

**HARYANA GOVERNMENT
MEDICAL EDUCATION AND HEALTH DEPARTMENT
Notification**

The 8th December, 1988

No.G.S.R.97/H21/86/S-3/88.- In exercise of the powers conferred by section 3 of the Medical College, Rohtak(Conditions of Service of Teachers) Act, 1986 and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules regulating the recruitment and conditions of service of persons appointed to the Haryana Medical Education Service namely:-

PART –I GENERAL

- | | |
|------------------------------|---|
| Short title and commencement | 1. (1)These rules may be called the Haryana Medical Education Service Rules- 1988.
(2) They shall come into force at once. |
| Definitions | 2. In these rules, unless the context otherwise requires,
(a) “Appendix” means an Appendix appended to these rules;
(b) “Clinical departments of Medical College” means a department of Anaesthesiology, Burns and Plastic Surgery, Cardiology, Cardiac Surgery, Dermatology and Venerology, E.N.T. Gastroenterology, Medicine, Neurology, Neuro-Surgery, Obstetrics and Gynaecology, Ophthalmology, Orthopaedics, Surgery, Psychiatry, Paediatrics, Padiatrics Surgery, Radiology, Radiotherapy, Surgery, Tuberculosis and Chest Diseases or any other departments notified by Medical Council of India and approved by the Government from time to time;
(c) “Commission” means the Haryana Public Service Commission;
(d) “Medical Council” means the Medical Council of India constituted under the Indian Medical Council Act, 1956.
(e) “Dental Council” means the Dental Council of India constituted under the Dentist Act, 1948.
(f) “Direct recruitment” means an appointment made otherwise than by promotion from within the service or by transfer or deputation of an officer already in the service of the Government of India or any State Government or any Institution;
(g) “equivalent” means equivalent qualification and experience as approved by the Medical Council of India in case of Medical subjects, Dental Council of India in case of Dental subjects and Pharmacy Council of India in case of Pharmacy subjects;
(h) “Government” means the Haryana Government in the Administrative Department;
(i) “institution” means’
i) any institution established by law in force in the State of Haryana, or
ii) any other institution recognized by the Government for the purpose of these rules;
(j) “recognized university” means;
i) any university incorporated by law in India; or
ii) in the case of degree, diploma or certificate obtained as a result of an examination held before the 15 th August, 1947, the Punjab, Sindh or Dacca University; or
iii) any other university which is declared by the |

Government to be a recognised university for the purpose of these rules;

- (k) "Selection Committee" means the Committee constituted by the Government for the appointment of persons to the Haryana Medical Education Service;
- (l) "Service" means the Haryana Medical Education Service; and
- (m) "teacher" means Lecturer, Reader and Associate Professor including those when appointed as Floating Professors under rule 10.

PART II RECRUITMENT TO SERVICE

Number and character of posts

3. The Service shall comprise the posts with designation, scales of pay and other allowances shown in Appendix A to these rules;

Provided that nothing in these rules shall affect the inherent right of the Government to make additions to, or reduction in the number of such posts or to create new posts with different designation or scales of pay either permanently or temporarily.

Nationality, domicile and Character of Candidates appointed to the Service.

4. (1) No person shall be appointed to any post in the Service; unless he is;

- (a) a citizen of India, or
- (b) a subject 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, Sri Lanka (Formerly Ceylon) or any of the East African countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire and Ethiopia with the intention of permanently settling in India;

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

(2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or any other recruiting authority, but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government.

(3) No person shall be appointed to any post in the Service by direct recruitment, 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 other 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.

5. No person shall be appointed to any post in the Service by direct recruitment who,-

- (a) in the case of Director, Medical Superintendent and Principal

Dental College, is less than forty years, or more than fifty years of age.

(b) In any other case, is less than twenty-five years or more than fifty years of age;

On or before the first day of the month next preceding the last date of submission of applications to the Commission or any other recruiting authority:

Provided that the Government may in the case of persons with outstanding qualifications and experience relax the age limit.

Appointing Authority	6. Appointment to the posts in the Service shall be made by the Government.
Qualification.	7. No person shall be appointed to any post in the Service unless he is in possession of the qualification and experience specified in column 3 of Appendix B to these rules in the case of direct recruitment or appointment by transfer or deputation and those specified in column 4 in the case of appointment by promotion. The qualification and experience in the case of Reader/Associate Professor for their redesignation as such shall be as specified in column 5 of the said Appendix B.
Disqualification	8. 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 any post in 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 there are other grounds for so doing, exempt any person from the operation of this rule.
Method of recruitment	9. (1) Recruitment to any post in the Service shall be made as under:- (a) in the case of Director, Medical Superintendent:- i) by direct recruitment; or ii) By transfer or deputation of an official already in the service of any State Government or the Government of India or any institution; (b) in the case of Dean (Medical), by promotion from amongst Professors (Medical); (c) in the case of Dean (Dental), by promotion from amongst Professors(Dental); (d) in the case of Deputy Dean (Medical), by promotion from amongst Associate Professors (Medical); (e) in the case of Head of Pharmacy Department, by direct recruitment, and if no suitable person is available then by transfer or deputation from any State Government or the Government of India or any institution; (f) in the case of Professors (Medical/Non-Medical) and

Professors (Dental):-

- (i) 50% by promotion from amongst the teachers, and
- (ii) 50% by direct recruitment, or by transfer or deputation of any officer/official already in the service of any State Govt. or the Govt. of India:

Provided that the first post of vacancy of a Professor in each Department shall be filled in by direct recruitment and the second by promotion and so on.

(g) in the case of Teachers (Medical/Non-Medical) and Teachers (Dental):-

- i) appointment shall be made on the post of Lecturer only by direct recruitment, and if no suitable person is available for appointment as Lecturer then by transfer or deputation from any State Government or Government of India or any institution;
- ii) a Lecturer shall be redesignated as Reader if he has been allowed to cross Ist efficiency bar and fulfils the qualifications and experience for the post of Reader as laid down in column 5 of Appendix B;
- iii) a Reader shall be redesignated as Associate Professor if he has been allowed to cross the second efficiency bar and fulfils the qualifications and experience for the post of Associate Professor as laid down in column 5 of Appendix B:

Provided that the persons holding the posts of Lecturer or Reader on the commencement of these rules shall be redesignated as Reader or Associate Professor as the case may be if he fulfils the qualifications and experience as laid down in column 5 of Appendix B and is otherwise suitable for redesignation on the basis of record irrespective of the fact whether he has crossed the first or the second efficiency bar, as the case may be;

- (h) in the case of Lecturer (Pharmacy), by direct recruitment and if no suitable person is available, then by transfer or deputation from any State Government or Government of India or any Institution;

(2) Appointment by promotion shall be made on the basis of seniority cum-merit and seniority alone shall not confer any right to such promotion.

Appointment
as Floating
Professors

10. (1) The posts of Floating Professors under this scheme shall be created subject to the maximum of five posts.

(2) Only those Associate Professors who are working for the last ten years as Associate Professors shall be considered for the post of Floating Professors.

(3) Promotion to the post of Floating Professors under this scheme shall mean an upgradation of the post which a promotee is holding. Hence the post will remain in abeyance till the incumbent is adjusted against the permanent post or retires.

(4) The persons shall have to appear before the selection committee constituted for deciding his suitability for Floating Professorship.

(5) If the regular post of Professor falls vacant the Floating

Professor shall be required to compete for the regular post.

(6) On the recruitment, adjustment, selection against permanent post, the post thus falling vacant shall be filled in as per procedures laid down above.

(7) As it is an upgradation of the post that a promote is holding incumbent shall continue to perform the duties as heretofore.

Power of
Director to
require a
person to
Perform
Duties of
Lecturer or
Reader.

11. The conferment of higher designation of Reader or Associate Professor on a teacher shall not prevent the Director to require such person to perform the duties of a Lecturer or a Reader, as the case may be if the circumstances so require;

Provided that no senior person shall be required to perform the duties of Reader or Lecturer If a junior person is available for the purpose.

Probation

12. (1) Persons appointed to any post in the Service shall remain on probation for a period of two years, if appointed by direct recruitment and one year, if appointed otherwise:

Provided that—

- (a) any period after such appointment spent on deputation or a corresponding or a higher post shall count towards the period of probation;
- (b) any period of work in equivalent or higher rank, prior to appointment to the Service may, in the case of an appointment by transfer, at the discretion of the appointing authority, be allowed to count towards the period of probation fixed under this rule; and
- (c) any period of officiating appointment 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 appointed by direct recruitment, dispense with his services; and
- (b) if such person is appointed otherwise than by direct recruitment--
 - 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, in its opinion, been not satisfactory--
- i) dispense with his services, if appointed by direct recruitment or revert him to his former post or deal with him in such other manner as the terms and conditions of previous appointment permit, if appointed otherwise; 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.

Seniority

13. Seniority inter-se of members of the Service, shall be determined by the length of continuous service on any post in the service:

Provided that where there are different categories of posts in the Service, the seniority shall be determined separately for each category:

Provided further that in the case of two or more members appointed by direct recruitment, the order of merit determined by the Commission or Selection Committee shall not be disturbed in fixing the seniority:

Provided further that in the case of two or more members appointed on the same date, the seniority shall be determined as follows:-

- (a) a member appointed by direct recruitment shall be senior to a member appointed by promotion or by transfer;
- (b) a member appointed by promotion shall be senior to a member appointed by transfer;
- (c) in the case of members appointed by promotion or by 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 the length of their service in the appointments, and if the length of such service is also the

same, older member shall be senior to the younger member.

Liability to
serve

14. (1) A member of the Service shall be liable to serve at any place whether within or outside the State of Haryana, on being ordered so to do by the appointing authority.

- (2) A member of the Service may also be deputed to serve under:-
- i) a company, an association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the State Government, a municipal corporation or a local authority within the State of Haryana,
 - ii) the Central Government or a company, an association or a body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Central Government, or
 - iii) any other State Government, an international organization, an autonomous body not controlled by the Government or a private body:

Provided that no member of the service shall be deputed to serve the Central or any other State Government or any organization or body referred to in clause (ii) or clause (iii) except with his consent.

Pay, leave,
pension and
other matters.

15. 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 the time being in force made by the State Legislature in respect of the Haryana Government employees.

Discipline
penalties
and appeals.

16. (1) In the matters relating to discipline, penalties and appeals, members of the Service shall be governed by the Haryana Civil Services (Punishment and Appeal) Rules, 1987, as amended from time to time:

Provided that the nature of penalties which may be imposed, the authority empowered to impose such penalties and appellate authority shall, subject to the provisions of any law or rules made under article 309 of the Constitution of India, be such as are specified in Appendix C to these rules.

(2) The authority competent to pass an order under clause (c) or clause(d) of sub-rule (i) of rule 10 of the Haryana Civil Services (Punishment and Appeal) Rules, 1987 and appellate authority shall also be as specified in Appendix -D to these rules.

Vaccination

17. Every member of the Service, shall get himself vaccinated and re-vaccinated if and when the Government so directs by a special or general order.

Oath of allegiance	18. Every member of the service, unless he has already done so, shall be required to take the oath of allegiance to India and to the Constitution of India as by law established.
Allowances and other facilities.	19. (1) The members of Service shall not be allowed to engage in private practice in any form. (2) The members of Service shall be given non-practising allowance at such rates, and on such terms and conditions, as may be specified by the Government from time to time.
Age of Super-annuation	20. The age of superannuation of the members of the Service shall be governed according to the provision of the Punjab Civil Service Rules as applicable to the Haryana Govt. employees.60 years. Provided that in the case of the members of the Service who were in service during the period when the Medical College & Hospital was under Maharishi Dayanand University and are still continuing in service, notwithstanding their promotion/selection in the service, the age of superannuation shall be 60 years.
Special provisions	21. Notwithstanding anything contained in these rules the appointing authority may impose special terms and conditions in the order of appointment if it is deemed expedient to do so.
Reservation	22. Nothing contained in these rules shall affect reservations and other concessions required to be provided for Scheduled Castes, Backward Classes, Ex-servicemen, Physically handicapped persons or a any other class or category of persons in accordance with the orders issued by the State Government in this regard, from time to time; Provided that the total percentage of reservations so made shall not exceed fifty per cent, at any time.
Power of relaxation	23. Where the Government is of the opinion that it is necessary or expedient to do so, 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.
Repeal and saving	24. The Haryana Medical Education Service Rules,1988 are hereby repealed: Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

APPENDIX-A
(See rule 3)

Sr. No	Designation and post	Number of posts			Scale of pay and allowances
		Permanent	Temporary	Total	
1	2	3	4	5	6
1.	Director	1	-	1	7300-100-7600+Rent free accommodation.
2.	Medical Superintendent	-	1	1	5100-150-5400-EB-150-6150 +NPA+Other allowances.
3.	Dean (Medical)	-	-	-	-
4.	Dean (Dental)	-	-	-	-
5.	Deputy Dean(Medical)	-	-	-	-
6.	Head of Pharmacy	1	-	1	5100-150-5400-EB-150-6150 +Other allowances.
7.	Professor (Medical)	27	8	33	5100-150-5400-EB-150-6150 +NPA+Other allowances.
	Professor (Non-Medical)				5100-150-5400-EB-150-6150 +Other allowances.
8.	Professor(Dental)	1	5	6	5100-150-5400-EB-150-6150 +NPA+Other allowances.
9.	Teacher (Medical)	124	41	165	3000-100-3400-EB-3500-125 -4000-EB-125-5000+NPA+ teaching allowance + other allowances.
	Teacher (Non-Medical)				3000-100-3400-EB-3500-125 -4000-EB-125-5000+ teaching allowance + other allowances.
10.	Teacher (Dental)	2	11	13	3000-100-3400-EB-3500-125 -4000-EB-125-5000+NPA+ teaching allowance + other allowances.
11.	Lecturer (Pharmacy)	3	3	5	2000-60-2300-EB-75-3200+ other allowances.

Note:- In addition to the pay, the teachers shall also be given teaching allowance at the following rates, namely:-

- (i) Lecturer at the rate of Rs.100 per mensem;
- (ii) Reader at the rate of Rs.150 per mensem;
- (iii) Associate Professor at the rate of Rs.200 per mensem.

DEPARTMENTWISE BREAK-UP OF THE POSTS OF PROFESSORS AND TEACHERS

Sr. No.	Name of the Department	Professors (Medical/ Non-Medical)		Teachers (Medical/ Non-Medical)	
		Permanent	Temporary	Permanent	Temporary
1	2	3	4	5	6
1.	Anatomy	1	-	8	3
2.	Anaesthesiology	1	-	5	3
3.	Blood Bank	-	-	1	-
4.	Bio-chemistry	1	-	9	3
5.	Burns and Plastic Surgery	-	1	-	1
6.	Cardiology	-	-	-	-
7.	Cardiac Surgery	-	-	-	-
8.	Dermatology and Venerology	1	-	2	-
9.	E.N.T.	1	-	6	-
10.	Forensic Medicine	1	-	2	-
11.	Gastroentrology	-	-	-	-
12.	Immunology	-	1	-	1
13.	Medicine	4	-	12	2
14.	Microbiology	1	-	3	1
15.	Neuro-Surgery	-	1	-	2
16.	Neurology	-	-	-	-
17.	Obstetric and Gynaecology	2	-	7	3
18.	Ophthalmology	1	1	7	3
19.	Orthopaedic Surgery	1	-	3	2
*20.	Ortho. Department	-	1	-	2
21.	Physiology	1	-	9	2
22.	Pathology	1	1	9	-
23.	Pharmacology	1	-	4	1
24.	Psychiatry	1	-	5	-
25.	Paediatrics	1	-	5	-
26.	Paediatrics Surgery	-	1	-	3
27.	Pharmacy	1(Head)	-	3	2
28.	Radiology	1	-	6	-
29.	Radio-therapy	-	1	3	-
30.	Surgery	4	-	10	4
31.	Social & Preventive Medicine	1	-	5	5
32.	Tuberculosis & Chest Diseases	1	-	3	-
		27+1 (Head of Pharmacy)	8	127	43

* Created under the scheme of Orthopaedic Institute.

Sr.No.	Name of the department	Professors(Dental)		Teachers (Dental)	
		Permanent	Temporary	Permanent	Temporary
1.	Conservative dentistry	-	-	-	1
2.	Community Dentistry	-	-	-	-
3.	Dental Materials	-	-	-	-
4.	Orthodontics	-	-	1	-
5.	Oral and Maxillofacial Surgery	-	-	-	1
6.	Oral Medicine and Radiology	-	-	-	-
7.	Oral Pathology and Micro	-	-	-	-
8.	Oral Anatomy	-	-	-	1
9.	Prosthodontics	-	-	-	1
10.	Pedodontics	-	-	-	1
11.	Periodontics	-	-	-	

APPENDIX B
(See rule 7)

General:- In respect of all the posts in the Service, persons must possess-

- (a) Medical men must be registered under the Punjab Medical Registration Act, 1956, or any other Act corresponding thereto in force in any other State/Central Medical Registration Act, and non-medical persons must fulfill the qualifications and experience as laid down by Medical Council of India before appointments are made.
- (b) In case of Dentistry, must be registered under Dental Council of India Act, 1948 or any other Act corresponding thereto in force in any other State/Central Medical Registration Act. They should be registered with the Haryana State Dental Council.

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment and appointment by transfer/ deputation.	Academic qualifications and experience, if any, for appointment by promotion.	Academic qualifications and experience on re-designation as Reader/ Associate Professor
----------------	-----------------------------	--	--	--

1.	2.	3.	4.	5.
1.	Director	(1) A basic University qualification included in the schedules to Indian Medical Council Act, 1956. (2). M.D./M.S./D.M./M.Ch. or equivalent qualification in any speciality. Experience:- Teaching and/or research experience of not less than 10 years out of which 5 years should be as Professor in the Department. Preferential- Should have attained national/international status in the profession. This may be in teaching, research or professional competence.		

1.	2.	3.	4.	5.
2.	Medical Superintendent	<p>(1) A basic University qualification included in the schedules to Indian Medical Council Act, 1956.</p> <p>(2) Master of Hospital Administration or M.S./ M.D. or equivalent qualifications.</p> <p>Experience:-</p> <p>(1) As Medical Superintendent of a hospital with beds above 500 for 2 years or 5 years as Deputy Medical Superintendent and should have completed 10 years service after MBBS and 5 years after M.S./M.D. or equivalent qualification.</p> <p>OR</p> <p>Professor of a Clinical Department of Medical College for 5 years' standing with experience of Hospital Administration.</p>		
3.	Dean (Medical)		<p>(1) A basic University qualification included in the schedule to Indian Medical Council Act, 1956.</p> <p>(2) M.D./M.S. or equivalent postgraduate qualification in the subject concerned.</p> <p>Experience:-</p> <p>Five years teaching experience as Professor (Medical) in any Medical subject.</p>	
4.	Dean (Dental)		<p>(1) A basic University qualification included in the schedule to Dentist Act, 1948.</p> <p>(2) M.D.S. or equivalent qualification in the subject concerned.</p> <p>Experience:-</p> <p>Five years teaching experience as Professor (Dental) in any Dental subject.</p>	

1.	2.	3.	4.	5.
5.	Deputy Dean (Medical)		(1) A basic University qualification included in the schedule to Indian Medical Council Act,1956. (2) M.D./M.S. or equivalent qualification in the subject concerned. Experience:- Three years teaching experience as Associate Professor (Medical) in any Medical Subject.	
6.	Head of Pharmacy Department	Basic Pharmaceutical degree with postgraduate qualification preferably Ph.D. Experience:- 10 years teaching experience.		
7.	Professor (Medical) in super-speciality	(1) A basic University qualification included in the schedule to Indian Medical Council Act, 1956. (2) D.M/M.Ch. or equivalent qualification in the subject concerned. Experience:- Five years teaching experience in the super-speciality concerned as a Reader or an equivalent post.	(1) A basic University qualification included in the schedule to Indian Medical Council Act, 1956. (2) D.M/M.Ch. or equivalent qualification in the subject concerned. Experience:- Five years teaching experience in the super-speciality concerned as a Reader or an equivalent post.	
	Professor (Medical)	(1) A basic University qualification included in the schedule to Indian Medical Council Act,1956. (2) M.D/M.S. or equivalent postgraduate qualification in the subject concerned. Experience:- Five years teaching experience in the speciality concerned as a Reader or an equivalent post.	(1) A basic University qualification included in the schedule to Indian Medical Council Act,1956. (2) M.D/M.S. or equivalent postgraduate qualification in the subject concerned. Experience:- Five years teaching experience in the speciality concerned as a Reader or an equivalent post.	
	Professor (Non-Medical)	(1) Postgraduate qualification in the subject concerned. (2) Ph.D/D.Sc. in the subject concerned. Experience:- Five years teaching experience in the speciality concerned as a Reader or an equivalent post.	(1) Postgraduate qualification in the subject concerned. (2) Ph.D/D.Sc. in the subject concerned. Experience:- Five years teaching experience in the speciality concerned as a Reader or an equivalent post.	

1.	2.	3.	4.	5.
8.	Professor (Dental)	(1) A basic University qualification included in the schedule to Dentist Act, 1948. (2) M.D.S. or equivalent qualification in the subject concerned. Experience:- Five years teaching experience in the speciality concerned as a Reader or an equivalent post.	(1) A basic University qualification included in the schedule to Dentist Act, 1948. (2) M.D.S. or equivalent qualification in the subject concerned. Experience:- Five years teaching experience in the speciality concerned as a Reader or an equivalent post.	
9.	Teacher (Medical/ Non- Medical)			
	Associate Professor (in super- speciality)			(1) A basic University qualification included in the schedule to Indian Medical Council Act, 1956. (2) D.M.S/M.Ch. or equivalent qualification in the subject concerned. Experience:- Five years teaching experience in the super-speciality concerned as a Reader or an equivalent post and must have crossed 2nd efficiency bar.
	Associate Professor (Medical)			(1) A basic University qualification included in the schedule to Indian Medical Council Act, 1956. (2) M.D/M.S. or equivalent qualification in the subject concerned. Experience:- Five years teaching experience in the speciality concerned as a Reader or an equivalent post and must have crossed 2nd efficiency bar.
	Associate Professor (Non- Medical)			(1) Postgraduate qualification in the subject concerned. (2) Ph.D/D.Sc. in the subject concerned. Experience:- Five years teaching experience in the speciality concerned as a Reader or an equivalent post and must have crossed 2nd efficiency bar.

1.	2.	3.	4.	5.
	Reader (in super-speciality)			<p>(1) A basic University qualification included in the schedule to Indian Medical Council Act, 1956.</p> <p>(2) D.M./M.Ch. or equivalent qualification in the subject concerned.</p> <p>Experience:- Five years teaching experience in the super-speciality concerned as a Lecturer or an equivalent post and must have crossed Ist efficiency bar.</p>
	Reader (Medical)			<p>(1) A basic University qualification included in the schedule to Indian Medical Council Act, 1956.</p> <p>(2) M.D/ M.S. or equivalent qualification in the subject concerned.</p> <p>Experience:- Five years teaching experience in the speciality concerned as a Lecturer or an equivalent post and must have crossed Ist efficiency bar.</p>
	Reader (Non-Medical)			<p>(1) Postgraduate qualification in the subject concerned.</p> <p>(2) Ph.D/D.Sc. in the subject concerned.</p> <p>Experience:- Five years teaching experience in the speciality concerned as a Lecturer or an equivalent post and must have crossed Ist efficiency bar.</p>
	Lecturer (in super-speciality)	<p>1) A basic University qualification included in the schedule to Indian Medical Council Act, 1956.</p> <p>(2) D.M./ M.Ch. or equivalent qualification in the subject concerned.</p> <p>Experience:- As Registrar or an equivalent post in the super-speciality for three year in Medical College of which one year should be after post-graduate qualification.</p>		

1.	2.	3.	4.	5.
	Lecturer (Medical)	(1) A basic University qualification included in the schedule to Indian Medical Council Act,1956. (2) M.D/M.S. or equivalent postgraduate qualification in the subject concerned. Experience:- As Registrar or an equivalent post in the speciality concerned for three year in Medical College of which one year should be after post-graduate qualification.		
	Lecturer (Non-Medical)	(1) Postgraduate qualification in the subject concerned. (2) Ph.D/D.Sc. in the subject concerned. Experience:- As Registrar or an equivalent post in the speciality concerned for three year in Medical College of which one year should be after post-graduate qualification.		
10.	Teacher (Dental): Associate Professor (Dental)			(1) A basic University qualification included in the schedule to Dentist Act, 1948. (2) M.D.S. or equivalent qualification in the subject concerned. Experience:- Five years teaching experience in the speciality concerned as a Reader or an equivalent post and must have crossed 2nd efficiency bar.
	Reader (Dental)			(1) A basic University qualification included in the schedule to Dentist Act, 1948. (2) M.D.S. or equivalent qualification in the subject concerned. Experience:- Five years teaching experience in the speciality concerned as a Lecturer or an equivalent post and must have crossed 1st efficiency bar.

1.	2.	3.		4.	5.
	Lecturer (Dental)	(1) A basic University qualification included in the schedule to Dentist Act, 1948. (2) M.D.S. or equivalent qualification in the subject concerned. Experience:- Teaching experience of one year after obtaining postgraduate degree i.e. M.D.S. or equivalent qualification.			
11.	Lecturer (Pharmacy)	General Chemistry Organic Chemistry Pharmaceutical Chemistry I and II Experience: B.Pharm with 3 years experience.	M.Pharm (Pharm. Chem.)		
		Physics Biology and Pharmacology. Experience: B.Pharm. with 3 years experience.	M.Sc. (Physics) M.Pharm. (Pharmacognosy)		
		English Pharmaceutics-I Pharmaceutics-II Forensic Pharmacy And Ethics Experience: B.Pharm. with 3 years experience.	M.A. (English) M.Pharm. (Pharmaceutics)		
		Pharmacology Physiology Including Anatomy and Health Education Experience: B.Pharm with 3 years experience.	M.Pharm. (Pharmacology)/ M.Sc. (Pharmacology).		

APPENDIX C
[(See rule 16(1))]

Sr.No.	Designation of Post	Appointing Authority	Nature of Penalty	Authority empowered to impose penalty
1.	2.	3.	4.	5.
1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11.	Director Medical Superintendent Dean(Medical) Dean(Dental) Deputy Dean (Medical) Head of Pharmacy Department Professor (Medical/Non-Medical) Professor (Dental) Teacher(Medical/Non-Medical) Teacher (Dental) Lecturer (Pharmacy)	Government	<p><u>Minor Penalties</u></p> <p>(i) Warning with a copy in the personal file (Character roll);</p> <p>(ii) Censure;</p> <p>(iii) Withholding of promotion;</p> <p>(iv) recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach or orders to the Central Government or a State Government or to a company and Association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled the Government or to a local authority set up by an Act of Parliament or of the legislature of</p> <p>(v) Withholding of increments of pay</p> <p><u>Major Penalties</u></p> <p>(vi) reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the Government employee will earn increment of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;</p> <p>(vii) reduction to a lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the Government employee to the time scale of pay, grade, post or service from which he was reduced with or without further directions regarding conditions of restorations to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service;</p> <p>(viii) compulsory retirement;</p> <p>(ix) removal from service which shall not be a disqualification for future employment under the Government.</p> <p>(x) dismissal from service which shall ordinarily be a disqualification for future employment under the government;</p>	Government

APPENDIX D
[(See rule 16(2))]

Sr. No.	Designation of Post	Nature of Order	Authority empowered to make the order
1.	2.	3.	4.
1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11.	Director Medical Superintendent Dean(Medical) Dean(Dental) Deputy Dean(Medical) Head of Pharmacy Department. Professor(Medical/ Non-Medical) Professor (Dental) Teacher(Medical/ Non-Medical) Teacher(Dental) Lecturer(Pharmacy)	(i) Reducing or withholding the amount of ordinary/additional pension admissible under the rules governing pension; (ii) Terminating the appointment of a member of the Service otherwise than on his attaining the age fixed for superannuation.	Government

(RAGHBIR SINGH)
Secretary to Government,
Haryana, Health Department.