

PROMOTION TO ASSOCIATE PROFESSOR / PROFESSOR
SCORING TABLE FOR IPC FOR CLINICAL TRACK (CLINICAL SCIENCES)

S. No	Name: Promotion Track: Promotion To: Minimum PMDC criteria (Qualification, Experience & Pub) achieved: Yes/ No	
	MTI CRITERIA	Marks Obtained
	Eligibility (Mark as appropriate) <ol style="list-style-type: none"> 1. Certified Supervisor of CPSP 2. Eight Year Experience-Regular 3. Accelerated from 5th Year- Accelerated 4. Mandatory papers: At least 6 first/corresponding author publications in a PMDC recognized journal in present post for regular promotion and 8 papers for accelerated promotion. 5. CHPE Certificate 6. PMDC Valid Registration 7. PMDC Faculty Registration 8. PMDC Experience Certificate 	
1	Clinical Achievement OR Achievement in Education OR Health Service Management in current post. (Max. Marks: 40) Candidate shall be marked in either one of the below categories: <ol style="list-style-type: none"> a) Clinical Achievements (Max 08 Marks per Each Activity) <p>Development and / or improvement of clinical protocols, guidelines or programs, expert validation by a registered body/Association, Organization, that demonstrate objectives positive impact on patient care, with objective evidence of candidate's personal contribution.</p> <ol style="list-style-type: none"> i. New/ Innovative services started in the institution conferred by the Head of the Institution e.g., Development of peripheral vascular intervention in a department where it did not exist including development of infrastructure, training, resources etc. (verified by Head of Institute) ii. Development of new Clinical Protocols/ Guidelines for an Institute conferred by the Head of Unit or by the Society/ Institute. (Verified by Head of Institute) iii. Innovative Procedures done by the candidate with reasonable number of patients who benefited from the procedure and confirmed by the Head of the Institute. Verified by the Chairperson of Privilege Committee with evidence of documented Minutes of the meeting and verified by MD/Dean). Supporting evidence by HMIS iv. Significant continuous time spent (minimum 04 weeks) in a center of excellence (out of province, leave evidence) to learn new modalities in a specialty, certified by the 	

relevant authorities.

- v. Chief Organizer (Head of organizing committee):
- | | |
|--------------------------|------------|
| International Conference | = 08 Marks |
| National Conference | = 06 Marks |
| International Workshop | = 06 Marks |
| National Workshop | = 04 Marks |

**b) Achievement in Education/ Medical Education
(Max 08 Marks per Each Activity)**

The development of one of the following with demonstration of its positive outcome/implementation and adaptation by community and objective evidence of the candidate's personal contribution:

- i. New and/ or innovative education program, 01 mark per module (Attention: Chairman Medical Education).
- ii. New and/ or innovative curriculum development with evidence of implementation and evidence of meeting minutes, 01 mark per meeting (Attention: Chairman Medical Education).
- iii. New / innovative or addition to the existing assessment tool which does not exist in institution with evidence of implementation (excluding MCQs, TOACS, SEQs, and other conventional tools of Assessment) 2 marks per contribution in favor of a single documented origination (The same contribution cannot be claimed by more than one person)
(Attention: Chairman Department).
- iv. A recognized leader in skill of mentoring/ advising (objective evidence like a certificate by a recognized body about mentorship/ advisor, minutes of meeting, attendance sheet, minimum three sessions per year). (Attention: Dean, Mentoring advisory committee).
- v. Significant personal contribution in the accreditation of the institute as a lead (Verified by the Head of Institute). New Specialty, ISO etc.

**c) Health Service Management (Max 08 Marks Each Activity)
(Definition)**

Development of clinical programs which objectively improve the effectiveness, efficiency, safety, timelines, patient-centeredness or quality healthcare delivery, physical leadership programs or evaluation of healthcare delivery with objective evidence of the candidates personal contribution.

Examples:

- i. A candidate involved in development and execution of a clinical program which improved quality of Patient Care or Health Delivery System of the Institute or Province.
e.g. Safe Trachoma Project
- ii. Lead role in collaboration with National and International Organization recognized by

	<p>the respective regulatory authority to improve the Health Delivery System. (Documentary evidence endorsed by Institute Head and minutes of meeting)</p> <p>iii. Leadership or Health Management Courses. (1 mark for each three months of the course)</p> <p>iv. Research/audit in Health Service Management. (4 marks per publication of audit)</p> <p>v. Lead organizer of Health Management Courses. (Evidence from relevant authority)</p>	
2	<p>Excellent Clinician (Max. Marks: 15)</p> <p>To be decided by DPC & verified by IPC and Dean, excellence as clinician is assessed on the following basis:</p> <p>a) Written evaluations of National clinical stature by at least 2 colleagues from same institute and 2 referees from outside institutions in the same specialty. (Name, designation, institution, email and cell contact to be shared by the candidate). Referees must be at the level of or senior to the candidate. A standardized proforma will be sent to the referees from the Dean office for a response on official email to the later. Maximum Marks = 10</p> <p>b) Documented attendance and supervision of regular morbidity and mortality reports and clinical audit sessions, at least on 2 monthly basis. Maximum Marks = 05 @ 01 mark per meeting. Maximum 3 meeting per year will be scored. Two years record be presented (Attention: Head of Unit, verified by the Medical Director)</p> <p>c) Documented contribution to Health System improvement with evidence of personal involvement and positive documented outcome at institutional or national/international level. Maximum Marks = 05. e.g A project mutually endorsed and monitored by the institute and national/international/provincial authority/body (Attention: Chairperson of Department, Verified by the Medical Director)</p> <p>d) Documented development of new clinical skills and expertise resulting in additional clinical privileges in the current post. Maximum Marks = 10 (Attention: Chairperson of Privilege Committee with evidence of documented Minutes of the meeting). Candidate must provide evidence in the form of;</p> <ol style="list-style-type: none"> 1. Training evidence, physical presence at training is must. 2. Privilege Committee Documents, approved as special privilege above the core Privileges. 3. Certificate from HOD verifying the acquisition of new skills and its application documenting its advantage, counter signed by MD/Dean. <p>e) Obtaining additional recognized degree/ diploma while in the post. Max. Marks = 10. (Accredited by a recognized governing body including CPSP/PGMI/PMC/University/Institution/National Association with an approved structured program.</p> <ul style="list-style-type: none"> ○ One Year = 7.5 Marks ○ Two Years = 10 Marks 	
3	<p>Excellent Teacher (Max. Marks: 15)</p>	

	<p>A minimum of 05 presentations/ year (paper/ abstract/ poster) in the current post on clinical and educational topics verified by different means (CPCs, Multidisciplinary meetings, workshops, conferences, CMEs). Max. Marks = 10. (Attention: Marks have to be awarded to the Presenter only. If the overall presentations in the current post are less than 05, no marks will be given in this category). Title of presentation, abstract, book/conference schedule, verified by AD research/ AD PG. Conference paper presentation, with proof of title, abstract booklet, schedule of conference and certificate in original be presented. Maximum marks in each segment be considered. A scoring table be formulated to bring uniformity in scoring all the applicants.</p> <p>0.25 mark per presentation</p> <p>b) Written evaluations from trainees and/ or students. Max. Marks = 05 (In case of Postgraduate trainees, minimum 05 trainees of the unit/department. In case of undergraduate, from the recent relevant students, at least 20 in number)</p>	
4	<p>CME Credit hours (Max. Marks: 05) Any Certificate awarded in other segment will not be awarded again)</p> <p>0.1 Mark per credit hour</p>	
5	<p>a) Scholarly Activities (Max. Marks: 10)</p> <p>a. Participation physical or online in National or International Conferences (International = 0.5 Mark, Invited speaker=2, National = 0.25 Marks, Invited Speaker = 1). Letter of invitation and evidence.</p> <p>b. Workshop/symposia organizer (National 01 mark for each, International 02 marks, first 3 will be considered)</p> <p>c. Editor of Nationally recognized Journal (2 marks for each)</p> <p>d. Review article, meta-analysis, editorial in recognized journal (0.5 marks each). Article reviewed evidence copy, certificate from editor</p> <p>e. Reviewer of recognized journal article (0.5 marks each) documentary proof with detail of articles reviewed and verified by the editor of the journal. Article reviewed evidence copy, certificate from editor</p>	
6	<p>Administrative / Academic Activities (Max. Marks: 10) List of committees be advertised by Dean/MD/HD/Directors of Affiliate Inst.</p> <p>(Attention: Notified and marked by the Dean/ Medical Director/ Hospital Director/ Director Affiliate Inst/Associate Dean/ Chairman Committee – as the case may be). Minimum duration 1 year</p> <p>a. Associate Dean/MD/HD/Director of Affiliate institute = 10 Marks (Max), 3 marks/Year</p> <p>b. Chairman Department = 06 Marks (Max) 2 marks/Year</p> <p>c. Chairman Committee / = 06 Marks (Max) per committee. 2 marks/year</p> <p>d. Member Committee = 04 Marks (Max) per committee 0.5 marks/year</p>	

	<p>e. TPDs = 03 Marks (Max) 1 mark/year Note: Minimum of 1 year of duration and proof of attendance of at least two meetings per year, evidence of meeting minutes etc)</p>	
7	<p>Personal Qualities and Reputation / PERs of Institute (Max. Marks: 05) (Attention: Verified by the Dean) (90 above-5, 80-90-4,70-80-3, 60-70-2, below 60-1)</p> <p>a. No legal cases relevant to faculty duties with adverse outcomes to the applicant =01 Mark</p> <p>b. Good interpersonal relations with peers, students, trainees = 02 Marks Note: Certificate should be attached from the Head of the Unit / Dean as applicable.</p> <p>c. No adverse comments/ reprimands in file =02 Marks (<i>a minimum of 1 mark will be deducted for each adverse comment/ reprimand in the file</i>)</p>	
	Total Marks: 100	

Signature Committee Members