



QUEENS MEDICAL COLLEGE

A Project of ILI Education & Health Solutions (Pvt) Limited

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REF.NO. _____ 2025

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Policy On Trainer Recruitment, Selection, Promotion, and Retention Queens Medical College

Purpose:

A comprehensive policy for the recruitment, selection, promotion, and retention of trainers (often referred to as faculty or teaching staff) in a medical college is critical for maintaining high academic and clinical standards. This policy should align with national regulatory bodies for medical education (e.g., Pakistan Medical & Dental Council - PM&DC in Pakistan)

Scope:

This policy applies to all full-time and part-time faculty members across Basic Sciences, Clinical Sciences, and administrative departments at Queens Medical College.

Recruitment & Selection

Eligibility Criteria:

Candidates must meet academic qualifications, clinical experience, and research credentials.

Selection Process: Includes application screening, interviews, teaching demonstrations, and peer evaluations.

Appointment: Faculty positions are offered based on merit, institutional needs, and accreditation standards.

Promotion

Performance Evaluation: Based on teaching effectiveness, research contributions, clinical expertise, and administrative roles.

Academic Hierarchy: Promotion follows a structured path—Assistant Professor → Associate Professor → Professor.

Committee Review: A faculty promotion committee assesses candidates based on institutional guidelines.

Retention:

Queens Medical College is committed to retaining competent and committed faculty by implementing fair employment practices, fostering academic excellence, and providing meaningful opportunities for professional and personal growth.

Professional Development: Continuous medical education, research grants, and skill enhancement programs.

Work Environment: Competitive salaries, benefits, and academic freedom to encourage long-term commitment.

Mentorship & Support: Senior faculty mentorship programs help junior trainers integrate and grow.

Monitoring and Evaluation:

- Annual analysis of faculty turnover rate and retention trends
- Review of faculty development participation and satisfaction reports
- Recommendations submitted to the Academic Council for action

Review Schedule:

This policy shall be reviewed every three years or earlier based on institutional needs, faculty feedback, or regulatory guidance.

Prof. Dr. Kokab Zia (convenor)

Head of Department Gynae and Obstetrics

Prof. Dr. Huma Tehseen

Prof. of Gynae and Obstetrics

Dr. Fozia Mubarik

Assistant Professor of Gynae and Obstetrics

Prof. Dr. Nargis Iqbal

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Prof. Dr. Hurriat Afzal

Prof. of General Surgery