

PUNJAB GOVERNMENT
DEPARTMENT OF HEALTH AND FAMILY WELFARE
Notification

The 23rd October, 1979

No. G.S.R.148/Const/Art.309/79.—In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Punjab is pleased to make the following rules regulating the recruitment, and the conditions of service of persons appointed to the Punjab Medical Education State Service (Class II), namely :—

1. *Short title, commencement and application.*—(1) These rules may be called the Punjab Medical Education State Service (Class II) Rules, 1979.

(2) They shall come into force at once.

(3) They shall apply to all the posts specified in Appendix 'B' to these rules.

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

(a) "Appendix" means an appendix appended to these rules ;

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

(c) "Department" means the speciality as listed in Appendix 'A' to these rules

(d) "direct appointment" means an appointment made otherwise than by promotion or by transfer of a person already in the service of the Government of India or of a State Government ;

(e) "Government" means the Government of Punjab in the Department of Health and Family Welfare ;

(f) "recognised university or institution" means :

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

(ii) the Punjab, Sind or Dacca university ; in the 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 or institution which is declared by the Government to be a recognised university or institution for the purposes of these rules.

(g) "Service" means the Punjab Medical Education State Service (Class II).

3. *Constitution of Service.*—There shall be constituted a Service to be known as the 'Punjab Medical Education Service (Class II)' consisting of persons recruited to the Service under rule 10 after the commencement of these rules :

Provided that the persons holding the posts specified in Appendix 'B' 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 pay scale laid down in Appendix 'D' or the grade and pay scale for which they duly exercised their option.

4. *Number and character of posts.*—The Service shall comprise the posts shown in Appendix 'B' :

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 designations and scales of pay, whether permanently or temporarily.

5. *Appointing authority.*—All appointments to the Service shall be made by the Government .

6. *Nationality, domicile and character of candidates appointed to the Service.*—(i) No candidate shall be appointed to the Service unless he is—

- (a) a citizen of India, or
- (b) a citizen of Nepal, or
- (c) a subject of Bhutan , or
- (d) a Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India, or
- (e) 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), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India :

Provided that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been given by the Government of India.

(ii) A candidate in whose case certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or other recruiting authority of the Government 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 certificates 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.*—(1) No person shall be recruited to the Service by direct appointment, if he is less than seventeen years of age or is more than thirty-five years of age or unless he is within such other range of minimum and maximum age as may be specifically fixed by the Government from time to time.

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 shall be computed from the 1st January immediately preceding the last date fixed for submission of applications to the Commission :

Provided that the condition of upper age limit may be relaxed upto forty-five years in the case of persons already in employment of Punjab Government, other State Government or the Government of India :

Provided further that in the case of candidates belonging to Scheduled Castes and other Backward Classes the upper age limit shall be such as may be fixed by Government from time to time.

(2) In the case of Demobilised Armed Forces Personnel, his age at the time of joining Military Service or training prior to the Commission as the case may be should not exceed the upper age limit prescribed for direct appointment to such posts.

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. *Qualifications.*—(1) No person shall be recruited to the Service by direct appointment or by promotion unless he possesses the qualifications and teaching experience specified in Appendix 'C'.

(2) 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 six months from the date of his appointment to the Service.

10. *Method of appointment.*—(1) Appointment to the Service shall be made in the following manner, namely :—

(a) In the case of Senior Lecturers :

- (i) Seventy-five per cent of the posts shall be filled in by promotion from amongst the members of the Punjab Civil Medical (Class II) Service possessing the qualifications and teaching experience as shown in Appendix 'C'.
- (ii) Twenty-five per cent of the posts by direct appointment.

(b) In the case of Lecturers :—

(i) seventy-five per cent of the posts shall be filled in by transfer from amongst the members of the Punjab Civil Medical (Class II) Service possessing the qualifications and teaching experience as shown in Appendix 'C'.

(ii) twenty-five per cent of the posts by direct appointment.

(c) In the case of all other posts, by direct appointment.

(2) In case no suitable person is available for promotion to any post in the Service, the same shall be filled up by direct appointment.

(3) All appointments to the Service by promotion shall be made by selection on the basis of seniority-cum-merit and seniority alone shall not give any right of appointment.

11. *Probation of persons appointed to Service.*—(1) Persons appointed to the Service shall remain on probation for a period of two years, if recruited 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 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 appointing authority, 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 appointing authority, 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, or revert him to a post on which he held lien prior to his appointment to the Service by direct appointment ; and

(b) if such person is recruited otherwise :—

(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 appointing authority 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 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 services, if appointed by direct appointment or 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.

12. Seniority of members of Service.—The seniority *inter se* of members of the Service shall be determined separately for each category of members in each department of the Service on the basis of their continuous appointment in that category :

Provided that the seniority of the members of the Service determined 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 in fixing the seniority and persons appointed as a result of an earlier selection shall be senior to those appointed as a result of subsequent selection :

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 appointed by promotion shall be senior to a member appointed by transfer ;
- (c) in the case of member appointed by promotion or transfer seniority shall be determined according to the seniority of such members in the appointments 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 in those appointments ; and if the length of such service is also the same, an older member shall be senior to a younger member.

Note (1).—In the case of members whose period of probation is extended under rule (11) 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.

Note (2).—Seniority of members appointed on purely provisional basis, shall be determined as and when they are regularly appointed keeping in view the date of such regular appointment.

13. Pay of members of Service.—Members of the Service shall be entitled to such scale 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 sanctioned posts are given in Appendix 'D'.

14. Private Practice.—(1) The Government may by general or special order permit any member or members of the Service with medical qualification to engage in private practice on such terms and conditions and subject to such restrictions and limitations as may be specified in the order ; if such practice 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 and conditions 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-practicing allowance.

15. Discipline, penalties and appeals.—(1) In matters relating to discipline, punishment and appeals, members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time.

(2) The authority competent to impose penalties specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970, in respect of the members of the Service shall be the Government.

(3) The authority competent to pass an order specified in rule 15 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970, other than an order imposing any of the penalties mentioned in rule 5 of the aforesaid rules shall be the Government.

16. Liability of members of Service to transfer.—A member of the Service may be transferred by the 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 I, Part I.

17. 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 appointing authority.

18. 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 law and rules as may have been or may hereafter be adopted or made by the competent authority.

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.

20. Liability for vaccination and re-vaccination.—Every member of the Service shall get himself vaccinated or re-vaccinated when Government so directs by a special or general order.

21. 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.

22. Power of relaxation.—When 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 except the educational qualifications, and experience with respect to any class or category of persons.

23. Interpretation of rules.—If any question arises as to the interpretation of the rules, the Government shall decide the same.

APPENDIX 'A'

[See Rule 2(c)]

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. Tuberculosis and Chest Diseases
 13. Skin and Venereal Diseases
 14. Psychiatry.
 15. Surgery
 16. Plastic Surgery
 17. Urology
 18. Paediatric Surgery
 19. Gastroenterology
 20. Orthopaedics
 21. Ear, Nose and Throat
 22. Ophthalmology
 23. Obstetrics and Gynaecology
 24. Radiology
 25. Anaesthesia
 26. Pharmacy
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APPENDIX 'B'

[See Rules 1(3) 3 and 4]

Serial No.	Name of Department	Name of Category	No. of sanctioned posts		
			Pt.	Ty.	Total
1.	Anatomy	Lecturer	6	3	9
2.	Physiology	Lecturer	3	11	14
3.	Biochemistry	Lecturer	1	5	6
4.	Pharmacology	Lecturer	5	2	7
5.	Pathology	Lecturer	3	5	8
6.	Blood Bank	Lecturer	3	1	4
7.	Microbiology	Lecturer	..	7	7
8.	Social and Preventive Medicine	Senior Lecturer	2	1	3
9.	Forensic Medicine	Senior Lecturer	..	5	5
10.	Medicine	Senior Lecturer	8	4	12
11.	Paediatric	Senior Lecturer	4	1	5
12.	T.B.	Senior Lecturer	1	2	3
13.	Skin and V.D.	Senior Lecturer	2	2	4
14.	Psychiatry	Senior Lecturer	2	..	2
15.	Surgery	Senior Lecturer	8	5	13
16.	Plastic Surgery	Senior Lecturer	..	1	1
17.	Urology	Senior Lecturer	..	1	1
18.	Orthopaedics	Senior Lecturer	..	2	2
19.	E.N.T.	Senior Lecturer
20.	Ophthalmology	Senior Lecturer	4	..	4
21.	Obst. and Gynae.	Senior Lecturer	2	6	8
22.	Radiology	Senior Lecturer	3	..	3

Serial No.	Name of Department	Name of Category	No. of sanctioned posts		
			Pt.	Ty.	Total
23.	Anaesthesia ..	Senior Lecturer	4	2	6
24.	Paediatric Surgery ..	Senior Lecturer	..	1	1
25.	Clinical Pathology ..	Lecturer
26.	Pharmacy ..	Lecturer	6	2	8
	Miscellaneous posts—				
	(i) Pharmacist ..		2	..	2
	(ii) Social Medical Officer		1	..	1
	(iii) Biochemist		3	1	4
	(iv) Chemist		2	..	2
	(v) Physicist		1	1	2
	(vi) Clinical Psychologist		..	2	2
	(vii) Lecturer Biophysics		..	2	2
	(viii) Demonstrator Pharmacy		6	2	8
	(ix) Pharmacognosist (Pharmacy)		1	..	1
	(x) Dietician		1	1	2

APPENDIX 'C'
(See Rule 9)

✓
1. Senior Lecturers:

(i) Basic University Medical Qualification included in the First or Second Schedule or Part II of the Third Schedule to the Indian Medical Council Act, 1956, with good academic career ; or

(ii) Post-Graduate qualification in the particular speciality viz. M.S., F.R.C.S., M.D., M.R.C.P., D.P.H., D.T.D., and

(iii) Must possess at least 3 years teaching experience in the particular speciality as Lecturer Registrar or Research Assistant in a teaching institution.

Note.—Experience upto the extent of one year in obstetrics and Gynaecology, E.N.T. and Ophthalmology, and in the basic subjects of Anatomy, Physiology, Pharmacology, Pathology and Microbiology would be countable for the post of Senior Lecturer in the Surgery and its specialities. Similarly benefit of experience upto the extent of one year in the basic subjects of Pathology, Microbiology, Anatomy, Pharmacology and Physiology would be countable for posts in the speciality of General Medicine. Experience in Anaesthesia and Radiology would be countable for Surgery and its specialities and General Medicine. However experience in the allied subjects as Registrar or Demonstrator would be given preference over experience in the same subject as Assistant Registrar or Assistant Demonstrator and the experience in the latter would be counted as half of teaching experience in the former. Teaching experience as Assistant Registrar or Assistant Demonstrator in the main speciality would be countable as full. Credit upto the extent of one year would also be given for rural service. However, experience of the allied subjects and rural service put together, should not exceed one year as two years experience in the main speciality is essential.

2. Lecturers:

(i) Basic University Medical Qualification included in the First or the Second Schedule or part II of the Third schedule to the Indian Medical Council Act, 1956 with good academic career except in the case of Bio-Chemistry where it is preferential.

(ii) Must be registered under the State or Central Medical Registration Act, except in the case of non-medical men.

(iii) Must possess at least two years teaching experience as Demonstrator, Registrar or Research Assistant in a teaching institution.

¶ *Note 1.*—Benefit upto the extent of one year in allied basic or clinical subject and for rural service shall be admissible.

Note 2.—Experience on the post of Assistant Demonstrator or Assistant Registrar will be counted as half as compared to experience on the posts of Demonstrator or Registrar.

Note 3.—(i) In the Departments of Anatomy, Physiology, Pharmacology and Microbiology, in the event of non-availability of suitable qualified medical men for teaching these subjects, non-medical scientists possessing M.Sc. qualification in the subject concerned preferably possessing doctorate qualifications and possessing requisite experience as laid down in the rules in respective subjects may be appointed upto a maximum of 30 per cent of the total strength of the teaching staff of the concerned department.

(ii) In the Department of Bio-Chemistry, in the event of non-availability of suitable qualified medical men for teaching this subject, non-medical Scientists possessing M.Sc. qualification in the subject preferably possessing doctorate qualifications and possessing the requisite experience as laid down in the rules in this subject may be appointed upto a maximum of 50 per cent total number of posts of teaching staff in the Department :

Provided further that Bio-chemists working in the Medical Colleges will be considered for appointment as Lecturer Bio-Chemistry provided they fulfil the conditions of qualification and experience as laid down in the rules.

<i>Name of the post</i>	<i>Qualifications</i>
1. Lecturer in Chemistry ..	M. Pharm (Pharm. Chemistry) or M. Pharm or M.Sc. (Chemistry)
2. Lecturer in Pharmacognosy ..	M. Pharm (Pharmacognosy)
3. Lecturer in Pharmacy ..	M. Pharm (Pharmaceutics).
4. Social Medical Officer ..	<i>Essential—</i> <ul style="list-style-type: none"> (i) M. A. (Sociology) or M.A. (Social work) from a recognised University or M. A. or B. A. with Diploma of Sociology of 2 years duration from an approved institution. (ii) Should be trained in Social work in relation to Medicine. (iii) Knowledge of Punjabi of Matriculation or its equivalent standard. <i>Preferential—</i> <ul style="list-style-type: none"> (i) Should have worked in a hospital/ preferably teaching for two years. (ii) Experience as Social Medical Officer in a hospital.
5. Bio-Chemist. ..	<i>Essential—</i> <ul style="list-style-type: none"> (i) M.Sc. or Ph.D. in Bio-Chemistry. (ii) Knowledge of Punjabi of Matriculation or its equivalent standard. <i>Preferential—</i> <ul style="list-style-type: none"> (i) M.B.B.S. (ii) Thorough training of routine clinical biochemical investigations.

- (iii) three years experience in Bio-chemistry work in a hospital attached to a training institution or in a Bio-Chemistry Department of Medical College or three years experience of teaching Human Bio-chemistry in a Medical College.
6. Demonstrator Pharmacy : (i) B. Pharmacy.
(ii) *Preferential*—
Research/teaching experience for two years in the subject.
7. Demonstrator Chemistry/Physics. (i) M.Sc. Chemistry/Physics/M. Pharm.
(ii) *Preferential*—
Research/teaching experience for two years in the subject.
8. Pharmacist (i) M. Pharm.
(ii) *Preferential*—
Research/teaching experience for two years in the subject.
9. Chemist (i) M.Sc. (Organic Chemistry) /M. Pharm (Pharmaceutical Chemistry).
(ii) *Preferential*—
Research/teaching experience for two years in the subject.
10. Pharmacognist (i) M. Pharm. (Pharmacognosy).
(ii) *Preferential*—
Research/teaching experience for two years in the subject.
11. Physicist (i) M.Sc. (Physics) at least 2nd Class preference to M.Sc. 1st Class.
(ii) Teaching experience of Medical Radiology for one year or two years teaching experience in the Department of Physics in a degree college.
12. Clinical Psychologist (i) M.A. Psychology.
(ii) Diploma in Clinical Psychology or Diploma in Medical and Social Psychology or equivalent.
Experience—
3 years experience of working in the department of psychiatry or a teaching institution or a Mental Hospital.
13. Lecturer Bio-Physics. (i) M.Sc. Bio-physics from a recognised institution.
(ii) Three years teaching experience as Demonstrator/Tutor in the said subject.
14. Dietitian Science Graduate with Diploma in Dietetics.

APPENDIX-'D'
(See Rule 13)

<i>Designation of Post</i>	<i>Scales of Pay</i>
	Rs
1. Senior Lecturer	.. 450—30—660/40—1,100
2. Lecturer	.. 400—30—580/30—700/40—1,100
3. Lecturer Pharmacy	.. 400—25—500/30—800
4. Psychologist	.. 450—30—660/40—1,100
5. Social Medical Officer	.. 300—25—600
6. Biochemist	.. 350—25—500/30—590/30—830/35—500
7. Demonstrator—Pharmacy	.. 300—25—600
8. Demonstrator—Chemistry	.. 300—25—600
9. Pharmacist	.. 300—25—600
10. Chemist	.. 300—25—600
11. Pharmacognosist	.. 300—25—600
12. Physicist	.. 350—25—500/30—590/30—830/35—500
13. Lecturer Biophysics	.. 400—30—580/30—700/40—1,100
14. Dietician	.. 300—25—550/30—700

G. BALAKRISHNAN,

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