



## **SCHEMES OF RECRUITMENTS FOR MEDICAL OFFICER AND ACADEMIC STAFF (MEDICAL)**



### **1. Medical Officer**

#### **Post & Salary Code**

**Post** : Medical Officer

**Salary Code** : U-MO 1 (II)

**Salary Scale** : Rs. 93,805 – 10x 2,400; 1x2,940 – 120,745 p.m. (as at 01.01.2025)

#### **Method of Recruitment**

By Open advertisement

#### **Qualifications**

Candidates must be qualified with a Medical Degree of a recognized University with at least 3 years' experience as a Medical Practitioner.

### **2. Academic Staff (Medical)**

#### **1) Post & Salary Code**

**Post** : Lecturer (Probationary) (Medical)

**Salary Code** : U-AC 3(IV)

**Salary Scale** : Rs.94,400 - 10x2400- 118,400 p.m. (as at 01.01.2025)

#### **Method of Recruitment**

By Open advertisement

#### **Qualifications**

(1) MBBS Degree with First or Second Class (Upper Division) Honours.

#### **OR**

(2) MBBS Degree with Second Class (Lower Division) Honors.

#### **OR**

(3) MBBS Degree and a Postgraduate Degree of at least two academic years duration in the relevant subject with a research component by way of thesis/dissertation.

#### **OR**

(4) Such academic or professional qualifications or professional experience as may be approved by the University Grants Commission upon the recommendation of the Higher Educational Institution concerned.

#### **Notes:**

(a) Candidates who are included in the Medical category are those holding MBBS Degrees.

(b) An applicant who is eligible under (2) & (3) above could be Considered for appointment only if applicants qualified under (1) above are either not available or evaluated and considered as unsatisfactory by the Selection Committee. Such appointment would require a special justification and approval of the University Grants Commission.

(c) Where MBBS Degree is awarded with Second Class Honors without designating Division (Upper/ Lower), the Selection Committee shall determine the equivalent division by scrutinizing the transcripts of candidates.

(d) Lecturer (Probationary) shall complete an induction training course (which includes Teaching/Learning methodologies) within a period of one year from the date of first appointment. This is a pre-requisite for probationary study leave and confirmation in the post. The University Grants Commission will organize this course of training twice a year i.e. December/January and June/July.

**2) Post & Salary Code**

**Post : Lecturer Unconfirmed (Medical)**

**Salary Code : U-AC 3(III)**

**Salary Scale : Rs.121,340 - 5x2940- 136,040 p.m. (as at 01.01.2025)**

**Method of Recruitment**

By Open advertisement

**Qualifications**

(1) Candidates shall possess the academic qualifications required for Lecturer (Probationary) Medical in the scheme of Recruitment (as given above)

**AND**

(2) Who have obtained Postgraduate qualifications of MD/MS and awaiting board certification by the Postgraduate Institute of Medicine.

(3) Less than six (06) years' experiences in one or more of the following:

- i. Teaching at University level
- ii. Professional Experience
- iii. Research in a recognized Institution
- iv. Postgraduate Studies to acquire the qualifications stipulated in (2) above

**3) Post & Salary Code**

**Post : Senior Lecturer (Grade II) (Medical)**

**Salary Code : U-AC 3(II)**

**Salary Scale : Rs.138,980 - 11x2940- 171,320 p.m. (as at 01.01.2025)**

**Method of Recruitment**

By Open advertisement

**Qualifications**

(1) Candidates shall possess the academic qualifications required for Lecturer (Probationary) (Medical) as specified under post 1 in this document.

**AND**

(2) (I) A Masters Degree in the relevant field obtained after a full-time course of study of at least 02 academic years (or an equivalent part-time course of study) with a research component by way of thesis/dissertation or a Doctoral Degree or MD/MS & Board Certification by the Postgraduate Institute of Medicine where required or its equivalent.

**OR**

(II) Such professional qualifications & experience as may be approved by the University Grants Commission upon the recommendation of the Higher Educational Institution concerned.

**AND**

(3) At least six (6) years of experience in one or more of the followings: -

- (i) Teaching at University Level
- (ii) Professional Experience
- (iii) Research in a recognized Institution
- (iv) Postgraduate studies to acquire the qualifications Stipulated at (2) above

**Notes:**

- (a) An applicant who qualifies only under (3) of the qualifications for Lecturer (Probationary) (Medical) as specified under post I in this document may be exempted from 2(i) above if he/she has a Doctoral Degree/MD/MS in the relevant field.
- (b) An applicant who qualifies only under (3) of the qualifications for Lecturer (Probationary) (Medical) as specified under post 1 in this document and has a Masters Degree as specified under 2(i) above may be exempted from 2(i) if he/she has evaluated research and dissemination of knowledge for minimum total of 15 marks. The marking scheme used for this purpose is section 2 (Research and Creative Works) and section 3.1 (Dissemination of knowledge) of the Marking Scheme for posts of Associate Professor/Professor.
- (c) Senior Lecturer (Grade II) may be confirmed in the post on completion of 03 years of satisfactory service in the permanent cadre and complete of an induction training course (which includes (Teaching/Learning Methodologies) within a period of one year from the date of first appointment. The University Grants Commissions will organize this course of training.

**4) Post & Salary Code**

**Post : Senior Lecturer (Grade I) (Medical)**

**Salary Code : U-AC 3(I)**

**Salary Scale : Rs.160,520 - 7x3900- 187,820 p.m (as at 01.01.2025)**

**Method of Recruitment**

By Open advertisement

**Qualifications**

(1) Candidates should possess the academic qualifications required for Lecturer (Probationary) (Medical) as stipulated under post I in this document.

**AND**

(2) (i) A Masters Degree in the relevant field obtained after a full-time course of study of at least 02 academic years (or an equivalent part-time course of study) with a research component by way of thesis/dissertation or a Doctoral Degree or MD/MS & Board Certification by the Postgraduate Institute of Medicine where required or its equivalent.

## **OR**

(ii) Such professional qualifications & experience as may be approved by the University Grants Commission upon the recommendation of the Higher Educational Institution concerned.

## **AND**

(3) At least eleven (11) years of experience (of which not less than six (6) years should have been after obtaining the qualifications stipulated in 2 above) in one or more of the followings:-

- (i) Teaching at University Level
- (ii) Professional Experience
- (iii) Research in a recognized Institute
- (iv) Postgraduate studies to acquire the qualifications stipulated in (2) above

### **Notes:**

- (a) An applicant who recruited under (3) of the qualifications for Lecturer (Probationary) (Medical) (given in post I in this document) may be exempted from 2(i) above if he/she has a Doctoral Degree/ MD/ MS in the relevant field.
- (b) An applicant who is recruited under (03) of the qualification for Lecturer (Probationary) (Medical) with Masters Degree as specified under 2(i) above may be exempted from 2(i) if he/she has evaluated research and dissemination of knowledge in conformity with current guidelines (see note (C) below)
- (c) The current guideline for evaluated research record is that a candidate should obtain a minimum total of 15 marks. The marking scheme used for this purpose is Sections 2.0 and 3.1 of the marking scheme for posts of Associate Professor/ Professor
- (d) A Senior Lecturer, Grade I may be confirmed in the post on completion of 03 years of satisfactory service in the permanent cadre which shall include satisfactory completion of course of training in Teaching/Learning methodologies for which facility will be provided by the University Grants Commission.

### **BENEFITS:**

- Selected candidates will contribute 10% from their monthly salary to the Universities' Provident Fund while the University will make a contribution of 15% of their salary of which 8% will be credited to Universities Pension Fund and 7% to the Universities Provident Fund. In addition, they will become contributors to the Employees' Trust Fund which the University will contribute an amount equivalent to 3% of the Salary.
- Gratuity payment in accordance with the provisions of the payment of Gratuity Act 12 of 1983.
- Senior Lecturer Grade II and above are eligible for one year of Sabbatical Leave with full pay or two years without pay on completion of seven years of service. Further those proceeding abroad during the Sabbatical Leave Period are eligible to receive full air passage for self and spouse subject to maximum value of Rs. 750,000.00

**Special Note:**

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Above Qualifications are as per prevailing University Grants Commission Circulars with related to the appointment of Lecturer (Probationary), Lecturer (Un - confirmed), Senior Lecturer (Grade II) and Senior Lecturer (Grade I). In addition, the preference areas/subjects are given in the paper advertisement.