

PART III

GOVERNMENT OF PUNJAB

DEPARTMENT OF MEDICAL EDUCATION AND RESEARCH

NOTIFICATION

The 12th March, 2016

No.GSR/15/Const/Art-309/2016.- 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 the persons appointed to the Punjab Dental Education (Group-A) Service, namely :

RULES

1. Short title, commencement and application :- (1) These rules may be called the Punjab Dental Education (Group-A) Service Rules, 2016.

(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.

(3) They shall apply to all the posts specified in Appendix-‘A’.

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

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

(b) “D.C.I.” means Dental Council of India;

(c) “Faculty” means teachers working in Government Dental Colleges of the State as Principals, Professors, Associate Professors, Assistant Professors and Senior Lecturers;

(d) “Government” means the Government of State of Punjab in the Department of Medical Education and Research;

(e) “Joint Director” means the Joint Director of Medical Education and Research, Punjab;

(f) “Recognized Dental College” means any Dental College and Hospital recognized by the Dental Council of India;

(g) “Recognized university” means

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

- (ii) any other university which is declared by the Government to be a recognized university for the purpose of these rules; or
- (iii) any universities recognized by DCI/MCI or UGC; and
- (h) “Service” means the Punjab Dental Education (Group A) Service.

3. Number and character of posts .- The Service shall comprise the posts, mentioned in Appendix “A” :

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 posts even with different designations and scale of pay, whether permanently or temporarily.

4. Appointing Authority.- All appointments to the posts in the Service shall be made by the Government.

5. Pay of members of the Service.- The members of the Service shall be entitled to such scales of pay as may be authorized by the Government of Punjab in the department of Finance from time to time. The scales of pay at present in force in respect of the members of the service are given in Appendix “A”.

6. Method of Appointment, qualifications and experience .- (1) Appointment to the Service shall be made in the manner as specified against that post in Appendix ‘B’:

Provided that if no suitable candidate is available for appointment by promotion and by direct appointment, then appointment to the Service shall be made by transfer of person holding similar post or an identical post under the State Government or Government of India.

(2) No person shall be appointed to any post in the Service, unless he possesses the educational qualification and experience, as specified against that post in Appendix ‘B’.

(3) Appointment to the Service by promotion shall be made on the basis of seniority-cum-merit, but no person shall have any right to claim promotion on the basis of seniority alone.

7. Knowledge of Punjab language.- No person appointed to any post in the Service by direct appointment shall be retained in the Service, unless he has passed an examination of Punjabi language equivalent to matriculation standard within a period of completion of probation period.

8. Age.- (1) No person shall be appointed to any post in the service by direct appointment or by transfer, if he is more than thirty seven years for the post of Senior Lecturer, forty years of age in the case of Assistant Professor, forty five years of age in the case of

Associate Professor and fifty years of age in the case of Professor :

Provided that the Government, may in special circumstances to be recorded in writing, relax the upper age limit.

(2) In the case of in-service candidates (i.e. persons already in regular employment of any department Government of Punjab / any other State Government / Government of India), applying for direct appointment for any post in the Service, there shall be a relaxation of eight years in the upper age limit.

(3) A person promoted to the post of Joint Director shall work as such up to the age of fifty eight years. Thereafter, he shall return back to his previous post.

9. Private Practice.- No member of the Service shall accept remuneration in any form for providing any service from any source other than the State Government, Central Government, under national programmes or under academic exchange programme including examination remuneration.

10. Discipline, punishment and appeal.- (1) In the matters of discipline, punishment and appeal, the member 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 empowered to impose penalties as 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.

11. Application of the Punjab Civil Services (General and Common Conditions of the Service) Rules, 1994.- (1) In respect of the matters which are not specifically provided in these rules, the members of the Service shall be governed by the provisions of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time.

(2) The Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, at present in force, are contained in appendix 'C'.

12. Interpretation.- If any question arises as to the interpretation of these rules, the Government in consultation with the Department of Personnel shall decide the same.

13. Repeal and saving.- The Punjab Dental Education Service (Class-1) Rules, 1977, and The Punjab Dental Education Service (Class-2) Rules, 1977, in so far as they are applicable to the members of the Service are hereby repealed:

Provided that any order issued or any action taken under the rules so repealed, shall be deemed to have been issued or taken under the corresponding provisions of these rules.

APPENDIX 'A'

[See rules 1(3), 3 and 6]

Serial No.	Designations of the Posts	Number of Posts			Scale of Pay (Pay Band + Grade Pay)
		Temporary	Permanent	Total	
1	2	3	4	5	6
1	Joint Director	-	1	1	37400-67000+10000
2	Professor	-	14	14	37400-67000+10000
3	Associate Professor	-	18	18	37400-67000+8900
4	Assistant Professor	-	18	18	37400-67000+8600
5	Assistant Professor Anesthesia	-	2	2	37400-67000+8600
6	Senior Lecturer	-	18	18	15600- 39100 +5400

Note:- The details / bifurcation of the posts specified against serial number 2 to 6 above are given in Appendix 'A-1' to 'A-5'.

APPENDIX 'A-1'

(See Note below Appendix-'A')

Designation of the post:- Professor

Serial No.	Name of the Departments	Government Dental College, Patiala	Government Dental College, Amritsar
1	Oral Pathology and Microbiology and Forensic Odontology	1	1
2	Orthodontics and Dentofacial Orthopaedics	1	1
3	Periodontology	1	1
4	Prosthodontics and Crown and Bridge	1	1
5	Conservative Dentistry and Endodontics	1	1
6	Oral and Maxillofacial Surgery	1	1
7	Paediatric/Paedodontics and Preventive Dentistry	1	1

APPENDIX 'A-2'

(See Note below Appendix-'A')

Designation of the post:- Associate Professor

Serial No.	Name of the Departments	Government Dental College, Patiala	Government Dental College, Amritsar
1	Oral Pathology and Microbiology and Forensic Odontology	1	1
2	Orthodontics and Dentofacial Orthopaedics	1	1
3	Periodontology	1	1
4	Prosthodontics and Crown and Bridge	1	1
5	Conservative Dentistry and Endodontics	1	1
6	Oral and Maxillofacial Surgery	1	1
7	Paediatric/Paedodontics and Preventive Dentistry	1	1
8	Oral Medicine and Radiology	1	1
9	Public Health / Community Dentistry	1	1

APPENDIX 'A-3'

(See Note below Appendix 'A')

Designation of the post:- Assistant Professor

Serial No.	Name of the Departments	Government Dental College, Patiala	Government Dental College, Amritsar
1	Oral Pathology and Microbiology and Forensic Odontology	1	1
2	Orthodontics and Dentofacial Orthopaedics	1	1
3	Periodontology	1	1
4	Prosthodontics and Crown and Bridge	1	1
5	Conservative Dentistry and Endodontics	1	1
6	Oral and Maxillofacial Surgery	1	1
7	Paediatric/Paedodontics and Preventive Dentistry	1	1
8	Oral Medicine and Radiology	1	1
9	Public Health / Community Dentistry	1	1

APPENDIX 'A-4'

(See Appendix 'A')

Designation of the post:- Assistant Professor

Serial No.	Name of the Departments	Government Dental College, Patiala	Government Dental College, Amritsar
1	Anesthesia	1	1

APPENDIX 'A-5'

(See Appendix 'A')

Designation of the post:- Senior Lecturer

Serial No.	Name of the Departments	Government Dental College, Patiala	Government Dental College, Amritsar
1	Oral Pathology and Microbiology and Forensic Odontology	1	1
2	Orthodontics and Dentofacial Orthopaedics	1	1
3	Periodontology	1	1
4	Prosthodontics and Crown and Bridge	1	1
5	Conservative Dentistry and Endodontics	1	1
6	Oral and Maxillofacial Surgery	1	1
7	Paediatric/Paedodontics and Preventive Dentistry	1	1
8	Oral Medicine and Radiology	1	1
9	Public Health / Community Dentistry	1	1

APPENDIX 'B'

(See Rule 6)

Serial No.	Designations of the posts	Percentage for appointment by		Method of appointment , qualification and experience for appointment by	
		Direct appointment	Promotion	Direct appointment	Promotion
(1)	(2)	(3)	(4)	(5)	(6)
1	Joint Director	-	Hundred percent	-	From amongst senior most Professors who have an experience of working as such for a minimum period of one year.
2	Professor	Fifty percent	Fifty percent	Should possess BDS Degree of an Indian University or an equivalent qualification with Post-graduate qualification (MDS) from a recognized University in the subject and with five years teaching experience as Reader/Associate Professor. Shall have also published at least two papers as Associate Professor in any National or International Journal.	From amongst the Associate Professors, who have teaching experience of five years. Shall have also published at least two papers as Associate Professor in any National or International Journal.

3	Associate Professor	Fifty percent	Fifty percent	Should possess BDS Degree of an Indian University or an equivalent qualification with Post-graduate qualification (MDS) from a recognized University in the subject and with four years teaching experience as Assistant Professor. Shall have also published at least two papers as Assistant Professor in any National or International Journal.	From amongst the Assistant Professors, who have teaching experience of four years. Shall have also published at least two papers as Assistant Professor in any National or International Journal .
4	Assistant Professor	Fifty percent	Fifty percent	Should possess BDS Degree of an Indian University or institution or its equivalent qualification with Post-graduate qualification (MDS) from a recognized University in the subject and have an experience of working as Senior Resident/Demonstrator/ Senior Lecturer/Lecturer, of three years.	From amongst Senior Lecturer/ Demonstrator /Senior Resident working as such who have an experience of working as such for a minimum period of three years.
5	Assistant Professor Anesthesia	-	Hundred percent	-	Doctors on the post of Assistant Professor Anesthesia shall be deputed from Medical college for

					one year. This post shall be filled along with the other Assistant Professor (Anesthesia) in Government Medical Colleges as per Punjab Medical Education (Group-A) Service rules, 2016.
6	Senior Lecturer	Fifty percent	Fifty percent	Should possess BDS degree of an Indian University or institution or its equivalent qualification with Post Graduate qualification (MDS) from a recognized University or institution in the same subject.	Should possess BDS Degree of an Indian University or an equivalent qualification with Post-graduate qualification (MDS) from a recognized University in the subject. Selection from Punjab Civil Dental Services, shall be considered.

Note :

- 1) Senior most Professor will be designated as Principal of a Government Dental College.
- 2) Director Medical Education and Research, Punjab will be Head of the Department.
- 3) No Demonstrator will be recruited hence forth. Demonstrators already working in the Department shall be promoted as per provision of these rules or if they do not fulfill the requisite experience and qualification they will remain as Demonstrator till retirement.

- 4) As per notification No. 1/140/03-3HB3 /2669 dated 11/07/2005, the posts approved are Professor, Assistant Professor (now Associate Professor), Assistant Professor (Anesthesia), Senior Lecturer (Now Assistant Professor), Lecturer (Now Senior Lecturer)
- 5) Minimum qualification for appointment into the Service by direct appointment or by promotion on a post in the following specialties shall be as under:-

Serial No.	Name of Specialties	Minimum Qualification
1	Conservative Dentistry and Endodontics	MDS in Conservative Dentistry and Endodontics
2	Oral and Maxillofacial Surgery	MDS in Oral and Maxillofacial Surgery
3	Periodontology	MDS in Periodontology
4	Prosthodontics and Crown and Bridge	MDS in Prosthodontics and Crown and Bridge
5	Orthodontics and Dentofacial Orthopaedics	MDS in Orthodontics and Dentofacial Orthopaedics
6	Paediatric/Paedodontics and Preventive Dentistry	MDS in Paediatric and Preventive Dentistry
7	Oral Medicine and Radiology	MDS in Oral Medicine and Radiology
8	Oral Pathology and Microbiology and Forensic Odontology	MDS in Oral Pathology and Microbiology and Forensic Odontology
9	Public Health / Community Dentistry	MDS in Public Health Dentistry.

PART III

GOVERNMENT OF PUNJAB

DEPARTMENT OF MEDICAL EDUCATION AND RESEARCH

NOTIFICATION

The 7th August, 2020

No. G.S.R. 54/Const./Art.309/Amd.(1)/2020.- 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 Dental Education (Group-A) Service Rules, 2016, namely:-

RULES

1. (1) These rules may be called the Punjab Dental Education (Group-A) Service (First Amendment) Rules, 2020.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Dental Education (Group-A) Service Rules, 2016, in Appendix 'B', under column No. 6, in serial No. 4, for the words "three years", the words "two years" shall be substituted.

D.K. TIWARI,

Principal Secretary to Government of Punjab,
Department of Medical Education and Research.

PART III

GOVERNMENT OF PUNJAB

DEPARTMENT OF MEDICAL EDUCATION AND RESEARCH

NOTIFICATION

The 8th January, 2021

No. G.S.R. 02/Const./Art.309/Amd.(2)/2021.- 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 Dental Education (Group-A) Service Rules, 2016, namely:-

RULES

1. (1) These rules may be called the Punjab Dental Education (Group-A) Service (Amendment) Rules, 2021.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Dental Education (Group-A) Service Rules, 2016 (hereinafter referred to as the said rules), in rule 10, for sub-rule (2), the following shall be substituted, namely:-
 - "(2) The authority empowered to impose penalties as specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970, and the appellate authority thereunder in respect of the members of the service, shall be as specified in Appendix B-1.
 - (3) The authority competent to hear the appeal against an order as specified under rule 15 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970, other than an order imposing any of the penalties as mentioned in Appendix B-1, shall be as specified in Appendix B-2."
3. In the said rules, after Appendix 'B', the following Appendices shall be added, namely:ô

"Appendix B-1
{ See rule 10(2) }

Serial No.	Designation of the post	Nature of Penalty	Punishing Authority	Appellate Authority
(1)	(2)	(3)	(4)	(5)
1.	Joint Director	(i) Censure;	Secretary Incharge	Minister Incharge
2.	Professor	(ii) withholding of promotions;	Secretary Incharge	Minister Incharge
3.	Associate Professor	(iii) recovery from pay of the whole or part of any pecuniary loss caused by him to the Government by negligence or breach of orders;	Secretary Incharge	Minister Incharge
4.	Assistant Professor	(iv) withholding of increments of pay without cumulative effect;	Secretary Incharge	Minister Incharge
5.	Senior Lecturer	(v) withholding of increments of pay with cumulative effect or 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 increments 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 pay;	Secretary Incharge	Minister Incharge
		(vi) reduction to a lower time-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 restoration 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;
(vii) compulsory retirement;
(viii) removal from service which shall not be a disqualification for future employment under the Government;
(ix) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.

"APPENDIX B-2

{See rule 10(3)}

Serial No.	Designation of the post	Nature of Order	Ordering Authority	Appellate Authority
(1)	(2)	(3)	(4)	(5)
1.	Joint Director	As specified in rule 15 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Secretary Incharge	Minister Incharge
2.	Professor		Secretary Incharge	Minister Incharge
3.	Associate Professor		Secretary Incharge	Minister Incharge
4.	Assistant Professor		Secretary Incharge	Minister Incharge
5.	Senior Lecturer		Secretary Incharge	Minister Incharge

D.K. TIWARI,

Principal Secretary to Government of Punjab,
Department of Medical Education and Research.



Punjab Government Gazette

EXTRAORDINARY

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(BHADRA 7, 1944 SAKA)

LEGISLATIVE SUPPLEMENT

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	<i>Nil</i>	

PART III
GOVERNMENT OF PUNJAB
DEPARTMENT OF MEDICAL EDUCATION AND RESEARCH
(HEALTH 3 BRANCH)

NOTIFICATION

The 26th August, 2022

No. G.S.R. 63/Const.Art.309/Amd.(3)/2022.- 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 Dental Education (Group-A) Service Rules, 2016, namely:-

RULES

1. (1) These rules may be called the Punjab Dental Education (Group-A) Service (Amendment) Rules, 2022.
- (2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Dental Education (Group 'A') Service Rules, 2016 (hereinafter referred to as the said rules), in the rule 2, in clause (c), for the words and sign "Associate Professors, Assistant Professors and Senior Lecturers", the words "Associate Professors and Assistant Professors" shall be substituted.
3. In the said rules, in rule 6, for sub-rule (1), the following proviso shall be substituted, namely:-

Provided that in case no suitable person is available for promotion to the post of Assistant Professor, Associate Professor and Professor in the Service, the same shall be filled up by the direct appointment.

4. In the said rules, in rule 8,-
 - (i) for sub-rule (1) and the proviso thereunder, the following shall be substituted, namely:-

(1) No person shall be appointed to any post in the Service by direct appointment or by transfer, if he is more than thirty seven years of age in the case of Assistant Professor, forty five years of age in the case of Associate Professor and fifty years of age in the case of Professor:

Provided that the Government, may in special circumstances to be recorded in writing, relax the upper age limit."; and

- (ii) sub-rule (3) shall be omitted.
5. In the said rules, for Appendix 'A', the following shall be substituted, namely:-

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"Appendix 'A'

[See rules 1(3), 3 and 6]

Serial No.	Designation of the post	Number of posts (Permanent)	Scale of pay (Pay Band + Grade Pay)	Scale of pay for the member of the Service recruited on or after 17.7.2020.
1	2	3	4	5
1.	Joint Director	1	37400-67000+ 10000	
2.	Professor	20	37400-67000+ 10000	Level-13 (1,18,500)
3.	Associate Professor	42	37400-67000+ 8900	Level-12 (78,800)
4.	Assistant Professor	48	37400-67000+ 8600	Level-11 (67700)
5.	Assistant Professor Anaesthesia	2	As per PMES Rules	Level-11 (67700)

Note:- The details / bifurcation of the posts specified against serial Nos. 2 to 5 above given are in Appendix 'A-1' to 'A-4'.

Appendix 'A-1'

(See Note below Appendix 'A')

Designation of the post:- Professor

Serial No.	Name of Departments	Government Dental College and Hospital, Patiala	Government Dental College and Hospital, Amritsar
1.	Prosthodontics and Crown and Bridge	1	1

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2.	Conservative Dentistry and Endodontics	1	1
3.	Periodontology	1	1
4.	Orthodontics and Dentofacial Orthopaedics	1	1
5.	Oral and Maxillofacial Surgery	2	2
6.	Oral and Maxillofacial Pathology and Oral Microbiology.	1	1
7.	Oral Medicine and Radiology	1	1
8.	Paediatric Dentistry	1	1
9.	Public Health Dentistry	1	1

Appendix 'A-2'

(See Note below Appendix 'A')

Designation of the post:- Associate Professor

Serial No.	Name of Departments	Government Dental College and Hospital, Patiala	Government Dental College and Hospital, Amritsar
1.	Prosthodontics and Crown and Bridge	3	3
2.	Conservative Dentistry and Endodontics	3	3
3.	Periodontology	2	2
4.	Orthodontics and Dentofacial Orthopaedics	2	2
5.	Oral and Maxillofacial Surgery	3	3
6.	Oral and Maxillofacial Pathology and Oral Microbiology.	2	2
7.	Oral Medicine and Radiology	2	2

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8.	Paediatric Dentistry	2	2
9.	Public Health Dentistry	2	2

Appendix 'A-3'

(See Note below Appendix 'A')

Designation of the post :- Assistant Professor

Serial No.	Name of Departments	Government Dental College and Hospital, Patiala	Government Dental College and Hospital, Amritsar
1.	Prosthodontics and Crown and Bridge	4	4
2.	Conservative Dentistry and Endodontics	4	4
3.	Periodontology	2	2
4.	Orthodontics and Dentofacial Orthopaedics	2	2
5.	Oral and Maxillofacial Surgery	4	4
6.	Oral and Maxillofacial Pathology and Oral Microbiology.	2	2
7.	Oral Medicine and Radiology	2	2
8.	Paediatric Dentistry	2	2
9.	Public Health Dentistry	2	2

Appendix 'A-4'

(See Note below Appendix 'A')

Designation of the post :- Assistant Professor

Serial No.	Name of Departments	Government Dental College and Hospital, Patiala	Government Dental College and Hospital, Amritsar
1.	Anesthesia	1	1".

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6. In the said rules, for Appendix 'B', the following shall be substituted, namely :—

"Appendix 'B'

(See rule 6)

Serial No.	Designations of the posts	Percentage for appointment by		Method of appointment, qualification and experience for appointment by	
		Direct	Selection/ Promotion	Direct appointment	Selection/ Promotion
1	2	3	4	5	6
1.	Joint Director	-	Hundred percent	-	By way of selection / promotion from amongst Professors or Associate Professors who have total teaching experience of minimum nine years in the cadre.
2.	Professor	Twenty five percent	Seventy five percent	Should possess Bachelor of Dental Surgery Degree of an Indian University or an equivalent qualification with Post-graduate qualification (Master of Dental Surgery) from a recognized University in the subject and with five years teaching experience as Associate	From amongst the Associate Professors, who have teaching experience of five years. Shall have four Research Publications (published or accepted) to their credit, including two publications as Associate Professor in any National or International Journal.

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				Professor. Shall have also published at least two papers as Associate Professor in any National or International Journal.	
3.	Associate Professor	Twenty five percent	Seventy five percent	Should possess Bachelor of Dental Surgery Degree of an Indian University or an equivalent qualification with Post- graduate qualification (Master of Dental Surgery) from a recognized University in the subject and with four years of teaching experience as Assistant Professor. Shall have also published at least two papers as Assistant Professor in any National or International Journal.	From amongst the Assistant Professors, who have teaching experience of four years. Shall have also published at least two papers as Assistant Professor in any National or International Journal.
4.	Assistant Professor	Fifty percent	Fifty percent	Should possess Bachelor of Dental Surgery Degree of an Indian	Should possess Bachelor of Dental Surgery Degree of an Indian University

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				University or an equivalent qualification with Post-graduate qualification (Master of Dental Surgery) from a recognized University in the concerned subject.	or an equivalent qualification with Post-graduate qualification (Master of Dental Surgery) from a recognized University in the subject. Punjab Dental Education Service faculty fulfilling this criteria shall be promoted as such, and thereafter, the selection from the Punjab Civil Dental Services, shall be considered as per seniority.
5.	Assistant Professor Anaesthesia	-	Hundred percent	-	Should fulfil the eligibility criteria as per Punjab Medical Education (Group 'A') Service Rules

Note :

- (1) Principal of a Government Dental College shall be designated from amongst the panel of five senior most Professors who has a total teaching experience of minimum ten years in cadre.
- (2) Director, Research and Medical Education, Punjab, will be Head of the Department.
- (3) No Demonstrator shall be recruited hence forth. Demonstrators already working in the Department shall be promoted as per provisions and pay scales in Punjab Dental Education (Group 'A') Service Rules, 2016. Those Demonstrators who do not fulfil the requisite experience and qualification shall remain Demonstrator till retirement.
4. Minimum qualification for appointment into the service by direct appointment or by promotion on a post in the following specialities shall be as under:-

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Serial No.	Name of Speciality	Minimum Qualification
1.	Prosthodontics and Crown and Bridge	Master of Dental Surgery in Prosthodontics and Crown and Bridge
2.	Conservative Dentistry and Endodontics	Master of Dental Surgery in Conservative Dentistry and Endodontics
3.	Periodontology	Master of Dental Surgery in Periodontology
4.	Orthodontics and Dentofacial Orthopaedics	Master of Dental Surgery in Orthodontics and Dentofacial Orthopaedics
5.	Oral and Maxillofacial Surgery	Master of Dental Surgery in Oral and Maxillofacial Surgery
6.	Oral and Maxillofacial Pathology and Oral Microbiology.	Master of Dental Surgery in Oral & Maxillofacial Pathology and Oral Microbiology.
7.	Oral Medicine and Radiology	Master of Dental Surgery in Oral Medicine and Radiology
8.	Paediatric Dentistry	Master of Dental Surgery in Paediatric Dentistry
9.	Public Health Dentistry	Master of Dental Surgery in Public Health Dentistry

5. In exceptional cases i.e. non availability of eligible faculty to promote, the teaching experience in Punjab Dental Education Services shall be considered for further promotion on the basis of total teaching experience in the cadre as per seniority."

ALOK SHEKHAR,

Principal Secretary to Government of Punjab,
Department of Medical Education and Research.

APPENDIX- 'C'

(See rule 11)

**THE PUNJAB CIVIL SERVICE (GENERAL AND COMMON
CONDITIONS OF SERVICES) RULES, 1994.**

GOVERNMENT OF PUNJAB

**DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE
REFORMS**

(PERSONNEL POLICIES-I BRANCH)

Notification

The 4th May, 1994

No. G.S.R. 33/Const./Art. 309/94:- In exercise of the powers conferred by the proviso of 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 general and common conditions of service of persons appointed to Class I, Class II and Class III service in connection with the affairs of the State of Punjab namely:-

1. Short title, commencement and application:-

- (1) These rules may be called the Punjab Civil Service (General and Common Conditions of Services) Rules, 1994.
- (2) They shall come into force at once.
- (3) They shall apply to all the posts in Class III services in connection with the affairs of the State of Punjab.

2. Definitions:- In these rules , unless the context otherwise requires:-

- (a) “Appointing Authority” means an appointing authority specified as such in the services Rules made under article 309 of the Constitution of India in respect of any service or position connection with the affairs of the State of Punjab.
- (c) “Board” means the Subordinate services Selection Board, or any other authority constituted to perform its functions;
- (d) “Commission” means the Punjab Public Service Commission.
- (e) “Direct Appointment” means an appointment made otherwise than by Promotion or by transfer of a person already in the service of Government of India or of a State Government.
- (f) “Government “means the Government of State of Punjab in the Department of Personnel and Administrative reform.

- (g) “Recognized University or institution” means:-
 - (iii) Any university or institution incorporated by law in any of the State of India; or
 - (iv) Any other university or institution which is declared by the Government to be Recognized University or institution for the purpose of these rules.
- (h) “Service” means any Class III service constituted in connection with the affairs of the State of Punjab;
- (i) “Service Rules” means the Service Rules made under article 309 of the Constitution of India regulating the recruitment and condition of service other than the general and common condition of service of persons appointed to any service or post in connection with the affairs of the State of Punjab.

3. Nationality, domicile and character of person appointed to the service:-

- (1) No person 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 first day of January, 1962 with the intention of permanently settling in India ; or
 - (e) a person of India origin who has migrated from Pakistan, Burma, Sri Lanka 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 person belonging to any of the categories (b), (c), (d) and (e) shall be a person in whose favor a certificate of eligibility has been given by the Government of Punjab in the Department of Home Affairs and Justice;
- (2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission of the Board, as the case may be, on his furnishing proof that he has applied for the certificate but he shall not be appointed for the service unless the necessary certificate is given to him by the Government of Punjab in the Department of Home Affairs and Justice.
- (3) No person shall be recruited to the service by Direct Appointment unless he produces:-
 - a. 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; and

- b. An affidavit to the effect that he was never convicted for any criminal offence involving moral turpitude that he was never dismissed or removed from service of any State Government or of Government of India or of any Public Sector Undertaking.

4. Disqualification:- 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 a person shall be eligible for appointment to the services;

Provided that the Government, 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.

5. Age:-

- (1) No person shall be recruited to the Service by direct appointment if he is less than eighteen years or is more than thirty five years of age in the case of technical/ non-technical posts and the 1st day of January of the year immediately preceding the last date fixed for submission of applications by the Commission or the Board, as the case may be, or unless he is within such range of minimum and the maximum age limits as may be specifically fixed by the Government from time to time.

Provided that where different lower and upper age limits have been specifically prescribed for post in the service Rules, these limits shall be made applicable for the appointment to such posts;

Provided further that the upper age limit may be relaxed up to forty five years in the case of person already in the employment of the Punjab Government, other State Government or the Government of India.

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

- (2) In the case of Ex- Servicemen, the upper age limit shall be such as has been prescribed in the Punjab Recruitment of Ex- Servicemen Rules, 1982, as amended from time to time.

- (3) In the case of appointment on compassionate grounds on priority basis, the upper age limit shall be such may be specifically fixed by the Government from time to time.

6. Qualifications etc.:-

Subject to the provisions of these Rules the number and character of posts, method of recruitment and educational qualifications and experience for appointment to a post or posts in a service and the Departmental examination, if any shall be such as may be specified in the Service Rules made for that Service.

7. Probation:-

- (1) A person appointed to any post in 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 appointment by transfer, any period of work on an equivalent or higher post prior to appointment to the service, may in the discretion of the appointing authority is allowed to count towards the period of probation;
 - (c) Any period of officiating appointment to the service shall be reckoned as period spent on probation; and
 - (d) any kind of leave not exceeding six months during or at the end of period of probation, shall be counted towards the period of probation.
- (2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory or if he has failed to pass the departmental examination, if any prescribed in Service Rules within a period not exceeding two and a half years from the date of appointment, it may-
- a. if such person is recruited by direct appointment dispense with his service, 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 appointed 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 the work and conduct has in its opinion been satisfactory-
 - (i) confirm such person, from that date of his appointment or from the date he completes his period of probation satisfactorily if, he is not already confirmed ; or
 - (ii) declare that he has completed his probation satisfactorily if, he is already confirmed ; or
 - (b) if his work and conduct has not been in its opinion satisfactory, if he has failed to pass the Departmental examination, if any, specified in the service Rules-
 - (i) dispense with his service 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 time and conditions of his previous appointment may permit ; or
 - (ii) extend his period of probation and thereafter pass such order as it could have passed on the expiry of the period of probation as specified in sub-rule (1):
- Provided that the total period of probation including extension, if any, shall not exceed the years.

8. Seniority:-

The seniority inter se of persons appointed to posts in each cadre of a service shall be determined by the length of continuous service on such posts in that cadre of the service;

Provided that in case of person recruited by direct appointment who join within the period specified in the order of appointment or within such period as may be extended from time to time by the appointing authority subject to a maximum of four months from the date of order of appointment, the order of merit determined by the commission or the Board, as the case may be, shall not be disturbed;

Provided further that in case a person is permitted to join the post after the expiry of said period of four months in consultation with the Commission or the Board, as the case may be, his Seniority shall be determined from the date of joins the post;

Provided further that in case any person of the next selection has joined a post in the cadre of the concerned service before the persons referred to in the proceeding proviso joins, the person so referred shall be placed below all the persons of the next selection, who joins within the time specified in the first proviso;

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

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

Note:- Seniority of persons appointed as purely provisional basis or on ad hoc basis shall be determined as and when they are regularly appointed keeping in view the dates of such regular appointments.

9. Liability of members of service to transfer:-

A member of a service may be transferred 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 Service Rules, Volume I, Part I.

10. Liability to serve:-

A member of a service shall be liable to serve at any place, whether within or out of the State of Punjab on being ordered so to do by the appointing authority.

11. Leave, Pension and other matters:-

In respect of pay, leave, pension and all other matters how expressly provided for in these rules, a member of a service shall be governed by such rules and regulations and may have been or may hereafter be adopted or made by the competent authority.

12. Discipline penalties and appeals:-

- (1) In the matter of discipline punishment and appeals a matter of service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules 1970 as amended from time.
- (2) The authority empowered to impose penalties specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules 1970 and the appellate authority there under in respect of the Government employee shall be such as may be

specified in the Service Rules.

13. Liability for vaccination and Re-vaccination:-

Every member of a service shall get himself vaccinated or re-vaccinated when Punjab Government so directs by a special or general order.

14. Oath of allegiance:-

Every member of a service unless has already done so shall be required to take Oath of allegiance to India and to the Constitution of India as by law established.

15. Minimum education and other Qualifications for appointment to the posts of clerk:-

No post shall be appointed by direct appointment to a post of clerk under the Punjab Government unless he-

- (a) is Matriculate in Second Division or has passed senior secondary Part-II examination from a recognized university.
- (b) Qualifies a test in Punjabi type-writing to be conducted by the Board or by the appointing authority at the speed of thirty words per minute.

16. Minimum education and other Qualifications for appointment to the posts of Steno- typist Grade –II or Junior Scale Stenographer Grade-II-

No. person shall be appointed by direct appointment to a post of a Steno Grade-II or Junior Scale Stenographer Grade-II under the Punjab Government unless-

- (a) is Matriculate in Second Division or has passed senior secondary Part-II examination from a recognized university or institution and;
- (b) Qualifies a test in Punjabi Stenography to be held by the Board or by the appointing authority at a speed to be specified by the Government from time to time.

17. Knowledge of Punjabi Language:-

No person shall be appointed to any post in any Service by direct appointment unless he possesses knowledge of Punjabi Language of Matriculation standard or its equivalent.

Provided that where a person is appointed on compassionate grounds on priority basis under the instruction issued in this behalf by the Government, the person so appointed will have to acquire knowledge of Punjabi language of Matriculation standard or will have to qualify a test conducted by the Language Wing of the Department of Education of the Punjab Government within six months from the date of his appointment:

Provided further that where educational qualifications for a post in any service are

lower than Matriculation, the knowledge of Punjabi language shall be lowered accordingly.

18. Debarring for consideration for promotion of Government employee who refuses to accept promotion:-

In the event of refusal to accept promotion by a member of a service he shall be debarred by the appointing authority from consideration for promotion for all the consecutive chance which may occur in future within a period of two years from the date of such refusal to accept proposal;

Provided that in a case where the appointing authority is satisfied that a member of a service has refused to accept promotion under the circumstances beyond his control, it may exempt such a member for reasons to be recorded therefore in writing from the operation of this rule.

19. Power to relax:-

Where the Government is of the opinion that it is necessary of 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:

Provided that the provisions relating to educational qualifications and experience, if any, shall not be relaxed.

20. Over riding effect:-

The provision of these rules shall have effect notwithstanding anything to the contrary contained in any rules for the time being in force for regulating the recruitment and conditions of service for appointment to Public service and posts in connection with the affairs of the State.

21. Interpretation:-

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

A.S. CHATHA,
CHIEF SECRETARY TO GOVERNMENT
PUNJAB.

HUSSAN LAL, IAS,
Secretary to Government of Punjab
Department of Medical Education and Research.