



Dated Quetta, the 10<sup>th</sup> September, 2024

## NOTIFICATION

No.SOR-II(8)2/2024-S&GAD/2048-68. In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974 (Act No. IX of 1974), the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Health Department (Medical Educational Institutions-Undergraduate and Postgraduate) (BPS-17 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

THE BALOCHISTAN HEALTH DEPARTMENT (MEDICAL  
EDUCATIONAL INSTITUTIONS-UNDERGRADUATE AND  
POSTGRADUATE) (BPS-17 AND ABOVE) SERVICE RULES, 2024

Service Rules No. XII of 2024



### PART-I-GENERAL

1. Short title and commencement.— (1) These rules may be called "the Balochistan Health Department (Medical Educational Institutions-Undergraduate and Postgraduate) (BPS-17 and above) Service Rules, 2024".

(2) They shall come into force at once.

2. Definitions.—(1) In these rules, unless there is anything repugnant in the subject or context,-

- (a) "Act" means the Balochistan Civil Servants Act, 1974 (Act No.IX of 1974);
- (b) "Appendix" means the Appendix annexed to these rules;
- (c) "Appointing Authority" means the appointing authority as specified in rule 4;
- (d) "Board" means a Board of Intermediate and Secondary Education established by law in Pakistan or any other educational authority or institution declared by Government in consultation with Commission to be a Board for the purpose of these rules;
- (e) "Basic Pay Scale (BPS)" means the Basic Pay Scale of a post as specified in column 2 of the Appendix and such other post in the Service as may be specified by the Government from time to time for the purpose of these rules;
- (f) "Commission" means the Balochistan Public Service Commission;
- (g) "Department" means the Balochistan Health Department;
- (h) "Government" means the Government of Balochistan;
- (i) "Initial recruitment" means appointment made otherwise than by promotion or transfer from another Service/Department/Post;

- (j) "Post" means a post as specified in column 2 of the Appendix and such other post in the Service as may be specified by the Government from time to time for the purpose of these rules;
- (k) "Provincial Selection Board" means a Board constituted by Government under rule 6-A of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009;
- (l) "Recognized Institute" means any institute established by law in Pakistan or any other Institute declared by the Government in consultation with the Commission to be a recognized Institute for the purpose of these rules;
- (m) "Recognized University" means any University established by law in Pakistan or any other University declared by the Government in consultation with the Commission to be a recognized University for the purpose of these rules;
- (n) "Rules" means the Balochistan Health Department (Medical Educational Institutions-Undergraduate and Postgraduate) (BPS-17 and above) Service Rules, 2024; and
- (o) "Service" means the Balochistan Health Department (Medical Educational Institutions-Undergraduate and Postgraduate) (BPS-17 and above) Service.

(2) Words and expressions used but not defined herein above sub-rule (1), unless the context otherwise requires, shall have the same meanings as assigned to them in the Act.



## PART-II-RECRUITMENT

3. Eligibility and Composition of the Service.— (1) No person who is married to a foreign national shall be eligible for appointment to the Service.

(2) The restriction imposed hereinabove sub-rule (1), may be relaxed by Government in case of a person who is married or proposed to marry a foreign national of any country recognized by the Government of Pakistan.

(3) The Service shall comprise of the posts as specified in column 2 of the Appendix and such other posts as may be determined by Government from time to time.

4. Appointing Authority.— Appointment to the posts in the Service shall be made by the appointing authority as specified in rule 4 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009.

5. Method of Recruitment.—(1) The appointment to the posts and Basic Pay Scales of the post in the Service shall be as specified in column 6 of the Appendix.

(2) All the posts for initial recruitment shall be filled from amongst the candidates domiciled/local of Balochistan.

6. Age.— No person shall be appointed to the Service by initial recruitment who is:-

- (a) less than 25 years and more than 35 years of age for the post in BPS-18; and
- (b) less than 18 years and more than 28 years for all other posts;



Provided that only the upper age limit may be relaxed in terms of rules 3 and 4 of the Balochistan Government Initial Appointment to Civil Service Posts (Age and Relaxation of Upper Age Limit), Rules, 2012.

7. Qualification.— (1) No person shall be appointed to a post and Basic Pay Scale in Service by Initial recruitment, unless he possesses the qualifications prescribed for the post in column 3 of the Appendix.

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

(3) No person shall be appointed by initial recruitment to the Service unless he is declared to be physically fit by the Medical Board constituted by the Government for the purpose.



### PART-III-CONDITIONS OF SERVICE

8. Probation.— A person appointed to a post in the Service on regular basis shall remain on probation for a period as prescribed in rule 2-A of the Balochistan Civil Servants (Confirmation) Rules, 2012.

9. Confirmation.— After satisfactory completion of the probationary period, a civil servant appointed on probation under rule 8; provided that he holds a substantive post, shall be eligible for confirmation in service or a post or a Basic Pay Scale as prescribed in rule 20 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009 and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012.

10. Seniority.— (1) The inter se seniority of the members of the Service appointed to the posts in the same Basic Pay Scale shall be determined as prescribed in rule 21 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009 and in the Balochistan Civil Servants (Seniority) Rules, 2008.

11. Liability to Transfer and Serve.— The members of the Service shall be liable to—

- (a) transfer anywhere in Balochistan; and
- (b) to serve in any department of Government or any local authority or statutory body setup or established by Government:

Provided that where a member of the Service is required to serve in a post outside his Service or cadre, his terms and conditions of service as to his pay shall not be less favourable than those to which he would have been entitled, if he has not been so required to serve.

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

13. Relaxation.—Any provision of these rules, for reasons to be recorded in writing, may be relaxed in individual cases, if the Chief Minister is satisfied that a strict application of the rules would cause undue hardship to the individual concerned:

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

14. Delegation.—The Government may delegate all or any of its powers under these rules, to any officer subordinate to it.

15. Repeal.— *The Balochistan Health Department Medical Educational Institutions Service Rules, 1978* are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN


CHIEF SECRETARY  
BALOCHISTAN

The Chief Controller,  
Printing and Stationery Department,  
Balochistan, Quetta for publication  
and provision of 20 copies of the Gazette.

No.                      Even.                      Dated.                      Even.

A copy is forwarded for information to:-

1. The Senior Member, Board of Revenue Balochistan, Quetta.
2. The Additional Chief Secretary (Dev.), GoB, P&D Department, Quetta.
3. The Chairman, Chief Minister's Inspection Team, Quetta.
4. The Principal Secretary to Governor Balochistan, Quetta.
5. The Principal Secretary to Chief Minister Balochistan, Quetta.
6. The Registrar, Balochistan Service Tribunal, Quetta.
7. The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his letter No.Legis:4-162/Law/2012-II/205 dated 13<sup>th</sup> August, 2024.
8. The Secretary, GoB, Health Department, Quetta with reference to his letter No.SO-V (H)1-8/2024 dated 9<sup>th</sup> July, 2024.
9. The Accountant General Balochistan, Quetta.
10. The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.
11. The Secretary, Balochistan Public Service Commission, Quetta.
12. The Deputy Secretary (Services-III) S&GAD, Quetta.
13. All the Under Secretaries/Section Officers in S&GAD, Quetta.
14. The Private Secretary to Secretary S&GAD, Quetta.
15. The P.A to Additional Secretary (Regulations) S&GAD, Quetta.
16. The P.A to Deputy Secretary (Regulations) S&GAD, Quetta.
17. Master File.

  
(GHULAM SULTAN)  
Under Secretary (Regulations-II)  
S&GAD





# APPENDIX

(See Rules 2 (1) (b) 3 (3), 5 & 7 (1))

## A. Basic Medical Subjects:

Anatomy, Physiology, Biochemistry, Pharmacology, Pathology, Histopathology, Microbiology, Chemical Pathology or Hematology, Immunology, Community Medicine, Forensic Medicine, Psychiatry & Behavioral Sciences, Medical Education and any other new specialty recognized/accredited by PM&DC.

S. No.	Nomenclature and Basic Pay Scale (BPS) of the post	Prescribed Basic and Postgraduate Qualification	Teaching Experience	Magnitude of Research	Method of Recruitment
1	2	3	4	5	6
1	Professor (BPS-20)	MBBS or equivalent medical qualification recognized/ registered by the PM&DC;  AND  FCPS/ PhD or equivalent qualifications with other nomenclatures.	Three (3) years' teaching experience as Associate Professor in respective subject;  OR  Nine (9) years' teaching experience as Assistant Professor in the respective subject.	Six (6) research publications as Associate Professor are required in relevant subject.  A total of fifteen (15) research publications in relevant subject, of which six (6) should be during last three years'.	By promotion from amongst the Associate Professor (BPS-19) in the respective subject in accordance with the qualification, experience and research as prescribed in columns (3), (4) and (5).
2	Associate Professor (BPS-19)	MBBS or equivalent medical qualification fully recognized/ registered by the PM&DC;  AND  FCPS/PhD and equivalent qualification with other nomenclature OR MPH, MSPH/MHPE, DMJ (2 years), M.Phil and equivalent qualifications with other nomenclature, in the respective specialty recognized/ registered by PM&DC.	Five (5) years' teaching experience as Assistant Professor in respective subject.	Seven (7) research publications as Assistant Professor are required in relevant subject.  A total of nine (9) research publications in relevant subject, of which seven (7) as Assistant Professor.	By promotion from amongst the Assistant Professor (BPS-18) in the respective subject in accordance with the qualification, experience and research as prescribed in columns (3), (4) and (5).
3	Assistant Professor (BPS-18)	MBBS or equivalent medical qualification fully recognized/ registered by the PM&DC;  AND  FCPS/PhD and equivalent qualification with other nomenclature OR MPH, MSPH/MHPE, DMJ (2 years), M.Phil and equivalent qualifications with other nomenclature, in the respective specialty recognized/ registered by PM&DC.	Two (2) years' teaching experience as Demonstrator/ Lecturer before or after Level-II-b qualification or one year's teaching experience as Demonstrator/ Lecturer before or after Level-III qualification.	Two (2) research publications are required in relevant subject.	By promotion from amongst the Senior Lecturers (BPS-18) in the respective subject in accordance with the qualification, experience and research as prescribed in columns (3), (4) and (5).



4	Senior Lecturer (BPS-18)	MBBS or equivalent medical qualification fully recognized/ registered by the PM&DC;  AND  FCPS/PhD and equivalent qualification with other nomenclature OR MPH, MSPH/MHPE, DMJ (2 years), M.Phil and equivalent qualifications with other nomenclature, in the respective specialty recognized/ registered by PM&DC.	---	---	By recruitment in accordance with prescribed qualification as indicated in columns (3).
5	Demonstrator (BPS-17)	MBBS or equivalent medical qualification recognized/ registered by the PM&DC.	---	---	On transfer basis from the Medical Officer, Dental Surgeons and Lady Medical Officers employed in the health department on the recommendation of selection committee, constituted by the Health Department.

### **B. Main Clinical Subjects:**

Medicine, Surgery, Gynecology/Obstetrics, Pediatrics, Otorhinolaryngology (ENT), Ophthalmology and any other new specialty recognized/accredited by PM&DC.

S. No.	Nomenclature and Basic Pay Scale (BPS) of the post	Prescribed Basic and Postgraduate Qualification	Teaching Experience	Magnitude of Research	Method of Recruitment
1	2	3	4	5	6
1	Professor (BPS-20)	MBBS or equivalent medical qualification recognized/ registered by the PM&DC;  AND  MD/ MS/ FCPS or equivalent qualifications in the specialty approved by SRC and recognized/ registered by the PM&DC.	Three (3) years' teaching experience as Associate Professor in respective subject is essential, provided that total experience as Assistant Professor and Associate Professor is not less than eight (8) years';  OR  Nine (9) years' teaching experience as Assistant Professor in the respective subject.	Six (6) research publications as Associate Professor are required in relevant subject.  A total of fifteen (15) research publications in relevant subject, of which six (6) should be during last three years'.	By promotion from amongst the Associate Professor (BPS-19) in the respective subject in accordance with the qualification, experience and research as prescribed in columns (3), (4) and (5).
2	Associate Professor (BPS-19)	MBBS or equivalent medical qualification recognized/ registered by the PM&DC;  AND  MD/ MS/ FCPS or equivalent qualifications in the specialty approved by	Five (5) years' teaching experience as Assistant Professor in respective subject.	Seven (7) research publications as Assistant Professor are required in relevant subject.  A total of nine (9) research publications in	By promotion from amongst the Assistant Professor (BPS-18) in the respective subject in accordance with the qualification, experience and research as prescribed in



		SRC and recognized/ registered by the PM&DC.		relevant subject, of which seven (7) as Assistant Professor.	columns (3), (4) and (5).
3	Assistant Professor (BPS-18)	MBBS or equivalent medical qualification recognized/ registered by the PM&DC;  AND  MD/ MS/ FCPS or equivalent qualifications in the specialty approved by SRC and recognized/ registered by the PM&DC.	Two (2) years' clinical experience in relevant subject in a recognized Institute after Level-III qualification.	Two (2) research publications are required in relevant subject.	By promotion from amongst the Senior Registrar (BPS-18) in the respective subject in accordance with prescribed qualification as indicated in columns (3), (4) and (5).
4	Senior Registrar (BPS-18)	MBBS or equivalent medical qualification recognized/ registered by the PM&DC;  AND  MD/MS/MDS/FCPS or equivalent qualifications in the specialty approved by SRC and recognized/ registered by the PM&DC.	---	---	By initial recruitment in accordance with prescribed qualification as indicated in column (3).
5	Junior Registrar (BPS-17)	MBBS or equivalent medical qualification recognized/ registered by the PM&DC.	---	---	On transfer basis from the Medical Officer and Lady Medical Officers employed in the health department on the recommendation of selection committee, constituted by the Health Department.

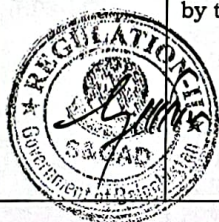
### **C. Clinical Sub-Specialties:**

Cardiology, Rheumatology, Orthopedics, Neurology, Urology, Psychiatry & Behavioral Sciences, Nephrology, Emergency Medicine, Family Medicine, Critical Care , Gastroenterology, Medicine, Pediatric Neurology, Dermatology, Pulmonology, Thoracic Surgery, Neuro Surgery, Pediatric Surgery, Cardiac Surgery, Immunology, Anesthesiology, Radiology, Radiotherapy, Oncology, Clinical Hematology, Pediatric Cardiology, Child Psychiatry, Forensic psychiatry, Endocrinology, Neonatology, Infectious Disease, Plastic Surgery and any other new specialty recognized/Accredited by PM&DC.

S. No.	Nomencla- ture and Basic Pay Scale (BPS) of the post	Prescribed Basic and Postgraduate Qualification	Teaching Experience	Magnitude of Research	Method of Recruitment
1	2	3	4	5	6
1	Professor (BPS-20)	MBBS or equivalent medical qualification recognized/ registered by the PM&DC;  AND  MD/ MS/ FCPS or equivalent qualifications in the specialty approved by SRC and recognized/ registered by the PM&DC.	Three (3) years' teaching experience as Associate Professor in respective subject is essential, provided that total experience as Assistant Professor and Associate Professor is not less than eight (8) years';  OR  Nine (9) years'	Six (6) research publications as Associate Professor are required in relevant subject.  A total of fifteen (15) research publications in relevant subject, of which six (6) should be during last three years.	By promotion from amongst the Associate Professor (BPS-19) in the respective subject in accordance with the qualification, experience and research as prescribed in columns (3), (4) and (5).



			teaching experience as Assistant Professor in the respective subject.		
2	Associate Professor (BPS-19)	MBBS or equivalent medical qualification recognized/ registered by the PM&DC;  AND MD/ MS/ FCPS or equivalent qualifications in the specialty approved by SRC and recognized/ registered by the PM&DC.	Five (5) years teaching experience as Assistant Professor in respective subject.	Seven (7) research publications as Assistant Professor are required in relevant subject.  A total of nine (9) research publications in relevant subject, of which seven (7) as Assistant Professor.	By promotion from amongst the Assistant Professor (BPS-18) in the respective subject in accordance with the qualification, experience and research as prescribed in columns (3), (4) and (5).
3	Assistant Professor (BPS-18)	MBBS or equivalent medical qualification recognized/ registered by the PM&DC;  AND MD/ MS/ FCPS or equivalent qualifications in the specialty approved by SRC and recognized/ registered by the PM&DC.	Two (2) years' clinical experience in relevant subject in a recognized Institute after Level-III qualification.	Two (2) research publications are required in relevant subject.	By promotion from amongst Senior Registrar (BPS-18) in the respective subject in accordance with prescribed qualification as indicated in columns (3), (4) and (5).
4	Senior Registrar (BPS-18)	MBBS or equivalent medical qualification recognized/ registered by the PM&DC;  AND MD/ MS/ FCPS or equivalent qualifications in the specialty approved by SRC and recognized/ registered by the PM&DC.	---	---	By initial recruitment in accordance with prescribed qualification as indicated in column (3).
5	Junior Registrar (BPS-17)	MBBS or equivalent medical qualification recognized/ registered by the PM&DC.	---	---	On transfer basis from the Medical Officer and Lady Medical Officers employed in the health department on the recommendation of selection committee, constituted by the Health Department.



#### **D. Basic Dental Subjects:**

Dental Materials, Oral Anatomy (Oral biology), Oral Pathology, Preventive and Public Health dentistry, Psychiatry & Behavioral Sciences, Medical Education, Forensic dentistry and any other new specialty recognized/Accredited by PMDC.

S. No.	Nomenclature and Basic Pay Scale (BPS) of the post	Prescribed Basic and Postgraduate Qualification	Teaching Experience	Magnitude of Research	Method of Recruitment
1	2	3	4	5	6
1	Professor (BPS-20)	BDS or equivalent qualification in Dentistry recognized/ registered by the PM&DC;  AND PhD/ FCPS/ MDS or	Three (3) years' teaching experience as Associate Professor in respective subject is essential, provided that total	Six (6) research publications as Associate Professor are required in relevant subject.  A total of fifteen	By promotion from amongst the Associate Professor (BPS-19) in the respective subject in accordance with the qualification,





		equivalent postgraduate qualifications in the respective basic subject recognized/registered by the PM&DC.	experience as Assistant Professor and Associate Professor is not less than eight (8) years';  OR Nine (9) years' teaching experience as Assistant Professor in the respective subject.	(15) research publications in relevant subject, of which six (6) should be during last three years.	experience and research as prescribed in columns (3), (4) and (5).
2	Associate Professor (BPS-19)	BDS or equivalent qualification in Dentistry recognized/registered by the PM&DC;  AND PhD/ FCPS/ MDS/ MPH, MSPH/ M.Phil/ M.Sc or equivalent postgraduate qualifications in the respective basic subject recognized/registered by the PM&DC.	Five (5) years' teaching experience as Assistant Professor in respective subject.	Seven (7) research publications as Assistant Professor are required in relevant subject.  A total of nine (9) research publications in relevant subject, of which seven (7) as Assistant Professor.	By promotion from amongst the Assistant Professor (BPS-18) in the respective subject in accordance with the qualification, experience and research as prescribed in columns (3), (4) and (5).
3	Assistant Professor (BPS-18)	BDS or equivalent qualification in Dentistry recognized/registered by the PM&DC;  AND PhD/ FCPS/ MDS/ MPH, MSPH/ M.Phil/ M.Sc or equivalent postgraduate qualifications in the respective basic subject recognized/registered by the PM&DC.	Two (2) years' teaching experience as Senior Lecturer before or after Level-II-b and one year's experience is required for Level-III qualification holder in relevant subject in a recognized Institute.	Two (2) research publications are required in relevant subject.	By promotion from amongst the Senior Lecturer (BPS-18) in the respective subject in accordance with the qualification, experience and research as prescribed in columns (3), (4) and (5).
4	Senior Lecturer (BPS-18)	BDS or equivalent qualification in Dentistry recognized/registered by the PM&DC;  AND PhD/ FCPS/ MDS/ MPH, MSPH/ M.Phil/ M.Sc or equivalent postgraduate qualifications in the respective basic subject recognized/registered by the PM&DC.	---	---	By initial recruitment in accordance with prescribed qualification as indicated in column (3).
5	Dental Demonstrator (BPS-17)	BDS or equivalent qualification in Dentistry recognized/registered by the PM&DC.	---	---	On transfer basis from the Medical Officer and Lady Medical Officers employed in the health department on the recommendation of selection committee, constituted by the Health Department.



### **E. Dental Clinical Subjects:**

Oral Maxillofacial Surgery, Operative / Preventive Dentistry, Prosthetics (Prosthodontics), Orthodontics, Periodontology, Oral medicine, Endodontics, Periodontics and any other new specialty recognized/Accredited by PM&DC.

S. No.	Nomenclature and Basic Pay Scale (BPS) of the post	Prescribed Basic and Postgraduate Qualification	Teaching Experience	Magnitude of Research	Method of Recruitment
1	2	3	4	5	6
1	Professor (BPS-20)	BDS or equivalent qualification in Dentistry recognized/registered by the PM&DC;  AND FCPS/ MS/ MDS or equivalent postgraduate qualifications in the respective basic subject recognized/registered by the PM&DC.	Three (3) years' teaching experience as Associate Professor in respective subject is essential, provided that total experience as Assistant Professor and Associate Professor is not less than eight (8) years';  OR Nine (9) years teaching experience as Assistant Professor in the respective subject.	Six (6) research publications as Associate Professor are required in relevant subject.  A total of fifteen (15) research publications in relevant subject, of which six (6) should be during last three years.	By promotion from amongst the Associate Professor (BPS-19) in the respective subject in accordance with the qualification, experience and research as prescribed in columns (3), (4) and (5).
2	Associate Professor (BPS-19)	BDS or equivalent qualification in Dentistry recognized/registered by the PM&DC;  AND FCPS/ MS/ MDS or equivalent qualifications in the respective basic subject recognized/registered by the PM&DC.	Five (5) years' teaching experience as Assistant Professor in respective subject.	Seven (7) research publications as Assistant Professor are required in relevant subject.  A total of nine (9) research publications in relevant subject, of which seven (7) as Assistant Professor.	By promotion from amongst the Assistant Professor (BPS-18) in the respective subject in accordance with the qualification, experience and research as prescribed in columns (3), (4) and (5).
3	Assistant Professor (BPS-18)	BDS or equivalent qualification in Dentistry recognized/registered by the PM&DC;  AND FCPS/ MS/ MDS or equivalent qualifications in the respective basic subject recognized/registered by the PM&DC.	Two (2) years' teaching experience as Registrar before or after Level-III qualification in relevant subject in a recognized Institute.	Two (2) research publications are required in relevant subject.	By promotion from amongst Senior Registrar (BPS-18) in the respective subjects in accordance with prescribed qualification as indicated in columns (3), (4) and (5).
4	Senior Registrar (BPS-18)	BDS or equivalent qualification in Dentistry recognized/registered by the PM&DC;  AND FCPS/ MS/ MDS or equivalent qualifications in the respective basic subject recognized/registered by the PM&DC.	---	---	By initial recruitment in accordance with prescribed qualification as indicated in column (3).



5	Junior Registrar (BPS-17)	BDS or equivalent qualification in Dentistry recognized/ registered by the PM&DC.	---	---	On transfer basis from the Medical Officer and Lady Medical Officers employed in the health department on the recommendation of selection committee, constituted by the Health Department.
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### **F. Establishment**

Regulations for Appointment of Principals/Deans/ Executive Directors in the Undergraduate & Postgraduate Medical & Dental Institutions.

S. No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1	Dean/Director Post Graduate Medical Institutes (BPS-20)	---	By Transfer / Posting from amongst the Professors (BPS-20) (Medical Sciences) of undergraduates/ postgraduate Institutions.
2	Principle (Medical/Dental Colleges) (BPS- 20)	---	By Transfer / Posting from amongst the Professors (BPS-20) of undergraduate/ postgraduate Medical and Dental Institutions.
3	Executive Director/Chief Executive Officer of Medical Institutes (BPS-20)	---	By Transfer / Posting from amongst the concerned specialty Professors (BPS-20) of Undergraduate/ Postgraduate Institutions.

*Ghulam Sultan*  
(GHULAM SULTAN) 19/09/24  
Under Secretary (Regulations-II)  
S&GAD





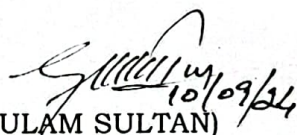
### **EXPLANATORY NOTES**

- (1) All the qualifications, duration of experience and magnitude of research mentioned in the Column 3, 4 and 5 of the Appendix are minimum requirements.
- (2) The Balochistan Health Department (Medical Educational Institutions- Undergraduate and Postgraduate) (BPS-17 and above) Service Rules, 2024 shall apply on all faculty members serving or to be recruited in future in the following public sector Undergraduate & Post Graduate Medical Educational Institutions in the Province of Balochistan, provided that appointments already made according to previous service rules shall not be adversely affected:-
  - (i) UNDERGRADUATE MEDICAL EDUCATIONAL INSTITUTIONS INCLUDE:
    - (a) Bolan Medical College, Quetta
    - (b) Makran Medical College, Turbat
    - (c) Loralai Medical College, Loralai
    - (d) Jhalanwan Medical College, Khuzadar
    - (e) Dental College, Quetta
    - (f) Any other public sector medical College/ Institute created in future with recommendation of Government of Balochistan.
  - (ii) POSTGRADUATE MEDICAL EDUCATIONAL INSTITUTIONS INCLUDE:
    - (a) Post Graduate Medical Institute, Quetta
    - (b) Balochistan Institute of Psychiatry & Behavioral Science, Quetta
    - (c) Sheikh Khalifa bin Zayed al Nahyan (SMBZAN) Institute Sariat, Quetta
    - (d) Fatima Jinnah Institute of Chest Diseases, Quetta
    - (e) Balochistan Institute of Child Health, Quetta
    - (f) Any other Public Sector Postgraduate Medical institute created in future with recommendation of Government of Balochistan.
- (3) The faculty members shall be transferable among Medical Colleges/Institutes. Their posting/ transfer in any of the declared (currently or in future) Teaching District Headquarter Hospital shall not adversely affect the seniority position and experience of the respective faculty member. There shall be a common pool for their promotion.
- (4) Standard Medical Journal means the Journal listed in Index Medical or Excerptia Medical. The term also includes the journals approved by the Pakistan Medical Commission / Higher Education Commission for the purpose.
- (5) First six authors of published article shall be considered equal and will get full credits.
- (6) Teaching Experience in recognized institution means:
  - (a) Experience attained in a College/Hospital/Institution duly notified by Health Department Govt of Balochistan as Teaching Hospital/Institution.
  - (b) Or any other Institution recognized as Teaching Institution by Competent Authority of Federal Government/ Sister Province.
  - (c) Equivalent posts as Boards qualification from USA and other foreign countries provided that the experience is recognized by Pakistan Medical Commission.
- (7) The qualification like M.R.C (Path) FCPS etc conferred or acquired on honorary basis or foundation basis by the medical graduates, considering their contribution in profession shall not be considered for the purpose of appointment in the medical or dental institutions of Balochistan.
- (8) Only Postgraduate training shall not be considered for appointment in teaching Medical/Dental Institutions of Balochistan, for which postgraduate qualification obtained after passing the examinations and recognized by the Pakistan Medical Commission is essential.





- (9) Experience (substantive full time and not part-time) gained in recognized teaching institutions abroad may be recognized by the Pakistan Medical and Dental Council, as under:-
- (a) Professor as equal to Professor in Pakistan.
  - (b) Associate Professor as equal to Associate Professor in Pakistan.
  - (c) Assistant Professor as equal to Assistant Professor in Pakistan.
  - (d) Senior Registrar in a teaching Institution is equal to Senior Registrar in Pakistan.
  - (e) Lecturer with post graduate qualifications in basic subjects shall be equivalent to Demonstrator with post graduate qualifications in Pakistan.
- (10) The experience gained in one specialty cannot be counted for appointment/ promotion in other specialty in clinical subjects for example, experience gained in Orthopedic Surgery cannot be counted for appointment/ Promotion in General Surgery and similarly experience gained in Cardiology etc cannot be counted for appointment/ promotion in General Medicine and vice versa.
- (11) Teaching experience shall only be counted from the date of induction against the teaching post on Regular/Adhoc/Contract basis by a competent authority, provided that counting of such experience in cases of Adhoc and Contract Appointees shall not adversely affect the seniority of any Regular Employee, if there is no gap between the Adhoc/Contract and Regular appointments.
- (12) 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. However, on need basis the Government may hire the services of retired faculty members on contract basis and the age limit for retired service holders will be upto seventy (70) years as per PMC Rules.

  
(GHULAM SULTAN)  
Under Secretary (Regulations-II)  
S&GAD

