



**GOVERNMENT OF THE PUNJAB
SERVICES & GENERAL ADMINISTRATION
DEPARTMENT
(REGULATIONS WING)**

Dated Lahore, the 14th April, 2012

NOTIFICATION


No. SOR-III(S&GAD)1-25/2008.- In exercise of the powers conferred under section 23 of the Punjab Civil Servants Act 1974 (VIII of 1974), Governor of the Punjab is pleased to make the following rules:

1. Short title and commencement.- (1) These rules may be cited as the Punjab Health Department Allied Health Professionals (Service) Rules 2012.

(2) They shall come into force at once.

2. Definitions.- In these rules:

- (a) "Allied Health Professional" means a person who provides healthcare services for diagnostic, therapeutic, preventive, curative and rehabilitative field in the healthcare delivery system as per his job description;
- (b) "allied health sciences discipline" means an allied health sciences technologies including dental, pharmacy, radiography & imaging, pathology, anesthesia, surgical, emergency & clinical medicine, neurology, cardiology, urology, nuclear medicine, dermatology, cardiac perfusion, ophthalmology, MCH, audiology, physiotherapy, psychiatry, nutrition, public health, healthcare management, primary healthcare, teaching and any other technology approved by the government;
- (c) "Government" means Government of the Punjab;
- (d) "Healthcare Establishment Institute" means premises used or intended to be used for the provision of healthcare services, including teaching or specialized disease hospital, primary, secondary and tertiary level hospital or institute. Dental hospital, gynecology & maternity hospitals, surgical centers, blood bank, nursing home, clinic, clinical laboratory, any kind of dispensaries, X-ray or ultrasound diagnostic center, psychiatric hospital, burn unit, community mental health center, dialysis center, rehabilitation center, organ transplant center or hospital, nuclear medicine center, radiation therapy center, nutrition therapy center and such other healthcare premises declared by the Government as Healthcare Establishment Institute;
- (e) "prescribed" means prescribed by the rules;
- (f) "recognized University or Institute" means a University or an Institute of allied health sciences technology recognized by the Government for the purpose of these rules; and


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(g) "Schedule" means a Schedule attached to these rules.

3. Method of recruitment and eligibility.- (1) The method of recruitment, minimum qualification, eligibility, age limit and other matters related thereto for the enumerated posts shall be as given in the **SCHEDULE-I**.

(2) The existing 143 categories of paramedics shall be grouped into 23 allied health science technologies as specified in **SCHEDULE-II**.

4. Repeal.- The Punjab Health Department Paramedical Establishment Service Rules 2003 are hereby repealed to the extent of the posts covered under these rules.

**MUHAMMD ILYAS
SECRETARY (REGULATIONS)
S&GAD**

No.SOR-III(S&GAD)1-25/2008

Dated Lahore, the 19th April, 2012

A copy is forwarded for information and necessary action to:-

1. The Secretaries, Government of the Punjab,
 - i) Finance Department.
 - ii) Law & Parliamentary Affairs Department.
 - iii) Health Department.
2. The Accountant General, Punjab, Lahore.
3. The Secretary, Punjab Public Service Commission, Lahore.
4. The Director General, Health Services, Punjab, Lahore.
5. The Deputy Secretary (Reg:), Law & Parliamentary Affairs Department.
6. The Deputy Secretary (PC), Finance Department, Lahore.
- ✓ 7. The System Analyst (O&M Wing), S&GA Department, Lahore with the request to incorporate the above mentioned service rules in the database created in the O&M Wing.
8. The Private Secretaries to the Governor Punjab / Chief Minister / Chief Secretary / Additional Chief Secretary and Secretary (Services), S&GAD.
9. The Superintendent, Government Printing Press Punjab, Lahore with the request to get published this notification in the Official Gazette and supply 20 printed copies thereof to the undersigned.

(Signature)
19-4-12

**(MUHAMMAD SALEEM)
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SCHEDULE-I

Name of the Department	Functional Unit	Name of the Post with Pay Scale	Appointing Authority	Minimum Qualification for Appointment by		Method of Recruitment	Age for initial Recruitment		Examination, Training & other Conditions required for confirmation/ promotion
				Initial Appointment	Promotion		Min	Max	
1	2	3	4	5	6	7	8	9	10
Health Department	Healthcare Establishment Institutes	(1) Principal Technologist (BS-20)	Chief Minister	(i) Ph.D in any allied health sciences discipline or equivalent qualification from a recognized University or Institute; and (ii) fifteen years post doctoral experience in the relevant field.	-	By promotion on the basis of selection-on-merit from amongst Additional Principal Technologists (BS-19) in the relevant discipline with seventeen years experience in BS-17 and above and training as prescribed in column No. 10. If none is available for promotion, then by initial recruitment.	45	50	Management training for three months in Provincial Health Development Centre (PHDC) designed by the University of Health Sciences (UHS), followed by post training examination to be conducted by the UHS.

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-do-	-do-	(2) Additional Principal Technologist (BS-19) (anesthesia/ audiology/ speech rehabilitation/ cardiac/ dental/ emergency & clinical medicine/ healthcare outreach/ MCH/ neurology/ nuclear/ nutrition / ophthalmology / pathology/ pharmacy/ physiotherapy/ PHC/ psychiatry/ public health/ radiography & imaging/ surgical / reaching/ urology)	-do-	(i) M. Phil/ Fellow of Clinical Research Degree in the relevant discipline of allied health sciences from a recognized University or Institute; and (ii) ten years post M.Phil/Fellow of Clinical Research experience in the relevant field.	-	By promotion on the basis of selection on merit from amongst Senior Technologists (BS-18) in the relevant discipline with twelve years service in BS-17 and above and training as prescribed in column No. 10. If none is available for promotion, then by initial recruitment.	35	45	Management training for two months in Provincial Health Development Centre (PHDC) designed by the University of Health Sciences (UHS), followed by post training examination to be conducted by the UHS.
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-do-	-do-	(3) Senior Technologist (BS-18) (anesthesia / audiology / speech rehabilitation / cardiac/ dental/ emergency & clinical medicine / healthcare outreach/ MCH / neurology / nuclear/ nutrition / ophthalmology / pathology / pharmacy / physiotherapy / PHC / psychiatry / public health/ radiography & imaging / surgical / teaching / urology)	Administrative Secretary	<p>M. Phil/ Fellow of Clinical Research Degree in the relevant discipline of allied health sciences from a recognized University or Institute with three years experience in the line.</p> <p>If none is available with the above qualification, then candidates having MS Degree (second division) in the relevant allied health sciences discipline from a recognized University or Institute and five years experience in the relevant field.</p>	-	<p>(i) 40% by initial recruitment; (ii) 60% by promotion on the basis of seniority-cum-fitness from amongst Technologists in the relevant allied health sciences discipline with five years service against posts in ES-17 and training as prescribed in column No. 10.</p>	30	40	Management training for two months in Provincial Health Development Centre (PHDC) designed by the University of Health Sciences (UHS), followed by post training examination to be conducted by the UHS.
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-do-	-do-	4) Technologist (BS-17) (anesthesia / audiology / speech rehabilitation / cardiac/ dental / emergency & clinical medicine / healthcare outreach/ MCH / neurology / nuclear/ nutrition / ophthalmology / pathology / pharmacy / physiotherapy / PHC/ psychiatry / public health / radiography & imaging / surgical / teaching / urology)	-do-	BS (Hons) Degree (second division) in the relevant allied health sciences discipline from a recognized University or Institute.	-	(i) 70% by initial recruitment; and (ii) 30% by promotion on the basis of seniority-cum-fitness from amongst Chief Technicians in the relevant allied health sciences discipline having five years service as such on the basis of examination / test to be conducted by the Punjab Public Service Commission, and training as prescribed in column No. 10.	25	35	Technical refresher training in the relevant discipline for three months designed by the UHS at District Health Development Centre (DHDC), followed by post training examination to be conducted by the Health Department.
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-do-	-do-	(5) Chief Technician (BS-16) (anesthesia / audiology / speech rehabilitation / cardiac/ dental / emergency & clinical medicine/ healthcare outreach/ MCH / neurology / nuclear / nutrition / ophthalmology / pathology / pharmacy / physiotherapy / PHC/ psychiatry / public health / radiography & imaging / Surgical / teaching / urology)	-do-	B.Sc Degree (second division) in the relevant allied health sciences discipline from a recognized University or Institute.	-	(i) 25% by initial recruitment; (ii) 75% by promotion on the basis of seniority-cum-fitness from amongst the Senior Technicians in the relevant allied health sciences discipline having five years service as such and training as prescribed in column No. 10.	20	30	Technical refresher training in the relevant discipline for three months designed by the UHS at District Health Development Centre (DHDC), followed by post training examination to be conducted by the Health Department.
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-do-	-do-	6) Senior Technician (BS-14) (anesthesia / audiology / speech rehabilitation / cardiac/ dental / emergency & clinical medicine / healthcare outreach/ MCH / neurology / nuclear/ nutrition / ophthalmology / pathology / pharmacy / physiotherapy / PHC/ psychiatry / public health / radiography & imaging / surgical / teaching / urology)	Head of tertiary care hospitals/ autonomous institutions/ Director Allied Health Services of concerned division and other Heads of Provincial Specialized Institutions.	-	-	By promotion on the basis of seniority-cum-fitness from amongst the technicians in the relevant allied health sciences discipline having five years service as such and training as prescribed in column No. 10.	-	-	Technical training in the relevant discipline for three months, designed by UHS, at the District Health Development Centre (DHDC), followed by post training examination to be conducted by the Punjab Medical Faculty.
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-do-	-do-	(7) Technician (BS-12) (anesthesia / audiology / speech rehabilitation / cardiac/ dental / emergency & clinical medicine / healthcare outreach/ MCH / neurology / nuclear/ nutrition / ophthalmology / pathology / pharmacy / physiotherapy / PHC/ psychiatry / public health / radiography & imaging / surgical / teaching / urology)	-do-	-	-	By promotion on the basis of seniority-cum-fitness from amongst Junior Technicians in the relevant allied health sciences discipline having five years service as such and training as prescribed in column No. 10.	-	-	Technical training in the relevant discipline for three months, designed by the UHS at District Health Development Centre (DHDC), followed by post training examination to be conducted by the Punjab Medical Faculty.
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Note I

All the existing incumbents whose posts have been upgraded up to BS-12 with notification dated 20.11.2011 shall undergo a short course to be designed in consultation with the University of Health Sciences or any other relevant institution and would be conducted at District Health Development Centre and Provincial Development Health Centre. This short course shall be in addition to the courses prescribed under these rules.

Note II

The posts have been upgraded by the Finance Department. In case there is difference of basic scale of pay as mentioned in the Punjab Health Department Recruitment Establishment Service Rules, 2003 and the Basic Scale sanctioned by the Finance Department, the Basic Scale sanctioned by the Finance Department shall prevail.

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-do-	-do-	8) Junior Technician (BS-9) (anesthesia / audiology / speech rehabilitation / cardiac/ dental / emergency & clinical medicine / healthcare outreach/ MCH / neurology / nuclear/ nutrition / ophthalmology / pathology / pharmacy / physiotherapy / PHC/ psychiatry / public health / radiography & imaging / surgical / teaching / urology)	-do-	F.Sc. (second division) from a recognized Board having diploma in the relevant allied health sciences discipline from a recognized board. If none is available, then candidates having qualification of Matric (second division) with science from a recognized Board along with two years diploma in the relevant discipline from a recognized Institute.	-	By initial recruitment.	18	25	Technical training in the relevant discipline for three months, designed by the UHS at District Health Development Centre (DHDC), followed by post training examination to be conducted by the Punjab Medical Faculty.
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Note I

All the existing incumbents whose posts have been upgraded up to BS-16 vide notification dated 24.11.2011 shall undergo a short course to be designed in consultation with the University of Health Sciences or any other relevant institution and would be conducted at District Health Development Centres and Provincial Development Health Centres. This short course shall be in addition to the courses prescribed under these rules.

Note II

The posts have been upgraded by the Finance Department. In case there is difference in Basic Scale of any post as mentioned in the Punjab Health Department Paramedical Establishment Service Rules, 2003 and the Basic Scale sanctioned by the Finance Department then the Basic Scale sanctioned by the Finance shall prevail.


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SCHEDULE-II

EXISTING PARAMEDICS CATEGORIES IN ALLIED HEALTH SCIENCES TECHNOLOGIES / DISCIPLINES

Existing Categories Technology Wise		Existing Categories Technology Wise		Existing Categories Technology Wise		Existing Categories Technology Wise	
1. Anesthesia Technology		6. Dermatology Technology		14. Physiotherapy Technology		8. Vaccine operator	
1. Anesthesia Assistant	06	1. Leprosy Assistant / Dresser	06	1. Physiotherapy Assistant	06	9. Senior Microscopist	0
2. Anesthesia Technician	09	2. Leprosy Technician	09	2. Occupational therapy Aid	09	10. Entomological Technician	0
2. Audiology Technology		7. General Medicine & Surgery Technology		3. Occupational Therapy Technician	09	11. Health Technician	0
1. Hearing Aid Assistant	05	1. Rural Health Inspector	08	4. Physiotherapy Technician	09	12. Multipurpose Technician	0
2. Audiometer Assistant	06	2. Emergency Medical Technician	09	5. Assistant Physiotherapist	16	13. Inspector Vaccinator	0
3. Assistant Speech Therapist	08	3. Medical Technician	14	15. Pathology Technology		14. C.D.C Inspector	0
4. Hearing Aid Technician	09	4. Senior Medical Technician	16	1. Laboratory Assistant	05	15. Entomological Assistant	1
5. Audiometer Technician	09	8. Health Care Management Technology		2. Sample Collector	05	16. Analytical Assistant	1
6. Speech Therapist	09	1. Assistant Superintendent Vaccinator	14	3. Head Lab Assistant	06	17. Cold Chain Assistant	1
3. Entomology Technology		2. Senior Health Technician	14	4. Senior Laboratory Assistant	06	18. Technical Assistant	1
1. E.C.G Technician	09	3. District / City Superintendent Vaccination	16	5. Lab Supervisor	08	19. Analyst	1
4. Endocrinology Technology		4. Assistant Entomologist	16	6. Laboratory Technician	09	20. Chief Malaria Inspector	1
1. Angiographies Operator	08	5. C.D.C Officer	16	7. Junior Lab Technician	09	21. Parasitologist	1
2. Catha Lab Technician	09	6. Medical Assistant	17	8. Histo Technician	09	18. Pathology Technology	
3. Cardiac Catheterization Technician	09	9. Microbiology Technology		0. Senior Lab Technician	11	1. Sanitary Supervisor	0
4. Objector Room Technician	09	1. Lady Health Visitor	09	10. Chemist / Chemical Technician	16	2. Sanitary Inspector	0
5. Echo Technician	09	2. Assistant Inspector Health Centre	12	11. Laboratory Technologist	16	3. Tehsil Sanitary Inspector	1
6. Cardiac Technician	09	10. Neurology Technology		1. Pharmacy Assistant	06	4. District Sanitary Inspector	1
7. Assistant Per fusionist	09	1. Nephrology Technician	09	2. Dispensary Superintendent	06	5. Chief Sanitary Inspector	1
8. Technician	12	2. E.E. G Technician	09	3. Dispenser	06	20. Radiography & Imaging	
9. Senior Cardiac Technician	14	3. E.M.G Technician	11	4. Female Dispenser	06	1. Dark Room Assistant	0
10. Per Perfusionst	16	4. E.E,G Technologist	16	5. Dispenser cum Dresser	06	2. Senior Dark Room Assistant	0
11. Senior Perfusionst	17	11. Nuclear Technology		6. Dispenser Cum Store Keeper	06	3. Radiotherapy Assistant	0
5. Dental Technology		12. Nutrition Technology		7. Head Dispenser	08	4. X-Ray Assistant / Operator	0
1. Mould Room Assistant	05	1. Dietician	09	13. Primary Health Care Technology		5. Radiographer	0
2. Dental Mechanic	06	2. Food Inspector	10	1. C.D.C Supervisor	05	6. X-Ray Lab Assistant	0
3. Dental Assistant	06	3. Chief Food Inspector	16	2. Assistant Malaria Inspector	05	7. Image intensifier Radiographer	0
4. Ortho Dentists	08	13. Ophthalmology Technology		3. BCG Technician	05	8. Ultrasound Radiographer	0
5. Assistant Technician	08	1. Ophthalmic Technician	09	4. Insect Collector	05	9. Senior Radiographer	0
6. Dental Hygienist	08	2. Refractions	16	5. Malaria Inspector	06	10. C.T Scan Operator	0
7. Dental Technician	09	3. Ophthalmic Technologist	16	6. Microscopist Technician	06	11. Angiographic / Radio Therapy Operator	0
8. Mould Room Technician	16	14. Vaccination Technology		7. Vaccinator	06	12. Assistant Radiotherapist	0

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Existing Categories Technology Wise		Existing Categories Technology Wise		Existing Categories Technology Wise		Existing Categories Technology Wise	
20. Radiography & Imaging	BPS	21. Surgical Technology	BPS	9. Lady Orthopedist	14	7. Paramedical Tutor	11
13. Laser Apparatus Technician	09	1. Operation Theatre Assistant	06	10. Chief Operation Theatre Technician	15	8. LHV Trainer	16
14. Slit Lamp Technician	09	2. Sterilizer Operator	06	11. Teaching Technology	BPS	9. Multipurpose Paramedic Trainer	16
15. Angiography / Radiotherapy Technician	09	3. Autoclave Machine Operator	06	1. Lecture Theater Assistant	06	10. Health & Nutrition Education Officer	16
16. C.T Scan Technician	09	4. Mortuary Assistant	06	2. O.T.A Tutor	10	11. Health & Nutrition Education Officer	BPS
17. X-Ray Technician	09	5. Head Operation Theatre Assistant	09	3. Laboratory Tutor	10	1. Haemodialysis Technician	09
18. Assistant Radiologist	16	6. Operation Theatre Technician	09	4. Dispenser Tutor	10	2. Dialysis Technician	09
19. Chief Radiographer	16	7. Sterilizer Technician	09	5. X-Ray Technician Tutor	10		
20. Radio Therapist	16	8. Plaster Technician	09	6. Instructor Dispenser	10		

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EXISTING PARAMEDICS CATEGORIES IN ALLIED HEALTH SCIENCES TECHNOLOGIES / DISCIPLINES

Existing Categories Technology Wise	BPS	Existing Categories Technology Wise	BPS	Existing Categories Technology Wise	BPS	Existing Categories Technology Wise	BPS
1. Anesthesia Assistant	06	1. Rural Health Inspector	08	3. Refractions	16	4. Malaria Inspector	06
2. Anesthesia Technician	09	2. Emergency Medical Technician	09	4. Ophthalmic Technologist	16	5. Microscopist / Microscopist Technician	06
3. Audiology Speech Rehabilitation Technician	BPS	3. Leprosy Technician	09	12. Pathology Technology	BPS	6. Vaccine operator	06
1. Hearing Aid Assistant	05	4. Health Technician	09	1. Laboratory Assistant	05	7. Senior Microscopist	09
2. Audiometer Assistant	06	5. Senior Medical Technician	14	2. Sample Collector	05	8. Entomological Technician	09
3. Assistant Speech Therapist	08	6. Senior Health Technician	14	3. Head Lab Assistant	06	9. Multipurpose Technician	09
4. Hearing Aid Technician	09	7. Medical Technician	16	4. Senior Laboratory Assistant	06	10. Cold Chain Assistant	10
5. Audiometer Technician	09	8. Medical Assistant	17	5. Lab Supervisor	08	11. Entomological Assistant	11
6. Speech Therapist	09	1. Health Information Technology	BPS	6. Laboratory Technician	09	12. Analytical Assistant	11
1. Angiographies Operator	08	1. C.D.C Supervisor	05	7. Junior Lab Technician	09	13. Technical Assistant	12
2. Cath Lab Technician	09	2. Vaccinator	06	8. Histo Technician	09	14. Analyst	12
3. Cardiac Catheterization Technician	09	3. Inspector Vaccinator	09	9. Senior Lab Technician	11	15. Chief Malaria Inspector	15
4. Objector Room Technician	09	4. C.D.C Inspector	09	10. Chemist / Chemical Technician	16	16. Parasitologist	16
5. Echo Technician	09	5. Assistant Superintendent Vaccinator	14	11. Laboratory Technologist	16	1. Sanitary Supervisor	06
6. Cardiac Technician	09	6. District / City Superintendent Vaccination	16	1. Pharmacy Assistant	06	2. Sanitary Inspector	08
7. E.C.G Technician	09	7. Assistant Entomologist	16	2. Dispensary Superintendent	06	3. Tehsil Sanitary Inspector	14
8. Assistant Per fusionist	09	8. C.D.C Officer	16	3. Dispenser	06	4. District Sanitary Inspector	16
9. Technician	12	1. Lady Health Visitor	09	4. Female Dispenser	06	5. Chief Sanitary Inspector	16
10. Senior Cardiac Technician	14	2. Assistant Inspector Health Centre	12	5. Dispenser cum Dresser	06	1. Dark Room Assistant	05
11. Per Perfusionst	16	1. E.E. G Technician	09	6. Dispenser Cum Store Keeper	06	2. Senior Dark Room Assistant	05
12. Senior Perfusionst	17	2. E.M.G Technician	11	7. Leprosy Assistant / Dresser	06	3. Radiotherapy Assistant	05
1. Mould Room Assistant	05	3. E.E.G Technologist	16	8. Head Dispenser	08	4. X-Ray Assistant / Operator	06
2. Dental Mechanic	06	1. Dietician	09	1. Physiotherapy Assistant	06	5. Radiographer	06
3. Dental Assistant	06	2. Food Inspector	10	2. Occupational therapy Aid	09	6. X-Ray Lab Assistant	06
4. Ortho Dentists	08	3. Chief Food Inspector	16	3. Occupational Therapy Technician	09	7. Image intensifier Radiographer	06
5. Assistant Technician	08	1. Ophthalmic Technician	09	4. Physiotherapy Technician	09	8. Ultrasound Radiographer	06
6. Dental Hygienist	08	2. Slit Lamp Technician	09	5. Assistant Physiotherapist	16	9. Senior Radiographer	07
7. Dental Technician	09			1. Assistant Malaria Inspector	05	10. C.T Scan Operator	07
8. Mould Room Technician	16			2. BCG Technician	05	11. Angiographic / Radio Therapy Operator	08
				3. Insect Collector	05	12. Assistant Radiotherapist	08

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18. Radiography & Imaging	BPS	2. Sterilizer Operator	06	2. O.T.A Tutor	10	21. Urology Technology	BPS
13. Laser Apparatus Technician	09	3. Auto clave Machine Operator	06	3. Laboratory Tutor	10	1. Haemodialysis Technician	09
14. Angiography / Radiotherapy Technician	09	4. Mortuary Assistant	06	4. Dispenser Tutor	10	2. Dialysis Technician	09
15. C.T Scan Technician	09	5. Head Operation Theatre Assistant	09	5. X-Ray Technician Tutor	10	3. Nephrology Technician	09
16. X-Ray Technician	09	6. Operation Theatre Technician	09	6. Instructor Dispenser	10		
17. Assistant Radiologist	16	7. Sterilizer Technician	09	7. Paramedical Tutor	11		
18. Chief Radiographer	16	8. Plaster Technician	09	8. LHV Trainer	16		
19. Radio Therapist	16	9. Lady Orthopedist	14	9. Multipurpose Paramedic Trainer	16		
19. Sterilizer Technician	BPS	10. Health & Nutrition Education Officer	16				
1. Operation Theatre Assistant	06	1. Lecture Theater Assistant	06				