

Method of Recruitment for Teaching Staff

Nomenclature	Minimum Qualification & Experience for Appointment by Initial Recruitment, Promotion or Transfer	Age Limit for appointment By Initial recruitment	Method of Appointment	Remarks
<p><u>Assistant Professor</u></p> <p>Anatomy, Physiology, Biochemistry, Pharmacology, Community Medicine, Forensic, Medicine, Toxicology, Pathology, Microbiology, Chemical Pathology, Hematology,</p>	<p><u>Qualification</u></p> <p>a) MBBS or equivalent medical qualification recognized by the Pakistan Medical & Dental Council ; and b) DSC/PHD/FCPS/MS/MD/M.Phil (Pak), in the related clinical subject or equivalent qualification recognized / registered by the Pakistan Medical & Dental Council; or c) Postgraduate Minor Diploma in the respective subject recognized / registered by the Pakistan Medical & Dental Council; Provided that preference shall be given to original research work published in standard Medical Journal.</p> <p><u>Experience</u></p> <p>Teaching experience in the case of qualification at (b) above shall be preferred, while three years teaching experience as Demonstrator / Lecturer, in the case of qualification at (c) above, before or after post graduation shall be essential.</p>	27 to 45 years	By Initial Recruitment	<p>a. FCPS, MD or MS in related clinical subjects shall have last preference for appointment in the basic subjects.</p> <p>b. Minor Diploma holders shall be considered only when persons with higher qualification are not available.</p>

Histopathology				
<u>Associate Professor</u> Anatomy, Physiology, Biochemistry, Pharmacology Community Medicine, Forensic Medicine, Toxicology, Pathology, Microbiology, Chemical Pathology, Hematology, Histopathology	<u>Qualification</u> a. MBBS or equivalent Medical Qualification recognized by the Council; and b. D.SC/Ph.D/FCPS/MS/MD/M.Phill (Pak) in the respective basic subject or FCPS/MD/MS in the related clinical subjects or equivalent qualification recognized / registered by the Pakistan Medical & Dental Council with at least three papers on research work of original nature published in a Standard Medical Journal; or c. Postgraduate Minor Diploma in the respective subject recognized / registered by the Pakistan Medical & Dental Council, with at least five papers on research work of original nature published in a standard Medical Journal. <u>Experience</u> Five years teaching experience as Assistant Professor in the relevant subject in case of qualification at (b) above and seven years teaching experience as Assistant Professor in the relevant subjects, in the case of qualification at (c) above shall be essential.	35 to 45 years	By promotion from amongst Assistant Professor; provided that where suitable candidates with prescribed qualification and experience in not available the post shall be filled by initial recruitment.	a. FCPS, MD or MS in related Clinical subjects shall have last preference for the purpose of initial appointment in the basic subjects. b. Minor diploma holders for the purpose of initial appointment shall be considered only when persons of higher qualification are not available.

	<p>Note</p> <p>For the purpose of counting experience prescribed above.</p> <p>a. The experience gained as Lecturer / Demonstrator by person who obtain postgraduate qualification in basic science subjects at a later stage shall be added in the ratio of 4:1 to the experience as Assistant Professor. i.e. four years experience as lecturer / Demonstrator shall be equivalent to one year experience as Assistant Professor.</p> <p>b. Experience gained as lecturer / Demonstrator, in basic science subjects with the requisite Postgraduate qualification like M.Phil/Ph.D etc. shall be added in the ratio of 2:1 to the experience as Assistant Professor i.e. two years teaching experience as lecturer / Demonstrator with the requisite Postgraduate qualification shall be equivalent to one year teaching experience as Assistant Professor.</p>			
<p>Professor</p> <p>Anatomy,</p>	<p>Qualification</p> <p>a. MBBS or equivalent Medical qualification recognized by the</p>	<p>40 to 50 years</p>	<p>By promotion from amongst Associate</p>	<p>a. FCPS, MD or MS in related clinical subject shall have last</p>

<p>Physiology, Biochemistry, Pharmacology Community Medicine, Toxicology, Pathology, Microbiology, Chemical Pathology, Hematology, Histopathology, Forensic Medicine.</p>	<p>Council; and b. D.Sc/Ph.D/FCPS/ MS/MD/M.Phil (Pak) in the respective basic subjects or FCPS/MD/MS in the related clinical subjects or equivalent qualification recognized / registered by the Pakistan Medical & Dental Council with at least two papers on research work of original nature published in a standard Medical Journal within three years before appointment.</p> <p><u>Experience</u></p> <p>a. Three years teaching experience as an Associate Professor in the respective subject and a total teaching experience of eight years as Assistant Professor and Associate Professor; or b. Nine years teaching experience as Assistant Professor and Associate Professor in the respective subject.</p> <p><u>Note</u></p> <p>For the purpose of counting experience prescribed above.</p> <p>a. The experience gained as Lecturer / Demonstrator by person who obtain postgraduate qualification in basic science subjects at a later stage shall be added in the ratio of 4:1 to the experience as Assistant Professor. i.e. four years</p>		<p>Professor; provided that where suitable candidates with prescribed qualification and experience is not available the post shall be filled by Initial recruitment.</p>	<p>preference for the purpose of initial appointment in the basic subject b. Minor diploma holders for the purpose of initial appointment shall be considered only when persons of higher qualification are not available.</p>
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	<p>experience as lecturer / Demonstrator shall be equivalent to one year experience as Assistant Professor.</p> <p>b. Experience gained as lecturer / Demonstrator, in basic science subjects with the requisite Postgraduate qualification like M.Phil/Ph.D etc. shall be added in the ratio of 2:1 to the experience as Assistant Professor i.e. two years teaching experience as lecturer / Demonstrator with the requisite Postgraduate qualification shall be equivalent to one year teaching experience as Assistant Professor.</p>			
<p><u>Senior Registrars</u> (All Specialties)</p>	<p>a. MBBS or equivalent qualification recognized by the Council. And</p> <p>b. FCPS/MS/MD in the respective subject or equivalent qualification in the specialty recognized by the Pakistan Medical & Dental Council.</p>	25 to 45 years	By Initial Recruitment	
<p><u>Assistant Professor</u> Medicine, General Surgery, Eye, Gynecology, ENT and Pediatrics and all other specialties</p>	<p>a. MBBS or equivalent medical qualification recognized by the Pakistan Medical & Dental Council; and</p> <p>b. FCPS/ MS/MD in the respective subject or equivalent qualification in the specialty recognized by the Pakistan Medical & Dental Council.</p> <p><u>Experience</u></p>	28 to 45 years	<p>a. 50% by initial recruitment ; and</p> <p>b. 50 % by promotion, on the basis of seniority – cum – fitness</p>	

	<p>Three years experience in the respective subject in the following order of preference:</p> <ol style="list-style-type: none"> i. Teaching experience; ii. Practical experience after post graduation; iii. Practical experience before post graduation; 		<p>from amongst the Senior Registrars possessing the qualification and experience prescribed for initial recruitment.</p>	
<p><u>Associate Professor (All Specialties)</u></p>	<ol style="list-style-type: none"> a. MBBS or equivalent medical qualification recognized by the Pakistan Medical & Dental Council; and b. FCPS/MD/MD in the respective subject or equivalent qualification in the specialty recognized by the Pakistan Medical & Dental Council, with three papers on research work of which at least two shall be as Principal Author in the capacity of Assistant Professor in the relevant specialty published in a standard Medical journal. <p><u>Experience</u></p> <p>Five years teaching experience as Assistant Professor in the relevant subject.</p>	<p>35 to 45 years</p>	<p>By promotion from amongst Assistant Professors; provided that where suitable candidates with the prescribed qualification; and experience is not available, the post shall be filled by initial recruitment.</p>	
<p><u>Professor (All Specialties)</u></p>	<p><u>Qualification</u></p> <ol style="list-style-type: none"> a. MBBS or equivalent medical qualification recognized by the Pakistan Medical & Dental Council; 	<p>45 to 55 years</p>	<p>By promotion, on the basis of</p>	

	<p>and</p> <p>b. FCPS/MS/MD in the respective subject or equivalent qualification in the specialty recognized by the Pakistan Medical & Dental Council with at least two papers on research work in the relevant specialty published in a Standard Medical Journal as Principal author in the capacity of Associate Professor.</p> <p><u>Experience</u></p> <p>a. Three years teaching experience as an Associate Professor in the respective subject and a total</p> <p>teaching experience of eight years as Assistant Professor and Associate Professor; or</p> <p>b. Nine years teaching experience as Assistant Professor and Associate Professor in the respective subject.</p>		<p>Seniority – cum – fitness from amongst Associate Professors who possess the qualification and experience prescribed for initial recruitment; provided that where suitable candidate with the requisite qualifications and experience is not available, the post shall be filled by initial recruitment.</p>	
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