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**REGULATION ON  
MINIMUM REQUIREMENTS FOR INDUCTION OF  
FACULTY OF THE MEDICAL AND HEALTH SCIENCES  
INSTITUTES - 2021**

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**KINGDOM OF BHUTAN**

**BHUTAN MEDICAL AND HEALTH COUNCIL  
ROYAL GOVERNMENT OF BHUTAN**

**REGULATION ON  
MINIMUM REQUIREMENTS FOR INDUCTION OF  
FACULTY OF THE MEDICAL AND HEALTH SCIENCES  
INSTITUTES 2021**



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Bhutan Medical and Health Council  
Royal Government of Bhutan

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## **PREAMBLE**

Under the power vested in the General Body by the Chapter VI Section (i) of the Medical and Health Council Act 2002, Kingdom of Bhutan, the General Body of the Council during its 14<sup>th</sup> General Body Meeting held on 25<sup>th</sup> August 2021 approved this document.

### **1. SHORT TITLE**

Regulation on Minimum Requirement for Induction of Faculty of the Medical and Health Sciences Institute (2021).

### **2. COMMENCEMENT**

This Regulations shall come into effect from 1<sup>st</sup> January 2022.

### **3. SUPERSESION**

This Regulation shall supersede the provisions of existing regulations, notifications and circulars that are inconsistent with this regulation.

### **4. INTERPRETATION**

In this Regulation, unless the context indicates otherwise, the singular shall include the plural and masculine shall include the feminine.

## **SCOPE AND EXTENT**

5. This Regulation shall:
  - a. Set out minimum qualification requirements for induction of faculty of medical and health sciences institutes.
6. This Regulation shall extend within the Kingdom of Bhutan.

## **PART II: GENERAL REQUIREMENTS FOR FACULTIES IN MEDICAL AND HEALTH INSTITUTES**

7. No medical and health sciences institute shall induct any individual as faculty without the prior approval of the Council.
8. All faculty members including academic and adjunct (including clinical preceptors) shall be registered with the Council.
9. Notwithstanding Section 9 of this Regulation, any individual who is not a Medical and Health Professional may be authorized to teach specific non-medical subjects (Research, IT, Statistics, Law, etc.) by the Council without registration considering his/her qualification and experience in the relevant field.
10. Any visiting faculty shall be authorized to teach relevant subjects without registration subject to prior approval of the Council.

## **GENERAL CONSIDERATION**

11. The University/equivalent Institution shall have written documents outlining its policy on vacancy announcement, selection and appointment procedures and eligibility criteria for the Faculty including the minimum number and type as prescribed under the relevant Standards, Guidelines and Regulation of the Council.

12. The University/equivalent Institution shall apply to the Council for registration of the Faculty members with all relevant documents under Form44.1
13. The Council shall issue Registration Certificate and approval for appointment only upon fulfillment of the conditions and eligibility criteria.
14. The University/equivalent Institution shall appoint qualified academic faculty with credentials that are appropriate for the program.
15. The University/equivalent Institution shall appoint at-least 60% full time faculty for the relevant medical and health sciences program.
16. The University/equivalent Institution shall appoint a Bhutanese with a relevant professional background as the Head of the Faculty.
17. The University/equivalent Institution shall provide educationally-oriented clinical practice settings and facilities to enable the faculty to provide quality health care and treatment to patients, as an integral part of their academic activities.
18. The academic Faculty shall accompany, guide and teach students in the approved clinical practice area.
19. The University/equivalent Institution shall have a system of continuing professional development program for its academic faculty and clinical preceptors to maintain their expertise and competency.



20. The minimum qualification for academic faculty for a Diploma course shall be a Bachelor's degree and a Master's degree for a Bachelor's degree program with three years of clinical experience.
21. A Clinical Preceptor with a Diploma or Bachelor's degree having requisite experience and expertise may be engaged in clinical teaching assignment for the Diploma and Bachelor's degree course.
22. There shall be clinical preceptors as per the ratio prescribed in the minimum standards of various professional programs.
23. All core (academic) and adjunct faculty (including clinical preceptors) should have undergone pedagogical training prior to induction and attend refresher training at-least once in every four years or as deemed necessary by the Council.
24. All core faculties shall require a minimum of 20 credits of clinical practice in their respective professional field for the renewal of their registration.

## **PART III: QUALIFICATION REQUIREMENTS OF CORE (ACADEMIC) FACULTY**

### **PROFESSOR**

25. Eligibility criteria:

- a. Minimum of PhD/MD/MS in an appropriate area of specialization in the respective discipline;
- b. Teaching experience of continuous four years as an Associate Professor;
- c. Minimum of 3 research publications in peer reviewed journal as principal author; and
- d. Must have supervised thesis/research projects.

### **ASSOCIATE PROFESSOR**

26. Eligibility criteria:

- a. Minimum of postgraduate (Master's) degree in an appropriate area of specialization in the respective discipline;
- b. Teaching experience of continuous four years as an Assistant Professor; and
- c. Minimum of 2 research publications in peer reviewed journals as principal author.

### **ASSISTANT PROFESSOR**

27. Eligibility criteria:

- a. Minimum postgraduate (Master's) degree in an appropriate area of specialization or equivalent qualification in the respective discipline;

- b. Teaching experience of continuous four years as a Senior Lecturer; and
- c. Minimum of 1 research publication in a peer reviewed journal as principal author.

### **SENIOR LECTURER**

28. Eligibility criteria:
- a. Minimum of Master's qualification with continuous four years teaching experience as a lecturer.

### **LECTURER**

29. Eligibility criteria:
- a. A minimum qualification of Master's degree in relevant field OR
  - b. Bachelor's degree with teaching experience of continuous four years as an Associate Lecturer.

### **ASSOCIATE LECTURER**

30. Eligibility criteria;
- a. Minimum qualification of Bachelor's degree; and
  - b. Teaching experience of continuous four years as an Assistant Lecturer.

### **ASSISTANT LECTURER**

31. Eligibility criteria:
- a. Minimum qualification of Bachelor's degree in relevant field.

## **PART IV: QUALIFICATIONS OF CLINICAL FACULTY (INCLUDING PRECEPTORS)**

### **CLINICAL PROFESSOR**

32. Eligibility criteria:

- a. Minimum of postgraduate (Master's) degree in an appropriate area of specialization in the respective discipline;
- b. Minimum of continuous four years of service as a Clinical Associate Professor; and
- c. Minimum of 3 research publications, 1 as principal author and other 2 as co-author through involvement in thesis supervision; review articles; case studies; quality improvement projects.

### **CLINICAL ASSOCIATE PROFESSOR**

33. Eligibility criteria:

- a. Minimum postgraduate (Master's) degree or equivalent qualification in an appropriate area of specialization;
- b. Minimum of continuous four years of service as a Clinical Assistant Professor; and
- c. A co-author in at least 3 research publications through involvement in thesis supervision, Review articles, Case studies or Quality improvement projects.

### **ASSISTANT ASSOCIATE PROFESSOR**

34. Eligibility criteria:

- a. Minimum postgraduate (Master's) degree in an appropriate area of specialization with Clinical experience of four years; and

- b. A co-author in at least 2 research publications through involvement in thesis supervision, review articles, case studies or quality improvement projects.

## **CLINICAL PRECEPTOR**

### 35. Eligibility Criteria:

- a. Minimum of diploma or bachelor's degree in the relevant field;  
and
- b. Minimum of three years of clinical experience.

## **PART V: OFFENCES AND PENALTIES**

### **OFFENCES**

36. Any person/University or equivalent Institution that contravenes or fails to comply with any of the provisions under this Regulation commits an offence.

### **PENALTIES**

37. Any faculty member who does not fulfill the requirement as enshrined in this Regulation shall be removed immediately from the post by the Institute upon receipt of written notice from the Council.
38. Any University or equivalent Institution that employs unqualified faculty for the second time shall be fined with a minimum amount equivalent to thirty days of national daily wage and a maximum amount equivalent to national daily wage rate of three hundred sixty five days.
39. Any University or equivalent Institution that employs unqualified faculty for the third time shall be levied penalty under Section 40 of this Regulation and suspension of the relevant program until a new faculty is inducted.
40. Any University or equivalent Institution that employs unqualified faculty for the fourth time shall be levied penalty as advised by the General Body of the Council.

## **PART VI: MISCELLANEOUS**

### **AMENDMENTS AND APPEAL**

41. This Regulation shall be revised by the Council from time to time as deemed necessary.
42. Any individual aggrieved by the decision of the Bhutan Medical and Health Council shall appeal to the General Body of the Council.

## DEFINITIONS

43. In this Regulation, unless the context otherwise requires:
- a. “Council” means the Bhutan Medical and Health Council.
  - b. “Medical Education” means any education leading to undergraduate, postgraduate or certificate courses in allopathic, traditional, nursing, public health and allied health sciences.
  - c. “Institution” means the institute imparting undergraduate and postgraduate medical and health sciences education program.
  - d. “Clinical Professor” means a member of the Faculty or other teaching institution who is specifically appointed by the employer to instruct professional students in a clinical way. Generally, these professionals are seen as more practically oriented than some other types of professors whose jobs may be more focused on theory and research.
  - e. “Core Faculty/Academic Faculty” means a regular faculty member in an appropriate area of specialization either recruited by University or designated by the University in the teaching hospitals.
  - f. “Visiting Faculty” means a faculty member appointed for a short time to meet an urgent need of University/equivalent Institution.
  - g. “Adjunct Faculty” means either a part-time or temporary appointment extended to a clinical teaching Faculty in an affiliated teaching hospital and health education program.
  - h. “Full-time” should mean either recruited through the University or appointed as full time in the teaching hospitals.
  - i. “Healthcare Centre” means hospitals and Primary Health Centres, Thromde Health Centres, Outreach Clinics.