



**OFFICE OF THE VICE CHANCELLOR
NISHTAR MEDICAL UNIVERSITY, MULTAN**

Ph. No. 061-9200238, Fax No. 061-9200227

e-mail: vc@nmu.edu.pk

No: 1557 /NMU

Dated: 15 - 1 - 2026

INTERIM HUMAN RESOURCE RECRUITMENT POLICY

(For Teaching Faculty – Nishtar Medical University, Multan)

1. Title

Interim Policy for Recruitment of Teaching Faculty at Nishtar Medical University (NMU)

Effective until approval of University Statutes.

2. Legal Basis

This policy is framed under:

- The NMU Act
- Government of Punjab service rules
- Regulations of Pakistan Medical and Dental Council (PMDC)
- Directions of Specialized Healthcare & Medical Education Department (SHC&MED)
- This policy shall remain operative until superseded by approved University Statutes.

3. Objectives

- Ensure uninterrupted academic functioning
- Maintain PMDC-compliant faculty strength
- Ensure merit-based and transparent recruitment
- Avoid legal or audit objections

4. Categories of Recruitment

NMU shall recruit faculty through two approved channels:

A. Appointment through Specialized Healthcare & Medical Education Department (SHC&MED)

Applicable for:

- Professors
- Associate Professors
- Assistant Professors
- Senior Registrars / Demonstrators (where applicable)

Modes:

- Promotion
- Transfer / Posting
- Deputation

Mu

Procedure:

- SHC&MED issues posting/transfer order.
- Faculty reports to NMU.
- NMU issues placement/functional order.
- HR verifies PMDC eligibility criteria.

Conditions:

- Must fulfill PMDC qualification and experience criteria.
- Seniority governed by SHC&MED rules.
- Service matters handled under Punjab Government rules.

B. Direct Selection through Punjab Public Service Commission (PPSC)**Recruitment through:**

- Punjab Public Service Commission

Applicable for:

- Assistant Professors
- Lecturers
- Demonstrators
- Other BPS teaching posts as approved

Procedure:

- NMU communicates vacancy position to SHC&MED.
- SHC&MED requisitions posts to PPSC.
- PPSC advertises and conducts:
 - Written test (if applicable)
 - Interview
- Final recommendation sent to Government.
- Appointment order issued by SHC&MED.
- Placement order issued by NMU.

Conditions:

- Selection strictly on merit.
- PMDC criteria mandatory.
- Probation period as per Punjab Government rules.

5. Contract Appointments (If Required)

Until regular recruitment:

- Short-term contract faculty may be appointed
- Through advertisement and selection committee
- For maximum 1 year or until regular appointment
- With approval of Competent Authority
- Selection Committee may include:
 - Vice Chancellor (Chair)
 - Dean/Principal
 - External subject expert
 - Registrar (Secretary)

My

6. PMDC Compliance

All appointments must comply with:

- Faculty qualification requirements
- Teaching experience criteria
- Research publication requirements
- Supervisor eligibility (for postgraduate programs)
- As defined by PMDC regulations.

7. Verification and Documentation

HR Department shall ensure:

- Verified degrees (HEC attested)
- PMDC registration (valid)
- Experience certificates
- Research publications (where applicable)

8. Transparency Measures

- Vacancy position published annually
- Merit lists documented
- Minutes of selection committees recorded
- All records maintained for audit and accreditation

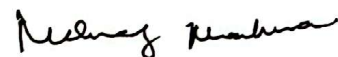
9. Transitional Clause

Until approval of NMU Statutes:

- All service matters governed by Punjab Government rules
- SHC&MED remains administrative controlling authority for BPS posts
- University exercises academic and functional control

10. Review

This policy shall automatically lapse upon notification of approved University Statutes and shall be replaced by statutory recruitment regulations.

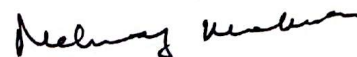


VICE CHANCELLOR
NISHTAR MEDICAL UNIVERSITY,
MULTAN

No. / /NMU Multan dated Multan the _____ 2026

Copy forwarded for information and necessary action to: -

1. The Registrar Nishtar Medical University, Multan



VICE CHANCELLOR
NISHTAR MEDICAL UNIVERSITY,
MULTAN