

ftôkL- w?vheb nc;o (;g?ôfb;N) dh Gosh ;'X// j'JhgDbbhokjGoB
pko/ .

w?vheb nc;o (;g?ôfb;N) dh nK n;kwhnK B{z – in Interview okjhA GoB
pko/ L

fJj sithi oZyh iKdh j? fe ;g?ôb ;b?eôB ew/Nh okjhAjo wjhB/
tke^ fJzB^ fJzNofT{ oZyh ikt/. fJj fJzNofT{ jo wjhBh 16 sohy B{z eoB dh
sithi j?. ;g?ôfb;N tkfJi nk;kwhnK B{z wfjew/ d/ t?p ;kjhN s/ x'fôs ehsk
ikt/rk ns// ftGkr dh t?p ;kfJN s/ jo wjhB/ d/ gfjb/ jcs/ (;w/s noih gq'ckowk i'
fe T[whdtkoK tb'A fJzNofT{ ;w/ fdZsk ikDk j?) ngb'ehsk ikt/rk. T[whdtko
fJ; wzst bJh fwEh rJh fwsh dh EK s// jo wjhB/ dh 16 he B{z ;g?ôb ;b?eôB
ew/Nh d/ ;kjd/ jkio j' ;ed/ jB. i/eo 16 sohy B{z ;oekoh S[Nh j't/ sK fJzNofT{
nrb/ ezw tkb/ fdB j't/rh. i/eo n;kwhnK dh frDsh s' finkdk T[whdtko ;g?ôb
;b?eôB ew/Nh d/ ;kjd/ g/ô j[zd/ jB sK T[BK dh ;b?eôB ew/Nh d[nkok pDkJ/
eoN/ohJ/ w[skpe w?foN d/ nkXko s/ j't/rh. u[D/vkeNoK dh ;hBhkosk
wjhBktko p?u nB[;ko fwZEh ikt/rh. i/eo fe;/ wjhB/uf fJe s'A tZX vkeNo
fB:[es j[zdk j? sK T[BQK ~~id~~ter-se seniorityw?foN d/ nXko s/ fB:fws ehsh
ikt/rh. i/eo e'Jh vkeNo fB:[esh gZso fdZs/ ikD s'A3 wjhB/ d/ nzdo nzdo fe;/
th ekoB i[nkfJzB Bjh eodk sK T[j nkgDh fB:[esh d/ wjhBk d/ p?u dh
;hBhkosk fsnkr d/t/rk ns/ T[; B{z T[; p?u d/seniority ftu fB:fws ehsk

ikt/rk, fi; wjhB/ ftu Tj n;b wjhB/ ftu i[nkfJB eod k j?. nk;kwhnK dk
okytKeoB gzikp ;oeko dh Bhsh ns/ jdkfJsK w[skpe jtrk.

e?Ag; Gosh okjhA fB:[eshhK

vkeNoK tb'A nkgDh g';N ro/i[J/ôB ghHihHnkJh, uzQrV;oekoh w?vheb
ekbi, ;?eNo 32, uzvhrVQ, ;oekoh w?vheb ekbi gfNnkbnqfwzs;o ns/
cohde'N ftZu ehsh iKdh j?. wkjo vkeNoK dhnK ykbnkwhnK B{z?g; gb;/w?AN
w[fjz'wokjh fijV/ vkeNo fJBK w?vheb ekbiK ftZu g';N ro?i/ôB e'o; eo oj/
jB GoB dh sithi fdZsh iKdh j?. fJBQK ekbiK d/ fgqz\$svhB B{z p/Bsh ehsh
ikt/rh fe yk; eoe/ ;g?ôfbNh d/ ckfJBb fJwfsjkB j'D s'A xN' xZN 2 wjhB/
gfjbc oki ;oeko B{z ;{fus eoB. fijV/ Nhw w?po j/mK;kJ/ rJ/ jB Tj eA?g;
gb;/w?AN eoBr/.

1H u/now?B, ;g?ôb ;b?eôB ew/Nh.

2H w?po, ;g?ôb ;b?eôB ew/Nh-ew- tkfJ; uK;bo, pkpkobd :{Bhtof;Nh nkc
j?bE ;kfJz; cohde'N iK T[;d/ gqshfBZXh.

3H w?po ;eZso, ;g?ôb ;b?eôB ew/Nh-ew- vkfJo?eNs f; gfofko GbkJh,
gzikp.

T[es ;ko/ w?Apo ekbi ftZu fgqz;hgb B{z fi; fwsfB[NoffT{ eoBh j't/, pko/ ;{fus
eod/ j'J/ yk; ;g?ôfb;Nh dh T[; ekbi ftZu T[whdtkoKdh fJzNoffT{ eoBr/ ns/
j/mK g?oQK 2a3 ftu do;kJh eo/Nhohnk ngDkT[Drhkd; f;ckoôk ;g?ôb
;b?eôB ew/Nh B{z G/iDr/. ew/Nh d/ u/now?B tbnkT[wdh e";fbzr eoe/
fB:[esh gZso ikoh eoB dhnK f;ckoôK oki ;oeko B{z d/.

:g?ôb ;b?eôB ew/Nh d/ w?po T[jh j'Dr/ i'

fJj sith÷ fdZsh iKdh j? fe ;g?ôb ;b?eôB ew/Nh d/ w?po T[jh j'Dr/ i'
 wzsoh wzvb tb' fwsh 19-7-2011 B{z gqtkB ehs/ jB. ?bôB ew/Nh d/ w?po j/m
 fby/ nB[;ko jBL

bVh BzL	ew/Nh w?pAo dk	nj[Zdk
1	gq'H i/Hn?;H u' n?uHUHvhH (foNkH) fBT{o'b'ih ftGkr,ghHihHnkJhH uzvhrVQ	u/now?
2	vkH n?;Hn?;H frZb, tkfJ; uK;bc pkpk cohde'N iK T[;d/ gqshfBXh	w?A
3	fgqz;hgb ;eZso, f;js s/ gfofko GbkJh ftGkr,gzikip, iK T[;d/ gqshfBXh	w?A
4	fgqz;hgb ;eZso, nkw oki ns/ gq;kôB iK ;d/ gqshfBXh	w?A
5	fgqz;hgb ;eZso, ;wki GbkJh iK T[;d/ gqshfE	w?A
6	;eZso, ;?fBe GbkJh, gzikip iK T[;d/ gqshfE	w?A
7	;eZso, y/vK gzikip iK T[;d/ gqshfB)	w?A
8	nzejhD GbkJh efwôBo iK T[;d/ gqshfB.	w?A
9	vkfJo?eNo, f;js s/ gfofko GbkJh, gzikip	w?Apo ;eZ

u'D bJh eokJhN/ohnk

Walk in Interview d/ T[whdtkoK d/ Gosh bJh objective criteria (j/m
nB[;ko) fB:fws ehs/ rJ/ jB. fBZih fJzNofT{ d/ e'Jhnze Bjh fdZs/ ikDr/.

bVh BzL	wzd	tZX s'A tZX nze
(i)	n?wHphHphHn?;H ftu'A gqkgs ehs/ (n?wHphHphHn?;H d/ e[b gqkgs ehs/ nze ftu s;Zto eoe/ T[BQK dk 15#)	15 nze
(ii)	i/eo T[whdtko B/ n?wHphHphHn?;H ckfJ nN?gN ftZu gk; ehsh	2 nze bVh Bzi) ftZu' xNkJ/ ikDr/.
(iii)	i/eo T[whdtko B/ n?wHphHphHn?;H ckfJ iK fJ; s'A finkdk nN?AgN ftZu gk; ehsh j?.	bVh Bzi) (ftZu' xNkJ/ ikDr/.
(iv)	n?wHvhH\$ n?wHn?;H	60 nze
(v)	i/eo T[whdtko B/ n?wHvhH\$ n?wHn?;H 2 s'A tZX nN?AgN ftZu gk; ehsh j?.	bVh Bzi) ftZu' xNkJ/ ikDr/.
(vi)	i/eo T[whdtko B/ n?wHvhH\$ n?wHn?;H finkdk nN?AgN ftZu gk; ehsh j?.	bVh Bzi) ftZu' xNkJ/ ikDr/.
(vii)	i/eo T[whdtko nkgD/ Bkb ;pzXs ghHih ;pi?eN ftu'A :{Bhtof;Nh ftu gfjbh EK s/ j? iK r'bv w?vfb;N j?.	5 nze
(viii)	siopk (;w/s ;p{s)	100 nze (fJZe ;kb bJh 1 nze ns/ tZX s'A tZX 10 nze)
(ix)	gpfbe/ôB (gpbhe/ôB vkNk p/; s/ nkXkfos j't/) i/eo gqkoEh gfjbk b/ye j't/ nzso okôNoh gpbhe/ôB okôNoh gpbhe/ôB	10 nze tZX s'A tZX 4 nze 2 nze
(x)	i/eo gqkoEh gfjbk b/ye Bk j't/ L nzso okôNoh gpbhe/ôBF okôNoh gpbhe/;BF	2 nze 1 nze

RECRUITMENT POLICY FOR SPECIALIST DOCTORS

1. High quality human resource (HR) is perhaps the most important aspect of healthcare systems. If there is a shortage of qualified doctors & Para-medics in health institutions and timely measures are not taken to retain or replenish precious human resources, the whole process of service delivery hits a dead-end. The department is already facing acute shortage of specialist doctors particularly specialties of Radiology, Anesthesia, Obstetrics and Gynecology, Pediatrics etc.

2. Out of purview of PPSC :

The qualification prescribed for Specialist Doctors under Punjab Group A Service Rules is MBBS from a recognized University with Post Graduate Degree (MD/MS) and their recruitment comes under the purview of Punjab Public Service Commission. The recruitment process by the Punjab Public Service Commission is a long drawn process. There is an acute shortage of Specialist Doctors in the Health Department. This was affecting Health Services in the State. Therefore, the Punjab Cabinet vide decision of 19-7-2011 took 574 posts out of purview of PPSC. After following procedure approved by Cabinet only 180 posts could be filled. Approval of cabinet has now been given to the revised method of recruitment for filling the balance (574 – 180) 394 posts as given at Para 3 below.

3. Walk in Interview:

It is approved that a monthly walk in interview shall be conducted by the Selection Committee. This interview shall be conducted on 16th of every month. The Specialty wise vacancies shall be notified and uploaded on the Department website in the first week of every month along with the application format to be submitted by the candidates at the time of interview. The candidates should appear before the Selection Committee on 16th of every month at the venue specified for this purpose. If, 16th happens to be a public holiday then the interview shall be conducted on the next working day. If more candidates appear before the selection committee than the number of posts in a particular specialty, then the candidates will be selected as per merit as given in criteria for selection. The Seniority of the selected Doctors shall be determined in accordance with month wise batch. If, the doctor does not join the service within three months of issue of order then doctor will surrender his seniority of the concerned month batch in which he/she was appointed. The Reservation of posts will be followed as per applicable rules and Punjab Government Policy/Guidelines.

4. Campus Recruitment:

Post-Graduation is being pursued by the doctors inter alia at PGIMER, Chandigarh, Govt. Medical College, Sector 32, Chandigarh, Govt. Medical College, Patiala, Amritsar and Faridkot. To fill the vacancies of specialist doctors, it is approved to conduct campus placement drive for the doctors pursuing Post Graduation courses in these Medical Colleges. The Principal/Dean of these colleges shall be requested to inform the State Govt. at least two months prior to the commencement of final

examination of the particular specialty. The team members of Special Selection Committee, who shall conduct the campus placement, are as under:-

- i. Chairman, Selection Committee.
- ii. Member, Selection Committee - cum- Vice Chancellor, Baba Farid University of Health Sciences, Faridkot or his representative
- iii. Member Secretary, Selection Committee – cum – Director, Health and Family Welfare, Punjab.

The above said members will conduct the interview of the candidates of the particular specialty at the campus of the respective colleges by informing the Principal of the dates and they shall adopt the criteria and send their recommendations to the Selection Committee. The Chairman of the committee will conduct counseling of the candidates and will forward recommendation for their appointments to the State Government.

SELECTION COMMITTEE:

Members of the Special Selection Committee were approved by Cabinet on 19-7-2011. The Members of the Selection Committee are as under:-

Sr. No.	Name of Committee Member	Designation
1	Prof. J.S. Chopra, HOD (Retd.) Neurology Department, PGI Chandigarh	Chairman.
2	Dr. S.S. Gill, Vice Chancellor, Baba Farid University of Health Science, Faridkot, or his representative	Member
3	Principal Secretary, Health and Family Welfare, Punjab, or his representative	Member
4	Principal Secretary, Personnel and Administration or his representative	Member
5	Principal Secretary, Social Welfare or his representative	Member
6	Secretary, Sainik Welfare, Punjab, or his representative	Member
7	Secretary, Sports Punjab or his representative	Member
8	Commissioner to Handicapped Welfare or his representative	Member
9	Director, Health and Family Welfare, Punjab.	Member Secretary

CRITERIA FOR SELECTION: CANDIDATES FOR“WALK IN INTERVIEW” SHALL BE EVALUATED ON THE BASIS OF OBJECTIVE CRITERIA AS MENTIONED BELOW. THERE SHALL BE NO MARKS FOR PERSONAL INTERVIEW.

S. No.	Item	Maximum Marks
(i)	Marks obtained in MBBS(15% of marks obtained in MBBS taking total marks in MBBS as 100)	15 marks
(ii)	If the candidate passed MBBS final prof in 2nd attempt	2 Marks will be deducted out of marks at (i) above.
(iii)	If the candidate passed MBBS final Prof in 3 attempts or more attempts -	4 Marks will be deducted out of marks at (i) above.
(iv)	MD/MS -	60 marks
(v)	If the candidate passed MD/MS in 2nd attempt -	10 Marks will be deducted out of marks at (iv) above.
(vi)	If the candidate passed MD/MS in 3 or more attempts -	20 Marks will be deducted out of marks at (iv) above.
(vii)	If the candidate is Gold Medalist for merit/ Ist in University in concerned PG subject	5 marks
(viii)	Experience	10 marks (One year = 1 mark & maximum 10 marks)
(ix)	Publication (Publication should be database, if the candidate is First author – International publication – National Publication	10 marks (maximum) 4 marks 2 marks
	If the candidate is not First author - International Publication - National Publication	2marks 1 mark