



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

Dated Lahore, the 11th May, 2014

NOTIFICATION

No.SOR-III(S&GAD)1-23/2003. 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 Nursing Service Rules 2014.

(2) They shall come into force at once.

2. Method of recruitment.— The method of recruitment, minimum qualifications, age limit and other incidental matters for the posts of the functional unit shall be such as given in the Schedule appended to these rules.

3. Repeal.— The Punjab Health Department Nursing Service Rules, 1986 are hereby repealed.

SHAHNAZ NAWAZ
SECRETARY (REGULATIONS), S&GAD

Dated Lahore, the 16th May, 2014

No.SOR-III(S&GAD)1-23/2003

A copy is forwarded for information and necessary action to:-

1. The Secretaries, Government of the Punjab,
 - i) Finance Department.
 - ii) Law & Parliamentary Affairs Department.
 - iii) Health Department.
2. The Accountant General, Punjab, Lahore.
3. The Secretary, Punjab Public Service Commission, Lahore.
4. The Deputy Secretary (Reg:), Law & Parliamentary Affairs Department.
5. The Deputy Secretary (PC), Finance Department, Lahore.
6. The System Analyst (O&M Wing), S&GA Department, Lahore with the request to incorporate the above mentioned service rules in the database created in the O&M Wing, S&GAD.
7. The Private Secretaries to the Governor Punjab / Chief Minister / Chief Secretary / Additional Chief Secretary and Secretary (Services), S&GAD.
8. The Superintendent, Government Printing Press Punjab, Lahore with the request to get published this notification in the Official Gazette and supply 20 printed copies thereof to the undersigned.

(MUHAMMAD SALEEM)
SECTION OFFICER (R-III)

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SCHEDULE

Name of the Department	Functional Unit	Name of the Post	Appointing Authority	Minimum Qualification for Appointment By		Method of Recruitment	Age for Initial Recruitment		Examination, training and other conditions required for confirmation
				Initial Recruitment	Promotion		Min	Max	
Health Department	Nursing Service	1. Director General Nursing / Chief Nursing Superintendent / Principal School of Nursing / Principal College of Nursing (BS-20)	Chief Minister	-	-	By promotion on the basis of selection on merit from amongst the Deputy Directors Nursing, Deputy Chief Nursing Superintendents, Principals Schools of Nursing, Vice Principals or Senior Nursing Instructors in BS-19 having three years' service against posts in BS-19 or seventeen years' service against posts in BS-17 and above.	-	-	As may be prescribed by the Government
-do-	-do-	2. Deputy Director Nursing / Deputy Chief Nursing Superintendent / Principal School of Nursing / Vice Principal School or College of Nursing / Senior Nursing Instructor (BS-19)	-do-	-	-	By promotion on the basis of selection on merit from amongst the Assistant Directors Nursing, Nursing Superintendents, Principals, Vice Principals, Nursing Instructors or Midwifery Tutors (Public Health Nursing School) in BS-18 having five years' service in BS-18 or twelve years' service against posts in BS-17 and above.	-	-	-do-
- do -	- do -	3. Assistant Director Nursing / Nursing Superintendent / Principal / Vice Principal / Nursing Instructor at PGCN / Midwifery Tutors (Public Health Nursing School) (BS-18)	Administrative Secretary	(i) M.Sc. Nursing or equivalent qualification from a recognized University with at least four years' experience as Nursing Instructor, Deputy Nursing Superintendent or Clinical Instructor; or at least fifteen years' experience as Charge Nurse; or (ii) B.Sc. Nursing Post Registered Nurse with at least six years'	-	(i) 25% by initial recruitment; and (ii) 75% by promotion on the basis of seniority cum-fitness from amongst Nursing Instructors, Deputy Nursing Superintendents or Clinical Instructors in BS-17 having six years' service as Nursing Instructor, Deputy Nursing Superintendent or Clinical Instructor in	25	45	- do -

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				practical experience as Nursing Instructor, Deputy Nursing Superintendent or Clinical Instructor; or (iii) B.Sc. Nursing Generic and one year specialized diploma in any discipline preferably Nursing Education with at least six years' practical experience as Nursing Instructor, Deputy Nursing Superintendent or Clinical Instructor; or (iv) Registered Nurse and Registered Midwife with: (a) diploma in nursing management or ward administration; and (b) diploma in nursing education or teaching administration with at least three years' practical experience as Nursing Instructor, Deputy Nursing Superintendent or Clinical Instructor. (v) In addition to all the above qualifications, valid registration from the Pakistan Nursing Council. Note: Preference shall be given to practical experience from any Health Institution of the	BS-17.					
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				Government.					
- do -	- do -	4. Deputy Nursing Superintendent / Nursing Instructor / Clinical Instructor (BS-17)	- do -	(i) M.Sc. Nursing or equivalent qualification from a recognized university with at least two years' experience as Head Nurse or Assistant Nursing Instructor; or at least seven years' practical experience as Charge Nurse or above; or (ii) B.Sc. Nursing Post Registered Nurse with four at least four years' practical experience as Head Nurse or Assistant Nursing Instructor; or at least eight years' experience as Charge Nurse; or (ii) B.Sc. Nursing Post Registered Nurse with at least four years' practical experience as Head Nurse or Assistant Nursing Instructor; or at least eight years' experience as Charge Nurse; or (iii) B.Sc. Nursing Generic and one year specialized diploma in any discipline preferably nursing education with four at least four years' practical experience as Head Nurse or Assistant Nursing Instructor; or at least eight years' experience	(i) M.Sc. Nursing or equivalent qualification from a recognized University; or (ii) B.Sc. Nursing Post Registered Nurse; or (iii) B.Sc. Nursing Generic and one year specialized diploma in any discipline preferably Nursing Education; or (iv) Registered Nurse and Registered Midwife with: (a) diploma in nursing management or ward administration; and (b) diploma in nursing education or teaching administration; or equivalent qualification recognized by Pakistan Nursing	(i) 40% by initial recruitment; and (ii) 60% by promotion on the basis of seniority cum-fitness from amongst Female or Male Head Nurses and Assistant Nursing Instructors with three years' service as Head Nurse or Assistant Nursing Instructor in (BS-17).	25	35	- do -

				as Charge Nurse; or (iv) Registered Nurse and Registered Midwife with: (a) diploma in nursing management or ward administration; and (b) diploma in nursing education or teaching administration with at least four years' practical experience as Head Nurse or Assistant Nursing Instructor with at least ten years' practical experience as Charge Nurse. (v) In addition to all the above qualifications, valid registration from the Pakistan Nursing Council. Note: Preference shall be given to practical experience from any Health Institution of the Government.	Council. (v) In addition to all the above qualifications, valid registration from the Pakistan Nursing Council.					
- do -	- do -	S. Assistant Nursing Instructor (BPS-17)	- do -	(i) M.Sc. Nursing or equivalent qualification from a recognized University with at least three years' practical experience as Charge Nurse; or (ii) B.Sc. Nursing Post Registered Nurse with at least four years' practical experience as	(i) M.Sc. Nursing or equivalent qualification recognized by Pakistan Nursing Council; (ii) B.Sc. Nursing Post Registered Nurse;	(i) 1/3rd by initial recruitment; and (ii) 2/3rd by promotion on the basis of seniority cum-fitness from amongst Charge Nurses in BS-16 with at least five years' service as such.	25	35	- do -	

				Charge Nurse; or (iii) B.Sc. Nursing Generic and one year specialized diploma in any discipline preferably Nursing Education with at least five years' practical experience as Charge Nurse; or (iv) Registered Nurse and Registered Midwife with: (a) diploma in nursing management or ward administration; and (b) diploma in nursing education or teaching administration; or equivalent qualification recognized by Pakistan Nursing Council with at least five years' practical experience as Charge Nurse. (v) In addition to all the above qualifications, valid registration from the Pakistan Nursing Council. Note: Preference shall be given to practical experience from any Health Institution of the Government.	(iii) B.Sc. Nursing Generic and one year specialized diploma in any discipline preferably Nursing Education; or (iv) Registered Nurse and Registered Midwife with: (a) diploma in nursing management or ward administration; and (b) diploma in nursing education or teaching administration; or equivalent qualification recognized by Pakistan Nursing Council. (v) In addition to all the above qualifications, valid registration from the Pakistan Nursing Council.				
- do -	- do -	6. Head Nurse Female (BPS-17)	- do -	(i) M.Sc. Nursing or equivalent qualification from a recognized University with at least three years'	-	(i) 1/3rd by initial recruitment; and (ii) 2/3rd by promotion on the basis of seniority cum-fitness from	25	35	- do -

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				practical experience as Charge Nurse; 0Y (ii) B.Sc. Nursing Post Registered Nurse with at least four years' practical experience as Charge Nurse; 0Y (iii) B.Sc. Nursing Generic with at least five years' practical experience as Charge Nurse; 0Y (iv) Registered Nurse and Registered Midwife with diploma in ward management or equivalent qualification recognized by Pakistan Nursing Council with at least five years' practical experience as Charge Nurse: (v) In addition to all the above qualifications, valid registration from the Pakistan Nursing Council. Note: Preference shall be given to practical experience from any Health Institution of the Government.		amongst the Charge Nurses (Female) in BS-16 having five years' service as Charge Nurse.			
- do -	- do -	7. Head Nurse Male (BPS-17)	- do -	(i) M.Sc. Nursing or equivalent qualification from a recognized University with at least three years' practical experience as Charge Nurse; 0Y (ii) B.Sc. Nursing Post Registered Nurse with at least four years' practical experience as Charge Nurse; 0Y (iii) B.Sc. Nursing Generic	-	(i) 1/3rd by initial recruitment; and (ii) 2/3rd by promotion on the basis of seniority cum-fitness from amongst the Charge Nurses (Male) in BS-16 having five years' service as Charge Nurse.	25	35	- do -

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				with at least five years' practical experience as Charge Nurse; or (iv) Registered Nurse and Registered Midwife with diploma in ward management or equivalent qualification recognized by Pakistan Nursing Council with at least five years' practical experience as Charge Nurse. (v) In addition to all the above qualifications, valid registration from the Pakistan Nursing Council. Note: Preference shall be given to practical experience from any Health Institution of the Government.						
- do -	- do -	8. Charge Nurse (Female) BPS-16	- do -	(i) B.Sc. Nursing Generic (four years) and valid registration from Pakistan Nursing Council; or (ii) diploma in General Nursing and Midwifery and valid registration from Pakistan Nursing Council. Preference shall be given to the graduate of Government Institutions.	-	By initial recruitment.	21	28	- do -	
- do -	- do -	9. Charge Nurse (Male) BPS-16	- do -	(i) B.Sc. Nursing Generic (four years) and valid registration with Pakistan Nursing Council; or (ii) diploma in General Nursing with one year	-	By initial recruitment.	21	28	- do -	

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				diploma in any specialized course in lieu of Midwifery and valid registration from Pakistan Nursing Council. Preference shall be given to the graduate of Government Institutions.					
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