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PUNJAB GOVERNMENT  
HEALTH (MEDICAL EDUCATION) DEPARTMENT

Notification

The 28th July, 1978

No. G.S.R. 75/Const./Art. 309/78.—In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and conditions of service of persons appointed to the Punjab Medical Education Service (Class I), namely :—

PART I

1. *Short title and commencement.*—(1) These rules may be called the Punjab Medical Education Service (Class I) Rules, 1978.

(2) They shall come into force at once.

2. *Definition.*—In these rules, unless the context otherwise requires:—

(a) "Commission" means the Punjab Public Service Commission ;

(b) "Direct appointment" means an appointment made otherwise than by promotion or by transfer of an official already in Service of the Government of India or of a State Government.

(c) "Government" means the Punjab Government in the Health Department ;

(d) "Service" means the Punjab Medical Education Service (Class I) ;

(e) "Department" means the speciality as listed in Appendix 'A' ;

(f) "Recognised University" means—

(i) any university incorporated by law in any of the States of India ;  
or

(ii) the Punjab, Sind or Dacca University in case of Degree, Diploma or Certificate obtained as a result of examination held by these universities before the 15th August, 1947 ; or

(iii) any other university which is declared by the Government to be recognised university for the purposes of these rules.

3. *Constitution of Service.*—There shall be constituted a service to be known as the "Punjab Medical Education Service (Class I)" consisting of persons recruited to the Service under rule 9 after the commencement of these rules :

Provided that the persons holding the posts specified in Appendix 'B' to these rules immediately before such commencement shall be deemed to be appointed to the service in accordance with the provisions of these rules on the designation, grade and any scale laid down in Appendix 'B' to these rules or the grade and pay scale for which they duly exercised their option.



## PART II

## Appointments

4. *Number and Character of Posts.*—The Service shall comprise the posts shown in appendix 'B' to these rules :

Provided that nothing in these rules shall affect the inherent right of Government to add to or reduce the number of such posts or create new posts with different designation and scale of pay, whether permanently or temporarily.

5. *Appointment to Service.*—All appointments to the posts in the Service shall be made by the Government.

6. *Nationality, Domicile and Character of Candidates appointed to the Service.*—No candidate shall be appointed to the Service, unless he is—

- (a) a citizen of India ; or
- (b) a subject of Sikkim, ; or
- (c) a subject of Nepal ; or
- (d) a subject of Bhutan ; or
- (e) a Tibetan refugee who came over to India before the 1st January, 1962, with the intention of permanently settling in India ; or
- (f) a person of Indian origin who has migrated from Pakistan, Burma, Ceylon and East African countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganyika and Zanzibar) with the intention of permanently settling in India :

Provided that a candidate belonging to categories (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been given by the Government of India and if he belongs to category (f) the certificate of eligibility will be issued for a period of one year, after which such a candidate will be retained in service subject to his having acquired Indian citizenship.

(ii) A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or other recruiting authority and he may also provisionally be appointed subject to the necessary certificate being given to him by the Government of India.

(iii) No person shall be recruited to the Service by direct appointment unless he produces a certificate of character from the principal academic officer of the university, college, school, or institution last attended, if any and similar certificate from two responsible persons, not being his relatives, who are well acquainted with him in his private life and are unconnected with his university, college, school or institution.



7. *Age and qualifications.*—(1) No person shall be recruited to the Service by direct appointment unless he is less than 40 years of age in the case of Assistant Professor, Additional Professor or Professor ; provided that the Government may in special circumstances to be recorded in writing relax the upper age limit. For the purpose of this rule, the age will be as on the last date of receipt of applications by the Commission.

*Substituted  
vide amendment  
dt. 30.7.79*

(2) No person shall be recruited to the Service by direct appointment, promotion or by transfer unless he possesses the qualifications and teaching experience as is specified in Appendix 'C'.

(3) A member of the service recruited by direct appointment shall not be retained in Service unless he acquires knowledge of Punjabi language of matriculation standard within a period of 6 months from the date of appointment to the Service.

8. *Disqualifications.*—No person—

- (a) who has entered into or contracted a marriage with a person having a spouse living ; or
  - (b) who having a spouse living, has entered into or contracted a marriage with any person ;
- shall be eligible for appointment to the Service :

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

9. *Method of appointment.*—(1) Appointment to the posts in the service shall be made in the following manner :—

(a) In the case of Assistant Professors—

- (i) 75 per cent Posts by promotion from amongst the Lecturers and Senior Lecturers or by transfer of officials already in service of Government ;
- (ii) 25 per cent Posts by direct appointment.

(b) In the case of Associate Professors—

- (i) all the posts will be filled up by promotion from amongst the Assistant Professors.

(c) In the case of Additional Professors —

- (i) 75 per cent posts by promotion from amongst the Associate Professors, or where Associate Professors are not available, from amongst the Assistant Professors or by transfer of officials already in the service of the Government of India, or of a State Government.
- (ii) 25 per cent posts by direct recruitment.



## (d) In the case of Professors—

- (i) 75 per cent posts by promotion from amongst the Additional Professors, or, where Additional Professors are not available, from amongst the Associate Professors, or, where Associate Professors are not available, from amongst the Assistant Professors, or by transfer of official already in the Service of the Government of India, or the State Government ;
  - (ii) 25 percent posts by direct recruitment ;
- (e) In the case of Principals it will be made by Selection from amongst the Professors .
- (2) In case no suitable person possessing the qualifications and experience as prescribed in rule 7(i) and (ii) is available for promotion to any post in the Service that post shall be filled up by direct recruitment.
- (3) All appointments to the posts in the Service by promotion shall be made by selection on merit and no person shall be entitled to claim as right of promotion to such posts on the basis of seniority.

## PART III

## CONDITIONS OF SERVICE

10. *Probation of persons appointed to Service.*—(1) Persons appointed to a post in Service shall remain on probation for a period of two years, if required by direct appointment and one year if appointed, otherwise :

Provided that—

- (a) any period, after such appointment, spent on deputation on a corresponding or a higher post shall count towards the period of probation ;
  - (b) in the case of of an appointment by transfer, any period of work in equivalent or higher rank, prior to appointment to the service may, in the discretion of the Government be allowed to count towards the period of probation ; and
  - (c) any period of officiating appointment to the service shall be reckoned as period spent on probation, but no person who has so officiated shall on the completion of the prescribed period of probation be entitled to be confirmed, unless he is appointed against a permanent vacancy.
- (2) If, in the opinion of the Government, the work or conduct of a person during the period of probation is not satisfactory, it may—
- (a) if such person is recruited by direct appointment, dispense with his services ; and
  - (b) if such person is appointed otherwise :

Recruited  
Recruited



- (i) revert him to his former post; or
  - (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.
- (3) On the completion of the period of probation of a person, the Government may,—
- (a) if his work or conduct has, in its opinion, been satisfactory;—
    - (i) confirm such person from the date of his appointment, if appointed against a permanent vacancy; or
    - (ii) confirm such person from the date from which a permanent vacancy occurs, if appointed against a temporary vacancy; or
    - (iii) declare that he has completed his probation period satisfactorily, if there is no permanent vacancy; or
  - (b) If his work or conduct has not been, in its opinion satisfactory;—
    - (i) dispense with his service, if appointed by direct appointment and if appointed otherwise revert him to his former post, or deal with him in such other manner as the terms and conditions of his previous appointment permit; or
    - (ii) extend his period of probation and thereafter pass such orders as it could have passed on the expiry of the first period of probation :

Provided that the total period of probation including extension, if any, shall not exceed three years.

11. *Seniority of members of Service.*—The seniority *inter se* of the members of the service shall be determined separately for each category of members in each department of service, as shown in Appendix 'A' to these rules on the basis of their continuous appointment in that category:

Provided that the *inter se* seniority of Professors belonging to different departments shall be determined on the basis of their continuous service as Professors: —

Provided further that a Professor shall be senior to an Additional Professor, an Additional Professor shall be senior to an Associate Professor and an Associate Professor shall be senior to an Assistant Professor:

Provided further that the seniority of the members of the Service prevailing immediately before the commencement of these rules shall not be disturbed:



(i) 75 percent posts by promotion from amongst the Associate Professors, or where Associate Professors are not available amongst the Assistant Professors or by transfer of officials in the service of the Government of India, or the State Government.

(f) In the case of D.R.M.E., Punjab, it will be made by selection from amongst the Principals on seniority (as Principals) cum-merit basis and in case no suitable candidate is available among Principals it shall be made from amongst the Professors on (as per their inter se seniority) cum-merit basis.

11. *Seniority of members of Service.*—The seniority *inter se* of the members of the service shall be determined separately for each category of members in each department of service, as shown in Appendix 'A' to these rules on the basis of their continuous appointment in that category:

Provided that the *inter se* seniority of Professors belonging to different departments shall be determined on the basis of their continuous service as Professors:

Provided further that a Professor shall be senior to an Additional Professor, an Additional Professor shall be senior to an Associate Professor and an Associate Professor shall be senior to an Assistant Professor:

Provided further that the seniority of the members of the Service prevailing immediately before the commencement of these rules shall not be disturbed:



Provided further that in the case of members recruited by direct appointment, the order of merit determined by the Commission shall not be disturbed and persons appointed as a result of an earlier selection shall be senior to these appointed as a result of subsequent selection:

*those*

Provided further that in case two or more members are appointed on the same date their seniority shall be determined as follows:—

- (a) A member recruited by direct appointment shall be senior to a member recruited otherwise;
- (b) A member recruited by promotion shall be senior to a member recruited by transfer;
- (c) In the case of members appointed by promotion or transfer, seniority shall be determined according to the seniority of such members in the appointment from which they were promoted or transferred; and
- (d) in the case of members appointed by transfer from different cadres, their seniority shall be determined according to pay preference being given to a member who was drawing a higher rate of pay in his previous appointment and if the rates of pay drawn are also the same then by their length of service. If that is also the same, an older member shall be senior to a younger member.

*Note.*—In the case of members whose period of probation is extended under rule 10 the date of appointment for the purpose of this rule shall be deemed to have been deferred to the extent the period of probation is extended.

12. *Pay of members of Service.*—Members of the Service shall be entitled to such scales of pay including special pay, if any, as may be authorised by the Government from time to time. The scales of pay at present in force in respect of specified posts are given in Appendix 'B' to these rules.

13. *Private practice.*—(1) The Government may by general or special order permit any member or members of the Service to engage in private practice on such terms and conditions, and subject to such restrictions and limitations as may be specified in the order;

Provided that such practices does not in any way interfere with the discharge of his or their official duties.

(2) Nothing herein contained shall be construed to limit or abridge the power of the Government at any time to withdraw such permission or to modify the terms on which it is granted without cause assigned. In case of complete withdrawal of the permission, compensation considered adequate by the Government will be paid in the form of non-Practising Allowance



14. **Discipline, penalties and appeals.**—In matters relating to discipline, punishment and appeals, members of the service shall be governed by the Punjab Civil Service (Punishment and Appeal) Rules, 1970, as amended from time to time :

Provided that the authority empowered to impose penalties shall be the Government.

15. **Liability of members of service to transfer.**—A member of the service may be transferred by Government to any post, whether included in any other service or not, on the same terms and conditions as are specified in rule 3.17 of the Punjab Civil Services Rules, Volume 1, Part 1.

16. **Liability to serve.**—A member of the Service shall be liable to serve at any place, whether within or outside the State of Punjab, on being ordered so to do by the Government.

17. **Leave, pension and other matters.**—In respect of pay, leave, pension and all other matters not expressly provided for in these rules the members of the Service shall be governed by such rules and regulations as may have been or may hereafter be adopted or made by the competent authority under the Constitution of India or under any law for time being in force made by the State Legislature and the rules made thereunder.

18. **Liability for vaccination and re-vaccination.**—Every member of the Service shall <sup>get</sup> ~~get~~ himself vaccinated or re-vaccinated when Government so directs by special or general order.

19. **Liability to serve in Defence Forces.**—Every person appointed to the service shall, if so required be liable to serve in any defence service or post connected with the defence of India for a period of not less than four years including the period spent on training, if any :

Provided that such an officer—

(a) shall not be required to serve as aforesaid after the expiry of 10 years from the date of appointment to the service, or

(b) shall not ordinarily be required to serve as aforesaid after attaining the age of 45 years.

20. **Oath of allegiance.**—Every member of the Service unless he has already done so, shall be required to take oath of allegiance to India and to the Constitution of India as by law established.

21. **Power of relaxation.**—Where the Government is of opinion that it is necessary or expedient so to do, it may by order for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

22. **Interpretation.**—If any question arises as to the interpretation of rules, the Chief Secretary shall decide the same.



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APPENDIX 'A'

1. Anatomy.
2. Physiology.
3. Bio-Chemistry.
4. Pharmacology.
5. Pathology including Blood Bank.
6. Clinical Pathology.
7. Microbiology.
8. Social and Preventive Medicine.
9. Forensic Medicine.
10. Medicine.
11. Paediatrics.
12. T.B. and Chest Diseases.
13. Skin and V.D.
14. Psychiatry.
15. Surgery.
16. Plastic Surgery.
17. Urology.
18. Paediatric Surgery.
19. Gastroentriology.
20. Orthopaedics.
21. E.N.T.
22. Ophthalmology.
23. Obst. and Gynae.
24. Radiology.
25. Anaesthesia.
26. Pharmacy.



APPENDIX 'B'  
(See Rule 3, 4, 12 and 13)

Name of Department	No. of posts sanctioned as on 1st September, 1974							
	Professors		Additional Professor		Associate Professor		Assistant Professor	
	P	T	P	T	P	T	P	T
Anatomy ..	2	2	..	..	1	1	2	3
Physiology ..	2	..	..	..	..	2	3	1
Bio-Chemistry ..	..	2	..	..	..	..	1	3
Pharmacology ..	2	2	..	..	1	1	..	2
Pathology including Blood Bank	2	..	..	..	..	2	3	1
Clinical Pathology ..	..	..	..	..	..	..	1	1
Microbiology ..	..	2	..	..	..	2	..	2
Social and Preventive Medicine	2	..	..	..	..	..	1	1
Forensic Medicine	1	..	..	..	1	..	..	..
Medicine ..	4	2	..	..	..	..	5	1
Paediatrics ..	2	..	..	1	..	..	..	3
T.B. and Chest Diseases	1	1	..	..	..	..	1	1
Skin and V.D. ..	1	1	..	..	..	..	..	2
Psychiatry ..	1	..	..	..	1	..	1	..
Surgery ..	5	3	..	..	..	..	3	9
Plastic Surgery ..	..	1	..	..	..	..	..	2
Urology ..	..	..	..	..	..	..	..	1
Paediatric Surgery ..	..	..	..	..	..	..	..	1
Gastroenterology ..	..	..	..	..	..	..	..	1
Orthopaedic ..	2	..	..	2	..	..	..	2
E.N.T. ..	1	1	..	..	..	..	..	4
Ophthalmology ..	3	1	..	..	..	..	2	2
Obst and Gynae ..	2	2	..	..	..	..	..	6
Radiology ..	1	1	..	..	..	..	..	4
Anaesthesia ..	2	2	..	..	..	..	..	6
Pharmacy ..	..	..	..	..	..	..	..	2
Total ..	36	23	..	3	4	8	23	61



## APPENDIX 'B'

- |                                    |    |  |
|------------------------------------|----|--|
| 1. Principal                       | .. | Rs. 1,300—50—1,800 + Rs. 100 P.M. as special pay.      |
| 2. Professor                       | .. | Rs. 1,300—50—1,800                                     |
| 3. Additional Professor            | .. | Rs. 1,300—50—1,800.                                    |
| 4. Associate Professor             | .. | Rs. 850—50—1,000/50—1,250 Rs. 100 P.M. as special pay. |
| 5. Assistant Professor             | .. | 850—50—1,000/50—1,250.                                 |
| 6. Assistant Professor<br>Pharmacy |    | 700—40—1,100   |



APPENDIX 'C'

**Professor or Additional Professor**

Post-graduate degrees in the speciality concerned, M.D., M.S., Ph.D., M.Sc., D.Sc., F. R.C.S., M.R. C.P.

Teaching experience as Assistant Professor in the speciality concerned for five years in a Medical College after requisite post-graduate qualifications.

**Associate Professor**

As above.

Assistant Professor (Clinical) viz., Medicine, Surgery, Obstetrics, and Gynaecology, Paediatrics, T. B. Psychiatry, Skin and VLD. Cardiology, Neurology, Gastro-Entrology, Orthopaedics, Anaesthesia, Radiology, Ear, Nose and Throat (Ote-Rhino-Laryn gology) Ophthalmology, Thoracic Surgery, Neuro Surgery, Plastic Surgery, Genite Urinary Surgery, Paediatric Surgery.

Post-graduate degree in the Speciality concerned, M.D, M.S., Ph.D, M.Sc, F.R.C.S, Mr. C.P. etc., Must possess 3 years teaching experience in the speciality after post-graduate in a medical college as Senior Lecturer, Lecturer/Registrar, Research Officer. Out of this 3 years experience however 2 years experience in main speciality is essential, remaining 1 year may be in a subject allied to general medicine/ Surgery. // ✓

**Assistant Professor (Non-Clinical)** Viz. Anatomy, Physiology, Pathology, Forensic Medicine, ~~Pharmacology~~, Bio-Chemistry, Microbiology Social and Preventive Medicine.

Post-graduate degree in the speciality concerned ; M.D., M.S. , Ph.D., M.Sc., F. R. C. P., M. R. C.P. etc.

Three years teaching experience whether it is prior to post-graduation or subsequent thereto. \$

Note. The teaching experience as Assistant Registrar <sup>or</sup> on Assistant Demonstrator would not be countable.

**Assistant Professor Pharmacy**

1. Ph. D. in any of allied subject of Pharmacy.
2. 3 years teaching experience as Demonstrator or Lecturer in Pharmacy.

G. BALAKRISHNAN,

Secretary to Government, Punjab,  
Health and Family Welfare Department.



GOVERNMENT OF PUNJAB  
DEPARTMENT OF HEALTH AND FAMILY WELFARE  
(MEDICAL EDUCATION WING)

Notification

The 25th April, 1979

No. G.S.R. 51/Const/Art. 309/Amd. (1)/79.—In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Medical Education Service (Class I) Rules, 1978, namely :—

1. These rules may be called the Punjab Medical Education Service (Class I) (First Amendment) Rules, 1979.
2. In the Punjab Medical Education Service (Class I) Rules, 1978 in Appendix 'C' ;
  - (i) under the heading "Assistant Professor (Non Clinical)", the word "Pharmacology" shall be omitted ;
  - (ii) after the heading Assistant Professor (Non-Clinical) and entries relating thereto, the following shall be inserted, namely :—

"Assistant Professor Pharmacology

    1. Post-graduate degree in Pharmacology, viz. M.D., M.S., Ph. D., M. Sc., F.R.C.P. or M.R.C.P.
    2. Three years teaching experience whether it is prior to post-graduation or subsequent thereto.

*Note.*—The teaching experience as Assistant Registrar or Assistant Demonstrator would not be countable.

OR

1. Master's degree in Pharmaceutics/organic Chemistry based on synthesis of compounds of medicinal interest.
2. Ph. D. based on synthesis of compounds of medicinal interest.
3. Experience of teaching M.B.B.S. Classes as Lecturer Chemical Pharmacology in the Department of Pharmacology for a minimum period of three years."

G. BALAKRISHNAN,

Secretary to Government of Punjab,  
Department of Health and Family Welfare.



GOVERNMENT OF PUNJAB  
DEPARTMENT OF HEALTH AND FAMILY WELFARE  
(MEDICAL EDUCATION WING)

Notification

The 30th July, 1979

No. G.S.R.109/Const./Art. 309/Amd. (2)/79.—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Medical Education Service (Class I) Rules, 1978, namely :—

1. (1) These rules may be called the Punjab Medical Education Service (Class I) (Second Amendment) Rules, 1979.

(2) They shall come into force at once.

2. In the Punjab Medical Education Service (Class I) Rules, 1978, in rule 7, for sub-rule (1), the following sub-rule shall be substituted, namely :—

“(1) No person shall be recruited to the Service by direct appointment unless he is less than forty years of age, or in the case of employees of the Punjab Government, other State Governments or the Government of India unless he is less than fifty years of age, on the first day of January of the year immediately preceding the last date fixed for submission of applications to the Commission for recruitment to the Service :

Provided that the appointing authority may for reasons to be recorded in writing, relax the upper age limit for a category or class of persons :

Provided further that in the case of candidate belonging to the Scheduled Castes and the Backward Classes, the upper age limit shall be such as may be fixed by Government from time to time by a general or specific order :

Provided further that in the case of a Demobilized Armed Forces person his age at the time of joining military service or training prior to the commission as the case may be, does not exceed, the upper age limit prescribed for direct recruitment to such posts.”

G. BALAKRISHNAN,

Secretary to Government of Punjab,  
Department of Health and Family Welfare.