

KARWAR INSTITUTE OF MEDICAL SCIENCES, KARWAR

1. REQUIREMENTS OF ACADEMIC QUALIFICATIONS, TEACHING AND RESEARCH EXPERIENCE.

Sl. No.	Category of Post	Minimum Qualification & Experience
1	Professor	<p>i) Must possess MBBS degree or equivalent qualification included in any one of the schedules to the Indian Medical Council Act 1956. Must be registered in a State Medical Register or Indian Medical Register.</p> <p>ii) Should have any one of the recognized postgraduate qualification i.e., MD /MS in the concerned subject or equivalent qualification included in any one of the schedules to Indian Medical Council Act 1956.</p> <p>iii) Should have teaching experience as Associate Professor in concerned subject for three years in a recognized Medical College, with “Four *Original Research papers accepted/published in index/national journal as first author on cumulative basis. Out of these four research publications minimum two research publication must be published during the tenure of the Associate Professor” as 1st Author or 4 years of teaching experience obtained before 24th July 2013.</p> <p>iv) Publications should be *original research work in accordance with the recent MCI guidelines and all recent amendments.</p>
2	Associate Professor	<p>i) Must possess MBBS degree or equivalent qualification included in any one of the schedules to the Indian Medical Council Act 1956. Must be registered in a State Medical Register or Indian Medical Register.</p> <p>ii) Should have any one of the recognized postgraduate qualification i.e., MD /MS in the concerned subject or equivalent qualification included in any one of the schedules to Indian Medical Council Act 1956.</p> <p>iii) Should have teaching experience as Assistant Professor in the concerned subject for four years in a recognized Medical College with “Two *Original Research papers accepted/published in index/national journal as first author during the tenure of Assistant Professor”. Or Five years teaching experience obtained before 24th July 2014.</p> <p>iv) Publications should be *original research work in accordance with the recent MCI guidelines and all recent amendments.</p> <p>v) M.Sc. with Ph. D. in respective speciality as per MCI guidelines.</p> <p>vi) Preference is given to candidates who have one year additional experience in the post of Senior Resident.</p> <p>vii) Preference is given to the candidates who have more experience and higher qualification.</p>

* Original research paper means;

- The study conducted should be during the tenure as Assistant professor / Associate Professor.
- Study material and co-author has to be from the place where the candidate was working as faculty. Study material of a distant place, co-author of distant place will not be considered (Study material, if need be, has to be presented).

3	Assistant Professor	<ul style="list-style-type: none"> i) Must possess MBBS degree or equivalent qualification included in any one of the schedules to the Indian Medical Council Act 1956. Must be registered in a State Medical Register or Indian Medical Register. ii) Should have any one of the recognized postgraduate qualification i.e., MD /MS in the concerned subject or equivalent qualification included in any one of the schedules to Indian Medical Council Act 1956. iii) Additional experience for DNB candidate as per recent MCI guidelines. In case of DNB candidate equated to MD/MS in terms of clause 4A of Schedule– I, in addition to 3 year teaching experience in the subject as Resident /Registrar / Demonstrator/ Tutor / or work experience gained during DNB training, one year as Senior Resident in the concerned subject in a recognized/Permitted medical college. # iv) 3 years Junior Resident in a recognized medical college in the concerned subject. v) And one year as Senior Resident in the concerned subject in a recognized / Permitted medical College. vi) Preference will be given to the candidates who have experience and higher qualification. vii) M.Sc. with Ph. D. in respective specialty as per MCI guidelines.
4	Senior Resident (Tenure basis)	<ul style="list-style-type: none"> i. Must possess MBBS degree in the concerned subject or equivalent qualification included in any one of the schedules to the Indian Medical Council Act 1956 and ii. Must possess MD/MS / Equivalent DNB in the concerned subject. Must be registered in a State Medical Register or Indian Medical Register and is below 40 years of age. iii) Senior Resident post is a tenure post for a period of 12 months.
5	Junior Resident (Tenure basis)	<ul style="list-style-type: none"> i. Must possess MBBS degree or equivalent qualification included in any one of the schedules to the Indian Medical Council Act 1956. Must be registered in a State Medical Register or Indian Medical Register. ii. A Junior Resident post is a tenure post for a period of 11 months and subject to a maximum of 3 years.
6.	Tutors (Tenure basis)	<ul style="list-style-type: none"> i. Must possess MBBS degree or equivalent qualification included in any one of the schedules to the Indian Medical Council Act 1956. Must be registered in a State Medical Register or Indian Medical Register. OR ii. Must possess M.Sc (Medical) ; M.Sc. Bio Statistics (for Statistician Post) degree in the concerned subject from a recognised university. iii. A Tutor post is a tenure post for a period of 11 months and subject to a maximum of 3 years.
7.	CMO cum Resident	<ul style="list-style-type: none"> i. Must possess MBBS degree or equivalent qualification included in any one of the schedules to the Indian Medical Council Act 1956. Must be registered in a State Medical Register or Indian Medical Register. ii. Candidates with experience in the post of CMO or Resident will be given additional marks.

II.	Superspeciality (DM/M.Ch.):		
	Posts	Academic Qualifications	Experience
1.	Professor/Addl. Professor (5 year of Post Super Specialty experience)	A super specialty post graduate qualification in DM/M.Ch./DNB in the concerned subject and as per the TEQ Regulation	Associate Professor in the subject for 3 years in a permitted/ approved /recognized medical college/ institutions with 4 Research Publications in Indexed Journal on cumulative basis with minimum of 2 Research publication during the tenure of Associate Professor as Ist Author or as corresponding author. Additional experience for DNB candidate as per recent MCI guidelines as per clause 4A of Schedule– I. [#]
**	Superspecialist (5 year of Post Superspeciality experience)	A super specialty post graduate qualification in DM/M.Ch./DNB in the concerned subject and as per the TEQ Regulation	5 years of post Super Speciality experience in any major Hospital.
**	<p>1. If No candidate for professor post with teaching experience is available in the subject, candidates will be considered for the Super-specialist post.</p> <p>2. Candidates with less than 5 years experience will be considered for appointment on consolidated salary basis if suitable candidates are not available.</p>		

“4A. Determination of equivalence of the qualification of DNB (Broad Specialities) with MD/MS & DNB (Super-Specialities) with DM/M.Ch.

- (a) Those candidates who have undergone DNB training in an institution which now runs MCI recognized postgraduate degree courses in a given subject, their DNB qualifications shall be considered at par with MCI recognized qualifications in that subject only.
- (b) Those candidates who have undergone DNB training in a multi speciality teaching hospital with atleast 500 beds, involved in various postgraduate/super-speciality teaching programmes provided that the one out of three DNB supervisors (teachers) qualify as postgraduate teacher as per MCI norms in his/her previous appointment; and one out of remaining two should qualify as postgraduate teacher as per MCI regulations with the following bed requirement for teaching unit:
 - Postgraduate Broad Specialities 30 beds per unit 50% beds should be
 - Postgraduate Super Specialities 20 beds per unit teaching beds.
 Such a qualification shall be considered at par with MCI recognized qualification.
- (c) Those candidates who have three years teaching experience in the subject as Resident/Registrar/ Demonstrator/ Tutor / or work experience gained during DNB training in both Broad Specialities and Super-Specialities course in other locations/institutions (100 or more bedded hospitals) shall work for one additional year as a senior resident in a MCI recognized/permitted institution for equivalence with MD/MS/DM/M.Ch.
- (d) Those candidates who have three years teaching experience in the subject as Resident/Registrar/ Demonstrator/ Tutor / or work experience gained during DNB training or after possessing DNB qualification in both Broad Specialities and Super-Specialities course from an institution not covered in sub-clauses (a) to (c) shall work for two additional year as Sr. Resident/Research Associate (CSIR) in a MCI recognised/permitted medical college/institution for equivalence with MD/MS/DM/M.Ch.

*****Note:**

1. For detailed information visit www.mciindia.org - Minimum Qualification for Teachers in Medical Institutions Regulations, 1998.
2. The candidates possessing DNB qualification with regard to equivalence of teaching experience shall be as per the notifications issued by the Medical Council of India as Applicable.
3. Tutors & Junior Residents should be willing to work till the completion of one year and MCI inspection, failing to do so, the salary paid shall be recovered.
4. All appointments are subject to the approval of MCI. Appointment is subject to cancellation, if MCI does not approve the appointment.
5. Candidates removed / debarred from any Medical College / Institution on disciplinary grounds will not be considered for interview / appointment. Candidates who have pending cases at MCI or Government or RGUHS will not be considered.
6. In case of discontinuity in Teaching experience either as Assistant Professor or Associate Professor it needs to be explained satisfactorily with supporting documents.
7. Selection Committee has Supreme power in deciding and selecting or rejecting the candidates and in altering the number of vacancies & relaxing the upper age limit & other condition. Attending the interview shall not bestow eligibility or right for selection.
8. In service candidates are required to produce No objection certification (NOC) from the competent authority.
9. Candidate on his / her selection will have to work for a minimum period of one year. If the candidates discontinues within a period of one year he / she will have to repay the salary / stipend received.

2. PAY SCALE:

Pay scales are AICTE like scale as prescribed by the Government of Karnataka other autonomous institutions (Revisable by the Government of Karnataka).

Professor	:	37400-67000+10000 AGP +Other Allowances.
Superspecialists	:	37400-67000+10000 AGP +Other Allowances.
Associate Professor	:	37400-67000+9000 AGP +Other Allowances.
Assistant Professor	:	15600-39100+8000 AGP + Other Allowances.
CMO cum Resident	:	52650-97100 (52650+DA: 1.75%, HRA: 8% as per state 6 th pay scale)
Junior Resident / Tutors	:	40,000/- p.m. (Tenure Basis)

Contract Basis (Consolidated pay) ;	Professor	:	Rs. 1,20,000/pm
	Associate Professor	:	Rs. 1,00,000/pm
	Assistant Professor	:	Rs. 70,000/pm
	Senior Resident	:	Rs. 45,000/pm
	Junior Resident	:	Rs. 40,000/pm
	Tutors	:	Rs. 40,000/pm

3. AGE LIMIT:-

1. Professors: Maximum 50 years for GM, 53 years for OBC, & 55 years for SC/ST.
2. Associate Professors: Maximum 45 years for GM, 48 years for OBC & 50 years for SC/ST.
3. Assistant Professor/ Tutor/ Senior Resident/ Junior Resident: Maximum 38 years for GM, 40 years for OBC & 43 years for SC/ST.
4. For Hyderabad Karnataka region local persons the relaxation of age shall be three year for all the posts and categories.
5. For In-service candidates relaxation of maximum age shall be as specified in Rule 6 of General Recruitment Rules 1997.
6. Age is relaxable in the cadre and subject where in adequate candidates are not available.
7. If suitable candidates is not available candidates with teaching experience in Medical College / retired teachers will be considered for contract appointment on consolidated salary basis.

4. Method of Selection: - Criteria for drawing up the merit list for Professor/ Associate Professor / Assistant Professor to short listed for the interview.

Method of selection is purely on the basis of merit cum roster. The reserved posts shall be filled purely on the availability of the candidates who are fitting in to the notified category. If the suitable candidates under the notified category are not available, and if candidate is required to fill up the vacancy the next roster points shall be considered for filling up the vacancy as per G. O. by carrying forward the backlog roster.

- I.**
- a) Number of publications in National / Indexed Journal above the stipulated number specified for the post by the MCI -1/2 mark for each paper subject to a maximum of 2 marks.
 - b) Number of publications in International Journals 1 mark for each paper subject to a maximum of 2 marks.
 - c) WHO Fellow ship in the same subject / University Gold Medal -1 mark.
 - d) Higher experience than the experience required for the post – ½ mark for each year to maximum of 2 mark.
 - e) Presentation of paper / lectures in State /National /International Conference ½ mark for each paper subject to a maximum of 2 marks.
 - f) Personality presentation in the interview-6 marks.
 - g) Merit shall be prepared on the basis of marks scored out of 9 marks. Final Selection shall be on merit + interview marks.
 - h) If the candidates are not available as per the scheduled roster category, other category candidates shall be considered as per the rules.
 - i) Priority will be given to those subjects in which the faculty are absolutely required.

II. For Senior Resident:

- The Candidate shall have passed MS/MD/DNB in the concerned subject.
- He should be of less than 40 year of Age on or before the date of interview.
- Candidates with experience will be preferred.

III. For Junior Resident (MBBS):

The method of preparing merit list shall be on the basis of following criteria. The merit list shall be prepared by adding 85% of the aggregate marks obtained in the qualifying examination & the marks obtained in the interview conducted by the selection committee. The maximum marks in the interview shall be fifteen (15) & shall be distributed as follows:

- a) Post graduate degree / diploma in the concerned subject- 5 marks.
- b) University Rank / College 1st / 2nd / 3rd – 3 marks for 1st, 2 marks for 2nd and 1 mark for 3rd.
- c) Participates in intercollege lectures / subject seminar /debates ½ mark for each participation subject to max of 1 mark.
- d) Personality presentation in the interview-6 marks. Personality presentation will have highest consideration in deciding & selecting the candidate.

IV. For Tutor (with MBBS):

The method of preparing merit list shall be on the basis of following criteria. The merit list shall be prepared by adding 85% of the aggregate marks obtained in the qualifying examination & the marks obtained in the interview conducted by the selection committee. The maximum marks in the interview shall be fifteen (15) & shall be distributed as follows:

- a) Post graduate degree / diploma in the concerned subject- 3 marks.
- b) Higher experience than the experience required for the post – ½ mark for each year to maximum of 2 mark.
- c) Number of publications in International/ National / Indexed Journal above the stipulated number specified for the post by the MCI -1/2 mark for each paper subject to a maximum of 2 marks.
- d) Presentation of paper / lectures in State /National /International Conference ½ mark for each paper subject to a maximum of 2 marks.
- e) Personality presentation in the interview-6 marks. Personality presentation will have highest consideration in deciding & selecting the candidate.

V. For Tutor (with M.Sc. Medical Subject):

The method of preparing merit list shall be on the basis of following criteria. The merit list shall be prepared by adding 85% of the aggregate marks obtained in the qualifying examination & the marks obtained in the interview conducted by the selection committee. The maximum marks in the interview shall be fifteen (15) & shall be distributed as follows:

- a) Ph.D. in the concerned subject- 5 marks.
- b) Number of publications in International/ National / Indexed Journal above the stipulated number specified for the post by the MCI -1/2 mark for each paper subject to a maximum of 2 marks.
- c) Presentation of paper / lectures in State /National /International Conference ½ mark for each paper subject to a maximum of 2 marks.
- d) Personality presentation in the interview-6 marks. Personality presentation will have highest consideration in deciding & selecting the candidate.

VI. For CMO cum Resident:

The method of preparing merit list shall be on the basis of following criteria. The merit list shall be prepared by adding 85% of the aggregate marks obtained in the qualifying examination & the marks obtained in the interview conducted by the selection committee. The maximum marks in the interview shall be fifteen (15) & shall be distributed as follows:

- a) Post graduate degree / diploma in any subject- 5 marks.
- b) Experience as CMO or Resident– 1 mark for each year to maximum of 3 marks.
- c) Presentation of paper / poster in State / National / International Conference or Publication ½ mark for each paper subject to a maximum of 1 marks.
- d) Personality presentation in the interview-6 marks.

5. **ELIGIBILITY CONDITIONS:**

- A. Should be a Citizen of India.
- B. No man who has more than one wife living and no woman who has married a man already having another wife, shall be eligible for appointment.
- C. Candidate should be a physically & mentally fit to discharge the duties.
- D. Candidates who have passed Kannada as one of the language will be given preference.
- E. Those candidates who are not fitting into the eligibility criteria but fitting into MCI requirements (up to the age of 70 years) shall be considered for appointment in contract basis for one year.
- F. Candidates who were selected in the previous walk-in-interview but did not join without submitting any valid reason such candidates will not be considered further.

6. **CERTIFICATE FOR CASTE RESERVATION:**

Candidates claiming reservation shall produce caste certificates i.e., SC/ST in Form No. D, Cat.-I in Form No. E , Cat IIa, IIb, IIIa, IIIb Form No. F and shall be valid as per rules. On verifying the category by the competent authority, then only the category will be taken into account.

7. **RURAL CANDIDATE:**

- A. The Candidates who have studied and passed from 1st std to 10th std in the rural areas specified in the existing rules are eligible for claiming rural reservation. They shall produce valid Rural Reservation Certificate issued by BEO, necessarily counter signed by DDPI of the concerned jurisdiction, in the prescribed Form No.2 as per Govt. Order No. ಸಿಆಸುಇ 96 ಸೇನಾನಿ 2005, ದಿ: 10.08.2005.
- B. The candidates belong to SC/ST, Cat-I, Cat IIa, IIb, IIIa, IIIb shall produce Rural Reservation Certificate in Form No.2. The candidates claiming under category shall produce latest certificate including salary details. The certificate which has expired will not be considered.
- C. The candidates belong to General Merit shall produce rural reservation certificate in Form No-2 along with Form-1 certificate from the concerned Tahsildar.
- D. If the Rural Reservation Certificate produced by the candidates belonging to SC/ST, Cat-I, Cat IIa, IIb, IIIa, IIIb is rejected, then they shall become ineligible for Rural Reservation. De-categorisation will be done cadre wise & as per the Government Orders & Notifications.

8. **Physically Handicapped & Ex-servicemen:**

The candidate shall produce certificate of disability from the appropriate authority as per rules

- 9. The Candidates who have passed Kannada language exam as first/second language in the SSLC or equivalent exam shall be exempted from Kannada language test. It is mandatory for remaining candidates to clear Kannada language test within one year of appointment.

10. The Candidates who are employed in the Government / Government organizations should produce “**No Objection Certificate**” from the respective Secretariat Dept.
11. The Candidate claiming prior experience weightage should compulsorily produce the Original Salary Certificate, Experience Certificate, Attendance Extract & Copy of Form No. 16 issued by Director / Principal of the Concern Medical College/Institution. The Certificates produced without above mentioned supporting documents will not be considered as valid experience certificate.
12. The Candidates who are black listed by MCI/KMC/DCI and candidates with any criminal case pending/debarred candidates / dismissed from service shall not be eligible. Candidates who have filed cases against the Government or RGUHS or at MCI and if such cases are still pending are not eligible. The candidates who have appeared for MCI-inspection in the current year at other Medical College / Institution are not eligible.
13. Reservation for Hyderabad Karnataka region local persons:
The candidates belonging to Hyderabad Karnataka region shall be regarded as local persons if he/she produces eligibility certificate issued by Jurisdictional Assistant Commissioner, Revenue sub division as specified in the Govt. Order no DPAR 43 HKC 2013 dt 29/01/2014
14. The candidates who are appearing for interview should come with original documents and 2 sets of documents duly attested by gazetted officer. The date and venue of interview will be notified on the website Web site: www.kimskarwar.kar.nic.in.
If the suitable candidates are not available in HK Quota the candidates from the same category under non-HK will be considered for appointment from non-HK.
15. **MISCONDUCT:**

A candidate found guilty of impersonation or submitting fabricated documents or documents which have been tampered with or making statements which are incorrect or false or of suppressing material information or of using or attempting to use unfair means for purposes of recruitment or otherwise resorting to any other irregular or improper means in connection with his recruitment may, in addition to rendering himself liable to a criminal prosecution and to disciplinary action, be debarred either permanently or for a specified period.

Candidates will be considered for appointment only after verification by the police and category by competent or concerned authority.

Sd/-
DIRECTOR