



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

Dated Lahore, the 14<sup>th</sup> 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
- (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 the **Schedule-II**.

**4. Repeal.**– (1) The Punjab Health Department Paramedical Establishment Service Rules 2003 are hereby repealed to the extent of the posts covered under these rules.

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

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

Dated Lahore, the 19<sup>th</sup> April, 2012

### 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 /
				Initial Appointment	Promotion		Min	Max	
1	2	3	4	5	6	7	8	9	10
Health Department	Healthcare Establishment Institutes	l) 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 against the posts in BS-17 and above and training as prescribed under 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.

-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	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.  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.	-	(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 BS-17 and training as prescribed in column No. 10.	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; (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 (iii) Training as prescribed under 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/assistant/ Director Allied Health Services of concerned division and	-	-	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 the 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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-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 up graded up to BS-16 vide Notification dated 24.11.2011 shall .....

**Note-II:**

The posts have been upgraded by the Finance Department. In case there is difference in Basic Scale of any post as relevant in the allied health department.....

## 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	
<b>1. Anesthestho Technology</b>	<b>BPS</b>	<b>6. Dermatology Technology</b>	<b>BPS</b>	<b>14. Physiotherapy Technology</b>	<b>BPS</b>	8. Vaccine Operator	<b>BPS</b>
1. Anesthesia Assistant	06	1. Leprosy Assistant/Dresser	06	1. Physiotherapy Assistant	06	9. Senior Microscopist	<sup>1</sup> [**]
2. Anesthesia Technician	09	2. Leprosy Technician	09	2. Occupational Therapy Aid	09	10. Entomological Technician	
<b>2. Audiology Technology</b>	<b>BPS</b>	<b>7.</b>	<b>BPS</b>	3. Occupational Therapy Technician	09	11. Health Technician	
				4. Physiotherapy Technician	09	12. Multipurpose Technician	
1. Hearing Aid Assistant	05	1. Rural Health Inspector	08	5. Assistant Physiotherapist	16	13. Inspector vaccinator	
2. Audiometer Assistant	06	2. Emergency Medical Technician	09	<b>15.</b>	<b>BPS</b>	14. C.D.C Inspector	
3. Assistant Speech Therapist	08	3. Medical Technician	14	1. Laboratory Assistant	05	15. Entomological Assistant	
4. Hearing Aid Technician	09	4. Senior Medical Technician	16	2. Sample Collector	05	16. Analytical Assistant	
5. Audiometer Technician	09	<b>8.</b>	<b>BPS</b>	3. Head Lab Assistant	06	17. Cold Chain Assistant	
6. Speech Therapist	09	1. Assistant Superintendent Vaccinator	14	4. Senior Laboratory Assistant.	06	18. Technical Assistant	

<sup>1</sup> Not visible in Gazette

<b>3.</b>	<b>BPS</b>	2.Senior Health Technician	14	5.Lab Supervisor	08	19. Analyst	
1.E.C.G Technician	09	3.District/City Superintendent Vaccination	16	6.Laboratory Technician	09	20. Chief Malaria Inspector	
<b>4.</b>	<b>BPS</b>	4.Assistant Entomologist	16	7.Junior Lab Technician	09	21.Parasitologist	
1.Angiographies Operator	08	5.C.D.C Officer	16	8.Histo Technician	09	<b>18.</b>	
2.Catha Lab Technician	09	6. Medical Assistant	17	9.Senior Lab Technician	11	<b>19.</b>	
3.Cardiac Catheterization Technician	09	<b>9.</b>	<b>BPS</b>	10.Chemist/Chemical Technician	16	1.Sanitary Supervisor	
4.Objector Room Technician	09	1.Lady Health Visitor	09	11.Laboratory Technologist	16	2.Sanitary Inspector	
5.Echo Technician	09	2.Assistant Inspector Health Centre	12	<b>16.</b>	<b>BPS</b>	3.Tehsil Sanitary Inspector	
6.Cardiac Technician	09	<b>10.</b>	<b>BPS</b>	1.Pharmacy Assistant	06	4. District Sanitary Inspector	
7.Assistant Per fusionist	09	1.Nephrology Technician	09	2.Dispensary Superintendent	06	5.Chief Sanitary Inspector	
8.Technician	12	2.E.E.G Technician	09	3.Dispensor	06	<b>20.Radiography &amp; Imaging</b>	
9. Senior Cardiac Technician.	14	3.E.M.G Technician	11	4.Female Dispenser	06	1.Dark Room Assistant	
10. Per Perfusionst	16	4.E.E.G Technologist	16	5.Dispensor Cum Dresser	06	2.Senior Dark Room Assistant	
11.Senior Perfusionst	17	<b>11.</b>	<b>BPS</b>	6.Dispensor Cum Store Keeper	06	3.Radio Therapy Assistant	
<b>5.</b>	<b>BPS</b>	<b>12.</b>	<b>BPS</b>	7.Head Dispenser	08	4.X-Ray Assistant/Operator	
1.Mould Room Assistant	05	1.Dieticion	09	<b>17. Primary Health Card Technology</b>	<b>BPS</b>	5. Radiographer	
2.Dental Mechanic	06	2.Food Inspector	10	1.C.D.C Supervisor	05	6. X-Ray Lab Assistant	
3.Dental Assistant	06	3.Chief Food Inspector	16	2.Assistant Malaria Inspector	05	7. Image Intensifier Radiographer	
4.Ortho Dentists	08	<b>13.</b>	<b>BPS</b>	3.BCG Technician	05	8.Ultrasound Radiographer	

5. Assistant Technician	08	1. Ophthalmic Technician	09	4. Insect Collector	05	9. Senior Radiographer	
6. Dental Hygienist	08	2. Refractions	16	5. Malaria Inspector	06	10. C.T Scan Operator	
7. Dental Technician	09	3. Ophthalmic Technologist	16	6. Microscopist Technician	06	11. Angiographic/Radio Therapy Operator	
8. Mould Room Technician	16			7. Vaccinator	06	12. Assistant Radio Therapist	**]
<sup>2</sup> [Existing Categories Technology Wise		Existing Categories Technology Wise		Existing Categories Technology Wise		Existing Categories Technology Wise	
	<b>BPS</b>		<b>BPS</b>	9. Lady Orthopedist	14	7. Paramedical Tutor	11
Operatus Technician	09	1. Operation Theater Assistant	06	10. Chief Operation Theatre Technician	15	8. LHV Trainer	16
Lamp Technician	09	2. Sterilizer Operator	06		<b>BPS</b>	9. Multipurpose Paramedic Trainer	16
Radiography/ Radiotherapy Technician	09	3. Autoclave Machine Operator	06	1. Lecturer Theater Assistant	06	10. Health & Nutrition Education Officer	16
Trchuicius Technician	09	4. Mortuary Assistant	06	2. O.T.A Tutor	10		
Radiologist	09	5. Head Operation Theater Assistant	09	3. Laboratory Tutor	10	Haemo dialysis Technician	<b>BPS</b>
Radiographer	16	6. Operation Theater Technician	09	4. Dispenser Tutor	10	Dialysis Technician	09
Radiotherapist	16	7. Sterilizers Technician	09	5. X-Ray Technician Tutor	10		09
		8. Plaster Technician	09	6. Instructor Dispenser	10		09]

<sup>2</sup> Not visible in gazette