

PAKISTAN MEDICAL & DENTAL COUNCIL



REGULATIONS FOR THE APPOINTMENT OF TEACHERS & EXAMINERS IN UNDERGRADUATE & POSTGRADUATE MEDICAL & DENTAL INSTITUTIONS OF PAKISTAN

Certified that these Regulations have been framed in exercise of powers conferred under the Pakistan Medical & Dental Council Ordinance, 1962 and approved & amended by the Council upto 15th May, 2003. These Regulations supersede all previous regulations on the subject.

Secretary
Pakistan Medical & Dental Council
G-10/4, Mauve Area,
Islamabad

UNDERGRADUATE/POSTGRADUATE MEDICAL COLLEGES/INSTITUTIONS

Basic Medical

Science Subjects:-

Anatomy, Physiology, Biochemistry, Pharmacology, Pathology, Community Medicine, Forensic Medicine etc.

Post	Basic Qualifications	Additional Postgraduate Qualification	Experience	Research	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
*Lecturer	M.B.B.S or equivalent medical qualifications recognised/registered by PM&DC	----	----	----	Persons having higher qualification and experience shall be preferred
Senior Lecturer	-do-	D.Sc./Ph.D/FCPS/MS/M.D/ M.Phil(Pak) in respective basic subjects OR **FCPS/MD/MS(related clinical subjects) OR Equivalent qualifications recognised/registered by PM&DC OR Postgraduate Diploma like M.C.P.S. in the respective subject recognised by PM&DC	If all other things are equal then teaching experience in the relevant subject should be preferred over practical experience. -do- Three years teaching experience as lecturer before or after the postgraduate qualification is essential	Credit should be given to the original published research work in the standard medical journal as approved by the PM&DC -do-	**FCPS/MD/MS in related clinical subjects may be eligible for appointment as Senior Lecture in Basic Subjects as last priority in exigency. Diploma holder shall be considered only when persons with higher/additional qualifications D.Sc/Ph.D/M.Phil are not available
Assistant Professor	MBBS or equivalent medical qualifications recognised/registered by the PM&DC	D.Sc/Ph.D/FCPS/MS/M.D./ M.Phil(Pak) in respective basic subjects. **FCPS/M.D/M.S.(related clinical subject) OR equivalent qualifications recognised / registered by the PM&DC.	Teaching Experience in the relevant subject should be preferred over practical experience.	Credit should be given to the original published research work in the standard medical journal as approved by the PM&DC.	--- **FCPS/MD/MS in related clinical subjects may be eligible for appointment as Assistant Professor in Basic Subjects as last priority in exigency. For example FCPS in Medicine or M.D may be eligible for appointment as Asstt. Prof.in Physiology and FCPS in Surgery & M.S. may be eligible for appointment as Asstt. Prof. of Anatomy.

Post	Basic Qualification	Additional Postgraduate Qualification	Experience	Research	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Assistant Professor	MBBS or equivalent medical qualifications recognised/registered by the PM&DC	OR Postgraduate Diploma in respective subject recognised by the PM&DC.	Three years Teaching experience as Lecturer before or after postgraduate qualification is essential.	-do-	Diploma holders shall be considered only when persons with higher qualifications like D.Sc., Ph.D., M.Phil. are not available.
Associate Professor	-do-	D.Sc./Ph.D/FCPS/M.S/ M.D/M.Phil, (Pak) in respective basic subjects. **FCPS /M.D/M.S (related clinical subject) OR equivalent postgraduate medical qualifications recognised/ registered by the PM&DC.	Five years teaching experience as an Assistant Professor in the relevant subjects.	Atleast three research papers in five years be published in standard medical journal as approved by the PM&DC.	**FCPS/M.D/M.S. in related clinical subjects may be eligible for appointment as Assistant Professor in Basic Subjects as last priority in exigency.
Associate Professor	-do-	OR Postgraduate Diploma in respective subject recognised by the PM&DC.	Seven year teaching Experience as Assistant Professor in the relevant subjects.	Atleast five research papers in standard medical journal as approved by the PM&DC.	For the appointment of Associate Professor in the respective subjects the holder of diploma should be considered only when person with higher postgraduate qualification like D.Sc., Ph.D., M.Phil with required experience indicated in these regulations are not available.
Professor	MBBS or equivalent medical qualifications recognised/registered by the PM&DC	D.Sc./Ph.D/FCPS/M.S/ M.D/M.Phil (Pak) in respective basic subjects. **FCPS/M.D./M.S./(related clinical subject) OR equivalent qualification recognised/registered by the PM&DC.	Three years teaching experience as an Associate Professor in the respective subjects provided that the total experience as Assistant Professor and Associate Professor shall not be less than eight years. OR Nine years teaching experience as an Assistant Professor in the respective subject.	Atleast two research papers in three years to be published in standard medical journal as approved by the PM&DC before promotion as Professor.	**FCPS/M.D/M.S. in related clinical subjects may be eligible for appointment as Assistant Professor in Basic Subjects, as last priority in exigency.

* shall also be applicable to the demonstrators if designation has not yet been changed.

**F.C.P.S., M.D., M.S. in related clinical subjects may be eligible for appointment as Assistant Professor in Basic Subject, as last priority in exigency.

Clinical Subjects:- Medicine, Surgery, Obstetrics & Gynaecology

Post	Basic Qualifications	Additional Postgraduate Qualification	Experience	Research	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Senior Registrar	MBBS or equivalent medical qualifications recognised/registered by the PM&DC.	F.C.P.S /M.S/M.D.(in respective subject) OR Other equivalent qualifications in the speciality recognised/registered by the PM&DC.	Three years teaching / practical experience in the speciality before or after postgraduate qualification.	----	No diploma holder be eligible for appointment/promotion as professor. The doctors possessing the qualifications of FCPS/M.D/M.S. etc. etc. be appointed as Senior Registrar in the attached teaching hospitals. 50% posts of Assistant Professors be reserved from amongst the Senior Registrars who passes postgraduate medical qualification like FCPS, M.D., M.S. or equivalent . The Senior Registrar holding the qualifications like MCPS etc. should not repeat NOT be considered for promotion as Assistant Professor and above under any circumstances.
Assistant Professor	-do-	F.C.P.S /M.S/M.D.(in respective subject) OR Other equivalent qualifications in the speciality recognised/ registered by the PM&DC.	Three years teaching / practical experience in the respective subject in the recognised institution in order of following preference: 1ST PREFERENCE: Teaching experience. 2ND PREFERENCE: Practical experience after Postgraduation. 3RD PREFERENCE: Practical experience before Postgraduation.		The holders of additional qualification like M.C.P.S. shall not be eligible for appointment/promotion as Senior Registrar, Assistant Professor, Associate Professor and Professors for which holders of qualifications indicated in column(3) shall not be eligible.
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant subject.	Atleast three research papers in the standard medical journal as approved by the PM&DC.	
Professor	MBBS or equivalent medical qualifications recognised/registered by the PM&DC.	F.C.P.S /M.S/M.D. in the respective subject. OR Other equivalent qualifications in the speciality recognised/ registered by the PM&DC.	Three years teaching experience as an Associate Professor in the respective subject is essential provided that total experience as Assistant Professor and Associate Professor is not less than 8 years. OR Nine years teaching experience as an Assistant Professor in the respective subject is essential.	Atleast two research papers in the standard medical journal as approved by the PM&DC.	

Clinical Subjects:-Cardiology, Neurology, Urology, Psychiatry, Dermatology, Paediatrics, T.B. & Chest Diseases, Orthopaedic Surgery, Thoracic Surgery, Neurosurgery, Eye, E.N.T., Anaesthesiology & all other specialities as mentioned in the MBBS Regulations.

Post	Basic Qualifications	Additional Postgraduate Qualification	Experience	Research	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Senior Registrar	MBBS or equivalent medical qualifications recognised/registered by the PM&DC.	F.C.P.S /M.S/M.D. in the respective speciality OR Other equivalent qualifications in the speciality recognised/registered by the PM&DC.	Three years teaching / practical experience in the subject speciality in a recognised institution before or after postgraduate qualifications.	----	
Assistant Professor	MBBS or equivalent medical qualifications recognised/registered by the PM&DC.	-do-	Three years teaching / practical experience in the respective speciality in the recognised institution in order of following preference: <u>1ST PREFERENCE:</u> Teaching experience. <u>2ND PREFERENCE:</u> Practical experience after Postgraduation. <u>3RD PREFERENCE:</u> Practical experience before Postgraduation.	----	The holders of additional like M.C.P.S. shall not be eligible for appointment/promotion as Senior Registrar, Assistant Professor, Associate Professor and Professors for which holders of higher diploma / degree are only eligible.
Associate Professor	-do-	-do-	Five years teaching experience as an Assistant Professor in the relevant speciality.	Atleast three research papers in the standard medical journal as approved by the PM&DC.	
Professor	MBBS or equivalent medical qualifications recognised/registered by the PM&DC.	F.C.P.S/M.S/M.D. in the respective speciality. OR Other equivalent qualifications in the speciality recognised/registered by the PM&DC.	Three years teaching experience as an Associate Professor in the respective speciality is essential provided that total experience as Assistant Professor and Associate Professor is not less than 8 years. OR Nine years teaching experience as an Assistant Professor in the respective speciality is essential.	Atleast two research papers in the standard medical journal as approved by the PM&DC.	

Subject: Radiology,(Radio-Diagnostic & Radio-Therapeutics)

Post	Basic Qualifications	Additional Postgraduate Qualification	Experience	Research	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Senior Registrar	MBBS or equivalent medical qualifications recognized/registered by the PM&DC.	F.C.P.S./M.S/M.D. in the respective speciality OR Other equivalent qualifications in the speciality recognised/registered by the PM&DC. OR D.M.R.D./D.M.R.T./M.C.P.S. (Radiology)	Three years teaching/practical experience in the sub-speciality in a recognised institution before or after postgraduate qualification.		
Assistant Professor	-do-	FCPS/M.D.S(Pak) OR Other equivalent qualifications in the speciality recognized/registered by the PM&DC. OR D.M.R.D./D.M.R.T./M.C.P.S. (Radiology)	Three years teaching/practical experience in the respective speciality in the recognised institution in order of following preferences: 1ST PREFERENCE: Teaching experience. 2ND PREFERENCE: Practical experience after postgraduation. 3RD PREFERENCE: Practical experience before postgraduation.	-----	The holders of DMRD/DMRT/MCPS (Radiology) should be considered only when person with postgraduate qualification like FCPS/MD/MS with required experience in these regulations are not available.
Associate Professor	-do-	-do-	Five years teaching experience as Assistant Professor in the relevant speciality.	Atleast three research papers in the standard dental/medical journal as approved by the PM&DC.	
Professor	-do-	-do-	Three years teaching experience as Associate Professor in the respective speciality is essential provided that total experience as Assistant Prof. & Associate Prof. is not less than 8 years. OR Nine years teaching experience as an Assistant Professor in the respective speciality is essential.	Atleast two research papers in the standard dental/medical journal as approved by the PM&DC.	

PAKISTAN
MEDICAL & DENTAL COUNCIL

REGULATIONS FOR APPOINTMENT
OF
TEACHERS & EXAMINERS
IN DENTAL COLLEGES/INSTITUTION

**Basic Dental Subject: Sciences of Dental Materials & Laboratory Techniques, Oral Anatomy and Oral Physiology,
Oral Pathology, Community and Public Health Dentistry**

Post	Basic Qualifications	Additional Postgraduate Qualification	Experience	Research	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
*Lecturer/ Demonstrator	B.D.S.(Pak) or equivalent qualifications recognised/registered by the Council.	----	----	----	Persons having higher postgraduate dental qualifications and experience to be preferred
Assistant Professor	-do-	D.Sc./Ph.D/FCPS/M.D.S(Pak) M.Phil or equivalent postgraduate qualification recognised by the council in respective basic subject	Teaching experience to be preferred.	Credit should be given to the original research work published in the standard dental/medical journal as approved by the PM&DC	
Assistant Professor	-do-	Minor postgraduate qualification in the respective subject recognised/registered by PM&DC	Three years teaching experience as Lecturer/Demonstrator in the Dental teaching institution before or after postgraduate qualification.	-do-	Candidates with Postgraduate qualification like MCPS in respective subject shall be appointed/promoted as Assistant Professor only when person with higher postgraduate qualification like D.Sc., Ph.D., FCPS, MDS (Pak), M.Phil etc. are not available.
Associate Professor	-do-	D.Sc., Ph.D., FCPS, M.D.S.(Pak), M.Phil. OR equivalent qualifications recognised by the PM&DC.	Five years teaching experience as an Assistant Professor in the respective subject.	Atleast 3 research papers in 5 years be published in standard Dental/Medical journal as approved by the PM&DC.	

Post	Basic Qualifications	Additional Postgraduate Qualification	Experience	Research	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Associate Professor	B.D.S.(Pak) or equivalent qualifications recognised/registered by the PM&DC.	Minor postgraduate qualification in the respective subject recognised/registered by the Council.	Seven years teaching experience as an Assistant Professor in the respective subject.	Atleast 5 research papers published in standard dental/medical journal as approved by the PM&DC.	For the appointment of Associate Professor in the respective subject the holders of minor postgraduate qualifications should be considered only when person which major postgraduate qualifications like D.Sc., Ph.D., FCPS, MDS(Pak), M.Phil with required experience indicated in these Regulations are not available.
Professor	-do-	D.Sc./Ph.D/FCPS/M.D.S(Pak) M.Phil or equivalent postgraduate qualification recognised by the PM&DC.	Three years teaching experience as an Associate Professor in the respective subject provided that total experience as an Assistant and Associate Professor is not less than eight years. OR Nine years teaching experience as an Assistant Professor in the respective subject.	Atleast 2 research papers to be published in standard dental/medical journal as approved by PM&DC before promotion as Professor.	No person with minor postgraduate qualification will be eligible for appointment as Professor.

Clinical Subjects: Oral Surgery, Operative/Restorative/Conservative Dentistry, Prosthodontics, Orthodontics, Periodontia, Oral Medicine, Community Dentistry, Anaesthesia

Post	Basic Qualifications	Additional Postgraduate Qualification	Experience	Research	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Lecturer/ Demonstrator	B.D.S.(Pak) or equivalent qualifications recognised/registered by the PM&DC.	----	----	----	Persons having Additional qualifications like F.C.P.S./M.D.S. etc and experience to be preferred.
Senior Registrar	-do-	FCPS/M.D.S(Pak) OR equivalent qualifications recognised/registered by the PM&DC in respective subject. OR	Three years teaching experience to be preferred.		The post of Anaesthetic be created as teaching post with the qualification of MBBS & Additional qualification in Anaesthesia.
Senior Registrar	-do-	Minor postgraduate qualification.	At least three years practical experience persons having teaching experience to be preferred.		
Assistant Professor	-do-	FCPS/M.D.S(Pak)	Three years teaching/practical experience in the respective speciality in the recognised institution in order of following preferences: 1ST PREFERENCE: Teaching experience. 2ND PREFERENCE: Practical experience after postgraduation. 3RD PREFERENCE: Practical experience before postgraduation.	Credit should be given to the original research work published in standard dental/medical journal as approved by PM&DC.	
Assistant Professor	B.D.S.(Pak) or equivalent qualification recognised/registered by the PM&DC.	Minor postgraduate qualifications in the respective subject recognised/registered by the PM&DC.	Five years teaching experience as Lecturer/Demonstrator in the dental teaching institution after postgraduate qualification.	Credit should be given to the original research work published in standard dental/medical journal as approved by the PM&DC.	Persons with Minor Postgraduate qualifications in the respective subject shall be appointed as Assistant Professor only when persons with major postgraduate qualification are not available.

Post	Basic Qualifications	Additional Postgraduate Qualification	Experience	Research	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Associate Professor	B.D.S.(Pak) or equivalent qualification recognised/registered by the PM&DC.	FCPS, M.D.S.(Pak) OR Equivalent qualification recognised/registered by PMDC in the respective subject.	Five years teaching experience as an Assistant Professor in the respective subject.	Atleast three research papers in five years be published in standard dental /medical journal as approved by PM&DC.	
Associate Professor	-do-	Minor postgraduate dental qualifications in the respective subject recognised/registered by the PM&DC.	Seven years teaching experience as an Assistant Professor in the respective subject provided a person with Medium and Major Postgraduate qualification is not available.	Atleast five research papers in five years be published in standard dental /medical journal as approved by PM&DC.	Person with Minor postgraduate qualifications shall be considered only when person with major or medium postgraduate qualifications with the required experience indicated in these Regulations are not available.
Professor	-do-	FCPS, M.D.S.(Pak) OR equivalent postgraduate qualification recognised/ registered by PMDC.	Five years teaching experience as an Assistant Professor in the respective subject provided that total experience as an Assistant Professor & Associate Professor is not less than eight years. OR Nine years teaching experience as an Assistant Professor in the respective subject.	Atleast two research papers in three years be published in standard dental /medical journal as approved by PM&DC before promotion as Professor.	No person having minor postgraduate qualification shall be eligible for appointment/promotion as Professor.

**SCALE OF TEACHERS IN THE DENTAL INSTITUTIONS IN
PAKISTAN NO. OF TEACHERS IN VARIOUS CATGORIES FROM
LECTURER TO PROFESSOR IN DIFFERENT SUBJECTS OF
DENTISTRY IN DENTAL COLLEGES**

SCIENCES OF DENTAL MATERIALS AND DENTAL TECHNOLOGY(LABORATORY TECHNIQUES), ORAL ANATOMY & PHYSIOLOGY, ORAL PATHOLOGY, PREVENTIVE & PUBLIC HEALTH DENTISTRY

Designation

	<u>Staff Required</u>	
	Upto 50 Admissions	50-100 Admissions
Professor	1	1
Associate Professor/Assistant Professor	1	1
Lecturer/Demonstrator	3	6

Clinical Subject: Oral Surgery, Operative/Restorative/Conservative Dentistry, Prosthetics, Orthodontia, Periodontic, Oral Medicine, Preventive Dentistry, Anaesthesia

Designation

	<u>Staff Required</u>	
	Upto 50 Admissions	50-100 Admissions
Professor	1	1
Associate Professor	1	1
Assistant Professor	1	1
Senior Registrar	1	2
Lecturer/Demonstrator	5	7
Registrar	1	2

PARA-MEDICAL STAFF

(a)	Dental Technicians: For Prosthetic Lab:] Crown Bridge Lab:] Orthodontia Lab:] Cast Aortal Denture Lab:]	4	6
(b)	Laboratory Assistant for Oral Pathology Lab.	3	4
(c)	Dental Radiographer	2	3
(d)	Photographer	1	1
(e)	Audio-Visual Projectionists	2	2

REGULATIONS FOR EXAMINERS/INSPECTORS FOR THE UNDERGRADUATE & POSTGRADUATE EXAMINATIONS

1. Qualifications prescribed for the appointment of professors in the various subjects of Medical Curriculum for M.B.B.S/B.D.S. should also be applicable to the examiners appointed by the Universities in those subjects. In the subjects in which there is no professor, Head of Department shall be eligible to become examiners. In the subject of Forensic Medicine, Medical Jurisprudence and Community Medicine part time teachers teaching the subjects shall be eligible to act as examiner.
2. Examiners appointed by the Universities/Colleges for the M.D; M.S; Fellowship and diplomas examinations, should possess the same qualifications and experience as prescribed for Professor in the various subjects in the Postgraduate Institutions. The subjects in which there is no Professor, Head of Department shall be eligible to become examiner. If the subjects taught by part time teachers, such teachers shall be eligible to act as examiners.
3. For examination in Public Health subjects in Postgraduate Institutes practical experience equivalent to the length of teaching experience should be counted for the purpose of appointment of external examiners provided that the persons appointed as examiners possess the requisite qualifications mentioned under these Regulations.
4. The teacher like Assistant Professor, Associate Professors and Professors of the Sub-specialities of Medicine and Surgery cannot be appointed as Examiners in General Medicine and General Surgery which is not permissible under the rules.
5. A teacher teaching any dental subject (Clinical or Basic) must possess postgraduate qualification in the subject so as to act as Internal/External Examiner. If somebody does not possess postgraduate qualification he/she should be given one year from the date of notification to improve the qualification to become eligible to be appointed as an examiner in the various B.D.S.
6. Internal Examiner for various subject should be Professor and Head of Departments who have been involved in teaching of the class being examined for at least six months and have delivered 50% of the total lectures. Second preference is Associate Professor/Assistant Professor who is involved in teaching of the class and posted there for one year. Third preference is a recognised professor of the subject. External Examiner should also be a Professor or Associate Professor of a recognised medical college or at least an Assistant Professor with three years teaching experience in the relevant subject.

EXPLANATORY RULES TO THE REGULATIONS

1. All requirements laid down in these Regulations are minimum.
2.
 - (a) "Standard Medical Journal" means the Journal enlisted in the Journals approved by the Pakistan Medical & Dental Council.
 - (b) The applicant has to provide proof of publications of his article in a journal approved by PM&DC.
 - (c) No credit of publishing of Review Article/writing a Chapter or a Text Book will be given for the purpose of fulfilling the requirement of research publication for the purpose of promotion.
 - (d) Letter of acceptance for publication of a research paper will no longer qualify the applicant for award of credit of a research paper.
 - (e) Credit may be given equal to 1st three Authors which will be nominated by the principle author and will be notified to the Editor before publication. The benefit of co-authors should be calculated as under:-

Ist Author	-	Full
2nd Author	-	Full
3rd Author	-	Full
4th Author	-	One-fourth
5th Author	-	One fifth and

after that one over the number of authors. For example if the No. of authors are ten; 1/10 credit be given.
 - (f) Letter to Editor carries no credit.
 - (g) It was also decided that a new name be given to Case Report i.e. "Evidence Based Clinical or Therapeutic Series" which will consist of minimum 10 cases and will be given credit of full paper.
 - (h) Dissertation/Thesis will be given credit of full-published paper.

3. The definition of the words “Credit” and “Sufficient” as appearing in these Regulations is given as under:
“Any person who had published an original research work in the Standard Medical Journals, The extra marks to be awarded will depend upon the standard of the original research by the evaluating authority”.

“Sufficient means adequate in quality and quantity to be determined y the evaluating authority”.
4. Experience in recognized institution means for the purpose of appointment to the teaching posts in Pakistan:-
 - (i) Specialty appointment held in the U.K. hospitals approved by the General Medical Council and published by the said Council from time to time up-to-date should be approved by the Council on individual merit.
 - (ii) Equivalent posts in U.S.A. and other foreign countries recognized by American Medical Association Or Association of American Medical Colleges and the recognized authorities in the respective Countries, subject to the approval of Pakistan Medical & Dental Council.
5. Period of deputation or study leave for acquisition of Postgraduate Medical qualification should be considered as teaching period of the post from which a candidate was deputed or had gone for higher training inside or outside the country provided that (i) candidate had held the teaching post like Lecturer/Senior Registrar, Assistant Professor, Associate Professor etc., for atleast one year before proceeding on deputation or study leave. (ii) the benefit will not exceed the minimum period prescribed in the syllabus for acquiring the degree or diploma. For example it should be 3 years for Ph.D; 2 years for M.Phil. degree, one year for minor diploma. (iii) if a candidate fails to acquire the degree or diploma for which he/she was deputed he/she shall not be entitled for this concession.
6. The qualifications like M.C.Path; F.C.P.S. etc; 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 in the medical or the dental institutions of Pakistan.
7. Only Postgraduate training can not be considered for appointment in teaching Medical/Dental Institutions for which Postgraduate qualifications obtained after passing the examination and recognized by Pakistan Medical & Dental Council is essential.

8. Experience gained in recognized teaching institutions abroad may be recognized by the Pakistan Medical & Dental Council as under:-
- (i) Professor as equal to Professor in Pakistan.
 - (ii) Associate Professor as equal to Associate Professor in Pakistan provided they are substantive full time and not part time.
 - (iii) Assistant Professor as equal to Assistant Professor in Pakistan provided they are substantive full time and not part-time.
 - (iv) Full time Consultant in a teaching hospital and performing duties equal to Assistant Professor in Pakistan in a ratio of 2:1.
 - (v) Senior Registrar in a teaching institution is equal to Senior Registrar in Pakistan.
 - (vi) The Lecturer in a teaching institution with postgraduate qualification abroad is equal to Senior Registrar in clinical subjects.
 - (vii) Lecturer with Postgraduate qualification in basic subjects shall be equivalent to Lecturer/Demonstrator with Postgraduate qualification in Pakistan.
9. Appointment already made according to the previous Regulations shall not be adversely affected by these Regulations.
10. The experience of full time Assistant Professor/Associate Professor in Medical Colleges of Pakistan shall be given preference over those who gained teaching experience abroad.
11. The persons who had worked as Senior Registrar in teaching hospital should be preferred over those who have not worked as Senior Registrar for teaching appointments in medical colleges if other things like qualifications and experience are equal.
12. The candidate who possess postgraduate qualifications like F.C.P.S., M.D; M.S. in General Medicine or Surgery etc; should have at least three years practical experience in a recognized institute in the specialities like Cardiology, Psychiatry, Cardiac Surgery, Orthopaedic Surgery etc; after the postgraduate qualifications to be eligible for appointment as assistant Professor in the respective specialities i.e; Cardiology, Psychiatry, Cardiac Surgery, Orthopaedic Surgery etc; and promotion in the same specialities as Associate Professor and Professor with the requisite teaching experience as prescribed in these Regulations under the respective speciality.

13. The experience gained in one speciality shall not be counted for appointment/promotion in other speciality 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; can not be counted for appointment/promotion in General Medicine and vice versa. However if there is no separate Deptt. of Cardiology, Neurology, Orthopaedics, etc. and the cases are dealt in the Deptt. of Medicine and Surgery respectively then the experience gained in such departments can also be counted in General Medicine and General Surgery respectively for the purpose of appointment/promotion.
14. 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, such persons should also be preferred over those who had not worked as Demonstrator for appointment/promotion to teaching posts in the basic subject in Medical and Dental Colleges.
15. The experience gained as Lecturer/Demonstrator in basic subject side with requisite postgraduate qualification like M.Phil/Ph.D. 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 1 year experience as Assistant Professor.
16. The experience gained as a Senior Registrar inside or outside Pakistan recognized teaching hospitals by a person with the requisite postgraduate qualifications such as F.C.P.S. etc; should be counted as equivalent to Assistant Professor in a ratio of 2:1, for example two years experience as Senior Registrar with the requisite postgraduate qualifications be counted as equivalent to one year experience as Assistant Professor.
17. An Assistant Professor, on both the clinical and basic sciences, who has got 5 years of teaching experience may be eligible to hold the post of Head of a teaching department, in exigencies, and shall perform all the duties of the Professor of a teaching unit.
18. 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.
19. The holder of M.Phil (Microbiology) and M.Phil (Chemical Pathology) may be eligible for appointment as Assistant Professor, Associate Professor and Professor in Pathology with requisite teaching experience.

20. The B.D.S. Graduates should be eligible for appointment as Demonstrator in Anatomy, Physiology, Department for teaching of dental students only.
21. Assistant Professor of Bio-chemistry can be appointed as Associate Professor, Professor of Physiology, if there is not separate department of Bio-chemistry in the college, provided that the individual is a medical graduate.
22. Since the re-employment is a sort of extension in service under the very special circumstances, the re-employment should not be covered under the new Regulations and re-employment if considered absolutely necessary due to non-availability of qualified persons can be made if a person was qualified to hold the appointment at the time of his recruitment under the old Regulations.
23. Professor of Neuro-Surgery, Orthopaedic Surgery, Thoracic Surgery, Cardiac Surgery etc; cannot be designated as Head of Department of Surgery. Similarly Professor of Paediatrics, Cardiology etc; cannot be made Head of Department of Medicine. However, Professor of these specialities can be appointed as Principal of the Medical College.
24. The full-time Consultant in a teaching hospital attached to a recognized teaching institution in Pakistan with the major postgraduate qualification like F.C.P.S. or equivalent who are performing the teaching duties be considered equal to Assistant Professor in Pakistan 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.
25. The holders of M.Phil (Pathology) may be eligible for appointment as Assistant Professor of Histopathology.
26. The teaching experience of full-time Instructor at Armed Forces Medical College shall continue to be counted as equivalent to Assistant Professor, provided he possesses the requisite qualifications for the post.
27. The Visiting/Associate Instructor should be given credit of teaching experience for actual number of days, teaching duties are performed by the teacher. This decision will be effective henceforth i.e. from 9th September, 1985 in view of the earlier decision taken by the Council in 1980.
28. The doctors possessing the qualification of M.D./M.S./F.C.P.S. etc; be appointed as Senior Registrar in the attached teaching hospitals and the person possessing the qualification of M.C.P.S. etc; be appointed in the District and Tehsil Headquarters Hospitals. They may not be appointed as Senior Registrar in the teaching hospital.

29. For the appointment of Principal in the Medical/Dental College and College of Community Medicine, Lahore, following decisions of the Council should be considered:-

(i) Dean at the University be appointed by the University according to their Regulations.

(ii) Principals of each Medical/Dental Institution and Dean of the Institution of Hygiene & Preventive Medicine, Lahore should be one of the Senior Professors who should be medical/dental graduate and should be over-all incharge of the college and attached teaching hospital.

(iii) The Head of the Postgraduate Medical Institute shall be considered as Dean who should have the qualification of atleast Professor in a Postgraduate Institute.

(iv) The PM&DC did not approve the designation of the Administrator/Director for the Medical/Dental Colleges.

30. The qualifications of M.D/M.S/F.C.P.S/Ph.D; M.Phil etc; in the respective subject awarded by Pakistani Universities will be preferred over the equivalent qualifications obtained outside Pakistan for the purpose of appointment in the Medical/Dental Institutions in Pakistan.

31. The number of years of the teaching experience for appointment as Assistant Professor, Associate Professor, Professor will be the same for vertical and horizontal movements in the Undergraduate Medical Institutions and Postgraduate Medical Institutions of the country.

32. 50% posts of Assistant Professor be reserved from amongst the Senior Registrar who possess higher qualifications like F.C.P.S. etc. The Senior Registrars holding minor qualifications like M.C.P.S. etc; should not repeat NOT be considered for promotion as Assistant Professor and above under any circumstances.

33. The post of Senior Registrar should be incorporated into teaching cadre and should be considered as teaching staff of the Medical College and should be under the direct control of the Principal of the College.

34. For direct recruitment to the post of Assistant Professor, the persons who have worked as Senior Registrars with higher qualifications like F.C.P.S. etc; shall be preferred at the time of recruitment.

35. In case no vacancy of the Assistant Professor is available the Senior Registrars should be considered for move over to the higher grades as is done in case of other government servants of the department.
36. The experience of Senior Registrar with higher qualification shall be counted in a ration of 2:1.
37. The post of Anaesthetist be created as teaching post with the qualification of M.B.B.S. and postgraduate qualification in Anaesthesia in Dental Institutions.
38. The Medical Graduates with the qualification of M.Sc. M.Phil. in basic sciences subjects will be eligible for appointment as Assistant Professor in Basic subjects like Anatomy, Physiology, Bio-chemistry and will be eligible for promotion upto the level of Professors provided the persons with higher qualifications are not available. Non-medical graduates with Ph.D and M.Sc. in relevant discipline will only be considered when medical graduates are not available after repeated advertisement in leading newspaper and verified by PM&DC. The experience certificate will only be issued to those non-medical graduates who possesses degree of Ph.D. with Masters in respective subjects. This criteria will be revised after 2 years.
39. The medical graduates with the qualification of M.Sc; M.Phil and Ph.D. in the clinical subject should not be made eligible for appointment as Assistant Professor, Associate Professor & Professor in the clinical subjects. However, this decision will not have any retrospective effect and those who have already been appointed will not be affected adversely in accordance with the principle of natural justice.
40. A doctor possessing the qualifications of M.D/F.C.P.S. in Medicine/M.R.C.P. etc; can be appointed as Senior Registrar in the sub-specialities of Medicine and a doctor possessing the qualifications of M.S/F.C.P.S. in Surgery/F.R.C.S. etc; can be appointed as Senior Registrar in the sub-specialities of Surgery, if a person with the requisite qualifications in the particular speciality is not available.
41. Maximum age limit for teachers in private medical/dental college is 70 years.
42. 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) with effect from the date of original decision i.e. 9th & 10th September 1985.

43. Keeping in view the dearth of qualified persons 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:

1. Dental Material-Prosthetic/Operative Dentistry.
2. Oral Anatomy- Orthodontics/Oral Surgery.
3. Oral Pathology-Histopathology + Microbiology.

44. If a teacher has retired from an active full time teaching s/he may be allowed to be examiner for the next 3 years with a maximum age limit of 70 years. However if a Ph.D. teacher who is Prof. Emeritus and is involved in research in the field of medical sciences and is enjoying good mental & physical health can be made supervisor in the relevant postgraduate examination.

45. Teaching experience of medical doctors with higher postgraduate qualification like M.Phil. Ph.D. etc., gained, in the department of Pharmacy of recognized public university may be recognized at the ratio of 2:1 equivalent to Assistant Professor if the applicant had been selected and appointed on regular basis.