(MEDICAL TEACHING INSTITUTION)
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BOG SECRETARIAT
Office of the Board of Governors MTI ATH/AMC/ACD

No. BOG/AMTI/2026/8085 **Dated: 28-Sep-2026**

NOTIFICATION

Consequent upon the decision of the Board of Governors in its 120th meeting held on 19th Sep, 2026, Agenda Item No. 06, titled **"PROMOTION CRITERIA (SERVICE STRUCTURE) FOR MAINTENANCE STAFF & PHARMACISTS"** the Board of Governors decided as follows:

DECISION/RESOLUTION OF THE BOARD

The Board approved the proposed Service Structure for the Pharmacy and Maintenance Departments, subject to the following conditions:

1. The approved service structure shall apply to all IPS/BPS employees. In the Pharmacy Department, the positions of Senior Pharmacist and Chief Pharmacist shall be the highest positions within the IPS/BPS structure, with no further positions beyond these levels. In the Maintenance Department, Senior Manager (Maintenance) shall be the highest position, and the structure shall be capped at this level.

2. No employee shall be considered for promotion if any litigation is pending against them.

3. No employee shall be considered for promotion while any departmental or institutional inquiry is pending against him/her.

ACTION BY: Hospital Director

28/9/26

(Secretary Board of Governors)
AMTI, Abbottabad

Copy to:

1. Honorable Chairman & Members Board of Governor, Ayub Medical Teaching Institute, (ATH/AMC/ACD), Abbottabad
2. All Executives, Ayub Medical Teaching Institute, (ATH/AMC/ACD), Abbottabad
3. Senior Manager HR, Ayub Medical Teaching Institute, (ATH/AMC/ACD), Abbottabad

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1. PHARMACIST SERVICE STRUCTURE

The Service structure for pharmacists has already been approved in 62nd BOG meeting held on dated 04 Jun 2021. The financial impact of likely promotions has been recalculated as:-

EXISTING		PROPOSED	
Govt. Pay Scale	**Minimum Required Length of Service**	**Govt. Pay Scale**	**Minimum Required Length of Service**
BPS-17/IPS	Initial appointment		
From BPS-17 to BPS-18	05 years in BPS-17	From BPS-17 to BPS-18	08 years in BPS-17
From BPS-18 to BPS-19	12 years' service in BPS-17 & above	From BPS-18 to BPS-19 (Capped)	15 years' service in BPS-17 & above

S#	Nomenclature		Mode of Appointment/Promotion
1	Pharmacist	Initial	Initial Appointment
2	Senior Pharmacist	08 years in BPS-17	• 35% by promotion cum Fitness • 25% by Qualification-cum-Fitness • 40% by initial induction
3	Chief Pharmacist	15 years' service in BPS-17 & above	• 35% by promotion cum Fitness • 25% by Qualification-cum-Fitness • 40% by initial induction

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PROPORTION OF POSTS

Proportion of the three grades of the approved posts shall be a follows,

- Basic pay scale BPS-17/IPS-5 (Pharmacist): 50%
- Basic Scale BPS-18/IPS-6 (Senior Pharmacist): 35%
- Basic Scale BPS-19/IPS-7(Chief Pharmacist): 15%

S.NO	EMPLOYEES	BPS/IPS	NO OF PROMOTEES	FINANCIAL IMPLICATION
1	21	17/05	06	RS. 12299 / month / staff Total: Rs. 73794/-
2	2	18/06	02	RS. 11098 / month / staff Total: Rs. 22196/-
3	1	19/07	0	Total / month Rs. 95000

Mandatory Pre-Requisites for Promotion

1. Fulfillment of the required length of service.
2. No adverse remarks in PERs during the required length of service for promotion to the higher pay scale.
3. No pending litigation/Inquiry.
4. Higher qualification in respective field will be equal to 02 years experience.

Terms and Conditions for Promotion / Grant of Higher Pay Scale

1. The service rules, nomenclature of the posts, and seniority of the employees shall remain intact.
2. The length of service shall be counted retrospectively in the present post held by the employee.
3. Regular positions will be upgraded, and the incumbent will be promoted along with the post in the relevant BPS. Upon retirement, the post will revert to its original position in the IPS scale.
4. Upon retirement of the incumbent working against the post, the position shall be filled as per the prescribed criteria through initial recruitment.
5. Other terms and conditions will remain as approved in 62nd and 94th BoG meeting

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6. Maintenance Department Promotion Criteria for Regular & IPS Employees Serving on Single Cadre Positions in (AMC & ATH) MTI Abbottabad

It is pertinent to mention that except Teaching staff, Ministerial staff, Secretarial and Paramedic staff, there is no service structure for the incumbents serving on Maintenance Department single cadre position AMC and ATH.

The opportunities for promotion/ career progression of incumbents working on maintenance cadre positions are very rare.

Therefore, keeping in view in current situation and to address the grievances of incumbents serving on maintenance posts regarding their career progression; the following criteria have been proposed for Promotion of incumbents serving on maintenance department (Regular & Contractual) positions in AMC and ATH.

The following information details about the respective employees working on Regular & Contractual posts, the respective equivalence of BPS & CPS is as under:

S. No	IPS	Equivalent BPS	No of Employees
1	01	2 to 6	
2	02	7 to 12	
3	03	13 to 15	
4	04	16	
5	05	17	
6	06	18	
7	07	19	

Details are as under:

S. No.	Nomenclature of Post	Qualification for Appointment by Initial Recruitment	Age Limits	Method of Promotion / Initial Appointment
1	**Senior Manager (Engineering &**	BSc (Civil Engineering) with 15 years experience.	Not Applicable	Initial recruitment

	Maintenance) as HOD Maintenance in IPS 07 (promotion capped)			on 03 years renewable contract.
2	**Civil/Mechanical/** **Electro-medical Engineer/** **Boiler Engineer in IPS 06 / BPS-18**	BSc Engineering in relevant field with 15 years experience (counted from IPS-05/BPS 17)	As per rule & for initial recruitment up to 45 years	**35% by promotion** based on **seniority-cum-fitness, 25% by qualification cum-fitness and 40% by initial recruitment.**
3	**Engineer Civil / Electrical / Mechanical** **Associate Engineer Civil / Electrical / Mechanical IPS 05 / BPS-17**	BSc Engineering in relevant field with 08 years experience for initial recruitment or B. Tech Engineering in relevant field with 16 years experience.	As per rule & for initial recruitment up to 35 years and 50 years for promotee	• 35% by promotion cum Fitness • 25% by Qualificati on-cum-Fitness • 40% by initial induction
4	**Electro Medical Supervisor.** **Sub Engineer Civil / Electrical / Mechanical IPS-4 / BPS-16**	B. Tech Engineering in relevant field with 08 years experience & Diploma in relevant field with 12 years experience.	As per rule & for initial recruitment up to 35 years and 50 years for promote	• 35% by promotion cum Fitness • 25% by Qualificati on-cum-Fitness • 40% by initial induction
5	**Exchange Supervisor**	Diploma in relevant field with	As per rule & for initial	• 35% by promotion

	Electro Medical Supervisory Staff **Incinerator Supervisor etc IPS-3 / BPS-13 to BPS-15**	08 years experience. BA / BSc with 12 year relevant experience	recruitment up to 35 years and 50 years for promote	cum Fitness • 25% by Qualificati on-cum-Fitness • 40% by initial induction
6	**Maintenance Staff in IPS-2 / BPS 11 to 12**	Diploma / TTC / Qualification in relevant field with 07 year experience.	As per rule & for initial recruitment up to 35 years and 50 years for promote	• 35% by promotion cum Fitness • 25% by Qualificati on-cum-Fitness • 40% by initial induction
7	**Maintenance Staff in IPS-2 / BPS 7 to 10**	Diploma / TTC / Qualification in relevant field with 07 year experience.	As per rule & for initial recruitment up to 35 years and 50 years for promote	As per approved criteria of Support Staff Service Structure □ First Promotion → 12 Years □ Second Promotion → 18 Years □ Third Promotion → 25 Years
8	**Maintenance Staff in IPS-1 / BPS 1 to 6**	As per qualification / experience of support staff	As per rule & for initial recruitment up to 35	As per approved criteria of Support Staff

			years	Service Structure □ First Promotion → 12 Years □ Second Promotion → 18 Years □ Third Promotion → 25 Years

a. Mandatory pre-requirements for promotion:

1. Fulfillment of required length of service.
2. No adverse remarks in PERs during the required length of service for promotion to higher pay scale.
3. No pending litigation.
4. No pending inquiry.
5. Higher qualification in respective field will be equal to 02 years experience

b. The promotion/ grant of higher pay scale(BPS/IPS) will be subject to the following terms and conditions:

1. The service rules, nomenclature of the posts and seniority of the employees shall remain intact.
2. The length of service will be counted retrospectively and in the present post held.
3. The existing incumbent will be promoted to the higher pay scale in such a way that he/ she will move forward along with his/ her existing position and will not be subject to the availability of post. Hence, creation of new posts will not be required.
4. After the retirement of incumbent working on it; the position will be filled as per prescribed criteria and initial recruitment.

S.NO	EMPLOYEES	BPS/IPS	NO OF PROMOTEES	FINANCIAL IMPLICATION
1	08	11-12/2	03	Rs. 7000 / staff / month Total Rs. 21000 approx
2	01	14/ 3	01	RS. 16000 / month / staff Total: Rs. 16000/-
3	01	16/ 4	-	

4	**0**	**17/05**	**-**	
5	**04**	**18/0**	**01**	**RS. 30410 / month / staff** **Total: Rs. 30410/-**
6	**01**	**19/0**	**-**	

The meeting ended with the vote of thanks.

Signatures

Name	Designation	Signature
Dr. Junaid Sarwar	Chairman Committee / Incharge A&E	
Mr. Altaf Ur Rehman	Finance Director	
Dr. Khurram Shahzad	HOD-Admin	
Dr. Muhammad Abkar	SMO-ENT	
Mr. Muhammad Younas	Senior Manager-HR	

Copy to:

1. Hospital Director, ATH Abbottabad
2. Medical Director, ATH Abbottabad
3. Secretary to the Board of Governors AMTI Abbottabad