

KING EDWARD MEDICAL UNIVERSITY

(TERMS & CONDITIONS OF SERVICE OF TEACHING STAFF)

In exercise of powers vested under Section 30 of the King Edward Medical University Act, Lahore, 2005, the University has framed the King Edward Medical University (Terms & Conditions of Service for Teaching Staff) Rules, 2014 are as under:

PART I CATEGORIES OF POSTS

1. There shall be following teaching posts in the King Edward Medical University (the “University”) having Basic Scales of pay as mentioned against each of the posts.

Demonstrator/Lecturer/Research Officer	BS-17
Senior Demonstrator /	
Senior Registrar/Senior Lecturer	BS-18
Assistant Professor	BS-19
Associate Professor	BS-20
Professor	BS-21

Part II CRITERIA RELATED TO QUALIFICATION, EXPERIENCES, AND PUBLICATIONS

1. Qualifications:

- (1) All requirements herein laid down are minimum qualifications required for that post.
- (2) The qualifications conferred or acquired on honorary basis or foundation basis by the medical graduates considering their contribution to the profession shall not be considered for the purpose of appointment.
- (3) For the appointment against different post of basic and clinical department. Only the Medical graduates will be considered apart from Center of Biomedical Sciences where Non-Medical graduate can be appointed on the criteria laid down by HEC.
- (4) The medical graduates with the qualification of Ph.D. in the clinical subject shall only be considered for appointment as Senior Registrar, Assistant Professor, Associate Professor, and Professor in Clinical subject if they have major Post graduate Medical Qualification (FCPS,MD,MS,,MDS or equivalent) in same Clinical Subject.
- (5) A doctor possessing the qualifications of M.D./F.C.P.S or equivalent. in Medicine can be appointed as Senior Registrar in the sub-specialties of Medicine and a doctor possessing the qualifications of M.S./F.C.P.S. or equivalent in Surgery can be appointed as Senior Registrar in the sub-specialties of Surgery, if a person with the requisite qualifications in the particular specialty is not available.

2 EXPERIENCE:-

1. Experience in recognized institution means for the purpose of appointment to the teaching posts.
2. Period of deputation or study leave for acquisition of Postgraduate Medical Qualification shall be given full teaching experience if the Person has Major Post graduate Qualification (PhD/MD/MDS/FCPS or any equivalent qualification.) and is holding the post of Senior Registrar, Assistant Professor, Associate Professor etc, before proceeding on deputation for study leave. However no credit shall be given before obtaining of Major Post graduate Qualification for which the deputation/ leave is granted. This benefit shall not exceed the minimum period prescribed in the syllabus for acquiring the qualification and no credit will be given if the candidate fail to acquire the subject qualification.
3. Only Postgraduate training cannot be considered for appointment.
4. Experience gained in recognized teaching institutions abroad may be recognized as approved by HEC or PMDC as under:-
 - (a) Professor as equal to Professor in Pakistan.
 - (b) Associate Professor *as* equal to Associate Professor in Pakistan provided they are substantive full time and not part-time.
 - (c) Assistant Professor as equal to Assistant Professor in Pakistan provided they are substantive full time and not part-time.
 - (d) Full time Consultant in a teaching hospital abroad who is actively involved in teaching of undergraduate or post graduate Medical Students credit will be equal to Assistant Professor in Pakistan in a ratio of 2:1.
 - (e) Senior Registrar in a teaching institution is equal to Senior Registrar in Pakistan.
 - (f) The Lecturer in a teaching institution with Clinical postgraduate qualification abroad is equal to Senior Registrar in clinical subjects.
 - (g) Lecturer with Postgraduate qualification in basic subjects shall be equivalent to Lecturer/Demonstrator with Postgraduate qualification in Pakistan.
5. In case there is no terminal qualification of any specialty the candidates having qualification like FCPS, MD, MS, in General Medicine or Surgery having three years practical/teaching experience in that specialty after post graduation are eligible for appointment of Assistant Professor in that specialty.
6. The experience gained in one specialty shall not be counted for appointment/promotion in other specialty in clinical subject, 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.
7. The experience gained as Lecture/Demonstrator by the person who obtained postgraduate qualification in basic subjects at a later stage shall be counted in the ratio of 4:1 to that of Assistant Professor i.e. four years experience as Demonstrator shall be equivalent to one year experience as Assistant Professor.

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8. The experience gained as Lecturer/Demonstrator in basic subject with requisite postgraduate qualification like Ph.D./F.C.P.S/MS/M.D.S/M.Phil, etc. shall be counted at par with the Senior Registrar on clinical side i.e. in the ratio of 2:1 for example two years teaching experience as Demonstrator with the requisite postgraduate qualification is equivalent to one year experience as Assistant Professor.
9. The experience gained as a Senior Registrar inside or outside Pakistan in a recognized teaching hospitals by a person with the requisite postgraduate qualifications equal to F.C.P.S. etc. should be counted as equivalent to Assistant Professor in a ratio of 2:1.
10. The teaching experience in the subject of Medical Jurisprudence gained in the medical colleges as Demonstrator be considered as equivalent to the experience of medico-legal works, for the appointment as Assistant Professor in the subject of Forensic Medicine and Toxicology.
11. Professor of Neuro-Surgery, Orthopaedic Surgery, Thoracic Surgery, Cardiac Surgery etc; cannot be designated as Head of Department of General Surgery. Similarly Professor of Paediatrics, Cardiology etc. cannot be made Head of Department of General Medicine. However, Professor of these specialties can be appointed as Principal of the constituent or the affiliated Medical College.
12. The full-time Consultant in a teaching hospital attached to a recognized teaching institution with the major postgraduate qualification like F.C.P.S. or equivalent who are performing the teaching duties and actively involved in teaching of undergraduate or Post graduate Medical Students be considered equal to Assistant Professor in a ratio of 2:1, i.e. 2 years experience as full time Consultant be considered as equivalent to one year's experience as Assistant Professor.
13. The doctors on administrative duties in teaching institution possessing requisite postgraduate qualification in Community Medicine/Public Health and are actually involved in some of the teaching/training programmes in addition to their administrative duties, their experience can be counted as equal to half of the teaching experience of Assistant Professor (2:1).
14. 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:
 - a) Dental Material-Prosthetic/Operative Dentistry.
 - b) Oral Anatomy-Orthodontics/Oral Surgery.
 - c) Oral Pathology-Histopathology + Microbiology.
15. If a teacher has retired from an active full time teaching he may be allowed to be an examiner till a maximum age limit of 70 years provided he is mentally and physically fit for the job.

FOR TENURE TRACK STATUE APPOINTMENTS:-

- a) Appointments against the Tenure Track Statue post shall be made according to the terms and condition made by Higher Education Commission.
- b) Teachers appointed against Tenure Track Statue shall be eligible to be appointed in the University on regular basis with same nomenclature, job description and responsibilities in the University subject to:-
 - i. Mutual consent of Higher Education Commission and the University.
 - ii. Completion of 3-Years of Services in Tenure Track Statues.
 - iii. Availability of vacant post in the University.
 - iv. Very Good Performance Evaluation Report (75% Score).
 - v. Recommendations by the Dean's Committee.
 - vi. Recommendations by Vice Chancellor of the University.
 - vii. Final Approval by the Syndicate of University.

3. PUBLICATIONS

- (a) "Standard Medical Journal" shall mean the Journal enlisted in the Journals approved by HEC/PMDC.
- (b) The applicant shall provide proof of publications of his article in a journal approved by HEC/PMDC. For this purpose applicant has to provide original copy of Journal in which his article has been published. Photo copies can be accepted in pressing cases if they bear verification of editor of the journal in case of local Journal or verification by a Principal of a Medical/Dental College in case of a foreign Journal.
- (c) In case of Online Publication it will be verified on the website and full credit will be given.
- (d) No credit of publishing of Review Article/writing a Chapter or a Text Book shall be given for the purpose of fulfilling the requirement of research publication for the purpose of promotion.
- (e) Letter of acceptance for publication of a research paper shall not merit the credit of a research paper.
- (f) Equal Credit shall be given to all the Authors, which will be nominated by the principal author and will be notified to the Editor before Publication.
- (g) Letter to Editor shall not carry any credit.
- (h) No credit will be given to dissertation thesis work.
- (i) Proceedings of conferences, seminars shall not be considered as publications.
- (j) Credits granted before coming in force of these regulations shall hold.
- (k) In case of any deficiency in the promotion policy of teaching staff in these regulations, the policy of Govt. of the Punjab will be adopted.

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(Source is Higher Education Commission rules for appointment of teachers in Degree Awarding Institution)-(Annexed)

Part III ELIGIBILITY REQUIREMENTS

The appointment to all of the teaching posts shall be made from amongst the candidates eligible for the appointment to the said post according to the following criteria

- Qualification will be considered as mentioned in Part-II.(1) of Terms and condition of Service of Teaching Staff.
- Experience will be considered as mentioned in Part-II.(2) of Terms and condition of Service of Teaching Staff.

A. BASIC MEDICAL SCIENCE And NON-CLINICAL SUBJECTS							
Post	(a) Basic Pay Scale	(b) Basic Qualifications	(c) Additional Postgraduate Qualifications	(d) Experience	(e) Research	(f) Mode of appointment	(d) Remarks
(1) Demonstrator /Lecturer	17	MBBS/ BDS (for dental section) or equivalent medical qualification as determined by HEC/ PM&DC.	-----	One year house job	-----	Direct	Credit will be given to those who have experience in same subject.
(2) Senior Demonstrator/ Senior Lecturer	18	MBBS/ BDS (for dental section) or equivalent medical qualifications as determined by HEC/ PM&DC.	Ph.D./FCPS/MS/M.D/ M. Phil/ M.Sc./ MPH/ DMJ or equivalent qualification as determined by PM&DC/ HEC in respective basic subjects	If all other things are equal then teaching experience in the relevant subject should be preferred over practical experience.	Credit will be given to the original published research work in the standard medical journal as approved by the PM&DC or HEC	Direct/ Promotion from Demonstrator	FCPS/MD/MS in related clinical subjects may be eligible for appointment as Senior Lecture in Basic Subjects as last priority in exigency.
(3) Assistant Professor	19	MBBS/ BDS (for dental section) or equivalent medical qualification as determined by HEC/ PM&DC.	1). Ph.D./MD/MS/ MDS/ FCPS or equivalent medical qualification in respective subject as determined by PM&DC/ HEC	1). No experience is required however, credit will be given to those who have teaching experience in an HEC recognized University or HEC recognized Medical/Dental College.	Credit will be given to those who have research publications published in PM&DC or HEC recognized journals	Direct	For appointment of Assistant Professor in subject of Community Medicine 4-Years professional experience after M.Phil or equivalent qualification in a national or International organization can be considered
			2). M.Phil. or equivalent degree awarded after 18-years of education in the relevant field from an HEC recognized University/Institution	2). 4-Years teaching experience in an HEC recognized University or HEC recognized Medical /Dental College.			

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(4) Associate Professor	20	MBBS/ BDS (for dental section) or equivalent medical qualification as determined by HEC/ PM&DC.	Ph.D./ FCPS/MD/ MS/ MDS in respective subject or equivalent qualification as determined by PM&DC/ HEC	10-years teaching experience in an HEC recognized University or HEC recognized Medical/Dental College. OR 5 Years post M.Phil teaching experience till 2014.	At least 10 research publications (with at least 4 in last five years be published in standard medical journal as approved by the HEC or PM&DC.	Direct /promotion	
5) Professor	21	MBBS/ BDS (for dental section) or equivalent medical qualification as determined by HEC/ PM&DC.	Ph.D./ FCPS/MD/ MS/ MDS in respective subject or equivalent qualification as determined by PM&DC/ HEC	10 years Post M.Phil teaching experience in an HEC recognized University or HEC recognized Medical/Dental College. Note: after 30th June, 2015, at least 8-years post PhD level experience in an HEC recognized University or HEC recognized Medical/Dental College.	At least 15 research publications (with at least 5 in last five years be published in standard medical journal as approved by the HEC or PM&DC.	Direct /promotion	

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B. CLINICAL SUBJECTS							
Post	(a) Basic Pay Scale	(b) Basic Qualifications	(c) Additional Postgraduate Qualifications	(a) Experience	(b) Research	(c) Mode of appointment	(d) Remarks
(1) Senior Registrar	18	MBBS/ BDS (for dental section) or equivalent medical qualification as determined by HEC/ PM&DC.	F.C.P.S/M.S/M.D / MDS/PhD (in respective subject)/ Membership of Royal Colleges (UK)/Diplomat of American Board OR Other terminal equivalent qualifications in the specialty recognized/register ed by the HEC/ PM&DC.	No experience is required however, preference will be given to those who have teaching experience in an HEC recognized University or HEC recognized Medical College.	Credit will be given to the original published research work in the standard medical journal as approved by the PM&DC/ HEC	Direct	PhD without major Clinical Qualification mentioned in Section-C will not be eligible.
(2) Assistant Professor	19	MBBS/ BDS (for dental section) or equivalent medical qualification as determined by HEC/ PM&DC.	F.C.P.S/M.S/M.D/ MDS/PhD (in respective subject)/ Membership of Royal Colleges (UK)/Diplomat of American Board OR Other terminal equivalent qualifications in the specialty recognized/register ed by the HEC/ PM&DC.	Preference will be given to those who have teaching experience in an HEC recognized University or HEC recognized Medical College.	Credit will be given to the original published research work in the standard medical journal as approved by the PM&DC/ HEC	Direct	PhD without major Clinical Qualification mentioned in Section-C will not be eligible.

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(3) Associate Professor	20	MBBS/ BDS (for dental section) or equivalent medical qualification as determined by HEC/ PM&DC.	F.C.P.S/M.S/M.D/ MDS/Ph.D (in respective subject)/ Membership of Royal Colleges (UK)/Diplomat of American Board OR Other terminal equivalent qualifications in the specialty recognized/register ed by the HEC/ PM&DC.	5-years teaching experience as Assistant Professor or equivalent in an HEC recognized University or HEC recognized Medical/Dental College.	At least 10 research publications (with at least 4 in last five years be published in standard medical journal as approved by the HEC/ PM&DC.	Direct /promotion	PhD without major Clinical Qualification mentioned in Section-C will not be eligible.
(4) Professor	21	MBBS/ BDS (for dental section) or equivalent medical qualification as determined by HEC/ PM&DC.	F.C.P.S/M.S/M.D/ MDS/Ph.D (in respective subject)/ Membership of Royal Colleges (UK)/Diplomat of American Board OR Other terminal equivalent qualifications in the specialty recognized/register ed by the HEC/ PM&DC.	3 years teaching experience as Associate Professor in an HEC recognized University or HEC recognized Medical/Dental College. OR 10-years teaching experience as Assistant Professor or equivalent in an HEC recognized University or HEC recognized Medical/Dental College.	At least 15 research publications (with at least 5 in last five years be published in standard medical journal as approved by the HEC/ PM&DC.	Direct /promotion	PhD without major Clinical Qualification mentioned in Section-C will not be eligible.

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C. CENTER OF BIO-MEDICAL SCIENCES							
Post	Basic Qualifications	BPS	Additional Postgraduate Qualification	Experience	Research	Mode of appointment	Remarks
Research Officer (in Center of Bio-Medical Sciences)	M.Phil or Higher Qualification in the subject of Bio-Medical Sciences.	17	-	-	Credit will be given to the original published research Work in the standard medical journal as approved by the HEC.	Direct	-
Assistant Professor (in Center of Bio-Medical Sciences)	PhD Degree/Terminal Qualification in the subjects of Biomedical Sciences from an HEC recognized Institution.	19	-	-	Credit will be given to the original published research work in the standard medical journal as approved by the HEC	Direct	-
Associate Professor (in Center of Bio-Medical Sciences)	PhD Degree/Terminal Qualification in the subjects of Biomedical Sciences from an HEC recognized Institution.	20	-	10Years teaching/research experience in an HEC recognized University or a Postgraduate Institution or professional experience in the relevant field in a National or International Organization. Note: After 30 th June, 2015, at least 4-years Post-PhD level experience in an HEC recognized University or postgraduate	10research publications (with at least 4 publications in the past 5 years) in Journals recognized by the higher Education commission.	Direct /promotion	-

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				institution or professional experience in the relevant field in a National or International Organization will be required			
Professor (in Center of Bio-Medical Sciences)	PhD Degree/Terminal Qualification in the subjects of Biomedical Sciences from an HEC recognized Institution.	21	-	15Years Teaching/research experience in HEC recognized University or a postgraduate Institution or professional experience in the relevant field in a National or International organization will be required. Note: After 30 th June 2015 at least 8 years Post Ph.D level experience in an HEC recognized university or Postgraduate Institution or professional experience in the relevant field in a National or International will be required.	15research publications (with at least 5 publications in the past 5 years) in Journals recognized by the higher Education commission.	Direct /promotion	-

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Part III ELIGIBILITY REQUIREMENTS

The appointment to all of the teaching posts shall be made from amongst the candidates eligible for the appointment to the said post according to the following criteria:-

Terms & condition of service of teaching staff (Regulations) approved in the 51st Syndicate Meeting held on 09-05-2020.

CLINICAL SUBJECTS (sub-specialties)							
Post	(c) Basic Pay Scale	(d) Basic Qualifications	(c) Additional Postgraduate Qualifications	(c) Experience	(d) Research	(c) Mode of appointment	(d) Remarks
Assistant Professor • Urogynaecology • Fetal Medicine • Reproductive Endocrinology • Gynaecological Oncology	19 University cadre	MBBS or equivalent medical qualification as determined by HEC/ PM&DC.	F.C.P.S/M.S/Ph.D /MRCOG/Diplomat of American Board (in relevant subject) Or equal qualification recognized by PM&DC and Diploma / certification in relevant sub-specialty or two year experience in relevant field.	No experience is required Preference will be given to those who having teaching experience in PM&DC / HEC recognized institution.	Credit will be given to the original published research work in the standard medical journal as approved by the PM&DC/ HEC	Direct	PhD without major Clinical Qualification mentioned in Section-C will not be eligible.