



2022

ACCREDITATION STANDARDS

FOR

MEDICAL INSTITUTES

**UNDERGRADUATE
MEDICAL EDUCATION
(UGME)**



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Mauve Area, G-10/4,
Islamabad, Pakistan

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OVERVIEW

The Pakistan Medical Commission (PMC), established in September 2020 pursuant to the Pakistan Medical Commission Act, 2020 is endeavored to develop the foundations for a qualitative modern medical education system. The Commission is entrusted with developing and executing accreditation standards to ensure improved quality of medical and dental education in Pakistan to the ultimate goal of producing quality and safe doctors.

PMC conducts inspections for recognition upon request of Medical or Dental institutions. For institutions to achieve and maintain accreditation at undergraduate level, medical institute must demonstrate appropriate performance in all standards stated in this document. Accreditation granted to a Medical institution shall be restricted to the primary site and shall not be applicable to the other affiliated hospitals/campuses/branches. The accredited institution may be inspected on a periodical basis, at least once in three years, or as and when required, to assess that the institution is complying with the PMC accreditation standards.

This document has various sections that help evaluate medical institutions (medical colleges and medical teaching hospitals) as well as improving the medical education in Pakistan. Section AS-1 covers the Accreditation Standards for the Medical teaching Hospitals, Section AS-2 deals with the Accreditation Standards for Medical Colleges, and Minimum Standards for Faculty are covered under Section AS-3 of this document. These standards have been categorized as mandatory, essential and quality standards. Mandatory standards are prerequisites and must be fulfilled to initiate inspection. Essential standards must be met, and fulfillment must be demonstrated by the training institutes for accreditation. Quality standards indicate improvement / development and shall be used for grading of institutions. Moreover, annotations are used to clarify standards. The hospital inspection will be conducted by the Authority whereas, college inspection will be conducted by Higher Education Commission (HEC), or a public University nominated by the HEC, in light of minimum standards laid down by the Commission.

The Accreditation Standards 2022 for the Undergraduate Medical Colleges, Hospitals, and minimum standards for Faculty have been developed by National Medical & Dental Academic Board through a consultative process and have been duly approved by the Medical & Dental Council. The contents of these standards have been developed to ensure that they are in line with the international accreditation standards, national and international best practices and guidelines, and World Federation Medical Education (WFME) requirements.

DEFINITIONS

ACCREDITATION	<p>An accreditation granted to an institution indicates that the program meets the mandatory and essential standards for accreditation.</p>
INITIAL ACCREDITATION	<p>Initial Accreditation granted to any medical college/ hospital ensures that the institution has the potential for meeting the standards set forth by the PMC. The accredited medical teaching hospital may be inspected on a periodical basis by the Authority, at least once in three years, or as and when required, to assess that the medical teaching hospital is complying with the PMC accreditation standards. However, the accredited medical college may be inspected by HEC on a periodical basis, at least once in three years, or as and when required, to assess that the medical college is complying with the PMC accreditation standards. The initial accreditation granted to the medical college/ hospital shall be restricted to the primary site and shall not be applicable to the other affiliated hospitals/campuses/branches.</p>
PROGRAMME DISCONTINUATION	<p>A medical college/ teaching hospital may be removed from the list of accredited institutes, if the medical institute either:</p> <ol style="list-style-type: none"> 1) voluntarily discontinue its participation in the accreditation program and no longer enrolls students/residents 2) is closed by the regulatory body/healthcare commissions.
WITHDRAWAL OF ACCREDITATION	<p>An action taken by the Commission when a medical institute is unable to demonstrate compliance with the accreditation standards or policies within the time period specified. A final action to withdraw accreditation will be communicated to the institute and shall be notified.</p>



SECTION – AS 1

2022 ACCREDITATION STANDARDS

FOR

MEDICAL TEACHING HOSPITALS

UNDERGRADUATE MEDICAL EDUCATION (UGME)



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1.1 STEP-WISE PROCESS FOR AN INSTITUTION APPLYING FOR MEDICAL PROGRAM INSPECTION

STEP 1	A formal letter from the Institutional Head clearly indicating the inspection type (initial or seat enhancement) to the Education & Evaluation Division of National Medical Authority
STEP 2	A List of requisite mandatory documents to be shared with the Education & Evaluation Division by the institution as a prerequisite of inspection.
STEP 3	Scrutiny of the documents by the relevant divisions will be followed by a request to submit the Hospital inspection fee.
STEP 4	Upon receipt of Hospital inspection fee and subsequently uploading information on the Hospital inspection portal (inspections.pmc.gov.pk), the hospital inspection will be scheduled according to the given timeline.
STEP 5	The Institute will be informed about the inspection result, that upon passing will be followed by the submission of college inspection fee and the uploading of relevant information on the hospital inspection portal.
STEP 6	An institution will be declared as passed in the inspection if it meets essential standards.

1.2 ACCREDITATION RULES

<p>ACCREDITATION RULE 1 ON MANDATORY STANDARDS</p>	<ol style="list-style-type: none"> 1. It is mandatory for an Institute to submit all the documents defined in Mandatory Standards. 2. The process of accreditation will be initiated, on condition that the hospital submits all requisite documents and after scrutiny these documents were found satisfactory. 3. If any of the document is not submitted or is not verified, the hospital would be declared unsatisfactory on the Mandatory standard and no further action would be taken.
<p>ACCREDITATION RULE 2 ON ESSENTIAL STANDARDS</p>	<p><i>It is compulsory for the teaching hospital to pass each Essential department & standard.</i></p> <p>On condition that 100% standards are met on evaluation of Essential Departments (equipment, infrastructure, caseload and HR) & Standards, the hospital will be declared accredited.</p>
<p>ACCREDITATION RULE 3 ON QUALITY STANDARDS</p>	<p>All standards exceeded by a college shall be assessed for determining the quality standard of a teaching hospital. During a quality standard inspection, the facilities, resources and caseload exceeding the essential standards shall be scored based on the <i>Quality Matrix</i> defined by the Authority.</p>
<p>ACCREDITATION RULE 4 ON ACCREDITATION FREQUENCY</p>	<ol style="list-style-type: none"> 1. All the teaching hospital shall be re-inspected every three years. 2. A teaching hospital may be selected for a spot inspection by the Authority at any time pursuant to cause. 3. The Authority shall also be reviewing on a consistent basis maintenance of certain standards based on data to be provided through HIMS system. 4. Any accredited teaching hospital may apply to the Authority for a <u>Quality Inspection/ re-inspection after December 2022</u> allowing colleges' time to evaluate their facilities in response to the 2022 Standards.
<p>ACCREDITATION RULE 5 ON DE-RECOGNITION</p>	<ol style="list-style-type: none"> 1. Any teaching hospital found to have <u>not maintained the Essential Standards</u> during a re-inspection or a spot inspection shall be given a 120-day period to meet the Essential Standards failing which the teaching hospital will be de-recognized. 2. A teaching hospital during the 120-day notice period shall be notified as ON PROBATION.

1.3 - INITIAL INSPECTION OF A MEDICAL TEACHING HOSPITAL

1.3.1 Guidelines & Operational Definitions

GUIDELINES	<p>This Section describes the minimum requirements for an undergraduate teaching medical hospital affiliated with a medical college to operate in Pakistan. The standards evaluate a hospital's infrastructure, human resource, equipment adequacy and caseload for the provision of medical education/ training. This section only deals with the initial inspection requirements (i.e., when a new medical college applies for the recognition of its hospital by PMC).</p> <p>The accreditation standards are divided into the following: A- Mandatory Eligibility Standards B- Essential Standards C- Quality Standards</p>
OPERATIONAL DEFINITIONS	
MANDATORY ELIGIBILITY STANDARDS	Inspection would only be initiated upon fulfilling the Mandatory eligibility standards.
ESSENTIAL STANDARDS & DEPARTMENTS	Each Essential standard and Essential departments requirements must be fulfilled in entirety for accreditation. These shall be marked on a "yes/no" basis.
QUALITY STANDARDS & DEPARTMENTS	These standards and departments are in addition to the Essential standards for the purpose of assessing the quality of the program. Quality standards will be scored and graded.
CONSULTANTS	A consultant is a doctor who is a full-time faculty member, practices in one of the medical/surgical specialties and leads multidisciplinary team in delivering care. He/she is expected to be involved in the teaching and training of students and junior doctors, and to contribute to their specialty field through research and leadership.
CASE LOAD	The total number of cases a unit deals with as indoor cases in a month.

1.3.2 Mandatory Eligibility Standards (MS) for Teaching Hospitals

STANDARD	DESCRIPTION
A teaching hospital must have the following approvals to qualify for inspection:	
MS 1	If it is a public hospital minimum period of operation should be 6 months . If it is a private hospital minimum period of commercial operation should be 7 years with an average of more than 300 beds during the entire period of operation.
MS 2	Registration as a legal entity in accordance with law either as a commercial or non-commercial entity.
MS 3	Ownership or lease documents regarding title and possession of the land and building of the hospital. In the event of leased premises, the lease must be valid for a minimum of 10 years on the date of inspection.
MS 4	Registered and licensed with the Federal/ Provincial Healthcare Commissions or the alternative relevant regulatory authority as applicable.
MS 5	Registration with Pakistan Nuclear Regulatory Authority (PNRA)
MS 6	Approval of relevant Building Control Authority
MS 7	Fire safety certification
MS 8	Approval of Environmental Protection Authority (EPA) specifically hospital waste management
MS 9	Pharmacy license
MS 10	Relevant prohibited drugs registration with Drug Regulation Authority
MS 11	Approved Blood transfusion/ banking facility
MS 12	Food Control Authority License
MS 13	National Tax number and other applicable tax registration
MS 14	Approval from HOTA – Human Organ Transplant Authority (if applicable)
MS 15	Pathology Laboratory certification
MS 16	A teaching hospital must declare on its signage/ billboard and wherever necessary, for the sake of representation that it is a Teaching Hospital.
MS 17	The patients admitted on the designated teaching beds must sign a Consent Form clearly stating that they are aware of the hospital being a Teaching Hospital.
INPATIENT SERVICES	All beds of the teaching hospital must be declared as teaching beds. The admitted/treated patients should have diverse pathological backgrounds and case mix as per the training program requirement.
FIRE SAFETY & EVACUATION SERVICES	The teaching hospital must have a documented fire safety and evacuation policy/plan in conformity to the relevant government regulations. It should include training schedule for consultants, staff and students. Portable fire extinguishers must be available at suitable locations. Clear signs must be placed for the designated assembly area and fire exits.
WASTE MANAGEMENT	The teaching hospital must have a documented waste management policy/plan in conformity to the relevant government regulations.
INFECTION CONTROL	There is a documented infection control program designed by the infection control committee for the institution and should be in compliance with national infection control policy. There must be protocols in place to ensure safety of staff and patients handling biological and hazardous materials.

1.3.3 Essential Standards (ES) & Departments (ED)

ESSENTIAL STANDARDS	
ES 1	Institutional Autonomy & Academic Freedom
ES 2	Program Management
ES 3	Consultant
ES 4	Governance, Services & Resources
ESSENTIAL DEPARTMENTS	
ED 1	Accident & Emergency Department
ED 2	Out-Patient Department (OPD)
ED 3	Operation Rooms/Theatres and Peri-operative services
ED 4	Anesthesia Department
ED 5	Radiology Department
ED 6	Intensive Care Unit
ED 7	Blood Transfusion Services
ED 8	Pediatrics including Neonatology
ED 9	Obstetrics & Gynecology
ED 10	Ophthalmology
ED 11	Otorhinolaryngology (ENT)
ED 12	Family Medicine (Family medicine clinic as satellite clinic of the hospital)
ED 13*	Psychiatry (Out-patient Services)
ED 14*	Dermatology (Out-patient Services)
<i>Pathology Department</i>	
ED 15	Pathology Department
ED 15A	Clinical Chemistry Department
ED 15B	Hematology Department

* Out-patient services and consultants are essential whereas, in-patient services shall be counted towards quality

Medicine & Allied

ED 16 Internal Medicine

Any 3 of the following Medical specialties should be selected as standalone units

ED 16A Cardiology

ED 16B Nephrology

ED 16C Neurology

ED 16D Gastroenterology

ED 16E Pulmonology

Surgery & Allied

ED 17 General surgery including GI & breast

ED 17A Orthopedics & trauma

Any 2 of the following Surgical specialties should be selected as standalone units

ED 17B Urology

ED 17C Neurosurgery

ED 17D Pediatric Surgery

ED 17E Thoracic Surgery

Details of Essential Standards (ES)

STANDARD NO	STANDARD	DETAILS
ES 1	INSTITUTIONAL AUTONOMY AND ACADEMIC FREEDOM	The teaching hospital must have institutional autonomy to develop appropriate and effective management and oversight systems to ensure that the policies are implemented.
ES 2	PROGRAM MANAGEMENT	The training hospital must 1. have all the requisite aids and audio-visual facilities. (provision of internet, computers, multimedia per demonstration room in mandatory essential clinical departments) 2. have physical facilities to support a learning environment for the students. (proper ventilation, temperature control and seating capacity for at least 25 students/ demonstration room in mandatory essential clinical departments)
ES 3	CONSULTANT	The teaching hospital must have 1. adequate staff with requisite qualifications to provide optimum patient care and impart teaching and training. 2. various roles as defined by the hospital and the clinical training. 3. ensure that the institution is led by qualified (education, training and experience) person commensurate with hospital's needs.
ES 4	GOVERNANCE, SERVICES AND RESOURCES	The teaching hospital must: 1. have a hierarchical system of governance of training program 2. have HMIS system. If HMIS system is not installed, accreditation shall be subject to the installation of HMIS system within 12 months. 3. have a Human Resource Department and an anti-harassment policy in line with the national guidelines 4. ensure that patients admitted on the teaching beds have documented consent to allow access to the trainees.

Details of Essential Departments (ED)

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
ED 1	ACCIDENT & EMERGENCY	The Accident & Emergency room of the teaching hospital must have: 1. Procedure room/s 2. System for triage of patients 3. Cubicles for patient stay with central oxygen suction and monitoring facilities 4. Duty rooms for doctor 5. Pharmacy 6. Washrooms	1. Minimum 1 Resuscitation trolley 2. Minimum 2 Ambo bags with 5 masks 3. Minimum 2 Beds with monitoring facilities for resuscitation including crash cart 4. Minimum 1 Defibrillator	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022.	Min 15-25 cases/ student/ session/ month	
ED 2	OUTPATIENT DEPARTMENT (OPD)	The Outpatient department of the teaching hospital must have dedicated rooms for specialties conducting Outpatient clinics			Monthly caseload in each department must be in accordance with the training offered. (Details are mentioned with each department)	
ED 3	OPERATION THEATERS & PERI-OPERATIVE SERVICES	The operation theaters & perioperative services of the teaching hospital must have: 1. Minimum 5 operating rooms 2. Dedicated preoperative holding area	1. Minimum 8 General surgical sets. 2. Minimum 1 Sterilizer (>300L capacity). 3. Minimum 5 Instrument boxes, scalpel handles of various sizes			

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
		<p>3. Post anesthesia care unit (PACU) 4. Rest/lounging area for doctors working in OR</p>	<p>,artery forceps, Halstead (non serrated & curved) various sizes, surgical dissecting scissors, metzembaum curved & various sizes, Kocher's forceps of various sizes, Probes of various sizes, Dissecting forceps of various sizes, Hemostatic forceps (Collin & chaput) of various sizes, towel clips & galipots of various sizes for 100 students. 4. Minimum 5 Anesthesia workstations 5. Minimum 1 Surgical diathermy (Monopolar and Bipolar) machines per operating room. 6. Minimum 1 Defibrillator 7. Minimum 1 Hudson brace/Electronic perforator (Burr hole) 8. Minimum 1 Portable X-ray machine 9. Minimum 6 Operation tables 10. Minimum 1 Image intensifier with C-arm and double monitor. 11. Minimum 5 PACU Beds 12. Minimum 1 resuscitation cart</p>			

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
ED 4	ANESTHESIA	<p>The Anesthesia department of the teaching hospital must have:</p> <ol style="list-style-type: none"> 1.Pre-operative assessment and patient holding area 2. Workstations /offices for the consultants 3. Duty rooms for doctor 4. Washrooms 	<p>Each operating room must have:</p> <ol style="list-style-type: none"> 1.Airway trolley with complete range of equipment for management of airway including difficult airway according to recent guidelines 2.Anesthesia workstation with ventilator and standard monitor 3.Tools for range of vascular access <p>As per surgery and Allied Equipment</p>	<p>Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>		
ED 5	RADIOLOGY	<p>The Radiology department of the teaching hospital must have:</p> <ol style="list-style-type: none"> 1. Procedure rooms 2.Demonstration rooms with appropriate seating capacity (for at least 25 students). 3. Workstations /offices for the faculty members 4. Washrooms 	<ol style="list-style-type: none"> 1. minimum 01 X ray unit 2.Minimum 01 Portable x ray unit for ICU, OR and emergency use 3.Minimum 01 Ultrasound 4.Minimum 01 Fluoroscopy unit 5.Minimum 01 Basic interventional radiology like biopsies and drainages 6.Minimum 01 Back up plans for referral in case of hardware failure 	<p>Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>	<p>Min 300 radiological procedures performed per month</p>	

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
			<p>7. Minimum 01 Workstations for high end reconstruction and reporting</p> <p>8. Minimum 01 CT (multi-slice) with power injectors at least 16 slices or above</p>			
ED 6	INTENSIVE CARE UNIT	<p>The Critical care department of the teaching hospital must have</p> <ol style="list-style-type: none"> 1. A minimum of 12 beds in Main ICU. 10% of total beds dedicated to high dependency care 2. Workstations/ offices 3. Cubicles for patients 4. Washrooms 	<ol style="list-style-type: none"> 1. Provision of oxygen, suctioning, and multiple power inlets on each bed 2. At least 80% of ICU beds with ICU ventilators 3. NIV/BIPAP machine on remaining ICU beds 4. Equipment to manage the airway 5. Resuscitation cart 6. Ventilators on 80% of beds Ambu bags and Masks on each bed 7. Minimum 1 ECG Machine 	<p>Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>		

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
			(at least triple channel) 8. Minimum 2 portable suction machines 9. Cardiac monitor on each bed 10. Minimum 4 nebulizers 11. infusion pump on each bed 12. pulse oximeter on each bed			
ED 7	BLOOD TRANSFUSION SERVICES	The Blood transfusion department of the teaching hospital must have: 1. Workstations /offices 2. Cubicles for patients 3. Washrooms	1. Minimum 5 Blood donation couches 2. Minimum 2 Blood bag weight monitor + mixer 3. Minimum 1 Hb meter (POCT) 4. Minimum 1 Plasma pheresis Machine 5. Minimum 1 Donor weight balance 6. Minimum 1 Refrigerator 7. Minimum 1 Tube Sealer 8. Minimum 1 Plasma Separator 9. Minimum 1 Screening Machine	The teaching hospital must have functional blood transfusion services supervised by pathologists supported by blood transfusion officers and qualified staff including resources for cross matching/grouping, screening, and storage compliant with relevant government regulations		
ED 8	PAEDIATRICS INCLUDING NEONATOLOGY	1. Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4. Demonstration rooms with appropriate seating capacity. (at least for 25 students).	WARDS: 1. Inpatient beds 2. Minimum 1 weighing scale 3. Minimum 1 length measuring scale 4. Minimum 2 ultrasonic nebulizers 5. Minimum 5 pulse oximeters	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum	Min 1800 patients per month	Min 350 procedures in 12 months

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
		<p>5. Workstations /offices for the faculty members</p> <p>6. Library-cum seminar rooms</p> <p>7. Duty rooms for doctor</p>	<p>6. Minimum 3 infusion pumps</p> <p>7. Minimum 1 transport incubator</p> <p>8. Minimum 1 low-grade suction apparatus</p> <p>9. Minimum 1 manual resuscitator (infant/child)</p> <p>10. Minimum 1 suction machines (dual operation with tubes)</p> <p>11. Minimum 1 Pediatric Ventilator</p> <p>12. Minimum 5 oral/ armpit thermometers</p> <p>13. Minimum 5 BP apparatus for newborns, & pediatric</p> <p>OPD:</p> <p>14. Minimum 1 weighing scale for infants</p> <p>15. Minimum 1 height measuring scale for infants</p> <p>16. Minimum 5 oral/ armpit thermometers</p> <p>17. Minimum 1 torch</p> <p>18. Minimum 1 hammer</p> <p>19. Minimum 1 fundoscope</p> <p>ICU:</p> <p>20. Minimum 10 Pediatric ICU incubators</p> <p>21. Minimum 1 suction machines (dual operation with tubes)</p> <p>22. Minimum 1 Pediatric Ventilator</p>	Standards for faculty in UG Medical Colleges of Pakistan 2022		
ED 9	OBSTRETICS & GYNAECOLOGY	<p>1. Labour Rooms</p> <p>2. Wards/patient rooms with adequate space for beds and sitting</p>	<p>OPD:</p> <p>1. Minimum 2 ultrasound machines with linear, vaginal,</p>	Each unit must have at least the number of consultants that fulfil the	Min 1500 patients / month	1. Min 2000 minor procedures in 12 months . (This number

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
		<p>Washrooms</p> <p>4.Examination and procedure rooms</p> <p>5.Demonstration rooms with appropriate seating capacity (at least 25 students).</p> <p>6. Workstations /offices for the faculty members</p> <p>7.Library-cum seminar rooms</p> <p>8.Duty rooms for doctor</p>	<p>section probes and punctures</p> <p>2. Minimum 10 examination tables</p> <p>3.Minimum 1 hysteroscopes</p> <p>4.Minimum 10 pinnard</p> <p>stethoscopes</p> <p>5. Minimum 4 Sonic aids</p> <p>6.Minimum 1 Instrument Sterilizer</p> <p>7. Equipment for family planning</p> <p>WARD:</p> <p>8.Minimum 4 instrument sterilizers</p> <p>9.Minimum 6 sonic aids</p> <p>10. Minimum 6 pulse oximeters</p> <p>11.Minimum 2 Digital BP Monitors (dynamap)</p> <p>12. Minimum 1 hysteroscopes</p> <p>SPECIALITY BEDS:</p> <p>13. Inpatient beds including labour room and HDU beds</p> <p>LABOUR ROOM:</p> <p>14.Minimum 4 delivery tables</p> <p>15.Minimum 12 reusable delivery sets</p> <p>16. Minimum 20 Cusco's specula</p> <p>17.Minimum 20 Sim's speculum</p> <p>18.minimum 4 outlet forceps</p>	<p>minimum faculty requirements as laid down by PMC</p> <p>Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>	<p>includes normal vaginal deliveries).</p> <p>2. Min 1000 major procedures in 12 months</p>	

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
			19. Minimum 6 vacuum ventose cups 20. Minimum 5 CTG machines 21. Minimum 4 neonatal resuscitation trolleys and heaters 22. Minimum 2 Weighing scales OT: 23. Minimum 10 caesarean section sets 24. Minimum 5 dilatation and evacuation/ curettage sets (D&C) 25. Minimum 4 manual vacuum aspirators 26. Minimum 10 perineal/ vaginal / cervical repair sets 27. Minimum 4 suction machines 28. Minimum 1 hysteroscopes 29. Minimum 2 Laparotomy set 30. Minimum 1 Instrument Sterilizers 31. Minimum 2 baby weighing scales 32. Minimum 1 laparoscopic surgical sets with camera and monitors			

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
ED 10	OPHTHALMOLOGY	1. Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4. Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members 6. Duty rooms for doctor	WARD: 1. Daycare services with access to Inpatient Beds OPD: 2. Minimum 1 Auto Refractometer/ Keratometer 3. Minimum 1 Keratometer 4. Minimum 4 Slit Lamps with Applanation Tonometer 5. Minimum 3 Applanation Tonometers 6. Minimum 1 Indirect Ophthalmoscopes 7. Minimum 2 Direct Ophthalmoscopes 8. Minimum 2 Retinoscopes 9. Minimum 2 Trial Lens Sets with Trial Frame 10. Minimum 3 Automated Snellen Charts 11. Minimum 1 Hess's Chart OT: 12. Minimum 2 Phacoemulsification Unit 13. Minimum 2 Operating Microscopes	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 250 patients / month	Min 250 procedures in 12 months

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
ED 11	OTORHINOLARYNGOLOGY	1. Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4. Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members 6. Library-cum seminar rooms 7. Duty rooms for doctor	WARD: 1. Inpatient Beds OPD: 2. Minimum 5 OPD Instrument Sets 3. Minimum 5 Oscopes 4. Minimum 1 Audiometer 5. Minimum 1 Impedance Audiometer OT: 6. Minimum 1 Microscope For O.T 7. Minimum 1 Minor OT Dressing/ Examination Sets 8. Minimum 1 General Set For OT 9. Minimum 1 Microscope Instrument Set for Mastoidectomy 10. Minimum 1 Microscope Instrument Set for Tympanoplasty 11. Minimum 1 Microscope Instrument Set for Stapedectomy 12. Minimum 1 Rigid Endoscope with All Accessories 13. Minimum 1 Set For FESS	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 250 patients / month	Min 250 procedures in 12 months

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
ED 12	FAMILY MEDICINE Should be an outpatient satellite facility affiliated with the hospital	1.Clinics for consultants 2. Washrooms 3.Examination and procedure rooms 4.Teaching area with an appropriate seating capacity 5. Waiting areas for patients	1.Minimum 1 ECG machines (at least Triple Channel) 2.Minimum 1 complete nebulizer 3.Minimum 1 pulse oximeter 4.Minimum 1 glucometer 5. Minimum 1 cardiac monitor 6.Minimum 1 Resuscitation Trolley 7. Minimum 1 Defibrillator	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 250 patients/ month	
ED 13	PSYCHIATRY	1. OPD based 2.Examination and procedure rooms 3. Workstations /offices for the faculty members	1. Minimum 1 EEG machine 2.Minimum 1 BP apparatus 3. Minimum 1 Stethoscope	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements (medicine & allied) as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/ month	

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
ED 14	DERMATOLOGY	1. OPD based 2. Examination and procedure rooms 3. Workstations / offices for the faculty members	1. Minimum 2 Electrocautery machines 2. Minimum 5 Magnifying glasses 3. Minimum 1 Wood lamps 4. Minimum 1 PUVA machine 5. Minimum 1 UVB machine 6. Minimum 3 Liquid nitrogen cylinders 7. Minimum 1 Microscope with accessories 8. Minimum 6 Biopsy sets	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements (medicine & allied) as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/month	

Pathology Department

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
ED 15	PATHOLOGY	The Pathology Department of the teaching hospital must have: 1. Procedure room 2. Demonstration rooms with appropriate seating capacity. (for a minimum of 25 students) 3. Workstations/ offices for the faculty members 4. Washrooms 5. Designated washing and media preparation rooms		Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022		

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
ED 15A	CLINICAL CHEMISTRY		1. Minimum 1 Automated chemistry analyzers 2. Minimum 1 Blood Gas analyzer 3. Minimum 5 Pipette sets 4. Minimum 1 Centrifuge 5. Minimum 1 RO water purification system 6. Minimum 1 Refrigerator 2-8 C (double door) 7. Minimum 1 Freezer (-20 degrees C) 8. Minimum 1 Centrifuge		Min 1000 chemical pathology test performed per month	
ED 15B	HEMATOLOGY	The Hematology department of the teaching hospital must have: 1. Procedure room 2. Demonstration rooms with appropriate seating capacity. (for a minimum of 25 students) 3. Workstations/offices for the faculty members 4. Washrooms 5. Designated washing and media preparation rooms	1. Minimum 5 parts diff CBC analyzer 2. Minimum 1 Automated Coagulation Analyzer 3. Minimum 1 Water Bath 4. Minimum 1 Centrifuge 5. Minimum 5 Pipette set 6. Minimum 10 Microscopes 7. Minimum 1 Sample mixer 8. Minimum 1 Refrigerator 2-8 0C 9. Minimum 10 Bone marrow aspiration and trephine needles 10. Minimum 1 Electrophoresis analyzer (fully automated)		Min 300 hematology tests performed per month	

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
			9. Minimum 1 Centrifuge 10. Minimum 1 Plasma Thawing Bath 11. Minimum 1 Blood grouping card centrifuge 12. Minimum 1 Blood grouping incubator 13. Minimum 10 Pipette sets 14. Minimum 2 Microscopes 15. Minimum 1 Refrigerator 2-8 0C (blood bag storage) 16. Minimum 1 Platelet Agitator BLOOD BANK 17. Minimum 1 Serofuge 18. Minimum 1 agglutination viewer 19. Minimum 1 microscope 20. Minimum 1 blood bank fridge 21. Minimum 1 water bath/heat block 22. Minimum 1 platelet rotator with incubator 23. Minimum 1 Freezer (-30 degrees C)			

Medicine & Allied

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
ED 16	INTERNAL MEDICINE	<p>The Internal Medicine department of the teaching hospital must have:</p> <ol style="list-style-type: none"> 1.Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4.Demonstration rooms with appropriate seating capacity(at least 25 students) 5. Workstations /offices for the faculty members 6.Library-cum seminar rooms 7.Duty rooms for doctor 	<p>WARDS:</p> <ol style="list-style-type: none"> 1.Minimum 50 inpatient beds (excluding ICU beds) 2.Minimum 2 ECG machines (at least Triple Channel) 3.Minimum 4 complete nebulizers 4.Minimum 4 pulse oximeters 5.Minimum 4 glucometers 6. Minimum 2 cardiac monitors 7.Minimum 1 Echocardiograph 2D with color Doppler 8.Minimum 8 Thermometers 9.Minimum 1 Resuscitation Trolley 10.Minimum 8 BP Apparatus 11. Minimum 1 cut down set 12. Minimum 2 CVP 13.Minimum 1 Defibrillators 14.Minimum 1 weighing machine 15. Minimum 8 Stethoscopes 16.Minimum 8 Thermometers 	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022.	Min 1500 patients/ month	Min 350 procedures in 12 months

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
			<p>PROCEDURE ROOM: 15. Minimum 1 video endoscopic systems with upper and lower sets 16. Minimum 1 trolley for endoscopes</p> <p>OPD: Below requirements are for each OPD room: 17. Minimum 1 examination table 18. Minimum 2 BP Apparatus 19. Minimum 2 Stethoscopes 20. Minimum 2 Measuring tapes 21. Minimum 4 hammers 22. Minimum 2 torches 23. Minimum 2 tuning forks (128 hz)</p> <p>ICU: 24. Medical ICU beds</p>			

ED 16A* – ED 16E*: Any 3 of the following specialties should be established as standalone units

ED 16A*	CARDIOLOGY	1. Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4. Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members	1. Minimum 1 ECG machines (at least Triple Channel) 2. Minimum 1 complete nebulizer 3. Minimum 1 pulse oximeter 4. Minimum 1 glucometer 5. Minimum 1 cardiac monitor	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards	Min 150 patients/ month	Min 300 procedures in 12 months
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DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
			<p>6. Minimum 1 Resuscitation Trolley</p> <p>7. Minimum 1 Holter ambulatory BP monitor</p> <p>8. Minimum 1 echocardiograph 2D with color Doppler</p> <p>9. Minimum 1 ETT machine</p> <p>10. Minimum 01 CathLab</p>	for faculty in UG Medical Colleges of Pakistan 2022		
ED 16B*	NEPHROLOGY	<p>1. Wards/patient rooms with adequate space for beds and sitting</p> <p>2. Washrooms</p> <p>3. Examination and procedure rooms</p> <p>4. Demonstration rooms with appropriate seating capacity (at least 25 students).</p> <p>5. Workstations /offices for the faculty members</p>	<p>1. Dialysis chairs with Specialty Beds</p> <p>2. Minimum 4 Hemodialysis machines</p> <p>3. Minimum 1 ultrasound machine</p> <p>4. Minimum 1 ECG machines (at least Triple Channel)</p> <p>5. Minimum 2 cardiac monitors</p> <p>6. Minimum 2 IV Infusion pumps with multiple syringe driver</p> <p>7. Minimum 1 portable emergency trolley + Emergency Medicine</p>	Each unit must have atleast the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022.	Min 150 patients / month	Min 200 procedures in 12 months

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
ED 16C*	NEUROLOGY	1.Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3.Examination and procedure rooms 4.Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members	1.Minimum 1 ECG machines (at least Triple Channel) 2.Minimum 1 complete nebulizer 3.Minimum 1 pulse oximeter 4.Minimum 1 glucometer 5.Minimum 1 cardiac monitor 6. Minimum 1 Resuscitation Trolley 7.Minimum 1 Defibrillator 8.Minimum 1 NCS (nerve conduction studies) machine 9. Minimum 1 EMG (electromyogram) machine	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients / month	Min 300 procedures in 12 months
ED 16D*	GASTRO-ENTEROLOGY	1.Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4.Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members	1.Minimum 1 ECG machines (at least Triple Channel) 2.Minimum 1 complete nebulizer 3. Minimum 1 pulse oximeter 4.Minimum 1 glucometer 5. Minimum 1 cardiac monitor 6.Minimum 1 Resuscitation Trolley 7. Minimum 1 Defibrillator 8.Minimum 1 video endoscopic systems with upper and lower set	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients / month	Min 300 procedures in 12 months

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
			9. Minimum 1 trolley for endoscope 10. Minimum 1 upper GIT and 2 lower GIT endoscopes			
ED 16E*	PULMONOLOGY	1. Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4. Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members	1. Minimum 1 ECG machines (at least Triple Channel) 2. Minimum 01 complete nebulizer 3. Minimum 1 pulse oximeter 4. Minimum 1 glucometer 5. Minimum 1 cardiac monitor 6. Minimum 1 Resuscitation Trolley 7. Minimum 1 Defibrillator 8. Minimum 1 Pulmonary Function Lab 9. Minimum 1 Fiber optic bronchoscope	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients / month	Min 200 procedures in 12 months

Surgery & Allied

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
ED 17	GENERAL SURGERY	The General Surgery department of the teaching hospital must have: 1. Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms	WARD: 1. Inpatient beds excluding post anesthesia care unit (PACU) 2. Minimum 2 Cardiac Monitors 3. Minimum 2 ECG machines (at least Triple Channel)	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in	Min 1500 patients per month	1. Min 3500 minor procedures (performed under local or no anesthesia) in 12 months 2. Min 1000 major procedures (performed under general anesthesia) in 12 months

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
		<p>4. Demonstration rooms with appropriate seating capacity (at least 25 students)</p> <p>5. Workstations/ offices for the faculty members</p> <p>6. Duty rooms for doctor</p>	<p>4. Minimum 4 complete nebulizers</p> <p>5. Minimum 8 BP Apparatus</p> <p>6. Minimum 4 pulse oximeters</p> <p>7. Minimum 6 glucometers</p> <p>8. Minimum 8 Stethoscopes</p> <p>9. Minimum 8 Thermometers</p> <p>10. Minimum 4 hammers</p> <p>OPD:</p> <p>11. Minimum 10 proctoscopes</p> <p>12. Minimum 5 examination tables</p> <p>OT:</p> <p>13. Minimum 8 basic general surgical sets.</p> <p>14. Minimum 1 sterilizer (>300l capacity).</p> <p>15. Minimum 3 adult ambu bags.</p> <p>16. Minimum 1 surgical diathermy (monopolar and bipolar) machine per theatre.</p> <p>17. Minimum 1 energy device machine</p> <p>18. Minimum 1 complete laparoscopic surgical set.</p>	<p>UG Medical Colleges of Pakistan 2022</p>		

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
ED 17A	ORTHOPEDECS	1.Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4.Demonstration rooms with appropriate seating capacity (at least 25 students). 5.Workstations/offices for the faculty members 6.Duty rooms for doctor	1.Minimum 1 General surgical set. 2.Minimum 1 Sterilizer (>300l capacity). 3.Minimum 1 Anesthesia machine 4.Minimum 1 Surgical diathermy (monopolar and bipolar) machine per theatre. 5.Minimum 1 Energy device machine 6.Minimum 1 Defibrillator 7. Minimum 1 Suction machine 8.Minimum 1 Plaster cutter 9.Minimum 1 Plasters separator 10.Minimum 1 Basin 11. Minimum 1 Sink 12.Minimum 1 Goniometers 13.Minimum 1 Reflex hammer	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 250 patients / month	Min 250 procedures in 12 months

ED 17B* – ED 17E*: (Any 2 of the following specialties should be established as standalone units)

ED 17B*	UROLOGY	1.Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4.Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty	1. Minimum 2 urethral dilators 2. Minimum 2 Foley catheter 2 way & 3 way 3.Minimum 2 ingram suprapubic catheter 4.Minimum 2 bladder neck spreader 5.Minimum 2 Volsellum forceps	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical	Min 150 patients/ month	1. Min 100 minor procedures in 12 months 2. Min 100 major procedures in 12 months
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DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
		members 6. Duty rooms for doctor	6. Minimum 2 retractors (Morrison, leganback, Millions) 7. Minimum 2 stone holding forceps (Disjordan) 8. Minimum 2 needle holders 9. Minimum 2 tooth forceps and plane forceps 10. Minimum 2 Bebcok 11. Minimum 2 kidney tray	Colleges of Pakistan 2022		
ED 17C*	NEUROSURGERY	1. Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4. Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members 6. Duty rooms for doctor	1. Inpatient Beds 2. Minimum 1 CT Scan Machine 3. Minimum 5 vital signs monitors 4. Minimum 1 Garden Well traction set 5. Minimum 2 Hudson Brace 6. Minimum 1 Suction machine 7. Minimum 1 Laminectomy set 8. Minimum 2 Craniotomy sets 9. Minimum 1 Shunt sets for Neurosurgery 10. Minimum 1 Portable Emergency trolley & Emergency Medicine 11. Minimum 1 C-arm Fluoroscopy	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/month	1. Min 100 minor procedures in 12 months 2. Min 100 major procedures in 12 months

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
			Machine 12. External Ventricular Catheters			
ED 17D*	PAEDIATRIC SURGERY	1. Wards/ patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4. Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members 6. Duty rooms for doctors	WARD: 1. Inpatient Beds 2. Minimum 2 weighing machines for neonates 3. Minimum 2 weighing machines for children 4. Minimum 1 orogastric tube 5. Minimum 1 Liver biopsy kit 6. Minimum 1 Kidney biopsy Kit 7. Minimum 2 LP Needles 8. Minimum 2 pediatric BP Apparatus 9. Minimum 2 thermometers (simple & digital) 10. Minimum 1 Neonatal resuscitator (Infant & Child) 11. Minimum 1 Neonatal resuscitation Kit (Infant & Child) 12. Minimum 1 Neonatal resuscitation Kit (Infant & Child) 13. Minimum 3 cardiac monitors 14. Minimum 1 transport Incubator OT: 15. Minimum 1 Pediatric surgical sets.			

DEPT NO	DEPARTMENT	INFRASTRUCTURE	ESSENTIAL EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
			16. Minimum 1 Sterilizer (>300l capacity). 17. Minimum 1 low-grade suction apparatus 18. Minimum 1 suction machines (dual operation with tubes) OPD: 19. Minimum 5 stethoscopes 20. Minimum 1 weighing machine for neonates 21. Minimum 1 weighing machine for Children 22. Minimum 1 otoscope 23. Minimum 5 examination tables			
ED 17E*	THORACIC SURGERY	1. Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4. Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations/offices for the faculty members 6. Duty rooms for doctors	1. Minimum 1 General surgical sets. 2. Minimum 1 Sterilizer (>300l capacity). 3. Minimum 1 Surgical diathermy (monopolar and bipolar) machine per theatre. 4. Minimum 1 Energy device machine 5. Minimum 1 Defibrillator 6. Minimum 1 Suction machine 7. Minimum 1 Adult Thoracic surgical set 8. Minimum 1 Pediatric Thoracic surgical set 9. Minimum 1 Heart Lung machine		200 elective surgeries (full spectrum of General Thoracic including upper GI surgery) / year	

1.3.4 Quality Standards (QS) & Departments (QD)

QUALITY STANDARDS

QS 1	Governance, Services & Resources
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QUALITY DEPARTMENTS

Minimum standards for establishment of a quality department are given below. Scoring will be based on the facilities beyond the minimum laid down standards for a quality department.

QD 1	Psychiatry (In-patient)
QD 2	Dermatology (In-patient)
QD 3	Oncology
QD 4	Endocrinology
QD 5	Infectious disease
QD 6	Rheumatology
QD 7	Neonatology
QD 8	Geriatrics
QD 9	Child & Adolescent Psychiatry
QD 10	Pediatric cardiology
QD 11	Plastic surgery
QD 12	Cardiac Surgery
QD 13	Vascular surgery
QD 14	Special chemistry
QD 15	Microbiology
QD 16	Histopathology
QD 17	Cytology

STANDARD NO	QUALITY STANDARDS	DETAILS
QS 1	GOVERNANCE, SERVICES & RESOURCES	The teaching Hospital should: 1. Have mechanisms for dissemination of all policies and procedures related to governance, services and resources. 2. Have mechanisms for addressing disciplinary issues of consultants, students & staff. 3. Adhere to its commitment to social accountability.

STANDARD NO	DEPARTMENT	INFRASTRUCTURE	EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
QD 1	PSYCHIATRY	1. In-patient services 2. Wards/patient rooms with adequate space for beds and sitting 3. Washrooms 4. Examination and procedure rooms 5. Demonstration rooms with appropriate seating capacity (at least 25 students). 6. Workstations /offices for the faculty members	1. Minimum 1 EEG machine 2. Minimum 2 ECT machines 3. Inpatient Beds 4. Minimum 1 BP apparatus 5. Minimum 1 Stethoscope 6. Minimum 1 computers with internet facility 7. Minimum 1 Defibrillator 8. Minimum 1 ETT machine	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/ month	
QD 2	DERMATOLOGY	1. In-patient services 2. Wards/patient rooms with adequate space for beds and sitting 3. Washrooms 4. Examination and procedure rooms 5. Demonstration rooms with appropriate seating capacity (at least 25 students). 6. Workstations /offices for the faculty members	1. Minimum 3 Electrocautery machines 2. Minimum 15 Magnifying glasses 3. Minimum 3 Wood lamps 4. Minimum 1 PUVA machine 5. Minimum 1 UVB machine 6. Minimum 3 Liquid nitrogen cylinders 7. Minimum 1 Microscope with accessories 8. Minimum 6 Biopsy sets	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/ month	Min 250 procedures in 12 months

STANDARD NO	DEPARTMENT	INFRASTRUCTURE	EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
QD 3	ONCOLOGY	<p>1.Wards/patient rooms with adequate space for beds and sitting</p> <p>2. Washrooms</p> <p>3.Examination and procedure rooms</p> <p>4.Demonstration rooms with appropriate seating capacity (at least 25 students).</p> <p>5. Workstations /offices for the faculty members</p>	<p>1.Fluoroscopy Mini C-arm</p> <p>2.Cobalt 60 Teletherapy Unit including Breast Treatment device & Treatment table</p> <p>3.Digital Radiotherapy simulator</p> <p>4.Deep X-ray Therapy System</p> <p>5.Dosimeter Beam Scanning System</p> <p>6.Treatment planning System including advanced computer hardware and software to perform all kinds of 3D teletherapy & Virtual simulation</p>	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/ month	Min 150 procedures in 12 months
QD 4	ENDOCRINOLOGY	<p>1.Wards/patient rooms with adequate space for beds and sitting</p> <p>2. Washrooms</p> <p>3.Examination and procedure rooms</p> <p>4.Demonstration rooms with appropriate seating capacity (at least 25 students).</p> <p>5. Workstations /offices for the faculty members</p>	<p>1.Precision Medical Scales</p> <p>2.Stadiometer s from infants to adults</p> <p>3.measuring scales</p>	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/ month	Min 150 procedures in 12 months

STANDARD NO	DEPARTMENT	INFRASTRUCTURE	EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
QD 5	INFECTIOUS DISEASES	<p>1.Wards/patient rooms with adequate space for beds and sitting</p> <p>2. Washrooms</p> <p>3.Examination and procedure rooms</p> <p>4.Demonstration rooms with appropriate seating capacity (at least 25 students).</p> <p>5. Workstations /offices for the faculty members</p>	<p>1.Minimum 1 Immunoassay Analyzer</p> <p>2.Minimum 1 Incubation Hood</p> <p>3.Minimum 1 Laboratory Incubator</p>	<p>Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>	Min 150 patients/ month	Min 150 procedures in 12 months
QD 6	RHEUMATOLOGY	<p>1.Wards/patient rooms with adequate space for beds and sitting</p> <p>2. Washrooms</p> <p>3.Examination and procedure rooms</p> <p>4.Demonstration rooms with appropriate seating capacity (at least 25 students).</p> <p>5. Workstations /offices for the faculty members</p>	<p>1.Minimum 2 ECG machines (at least Triple Channel)</p> <p>2.Minimum 2 complete nebulizers</p> <p>3.Minimum 2 pulse oximeters</p> <p>4. Minimum 2 glucometers</p> <p>5.Minimum 2 cardiac monitors</p> <p>6.Minimum 2 Resuscitation Trolleys</p> <p>7.Minimum 2 Defibrillators</p>	<p>Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>	Min 150 patients/ month	Min 150 procedures in 12 months

STANDARD NO	DEPARTMENT	INFRASTRUCTURE	EMQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
QD 7	NEONATOLOGY	1.Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3.Examination and procedure rooms 4.Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members	1.Minimum1 weighing scale 2.Minimum 1 length measuring scale 3.Minimum 1 ultrasonic nebulizers 4. Minimum 1 pulse oximeters 5. Minimum 1 infusion pumps 6.Minimum 1 transport incubator 7. Minimum 1 low-grade suction apparatus 8.Minimum 1 manual resuscitator (infant/child 9.Minimum 1 suction machines (dual operation with tubes) 10.Minimum 1 Pediatric Ventilator	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/ month	Min 150 procedures in 12 months
QD 8	GERIATRICS	1.Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3.Examination and procedure rooms 4.Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members	1. Minimum 1 ECG machines (at least Triple Channel) 2.Minimum 1 complete nebulizers 3.Minimum 1 pulse oximeters 4.Minimum 1 glucometers 5. Minimum 1 cardiac monitors 6.Minimum 1 Resuscitation Trolleys 7. Minimum 1 Defibrillator	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/ month	Min 150 procedures in 12 months

STANDARD NO	DEPARTMENT	INFRASTRUCTURE	EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
QD 9	CHILD & ADOLESCENT PSYCHIATRY	1.Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3.Examination and procedure rooms 4.Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members	1.Minimum 1 EEG machine 2. Minimum 2 ECT machines 3. Inpatient Beds 4. Minimum 1 BP apparatus 5.Minimum 1 Stethoscope 6. Minimum 1 Defibrillator 7.Minimum 1 ETT machine	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/ month	Min 150 procedures in 12 months
QD 10	PAEDIATRICS CARDIOLOGY	1.Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3.Examination and procedure rooms 4.Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members	1.Minimum 1 ECG machine (at least Triple Channel) 2.Minimum 1 complete nebulizer 3.Minimum 1 pulse oximeter 4.Minimum 1 glucometer 5.Minimum 1 cardiac monitor 6.Minimum 1 Resuscitation Trolley 7. Minimum 1 Defibrillator	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/ month	Min 150 procedures in 12 months

STANDARD NO	DEPARTMENT	INFRASTRUCTURE	EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
QD 11	PLASTIC SURGERY	1. Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 3. Demonstration rooms with appropriate seating capacity (at least 25 students). 4. Workstations / offices for the faculty members	1. Minimum 2 General surgical sets. 2. Minimum 2 Sterilizer (>300l capacity) 3. Minimum 2 Anesthesia machines 4. Minimum 2 Endotracheal tubes 5. Minimum 2 Ambu bags 6. Minimum 2 Surgical diathermy (monopolar and bipolar) machine per theatre 7. Minimum 2 Energy device machines 8. Minimum 1 Defibrillator 9. Minimum 2 Suction machines 10. Minimum 2 Plastic surgery sets	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/month	1. Min 100 minor procedures in 12 months 2. Min 100 major procedures in 12 months
QD 12	CARDIAC SURGERY	1. Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 3. Demonstration rooms with appropriate seating capacity (at least 25 students). 4. Workstations / offices for the faculty members	1. Minimum 1 General surgical set. 2. Minimum 1 Sterilizer (>300l capacity). 3. Minimum 1 Surgical diathermy (monopolar and bipolar) machine per theatre. 4. Minimum 1 Energy device 5. Minimum 1 Defibrillator	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/month	1. Min 100 minor procedures in 12 months 2. Min 100 major procedures in 12 months

STANDARD NO	DEPARTMENT	INFRASTRUCTURE	EQUIPMENT	HUMAN RESOURCE	MONTHLY CASELOAD	PROCEDURE/ INTERVENTION
			5. Minimum 1 Cardiac Surgery sets 6. Minimum 1 Thoracic Surgery set 7. Heart lung machine			
QD 13	VASCULAR SURGERY	1. Wards/patient rooms with adequate space for beds and sitting 2. Washrooms 3. Examination and procedure rooms 4. Demonstration rooms with appropriate seating capacity (at least 25 students). 5. Workstations /offices for the faculty members 6. Duty rooms for doctor	1. Minimum 1 General surgical set. 2. Minimum 1 Sterilizer (>300l capacity). 3. Minimum 1 Anesthesia machines 4. Minimum 1 Endotracheal tubes 5. Minimum 1 Ambu bag. 6. Minimum 1 Surgical diathermy (monopolar and bipolar) machine per theatre. 7. Minimum 1 Energy device machine 8. Minimum 1 Defibrillator 9. Minimum 1 Suction machine 10. Minimum 1 Vascular surgical set	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022	Min 150 patients/month	1. Min 100 minor procedures in 12 months 2. Min 100 major procedures in 12 months

STANDARD NO	DEPARTMENT	INFRASTRUCTURE	EQUIPMENT	HUMAN RESOURCE
QD 14	SPECIAL CHEMISTRY	<p>Procedure room Demonstration rooms with appropriate seating capacity. (for a minimum of 25 students) Workstations/ offices for the faculty members Washrooms Designated washing and media preparation rooms</p>	<ol style="list-style-type: none"> 1. Minimum 1 Immunochemistry analyzer 2. Minimum 1 Pipette set 3. Minimum 1 Tube Mixer 4. Minimum 1 Vortex Mixer 5. Minimum 1 Centrifuge 6. Minimum 1 Ultracentrifuge 7. Minimum 1 Refrigerator 2-8 degree C (double door) 8. Minimum 1 Freezer (-20 degrees C) 	<p>Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>
QD 15	MICROBIOLOGY	<p>Procedure room Demonstration rooms with appropriate seating capacity. (for a minimum of 25 students) Workstations/ offices for the faculty members Washrooms Designated washing and media preparation rooms</p>	<ol style="list-style-type: none"> 1. Minimum 1 Microscope 2. Minimum 1 Centrifuge as required by specimen processing 3. Minimum 1 Water Bath 4. Minimum 1 pH meter 4. Minimum 1 Automated Media Preparator 5. Minimum 1 Automated media pourer 6. Minimum 1 Autoclave 7. Minimum 1 Anaerobic jars 8. Minimum 1 Class II type A2 biosafety cabinet 9. Minimum 1 Vortex mixer 10. Minimum 1 Hot plates 11. Minimum 1 Refrigerator 2-8 degree C 12. Minimum 1 200C and -800C freezers 13. Minimum 1 Incubators 37 degree C and other temperatures as required for pathogens being cultured 14. Minimum 1 Gene Expert 15. Minimum 1 CO2 Incubator 16. Minimum 1 Pipette sets as needed 17. Minimum 1 Weighing Balances 18. Minimum 1 Antibiotic Disk Dispenser 19. Minimum 1 Automated blood culture system 	<p>Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>

STANDARD NO	DEPARTMENT	INFRASTRUCTURE	EQUIPMENT	HUMAN RESOURCE
			<p>20. Minimum 1 Bacterial identification systems (in case not present; ID kits for routine bacterial identification including for Gram Positive, Gram Negative, fastidious, anaerobic and fungi to be available)</p> <p>21. Minimum 1 ELISA readers</p>	
QD 16	HISTOPATHOLOGY	<p>1. Procedure room</p> <p>2. Demonstration rooms with appropriate seating capacity. (for a minimum of 25 students)</p> <p>3. Workstations/ offices for the faculty members</p> <p>4. Washrooms</p> <p>5. Designated washing and media preparation rooms</p>	<p>1. Minimum 1 Gross station</p> <p>2. Minimum 1 Tissue processor</p> <p>3. Minimum 1 Embedding Center</p> <p>4. Minimum 1 Wax dispenser</p> <p>5. Minimum 1 Cold Plate</p> <p>6. Minimum 1 Hot Plate</p> <p>7. Minimum 1 Microtome</p> <p>8. Minimum 1 Floating Bath</p> <p>9. Minimum 1 H&E Strainer</p> <p>10. Minimum 1 Special Stains Facility</p> <p>11. Minimum 1 Immunohistochemistry Facility</p> <p>12. Minimum 1 Fume Hood</p> <p>13. Minimum 1 Microscope Double Head</p> <p>14. Minimum 1 Microscope</p> <p>15. Minimum 1 Weighing Balance</p> <p>16. Minimum 1 Refrigerator</p> <p>17. Minimum 1 Pipette set</p> <p>18. Minimum 1 Dictation System</p> <p>19. Minimum 1 pH Meter</p> <p>20. Minimum 1 Formalin monitor</p> <p>21. Minimum 1 Frozen Section Facility</p>	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022

STANDARD NO	DEPARTMENT	INFRASTRUCTURE	EQUIPMENT	HUMAN RESOURCE
QD 17	CYTOLOGY	1. Procedure room 2. Demonstration rooms with appropriate seating capacity. (for a minimum of 25 students) 3. Workstations/ offices for the faculty members 4. Washrooms 5. Designated washing and media preparation rooms	1. Minimum 1 Centrifuge 2. Minimum 1 Cytospin 3. Minimum 1 Microscope 4. Minimum 1 Refrigerator 5. Minimum 1 Incubator 6. Minimum 1 Pipette set 7. Minimum 1 Fume hood 8. Minimum 1 Patient examination table (for FNA) 9. Minimum 1 Refrigerator 2-8 C	Each unit must have at least the number of consultants that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022

1.4- SEAT ENHANCEMENT

1.4.1 Guidelines & Criteria

GUIDELINES	MANDATORY STANDARDS	For institutions applying for Enhancement of Seats, the Mandatory Standards (MS) for the Hospital remains the same as mentioned in section -I.
	ESSENTIAL DEPARTMENTS & STANDARDS	<p>For the seat enhancements, in addition to the departments mentioned in Section 1, sub-section 1.3, following shall also be included in the Essential Departments:</p> <p>ED 15: PATHOLOGY ED 15C - Microbiology Department ED 15D- Histopathology Department</p> <p>ED 16: MEDICINE & ALLIED Any 4 of the sub-specialties shall be present as standalone units as ED</p> <p>ED 17: SURGERY & ALLIED Any 3 of the sub-specialties shall be present as standalone units as ED.</p> <p>For the seat enhancements, in addition to the standards mentioned in Section 1, sub-section 1.3, following shall also be included in the Essential Standards: ES 1: Mission Statement ES 2: Institutional Autonomy & Academic Freedom ES 3: Program Management ES 4: Consultants ES 5: Governance Services & Resources</p>
	QUALITY DEPARTMENTS & STANDARDS	Any quantity over & above specified in the essential departments/standards would be counted as QUALITY .

CRITERIA FOR SEAT ENHANCEMENT OF HOSPITALS

CRITERIA 1	The equipment, consultants and staff shall be increased or decreased by 25% proportionate increase or decrease for <u>each 50 students</u> against the standard determined for 100 students.
CRITERIA 2	Seat Enhancement shall be subject to the availability of sufficient space to accommodate the increase in strength of students with specifically a measurable increase in the teaching areas.

1.5 Outcomes for Medical Students

The clinical training outcomes for undergraduate medical students are divided into 5 categories and 23 skills in total

O-1 Patient Assessment

SKILL NO	PROCEDURE	DESCRIPTION	LEVEL OF COMPETENCE
PA 1	Take base line physiological observation and record appropriately (all wards)	Measure temperature, respiratory rate, pulse rate, blood pressure, oxygen saturations, NG output and urine output.	Safe to practice under indirect supervision
PA 2	Carry out systemic examination abdominal, chest, nervous system, CVS, vascular (all wards)	Systemic approach in clinical examination Complete All steps of examination and document appropriately	Safe to practice under indirect supervision
PA 3	Identifies a critically ill patient and provides initial support	ABC of resuscitation and triage	Can perform under indirect supervision
PA 4	Ophthalmoscopy –Eye ward rotation	Perform basic ophthalmoscopy and identify common abnormalities	Safe to practice under indirect supervision
PA 5	Otoscopy- ENT Ward	Perform basic otoscopy	Safe to practice

O-2. Procedural Skills

SKILL NO	PROCEDURE	DESCRIPTION	LEVEL OF COMPETENCE
PS 1	Blood cultures	Take samples of venous blood to test for the growth of infectious organisms in proper culture bottles	Safe to practice under direct supervision

SKILL NO	PROCEDURE	DESCRIPTION	LEVEL OF COMPETENCE
PS 2	Carry out arterial blood gas and acid base sampling from the radial artery in adults	Insert a needle into a	Safe to practice under direct supervision
PS 3	Carry out Venipuncture	Insert a needle into a patient's vein to take a sample of blood for testing. Make sure that blood samples are taken in the correct order, placed in	Safe to practice under indirect supervision
PS 4	Measure capillary blood glucose	Measure the concentration of glucose in the patient's blood at the bedside using appropriate equipment. Record and interpret the results.	Safe to practice under indirect supervision
PS 5	Carry out a urine multi dipstick test	Explain to patient how to collect a midstream urine sample. Test a sample of urine to detect abnormalities.	Safe to practice under indirect supervision
PS 6	Carry out a 3-and 12-lead electrocardiogram	Set up a continuous recording of the electrical activity of the heart, ensuring that all leads are correctly placed.	Safe to practice under indirect supervision
PS 7	Take and / or instruct patients how to take a swab	Use the correct technique to apply sterile swabs to the nose, throat, skin and wounds. Make sure that samples are placed in the correct containers, that they are labelled correctly and sent to the laboratory promptly and in the correct way	Safe to practice under indirect supervision for nose, throat, skin or wound swabs

O-3 Patient Care

SKILL NO	PROCEDURE	DESCRIPTION	LEVEL OF COMPETENCE
PC 1	Perform surgical scrubbing up	Follow approved processes for cleaning hands and wearing appropriate personal protective equipment before procedures or surgical operations	Safe to practice under direct supervision
PC 2	Set up an infusion	Set up run through and intravenous infusion. Have awareness of the different equipment and devices used.	Safe to practice under direct supervision
PC 3	Use correct techniques for moving and handling, including patients who are frail	Use, and/ or direct other team members to use, approved methods for moving, lifting and handling people or objects, in the context of clinical care, using methods	Safe to practice under indirect supervision

O-4 Prescribing

SKILL NO	PROCEDURE	DESCRIPTION	LEVEL OF COMPETENCE
P 1	Instruct patients in the use of devices for inhaled medication	Explain to a patient how to use an inhaler correctly, including spacers, and check that their technique is correct. Should know about various types of	Safe to practice under direct supervision
P 2	Prescribe and administer oxygen	Prescribe and administer oxygen safely using a delivery method appropriate for the patient's needs and monitor and adjust oxygen as needed. Knows the exact volume given per minute	Safe to practice under direct supervision
P 3	Prepare and administer injectable (intramuscular, subcutaneous,	Prepare and administer injectable drugs and prefilled syringes Knows about various channels of CVP	Safe to practice under direct supervision

O-5 Therapeutic Procedures

SKILL NO	PROCEDURE	DESCRIPTION	LEVEL OF COMPETENCE
TP 1	Carry out intravenous cannulation	Insert a cannula into a patient's vein and apply an appropriate dressing.	Safe to practice under direct supervision
TP 2	Carry out safe and appropriate blood transfusion	Following the correct procedures, give a transfusion of blood (including	Experienced in a simulated setting; further training
TP 3	Should be able to perform essential life saving	(tracheostomy, endotracheal intubation and chest intubation. Should be competent at Basic Life Support)	safe to practice under direct supervision
TP 4	Digital rectal examination and Proctoscopy	Should know common causes of bleeding per rectum and common perianal diseases and be able to diagnose them by means of digital rectal	safe to practice under direct supervision
TP 5	Nutritional assessment	Calculate BMI, carry out nutritional assessment of patients and guide them according to their caloric requirements	safe to practice under direct supervision



SECTION – AS 2

2022 ACCREDITATION STANDARDS

FOR

MEDICAL COLLEGES

**UNDERGRADUATE
MEDICAL EDUCATION (UGME)**



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Islamabad, Pakistan

2.1: STEP-WISE PROCESS FOR AN INSTITUTION APPLYING FOR MEDICAL COLLEGE INSPECTION

STEP 1	The institute will apply formally to the PMC for inspection. Upon successful registration of the affiliated teaching Hospital, PMC shall intimate HEC to conduct inspection of the college.
STEP 2	HEC through its nominated University will then plan and conduct the inspection of the college based on the minimum standards provided by the PMC.
STEP 3	The inspection result will be communicated by HEC to the National Medical Authority of PMC.
STEP 4	National Medical Authority will then cumulate the scores of both the inspections (Hospital & College).
STEP 5	The report, along with recommendations will be submitted by the Authority to the Council for consideration and approval.
STEP 6	After approval, the college would be required to acquire affiliation with requisite University for final recognition.

2.2: ACCREDITATION RULES

<p><u>ACCREDITATION RULE 1</u> ON MANDATORY STANDARDS</p>	<ol style="list-style-type: none"> 1. It is mandatory for an Institute to submit all the documents defined in Mandatory Standards. 2. The process of accreditation will be initiated, on condition that the college submits all requisite documents and after scrutiny these documents are found satisfactory. 3. The application shall not be processed if any of the requisite document is missing or not verified.
<p><u>ACCREDITATION RULE 2</u> ON ESSENTIAL STANDARDS & DEPARTMENTS</p>	<p><i>It is compulsory for the medical college to pass each Essential department & standard.</i></p> <p>On condition that 100% standards are met on evaluation of Essential Standards & Departments (equipment, infrastructure, HR and Student's E valuation), the college shall be declared passed on essential standards.</p>
<p><u>ACCREDITATION RULE 3</u> ON QUALITY STANDARDS & DEPARTMENTS</p>	<p>All essential standards exceeded by a medical college shall be assessed for determining the quality standard of the college. During a quality standard inspection, the facilities, resources and student's results exceeding the essential standards shall be scored based on the <i>Quality Matrix</i> defined by the Authority.</p>
<p><u>ACCREDITATION RULE 4</u> ON ACCREDITATION FREQUENCY</p>	<ol style="list-style-type: none"> 1. All the medical colleges shall be re-inspected every three years. 2. A medical college may be selected for a spot inspection by the Authority at any time pursuant to cause. 3. Any accredited medical college may apply to the Authority for a <u>Quality Inspection/ re-inspection after December 2022</u> allowing college's time to evaluate their facilities in response to the 2022 Standards.
<p><u>ACCREDITATION RULE 5</u> ON CATEGORIZATION</p>	<ol style="list-style-type: none"> 1. Any medical college found to have <u>not maintained the Essential Standards</u> during a re-inspection or a spot inspection shall be given a 120-day period to meet the Essential Standards failing which the college will be de-recognized. 2. A medical college during the 120-day notice period shall be notified as ON PROBATION.

2.3: GUIDELINES & OPERATIONAL DEFINITIONS

GUIDELINES	<p>This section describes the minimum requirements for a Medical College to operate in Pakistan. The standards evaluate a college's infrastructure, human resources, and equipment adequacy for the provision of teaching to undergraduate medical education. It deals with the inspection requirements for initial inspection of a Medical College applying for 100 students.</p> <p>The accreditation standards are divided into the following:</p> <ul style="list-style-type: none"> A- Mandatory Eligibility Standards B- Essential Standards C- Quality Standards
OPERATIONAL DEFINITIONS	
MANDATORY ELIGIBILITY STANDARDS	<p>Inspection would only be initiated upon fulfilling the Mandatory eligibility standards.</p>
ESSENTIAL STANDARDS & DEPARTMENTS	<p>Each Essential standard and Essential departments requirements must be fulfilled in entirety for accreditation. These shall be marked on a "yes/no" basis.</p>
QUALITY STANDARDS & DEPARTMENTS	<p>These standards and departments are in addition to the Essential standards for the purpose of assessing the quality of the program. Quality standards will be scored and graded.</p>
FACULTY MEMBERS	<p>These are professionals who are not only subject matter experts but have accepted professional service roles that normally hold the responsibility for teaching, research and service within the higher education organization but also within the profession at the organizational, regional, national and international levels of scholarly engagement.</p>

2.4: MANDATORY ELIGIBILITY STANDARDS (MS)

STANDARD	DESCRIPTION
A teaching Medical College must have the following to qualify for inspection:	
MS 1	An independent purpose-built building.
MS 2	Ownership or lease documents regarding title and possession of the land and building of the College. In the event of leased premises, the lease must be valid for a minimum of 15 years on the date of inspection.
MS 3	Registration as a legal entity in accordance with law either as a commercial or non-commercial entity (SECP etc)
MS 4	Letter of Intent from the affiliating University
MS 5	Approval of relevant Building Control Authority
MS 6	Fire Safety Certification
MS 7	Food Control Authority License
FIRE SAFETY & EVACUATION SERVICES	The Medical College must have a documented fire safety and evacuation policy/plan in conformity to the relevant government regulations. It should include training schedule for faculty, staff and students. The college must conduct mock fire evacuation drills. The college staff must be aware of the designated assembly area and fire exits. Portable fire extinguishers must be available at suitable locations.
INFECTION CONTROL	There is a documented infection control program designed by the infection control committee for the institution and should be in compliance with national infection control Policy. There must be protocols in place to ensure the safety of staff and patients handling biological and hazardous materials. The infection control program must comply with government regulations.
ENVIRONMENTAL PROTECTION & SUSTAINABILITY	The Medical College must have a documented policy for environmental protection and sustainability inclusive of recycling, green energy, and maintaining green areas in the premises.
WASTE MANAGEMENT	The Medical College must have a documented waste management policy/plan in conformity to the relevant government regulations.

2.5: ESSENTIAL STANDARDS (ES), DEPARTMENTS (ED) & REQUIREMENTS (ER)

The Medical College must have fully functional Basic Sciences Departments focused on teaching & training of medical students under the umbrella of guidelines prescribed by Pakistan Medical Commission & affiliated University.

ESSENTIAL STANDARDS

ES 1	Mission Statement
ES 2	Outcomes
ES 3	Institutional Autonomy & Academic Freedom
ES 4	Program Organization
ES 5	Educational Content
ES 6	Program Management
ES 7	Assessment
ES 8	Students
ES 9	Faculty
ES 10	Program Evaluation and Continuous Review
ES 11	Governance, Services and Resources

ESSENTIAL DEPARTMENTS

ED1	Anatomy
ED 2	Physiology
ED 3	Biochemistry
ED 4	Pharmacology
ED 5	Pathology
ED 6	Community Medicine
ED 7	Forensic Medicine
ED 8	Behavioral Sciences

ESSENTIAL REQUIREMENTS

ER 1	Lecture Halls
ER2	Student Health Facility
ER 3	Library
ER 4	Student & Faculty Record Room
ER 5	I.T Department
ER 6	Wi-Fi Internet Connectivity
ER 7	Cafeteria
ER 8	Indoor & Outdoor Sports Facilities
ER 9	Skill Lab
ER 11	Common Room
ER 12	Biomedical / Maintenance Department`
ER 13	Exam cell

Details of Essential Standards (ES)

STANDARD NO	STANDARD	DETAILS
ES 1	MISSION STATEMENT	<p>The Medical College must have a written institutional mission statement which:</p> <ol style="list-style-type: none"> 1. Aligned with the overall vision of the institution or with which it is affiliated or of which it is a constituent institution. 2. Demonstrates a clear institutional commitment to social accountability, achievement of competencies and addresses the healthcare needs of Pakistan. 3. Developed with stakeholders' participation (for example trainers, staff, students, university, health ministry officials). 4. Known to all stakeholders.
ES 2	OUTCOMES	<p>The Medical College must develop training outcomes that:</p> <ol style="list-style-type: none"> 1. In congruence with the mission of the institution which distinguishes it from other institutions. 2. Contextually appropriate for health care delivery in Pakistan. 3. Demonstrates the colleges' commitment to meet the requirements of undergraduate medical education. 4. Incorporate knowledge, skills & potential behavior that the students will demonstrate upon graduation.
ES 3	INSTITUTIONAL AUTONOMY AND ACADEMIC FREEDOM	<p>The Medical College must have autonomy to:</p> <ol style="list-style-type: none"> 1. Formulate and implement policies to ensure smooth execution of its educational outcomes. 2. Develop appropriate and effective management and oversight systems to ensure that the policies are implemented. 3. Identify individual programs and departments suitable for undergraduate training and present them for inspection and recognition from concerned authorities. 4. Allocate and appropriately use resources for implementation of the teaching.
ES 4	PROGRAM ORGANISATION	<p>The Medical College must:</p> <ol style="list-style-type: none"> 1. Document the sequence and content of teaching along with the rationale for the sequence being recommended. 2. Ensure systematic and organized learning. 3. Implement teaching programs in all departments that incorporate hands-on, active learning as the principal educational strategy. 4. Ensure that its clinical service needs DO NOT compromise the learning/teaching requirements and objectives of the undergraduate medical education program. 5. Inform students about the teaching methodology and the rights and obligations of students. 6. Deliver the curriculum in accordance with principles of equality 7. Inform students about the teaching methodology and the rights and obligations of students. 8. Use a student-centered approach that stimulates, prepares, and supports students to take responsibility for their own learning process and to reflect on their own practice.

STANDARD NO	STANDARD	DETAILS
ES 5	EDUCATIONAL CONTENT	<p>The Medical College must:</p> <ol style="list-style-type: none"> 1. Detailed documents which includes the learning objectives of each rotation and the desired skills to be achieved. This must be disseminated to all the stakeholders. 2. Ensure that the content and its delivery are aligned with the competencies and outcomes prescribed by PMC. 3. Ensure that the content that is taught and assessed are congruent with the level of the undergraduate students. 4. Use logbooks (preferably electronic) which clearly specify the objectives and skills-to-be-achieved during the clinical rotations. 5. Include but not limited to the following: <ol style="list-style-type: none"> a) Communication Skills b) Patient Safety & Infection Control c) Professionalism, Medical and Islamic ethics d) Evidence-Based Medicine e) Ethics of Patient Care 6. Have an orientation program for undergraduate students. 7. Implement the curriculum of program prescribed by the university/ institution. 8. Ensure the curriculum is conveyed to and understood by all stakeholders.
ES 6	PROGRAM MANAGEMENT	<p>The Medical College must:</p> <ol style="list-style-type: none"> 1. Ensure that adequate supervision and feedback is provided to the students throughout the period of program of study. 2. Have an Oversight Committee that governs, approves and oversees undergraduate educational programs. This committee must ensure the quality of the teaching and approve it. Oversight Committee should have appropriate student representation. 3. Have all the requisite aids and audio-visual facilities 4. Have physical facilities to support a conducive learning environment for the students. 5. Have a grievance policy and a committee to manage grievances. 6. Issue a certificate of completion of the program as per the policy/regulations of the qualification awarding institution 7. Provide a system for provision of financial support and benefits for needy students to ensure that they are able to fulfill the responsibilities of their undergraduate program. 8. Provide an educational and work environment in which students may raise and resolve issues without fear of intimidation or retaliation.
ES 7	ASSESSMENT	<p>The Medical College must:</p> <ol style="list-style-type: none"> 1. Develop appropriate and contextual policies for assessment of students. 2. Ensure that formative assessments cover all domains including knowledge, skills and attitudes. 3. Use a wide range of assessment methods/tools. 4. Define a clear process of assessment. <p>ensure that the assessment practices are compatible with educational outcomes and instructional strategies.</p> <ol style="list-style-type: none"> 5. Have a system for appeal of results

STANDARD NO	STANDARD	DETAILS
ES 8	STUDENTS	<p>The Medical College must:</p> <ol style="list-style-type: none"> 1. Follow the admission policy in congruence with the national regulations/guidelines or in the absence thereof the applicable institutional regulations of the qualification awarding institution. 2. Clearly communicate the responsibilities and expectations to the students before the start of the training. 3. Ensure that students have access to counseling to address their psychological, academic and/or career needs. 4. Ensure confidentiality of students' academic and medical records. 5. Access to records and appeal's process in case of discrepancies. 6. Clear policies on funding, technical support and facilities for co-curricular opportunities for the students. 7. Policy and practice to systematically seek, analyze and respond to student's feedback about the processes and products of the undergraduate teaching programs. 8. Ensure a fair and formal process for taking any action that affects the status of a student. 9. Policies and code of conduct that is known to all students. 10. Documented policy on forbidding students from taking part in any political activity and illegal agitations. 11. Zero tolerance for substance abuse and smoking. 12. Infrastructure to facilitate differently abled students 13. Documented policy on providing healthcare coverage to the students.
ES 9	FACULTY	<p>The Medical College must have:</p> <ol style="list-style-type: none"> 1. Faculty recruitment, selection, promotion and retention policies. 2. Qualified and trained faculty based on needs of the program. 3. Ensures that the faculty fulfills their various roles as defined by the Medical College and the teaching program. 4. CME/CPD program for faculty with clear goals aligned with teaching and training requirements. 5. Policy for maternity leave and must ensure its implementation as per government policy. 6. At least 75% of the primary teaching faculty must hold MBBS or equivalent degree 7. Not more than 25% of the primary teaching faculty may be above the age of 70 years. 8. Every faculty member in clinical disciplines must be a full-time consultant in affiliated teaching hospital

STANDARD NO	STANDARD	DETAILS
ES 10	PROGRAM EVALUATION AND CONTINUOUS REVIEW *(ES 10.2, 10.5 & 10.6 to be considered in seat enhancement)	The Medical College must: 1. Ensure processes and schedules for review and update of all teaching activities through an established mechanism of program evaluation. *2. Regularly review results of evaluation and students' assessments to ensure that the gaps are adequately addressed in the training in consultation with the relevant committee. 3. Allocate resources to address deficiencies and continuous review of program. 4. Ensure the standards are in compliance with PMC accreditation standards. *5. Ensure that the students, faculty and administration are involved in program evaluation. *6. Mechanism for monitoring of training and ensure that amendments suggested for improvement of training based on results of program evaluation findings are implemented and documented.
ES 11	GOVERNANCE, SERVICES AND RESOURCES	The Medical College must: 1. Demonstrate student attendance at 75% or above, verifiable through an CMS (Campus Management System), or by alternative means if CMS is not installed (subject to installation of a CMS before 31.12.2023). 2. Hierarchical system of governance of teaching program. 3. Mechanisms for dissemination of all policies and procedures related to governance, services and resources. 4. Human Resources Department and an anti-harassment policy in line with the national guidelines. 5. Adequate and safe buildings and structures. 6. Satisfactory and functional IT and library facilities. 7. Appropriate budgetary allocations for professional development of faculty. 8. Mechanisms for addressing disciplinary issues of faculty, staff and students. 9. Adhere to its commitment to social accountability. 10. Documented policy ensuring that clinical work or procedures and cost of any material used during teaching and studentship is not charged to the undergraduate students

Details of Essential Departments (ED)

DEPT NO	SUBJECT	INFRASTRUCTURE	EQUIPMENT	HR
ED 1	ANATOMY	<p>1. Access to multipurpose large group discussion with appropriate seating capacity (110-120) & audio-visual aid for learning.</p> <p>2. Access to multipurpose small group discussion with appropriate seating capacity (12-15) & audio-visual aid for learning.</p> <p>3. Access to multipurpose lab for histology & Anatomy Museum</p> <p>4. Workstations/offices for the faculty members</p>	<p>Essential teaching aids for anatomy include any combination of the following:</p> <p><u>Dissection Hall:</u></p> <ol style="list-style-type: none"> 1. Minimum 2 Cadavers or equivalent 2. Minimum 6 operational full dissection table 3. Minimum 10 half dissection tables <p><u>Museum:</u></p> <ol style="list-style-type: none"> 1. Minimum 100 Plastic models (gross anatomy, histology, embryology) 2. Minimum 5 Torso (male & female) 3. Minimum 1 Cross sectional torso 4. Minimum 8 Upper Limb 5. Minimum 8 Lower Limb 6. Minimum 5 Head & Neck (muscles, vessels, nerves etc) 7. Minimum 4 Eye 8. Minimum 4 Ear 9. Minimum 4 Nose 10. Minimum 4 Larynx 11. Minimum 4 Pharynx 12. Minimum 10 Brain 13. Minimum 1 Histology model of each system 14. Minimum 3 General Embryology 15. Minimum 2 Special embryology models of each system 16. Minimum 4 Male pelvis 17. Minimum 4 Female pelvis 18. Minimum 7 Abdominal viscera 19. Minimum 7 Liver 20. Minimum 7 Kidneys 21. Minimum 6 CVS 22. Minimum 4 Heart (other than available in torso) 23. Minimum 7 respiratory system 24. Minimum 3 articulated vertebral column 25. Documentary Videos 	<p>Each department must have at least the number of faculty that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>

DEPT NO	SUBJECT	INFRASTRUCTURE	EQUIPMENT	HR
			<p><u>Histology Laboratory</u></p> <ol style="list-style-type: none"> 1. Minimum 25 Microscopes along with relevant teaching aids 2. Minimum 4 Histology side sets 3. Minimum 1 slide projecting microscope 4. Minimum 6 articulated skeletons 5. Minimum 20 bone sets 6. Minimum 2 LCD 7. Minimum 5 multimedia 8. Minimum 2 refrigerator 9. Minimum 1 Mortuary plants for at least 2 bodies 10. Minimum 4 dissecting instrument sets 11. Minimum 1 colored printer 12. Minimum 1 laser scanner 13. Minimum 300 cadaveric specimens 14. Minimum 1 anatomical chart of every system 15. Minimum 4 white boards 	
ED 2	PHYSIOLOGY	<ol style="list-style-type: none"> 1. Access to multipurpose large group discussion with appropriate seating capacity & audio-visual aid for learning. 2. Access to multipurpose small group discussion with appropriate seating capacity & audio-visual aid for learning. 3. Access to multipurpose lab for physiology practical 4. Workstations/offices for the faculty members. 	<ol style="list-style-type: none"> 1. Minimum 15 Sphygmomanometers 2. Minimum 20 Binocular Microscopes 3. Minimum 30 Haemocytometers 4. Minimum 20 Haemoglobin meters 5. Minimum 15 Complete perimeters 6. Minimum 30 ESR pipettes 7. Minimum 30 Percussion hammers 8. Minimum 50 Clinical thermometers 9. Minimum 15 kymographs 10. Minimum 2 ECG machines 11. Minimum 3 Centrifuge machine 12. Minimum 30 Stethoscopes 13. Minimum 30 Tuning forks 14. Minimum 5 Vision Essential type charts/ Snellen's charts 15. Minimum 5 Ishihara Charts 	Each department must have at least the number of faculty that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022

DEPT NO	SUBJECT	INFRASTRUCTURE	EQUIPMENT	HR
			16. Minimum 10 Jaeger's 17. Minimum 5 Ophthalmoscopes 18. Minimum 1 Refrigerators 19. Minimum 10 Assorted tourniquets 20. Minimum 10 graduated beakers of various sizes 21. Minimum 100 boxes of Tiles or Glass slides 22. Minimum 20 packs of assorted capillary tubes (heparinized) 23. Minimum 1000 test tubes with racks 24. Lancets 25. Antisera 26. Antiseptic agents 27. Filter paper 28. Torches 29. Measuring tapes 30. Height scale 31. stopwatches	
ED 3	BIOCHEMISTRY	1. Access to multipurpose large group discussion with appropriate seating capacity & audio-visual aid for learning. 2. Access to multipurpose small group discussion with appropriate seating capacity & audio-visual aid for learning. 3. Access to multipurpose lab for Biochemistry practical 4. Workstations/ offices for the faculty members.	1. Minimum 1 Clinical PH meters 2. Minimum 1 Large size incubators 3. Minimum 2 Electronic balances 4. Thermal cyclers 5. Minimum 2 Bench top centrifuge 6. Minimum 2 Microlabs 7. Minimum 4 Microscopes 8. Minimum 1 Refrigerator 9. Minimum 1 Water distillation unit (10 Litres) 10. Minimum 1 Electric water bath 11. Minimum 1 Hot box oven	Each department must have at least the number of faculty that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022

DEPT NO	SUBJECT	INFRASTRUCTURE	EQUIPMENT	HR
ED 4	PHARMACOLOGY	<p>1. Access to multipurpose large group discussion with appropriate seating capacity & audio-visual aid for learning.</p> <p>2. Access to multipurpose small group discussion with appropriate seating capacity & audio-visual aid for learning.</p> <p>3. Access to multipurpose lab for pharmacology practical</p>	<p>1. Minimum 2 Audio-visual facility (Multimedia)</p> <p>2. Minimum 8 assorted experimental CDs</p> <p>3. Minimum 8 BP apparatuses</p> <p>4. Minimum 15 Stethoscopes</p> <p>5. Minimum 15 Kymographs</p> <p>6. Minimum 2 Electronic balance</p> <p>7. Minimum 15 Tissue organ bath with thermostat</p>	<p>Each department must have at least the number of faculty that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>
ED 5	PATHOLOGY	<p>1. Access to Multipurpose Large group discussion with appropriate seating capacity & audio-visual aid for learning.</p> <p>2. Access to Multipurpose small group discussion with appropriate seating capacity & audio-visual aid for learning.</p> <p>3. Access to multipurpose lab for pathology practicals</p> <p>4. Workstations/offices for the faculty members</p>	<p>1. Minimum 25 Binocular microscopes</p> <p>2. Minimum 1 Multi head (5 piece) Microscope</p> <p>3. Minimum 1 Microscope slide projection system</p> <p>4. Minimum 10 Stain dropping bottles (250ml)</p> <p>5. Minimum 10 Wash bottles</p> <p>6. Minimum 10 Adjustable staining racks</p> <p>7. Minimum 2 Refrigerators</p> <p>8. Minimum 1 Minus 20 degree C deep freezer</p> <p>9. Minimum 4 Glass beaker (graduated) (Pyrex) 500 ml graduated</p> <p>10. Minimum 4 Glass cylinders (graduated) (Pyrex) 500 ml graduated</p> <p>11. Minimum 1 Water stills</p> <p>12. Minimum 2 Incubator 37 degrees C large</p> <p>13. Minimum 1 Floating bath</p> <p>14. Minimum 20 Staining jars</p> <p>15. Minimum 1 Automatic tissue processor</p> <p>16. Minimum 1 Embedding station</p> <p>17. Minimum 1 Microtome</p> <p>18. Minimum 2 Incubator</p> <p>19. Minimum 2 Multimedia</p> <p>20. Minimum 2 white boards</p>	<p>Each department must have at least the number of faculty that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>

DEPT NO	SUBJECT	INFRASTRUCTURE	EQUIPMENT	HR
ED 6	COMMUNITY MEDICINE	<p>1. Access to multipurpose large group discussion with appropriate seating capacity & audio-visual aid for learning.</p> <p>2. Access to multipurpose small group discussion with appropriate seating capacity & audio-visual aid for learning.</p> <p>3. Access to multipurpose lab for practicals/ museum</p> <p>4. Workstations/offices for the faculty members.</p>	<p>1. Minimum 1 Audio visual facility for online learning</p> <p>2. Minimum 5 Mid arm circumference (MUAC) tapes</p> <p>3. Minimum 1 Various contraceptive devices and oral pills</p> <p>4. Minimum 1 EPI Vaccination tray</p> <p>5. Minimum 50 Growth charts</p> <p>6. Minimum 50 Antenatal charts</p> <p>7. Minimum 1 Set Measuring tapes and weighing machines for BMI calculation</p> <p>8. Minimum 2 packs Water purification tablets</p> <p>9. Minimum 1 Water testing kit for chlorine</p> <p>Software</p> <p>10. SPSS latest version</p> <p>11. Microsoft Excel</p> <p>12. Epi info</p> <p>13. WHO Sample size calculator</p> <p>14. One of the Reference Managers (Endnote X7 or Mendeley)</p> <p>15. Digital Library</p>	<p>Each department must have at least the number of faculty that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>
ED 7	FORENSIC MEDICINE	<p>1. Access to multipurpose large group discussion with appropriate seating capacity & audio-visual aid for learning.</p> <p>2. Access to multipurpose small group discussion with appropriate seating capacity & audio-visual aid for learning.</p> <p>3. Access to multipurpose lab for practicals</p> <p>4. Workstations/offices for the faculty members.</p>	<p>1. Minimum 4 Male or female skeleton</p> <p>2. Minimum 15 Separate bone sets</p> <p>3. Minimum 100 Toxicological specimens</p> <p>4. Minimum 20 Binocular microscopes</p> <p>5. Minimum 4 Ultraviolet lamps for examinations of stains</p> <p>6. Minimum 4 Autopsy examination sets</p> <p>7. Minimum 50 Medico-legal x-rays and photography</p>	<p>Each department must have at least the number of faculty that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>

DEPT NO	SUBJECT	INFRASTRUCTURE	EQUIPMENT	HR
ED 8	<p>BEHAVIORIAL SCIENCE</p> <p>Note: The Institution may establish separate or combine department of Psychiatry and Behavioral Sciences</p>	<p>1.Access to multipurpose large group discussion with appropriate seating capacity & audio-visual aid for learning.</p> <p>2.Access to multipurpose small group discussion with appropriate seating capacity & audio-visual aid for learning.</p> <p>3.Access to multipurpose lab for practicals</p> <p>4.Workstations/offices for the faculty members.</p>	<p>Audio-visual facility with appropriate seating capacity for students.</p>	<p>Each department must have at least the number of faculty that fulfil the minimum faculty requirements as laid down by PMC Minimum Standards for faculty in UG Medical Colleges of Pakistan 2022</p>

Details of Essential Requirements

Every Undergraduate Medical College must have the following essential requirements:

ER 1	LECTURE HALLS	Fully equipped lecture halls for each session with minimum seating capacity for a class of 100 students
ER2	STUDENT HEALTH FACILITY	The Medical College must have student health facility staffed with a student health officer who holds a full license.
ER 3	LIBRARY	Medical College must have a Library/Digital Resource Centre with functioning computers and seating capacity. The computers must have access to the HEC digital library in the Learning Resource Centre. The Medical College should have Wi-Fi connectivity all across its premises, with access to every undergraduate student and faculty. Wi-Fi connectivity must allow access to HEC digital library.
ER 4	STUDENT & FACULTY RECORD ROOM	Medical College must have a system for maintaining student and faculty records and maintain confidentiality.
ER 5	I.T DEPARTMENT	Medical College must have a fully functional and equipped I.T Department managed by appropriate I.T experts. The students must have access to I.T Department, whenever required.
ER 6	WIFI INTERNET CONNECTIVITY	Medical College must have Wi-Fi internet connectivity all across the campus, to which every student and faculty member must have access.
ER 7	CAFETERIA	Medical College must have a cafeteria for faculty members & students.
ER 8	INDOOR & OUTDOOR SPORTS FACILITIES	Medical College must have indoor & outdoor facilities for faculty members & students or have a MOU for these activities.
ER 9	SKILL LAB	Fully equipped Skill Development Lab <ul style="list-style-type: none"> • Skill and demonstration areas • Audio visual setup • Internet facility • Models and equipment for undergraduate teaching • Staff for demonstration and management
ER 11	COMMON ROOMS	Medical College must have two separate common rooms, one for boys and one for girls.
ER 12	BIOMEDICAL/ MAINTAINANCE DEPARTMENT	Medical College must have a biomedical/ maintenance department supervised by a biomedical engineer responsible for the repair and maintenance of the instruments placed in the college.
ER 13	EXAM CELL	Medical College must have an exam cell to handle the conduct, checking and result formulation of the college.
ER 14	MORTUARY	Medical College should either have its own mortuary for conducting postmortems & training of medical students or it should have a contract with any other recognized institution/facility for this purpose

2.6: QUALITY STANDARDS (QS), QUALITY DEPARTMENTS (QD), EQUIPMENT (QE) & SERVICES (QSe)

QUALITY STANDARDS

Every Medical College can follow these additional standards as part of quality standards.

QS 1	Mission Statement
QS 2	Program Organization
QS 3	Students
QS 4	Faculty

QUALITY DEPARTMENT

Every Medical College can establish following departments as additional quality departments.

QD 1	Medical Education department
QD 2	Quality Assurance Cell
QD 3	Counselling Cell

QUALITY EQUIPMENT

QE 1	Anatomy
QE 2	Physiology
QE 3	Biochemistry
QE 4	Community Medicine
QE 5	Pathology
QE 6	Forensic Medicine & Toxicology

QUALITY SERVICES

QSe 1	Daycare
QSe 2	Hostel for Boys & Girls separately

Details of Quality Standards (QS)

QS 1	MISSION STATEMENT	The Medical College should have 1. Written institutional mission statement, which aims at professional development and commitment to life-long learning.
QS 2	PROGRAM ORGANISATION	The Medical College should: 1. Encourage students to link concepts in a clinical context 2. Use practice-based teaching involving the personal participation of the students in the services and responsibilities of patient care. 3. Incorporate innovative educational/training strategies such as self-directed learning, independent learning, inter-professional learning, use of e-technology and simulations. 4. Recognize gender, cultural and religious specifications and prepare the student to interact appropriately.
QS 3	STUDENTS	The Medical College should: 1. Possess a mechanism for future career counseling of the students. 2. Ensure students representation and appropriate participation in educational committees and any committee where they can provide meaningful input. 3. Have adequate mechanisms in place to ensure the well-being of students and faculty. 4. Ensure measures to identify and prevent burnout in students
QS 4	FACULTY	The Medical College should: 1. Ensure that the institution is led by qualified (education, training and experience) person commensurate with college's needs.

Details of Quality Departments (QD)

QD 1	MEDICAL EDUCATION DEPARTMENT	The Medical College should have a well-established medical education department led by a full-time medical educationist that would ensure the implementation of curriculum, transparency of assessment policies, and oversee the adherence to the standards provided by PMC in terms of teaching and learning both at college & hospital.
QD 2	QUALITY ASSURANCE CELL	The Medical College should have an established quality assurance cell led by a director, that would ensure the implementation of strategies to enhance the quality of education at a medical college and hospital.
QD 3	COUNSELLING CELL	The Medical College should have a counselling cell led by a psychiatrist who would ensure measures to identify and prevent burnout in students.

Details of Quality Equipment (QE)

QE 1	ANATOMY	<ol style="list-style-type: none"> 3D images of each region Computer terminals with access to digital library Smart boards Anatomy dissection table for virtual 3D Anatomy/ cyber facility
QE 2	PHYSIOLOGY	<ol style="list-style-type: none"> Oxygen cylinders Weighing scales Examination Couches Finger pulse oximeter Audiometer Various preparation solutions Microhematocrit reader Microhematocrit centrifuge Water Bath Disposable syringes Pin Aesthesiometer Hair Aesthesiometer Viber Compass Pregnancy test strips Treadmill or an aergometer cycle
QE 3	BIOCHEMISTRY	<ol style="list-style-type: none"> Glucometers Thermal Cyclers Electrophoresis equipment
QE 4	COMMUNITY MEDICINE	<ol style="list-style-type: none"> Models Septic tank Water filtration plant
QE 5	PATHOLOGY	<ol style="list-style-type: none"> Knife sharpener Facilities for immunofluorescence (Microscope with fluorescence accessories, reagents and racks for the procedure of immunofluorescence) Facilities for ELISA (ELISA reader, washer, automated or manual) Facilities for Protein electrophoresis (Equipment, accessories and reagents) Immunochemistry
QE 6	FORENSIC MEDICINE & TOXICOLOGY	<ol style="list-style-type: none"> Dark Rooms Magnifying glasses Models Complete sets of bones of a skeleton from head to toe

Details of Quality Services (QSe)

QSe 1	DAY CARE	A fully equipped daycare facility for its faculty.
Qse 2	HOSTEL FACILITIES	A furnished separate hostel facilities for both male & female students.

2.7: CRITERIA FOR SEAT ENHANCEMENT OF MEDICAL COLLEGES

CRITERIA FOR SEAT ENHANCEMENTS OF MEDICAL COLLEGES	
CRITERIA 1	The equipment & faculty shall be increased or decreased by 25% proportionate increase or decrease for <u>each 50 students</u> against the standard determined for 100 students.
CRITERIA 2	Seat Enhancement shall be subject to the availability of sufficient space to accommodate the increase in strength of students with specifically a measurable increase in the teaching areas.
CRITERIA 3	70% of the students who graduated during the last session must have cleared their NLE. When more than three classes have graduated, an average of 70% of the graduates of last three sessions must have cleared their NLE.
<ul style="list-style-type: none"> <i>No public college should have more than 375 students per year and no private college should have more than 200 students per year.</i> 	



SECTION – AS 3

2022

MINIMUM STANDARDS FOR

FACULTY

IN UNDERGRADUATE MEDICAL COLLEGES OF PAKISTAN

2022



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3.1: GUIDELINES

1. These standards have been framed by the Commission and may be called the **Minimum Standards for Faculty in Undergraduate Medical Colleges of Pakistan 2022.**

2. The universities may formulate their own criteria for faculty and with respect to Basic Science faculty, under the guidance of HEC. However, to assist medical colleges, the National Academic Board of Pakistan Medical Commission has recommended best practices.

3. Universities may also appoint faculty level trainee entry positions in both Clinical, Non-Clinical and Basic Sciences.

4. Non-Clinical qualified persons shall not be eligible for appointment as faculty in clinical domain.

2. : MINIMUM RECOMMENDED STANDARDS

1. Non-Clinical (Educationists/ Researchers) and Basic Science Faculty in Undergraduate Medical Colleges

ACCREDITATION	REQUIRED MINIMUM QUALIFICATIONS	YEARS OF MINIMUM TEACHING EXPERIENCE AFTER POSTGRADUATION
Up to 20% of the faculty	HEC or PMC recognized postgraduate or alternative qualification in relevant subject	None – to 2 Years teaching experience
At least 30% of the faculty	HEC or PMC recognized postgraduate or alternative qualification in relevant subject	More than 5 years teaching experience
At least 10% of the faculty	HEC or PMC recognized postgraduate or alternative qualifications in relevant subject	10 years or more teaching experience

3.2.2. Clinical Science Faculty in Undergraduate Medical Colleges

ACCREDITATION	REQUIRED MINIMUM QUALIFICATIONS	YEARS OF MINIMUM TEACHING EXPERIENCE AFTER POSTGRADUATION
Up to 20% of the faculty	FCPS or equivalent alternative to clinical postgraduate medical qualifications recognised/ registered by the PMC	No teaching experience
At least 30% of the faculty	FCPS or equivalent alternative to clinical postgraduate medical qualifications recognised/ registered by the PMC	More than 5 years teaching experience
At least 10% of the faculty	FCPS or equivalent alternative to clinical postgraduate medical qualifications recognised/ registered by the PMC	10 years or more teaching experience

3.2.3. Minimum Number Of Faculty Members For Medical Clinical Disciplines

DISCIPLINES	REQUIRED MINIMUM NUMBER OF FACULTY FOR 100 STUDENTS* (TO BE INCREASED PROPORTIONALLY)
Internal Medicine, General Surgery, Obstetrics & Gynaecology	6 each
Anaesthesia	5
Radiology	4
Paediatrics, Orthopaedics, Ophthalmology, ENT	4 each
Medicine & Allied Disciplines (including Critical Care and Emergency Medicine)	2 each
Surgery & Allied Disciplines	2 each

**The faculty shall be increased or decreased by 25% pro-rata increase or decrease for each 50 students against the standard determined for 100 students.*

3.2.4. Minimum Teacher-Student Ratio For Medical Basic Science Disciplines

DISCIPLINES	MINIMUM FACULTY STUDENT RATIO
Anatomy Biochemistry Community Medicine Pathology Pharmacology Physiology	1: 15
Toxicology (Including Forensic Medicine) Behavioural Sciences	1: 25

3.3: RECOMMENDED BEST PRACTICES

In order to assist medical colleges, the National Academic Board has recommended best practices for the development of faculty structures and criteria by institutions. These are in NO WAY MANDATORY and only meant to serve as recommendations to enable institutions to develop their own faculty structures and criteria.

The goal of the best practices is to encourage institutions to select and develop quality faculty for the attainment of the primary objective and discharge of the institution's obligation to deliver quality education to its students and bolster the research profile and culture.

Whether the candidate achieves the goal by utilizing the base criteria only OR by a combination of the base and relative criteria (both demarcated below), is the institution's discretion.

3.3.1. Point System Based On Base & Relative Criteria For Faculty In Undergraduate Medical Colleges

BASIC CRITERIA			+	OR	RELATIVE CRITERIA	
Clinical Sciences	Qualification	Min and Max Experience in Previous Post	RESEARCH PRODUCTIVITY		Publications	Academic/ Service Productivity
Assistant Professor	FCPS or equivalent alternative to clinical postgraduate medical clinical qualifications recognised/ registered by the PMC		6 in current post		N/A	N/A
Associate Professor		4 to 8 years	7 in current post (50 points)		Minimum 7* (35 points)	(Upto 15 points) clinical, education, scholarship, citizenship (different from those achieved previously)
Professor		4 to 8 years	Recommended that Professor should continue to publish at least 2 papers annually to maintain their position		Minimum 13* (70 points)	(Upto 30 points) clinical, education, scholarship, citizenship (different from those achieved previously)

BASIC CRITERIA			+	OR	RELATIVE CRITERIA	
Non-Clinical and Basic Sciences	Qualification	Min and Max Experience in Previous Post	RESEARCH PRODUCTIVITY		Publications	Academic/ Service Productivity
Assistant Professor	HEC or PMC recognized postgraduate or alternative qualification in relevant subject		6 in current post		N/A	N/A
Associate Professor		4-8 years	7 in current post (50 points)		Minimum 7* (35 points)	(Upto 15 points) education, scholarship, citizenship (different from those achieved previously)
Professor		4-8 years	Recommended that Professor should continue to the publish at least 2 papers annually to maintain their position)		Minimum 13* (70 points)	(Upto 30 points) education, scholarship, citizenship (different from those achieved previously)

* The number of publications mentioned in the table are for journals with an impact factor (this number will alter for journals with a 3 or higher or no impact factor)

The principal investigator/the first author has to declare the role of each author in the publication which will be published with the paper

For high quality of publications following points are to be ensured:

For first or corresponding author marks will be assigned as follows:

- a. **5 marks** for papers in recognized journals with impact factor **> 1.0**
- b. **2 marks** for journals with impact factor **>0.3 <1.0**
- c. **0.5 marks** for journals with impact factor **>0.1 <0.3**
- d. **0.25 marks** for journals in the HEC list, excluding ones noted above.

For all other authors the marks above will be reduced by 50%.

3.3.2. Relative Criteria

a. Documented Evidence of Outstanding Clinical Performance through the following activities

SR NO	ACTIVITY	POINTS
1	Evidence of peer recognition in the community as a consultant or a primary provider as assessed by patient referrals/patient satisfaction surveys/patient complaints/ incident reports etc. The department head/chair may obtain written documentation from clinical colleagues in the community as a means of documenting recognition.	5
2	Development, documentation, and evaluation of innovative patient care activities, new techniques and breakthroughs.	5
3	Membership on advisory committees of and consultantships to hospitals and educational, clinical, or other similar institutions.	5
4	Programs of national, state, or local professional organizations which the candidate organized or in which he/she participated.	5
5	Maintenance of board certification/ evidence of continuing professional education	5

b. Documented Evidence of Recognition as an Educator through the following activities

SR NO	ACTIVITY	POINTS
1	Demonstrated competence in teaching undergraduate and/or graduate courses as measured by growth in students' ability to comprehend, reason, analyze, and work with others. Such competence is measured by a combination of achieving the outcomes specified for the course and reviewing the results of student course evaluations, reports from peer attendance of representative classes, and documentation of clear and constant efforts to improve teaching as demonstrated in the teaching portfolio.	2.5
2	Provision of consistently challenging and contemporary course content with regular revision and updating to international standards and the development of new curricula, courses, and programs that include professionally appropriate teaching materials that strive to remain up-to-date with advances in the field.	2.5
3	Use of up-to-date technology in teaching, where possible and appropriate.	2.5
4	Development of innovative pedagogical methods and materials and encouragement of students to take a more active role and greater responsibility for their own education	2.5
5	Publication in refereed education journals	2.5
6	Supervision and mentoring of graduate and honor students including membership of thesis and project committees; guiding and evaluating senior and graduate research projects and theses	2.5
7	Student evaluations: evaluations and comments that reflect teaching excellence, creativity, and enhancement of student achievements	2.5
8	Special recognition received for teaching accomplishments and teaching awards.	2.5

c. Documented Evidence of Scholarship through the following activities

SR NO	ACTIVITY	POINTS
1	Demonstration of a research focus. This refers to the extent that the research of the individual can be described as having a theme and is directed towards solving or tackling a major problem or hypothesis in an organized and methodologically sound fashion. Also included is whether there is a clear plan for the future that shows where this research will create positive interaction with peers, moves the field forward, and is supported by available resources.	5
2	Publication in high-impact refereed (either international or regional) journals, with special consideration given to the quality of the publication, such as the reputation of the journal and the nature of the authorship	5
3	Publication of scholarly and creative works such as books, articles, novels, monographs, and participation in professionally relevant juries, competitions, or exhibitions.	5
4	Frequency with which the candidate's publications have been cited.	5
5	Publication and funding resulting from collaborative efforts with researchers in other fields.	5
6	Submission of significant proposals for research and development grants and extramural funding, whether proposals were funded or not, and an indication of whether or not funding was awarded.	5
7	Receipt of fellowships and awards.	5
8	Editing of professional academic journals, reviewer of articles, books, funding applications, and other creative works	5
9	Evidence of recognition as an expert within a particular academic field, whenever appropriate.	5

d. Documented Evidence of Citizenship through the following activities

SR NO	ACTIVITY	POINTS
1	Participation in committee work at department/track, faculty/school, and university levels.	2.5
2	Service as chair/convener either of a department/track, of committees at various levels, of university taskforces, etc.	2.5
3	Serving as a mentor to faculty who have recently joined the University.	2.5
4	Presentations at conferences, seminars, and symposia; delivering of lectures at other universities, or professional meetings such as keynote or invited speeches.	2.5
5	Organizing role in national or international conferences, workshops, or other academic meetings.	2.5
6	Provision of services to national, regional, and international agencies, task forces, boards, and commissions.	2.5
7	Participation in local, regional, national, and civic activities that promote a positive relationship between the University and the community.	2.5
8	Service as an officer of a national, regional, or international professional association. Service will be evaluated through the evaluations of the department/track head, the program director, the dean, and others (including outside experts) qualified to comment on activities and performance.	2.5



LIST OF ABBREVIATIONS



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LIST OF ABBREVIATIONS

NMDAB	National Medical and Dental Academic Board
NMDAB	National Medical and Dental Academic Board
CAC	Committee on Accreditations and Curriculum
MBBS	Bachelor of Medicine and Bachelor of Surgery
BDS	Bachelor of Dental Surgery
PMC	Pakistan Medical Commission
HEC	Higher Education Commission
CME	Continuous Medical Education
CPD	Continuous Professional Development
TOR	Terms of Reference
HOD	Head of Department
SOP	Standard Operating Procedure
I.T.	Information Technology
ENT	Ear Nose and Throat
SECP	Securities and Exchange Commission of Pakistan
FDP	Faculty Development Program
MHPE	Masters in Health Professions Education
NA	Not Applicable
IPD	In-Patient Department
OPD	Out-Patient Department
OR	Operation Room
MOU	Memorandum of Understanding
CPC	Clinical-Pathological Conferences



ANNOTATIONS



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ANNOTATIONS

SOCIAL ACCOUNTABILITY	<p>Social accountability of training hospitals is their responsibility towards the community and their trainees. It is the responsibility of the training hospitals to meet the healthcare needs of the country through provision of quality training and service delivery. This service delivery should take ownership of defined populations (especially marginalized populations including trans genders) and improve the health status of those communities. In this regard, training hospitals will need to delineate how they are contributing towards serving their communities and are socially accountable.</p>
OUTCOMES	<p>Outcomes are statements of intention, just like objectives. Outcomes provide a clear idea of what the trainees are expected to do (perform) by the end of the entire learning period (e.g., by the end of the postgraduate training program). Hence, they provide an overview (and not details) of what the trainee is expected to do upon completion of the training program in which s/he is enrolled.</p>
ACTIVE LEARNING	<p>Active learning is any instructional strategy in which trainees are required to do meaningful activities and think about their learning in order to achieve the session's objectives.</p>
EDUCATIONAL STRATEGY	<p>Educational strategy means teaching method or instructional method, for example lecture or tutorial or small group discussion.</p>
PATIENT-CENTEREDNESS	<p>Patient-centeredness keeps the training focused on issues of the patient and not around diseases. It aims to produce doctors who deal with patients as humans and not as carriers of disease. It helps trainees provide holistic care to the patients.</p>
ACADEMIC COUNSELING	<p>Academic counseling would include addressing questions related to the trainees' choice of selected rotation. Academic counseling may also involve helping students improve their learning.</p>
CAREER COUNSELING	<p>Career counseling would include guidance related to achieving their career goals.</p>
CONFIDENTIALITY	<p>Confidentiality means available only to members of the trainers and administration on a need-to-know basis. Laws concerning confidentiality of record need to be kept in view.</p>

COMMITTEES	Committees include all educational, management and disciplinary committees. This includes development of the mission and vision, policy guidelines, curriculum committees, academic council and service delivery.
AREAS OF APPEALS	Areas of appeals include admission, attendance, assessment, promotion, demotion or dismissal processes and products of the educational programs means curriculum, teaching and learning processes.
FAIR AND FORMAL	Fair and formal process includes timely notice of the impending action, disclosure of the evidence on which the action would be based, an opportunity for the Trainees to respond and an opportunity to appeal.
STATUS OF TRAINEES	Status of trainees means that can affect his/her educational progression for example admission, graduation or dismissal.
DISABILITY	Disability means any physical disability which may not affect his/her ability to actively contribute as a member of healthcare team. The institutional medical team should decide it on case-to-case basis.
TRANSFER POLICY AND EXCHANGE MECHANISMS	Transfer policy and exchange mechanisms mean policies devised by the training hospital for transfer and trainee exchange in congruence with the affiliating university (where applicable), PMC guidelines & government policies
PROGRAM EVALUATION	Program evaluation means gathering, analysis and interpretation of information, using valid and reliable methods of data collection, from all components of the program. The process of evaluation should serve to make judgments about its effectiveness in relation to the mission, curriculum and intended educational outcomes.
ACADEMIC ACTIVITIES	Academic activities include all formal educational experiences of the Trainees during their enrolment in the institute.
RENEWAL OF PROGRAMS	Renewal of program refers to modifications made in the program by incorporating results of program evaluation

<p>MISSION STATEMENT</p>	<p>Social Accountability of training hospitals is their responsibility towards the community and their students. It is the responsibility of the training hospitals to meet the healthcare needs of the country through provision of quality training and service delivery. This service delivery should take ownership of defined populations (especially marginalized populations including trans genders) and improve the health status of those communities. In this regard, training hospitals will need to delineate how they are contributing towards serving their communities and are socially accountable.</p>
<p>PROGRAM ORGANISATION</p>	<p>Active learning is any instructional strategy in which students are required to do meaningful activities and think about their learning in order to achieve the session's objectives.</p> <p>Educational strategy means teaching method or instructional method, for example lecture or tutorial or small group discussion.</p> <p>Patient-centeredness keeps the training focused on issues of the patient and not around diseases. It aims to produce doctors who deal with patients as humans and not as carriers of disease. It helps trainees provide holistic care to the patients.</p>
<p>CONSULTANTS</p>	<p>A consultant is a doctor who is a full-time faculty member, practices in one of the medical/surgical specialties and leads multidisciplinary team in delivering care. He/she is expected to be involved in the teaching and training of students and junior doctors, and to contribute to their specialty field through research and leadership.</p>
<p>FACULTY MEMBERS</p>	<p>These are professionals who are not only subject matter experts but have accepted professional service roles that normally hold the responsibility for teaching, research and service within the higher education organization but also within the profession at the organizational, regional, national and international levels of scholarly engagement.</p>

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