



**GOVERNMENT OF KHYBER PAKHTUNKHWA  
HEALTH DEPARTMENT**

Dated: 31/12/2021

**OFFICE ORDER**

**No. SO(MTI)/HD/1-1/General Misc./2021:-** Instances have been reported that some confusion exists regarding status of different employees (Civil Servants and Institutional Employees) working in Medical Teaching Institutions (MTIs). It is therefore expedient to clarify the matter as per the relevant sections of the law.

2. Section-16(2) of the Khyber Pakhtunkhwa Medical Teaching Institutions reforms Act, 2015 stipulates that *"Before the commencement of this Act, all administrative and teaching staff recruited by the Management Council in the prescribed manner under the repealed Khyber Pakhtunkhwa Medical and Health Institution and Regulation of Health care Services Ordinance, 2002, regardless of status of terms and conditions of service, shall be considered employees of the concerned Medical Teaching Institution on such terms and conditions as may be prescribed by regulations"*.

3. Therefore, all employees recruited by management council under the repealed Ordinance of 2002 are now employees of the concerned MTI irrespective of their previous status.

4. Furthermore, Section-16(3) stipulates that *"Before the commencement of the Khyber Pakhtunkhwa Medical Teaching Institutions Reforms (amendment) Act, 2018, all the civil servants serving in an existing Medical Teaching Institution, who opted for the employment of the Medical Teaching Institution, shall be subject to terms and conditions of employment as prescribed by regulations including but not limited to their service structure, promotion, and disciplinary matter. Such opting employees shall be entitled to post-retirement benefits and emoluments as per existing government laws and rules. The Medical Teaching Institution shall deposit pension contribution on their behalf"*.

5. Moreover, Section 16(5) of the Act ibid states that *"A civil servant, who opt to serve the Medical Teaching Institution, shall cease to be civil servant from the date of*

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