



PAKISTAN MEDICAL & DENTAL COUNCIL  
PM&DC



PM&DC SECRETARIAT ISLAMABAD, 27th February 2025

**REGULATIONS FOR THE APPOINTMENTS / PROMOTIONS OF FACULTY / TEACHING STAFF / EXAMINERS / PRINCIPALS / DEANS / VICE CHANCELLORS IN UNDERGRADUATE & POSTGRADUATE MEDICAL & DENTAL INSTITUTIONS / MEDICAL UNIVERSITIES OF PAKISTAN 2025.**

The Pakistan Medical & Dental Council (PM&DC) in exercise of powers conferred under Section 47 (2) (d) of the Pakistan Medical & Dental Council Act, 2022 hereby framed the following regulations prescribing the criteria for appointment and promotion and grant of teaching experience for all Medical and Dental Institutions, recognized under the Act:

**CHAPTER-I**

**PRELIMINARY**

1. **Short title and commencement** -(1) These regulations shall be called Regulations for the Appointments / Promotions of Faculty / Teaching Staff / Examiners / Principals / Deans / Vice Chancellors in undergraduate & postgraduate Medical & Dental institutions / medical universities of Pakistan 2025.

(2) They shall come into force immediately upon publication and apply to all future appointments and promotions. All existing appointments made under previous regulations shall remain unaffected.

(3) These regulations are not for registration of qualifications but for eligibility for appointments and promotions of Faculty / Teachers / Examiners / Principals / Deans / Vice Chancellors in Undergraduate & Postgraduate Medical & Dental Institutions.

2. **Definitions:**

a. **PM&DC Act, 2022:** means the Pakistan Medical and Dental Council Act, 2022.





- b. **PM&DC:** means the Pakistan Medical and Dental Council as established under the PM&DC Act, 2022.
- c. **Council:** means the Medical and Dental Council as defined under the PM&DC Act, 2022.
- d. **Standing Recognition Committee:** The Standing Recognition Committee (SRC) means SRC Medical & SRC Dental of the Council. The SRC after shall recommend to the Council to approve a qualification, its equivalence, eligibility and experience.
- e. **Teaching staff:** means Lecturer / Demonstrator, Senior Lecturer / Senior Demonstrator, Senior Registrar / Experiential Registrar, Assistant Professors, Associate Professors and Professors appointed as per these regulations.
- f. The words and expressions used but not defined herein shall have the same meaning as are assigned to them under the Act, 2022 or in other regulations made by the Council.

## CHAPTER-II

### **APPOINTMENT OF TEACHERS / EXAMINERS / INSPECTORS / PRINCIPALS / DEANS / VICE CHANCELLORS IN THE UNDERGRADUATE & POSTGRADUATE MEDICAL & DENTAL INSTITUTIONS AND EXAMINATION REGULATIONS.**

- 3. **Applicability of Regulations:** These regulations shall be applicable on fresh appointments and subsequent promotions. Titles already accrued shall continue to hold, subject to the condition that such title, designation or appointment has been accrued in accordance with PM&DC Regulations for the time being in force and no demotion shall be made. However, subsequent appointments / promotions shall be made according to these regulations.
- 4. **Eligibility and Recognition of Faculty.** A person registered as faculty with the PM&DC and certified as such in accordance with the PM&DC Faculty Regulations shall be accepted as faculty. Only full-time faculty shall be accepted and registered as faculty and no part-time, honorary, casual or visiting faculty shall be registered or accepted as faculty and experience gained as part-time, honorary, casual or visiting faculty shall not be recognized. No faculty member shall hold two or more faculty positions at two different institutes or at the same institute.
- 5. **Classification and Acceptance of Level-II a Qualifications:** Qualifications less than 2 years but more than 1-year duration in any field / specialty after level-I qualification will be classified as level-II a. Level II a qualifications shall not be considered for teaching purpose. No online / distant learning degree will be accepted for teaching of Clinical subjects. In cases of basic science subjects and Medical Education, the Council on the recommendations of SRC Medical and Dental, respectively, shall decide on case-to-case basis.
- 6. **Teaching Experience Certificates:** Certificate for recognition of teaching experience shall be issued by the Registrar or an officer authorized by the President only upon submission of certificate of teaching experience issued by the Vice Chancellor / Rector / Principal / Dean / Head of Institute located in Pakistan and a foreign experience certificate must be issued and certified by Vice Chancellor / Rector / Principal / Dean / Head of Institute located in foreign country stating that the position held by the applicant is a teaching post and he / she is actively involved in teaching or as per description in 8 (vii) below, that the applicant has been a consultant with full privileges.







7. **Validation of Teaching Experience Certificates of Institution:** An experience certificate by the Medical Superintendent or in charge of an attached teaching hospital shall not be accepted for teaching unless countersigned by the Vice Chancellor / Rector / Principal / Dean / Head of the concerned University / Postgraduate training institute / Medical / Dental College.
8. **Recognition of Foreign Teaching Experience:** The PM&DC shall recognize experience gained in a teaching institution in foreign countries if the regulatory body of that country recognizes the institution as a teaching institute and if the Principal / Dean of the medical school / college certifies the experience that there is teaching activity by the applicant. The PM&DC shall evaluate and credit the teaching experience as follows:
- Professor as equal to Professor in Pakistan.
  - Associate Professor as equivalent to Associate Professor in Pakistan provided that they are substantive full-time and not part-time.
  - Assistant Professor as equal to Assistant Professor in Pakistan provided that they are substantive full-time and not part-time.
  - Senior Registrar in a teaching institution is equal to Senior Registrar in Pakistan.
  - The Lecturer in clinical subjects in a teaching institution with requisite postgraduate qualification abroad is equal to the Senior Registrar in clinical subjects in Pakistan.
  - Lecturer / tutor with requisite Postgraduate qualification in basic subjects shall be equivalent to Senior Lecturer in Pakistan.
  - The experience gained as Consultants in Foreign countries shall be counted as equivalent to an Assistant Professor in the relevant specialty provided that:
    - The Consultant position has been with full privileges and unrestricted.
    - The hospital concerned is at least 150-bedded.
    - There have been no lapses / interruptions in relevant Specialist Registration or Board Certification.
    - The applicant holds a 'Certificate of Completion of Specialist Training (CCST) and the name appears on the Specialist Register, or the applicant has specialty / sub-specialty Board certification during the appointment as a consultant.
    - No credit shall be given for appointments as Associate or Junior Consultants or Staff Grade Appointments.
    - The concerned hospital is located and providing services in U.K, the European Union, the USA, Canada, Australia, and New Zealand. Experience in the above terms will not be granted beyond the level of Assistant Professor. These consultants will not be eligible for appointment as Professors unless they have at least three (03) years' experience as Assistant Professor / Associate Professor in a recognized institution in Pakistan.
9. **Eligibility Criteria for Principal / Dean Appointments:** The Principal / Dean of a medical college or a dental college shall be a Professor having level-III qualification in medical sciences for a medical college and in dental sciences for a dental college appointed by the Institutions, Universities or by the Governments according to their rules / regulations / statutes. Principal / Dean of a medical / dental college shall be the Chief Executive Officer (CEO) of the attached medical / dental hospital. A level III qualification holder in dental sciences shall not be eligible for appointment as Principal / Vice Chancellor of a Medical College / Medical university even if on faculty and vice versa.





10. **Eligibility Criteria for Appointment of Vice Chancellor in a Medical University:** The minimum criteria for appointment of Vice Chancellor in a Medical University, as prescribed by PM&DC, is as follows:
- a) MBBS or equivalent qualification
  - b) level-III qualification like FCPS or other equivalent qualifications in clinical subjects and PhD in Basic Science Subjects
  - c) Should have been a professor for at least 10 years in a recognized medical institution.
  - d) Should have at least twenty publications in PM&DC and HEC recognized journals.
  - e) Shall be appointed by the respective Government according to their ACT / statutes / rules / regulations.
11. **Recognition of Teaching Experience for Consultants:** Designated Consultants appointed in hospitals recognized for postgraduate / undergraduate training by PM&DC and where they were teaching postgraduate / undergraduate students shall be granted teaching experience by the PM&DC at ratio of 2:1 equivalent to assistant professor on the certification of teaching by the head of the institution concerned.
12. **Requirement of Recognized Teaching Experience:** Teaching experience recognized by the PM&DC shall be required for appointment / promotions to a teaching post in Pakistan. Teaching experience in a foreign country shall only be considered upon the provision of a teaching experience certificate issued and certified by the regulatory body concerned or by the Rector / Vice Chancellor / Dean of the Undergraduate or Postgraduate medical or Dental institution in which the applicant was teaching students or CEO or Chief of Medical Staff / Medical Director of the foreign country hospital.
13. **Eligibility Criteria for Examiners:** Qualifications and Experience prescribed as eligibility for the appointment of professors in the various subjects under these regulations shall also be applicable to the examiners appointed by the Universities / DAIs in relevant subjects for undergraduate and postgraduate examinations. If, there is no Professor available, then, Associate or Assistant Professor working as Head of Department and has a minimum of five (05) years of teaching experience certified by PM&DC shall be eligible to be appointed as examiner for undergraduate and postgraduate examination. A Faculty member can only be appointed as examiner in the relevant subject / specialty and faculty of the sub-specialties of Medicine and Surgery cannot be appointed as examiners in General Medicine and General Surgery and vice versa.
14. **Amendment or Cancellation of Experience Certificates:** The Experience certificate issued by the Registrar, or an officer authorized by President, or as the case may be, and the issuing authority shall have the power to recall, modify, or cancel the experience certificate any time so issued, within the provisions of regulations of PM&DC. However, any change of designation / discipline on the teaching certificate that had already been issued / approved by the Council shall be clarified / justified by the issuing authority. In case, issuing authority fails to justify the amended certificate of teaching experience, case will be referred to SRC Medical or SRC Dental, as the case may be, for inquiry and final decision. The SRC may amend or cancel the experience certificate if it is based on bogus or tampered documents.
15. **Eligibility for Appointment in a Specialty:**
- i. Eligibility for appointment in any specialty shall be level III qualification in the relevant subject. However, a candidate who possess postgraduate level-III qualification or equivalent with four



(04) years specialized training experience in a recognized institute in a specialty in which level-III qualification is either not being offered or has been introduced within the last five (05) years, will be eligible for faculty position in that particular specialty. Candidates who have level-III qualification in general subjects followed by a structured training program in a specialty of three (03)-five (05) years, like CCST, UK, etc. shall also be eligible for faculty positions in the relevant specialty.

- ii. A person with a level III qualification in one specialty if acquires another level III qualification in any sub / supra specialty following shall be considered in the calculation of teaching experience. Teaching experience in main specialty shall be counted as per regulations already laid down.
  - a) In cases where a holder of level III qualification acquires 2nd level III qualification in relevant sub / supra specialty after spending three (03) years in main specialty shall be counted as a pre-requisite to become Assistant Professor in sub / supra specialty.
  - b) In Cases the experience in main specialty is more than three (03) years (after deduction of three (03) years as mentioned above), the rest of the experience (in main specialty) shall be calculated at a ratio of 2:1 in sub /supra specialty.
  - c) In cases where a person wishes to hold the main specialty (level III qualification) as teaching then his / her experience in sub / supra specialty shall be counted at a ratio of 2:1 of its actual towards the main specialty.

**16. Eligibility for Appointment in Basic Medical Sciences for BDS Graduates:** The BDS graduates and postgraduates shall be eligible for appointment in basic medical sciences for the BDS courses. However, a BDS graduate having done a minimum M. Phil. or Level-IIb qualification in any basic sciences duly registered by the Council shall be eligible for teaching basic sciences subjects to the MBBS course and vice versa.

**17. Specialty-Specific Experience for Appointment and Promotion:** For the purpose of appointment / promotion, the experience gained in one specialty shall not be counted for appointment / promotion in other specialties unless otherwise specified in these regulations. For example, experience gained in Orthopedic 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.

**18. Teaching Experience During Study Leave:** If a person is already holding a post graduate Level II b / III and is holding a teaching post before proceeding on deputation for study leave, he / she shall not get any teaching experience of that teaching post during the period of study.

**19. Non-Medical Faculty:** PM&DC does not approve the designation of the Administrator / Director for the Medical / Dental College. Non-medical persons or persons not holding a qualification of MBBS / BDS and not validly registered with the council cannot be appointed as administrative-in-charge of any teaching institution. Any such institution, which violates this regulation shall be proceeded against for de-recognition as per law. Non-medical faculty members (Non-MBBS / Non-BDS) will not be appointed as faculty in any medical / dental College. Non-medical faculty already appointed in a teaching institution before 31st December 2018 shall be granted experience if they hold PhD qualifications with requisite experience and publications. Holders of PM&DC recognized PhD (acquired before 2018) and holders of previously issued PM&DC Faculty / Experience



certificate along-with documentary evidence such as salary slips etc., shall be considered for promotions.

20. **Recognition of Teaching Experience for Demonstrators, and Lecturers:** Demonstrators / Lecturers with pre-requisite level II / Level III qualification working in recognized teaching institutions and involved in teaching shall be given experience provided the institution certifies that they have been involved in teaching, to be given up to the level of Associate Professor, only.
21. **Experiential Registrar and Senior Registrar for Teaching Positions:** The position of Experiential Registrar shall be considered as equivalent to the Senior Registrar. Senior Registrar with level III qualification and meeting the requirements of publications be given full credit towards Assistant Professor, to be given till the level of Associate Professor only.
22. **Administrative Experience:** Experience of doctors on administrative duties, in teaching institutions or working in an institution related to medical education and possessing requisite postgraduate qualification in Community Medicine / Public Health and who are actually involved in some of the teaching / training / planning / implementation activity / programs in medical education in addition to their administrative duties shall be counted as equal to half of the teaching experience of Assistant Professor (2:1). However, the counting of this experience at 2:1 shall not be applicable beyond the post of Associate Professor.
23. **Honorary or Non-Examination-Based Qualifications:** The qualifications / degrees / diplomas like M.R.C.Path, F.C.P.S. etc; conferred or acquired on an honorary basis or foundation basis or without examination by a medical or dental graduate shall not be considered for the purpose of appointment as Faculty / Examiner/ Supervisor in the medical or the dental institutions of Pakistan and shall not be registered as additional qualifications by the Council. FRCP and equivalent qualifications will only be registered if the candidate has a level-III qualification and holders of such qualifications shall not be given any teaching benefit.
24. **Recognition of Teaching Experience for Forensic Medicine Qualifications:** Holders of level IIb qualification recognized and registered by PM&DC in the subject of forensic medicine without teaching designation in a recognized undergraduate / postgraduate teaching institution shall be granted teaching experience in ratio of 2:1 as assistant professor of forensic medicine, only if such candidate is actively involved in teaching undergraduate or postgraduate students. This rule shall be applicable retrospectively as well.
25. **Eligibility for Appointment in Pathology Based on M. Phil Qualifications:** The holder of M. Phil Microbiology, Chemical Pathology, Histopathology, Hematology, Clinical Pathology etc. are eligible for appointment as Assistant Professor, Associate Professor and Professor in Pathology with requisite teaching experience. Holders of M.Phil. only will not be eligible to become professors after 31<sup>st</sup> December 2025.
26. **Independence of Medical and Dental Institutions:** All medical and dental institutions will be financially and administratively independent from each other and there will be no dental section of a medical college. Either there shall be a dental college with a medical college or a standalone dental college. Each medical / dental institute shall have to establish a fully functional department of Medical Education / Dental Education.





**27. Qualifications and Experience for Faculty in Medical Education:** Faculty members having requisite qualifications in Medical Education i.e. MHPE / PhD and wants to join the Department of Medical Education as faculty will start his / her career as Assistant Professor of Medical Education and teaching experience gained by him / her as a faculty member of Clinical or Basic Medical Sciences subjects shall be given 4:1 and 2:1 teaching experience for MHPE and PhD respectively provided they have been actively involved in the medical education activities certified by the Principal / Dean of the institution or Vice Chancellor of a University. Faculty of Medical Education, if eligible to become Assistant Professor and onwards and is designated as Head / Incharge in the respective department, shall be given experience as equivalent to Assistant Professor.

**28. Mandatory Certification for Promotion / Appointment as Associate Professors and Professors:** After 31<sup>st</sup> December 2020 at least, level II a diploma or certificate of six months duration in Medical Education from recognized universities / DAI is mandatory for promotion / appointment as Associate Professors and Professor in all specialties (Basic Medical / Dental Sciences and Clinical Subjects).

**29. Requirements for Promotion to Professor in Basic Sciences and Dental Practitioners:** Holders of Level II (b) qualification in Basic Sciences Subjects in medical / dental colleges including Community Medicine / Public Health, are eligible to become Professor till 31<sup>st</sup> December 2025. In such cases, the eligibility certificate issued by PMDC shall hold, irrespective of its actualization of the relevant positions.

Holders of at least level IIb qualification in Community Dentistry shall be eligible to be appointed in a Dental College in the field of Community Dentistry. However, dental practitioners with an MPH or equivalent qualification, already appointed as faculty in a Dental College before 31<sup>st</sup> December 2018, can be promoted till the level of Associate Professor and not beyond. They shall have to acquire a level III postgraduate qualification in Community Dentistry to become a Professor.

**30. Requirement of PhD Qualifications for Appointment as Faculty in Clinical and Basic Sciences:** PhD in clinical sciences shall not be accepted as a qualification for appointment as a teacher in a clinical subject. MBBS / BDS graduates having PhD in a basic subject with at least one-year year of coursework will continue to be appointed / promoted further. However, MBBS / BDS graduates having a PhD (basic science subject) with research work only i.e., without coursework, shall not be appointed as teachers in Medical / Dental colleges without acquiring an additional level II-b qualification with coursework in the same subject. Graduates having PhD with research only may be appointed faculty as researchers in medical universities only, subject to approval by SRC.

**31. Recognition of Teaching Experience for Level II-b and III Qualifications:** Teaching Experience acquired as Demonstrator / Lecturer before attaining Level II-b qualification in all basic subjects (medical / dental) will be granted in the ratio of 4:1 (maximum two and half years as Asst. Prof) and after acquisition of Level II-b as 2:1 as equivalent to Assistant Professor. The training period of Level-II b / III qualification will be counted as teaching experience in a ratio of 4:1. Teaching benefits will be granted for a minimum duration of training prescribed for the qualification. This experience will be counted as equal to lecturer / demonstrator as a prerequisite for appointment as Assistant Professor.

**32. Department of Psychiatry and Behavioral Sciences:** Behavioral Sciences shall be part of the Department of Psychiatry. The colleges / hospitals are to name the Department as Department of





Psychiatry & Behavioral Sciences. To teach behavioral sciences subjects, the colleges may hire visiting faculty in relevant disciplines such as Clinical Psychology, etc. The Committee endorsed the above-stated decision of the Council and further suggested that the head of the department may engage the medical faculty and a clinical psychologist as and when required for teaching Behavioral sciences subjects.

**33. Combined Department of Operative Dentistry and Endodontics, and Extension for Teaching of Pedodontics:** Operative Dentistry and Endodontics shall be considered one department. Due to the dearth of Pediatric Dental Specialists, the time period for which persons having level III qualification in Operative Dentistry can teach the subject of Pedodontics be extended till 31st December 2025 until holders of a degree in Pedodontics become available.

**34. Appointment of Faculty in Basic and Allied Dental Fields:** Keeping in view the dearth of qualified persons in basic fields of dentistry-allied qualifications may be considered for appointment as faculty members. 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 having requisite Level-II b / III qualifications:

- a) Dental Material- Operative Dentistry - Prosthodontics
- b) Oral Biology - Oral Surgery / Orthodontics
- c) Oral Pathology- Oral Surgery
- d) Oral Medicine- Oral Surgery
- e) Periodontology-Operative Dentistry for further two (02) years till 31st December 2025
- f) Pedodontics - Operative Dentistry for further two (02) years i.e., till 31st December 2025
- g) Any other combination of Dental Subjects decided by SRC Dental.

**35. Faculty Transfer and NOC Requirements:** A faculty member can be migrated if their current college provides an NOC stating that their release will not result in any deficiency in the department. The following conditions must also be ensured:

- i. The department of College from which the faculty member is being transferred must have the required registered faculty as the position as per PM&DC standards.
- ii. Such migration is allowed every year from 1st October till 31st December. The faculty migration portal shall remain closed other than this window period.

However, other cases of faculty migrations may be considered as under:

- i. Faculty Transfer within Public Sector Colleges:
  - If a faculty member has been transferred from one public sector college to another, the transfer order must be provided along with a No Objection Certificate (NOC).
  - If any government faculty has been retired, migration will be allowed after the submission of relevant documentary proof.
- ii. Promotion-Based Migration:
  - Faculty members who have been promoted based on their experience as per PM&DC criteria and issued eligibility for the new position may apply for migration subject to the non-availability of a slot at the relieving college, provided the following conditions are met:





- a) Submission of an experience certificate demonstrating eligibility (promotion from a junior to a senior position).
- b) Provision of an undertaking on judicial stamp paper to undertake the aforementioned position.

**36. Retirement and Retention Age for Faculty:** Retirement and retention age of faculty in public colleges / universities shall be as per government policy and maximum age limit for faculty in private medical / dental college shall be seventy-five (75) years subject to the fitness criteria laid down by the Council.

**37. Credit Allocation for Publications and Research Articles:** All authors (maximum 6) will be given equal credit for a publication. The principal investigator / the first author has to declare the role of each author in the publication which will be published with the paper. Criteria for award of credits for publication and research article:

- a) Original articles shall be eligible for credit and only if the article is published in a Journal indexed and enlisted in the List of Journals approved by the PM&DC or indexed in Medline / PubMed, PubMed Central, Index Medicus, Excerpta Medica, Embase, Web of Science and Scopus. For Systematic Reviews (SR) with Meta-Analysis (MA), credit once for one SR with MA will be given only if published in above mentioned international indexed journals. There is no credit for a published narrative Review Article/writing a Chapter of a Textbook, Letter to Editor, Dissertation / Thesis etc. A letter of acceptance for publication of a research paper will no longer qualify the applicant for an award of credit of a research publication/paper and credit shall only be granted on publication of an original article.
- b) Equal Credit shall be given to all the authors. A maximum six authors will be allowed for the publication of a paper. In case of more than six authors in a paper, the principal investigator / corresponding author has to give a valid justification for more authors. In such cases, equal credit will be given to the first six authors only.
- c) For the grant of credit, the applicant has to provide an original copy of the Journal. Online verification will also be accepted from the official website or a database mentioned in Regulation 10 (a).
- d) Credit granted before the coming into force of these regulations shall hold.
- e) Plagiarism check of an article is mandatory for the editors of the journal publishing an article. An article with more than 20% similarity index will not be accepted for publication. PM&DC may check articles for plagiarism before issuing an experience certificate.

**38. Certification of Teaching Experience and Related Grievance Procedures:** Experience of teaching shall be certified by the Council if the individual has been teaching as faculty in an affiliated hospital / training site of / or the recognized institution included in the schedules of the PM&DC Act, 2022. The Experience certificate shall be issued under these regulations with the following terms and conditions:

- i. Errors and omissions in the experience certificate shall be accepted and corrected if is so warranted to comply with these regulations.
- ii. This certificate has been prepared by PM&DC staff on the basis of documents of appointment / publication submitted by applicant doctor concerned of Principal / Dean / Vice Chancellor / Rector of the institution or MS of a recognized teaching Hospital where the applicant doctor concerned is working and all liabilities in this matter lie with such applicant doctor concerned or issuing authority (college / hospital / university / DAI).



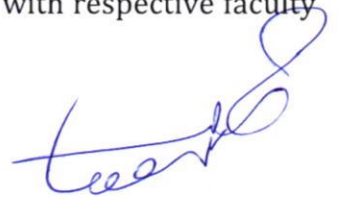


- iii. The Experience certificate shall be issued by the Registrar or an officer authorized by the President as the case may be and the issuing authority shall have the power to any time recall, modify, or cancel the experience certificate so issued, within the provisions of the regulations of PM&DC.
- iv. If there is any grievance about the experience certificate or its effect or correction/cancellation etc., the aggrieved applicant doctor concerned or Principal or Dean of the institution where the applicant doctor /recipient of experience certificate is working or any agency, may prefer an appeal to the Registrar PM&DC for elaboration, redressal of grievances or correction in experience certificate. The Registrar shall give an opportunity of hearing to PM&DC staff, which prepared the certificate and the appellant, and the appeal shall be accepted or rejected by the Registrar by a speaking order, which shall be communicated in writing by the Registrar to the appellant within four weeks of receiving the complaint. If the appellant is not satisfied, he / she may file an appeal against the order of the Registrar before the Standing Recognition Committee of the Council. All disputes regarding teaching / practical experience shall be presented before the Standing Recognition Committee with the permission of the President and the committee shall hear all parties and PM&DC staff who prepared the experience certificate & the decision of the Committee there on shall be final.
- v. Experience certificate shall include the accepted publications for a particular designation and shall not be issued for a particular designation if the accepted publication number is deficient.

### CHAPTER-III

#### VIOLATIONS AND PENALTIES

39. **Faculty Appointment Violation and Non-Registration:** Any faculty appointed in violation to the regulations of the Council, shall not be registered as faculty by the Council. The authorized officer of the council shall observe, document and maintain a record of the same with respective faculty registration.







## SECTION - III

**CRITERIA FOR APPOINTMENT AND PROMOTION OF PROFESSORIAL STAFF IN  
UNDERGRADUATE AND POSTGRADUATE MEDICAL INSTITUTIONS****Basic Medical Sciences Subject:** Anatomy, Physiology, Biochemistry, Pharmacology, Pathology, Community Medicine and Forensic Medicine.

Post Designation /	Required Basic Qualification	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publications	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Lecturer / Demonstrator	MBBS or equivalent medical qualifications fully recognised / registered by the PM&DC	Not Required	Not Required	Not Required.	-
Senior Lecturer / Senior Instructor / Senior Demonstrator	-do-	PM&DC recognized Level II b OR Level III Qualification in respective basic subjects OR Equivalent PM&DC Level II b or Level III qualifications in the respective specialty recognized / registered by PM&DC	Not Required	Not Required.	-
Assistant Professor	-do-	-do-	Two (02) years teaching experience as Demonstrator / Lecturer before or after Level-II b qualification or one year teaching experience as Demonstrator / Lecturer before or after Level-III qualification.	Two (02) research papers are required in relevant subject.	-



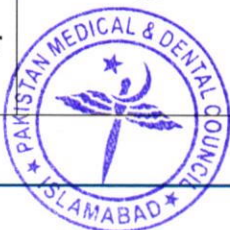




Associate Professor	-do-	-do-	Five (05) years teaching experience as an Assistant Professor in the relevant subject.	Seven (7) research publications are required as Assistant Professor in relevant subject.	A total of Nine (9) research publications in relevant subject, of which Seven (7) as Assistant Professor.
Professor	-do-	Level III qualification in the relevant subject	At least Three years (03) as Associate Professor in the respective subject. OR Nine (09) years teaching experience as an Assistant Professor in the respective subject.	Six (6) research publications as Associate Professor are required in relevant subject.	A total of Fifteen (15) research publications in relevant subject, of which Six (6) should be during last three years. M. Phil / Other Level-II b holders shall be eligible to become Professor till 31 <sup>st</sup> Dec 2025.

**Medical Education Department**

Post Designation /	Required Basic Qualification	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publications	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Lecturer / Demonstrator	MBBS or equivalent medical / dental qualifications recognised / registered by the PM&DC	Not Required	Not Required	Not Required.	-
Senior Lecturer / Senior Demonstrator	-do-	Level II & b or Level III Postgraduate degree or diploma in Medical Education/ Health Professions Education or related field recognized by PM&DC	Not Required	Not Required.	-



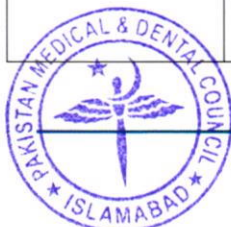




Assistant Professor	-do-	Level II b or Level III post graduate degree or diploma in Medical Education Health Professions Education or related field recognized by PM&DC.	-	Two (02) research papers are required in relevant subject.	-
Associate Professor	-do-	-do-	Five (05) years teaching experience as an Assistant Professor in the relevant subject.	Seven (7) research publications are required as Assistant Professor in relevant subject.	A total of Nine (9) research publications in relevant subject, of which Seven (7) as Assistant Professor.
Professor	-do-	-do-	At least Three (03) years as Associate Professor in the respective subject. OR Nine (09) years teaching experience as an Assistant Professor in the respective subject.	Six (6) research publications as Associate Professor are required in relevant subject.	A total of Fifteen (15) research publications in relevant subject, of which Six (6) should be during last three years. Level-II b holders shall be eligible to become Professor.

**Clinical Subjects:** Medicine, Surgery, Obstetrics & Gynaecology, Paediatrics, ENT, Eye

Post Designation /	Required Basic Qualification	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publications	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Senior Registrar	MBBS or equivalent medical qualifications recognised / registered by the PM&DC.	PM&DC level III Qualification in respective subject like F.C.P.S / M.S / M.D OR Other equivalent Level III qualifications	Not Required	Not Required.	-







		in the speciality approved by SRC and recognised / registered by the PM&DC.			
Assistant Professor	-do-	-do-	Two (02) years clinical experience in relevant subject in a recognised institute after Level III qualification	Two (02) research publications in relevant subject.	-
Associate Professor	-do-	-do-	Five (05) years teaching experience as an Assistant Professor in the relevant subject.	Seven (07) research publications are required as Assistant Professor in relevant subject.	A total of Nine (9) research publications in relevant subject, of which seven (7) as Assistant Professor are required.
Professor	-do-	-do-	Three (03) 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 eight (08) years. OR Nine (09) years teaching experience as	Six (06) research publications as Associate Professor are required in relevant subject.	A total of Fifteen (15) research publications in relevant subject, of which Six (6) should be during last three years.







			an Assistant Professor in the respective subject is essential.		
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**Other Clinical Subjects:** Cardiology, Cardiac Surgery, Neurology, Nephrology, Urology, Gastroenterology, Endocrinology, Psychiatry, Dermatology, Pulmonology, Orthopaedics, Thoracic Surgery, Neurosurgery, Paediatric Surgery, Radiology, (Radio-Diagnostic & Radio-Therapeutics), Anaesthesiology, Clinical Haematology & all other specialities as recognized by PM&DC.

Post Designation /	Required Basic Qualification	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publications	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Senior Registrar	MBBS equivalent medical Qualifications recognised / registered by the PM&DC. or	PM&DC level III Qualification in respective subject like F.C.P.S / M.S / M.D OR Other equivalent Level III qualifications in the speciality approved by SRC and recognised / registered by the PM&DC.	Not Required	Not Required.	-
Assistant Professor	-do-	-do-	Two (02) years clinical experience in relevant subject in a recognised institute after Level III qualification	Two (2) research publications in relevant subject.	-
Associate Professor	-do-	-do-	Five (05) years teaching experience as an Assistant Professor in the relevant subject.	Seven (07) research publications are required as Assistant Professor in relevant subject.	A total of nine (09) research publications in relevant subject, of which seven (07) as Assistant Professor





					are required.
Professor	-do-	-do-	Three (03) 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 eight (08) years. OR Nine (09) years teaching experience as an Assistant Professor in the respective subject is essential.	Six (06) research publications as Associate Professor are required in relevant subject.	A total of Fifteen (15) research publications in relevant subject, of which Six (06) should be during last three years.







## SECTION - IV

**APPOINTMENT OF TEACHERS IN UNDERGRADUATE AND POSTGRADUATE DENTAL INSTITUTIONS**

**Sciences of Dental Materials, Oral Biology, Oral Pathology, Community Dentistry / other nomenclature recognized by SRC Dental.**

Post / Designation	Required Basic Qualification	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publications	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Lecturers / Demonstrator	BDS or equivalent qualification in Dentistry approved and registered by the PM&DC	-	-	-	-
Senior Lecturers / Senior Demonstrator	-do-	Level II b & III Post graduation like PhD / FCPS / M.D.S, or equivalent postgraduate qualification recognised by the council in respective basic science subject.	-	-	-
Assistant Professor	-do	Level II b / III Post graduation like PhD / FCPS / M.D.S, or equivalent postgraduate qualification recognised by the council in respective basic subject	Two (02) years teaching experience as Demonstrator / Lecturer before or after Level-II b qualification. One (01) year teaching experience as Demonstrator / Lecturer before or after Level-III qualification.	Two (02) research papers are required in relevant subject.	-
Associate Professor	-do-	-do-	Five (05) years teaching experience as an Assistant Professor in	Seven (07) research publications are required as Assistant	A total of nine (09) research publications in relevant





			the relevant subject.	Professor in relevant subject.	subject, of which Seven (07) as Assistant Professor.
Professor	-do-	Level III Post graduation like Ph.D. / FCPS / M.D.S, or equivalent postgraduate qualification recognised by the council in respective basic subject	At least Three (03) years as Associate Professor in the respective subject. OR Nine (09) years teaching experience as an Assistant Professor in the respective subject.	Six (06) research publications as Associate Professor are required in relevant subject.	A total of fifteen (15) research publications in relevant subject, of which six (06) should be during last three years. M.Phil / Other Level-II holders shall be eligible to become Professor till 31 <sup>st</sup> Dec 2025.

**Clinical Subjects:** Oral and Maxillofacial Surgery, Operative / Restorative / Conservative Dentistry, Prosthodontics and Orthodontics

Post Designation /	Required Basic Qualification	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publications	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Lecturer / Demonstrator	B.D.S. or equivalent qualifications recognised/ registered by the PM&DC.	-	-	-	-
Senior Lecturer / Senior Registrar	-do-	PM&DC level III Qualification in respective subject like F.C.P.S / M.S / M.D OR Other equivalent Level III qualifications in the speciality approved by SRC and	Not Required	Not Required.	-







		recognised / registered by the PM&DC.			
Assistant Professor	-do-	-do-	Two (02) years clinical experience in relevant subject in a recognised institute after Level III qualification	Two (02) research publications in relevant subject.	-
Associate Professor	-do-	-do-	Five (05) years teaching experience as an Assistant Professor in the relevant subject.	Seven (07) research publications are required as Assistant Professor in relevant subject.	A total of nine (09) research publications in relevant subject, of which seven (07) as Assistant Professor are required.
Professor	-do-	-do-	Three (03) 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 eight (08) years. OR Nine (09) years teaching experience as an Assistant Professor in the respective	Six (6) research publications as Associate Professor are required in relevant subject.	A total of Fifteen (15) research publications in relevant subject, of which Six (6) should be during last three years.





			subject is essential.		
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**Other Clinical Subjects:** Oral Medicine, Paedodontics, Periodontics and Endodontics.

Post Designation /	Required Basic Qualification	Required Postgraduate (Additional) Qualification	Required Experience	Required Research Publications	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
Lecturer / Demonstrator	B.D.S. or equivalent qualifications recognised / registered by the PM&DC.	-	-	-	-
Senior Lecturer / Senior Registrar	-do-	Level III OR Level II b postgraduate Qualification OR Other equivalent qualifications in the speciality approved and recognised / registered by the PM&DC.	Nil	Nil	-
Assistant Professor	-do-	-do-	Two (02) years clinical experience in a recognised institute after Level II b in relevant subject. One (01) year clinical experience in a recognised institute after Level III in relevant subject.	Two (2) research publications in relevant subject.	-
Associate Professor	-do-	-do-	Five (05) years teaching experience as an Assistant	Seven (07) research publications are required	A total of nine (09) research publications







			Professor in relevant subject.	as Assistant Professor in relevant subject.	in relevant subject, of which seven (07) as Assistant Professor are required.
Professor	-do-	-do-	Three (03) 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 eight (08) years. OR Nine (09) years teaching experience as an Assistant Professor in the respective subject is essential.	Six (06) research publications as Associate Professor are required in relevant subject.	A total of fifteen (15) research publications in relevant subject, of which six (06) should be during last three years.

