

KH2017

[Signature]

basic Med sciences subject will be eligible to be promoted to professor even after 31st Dec 2020.

Medical Education and Counselling Department

Post/Designation	Required Basic Qualifications	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publication	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Lecturer / Demonstrator	MBBS/BDS or equivalent medical / dental qualifications recognised / registered by the PM&DC.	Not required.	Not required.	No publication is required	
Senior Lecturer / Senior Demonstrator	-do-	Level II a & b or Level III Postgraduate degree or diploma in Medical Education related field recognized by PM&DC	Not required.	No publication is required	For counselling section M.Phil / M.S in Psychology (18 years of education) are eligible for Senior Lecturer
Assistant Professor	-do-	Level II a and b or Level III post graduate degree or diploma in Medical Education recognized by PM&DC.	No experience is required.	At least Two research papers will be required after 31st December 2018 in relevant subject.	Level II a holders can not be promoted beyond Assistant Professor. After 31 Dec 2020 level II a qualification will not be appointed beyond senior lecturer. Senior Lecturer of counselling cell with two years experience as Senior Lecturer and two publications will be promoted as Assistant Professor.
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant subjects.	At least Three research publications are required as Assistant Professor in relevant subject. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted.	A total of at least Five research publications in relevant subject, of which three as Assistant Professor, are required after 31st December 2018. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted. Assistant Professor of counselling cell with 5 years teaching experience as Assistant Professor and five publications will be promoted as Associate Professor.

Yoon,
E. S. S.
 22/5/17
A. Ullah
 22/5/17
HARON
Q7

Professor	-do-	-do-	At least Three years as Associate Professor in the respective subjects. OR Nine years teaching experience as an Assistant Professor in the respective subject.	A total of at least Eight research publications in relevant subject, of which three should be during last three years, are required with immediate effect. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted.	Associate Professor of Counselling Cell with at least three years experience as Associate Professor or nine years as Assistant Professor with eight publications will be promoted as Professor.
-----------	------	------	--	---	---

Clinical Subjects: Medicine, Surgery, Obstetrics & Gynaecology, Paediatrics, ENT, Eye

Post/Designation	Required Basic Qualifications	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publication	Remarks
(1)	(2)	(3)	(4)	(5)	(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.	
Assistant Professor	-do-	-do-	First preference Two years teaching experience before or after Level III qualification as Senior Registrar or equivalent in relevant subject. Second preference one year teaching experience as Senior Registrar or equivalent in relevant subject before or after Level-III qualification.	No publication is required.	Two publications are required, after 31 st December 2018 in relevant subject.
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant subject.	At least Three research publications as Assistant Professor in the relevant subject 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.	A total of at least five research publications in relevant subject, of which three as Assistant Professor are required after 31 st December 2018.

Jan, Shree
22/5/17
A new sub
Eide
22/5/17
Harsh
7

Professor	-do-	-do-	At least 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.	At least Five research publications are required in the relevant subject. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not be counted.	At least Eight research publications in the relevant subject, of which three should be during last three years are required, after 31 st December 2018.
-----------	------	------	---	--	--

Other Clinical Subjects: Cardiology, Cardiac Surgery, Neurology, Nephrology, Urology, Gastroenterology, Endocrinology, Psychiatry, Dermatology, Pulmonology, Orthopaedics, Thoracic Surgery, Neurosurgery, Paediatric Surgery, Radiology, (Radio-Diagnostic & Radio-Therapeutics), Anaesthesiology, Clinical Haematology & all other specialities as recognized by PM&DC.

Post/Designation	Required Basic Qualifications	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publication	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Registrar	MBBS or equivalent medical Qualifications recognised/registered by the PM&DC.		Nil	No publication is required-	
Senior Registrar	MBBS or equivalent medical Qualifications recognised/registered by the PM&DC.	First Preference: PM&DC level III Qualification in respective subject like FCPS /M.S/M.D OR Other equivalent Level III qualifications in the speciality approved by SRC and recognised/registered by the PM&DC Second Preference: If first preference is not available, Level-III qualification in general medicine/general surgery and for Clinical Haematology level III qualification in General/ Laboratory Haematology with three years practical or teaching experience in	Nil	No publication is required-	The doctors possessing the qualifications of FCPS/M.D/M.S. etc. shall be appointed in the relevant speciality after 31 st Dec. 2018. No appointment / promotion of general qualification holders in sub speciality will be allowed after 31 st . Dec., 2018

Jan, [Signature] 27/5/17
A. [Signature]
[Signature] 22/5/17
[Signature]
 8

relevant speciality:

Assistant Professor	-do-	-do-	First preference Two years teaching experience as Senior Registrar or equivalent in relevant subject from recognized institute in relevant speciality before or after Level III qualification. Second preference (if first preference is not available) one year teaching experience as Senior Registrar or equivalent before or after Level-III qualification in the relevant subject or Level-III qualification in General Medicine / General Surgery and for Clinical Haematology level III qualification in General/Laboratory Haematology with 3 years practical/teaching experience and one year additional experience as Senior Registrar in sub speciality.	No publication is required.	Two publications are required, after 31 st December 2018 in relevant subject.
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant subject.	A total of at least Three research publications in relevant subject 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.	A total of at least five research publications in relevant subject, of which three as Assistant Professor are required. After 31 st December 2018. 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-	At least 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.	At least Five research publications are required in relevant subject. Only an original article published in a medical journal approved by the PM&DC shall be acceptable. Dissertation / Thesis shall not	At least Eight research publications in relevant subject, of which three should be during last three years are required, after 31 st December 2018. Only an original article published in a medical journal approved by the PM&DC shall be acceptable.

From: [Signature], 22/5/17 A. [Signature]
[Signature] 27/5/17
HAP [Signature]
[Signature]

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

be counted.

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 Dentistry/other nomenclature recognized by DEC

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	<p>Holders of MPH or equivalent qualification with other nomenclature in the subject of Community Medicine / Public Health are ineligible for appointment as faculty member in Community Dentistry with immediate effect. The already appointed faculty with above mentioned qualification in Community Medicine / Public Health will not be promoted further after 31st December 2018.</p> <p>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 etc. are not available. Minimum Two research papers are required</p>
Senior Lecturers/ Senior Demonstrator	-do-	Level IIa, IIb & III Post graduation like PhD/ FCPS/ M.D.S, M.Phil or equivalent postgraduate qualification recognised by the council in respective basic science subject			
Assistant Professor	-do-	Level II b / III Post graduation like PhD/ FCPS/ M.D.S, M.Phil or equivalent postgraduate qualification recognised by the council in respective basic subject	<p>First preference: 2 years teaching experience as Demonstrator after Level-IIb. One year experience is required for Level-III qualification holders.</p> <p>Second preference: If first preference is not available one year teaching experience as demonstrator before or</p>	<p>Minimum Two research papers are required for promotion / appointment after 31st December 2018</p>	

Jan, June, Ed, A. - 22/5/17, H. 22/5/17, H. 22/5/17, 10

Associate Professor	-do-	-do-	after Level-II b qualification.	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 in the respective subject.	for promotion / appointment after 31 st December 2018.
Professor	-do-	Level III Post graduation like Ph.D/ FCPS/ M.D.S, or equivalent postgraduate qualification recognised by the council in respective basic subject	At least 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 Three research papers as Associate Professor published in standard dental/medical journal as approved by the PM&DC. Total 8 research papers in relevant subject.	Five research papers out of which three as Assistant Professor after 31 st December 2018. Holder of Level II b qualification in respective subject are eligible to become professor till 2020. At least eight research papers after 31 st December 2018 out of which three papers should be during the last three years.

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 / Senior Registrar / Senior Lecturer	B.D.S. or equivalent qualifications recognised/registered by the PM&DC.	-	-	-	-
Assistant Professor	-do-	Level III OR 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	-
	-do-	-do-	First Preference: 2 years teaching experience as Lecturer/ Demonstrator / instructor before or after Level-II b in the relevant subject. One year teaching	2 research papers are required after 31 st December 2018.	-

Handwritten signatures and dates:
 22/5/17
 22/5/17
 HARON
 (Signature)

experience as Lecturer / Demonstrator before or after Level-III qualification.

Second Preference: One year teaching experience before or after Level II b qualification as Lecturer / Demonstrator.

Associate Professor

-do-

-do-

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

At least three research papers as Assistant Professor in five years to be published in standard dental /medical journal as approved by PM&DC. After 31st December 2018 at least five research papers are required.

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-

Level III Post Graduation like PhD/ FCPS/ M.D.S or equivalent postgraduate qualification recognised by the council in respective basic subject

At least 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 three research papers as Associate Professor in three years to be published in standard dental /medical journal as approved by PM&DC before promotion as Professor. A total of 8 research papers after 31st December 2018, out of which three should be in the last three years.

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.				

Jan, Inis, Eick, A. 22/5/17, 22/5/17, HARUN, B

Senior Registrar / -do-
Senior Lecturer

Level III
OR
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-

First Preference: 2 years
teaching experience as
Lecturer/ Demonstrator /
instructor before or after
Level-II b in the relevant
subject. One year teaching
experience as Lecturer /
Demonstrator before or after
Level-III qualification.

2. research papers are
required after 31st
December 2018.

Second Preference: One
year teaching experience
before or after Level II b
qualification as Lecturer /
Demonstrator.

Associate Professor -do-

-do-

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

At least three research
papers in five years as
Assistant Professor to
be published in
standard dental
/medical journal as
approved by PM&DC.

At least five research papers after 31st
December 2018.

Professor -do-

-do-

At least 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.

At least three research
papers as Associate
Professor in three years
to be published in
standard dental
/medical journal as
approved by PM&DC
before promotion as
Professor. A total of 8
publications are
required after 31st
December 2018 out of
which three should be
in last three years.

After 31st December 2017 only Level
III qualification holders in
paedodontics and endodontics will be
eligible to become Professor.

Yes, sure

A. ceunand
22/15/17

[Signature]
22/15/17

HARMP
[Signature]
13

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

1. These regulations shall come into force at once and shall be applicable on fresh appointments and subsequent promotions. Titles already accrued shall continue to hold, subject to the condition that such title or designation or appointment has been accrued in accordance with Council Regulations for the time being in force and no demotion shall be made. However subsequent appointments /promotions shall be made according to these regulations.
2. Teaching staff appointed before notification of these regulations by PM&DC, who does not fulfil PM&DC eligibility criteria, laid down in the regulations in vogue at the time of their appointment shall not be promoted further and shall not be granted any teaching experience.
3. A person registered as Faculty with PM&DC and certified as such in accordance with Pakistan Regulations for Registration of Medical and Dental Practitioners 2008, shall be accepted as faculty. Only fulltime faculty shall be accepted and registered as faculty and no part-time, honorary or casual or visiting faculty shall be registered or accepted as faculty and experience gained as part-time, honorary or casual or visiting faculty shall not be recognized. No faculty member shall hold two or more faculty positions at two different institutes or at same institute.
4. Qualifications and Experience prescribed as eligibility for the appointment of professors in the various subjects under these regulations shall also be applicable to the examiners appointed by the Universities /DAI in relevant subjects for undergraduate and postgraduate examinations. If, there is no Professor available, then, Associate or Assistant Professor working as Head of Department and has a minimum of five years of teaching experience certified by PM&DC shall be eligible to be appointed as examiner for undergraduate and postgraduate examination.
5. A Faculty member can only be appointed as examiner in the relevant subject /specialty and faculty of the Sub-specialities of Medicine and Surgery cannot be appointed as examiners in General Medicine and General Surgery and vice versa.
6. Experience of teaching shall be certified by the Council if the individual has been teaching as faculty in an affiliated hospital /training site of/or the recognized institution included in the First, Fifth or Third schedules of the Ordinance under section 11, 18 , or 16, as the case may be.
7. Certificate for recognition of teaching experience shall be issued by the Registrar or an officer authorised by the President only upon production of certification of teaching experience dually issued by the Principal / Head of Institute/Vice Chancellor/dean of institutes located in Pakistan and experience certificate must be issued and certified by VC/Rector /Head of Institute or Dean of an institute located in foreign country stating that the position held by the applicant is a teaching post and he/she is actively involved in teaching.

[Handwritten signature]
[Handwritten signature]
[Handwritten signature]
22/5/17

[Handwritten signature]
22/5/17

[Handwritten signature]

[Handwritten signature]

8. An experience certificate by the Medical Superintendent or incharge of an attached teaching hospital shall not be accepted for teaching unless countersigned by the VC/ Principal / Déan /Head of the concerned Medical / Dental College / Postgraduate training institute/University.
9. On the request of the Principal or Dean, the registrar may amend the experience certificate already issued only if it is within the provisions of regulations. However any change of designation/discipline in the teaching certificate that had already been issued /approved by the council shall be clarified /justified by the issuing authority. In case issuing authority fails to justify the amended certificate of teaching experience, case will be referred to SRC/DEC as the case may be for inquiry and final decision. No discredit will be made to the applicant if the Principal is proved biased by SRC/DEC and such case will be decided by SRC/DEC accordingly.
10. An experience certificate shall only be issued to a faculty strictly in accordance with these regulations and on fulfilment of mandatory requirements of qualification, experience and publications as laid down in these regulations.
11. The Experience certificate shall be issued in accordance with these regulations with following terms and conditions:
 - I. Errors and omissions in the experience certificate shall be accepted and corrected if is so warranted to comply with these regulations.
 - II. This certificate has been prepared by PM&DC staff on the basis of documents of appointment / publication submitted by applicant doctor concerned of Principal /Dean/Vice Chancellor /Rector of the institution or MS of a recognized teaching Hospital where the applicant doctor concerned is working and all liabilities in this matter lie with such applicant doctor concerned or issuing authority (college / hospital / university / DAI).
 - III. The Experience certificate shall be issued by the Registrar or an officer authorized by President as the case may be and the issuing authority shall have the power to any time recall, modify, or cancel the experience certificate so issued, within the provisions of regulations of PM&DC.
 - IV. If there is any grievance about the experience certificate or its effect or correction/cancellation etc, the aggrieved applicant doctor concerned or Principal or Dean of the institution or MS of a recognized teaching Hospital where the applicant doctor /recipient of experience certificate is working or any agency, may prefer an appeal to the Registrar PM&DC for elaboration, redressal of grievances or correction in experience certificate. The Registrar shall give an opportunity of hearing to PM&DC staff, which prepared the certificate and the appellant, and the appeal shall be accepted or rejected by the Registrar by a speaking order, which shall be communicated in writing by the Registrar to the appellant within four weeks of receiving the complaint. If the appellant is not satisfied, he may file an appeal against the order of the Registrar 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 /practical experience shall be presented before the Standing Recognition Committee with the

For Sure

Eid
22/5/17

A. Umair
22/5/17

HAZIB

[Signature]

permission of President and the committee shall hear all parties and PM&DC staff who prepared the experience certificate & the decision of the Committee there on shall be final.

- V. 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.

12. Criteria for award of credits for publication and research article:

- 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 to first three Authors, which will be nominated by the principal 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. Photocopies can be accepted in pressing cases if they bear verification of the editor of the Journal in case of a local Journal and on line verification for foreign / local Journals is mandatory. On line verification will be accepted from the official website of the concerned Journal and link shall be cited in the application form by applicant.
 - d. Credits granted before coming into force of these regulations shall hold.
13. Teaching experience recognized by the Council shall be required for the purpose of appointment /promotions to the teaching posts in Pakistan. Teaching experience in a foreign country shall only be considered upon provision of a teaching experience certificate issued and certified by the regulatory body concerned or by the Rector / VC / Dean of the Undergraduate or Postgraduate medical or Dental institution in which the applicant was teaching students.
14. If the person is already holding a post graduate Level III/ II b and is holding a teaching post before proceeding on deputation for study leave he shall get full teaching experience of that teaching post during the period of study for a period not exceeding the prescribed period of training program for relevant qualification. No Credit shall be given before attainment of respective degree.
15. The qualifications /degrees /diplomas like M.R.C.Path, F.C.P.S. etc; conferred or acquired on honorary basis or foundation basis or 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 and shall not be registered as additional qualifications by the council. All appointments given on the basis of a degree without examination or such qualifications registered as additional qualifications shall become null and void retrospectively.

Jan. 2017

E. Khan
22/5/17

A. Ahmad
22/5/17

AAZAF


[Signature]

16. A candidate shall be employed as faculty, only once a candidate is possessing 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 postgraduate degree holders can be appointed in teaching Medical/Dental Institutions and no certificate of postgraduate training completion shall be accepted for faculty appointment or registration.
17. The Pakistan Medical & Dental Council shall recognize experience gained in a teaching institution in foreign countries if the regulatory body of that country recognizes the institution as teaching institute and if the Principal /Dean of the medical school/college certifies the experience 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 that they are substantive full time and not part time.
 - (iii) Assistant Professor as equal to Assistant Professor in Pakistan provided that they are substantive full time and not part-time.
 - (iv) Senior Registrar in a teaching institution is equal to Senior Registrar in Pakistan.
 - (v) The Lecturer in clinical subjects in a teaching institution with requisite postgraduate qualification abroad is equal to Senior Registrar in clinical subjects in Pakistan.
 - (vi) Lecturer/tutor with requisite Postgraduate qualification in basic subjects shall be equivalent to Senior Lecturer in Pakistan.
 - (vii) Consultants /Specialists 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 recognized by regulatory authority of that country as teaching institute and where they teach 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 /Dean /Rector /VC of the medical/dental colleges /University 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 in the respective discipline.
18. Consultants appointed in hospitals recognized for postgraduate/undergraduate training by PM&DC and where they were teaching postgraduate/undergraduate students without holding teaching designations / titles shall be granted teaching experience by the PM&DC at ratio of 2:1 equivalent to assistant professor on the certification of teaching by the head of the institution concerned.
19. Eligibility for appointment in the subspecialties like Cardiology, Psychiatry, Cardiac Surgery, Orthopedic 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;

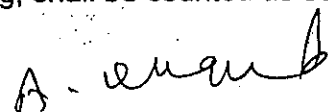
Im *Im* *Z. Khan* 22/5/17 *A. Ahmad* 22/5/17 *H. Haseeb* *Q* 17

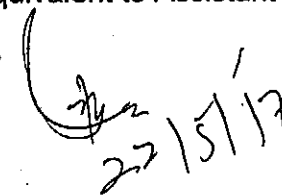
M.S. in General Medicine or General Surgery etc; is also eligible for appointment as Assistant Professor in the subspecialties if he has at least three years practical / teaching experience in subspecialties and also have one additional year as senior registrar in a recognized institute in the relevant 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 in the respective specialty up to 31st December 2018.

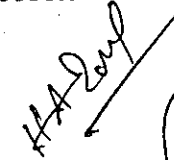
20. For the purpose of appointment/promotion, the experience gained in one speciality shall not be counted for appointment/promotion in other speciality. For example experience gained in Orthopaedic Surgery cannot be counted for appointment/promotion in General Surgery. Similarly experience gained in cardiology etc; cannot be counted for appointment/promotion in General Medicine and vice versa.
21. 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. Similarly after three years of teaching as senior lecturer in basic medical sciences and medical education the experience of senior lecturer shall be counted equal to that of an assistant professor. The rule will be applicable retrospectively.
22. Holders of level IIa/IIb qualification recognised and registered by PM&DC in the subject of forensic medicine without teaching designation in a recognised undergraduate/postgraduate teaching institution shall be granted teaching experience in ratio of 2:1 as assistant professor of forensic medicine, only if such candidate is actively involved in teaching undergraduate or postgraduate students. This rule shall be applicable retrospectively as well.
23. The holder of M.Phil (Microbiology), M. Phil (Chemical Pathology), M.Phil (Histopathology) M.Phil (Haematology) etc are eligible for appointment as Assistant Professor, Associate Professor and Professor in Pathology with requisite teaching experience. Holders of Level-II b or Level III qualification in Haematology are not eligible to practice for clinical haematology in adults or paediatrics. Only holders of recognized level-III qualification in clinical Haematology will be eligible to practice Clinical Haematology. However Level III qualification holders in Haematology will be eligible to practice clinical Haematology after acquiring three years teaching/ practical experience in Clinical Haematology and vice versa.
24. 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 duly registered by the Council shall be eligible for teaching appointment for MBBS course and vice versa.
25. 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.
26. The teaching experience of a full-time Instructor in AFGMI and other PGMI's of country with requisite postgraduate qualification registered by the council who is actively engaged in teaching, shall be counted as equivalent to Assistant Professor.

Jm, 


22/5/17

A. 


22/5/17

HA 



27. The number of years of the teaching experience for appointment as Assistant Professor, Associate Professor, and Professor will be the same for vertical and horizontal movements in the Undergraduate Medical Institutions and Postgraduate Medical Institutions of the country. Provided these are accredited by PM&DC.
28. The doctors possessing Level IIa qualification in anaesthesia shall be eligible to be appointed as Senior registrar and Assistant Professor till 31st December 2020. However for promotion as associate professor or Professor such candidates shall have to qualify level-III degree.
29. A senior Professor possessing level III qualification and requisite experience of a professor as laid down in these regulations with at least 5 years of experience as Professor can be appointed as a Principal /Dean/Head of Institute/Vice Chancellor by the institution or by the Government according to their rules and he shall be the chief executive and over-all in charge of the college and attached teaching hospital. Preference should be given to those having administrative experience. Only Level-III qualification holder professors will be appointed as Principal /Dean/Head of Institute/Vice Chancellor.
30. No faculty member shall be eligible to be posted as Principal /Dean/Head of Institute/vice chancellor after 31 December 2020 unless he/she holds at least Level-II a qualification or 6 months certification in medical education awarded by a recognised medical university duly recognized by PM&DC.
31. The University authorities can appoint a senior Professor having Level-III qualification as Principal / Dean according to these regulations.
32. The Head of the Postgraduate Medical/dental Institute shall be senior Professor and can be designated as Dean.
33. The PM&DC does not approve the designation of the Administrator/Director for the Medical/Dental College. Non medical persons or persons not holding qualification of MBBS/BDS and not validly registered with council cannot be appointed as administrative incharge of any teaching institution. Any such institution, which violates this regulation shall be proceeded against for de recognition under section 22 of PMDC Ordinance 1962.
34. 50% posts of Assistant Professor shall be reserved to be filled from amongst the Senior Registrars of the institution who possess Level III qualifications.
35. The post of senior Lecturer/Senior registrar is teaching cadre post and shall be considered as professorial teaching staff of the Medical/Dental College and shall be under the direct control of the Principal of the College or Vice Chancellor of the University.
36. 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

For [unclear]

[Signature]
22/5/17

A. [unclear]
22/5/17

[Signature]

[Signature]

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/dental college even after 70 years of age. However not more than one persons shall be allowed as professor emeritus in Private Medical/Dental College. MBBS/BDS graduate with PhD degree can be retained to supervise M.Phil / PhD/ FCPS students beyond the age of 70 years subject to his / her medical/physical fitness. Prof Emeritus on attaining the age of 70 years or beyond shall cease to hold office of Principal/VC/Head of institute / other administrative posts.

37. 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 having requisite Level-II b/III qualification:

- 1) Dental Material- Operative Dentistry - Prosthodontics.
- 2) Oral Biology - Oral Surgery/Orthodontics.
- 3) Oral Pathology- Oral Surgery
- 4) Oral Medicine- Oral Surgery
- 5) Periodontology-Operative Dentistry
- 6) Any other combination of Dental Subjects decided by DEC.

38. The Principal/ Dean of a medical college or a dental college will be a senior professor having level-III qualification in medical sciences for a medical college and in dental sciences for a dental college and shall 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 of a Medical College even if on faculty and vice versa.

39. All medical and dental institutions will be financially and administratively autonomous and there will be no dental sections rather there shall be dental college.

40. 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 /section of a department.

41. Each medical/dental institute shall have to establish fully functional department of medical education with at least three full time dedicated faculty members with effect from 31st December 2017. This department will also have counseling cell with at least one qualified psychologist having master degree (18 years of education).

42. Non-medical faculty member (Non-MBBS/ Non-BDS) will not be appointed as faculty in any medical / dental institution or University. Non-medical faculty already appointed shall not be promoted further beyond title acquired till 2nd March 2017. Non MBBS/ non BDS faculty shall not be appointed as internal / external examiner or head of department. However all such faculty members shall be allowed to change their job in the same designation to other medical institutions.

43. Medical Officers / Registrars / Demonstrators having Level-III qualification in the relevant speciality or fulfilling any other eligibility

[Handwritten signature]

[Handwritten signature]
22/5/17

[Handwritten signature]
22/5/17

[Handwritten signature]

[Handwritten signature]

criteria for the post of Senior Registrar as proposed by the Council, performing duties in a teaching institution recognized for the same speciality shall be given teaching experience equal to Senior Registrar and will be counted upto the level of Associate Professor only. This shall be applicable retrorespectively.

44. After 31st December 2020 at least level II a diploma or certificate of six months duration in Medical Education or four workshops on medical education from recognized universities/DAI will be mandatory for promotion/appointment as Professor in all specialities (Basic Medical/Dental Sciences and Clinical Subjects).
45. A faculty member can leave an institution in which he is employed to join other institution between 1st September to 31 December of each academic year. Institutions heads are required to issue necessary N.O.C. to faculty members who want to join another institution during this period.
46. Procedure for employment of faculty.

The Private as well as Public institutions shall advertise each and every faculty position as below:

- a) Advertise the post at official website of the institution and share a link with official website of PM&DC, i.e. www.pmdc.org.pk.
- b) The same faculty position shall also be advertised in at least two leading newspapers.

Any faculty appointed in violation to the provisions of the council, shall not be registered as faculty by the council. The authorized officer of the council shall observe, document and maintain record of the same with respective faculty registration.

SECTION -VI

REPEAL

All the previous regulations / decisions pertaining to Teaching experience / eligibly / appointment / promotion of the faculty taken by the Executive Committee / Council are hereby repealed.

From
M. Javed
22.05.17

Amir
Ch
22/5/17

Eid
22/5/17

A. unanub.

H. Ali

(Signature)

Z. Arif
22/5/17