

# PAKISTAN MEDICAL & DENTAL COUNCIL



## REGULATIONS FOR THE APPOINTMENT/PROMOTIONS OF FACULTY/TEACHING STAFF/EXAMINERS/ PRINCIPALS /DEANS/VICE CHANCELLORS IN UNDERGRADUATE & POSTGRADUATE MEDICAL & DENTAL INSTITUTIONS/ MEDICAL UNIVERSITIES OF PAKISTAN 2018

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 (September, 2018)

## **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 /Vice chancellors in Undergraduate & Postgraduate Medical & Dental Institutions and Medical Universities 2018 and lay down the binding criteria for appointments and promotions and grant of teaching experience for all medical and dental institutions recognized under the PM&DC Ordinance 1962.

(2) These regulations are not for registration of qualifications but for eligibility for appointments and promotions of Faculty/ Teachers/ Examiners/ Principals/ Deans/ Vice Chancellors 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amendments/decisions made by Council/Executive Committee pertaining to recognition of teaching experience shall stand repealed.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. Teaching staff means Lecturer/Demonstrator, Senior Lecturer/Demonstrator, Assistant Professors, Associate Professors and Professors appointed as per these regulations.

b. "Standing Recognition Committee" (SRC) Medical & SRC Dental of the Council shall recommend to the Council to approve qualifications, their equivalence and experience.

(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 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 Medical or SRC Dental, 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 at least one year 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 teachers in Medical/Dental colleges without acquiring additional level II-b qualification with course work in same subject. Graduates having PhD with research only may be appointed faculty as researchers in medical

universities only subject to approval by SRC.

4. \* Holders of Level III qualification in Surgery and Allied subjects are eligible for appointment and promotion up to professor after attaining requisite teaching experience in the respective basic medical sciences prescribed in these regulations i.e. in anatomy Similarly level-III qualification holders of Medicine and Allied are eligible for appointment and promotion up to professor after attaining requisite teaching experience in the respective basic medical sciences subject prescribed in these regulations i.e. Biochemistry, Physiology and Pharmacology They will relinquish their original specialty position on joining basic sciences faculty. All such posts shall be advertised with public announcement that due to non- availability of faculty in respective basic science subjects the posts are being filled with the clinical subject qualification holders. This provision shall be applicable only till 31<sup>st</sup> December 2023. Not more than 50% of faculty of any basic sciences department will be from the qualification holders of clinical subjects at any time.

5. No online / distant learning degree will be accepted for teaching of Clinical subjects. In cases of basic science subjects and Medical education the council shall decide on case to case basis, on the recommendations of SRC Medical and Dental respectively.

6. 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 experience will be counted equal to lecturer / demonstrator as prerequisite for appointment as Assistant Professor.

7. 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.

8. 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 Assistant Professor of Medical Education and teaching experience gained by him/her as faculty member of Clinical or Basic Medical Sciences subjects shall be given 4:1 and 2:1 teaching experience for MHPE and PhD respectively provided they have been actively involved in the medical education activities certified by the Principal/Dean of the institution or Vice Chancellor of a University.

## 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.	-
Senior Lecturer / Senior Instructor/Senior Demonstrator	-do-	PM&DC recognized Level II b or Level III Qualifications in respective basic subjects  or Equivalent PM&DC Level II b or Level III qualifications in the respective speciality 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 or one year teaching experience as Demonstrator / Lecturer before or after Level-III qualification.	No publication is required.	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.	<b>Seven (7)</b> research publications are required as Assistant Professor in relevant subject after 31 <sup>st</sup> December 2020.	A total of <b>Nine (9)</b> research publications in relevant subject, of which <b>Seven (7)</b> as Assistant Professor after 31 <sup>st</sup> December 2020

Professor

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.

**Six (6)** research publications as Associate Professor are required in relevant subject after 31<sup>st</sup> December 2020

A total of Fifteen (15) research publications in relevant subject, of which **Six (6)** should be during last three years after 31<sup>st</sup> December 2020

M.Phil / Other Level-II b holders shall be eligible to become Professor till 31 Dec 2020

\* Holders of Level III qualification in Surgery and Allied subjects are eligible for appointment and promotion up to professor after attaining requisite teaching experience in the respective basic medical sciences prescribed in these regulations i.e. in anatomy Similarly level-III qualification holders of Medicine and Allied are eligible for appointment and promotion up to professor after attaining requisite teaching experience in the respective basic medical sciences subject prescribed in these regulations i.e. Biochemistry, Physiology and Pharmacology -do-

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## Medical Education 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/ <b>Health Professions Education</b> or related field recognized by PM&DC	Not required.	No publication is required	
Assistant Professor	-do-	Level II b or Level III post graduate degree or diploma in Medical Education/ <b>Health Professions Education</b> or related field recognized by PM&DC.	No experience is required.	Two <b>(2)</b> research papers <b>in the relevant field</b> will be required after 31st December 2018 in relevant subject.	Level II a holders <b>already appointed</b> cannot be promoted beyond Assistant Professor
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant subject	<b>Seven (7)</b> research publications are required as Assistant Professor in the relevant subject after 31 <sup>st</sup> December 2020.	A total of <b>Nine (9)</b> research publications in relevant subject, of which Seven (7) as Assistant Professor, are required after 31st December 2020.
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.	<b>Six (6)</b> research publications as Associate Professor are required in relevant subject after 31 <sup>st</sup> December 2020	A total of <b>Fifteen (15)</b> research publications in relevant subject, of which three should be during last three years after 31 <sup>st</sup> December 2020.

**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)
Assistant Professor	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.	Two years clinical experience in relevant subject in a recognised institute after Level III qualification		Two (2) research publications after 31 <sup>st</sup> December 2018 in relevant subject.
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant subject.	<b>Seven (7)</b> research publications are required as Assistant Professor in relevant subject. after 31st December 2020.	A total of <b>Nine (9)</b> research publications in relevant subject, of which <b>seven (7)</b> as Assistant Professor are required after 31st December 2020.
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.	Six (6) research publications as Associate Professor are required in relevant subject.	A total of <b>Fifteen (15)</b> research publications in relevant subject, of which Six (6) should be during last three years,



## 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)
Assistant Professor	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 relevant speciality	<b>Two</b> year clinical experience in relevant subject from recognized institute in relevant speciality after Level III qualification.		Two publications are required, after 31 <sup>st</sup> December 2018 in relevant subject.
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant subject.	<b>Seven (7)</b> research publications are required as Assistant Professor in relevant subject are required after 31st December 2020.	<b>A total of Nine (9)</b> research publications in relevant subject, of which <b>seven (7)</b> as Assistant Professor. are required. are required after 31st December 2020.
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.	Six (6) research publications as Associate Professor are required in relevant subject are required after 31st December 2020..	A total of <b>Fifteen (15)</b> research publications in relevant subject, of which Six (6) should be during last three years are required after 31st December 2020.

## 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 SRC Dental

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	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 31 <sup>st</sup> December 2018.
Senior Lecturers/ Senior Demonstrator	-do-	Level IIa, IIb & III Post graduation like PhD/ FCPS/ M.D.S, 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, or equivalent postgraduate qualification recognised by the council in respective basic subject	Two years teaching experience as Demonstrator / lecturer before or after Level-II b and one year experience is required for Level-III qualification holders in a recognised institute.		Candidates with Postgraduate qualification Level II b in respective subject shall be appointed 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 for appointment after 31 <sup>st</sup> December 2018.

Associate Professor

-do-

-do-

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

**Seven (7)** research publications are required as Assistant Professor in the relevant subject are required after 31st December 2020.

A total of **Nine (9)** research publications in relevant subject, of which seven **(7)** as Assistant Professor, are required after 31st December 2020.

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.

Six (6) research publications as Associate Professor are required in relevant subject are required after 31st December 2020.t.

A total of **Fifteen (15)** research publications in relevant subject, of which Six (6) should be during last three years. are required after 31st December 2020

OR

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

## 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 /	B.D.S. or equivalent qualifications recognised/registered by the PM&DC.	-	-	-	
Senior Lecturer	-do-	Level III Or Other equivalent qualifications in the speciality recognised/registered by the PM&DC.	Nil	Nil	-
Assistant Professor	-do-	-do-	<b>Two</b> year experience as Lecturer/ Demonstrator/ Registrar before or after Level-III qualifications in a recognised institute.	2 research papers are required.	<b>Candidates with Postgraduate qualification Level II b in respective subject shall no more be eligible for appointment as Assistant Professors with immediate effect and those already appointed/promoted as Assistant Professors/Associate Professors shall no more be eligible for further promotion to higher posts.</b>
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the respective subject.	<b>Seven (7)</b> research publications are required as Assistant Professor in the relevant subject are required after 31st December 2020.	A total of <b>Nine (9)</b> research publications in relevant subject, of which <b>seven (7)</b> as Assistant Professor, are required after 31st December 2020.

Professor

-do-

Level III Post Graduation like 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.

Six (6) research publications as Associate Professor are required in relevant subject after 31st December 2020..

A total of **Fifteen (15)** research publications in relevant subject, of which Six (6) should be during last three years are required after 31st December 2020.

## 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 Lecturer	-do-	Level III OR Level II b postgraduate Qualification OR Other equivalent qualifications in the speciality approved and recognised/registered by the PM&DC.	Nil	Nil	-
Assistant Professor	-do-	-do-	First Preference: 2 years' experience as Lecturer/ Demonstrator / instructor/ registrar before or after Level-II b in the relevant subject. One year experience as Lecturer / Demonstrator/ registrar before or after Level-III qualification.	2 research papers are required after 31 <sup>st</sup> December 2018.	<b>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.</b>

Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the respective subject.	<b>Seven (7)</b> research publications are required as Assistant Professor in the relevant subject after 31st December 2020.	A total of <b>Nine (9)</b> research publications in relevant subject, of which <b>seven (7)</b> as Assistant Professor, are required after 31st December 2020.
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.  OR Nine years teaching experience as an Assistant Professor in the respective subject.	<b>Six (6)</b> research publications as Associate Professor are required in relevant subject after 31st December 2020..	<b>Fifteen (15)</b> research publications in relevant subject, of which Six (6) should be during last three years are required after 31st December 2020.

- All authors (maximum 6) will be given equal credit for a publication. The principal investigator/the first author has to declare the role of each author in the publication which will be published with the paper
- After 31st December 2020 at least level II a diploma or certificate of six months duration in Medical Education from recognized universities/DAI will be mandatory for promotion /appointment as Associate Professors and Professor in all specialties (Basic Medical/Dental Sciences and Clinical Subjects).
- In Clinical sciences it is mandatory requirement for a faculty to be a CPSP / University approved supervisor before he can be considered for promotion. In case a hospital is not recognised by CPSP for FCPS or University for MS,MD training or , still the faculty will be required to produce evidence of having attended all the supervisory workshops organised by CPSP/University.

## **Section-V**

### **REGULATIONS FOR APPOINTMENT OF TEACHERS/EXAMINERS/INSPECTORS/ PRINCIPALS/DEANS/ VICE CHANCELLORS 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. 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.

3. 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.

4. A Faculty member can only be appointed as examiner in the relevant subject /specialty and faculty of the sub-specialties of Medicine and Surgery cannot be appointed as examiners in General Medicine and General Surgery and vice versa.

5. 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.

6. Certificate for recognition of teaching experience shall be issued by the Registrar or an officer authorized by the President only upon submission of certificate of teaching experience issued by the Vice Chancellor/ Rector/ Principal /Dean /Head of Institute located in Pakistan and



experience certificate must be issued and certified by Vice Chancellor/Rector /Principal/Dean/ Head of 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 or as in the case of 14 (vii) below, that the applicant has been a consultant with full privileges.

7. An experience certificate by the Medical Superintendent or in charge of an attached teaching hospital shall not be accepted for teaching unless countersigned by the Vice Chancellor/ Rector/ Principal / Dean /Head of the concerned Medical / Dental College / Postgraduate training institute/University.

8. The SRC subject to approval of Executive committee may amend or cancel the experience certificate if it is based on bogus or tempered documents. 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 Medical and Dental, 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/Medical and Dental and such case will be decided by SRC Medical and Dental accordingly.

9. 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 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 permission of the 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.

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

a. Systematic reviews, Meta-analysis and original articles shall be eligible for 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 or indexed in Pubmed / Index Medicus / Excerpta Medica/ Embase. There is no credit for a published narrative 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 all the authors. Maximum six authors will be allowed for a publication of a paper. In case of more than six authors in a paper the principal investigator/corresponding author has to give a valid justification for more authors. In such cases equal credit will be given to the first six authors only.

c. For grant of credit, the applicant has to provide original copy of Journal. On line verification will also be accepted from the official website or a data base mentioned in regulation10 (a).

d. Credit granted before coming into force of these regulations shall hold.

e. Plagiarism check of an article is mandatory for the editors of the journal publishing an article. An article with more than 20% similarity index will not be accepted for publication. PM&DC may check articles for plagiarism before issuing experience certificate.

11. 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 or CEO or Chief of Medical staffing of the foreign country hospital.

12. 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 not get any teaching experience of that teaching post during the period of study.

13. 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/ Examiner/ Supervisor in the medical or the dental institutions of Pakistan and shall not be registered as additional qualifications by the Council.

FRCP and equivalent qualifications will only be registered if the candidate has level III qualification and holders of such qualifications shall not be given any teaching benefit.

14 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) The experience gained as Consultants in Foreign countries shall be counted as equivalent to Assistant Professor in the relevant specialty provided that:-

a. The Consultant position has been with full privileges and unrestricted.

b. The hospital concerned is at least 150 bedded.

c. There have been no lapses / interruptions in relevant Specialist Registration or Board Certification.

d. The applicant holds a 'Certificate of Completion of Specialist Training (CCST)' and the name appears on the Specialist Registrar or the applicant has specialty / sub-specialty Board certification during the appointment as consultant.

e. No credit shall be given for appointments as Associate or Junior Consultants or Staff Grade Appointments.

f. The concerned hospital is located and providing services in U.K, The European Union, the USA, Canada, Australia, New Zealand.

Experience in above terms will not be granted beyond the level of Assistant Professor.

g. These consultants will not be eligible for appointment as Professors unless they have at least 3 years experience as Assistant Professor/Associate Professor in a recognized institution in Pakistan.

15. 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.

16. Eligibility for appointment in any specialty shall be level III qualification in the relevant subject. However, a candidate who possess postgraduate level III qualification or equivalent with three years specialized training experience in a recognized institute in a specialty in which level III qualification is either not being offered or has been introduced within the last 5 years, will be eligible for faculty position in that particular specialty. Candidates who have level III qualification in general subject followed by structured training programme in a specialty of at least 3-5 years like CCST UK etc shall also be eligible for faculty position in the relevant specialty.

17. For the purpose of appointment/promotion, the experience gained in one specialty shall not be counted for appointment/promotion in other specialty. For example experience gained in Orthopedic 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.

18. Holders of level IIa/IIb qualification recognized and registered by PM&DC in the subject of forensic medicine without teaching designation in a recognized 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.

19. The holder of M.Phil (Microbiology), M. Phil (Chemical Pathology), M.Phil (Histopathology) M.Phil (Hematology), M.Phil (Clinical Pathology) etc. are eligible for appointment as Assistant Professor, Associate Professor and Professor in Pathology with requisite teaching experience. Holder of M.Phil only will not be eligible to become professor after 31<sup>st</sup> December 2020.

20. 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.

21. The doctors possessing Level IIa qualification in Anesthesia 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.

22. The Principal/ Dean of a medical college or a dental college shall be a Professor having level-III qualification in medical sciences for a medical college and in dental sciences for a dental college appointed by the Institutions, Universities or by the Governments according to their rules/regulations/statutes.

Principal/Dean of a medical/dental college shall be the chief executive of the attached medical/dental hospital. A level III qualification holder in dental sciences shall not be eligible for appointment as Principal/Vice Chancellor of a Medical College/Medical university even if on faculty and vice versa.

23. 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.

24. The post of Senior registrar is not a teaching cadre post and shall not be considered as teaching staff of the Medical/Dental College with immediate effect. Assistant Professor post shall be the entry point in to the teaching cadre in clinical subjects in Medical/Dental institutions and shall be filled by initial recruitment only.

25. 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/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. Prof Emeritus or any other faculty member on attaining the age of 70 years or beyond shall not hold office of VC/ Principal//Head of institute / other administrative posts.

26. 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:

- a) Dental Material- Operative Dentistry - Prosthodontics.
- b) Oral Biology - Oral Surgery/Orthodontics.
- c) Oral Pathology- Oral Surgery
- d) Oral Medicine- Oral Surgery
- e) Periodontology-Operative Dentistry
- f) Any other combination of Dental Subjects decided by SRC Dental.

27. All medical and dental institutions will be financially and administratively independent from each other and there will be no dental section of a medical college. Either there shall be a dental college with a medical college or a standalone dental college.

28. Each medical/dental institute shall have to establish fully functional department of Medical Education.

29. Non-medical faculty member (Non-MBBS/ Non-BDS) will not be appointed as faculty in any medical / dental College. Non MBBS/ non BDS faculty shall not be appointed as head of department or head of an institution.

30. After 31st December 2020 at least level II a diploma or certificate of six months duration in Medical Education from recognized universities/DAI will be mandatory for promotion/appointment as Associate Professors and Professor in all specialties (Basic Medical/Dental Sciences and Clinical Subjects).

31. A faculty member can leave an institution in which he is employed to join other institution between 1st September to 31<sup>st</sup> December of each academic year. Institutions heads are required to issue necessary N.O.C. to faculty members who want to join another institution other than this period.

32. The minimum criteria for appointment of Vice Chancellor in a Medical University, as prescribed by PM&DC is as follows:

- a. MBBS or equivalent qualification
- b. level-III qualification like FCPS or other equivalent qualifications in clinical subjects and PhD in Basic Science Subjects
- c. Should have been a professor for at least 5 years in a recognized medical institution.
- d. Should have at least fifteen publications in PM&DC and HEC recognized journals.

e. Shall be appointed by the respective Government according to their ACT/Statutes/ rules/regulations.

Any faculty appointed in violation to the regulations 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.