



**Government of Jammu and Kashmir**  
Health & Medical Education Department  
**Civil Secretariat, Jammu/Srinagar**  
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**Subject:** Selection criteria for engagement of faculty under SO 364 of 2020 dated 27.11.2020 and Registrars/Demonstrators/Tutors in all Government Medical Colleges and Government Dental Colleges of J&K.

**Government Order No. 282-JK (HME) of 2023**  
**Dated: 04-04-2023**

**WHEREAS**, Rule-6 of the Jammu & Kashmir Medical & Dental Education (Appointment on Academic Arrangement Basis), Rules, 2020 notified vide SO 364 of 2020 dated 27.11.2020 provides as under:

**Selection Committee: (1)** The selection of the candidates for the posts of teaching faculty in Medical/Dental/Ayurvedic/Unani Colleges and for the posts of Medical Officers shall be made by a Selection Committee comprising:

1	Administrative Secretary, Health & Medical Education Department	Chairman
2	Principal of the concerned Government Medical College/Dental College/Ayurvedic College/Unani College (as the case may be)	Member
3	HoD of the concerned discipline (not below the rank of Professor) in the concerned Medical College/Dental College & Director ISM in case of Ayurvedic College/Unani College. (In case of GMCs Anantnag, Baramulla, Handwara, HoD of the concerned discipline in GMC, Srinagar and in case of GMCs Doda, Kathua, Rajouri & Udhampur, HoD of the concerned discipline in GMC, Jammu shall be the members till such time the faculty of the appropriate level is in position in these new Medical Colleges).	Member
4	One expert in the relevant discipline to be nominated by the Government	Member

**AND WHEREAS**, in the Jammu & Kashmir Medical & Dental Education (Appointment on Academic Arrangement Basis) Rules, 2020, the selection criteria for engagement on faculty posts and Registrars/Demonstrators/Tutors have not been prescribed;

**AND WHEREAS**, the H&ME Department on several occasions received representations regarding adoption of different criteria in Government Medical Colleges and Government Dental Colleges of J&K for engagement of faculty and selection of Registrars/Demonstrators/Tutors;

**AND WHEREAS,** the case was examined in the Department and accordingly, a committee headed by Principal, Government Medical College, Jammu was constituted for formulation of uniform criteria for engagement of faculty on academic arrangement basis;

**AND WHEREAS,** extensive consultations were held with Principals of all Government Medical Colleges and Government Dental Colleges of J&K for finalization/adoption of uniform selection criteria for engagement of faculty and selection of Registrars/Demonstrators/Tutors in all Government Medical Colleges and Government Dental Colleges of J&K;

**AND WHEREAS,** all the Principals of Government Medical colleges and Government Dental Colleges of J&K submitted a proposal of uniform selection criteria for engagement of faculty and selection of Registrars/Demonstrators/Tutors which, after examination, has been accepted by the Administrative Department;

**NOW, THEREFORE,** uniform selection criteria for engagement of faculty posts viz. Professor, Associate Professor, Assistant Professor/Lecturers, in terms of the Jammu and Kashmir Medical and Dental Education (Appointment on Academic Arrangement Basis) Rules, 2020 notified vide SO 364 of 2020 dated 27.11.2020, and Registrars/Demonstrators/Tutors in all Government Medical Colleges and Government Dental Colleges of J&K, forming **Annexure-A, B, C & D** to this Government Order, are hereby issued with immediate effect

**By Order of the Government of Jammu and Kashmir.**

**Sd/-**

**(Bhupinder Kumar) IAS**

Secretary to the Government  
Health and Medical Education Department

No. ME-GztdNMC/13/2023 (e-office)

Dated: 04-04-2023

**Copy to the:-**

1. Principal Secretary to the Hon'ble Lieutenant Governor, J&K.
2. Joint Secretary (JK&L), Ministry of Home Affairs, Government of India.
3. Director, Archives, Archeology & Museums, J&K.
4. Principal, Government Medical/Dental College, \_\_\_\_\_ (ALL)
5. OSD to Advisor (B) (Incharge, Health & Medical Education).
6. PS to the Secretary to the Government, Health and Medical Education Department.
7. I/C Website.
8. Government Order file/stock file.

**(Ata Ul Munim Tak) JKAS**

Deputy Secretary to the Government  
Health & Medical Education Department



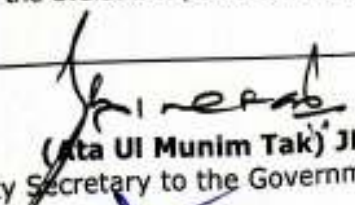
**ANNEXURE- A to Government Order No. 282 JK(HME) of 2023 dated**  
**04.04.2023**

**A- ASSESSMENT CRITERIA FOR SELECTION AGAINST THE POST OF PROFESSOR:**

S. NO.	DESCRIPTION	POINTS
<b>ACADEMIC QUALIFICATION</b>		
1.	On pro-rata basis with reference to marks in MBBS/BDS	50
<b>SPECIAL ATTRIBUTES</b>		
2.	Teaching experience as Professor/Associate Professor in a Government/Government recognized institution including the institutions authorized/recognized by MCI/DCI/NMC. <b>The Weightage shall be calculated @ 01 point for every completed quarter year, beyond basis eligible teaching experience.</b>	20
3.	Research Publications: At least four Research publications (at least two as Associate Professor) (only original papers, meta-analysis, systematic reviews and case series that are published in journals indexed in Medline, PubMed, Central Science Citation Index, ScienceCitation Index, Expanded Embase, Scopus, Directory of Open Access Journals (DoAJ) will be considered. <b>The Weightage shall be calculated @ 5 point per published/accepted paper, beyond minimum required Publications).</b>	20
4.	Participation with oral presentation including invited for lectures/ guest lecturers/ oration in a National/International seminar /conference /workshop relevant to the discipline with the abstract/full paper published in the proceedings/souvenir of the seminar/conference/workshop. <b>The Weightage shall be calculated @ 0.25 point for each paper presented.</b>	04
5.	Participation with poster presentation of paper(s) in a National/International seminar/conference/workshop relevant to the discipline with the abstract/full paper published in the proceedings/souvenir of the seminar/conference /workshop. <b>The Weightage shall be calculated @ 0.25 point for each paper presented.</b>	02
6.	Credit for writing a Book or a chapter in a book of the speciality concerned as 1 <sup>st</sup> or 2 <sup>nd</sup> or 3 <sup>rd</sup> author (Foreign Book/National Book published with ISBN/ISSN) and assessed by the subject matter expert to be relevant to the subject and of a level where it can be accepted as a reference material for the post applied for. <b>The Weightage shall be calculated @ 0.5 point for each Book /Chapter.</b>	02
7.	Gold Medal for overall first position in MBBS/BDS	02
<b>Total</b>		<b>100</b>

**Note**

- The post graduate qualification of MD/MS/DNB/MDS or higher qualification MCH/DM/DNB (Super Specialty) shall be mandatorily required as per the eligibility criteria of the post.
- Mandatory norms of NMC/DCI for faculty appointment in broad specialties/super specialties shall be applicable.
- In case of a tie, candidates with higher merit in teaching experience shall be preferred. In case the tie remains unbroken, candidate with higher age shall be preferred.
- Candidates who have retired from NMC/DCI recognized Government Medical/Dental Colleges as Professors shall be engaged on the same post without any evaluation process, in the Government Medical/Dental Colleges where he/she has applied under SO 364. Only in case of competition in the speciality, the evaluation process as per the selection criteria shall be undertaken to calculate the merit.

  
**(Rta Ul Munim Tak) JKAS**  
 Deputy Secretary to the Government



**ANNEXURE- B to Government Order No. 282 JK(HME) of 2023 dated  
04.04.2023**

**B - ASSESSMENT CRITERIA FOR SELECTION AGAINST THE POST OF ASSOCIATE PROFESSOR:**

S. No.	DESCRIPTION	POINTS
<b>ACADEMIC QUALIFICATION</b>		
1.	On pro-rata basis with reference of marks in MBBS/BDS	50
<b>SPECIAL ATTRIBUTES</b>		
2.	Teaching experience as Associate Professor/Assistant Professor in a Government/Government recognized institution including the institutions authorized/recognized by MCI/DCI/NMC. <b>The weightage shall be calculated @ 01 point for every completed quarter year beyond basic eligible teaching experience.</b>	20
3.	Research Publications: At least two Research publications (only original papers, meta-analysis, systematic reviews and case series that are published in journals indexed in Medline, PubMed, Central Science Citation Index, Science Citation Index, Expanded Embase, Scopus, Directory of Open Access Journals (DoAJ) will be considered. <b>The Weightage shall be calculated @ 5 point per published/accepted paper beyond minimum required publication.</b>	20
4.	Participation with oral presentation including invited lecturers/ guest lecturers/ oration in a National/International seminar /conference /workshop relevant to the discipline with the abstract/full paper published in the proceedings/souvenir of the seminar/conference/workshop. <b>The Weightage shall be calculated @ 0.5 point for each paper presented.</b>	04
5.	Participation with poster presentation of paper(s) in a National/International seminar/conference/workshop relevant to the discipline with the abstract/full paper published in the proceedings/souvenir of the seminar/conference/workshop. <b>The weightage shall be calculated @ 0.25 point for each paper presented.</b>	02
6.	Credit for writing a Book or a chapter in a book of the specialty concerned as 1 <sup>st</sup> or 2 <sup>nd</sup> author (Foreign Book/National Book published with ISBN/ISSN) and assessed by the subject matter expert to be relevant to the subject and of a level where it can be accepted as a reference material for the post applied for. <b>The weightage shall be calculated @ 0.5 point for each Book.</b>	02
7.	Gold Medal for overall first position in MBBS/BDS	02
<b>Total</b>		<b>100</b>

**Note**

- The post graduate qualification of MD/MS/DNB/MDS or higher qualification MCH/DM/DNB (Super Specialty) shall be mandatorily required as per the eligibility criteria of the post.
- Mandatory norms of NMC/DCI for faculty appointment in broad specialties/super specialties shall be applicable.
- In case of a tie, candidates with higher merit in teaching experience shall be preferred. In case the tie remains unbroken, candidate with higher age shall be preferred.
- Candidates who have retired from NMC/DCI recognized Government Medical/Dental Colleges as Professors shall be engaged on the same post without any evaluation process, in the Government Medical/Dental Colleges where he/she has applied under SC 364. Only in case of competition in the specialty, the evaluation process as per the selection criteria shall be undertaken to calculate the merit.

  
 (J. Ines) JKAS  
 Deputy Secretary to the Government



**ANNEXURE- C to Government Order No. 282-JK(HME) of 2023**  
**dated 04 .04.2023**

**C- ASSESSMENT CRITERIA FOR SELECTION AGAINST THE POST OF ASSISTANT PROFESSOR/LECTURER:**

S. No.	DESCRIPTION	POINTS
<b>ACADEMIC QUALIFICATION</b>		
1.	On pro-rata basis with reference to marks in MBBS/BDS	50
<b>SPECIAL ATTRIBUTES</b>		
2.	Research Publications: Credit for original Research papers published (only original papers, meta-analysis, systematic reviews and case series that are published in journals indexed in Medline, PubMed, Central Science Citation Index, Science Citation Index, Expanded Embase, Scopus, Directory of Open Access Journals (DoAJ) will be considered. <b>The weightage shall be calculated @05 point per published/accepted paper beyond minimum required publication.</b>	20
3.	Participation with oral presentation of paper(s) in a National/International seminar/conference/workshop relevant to the discipline with the abstract/full paper published in the proceedings/souvenir of the seminar/conference/workshop. <b>The weightage shall be calculated @ 01 point for each paper presented.</b>	10
4.	Participation with poster presentation of paper(s) in a National/International seminar/conference/workshop relevant to the discipline with the abstract/full paper published in the proceedings/souvenir of the seminar/conference/workshop. <b>The weightage shall be calculated @ 0.5 point for each paper presented.</b>	10
5.	Credit for writing a Book or a chapter in a book of the specialty concerned as any author (Foreign Book/National Book published with ISBN/ISSN) and assessed by the subject matter expert to be relevant to the subject and of a level where it can be accepted as a reference material for the post applied for. <b>The weightage shall be calculated @ 1.0 point for each Book.</b>	05
6.	Gold Medal for overall first position in MBBS/BDS	03
7.	Distinction in any subject in MBBS/BDS	02
<b>Total</b>		<b>100</b>

**Note:**

1. The post graduate qualification of MD/MS/DNB or higher qualification MCh/DM/DNB (Super Specialty) shall be mandatorily required as per the eligibility criteria of the post.
2. 2 years experience against tenured position in a Government/Government recognized institution including the institutions authorized/recognized by MCI/DCI/NMC shall also be mandatory.
3. Mandatory norms of NMC/DCI for faculty appointment in broad specialties/super specialties shall be applicable.
4. In case of a tie, candidates with higher academic merit shall be preferred. In case the tie remains unbroken, candidate with higher age shall be preferred.

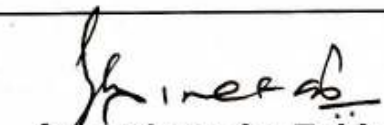
  
**(Ata Ul Munim Tak) JKAS**  
 Deputy Secretary to the Government



**ANNEXURE- D to Government Order No 282-JK(HME) of 2023**  
**dated 04 .04.2023**

**D- ASSESSMENT CRITERIA FOR SELECTION AGAINST THE POST OF REGISTRARS/DEMONSTRATORS/TUTORS:**

S. No.	Description	Points	Remarks
I.	Weightage to academic merit (MBBS/BDS) Pro-rata basis	50	
II.	Academic Honours	25	In University Professional Examination * Whichever is higher
i.	Best outgoing student in each year (1st, 2nd, 3rd and 4th) Overall 1st position =05 points * Overall 2nd position =03 points* Overall 3rd position= 02 points*		
ii	Distinction in any subject = 05 points * (each)		
iii	Subject= 1st position = 05 points* (each) 2nd position = 03 points* (each) 3rd position= 02 points* (each)		
iv	Paper presentation in National/ International Conferences= 03 points (each)	25	
v	Poster presentation in National/International Conferences= 03 points (each)		
vi	Best Paper Award = 05 points (each)		
vii	Best Poster Award = 05 points (each)		
viii	Best Video Presentation = 02 points (each)		
<b>Note: The post Graduate qualification of MD/MS/DNB/MDS or higher qualification MCh/DM/DNB (Super Specialty) shall be mandatorily required as per the eligible criteria of the post</b>			

  
**(Ata Ul Munim Tak) JKAS**  
 Deputy Secretary to the Government