

**GOVERNMENT OF THE NORTH WEST FRONTIER PROVINCE  
HEALTH DEPARTMENT**

**NOTIFICATION**

Peshawar, dated the 5<sup>th</sup> April, 2007

No. SOH-I/HD/8-76/07 In exercise of the powers conferred by sub-rule (2) of rule 3 of the North-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, and in supercession of this Department's Notification No. SO(H)1/6-22/83, dated 7<sup>th</sup> October, 1984, the Health Department, in consultation with the Establishment Department and the Finance Department, hereby lays down the method of recruitment, qualifications and other conditions specified in column 3 to 6 of the Appendix to this Notification which shall be applicable to the posts in Medical Colleges/Institutions in the North-West Frontier Province specified in column 2 of the said Appendix.

**SECRETARY TO GOVERNMENT OF THE NORTH-WEST FRONTIER PROVINCE  
HEALTH DEPARTMENT**

**Endst No and date even**

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1. The Vice Chancellor Khyber Medical University NWFP Peshawar.
2. The Chief Executive, KTH/LRH/HMC, Peshawar/AMI, Abbottabad/SMC, Swat/GMC, Dikhar/BMC, Bannu.
3. The Dean, PGMH/HMC, Peshawar.
4. The Principal, KMC/KGMC/KCD, Peshawar/AMC, Abbottabad/SMC Swat/GMC Dikhar/BMC, Bannu.
5. The Director Recruitment NWFP, Public Service Commission Scouts Building, Phase-IV, Hayatabad, Peshawar
6. The Director General, Health Services, NWFP, Peshawar.
7. The Accountant General, NWFP, Peshawar.
8. Assistant Legal Drafter-III (with 10 printed copies) with reference to his letter No LD/REG:11(4) 8/1/1793-94 dated 3-3-2007.
9. The Section Officer (Reg-II), Establishment Department, NWFP.
10. The Section Officer (SR-I) Govt. of NWFP, Finance Department.
11. The Manager Govt. Printing Press, Peshawar.
12. The Secretary Pakistan Medical and Dental Council, Islamabad.
13. P.S to Secretary Health.
14. PAs to Addl. Secretaries Health Department, NWFP
15. PAs to Deputy Secretaries, Health Department, NWFP

  
**(RASHID KHAN PINDAKHEL)  
DEPUTY SECRETARY-I**



**APPENDIX**

S. #	Nomenclature	Minimum qualification & Experience for appointment by initial Recruitment, Promotion or Transfer	Age limit for apptt. By initial recruitment	Method of apptt.	Remarks
1	2	3	4	5	6
1	<b>Assistant Professor</b> Anatomy, Physiology, Biochemistry, Pharmacology Community Medicine, Forensic Medicine, Toxicology, Pathology, Microbiology, Chemical Pathology, Haematology, Histo pathology	<p>a) MBBS or equivalent medical qualification recognized by the Council; and</p> <p>b. DSc/PhD/FCPS/MS/MD/M.Phil(Pak), in the respective basic subject or FCPS/MD/MS in the related clinical subject or equivalent qualification recognized/ registered by the council; or</p> <p>c. Postgraduate Minor Diploma in the respective subject recognized/ registered by the council; provided that preference shall be given to original research work published in standard Medical Journal.</p> <p><u>Experience</u> 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>

1	2	3	4	5	6
2	<b>Associate Professor</b> Anatomy, Physiology, Biochemistry, Pharmacology Community Medicine, Forensic Medicine, Toxicology, Pathology, Microbiology, Chemical Pathology, Haematology, Histopathology	<b>Qualification</b> a. MBBS or equivalent Medical qualification recognized by the Council; and b. D.Sc/Ph.D/FCPS/MS/MD/M.Phil (Pak) in the respective basic subject or FCPS/MD/MS in the related clinical subjects or equivalent qualification recognized/registered by the 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 Council, with at least five papers on research work of original nature published in a standard Medical Journal.  <b>Experience</b> 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 is not available the post shall be filled by initial recruitment	I. FCPS, MD or MS in related Clinical subjects shall have last preference for the purpose of initial appointment in the basic subjects.  II. Minor diploma holders for the purpose of initial appointment shall be considered only when persons of higher qualification are not available.



**Note**

For the purpose of counting experience prescribed above.

- a. The experience gained as lecturer/Demonstrator by person who obtained 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.**
  
- 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.**

1	2	3	4	5	6
3.	<b>Professor</b> Anatomy Physiology, Bio-chemistry, Pharmacology Community Medicine, Toxicology, Pathology, Microbiology, Chemical Pathology, Haematology, Histopathology, Forensic Medicine	<u><b>Qualification</b></u> a. MBBS or equivalent Medical qualification recognized by the 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 Council with at least two papers on research work of original nature published in a Standard Medical Journal within three years before appointment.  <u><b>Experience</b></u> 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; <b>OR</b> b. Nine years teaching experience as Assistant Professor and Associate Professor in the respective subject.	40 to 50 years	By promotion from amongst Associate Professor; provided that where suitable candidates with prescribed qualification and experience is not available the post shall be filled by initial recruitment	FCPS, MD or MS in related clinical subject shall have last preference for the purpose of initial appointment in the basic subject

**Note**

For the purpose of counting experience prescribed above.

- a. The experience gained as lecturer/Demonstrator by person who obtained 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.**
- 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.**

1	2	3	4	5	6
4.	<b>Senior Registrars</b> (All Specialities)	a) MBBS or equivalent qualification recognized by the Council. and (b). FCPS/MS/MD in the respective subject or equivalent qualification in the speciality recognized by the Council.	25 to 45 years	By initial recruitment	
5.	<b>Assistant Professor</b>  Medicine, General Surgery, Eye, Gynaecology, ENT and Paediatrics and all other specialities..	a.. MBBS or equivalent medical qualification recognised by the Council; and b.. FCPS/MS/MD in the respective subject or equivalent qualification in the speciality recognized by the Council. <u>Experience</u> Three years experience in the respective subject in the following order of preference:- i. Teaching experience; ii. Practical experience after postgraduation; iii. Practical experience before post graduation	28 to 45 years	a. 50 % by initial recruitment ; and b. 50% by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Registrars possessing the qualification and experience prescribed for initial recruitment.	



1.	2	3	4	5	6
6.	<b>Associate Professor (All specialities)</b>	a. MBBS or equivalent medical qualification recognized by the Council; and b... FCPS/MS/MD in the respective subject or equivalent qualification in the speciality recognized by the 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 speciality published in a standard Medical Journal.  <b>b. Experience</b> Five years teaching experience as Assistant Professor in the relevant subject.	35 to 45 years	By promotion from amongst Assistant Professors; provided that where suitable candidates with the prescribed qualifications and experience is not available, the post shall be filled by initial recruitment.	
7.	<b>Professor (All Specialities)</b>	a. MBBS or equivalent medical qualification recognised by the Council; and b.. FCPS/MS/MD in the respective subject or equivalent qualification in the speciality recognized by the Council with at least two papers on research work in the relevant speciality published in a Standard Medical Journal as Principal author in the capacity of Associate Professor.	40 to 55 years	By promotion, on the basis of 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><b>Experience</b></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</p> <p>b. Nine years teaching experience as Assistant Professor and Associate Professor in the respective subject .</p>			
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Note:- In this Appendix the word "Council" where used shall mean the Pakistan Medical and Dental Council.

**SECRETARY TO GOVERNMENT OF THE NORTH-WEST FRONTIER PROVINCE**  
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