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NOTIFICATION

No. B. 14011/1/2021-HFW/596, the 5th March, 2024. In pursuance of the decision of the Council of Ministers in its meeting held on 31.07.2023 vide No. J. 11011/1/2023-POL/Vol-II dt. 01.08.2023, the Governor of Mizoram is pleased to notify the Zoram Medical College (Recruitment & Conditions of Service for Teaching Faculty) Rules, 2024 with effect from the date of publication in the Official Gazette.

This is issued with the vetting of Law & Judicial Department vide I.D. No.LJD 30/2023/78 dt.25.7.2023, approval of DP&AR (GSW) vide I.D. No.GSW. 16/2023/612 dt.27.7.2023 and concurrence of Finance Department vide I.D. No.FIN(E) 313/2023 dt. 27.7.2023.

The above Rules had been laid in the House of the Mizoram Legislative Assembly on 22.02.2024 (Thursday).

Esther Lal Ruatkimi,
Principal Secretary to the Govt. of Mizoram,
Health & Family Welfare Department.

No. B. 14011/2/2021-HFW, the 5th March, 2024. In the interest of public service and in exercise of the powers conferred by sub-regulation (h) of regulation 7 Zoram Medical College Regulations, 2024, the Governing Council of the Zoram Medical College Society, with the approval of State Government hereby makes the following rules regulating the method of recruitment and conditions of service of various teaching posts under Zoram Medical College, namely.-

1. Short title and commencement:

- 1) These rules may be called the Zoram Medical College (Recruitment & Conditions of Service for Teaching Faculty) Rules, 2024.
- 2) They shall come into force with effect from the date of publication in the Official Gazette.

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

- (a) **‘Basic Medical or Public Health Qualification’** means the recognised medical qualification as defined in section (2)(r) of the National Medical Commission Act, 2019.

- (b) **‘Category’** means any of the categories of posts included in Schedule-I.
- (c) **‘Competent Authority’** means the authority competent to make appointment for any post as specified in these rules.
- (d) **‘DCI’** means the Dental Council of India.
- (e) **‘Duty post’** means any post included in Schedule-I of these rules.
- (f) **‘Executive Committee’** means the Executive Committee constituted as per the Zoram Medical College Regulations, 2024.
- (g) **‘Governing Council’** means the Governing Council of the Zoram Medical College constituted as per the Zoram Medical College Regulations, 2024.
- (h) **‘Government’** means the Government of Mizoram.
- (i) **‘College’** means the Zoram Medical College, its attached State Referral Hospital, Falkawn and other associated health care facilities as per the directive of the Government of Mizoram under one administration.
- (j) **‘MCI’** means Medical Council of India.
- (k) **‘NMC’** means National Medical Commission.
- (l) **‘President’** means the President of the Governing Council of the Zoram Medical College.
- (m) **‘Schedule’** means the schedule appended to these rules.
- (n) **‘Scheduled Castes and Scheduled Tribes’** shall have same meaning assigned to them in clauses (24) and (25) of article 366 of the Constitution.
- (o) **‘Selection Committee’** means the committee constituted under Clause 3 of Zoram Medical College Society Bye-Laws, 2024.
- (p) **‘Service’** means the Zoram Medical College (Teaching Faculty) Service constituted under rule 4 of these rules.
- (q) **‘Society’** means the Zoram Medical College Society.
- (r) **‘Short term contract’** means a method of recruitment for a limited period on a fixed remuneration.
- (s) **‘Teaching faculty’** means members of the various teaching faculty recruited or engaged as per the Zoram Medical College (Recruitment & Conditions of Service for Teaching Faculty) Rules, 2024 as amended from time to time.

3. **Application:** These rules shall apply to the post(s) specified in Schedule-I of these rules.

4. **Initial Constitution of the service:** There shall be constituted a service to be known as the Zoram Medical College (Teaching Faculty) Service consisting of :-

- (a) Persons appointed to the post (s) specified under Schedule-I of these rules.
- (b) All persons who were appointed to any of the duty posts shown in Schedule-I of these rules before the commencement of these rules shall be deemed to have been appointed under these rules to such corresponding post from the date on which they were so appointed, and the service rendered by them in the said post before the commencement of these rules shall be taken into account for the purpose of determining period of probation, seniority and eligibility for promotion to the next higher grade/post.
- (c) In respect of persons who are posted/designated on deputation, transfer or otherwise against various sanctioned post(s) of the college during the initial establishment of the institution, but who are qualified for such post(s) as per MCI/NMC-Teachers Eligibility Qualifications in Medical Institutions Regulations as amended from time to time, such cases shall be decided on case to case basis subject to exercise of option by the concerned teaching faculty/employee.

5. Authorized strength of the service:

- (1) The authorized strength of the service shall be as specified in Schedule-I of these rules. The strength of the cadres may be revised by the Governing Council, with the approval of the State Government, from time to time as per the requirement of the College.
- (2) Notwithstanding anything contained in these rules, the Governing Council may include any category of posts other than the categories included in Schedule - I of these rules or exclude any category of posts included in Schedule - I of these rules.

6. Visiting Professors/Visiting Associate Professors:

In case of non-availability of Professors/ Associate Professors in a particular Department of the College, visiting Professors or Visiting Associate Professors may be appointed with the prior approval of the Executive Committee from among the Professors/Associate Professors of any other Medical Colleges of the country or abroad on fixed remuneration which may be decided by appropriate authority.

7. Employee to be on whole-time:

Unless otherwise provided, the whole time of any employee of the College shall be at the disposal of the College and he may be employed/deployed in any manner required by the proper authority of the College without additional remuneration.

8. Method of Recruitment:

(1) Direct Recruitment:

- a) Direct recruitments to any grade/post of the Service shall be made on the recommendation of the duly constituted Selection Committee for the respective grade/post (s) as per the method of recruitment prescribed in Schedule-II of these rules.
- b) The Selection Committee shall adopt such procedure as outlined in the Mizoram Direct Recruitment (Conduct of Examinations) Guidelines, 2018 as amended from time to time or regulations framed by the Governing Council from time to time, for selection of candidates, and forward to the President a select list, in order of merit, of the candidates who have qualified by such standards as the Selection Committee may determine for selection with reference to the actual number of vacancies reported from time to time by the Zoram Medical College Society.
- c) The validity of the reserved select lists shall be twelve (12) months for filling up of the same vacancies only in case candidates in the regular panel are not available for appointment on account of declination of appointment or resignation or death of recommended candidates. The President may extend the validity of reserved lists for another period of 6 (six) months beyond the normal period of twelve (12) months, but not exceeding eighteen (18) months.

***Explanation :** The period of twelve months or eighteen months, as the case may be, shall be reckoned from the date on which the original select list is prepared by the Selection Committee up to and inclusive of the date on which the Selection Committee nominate a person from the reserve select list.*

- d) The reserved panel prepared by the Selection Committee shall become null and void on expiry of the validity period or upon finalization of selection for filling up of subsequent vacancies in the same grade/post whichever is earlier.

- e) On receipt of recommendation of the Selection Committee, the President may satisfy himself that a candidate is suitable in all respect for appointment.

(2) Appointment by promotion:

- a) Appointment by promotion to any grade/post of the Service shall be made on the recommendation of duly constituted Selection Committee for the respective grades in accordance with the method of recruitment as prescribed in Schedule-II of these rules.
- b) The Selection Committee shall forward to the President a select list of candidates, in order of merit, of the officers recommended for promotion, taking into account the actual number of vacancies and those likely to arise during the next twelve months.
- c) The select list shall be valid until the next selection for the same grade or specified post takes place or a period of twelve months from the date of selection, whichever is earlier:
Provided that the aforesaid period of twelve months may be extended by the President for a further period not exceeding six months.
- d) The Selection Committee shall follow procedures outlined in the “Comprehensive instructions on the procedure to be followed by Departmental Promotion Committee in matters relating to promotion and issues connected thereto” issued vide No. A.32012/1/2011-P&AR (GSW) dt. 28.02.2018 or as prescribed by the Government from time to time for assessing suitability of faculty for promotion against regular vacancy of posts or for promotion under Career Advancement Scheme (CAS) or for placement from one grade to the next higher grade as the case may be.
- e) **Norms for promotion:** In case of promotion to higher grade/post including promotion under Career Advancement Scheme, the assessment for suitability for such promotion shall be based on NMC-Teachers Eligibility Qualifications in Medical Institutions Regulations, 2022 as amended from time to time.

However, in regard to the number of ACR/PAR to be taken into consideration, the following methods shall be adopted:

I. For promotion against vacancy of posts:

- i) In regard to promotion to next higher grade/post against vacancy of posts, the ACRs/PARs for five years preceding the vacancy year minus the two immediate years (i.e., vacancy year - two immediate years) should be considered irrespective of the length of qualifying service prescribed for promotion in the respective Recruitment Rules/Service Rules. For example, for considering promotion for vacancy year of 2021-2022, the ACRs/PARs of the officers up to the year ending 31.03.2019 should be taken into consideration (i.e., ACRs/PARs for the years 2014-2015, 2015-2016, 2016-2017, 2017-2018, 2018-2019).
Provided that for officers recruited directly who have attained qualifying service of 5 (five) years on the crucial date of vacancies/vacancy year but do not have ACRs/PARs for 5 (five) preceding years, the ACRs/PARs for the 3 (three) preceding years, which should not be below bench mark, should be taken into consideration.
- ii) In the case of an officer directly recruited whose Recruitment Rules/Service Rules prescribe a qualifying service of less than 5 years for promotion to the next higher post/grade, his ACRs/PARs for the periods he served in that post/grade will be taken into consideration even if he does not have ACRs/PARs for last 5 years.

II. For promotion through Career Advancement Scheme (CAS):

In case the Recruitment Rules/Service Rules prescribed time bound promotion or promotion through Career Advancement Scheme (CAS) irrespective of the availability of vacancies in the higher post/grade, the ACRs/PARs for five years preceding the 'eligibility year' minus two immediate years (i.e., eligibility year - two immediate years) should be considered irrespective of the length of qualifying service prescribed for time bound promotion in the respective Recruitment Rules/Service Rules:

Provided that the Recruitment Rules/Service Rules prescribe a qualifying service of less than 5 years for promotion to the next higher post/grade, all the ACRs/PARs for the periods he served in that post/grade will be taken into consideration.

Note: "Eligibility year" in this context shall refer to the year in which the officer is eligible for time bound promotion. In case an officer is eligible for time bound promotion on 15.10.2021, the eligibility year shall be the year 2021-2022).

- (3) **Appointment by short term contract:** After the commencement of these rules, the appointment or engagement of teaching faculty viz. Professor, Associate Professor and Assistant Professor shall be made on short term contract only. Such appointment/engagement shall be made through personal interview only conducted by Selection Committee with prior approval of Governing Council. However, the eligibility conditions shall be as prescribed in the National Medical Commission-Teachers Eligibility Qualifications in Medical Institutions Regulations, 2022 as amended from time to time.

Direct recruitment to the posts of Assistant Professor shall be done against the sanctioned posts of Assistant Professor or by short term contract in line with the provisions contained in column 7 of Schedule II of these rules or as prescribed in National Medical Commission-Teachers Eligibility Qualifications in Medical Institutions Regulations, 2022 as amended from time to time.

- (4) **Appointment on Deputation/ Absorption including short term contract:** In case of non-availability of candidates for direct recruitment/promotion to teaching faculty, the Governing Council, notwithstanding the method of recruitment prescribed in the Schedule-II of these rules, may fill up the posts by appointment on deputation /absorption or short term contract. Person working in a medical college/institution recognized by National Medical Commission holding analogous post or a person working in a post one level below shall be eligible to be considered for such appointment subject to fulfillment of eligibility criteria prescribed in NMC-Teachers Eligibility Qualifications in Medical Institutions Regulation, 2022 as amended from time to time.

9. Qualifications and eligibility:

- (1) Age limit, experience and other qualification for appointment to the teaching posts shall be as prescribed in the Schedule-II of these rules.
- (2) In case of direct recruitment, the College shall follow the reservation policy as notified by the Government from time to time for recruitment for posts under the State Government.
- (3) The qualifications for recruitment to various grades/posts of faculty shall be as specified in Schedule - II of these rules:

Provided that the posts of Senior Resident and Junior Resident shall be filled up on tenure basis, failing which by deputation.

10. Composition of Selection Committee:

The composition of the selection committee for direct recruitment, promotion, deputation/absorption including short term contract shall be as provided in the Bye-Laws.

11. Probation and confirmation:

- (1) All employee except those who are appointed or posted and designated or otherwise on deputation or transfer to various grades/posts of the service, including the case of those who are deemed to be permanent on the date on which these rules come into force, shall be on probation for a period of two years from the date of such appointment.
- (2) Where a probationer, who has completed the period of probation to the satisfaction of the appointing authority specified in schedule-III of these rules, is required to be confirmed, he shall be confirmed in the service /post (s) at the end of his period of probation, having completed the probation satisfactorily.
- (3) The appointing authority has the power to extend the period of probation where the performance of the employee is considered not satisfactory.
- (4) If the appointing authority found fit, it may extend the period of probation of an employee for a specified period but the total period of probation including the extended period, shall not exceed double the normal period of probation. In such cases periodic review should be done and extension should not be for a long period of time.
- (5) If it appears to the appointing authority, at anytime, during or at the end of the period of probation that an employee has not made sufficient use of his opportunities or is not making satisfactory progress, the appointing authority may revert him to the post held substantively by him immediately preceding his appointment, provided he holds a lien there on or in other cases, may be discharged or terminate him from service.
- (6) During the period of probation, an employee shall undergo such training as may be prescribed by the appropriate authority under the government.

12. Seniority:

The relative seniority of employees of the College in each category, on the date of commencement of these rules shall be determined by the orders and instructions of Government of Mizoram from time to time.

13. Selection for appointment in exigencies of service:

Notwithstanding anything contained in these rules, if the exigencies of the service so require, a duty post in the grade of Professor or Associate Professor/ Residents for which no eligible candidates is available after following due procedures, the President, in consultation with the Governing Council may constitute a Search Committee which shall submit a list of persons available within the State of Mizoram or from any outside source who are otherwise suitable in respect of age, qualification and experience, may make such recommendations.

14. Liability of Service:

A member of the Service may serve anywhere within the state on deputation or in foreign service to a post under the control of the central government, a state government, any local authority or any central or state government undertakings on such terms and conditions as are in force from time to time.

15. Pay and Allowances:

- (1) The pay and allowances admissible to an incumbent of a duty post shall be as specified for the grade in which that post has been included, and as notified by the Government from time to time.
- (2) *Pay of re-employed persons:* The pay of any person who may be employed in the college after retirement from service of the college or of the state or central government or any statutory or local bodies administered by the government shall be fixed in the prescribed level of pay in accordance with the rules and orders of the government as amended from time to time and in no case not more than the last pay drawn on the eve of retirement minus the pension, if any.
- (3) *Non-Practicing Allowance:* Non-Practicing Allowance shall be payable to the persons appointed to the service as prescribed by the government in Finance Department from time to time. However, they shall not be allowed to do private practice of any kind whatsoever, including consultancy and laboratory practice.

16. Age of Superannuation:

- (1) The age of superannuation in respect of teaching faculty under the College shall be 62 years.
- (2) The services of a teaching faculty can be retained beyond 62 years of age and up to the age of 70 years as per requirement of the College. All such appointments however, shall be made on short term contract. The eligibility for retention of faculty members beyond 62 years will as and when required by the College from time to time which may be exercised by the competent authority with the approval of the Executive Committee.
- (3) Notwithstanding anything contained in sub-rule (1) & (2) above, the appointing authority shall, if it is of opinion that it is in the public interest to do so have the absolute right to retire any teaching faculty of the College by giving him prior notice of not less than three months in writing or three months' pay and allowances in lieu of such notice if he had entered service of the College before the age of thirty-five years.
- (4) Any teaching faculty of the College may give notice of not less than three months in writing to the appointing authority, to retire from service after he has attained the age of fifty years, if he had entered the service of the College before attaining the age of thirty-five years and in all other cases after he has attained the age of fifty two years.

17. Retirement on medical grounds:

- a) Notwithstanding anything contained elsewhere in these rules, the appointing authority, may retire any teaching faculty on three months prior notice from the service of the College on account of permanent physical or mental disability incapacitating him for further service, if so, certified by the Medical Board appointed by the Governing Council.
- b) Decision of the appointing authority shall be final and binding on the teaching faculty concerned.

18. Termination from service on ethical and moral grounds:

- a) Notwithstanding anything contained in these rules, the appointing authority, may retire any member of teaching faculty, by giving prior notice of not less than 3 (three) months, from the service of the College on account of moral turpitude, malpractices and violation of ethical norms laid down by the Medical Council of India/National Medical Commission, Indian Nursing Council or any other recognised council, as the case may be, if so proven by an inquiring authority, appointed by the Governing Council.
- b) Decision of the appointing authority shall be final and binding on the employee concerned.

19. Pension & Provident Fund:

The Mizoram Defined Contributory Pension Scheme, 2010 as amended from time to time shall apply to the regular teaching faculty of the College appointed on or after the 1st September, 2010. However, teaching faculty who had been governed by the existing CCS (Pension) Rules, 1972 and the General Provident Fund (Central Service) Rules, 1960 shall continue to be governed by the said rule(s).

20. Leave:

Central Civil Service (Leave) Rules, 1972 as amended from time to time shall be applicable to all categories of employees under Zoram Medical College. The special casual leave towards academic purpose shall be admissible to the teaching faculty for a period not exceeding 2 weeks in a year.

21. Absence from Duty:

Unless otherwise decided by the President in exceptional circumstances, no employee shall be allowed to be away from duty for more than continuous period of two years at a time, except on foreign service, period of suspension, or authorized leave sanctioned by the competent authority.

22. Conduct, Discipline & Penalties:

- (1) The Central Civil Services (Conduct) Rules, 1964 as amended from time to time shall apply *mutatis mutandis* to the teaching faculty of the College.
- (2) The Central Civil Services (CCA) Rules, 1965 as amended from time to time shall apply *mutatis mutandis* to the teaching faculty of the College. However, the Appointing Authority, the Disciplinary Authority and the Appellate Authority for the various posts in the College shall be as prescribed in Schedule-III of these rules.
- (3) In respect of central or state government servants borrowed by the College, the provisions of rules 20 & 21 of the Central Civil Services (CCA) Rules, 1965 shall apply and the College shall exercise the functions of the central or state government as the case may be for the purpose of the aforesaid rules.

23. Guidelines:

The Governing Council, with the approval of appropriate authority under the government, may pass and notify guidelines not inconsistent with these rules.

24. Other conditions of service:

In respect of matters not provided for in these rules, decision(s)/order(s) issued in that regard by the Government of Mizoram from time to time shall apply *mutatis mutandis* to the employees of the College.

25. Disqualification:

No person-

- i. who has been convicted of criminal offence; or
- ii. who has entered into or contracted a marriage with a person having a spouse living; or
- iii. who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said posts;

Provided that the President may, if satisfied that such marriage is permissible under the personal law applicable to such person and to the other party to the marriage and that there are other valid ground for doing so, exempt any such person from the operation of this rule.

26. Saving clause:

Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the Ex-servicemen and other special categories of persons in accordance with the order issued by the Government of Mizoram from time to time in this regard.

27. Power to Relax:

Where the President is of the opinion that it is necessary or expedient so to do, he may, by order and for reasons to be recorded in writing, on the recommendation of the Governing Council, relax any of the provisions of these rules with respect to any class or category of persons:

Provided that the power shall not be exercised so as to relax essential qualifications prescribed for appointment by any of the methods specified in these rules (including promotion) or the provisions regarding pension and age of retirement.

28. Interpretation:

If any question arises relating to the interpretation of these rules or the guidelines made there under, it shall be referred to the State Government whose decision there on shall be final.

SCHEDULE-I

[See rule 4(1)]

Specified Posts of Teaching Faculty under Zoram Medical College

I. Teaching Faculty

Sl. No.	Designation	Total No. of Posts
1	Professor	19
2	Associate Professor	26
3	Assistant Professor/ Epidemiologist-Assistant Professor	41
4	Senior Resident	24
5	Demonstrator/ Statistician- cum-Tutor	38
6	Junior Resident	24
TOTAL		172

The break-up of department-wise allocation of posts listed at above is as below:

Sl. No.	Department	Designation	No. of Posts
1	Anatomy	Professor	1
		Associate Professor	1
		Assistant Professor	2
		Demonstrator	3
		SUB TOTAL	7
2	Physiology	Professor	1
		Associate Professor	1
		Assistant Professor	2
		Demonstrator	3
		SUB TOTAL	7

3	Biochemistry	Professor	1
		Associate Professor	1
		Assistant Professor	2
		Demonstrator	3
		SUB TOTAL	7
4	Pharmacology	Professor	1
		Associate Professor	1
		Assistant Professor	1
		Demonstrator	2
		SUB TOTAL	5
5	Pathology	Professor	1
		Associate Professor	2
		Assistant Professor	3
		Demonstrator	4
		SUB TOTAL	10
6	Microbiology	Professor	1
		Associate Professor	1
		Assistant Professor	2
		Demonstrator	3
		SUB TOTAL	7
7	Forensic Medicine	Professor	1
		Assistant Professor	1
		Demonstrator	2
		SUB TOTAL	4
8	Community Medicine	Professor	1
		Associate Professor	2
		Assistant Professor	2
		Epidemiologist-Asst. Prof.	1
		Statistician-cum-Tutor/Demonstrator	1
		Demonstrator	3
9	General Medicine	SUB TOTAL	10
		Professor	1
		Associate Professor	3
		Assistant Professor	4
		Senior Resident	4
		Junior Resident	8
10	Paediatrics	SUB TOTAL	20
		Professor	1
		Associate Professor	1
		Assistant Professor	2
		Senior Resident	2
		Junior Resident	4
11	Tuberculosis & Respiratory Diseases	SUB TOTAL	10
		Professor	1
		Assistant Professor	1
		Senior Resident	1
		Junior Resident	1
		SUB TOTAL	4

12	Dermatology, Venereology & Leprosy	Associate Professor	1	
		Assistant Professor	1	
		Senior Resident	1	
		Junior Resident	1	
		SUB TOTAL	4	
13	Psychiatry	Associate Professor	1	
		Assistant Professor	1	
		Senior Resident	1	
		Junior Resident	1	
		SUB TOTAL	4	
14	General Surgery	Professor	1	
		Associate Professor	3	
		Assistant Professor	4	
		Senior Resident	4	
		Junior Resident	8	
		SUB TOTAL	20	
15	Orthopaedics	Professor	1	
		Associate Professor	1	
		Assistant Professor	2	
		Senior Resident	2	
		Junior Resident	4	
		SUB TOTAL	10	
16	Oto-Rhino-Laryngology	Professor	1	
		Associate Professor	1	
		Assistant Professor	1	
		Senior Resident	1	
		Junior Resident	1	
		SUB TOTAL	5	
17	Ophthalmology	Professor	1	
		Associate Professor	1	
		Assistant Professor	1	
		Senior Resident	1	
		Junior Resident	1	
		SUB TOTAL	5	
18	Obstetrics & Gynaecology	Professor	1	1
		Associate Professor	1	
		Assistant Professor	2	
		Senior Resident	2	
		Junior Resident	4	
		SUB TOTAL	10	
19	Anesthesiology	Professor	1	
		Associate Professor	2	
		Assistant Professor	4	
		Senior Resident	3	
		Junior Resident	4	
		SUB TOTAL	14	

20	Radio-Diagnosis	Professor	1
		Associate Professor	1
		Assistant Professor	1
		Senior Resident	2
		SUB TOTAL	5
21	Dentistry	Professor	1
		Associate Professor	1
		Assistant Professor	1
		Junior Resident	1
		SUB-TOTAL	4
		TOTAL	172

SCHEDULE -II

[See rule 9(3)]

A. RECRUITMENT RULES FOR TEACHING FACULTY UNDER ZORAM MEDICAL COLLEGE**1. Assistant Professor**

Name of Post	Number of post	Classification	Level in the pay matrix/pay scale	Whether Selection or Non-Selection posts?
1	2	3	4	5
Assistant Professor	37* (2017) 3* (2018) 1* (2021) or as determined by the Government from time to time.	Group 'A', Gazetted, Non-Ministerial	Academic level 11 in the pay matrix (Rs.68900-Rs.205500)	Selection in case of promotion

Age limit for direct recruitment	Educational qualification and other qualification required for direct recruitment	Whether the age and educational qualifications prescribed for direct recruitments will apply in the case of promotion?	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods
6	7	8	9	10
Between 21years and 50 years Note: The crucial date for determining the age limit of candidates shall be the closing date of receipt of applications from candidates	As per National Medical Commission – Teachers Eligibility Qualifications in Medical Institutions Regulations, 2022, and as amended from time to time.	Not applicable	2 years in case of direct recruits	70% by promotion 30% by direct recruitment or deputation including short term contract

In case of recruitment by promotion/deputation/absorption, grade from which promotion/deputation/absorption to be made	If Departmental Promotion Committee exists, what is its composition?	Circumstances in which Mizoram Public Service Commission is to be consulted in making recruitment
11	12	13
<p>Promotion:</p> <p>1. 55% of the promotion quota shall be filled up from Tutor/Demonstrator in the College with not less than 5 years of regular service in the grade and possessing the educational and other qualifications prescribed for direct recruitment.</p> <p>2. 45% of the promotion quota shall be filled up from Senior Resident in the College with not less than 5 years of regular service in the grade and possessing the educational and other qualifications prescribed for direct recruitment.</p> <p>Provided that the reservation system for Senior Residents who are appointed on regular basis as on the date of commencement of these rules shall be discontinued after all the Senior Residents get promotion, dead, retired or quitted the Service or by any other means.</p> <p>Provided further that, thereafter, the mode of recruitment to the post of Assistant Professor shall be 70% by direct recruitment or deputation including short term contract and 30% by promotion from Tutor/Demonstrator with 5 years regular service in the College possessing educational and other qualification prescribed for direct recruitment.</p> <p>Deputation: From officers of the Central/State Government:</p> <p>i) holding analogous posts on regular basis in the parent department; and</p> <p>ii) possessing the educational and other qualifications prescribed for direct recruitment</p> <p>Note 1: The period of deputation shall ordinarily not exceed 3 years which may be extended up to 5 years in special cases</p> <p>Note 2: The maximum age limit for appointment by deputation shall be not exceeding 56 years as on the closing date of receipt of applications.</p>	As prescribed by the Zoram Medical College Bye-Laws, 2023	Exempted from consultation with the Mizoram Public Service Commission

2. Senior Resident

Name of Post	Number of post	Classification	Level in the pay matrix/pay scale	Whether Selection or Non-Selection posts?
1	2	3	4	5
Senior Resident (This is a tenure post)	24* (2017) *or as determined by the Government from time to time	Group 'A', Gazetted, Non-Ministerial	Level 11 in the pay matrix (Rs.68900 -Rs.205500)	Not applicable

Age limit for direct recruitment	Educational qualification and other qualification required for direct recruitment	Whether the age and educational qualifications prescribed for direct recruitments will apply in the case of promotion?	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods
6	7	8	9	10
Between 21 years and 35 years Note: The crucial date for determining the age limit of candidates shall be the closing date of receipt of applications from candidates	As per National Medical Commission – teachers Eligibility Qualifications in Medical Institutions Regulations, 2022 amended from time to time.	Not applicable	Not applicable	100% by direct recruitment failing which by deputation including short term contract

In case of recruitment by promotion/deputation/absorption, grade from which promotion/deputation/absorption to be made	If Departmental Promotion Committee exists, what is its composition?	Circumstances in which Mizoram Public Service Commission is to be consulted in making recruitment
11	12	13
Deputation: From officers of the Central/State Government: i) holding analogous posts on regular basis in the parent department; and ii) possessing the educational and other qualifications prescribed for direct recruitment at column 7. Note 1: The period of deputation shall ordinarily not exceed 3 years which may be extended up to 5 years in special cases. Note 2: The maximum age limit for appointment by deputation shall be not exceeding 45 years as on the closing date of receipt of applications.	As prescribed by the Zoram Medical College Bye-Laws, 2023	Exempted from consultation with the Mizoram Public Service Commission

3. Tutor/Demonstrator

Name of Post	Number of post	Classification	Level in the pay matrix/pay scale	Whether Selection or Non-Selection posts?
1	2	3	4	5
Tutor/ Demonstrator	23* (2017) *or as determined by the Government from time to time	Group 'A', Gazetted, Non-Ministerial	Academic level 10 in the pay matrix Level 10 in the pay matrix (Rs.56100–Rs.124500)	Not applicable

Age limit for direct recruitment	Educational qualification and other qualification required for direct recruitment	Whether the age and educational qualifications prescribed for direct recruitments will apply in the case of promotion?	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods
6	7	8	9	10
Between 21years and 35 years Note: The crucial date for determining the age limit of candidates shall be the closing date of receipt of applications from candidates	MBBS from a recognized Medical College/Institute OR M.Sc. in the concerned subject as specified for the various subjects in the Minimum Qualifications for Teachers in Medical Institutions Regulations, 1998 as amended.	Not applicable	2 years in case of direct recruits	100% by direct recruitment or absorption or deputation including short term contract

In case of recruitment by promotion/deputation/ absorption, grade from which promotion/ deputation/absorption to be made	If Departmental Promotion Committee exists, what is its composition?	Circumstances in which Mizoram Public Service Commission is to be consulted in making recruitment
11	12	13
<p>Deputation: From officers of the Central/State Government:</p> <p>i) holding analogous posts on regular basis in the parent department; and</p> <p>ii) possessing the educational and other qualifications prescribed for direct recruitment at column 7.</p> <p>Note 1: The period of deputation shall ordinarily not exceed 3 years which may be extended up to 5 years in special cases.</p> <p>Note 2: The maximum age limit for appointment by deputation shall be not exceeding 56 years as on the closing date of receipt of applications.</p>	As prescribed by the Zoram Medical College Bye-Laws, 2023	Exempted from consultation with the Mizoram Public Service Commission

4. Statistician cum Tutor/Demonstrator

Name of Post	Number of post	Classification	Level in the pay matrix/pay scale	Whether Selection or Non-Selection posts?
1	2	3	4	5
Statistician cum Tutor/ Demonstrator	1* (2017) *or as determined by the Government from time to time	Group 'A', Gazetted, Non-Ministerial	Academic level 10 in the pay matrix (Rs.56100 -Rs.124500)	Not applicable

Age limit for direct recruitment	Educational qualification and other qualification required for direct recruitment	Whether the age and educational qualifications prescribed for direct recruitments will apply in the case of promotion?	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods
6	7	8	9	10
Between 21years and 35 years Note: The crucial date for determining the age limit of candidates shall be the closing date of receipt of applications from candidates	M.Sc (Statistics) from a recognized Institution/ University.	Not applicable	2 years in case of direct recruits	100% by direct recruitment or absorption or deputation including short term contract

In case of recruitment by promotion/deputation/ absorption, grade from which promotion/ deputation/absorption to be made	If Departmental Promotion Committee exists, what is its composition?	Circumstances in which Mizoram Public Service Commission is to be consulted in making recruitment
11	12	13
Deputation: From officers of the Central/State Government: i) holding analogous posts on regular basis in the parent department; and ii) possessing the educational and other qualifications prescribed for direct recruitment at column 7. Note 1: The period of deputation shall ordinarily not exceed 3 years which may be extended up to 5 years in special cases. Note 2: The maximum age limit for appointment by deputation shall be not exceeding 56 years as on the closing date of receipt of applications.	As prescribed by the Zoram Medical College Bye-Laws, 2023	Exempted from consultation with the Mizoram Public Service Commission

5. Junior Resident

Name of Post	Number of post	Classification	Level in the pay matrix/pay scale	Whether Selection or Non-Selection posts?
1	2	3	4	5
Junior Resident (This is a tenure post)	38* (2017) *or as determined by the Government from time to time.	Group 'A', Gazetted, Non-Ministerial	Fixed remuneration as determined by the Government from time to time.	Not applicable

Age limit for direct recruitment	Educational qualification and other qualification required for direct recruitment	Whether the age and educational qualifications prescribed for direct recruitments will apply in the case of promotion?	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods
6	7	8	9	10
Between 18years and 35 years Note: The crucial date for determining the age limit of candidates shall be the closing date of receipt of applications from candidates	MBBS from a recognized University.	Not applicable	Not applicable	100% direct recruitment short term contract

In case of recruitment by promotion/deputation/absorption, grade from which promotion/deputation/absorption to be made	If Departmental Promotion Committee exists, what is its composition?	Circumstances in which Mizoram Public Service Commission is to be consulted in making recruitment
11	12	13
Not applicable	As prescribed by the Zoram Medical College Bye-Laws, 2023	Exempted from consultation with the Mizoram Public Service Commission

B. CAREER ADVANCEMENT SCHEME.-

1. Career Advancement Scheme for – Associate Professor, Assistant Professor, Tutor/ Demonstrator and Senior Resident

Sl. No.	Name of post	Method of promotion	Eligibility criteria
1	Professor (Academic Level 14)	By means of time-bound promotion without linkage to vacancies	<p>1) An Associate Professor will be eligible for time bound promotion to Professor after completion of 3 years of regular service as Associate Professor.</p> <p>2) An Associate Professor appointed to the post by direct recruitment at the time of initial establishment of the institution will also be eligible for time bound promotion to Professor after completion of 3 years of regular service in the post.</p> <p>Provided that the provision 2) above shall be discontinued after all the existing incumbent Associate Professors, directly recruited to the post as on the date of commencement of these rules, are promoted, died, retired or quit the service for any reason.</p>
2	Associate Professor (Academic Level 13A)	By means of time-bound promotion without linkage to vacancies	Assistant Professor who has completed 7 years of regular service calculated from entry into Assistant Professor (Entry Grade) (Academic Level 11).
3	Assistant Professor (Entry Grade) (Academic Level 11)	By means of time-bound promotion without linkage to vacancies	Tutor/Demonstrator/Senior Resident possessing requisite Post Graduate degree/qualification will be eligible for time bound promotion to Assistant Professor (Entry Grade) of the respective department after completion of 4 years of regular service as Tutor/Demonstrator/Senior Resident.

Note:

- Promotion through Career Advancement Scheme shall be subject to the fulfillment of all eligibility criteria as per the National Medical Commission – Teachers Eligibility Qualifications in Medical Institutions Regulations 2022, as amended from time to time.*
- Inclusion of Senior Resident as a feeder post of Assistant Professor shall be discontinued after all the present regular incumbents get promotion by means of time-bound promotion to the next higher grade or leave the service for any reason.*

2. Career Advancement Scheme for Tutor/Demonstrator (including Statistician cum Tutor/Demonstrator)

Sl. No.	Name of post	Method of promotion	Eligibility criteria
1	Tutor/ Demonstrator Stage-IV Academic Level 13A(AGP 9000)	Non-functional promotion subject to 35% of the total sanctioned posts of Tutor/Demonstrator	Tutor/Demonstrator Stage-III without the requisite Post Graduate qualification for promotion to Assistant Professor will be eligible for non-functional promotion to the next higher grade after completion of 22 years of regular service since entry into Tutor/Demonstrator Stage- I.
2	Tutor/ Demonstrator Stage-III Academic Level 12 (AGP 8000)	By means of time-bound promotion without linkage to vacancies	Tutor/Demonstrator Stage-II without the requisite Post Graduate qualification for promotion to Assistant Professor will be eligible for time bound promotion to the next higher grade of pay after completion of 8 years of regular service in the grade.
3	Tutor/ Demonstrator Stage-II Academic Level 11(AGP 7000)	By means of time-bound promotion without linkage to vacancies	Tutor/Demonstrator Stage-I in the entry level grade without the requisite Post Graduate qualification for promotion to Assistant Professor will be eligible for time bound promotion to the next higher grade of pay after completion of 6 years of regular service in the entry grade.

SCHEDULE - III

[See rule 23(2)]

The Appointing, Disciplinary and Appellate Authority for the various Teaching Faculty posts in the Zoram Medical College, Falkawn shall be as follows:-

Sl No.	Description of posts	Appointing Authority	Disciplinary Authority competent to impose penalty	Appellate Authority
1	2	3	4	5
1	Professor	Chairman Executive Committee	Chairman, Executive Committee	President, Governing Council
2	Associate Professor	Chairman, Executive Committee	Chairman, Executive Committee	President, Governing Council
3	Assistant Professor	Chairman, Executive Committee	Chairman, Executive Committee	President, Governing Council
4	Tutor/ Demonstrator	Chairman, Executive Committee	Chairman, Executive Committee	President, Governing Council
5	Senior Resident	Chairman, Executive Committee	Chairman, Executive Committee	President, Governing Council
6	Junior Resident	Chairman, Executive Committee	Chairman, Executive Committee	President, Governing Council