



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

Dated Lahore, the 11<sup>th</sup> May, 2014

**NOTIFICATION**

No.SOR-III(S&GAD)1-23/2003. In exercise of the powers conferred under section 23 of the Punjab Civil Servants Act, 1974 (VIII of 1974), Governor of the Punjab is pleased to make the following rules:

1. **Short title and commencement.**— (1) These rules may be cited as the Punjab Health Department Nursing Service Rules 2014.  
(2) They shall come into force at once.
2. **Method of recruitment.**— The method of recruitment, minimum qualifications, age limit and other incidental matters for the posts of the functional unit shall be such as given in the Schedule appended to these rules.
3. **Repeal.**— The Punjab Health Department Nursing Service Rules, 1986 are hereby repealed.

SHANNAZ NAWAZ  
SECRETARY (REGULATIONS), S&GAD

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

Dated Lahore, the 16<sup>th</sup> May, 2014

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

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

  
(MUHAMMAD SALEEM)  
SECTION OFFICER (R-III)

SECTION OFFICER (R-III)  
GOVERNMENT OF THE PUNJAB  
S&GAD

SCHEDULE

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

ALL OFFICERS (BS-19) ABOVE OF THE FOLLOWING

BS-17.

... years' experience as  
 Director, Lecturer,  
 Deputy Superintendent or  
 Clinical Instructor; or

(iii) B.Sc. Nursing, Generic and one year specialized diploma in any discipline preferably Nursing Education with at least six years' practical experience as Nursing Instructor, Deputy Superintendent or Clinical Instructor; or

(iv) Registered Nurse and Registered Midwife with:

(a) diploma in nursing management or ward administration; and

(b) diploma in nursing education or teaching administration with at least three years' practical experience as Nursing Instructor, Deputy Superintendent or Clinical Instructor.

(v) In addition to all the above qualifications, valid registration from the Pakistan Nursing Council.

Note: Preference shall be given to practical experience from any Health Institution of the

PROVINCIAL OFFICER (R.I.M)  
 UNIVERSITY OF THE PUNJAB  
 LAHORE ROAD

- do -	- do -	- do -	- do -	- do -	- do -	- do -	- do -	- do -
				Government				
		Deputy Nursing Superintendent / Nursing Instructor / Clinical Instructor (BS-17)		(i) M.Sc. Nursing or equivalent qualification from a recognized university with at least two years' experience as Head Nurse or Assistant Nurse or Instructor; or at least seven years' practical experience as Charge Nurse or above; or	(i) B.Sc. Nursing or equivalent qualification from a recognized university; or (ii) B.Sc. Nursing Post Registered Nurse; or	(i) 40% By initial recruitment; and (ii) 60% by promotion on the basis of seniority cum-fitness from amongst Female or Male Head Nurses and Assistant Nursing Instructors with three years' service as Head Nurse or Assistant Nursing Instructor in (BS-17).		
			(ii) B.Sc. Nursing Post Registered Nurse with four at least four years' practical experience as Head Nurse or Assistant Nursing Instructor; or at least eight years' experience as Charge Nurse; or	(iii) B.Sc. Nursing Generic and one year specialized diploma in any discipline preferably nursing education with four at least four years' practical experience as Head Nurse or Assistant Nursing Instructor; or at least eight years' experience as Charge Nurse; or	(iii) B.Sc. Nursing Generic and one year specialized diploma in any discipline preferably nursing education with four at least four years' practical experience as Head Nurse or Assistant Nursing Instructor; or at least eight years' experience as Charge Nurse; or			
			(iii) B.Sc. Nursing Generic and one year specialized diploma in any discipline preferably nursing education with four at least four years' practical experience as Head Nurse or Assistant Nursing Instructor; or at least eight years' experience as Charge Nurse; or	(iv) Registered Nurse and Midwife with: (a) diploma in Nursing Management at or ward administration; and (b) diploma in nursing education or teaching administration; or equivalent qualification recognized by Pakistan Nursing				

- do -	- do -	- do -	(iv) Registered Nurse and with:	(v) In addition to the above qualifications, valid registration from the Pakistan Nursing Council.				
- do -	- do -	5. Assistant Nursing Instructor (BPS-17)	(i) M.Sc. Nursing or equivalent qualification from a recognized University with at least three years' practical experience as Charge Nurse; or  (ii) B.Sc. in Nursing or equivalent qualification from a recognized University with at least three years' practical experience as Charge Nurse.	(i) M.Sc. Nursing or equivalent qualification recognized by Pakistan Nursing Council;  (ii) B.Sc. in Nursing or equivalent qualification recognized by Pakistan Nursing Council.	(i) 1/3 <sup>rd</sup> by recruitment; and  (ii) 2/3 <sup>rd</sup> by promotion on the basis of seniority cum-fitness amongst Charge Nurses in BS-16 with at least five years' service as such.	25	35	- do -

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

- do -	- do -	2. Head Nurse Male (BPS-17)	- do -	(i) M.Sc. Nursing or equivalent qualification from a recognized University with at least three years' practical experience as Charge Nurse; <i>07</i>	(ii) B.Sc. Nursing Generic Registered Nurse with at least three years' practical experience as Charge Nurse; <i>07</i>	(iii) B.Sc. Nursing Generic	practical experience as Charge Nurse; <i>07</i>	(ii) B.Sc. Nursing Post Registered Nurse with at least four years' practical experience as Charge Nurse; <i>07</i>	(iii) B.Sc. Nursing Generic with at least five years' practical experience as Charge Nurse; <i>07</i>	(iv) Registered Nurse and Registered Midwife with diploma in ward management or equivalent qualification recognized by Pakistan Nursing Council with at least five years' practical experience as Charge Nurse;	(v) In addition to all the above qualifications, valid registration from the Pakistan Nursing Council.	Note: Preference shall be given to practical experience from any Health Institution of the Government.	Amongst the Charge Nurses (Female) in B.S. 15 having five years' service as Charge Nurse.	25	35	- do -
- do -	- do -			(i) 1/3 <sup>rd</sup> by initial recruitment; and	(ii) 2/3 <sup>rd</sup> by promotion on the basis of seniority cum-fitness from amongst the Charge Nurses (Male) in B.S-16 having five years' service as Charge Nurse.											

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- do -	- do -	- do -	- do -	(iv) Registered Nurse and Registered Midwife with diploma in ward management or equivalent qualification recognized by Pakistan Nursing Council with at least five years' practical experience as Charge Nurse.					
- do -	- do -	8. Charge Nurse (Female) BPS-16	- do -	(v) In addition to all the above qualifications, valid registration from the Pakistan Nursing Council.  Note: Preference shall be given to practical experience from any Health Institution of the Government.  (i) B.Sc. Nursing Generic (four years) and valid registration from Pakistan Nursing Council; or  (ii) diploma in General Nursing and Midwifery and valid registration from Pakistan Nursing Council.  Preference shall be given to the graduate of Government Institutions.		By Initial recruitment	21	28	- do -
- do -	- do -	9. Charge Nurse (Male) BPS-15	- do -	(i) B.Sc. Nursing Generic (four years) and valid registration with Pakistan Nursing Council; or  (ii) diploma in General Nursing with registration from Government Institutions.		By Initial recruitment	21	28	- do -



SECTION OFFICER (G/D)  
GOVERNMENT OF THE PUNJAB  
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diploma in any  
specialized course in  
lieu of Midwifery and  
valid registration from  
Pakistan Nursing  
Council.  
Preference shall be given to  
the graduate of Government  
Institutions.