

Government of Pakistan
Ministry of National Health Services, Regulations & Coordination,
Drug Regulatory Authority of Pakistan

Islamabad, the 10th September, 2015

NOTIFICATION

S.R.O. 97(KE)/2015.- In exercise of the powers conferred by section 24 of the Drug Regulatory Authority of Pakistan Act, 2012 (XXI of 2012), the Authority, with the prior approval of the Policy Board, is pleased to make the following amendments in the Drug Regulatory Authority of Pakistan Employees Service Regulations, 2015, notified vide Notification No. S.R.O. 49(KE)/2015, dated the 21st April, 2015, namely:-

In the aforesaid Regulations,-

1. in the preamble, for the words “Federal Government”, the words “Policy Board” shall be substituted and shall be deemed always to have been so substituted:

2. in regulation 3,-

(a). in sub-regulation (3), for the words and coma “Where in a case the quota cannot be observed, sanction of the Policy Board shall be obtained before making appointment to such a post” the words and commas “Where in a case the quota cannot be observed, the directions of the Federal Government, issued from time to time, shall be followed before making appointment to such a post”; and

(b). in sub-regulation (4), for the full stop at the end, a column shall be substitute and thereafter the following proviso shall be added, namely:-

“Provided that the Assistant Directors shall be appointed hundred percent through initial appointment.” :

3. in regulation 4, after sub-regulation (3), the following shall be added, namely:-

“(4) Those officers who opt to be included in the Authority and those who are initially appointed shall be considered for (fifty percent) promotion quota for Directors, Additional Directors and Deputy Directors, in accordance with commonly maintained seniority as per regulation 6, while fifty percent quota shall be reserved for initial appointment on the similar posts. From the number of available positions for promotion, twenty percent portion for subject specialty, in the first instance, shall be deducted and thereafter from the rest of available positions, the 50%:50% ratio shall be applied.”:

4. for regulation 6, the following shall be substituted, namely:-

“6. Seniority.- The appointing authority shall, by Office Order, determine the seniority list of employees of each cadre, from the date of their regular appointment in the respective cadre. The two main cadres are given as below:-

(a) DRAP employees through initial appointment or those civil servants who opt for DRAP service; and

(b) civil servants who have not opted for DRAP service:

“Provided that the cadre wise seniority of the DRAP employees who opt to be included in the Authority shall be determined after closing of the date for exercising the option, maintaining their inter se seniority or from the date of initial appointment for direct recruitment, as the case may be, and the seniority list shall be determined through Office Order.”:

5. in regulation 10,-

(a) in sub-regulation (2), in the proviso, for the full stop at the end, a colon shall be substituted and thereafter the following shall be added, namely:-

“Provided further that this sub-regulation shall not be attracted except in retrenchment and in that case too the principle of ‘Last In First Out’ shall be applied.”; and

(b) for sub-regulation (3), the following shall be substituted, namely:-

“(3) In case an employee is accused of misconduct, misappropriation, corruption, disorderly conduct, critical negligence, inefficiency, poor performance, etc., he or she shall be given a show cause notice by the “authorized officer” authorized by DRAP. On receipt of the reply, which should be tendered within seven days, the Appointing Authority shall examine the case itself and may dispose of the case, otherwise an inquiry shall be conducted through an Inquiry Officer or a Committee to be nominated by DRAP, including personal hearing of the said employee, decide the matter within a month and the reasons thereof shall also be recorded in writing.”;

6. in regulation 15, after the full stop at the end, the following words and full stop shall be added, namely:-

“Health Allowance shall also be admissible to DRAP employees as admissible to other employees working in the Authority who opt to remain as civil servants.”;

7. under Chapter-7, in the title, for the word “OF”, the words “WORKING IN” shall be substituted;

8. in regulation 20,-

(a) in clause (1),-

(i) after the word “shall”, occurring for the third time, the words “after exhaustion of feeding cadre employees in the civil servants cadre shall be inserted; and

(ii) the proviso shall be omitted;

(b) in sub-regulation (2),-

(i) clause (a) shall be omitted; and

(ii) for clause (b), the following shall be substituted, namely:-

“(b) As a general principle all employees who exercise option of remaining civil servants working in the Authority, their seniority shall be governed in accordance with the Civil Servant Seniority Rules, 1993 and as per their quota in promotion as specified in sub-regulation (3). Their seniority and promotion shall be applicable within their cadre.”;

(c) in sub-regulation (3), for the proviso, the following shall be substituted, namely:-

“Provided that application of above quota and formula shall be applied till exhaustion of feeding cadre employees in the civil servant cadre”; and

(d) sub-regulation (4) shall be omitted;

9. after regulation 21, the following new regulation shall be added, namely:-

22. Appeal.- An employee of DRAP regulated under these Regulations, if aggrieved with any decision under regulation 10 may prefer an appeal before the Appellate Authority as provided in Schedule-I.”; and

10. For schedules I, II and IV, the following schedules shall be respectively substituted, namely:-

“SCHEDULE-I

[See Regulation 3(1) (a) and Regulation 22]

The Appointing Authority specified in column (3) of the Table below shall be competent authority to make appointment to the posts specified in column (2) thereof on recommendations of the Selection Authority specified in column (4) of the Table, namely:-

S. No	Post	Appointing Authority	Selection Authority	Appellant Authority
(1)	(2)	(3)	(4)	(5)
1.	Chief Executive Officer (CEO)	Federal Government	Policy Board of the Authority	Prime Minister
2.	Director R.O 15	Federal Government	Policy Board of the Authority	Prime Minister
3.	Additional Director R.O 14	Secretary NHSRC / Chairman Policy Board.	Departmental Selection Committee to be approved by the Policy Board	Minister for NHR&C
4.	Deputy Director R.O 13	The Head of Authority/ CEO.	Departmental Selection Committee to be approved by the Policy Board	Secretary NHR&C
5.	Assistant Director R.O 12	The Head of Authority/ CEO.	Departmental Selection Committee to be approved by the Policy Board	Secretary NHR&C
6.	R.O 01 to R.O 11	Director Admn & HR , DRAP	Departmental Selection Committee to be approved by the Policy Board	CEO, DRAP

SCHEDULE –II
[See regulation (2)(1)(b)]

CONDITIONS OF APPOINTMENT

Method of Appointment					
S. No.	Name of Post	RO Scale	Qualification and Experience	Minimum age limit	Maximum Age Limit
1	2	3	4	5	6
1.	Chief Executive Officer	MP-I OR with the approval of Policy Board market based salary subject to maximum of Rs. 1.5 Million per month.	Shall be appointed by the Federal Government on the recommendation of Policy Board, whose qualifications terms and conditions shall be followed Postgraduate degree in Pharmacy or medicine, with a minimum of twenty years experience in management of pharmaceutical field or regulatory affairs, in public sector, or if no such person of aforesaid qualifications is available in the public sector, then a person possessing above qualifications and experience from the private sector;	45 years	56 years

2. DIVISION OF PHARMACEUTICAL EVALUATIONS AND REGISTRATION

2. DIVISION OF PHARMACEUTICAL EVALUATIONS AND REGISTRATION					
S.	Name of Post	RO	Method of Appointment		
			Initial Appointment	By Promotion	
1	2	3	4	5	6
1.	Director	15	<p>Maximum Age limit 52 years</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Sciences (Pharmacology, Pharmaceutical Chemistry, Pharmaceutical Micro Biology) with 10 years related experience in pharmaceutical field or Master / M. Phil in Pharmaceutics / Pharmaceutical Chemistry with 13 years related experience in Pharmaceutical field.</p>	<p>i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-12 or 5 years service in BPS-19/RO-14 for initial recruits in BPS 19-RO-14.</p> <p>ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules.</p> <p>iii. Having basic qualification in Pharmacy.</p>	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.
2.	Additional Director	14	<p>Maximum Age 44 years</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Sciences (Pharmacology, Pharmaceutical Chemistry, Pharmaceutical Micro Biology) with 7 years related experience in pharmaceutical field or Master / M. Phil in Pharmaceutical Chemistry with 10 years related experience in Pharmaceutical field.</p>	<ul style="list-style-type: none"> • 12 years service in BPS-17/RO-12 and above and 7 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13. • DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. • Having basic qualification in Pharmacy. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.

3.	Deputy Director	13	<p>Maximum age 39 years</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Sciences (Pharmacology, Pharmaceutical Chemistry, Pharmaceutical Micro Biology) with 04 years related experience in pharmaceutical field or Master / M. Phil in Organic / Pharmaceutical Chemistry with 06 years related experience in Pharmaceutical field or Pharm. D, B. Pharmacy with 08 years related experience in Pharmaceutical field.</p> <p>* To ensure availability of expertise in different fields a maximum of 20 % of positions of direct recruitment shall be filled by other but relevant qualifications than pharmacy. (Like medical, organic chem, microbiology, biotechnology.) Candidates having qualifications of subject specialty with basic qualifications in pharmacy will be preferable.</p>	5 years service in BPS-17/RO-12.	
4.	Assistant Director	12	<p>Maximum age 32 years</p> <p>Pharm. D or B. Pharmacy. Relevant pharmaceutical experience and qualification will be preferred.</p> <p>* To ensure availability of expertise in different fields a maximum of 20 % of positions of direct recruitment shall be filled by other but relevant qualifications than pharmacy. (Like medical, organic chem, microbiology, biotechnology.) Candidates having qualifications of subject specialty with basic qualifications in pharmacy will be preferable.</p>	-	

5.	Assistant Director (Clinical Pharmacy)	12	<p>i. Maximum age 32 years</p> <p>ii. Phram D or B Pharm</p> <p>iii. Having additional qualification / experience in clinical pharmacy or clinical pharmacology.</p> <p>* To ensure availability of expertise in different fields a maximum of 20 % of positions of direct recruitment shall be filled by other but relevant qualifications than pharmacy. (Like medical, organic chem, microbiology, biotechnology.) Candidates having qualifications of subject specialty with basic qualifications in pharmacy will be preferable.</p>	-	
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3. DIVISION OF DRUG LICENSING

1.	Director	15	<p>Maximum Age 52 years.</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Sciences (Pharmacology, Pharmaceutical Chemistry, Pharmaceutical Micro Biology) with 10 years related experience in pharmaceutical field or Master / M. Phil in Pharmaceutics / Pharmaceutical Chemistry with 13 years related experience in Pharmaceutical field.</p>	<p>i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-13 or 5 years service in BPS-19 for initial recruits in BPS 19/RO-14.</p> <p>ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules.</p> <p>iii. Having basic qualification in Pharmacy.</p>	<p>Subject to the DRAP Employees Regulations 2015, as per Regulation 4.</p>
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2.	Additional Director	14	<p>Maximum Age 44 years.</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Sciences (Pharmacology, Pharmaceutical Chemistry, Pharmaceutical Micro Biology) with 7 years related experience in pharmaceutical field or Master / M. Phil in Pharmaceutical Chemistry with 10 years related experience in Pharmaceutical field.</p>	<p>i. 12 years service in BPS-17/RO-12 and above or 7 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13.</p> <p>ii. DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules.</p> <p>iii. Having basic qualification in Pharmacy.</p>	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.
3.	Deputy Director	13	<p>Maximum Age 39 years.</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Sciences (Pharmacology, Pharmaceutical Chemistry, Pharmaceutical Micro Biology) with 04 years related experience in pharmaceutical field or Master / M. Phil in Organic / Pharmaceutical Chemistry with 06 years related experience in Pharmaceutical field or Pharm. D, B. Pharmacy with 08 years related experience in Pharmaceutical field.</p>	5 years service in BPS-17/RO-12.	
4.	Assistant Director	12	<p>Maximum Age 32 years.</p> <p>Pharm. D, or B. Pharmacy.</p>	-	

4. DIVISION OF QUALITY ASSURANCE AND LABORATORY TESTING.					
1.	Director	15	<p>Maximum Age 52 years.</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Analytical Chemistry or Pharmaceutical Micro Biology with 10 years related experience in pharmaceutical field or Master / M. Phil in Pharmaceutics, Micro Biology or post graduation in Health Pharmacy 13 years related experience in pharmaceutical fields.</p>	<ul style="list-style-type: none"> i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-13 or 5 years service in BPS-19 for initial recruits in BPS 19/RO-14. ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. iii. Having basic qualification in Pharmacy. 	<p>Subject to the DRAP Employees Regulations 2015, as per Regulation 4.</p>
2.	Additional Director	14	<p>Maximum Age 44 years.</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Analytical Chemistry or Pharmaceutical Micro Biology with 7 years related experience in pharmaceutical field or Master / M. Phil in Pharmaceutical Analytical Chemistry or Pharmaceutical Micro Biology with 10 years related experience in Pharmaceutical fields.</p>	<ul style="list-style-type: none"> i. 12 years service in BPS-17/RO-12 and above or 7 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13. ii. DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. iii. Having basic qualification in Pharmacy. 	<p>Subject to the DRAP Employees Regulations 2015, as per Regulation 4.</p>

3.	Deputy Director	13	<p>Maximum Age 39 years</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Analytical or Pharmaceutical Chemistry or Micro Biology with 02 years related experience in pharmaceutical field or Masters / M.Phil in Analytical / Pharmaceutical Chemistry or Micro Biology with 05 years related experience in pharmaceutical fields or Pharm. D, B. Pharmacy, with 05 years related experience in Pharmaceutical field.</p> <p>* To ensure availability of expertise in different fields a maximum of 20 % of positions of direct recruitment shall be filled by other qualifications than pharmacy only in laboratory testing. Candidates having qualifications of subject specialty with basic qualifications in pharmacy will be preferable.</p>	5 years service in BPS-17/RO-12.	
4.	Assistant Director	12	<p>Maximum Age 32 years</p> <p>Pharm. D, B. Pharmacy. Related Pharmaceutical experience will be preferred.</p> <p>* To ensure availability of expertise in different fields a maximum of 20 % of positions of direct recruitment shall be filled by other qualifications than pharmacy only in laboratory testing. Candidates having qualifications of subject specialty with basic qualifications in pharmacy will be preferable.</p>		

5. DIVISION OF MEDICAL DEVICES AND MEDICATED COSMETICS.

1.	Director	15	<p>Maximum Age 52 years.</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Bio Medical Engineering, with 10 years related experience in Pharmaceutical / Medical Device field or Master / M.Phil in Pharmacy, Bio Medical Engineering with 13 years related experience in Pharmaceutical / Medical Device field.</p>	<ul style="list-style-type: none">i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-13 or 5 years service in BPS-19/RO-14 for initial recruits in BPS 19/RO-14.ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules.iii. Having basic qualification in Pharmacy .	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.
2.	Additional Director	14	<p>Maximum Age 44 years.</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Bio Medical Engineering with 07 years related experience in Pharmaceutical / Medical Device field or Master / M.Phil in Bio Medical Engineering with 10 years related experience in Pharmaceutical / Medical Device field.</p>	<ul style="list-style-type: none">i. 12 service in BPS-17/RO-12 and above or 7 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13.ii. DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules.iii. Having basic qualification in Pharmacy.	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.

3.	Deputy Director	13	<p>Maximum Age 39 years.</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Bio Medical Engineering with 04 years related experience in Pharmaceutical / Medical Device field or Master / M.Phil in Bio Medical Engineering with 06 years related experience in Pharmaceutical / Medical Device field or B. Pharmacy or Pharm. D., with 08 years related experience in Pharmaceutical / Medical Device field.</p> <p>* To ensure availability of expertise in different fields a maximum of 20 % of positions of direct recruitment shall be filled by other qualifications than pharmacy. Candidates having qualifications of subject specialty with basic qualifications in pharmacy will be preferable.</p>	5 years service in BPS-17/RO-12.	
4.	Assistant Director	12	<p>Maximum Age 32 years.</p> <p>B. Pharmacy or Pharm. D.</p> <p>* To ensure availability of expertise in different fields a maximum of 20 % of positions of direct recruitment shall be filled by other qualifications than pharmacy. Candidates having qualifications of subject specialty with basic qualifications in pharmacy will be preferable.</p>	-	

6. DIVISION OF BIOLOGICAL EVALUATION AND RESEARCH					
1.	Director	15	<p>Maximum Age 52 years.</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Biological, Bio-Medical or Bio-Technology, with 10 years related experience in the pharmaceutical field or Master / M. Phil in Pharmacy, Biological, Bio-Medical or Bio-Technology with 13 years related experience in evaluation or testing of biological drugs.</p>	<ul style="list-style-type: none"> i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-13 or 5 years service in BPS-19/RO-14 for initial recruits in BPS 19/RO-14. ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. iii. Having basic qualification in Pharmacy. 	<p>Subject to the DRAP Employees Regulations 2015, as per Regulation 4.</p>
2.	Additional Director	14	<p>Maximum Age 44 years.</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Biological, Bio-Medical or Bio-Technology, with 07 years related experience in the pharmaceutical field or Master / M. Phil in Pharmacy, Biological, Bio-Medical or Bio-Technology with 10 years related experience in evaluation or testing of biological drugs.</p>	<ul style="list-style-type: none"> i. 12 years service in BPS-17/RO-12 and above or 7 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13. ii. DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. iii. Having basic qualification in Pharmacy. 	<p>Subject to the DRAP Employees Regulations 2015, as per Regulation 4.</p>

3.	Deputy Director	13	<p>Maximum Age 39 years.</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Biological, Medical or Bio Technology, with 02 years related experience in the pharmaceutical field or Masters / M.Phil in Biological, Medical or Bio Technology with 05 years related experience in evaluation or testing of biological drugs or B. Pharmacy or Pharm. D., with 05 years related experience in evaluation or testing of biological drugs.</p> <p>* To ensure availability of expertise in different fields a maximum of 20 % of positions of direct recruitment shall be filled by other qualifications than pharmacy. Candidates having qualifications of subject specialty with basic qualifications in pharmacy will be preferable.</p>	5 years service in BPS-17/RO-12.	
4.	Assistant Director	12	<p>Maximum Age 32 years.</p> <p>B. Pharmacy or Pharm. D. Related experience in evaluation or testing of biological drugs will be preferred.</p> <p>* To ensure availability of expertise in different fields a maximum of 20 % of positions of direct recruitment shall be filled by other qualifications than pharmacy. Candidates having qualifications of subject specialty with basic qualifications in pharmacy will be preferable.</p>	-	

7. DIVISION OF CONTROLLED DRUGS					
1.	Director	15	<p>Maximum Age 52 years.</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Sciences (Pharmacology, Pharmaceutical Chemistry and Pharmaceutical Micro Biology) with 10 years related experience in pharmaceutical field or Master / M. Phil in Pharmaceutics / Pharmaceutical Chemistry with 13 years related experience in Pharmaceutical field.</p>	<p>i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-13 or 5 years service in BPS-19/RO-14 for initial recruits in BPS 19/RO-14.</p> <p>ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules.</p> <p>iii. Having basic qualification in Pharmacy</p>	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.
2.	Additional Director	14	<p>Maximum Age 44 years</p> <p>Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Sciences (Pharmacology, Pharmaceutical Chemistry, Pharmaceutical Micro Biology) with 07 years related experience in pharmaceutical field or Master / M. Phil in Pharmaceutics / Pharmaceutical Chemistry with 10 years related experience in Pharmaceutical field.</p>	<ul style="list-style-type: none"> • 12 years service in BPS-17/RO-12 and above or 7 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13. • DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. • Having basic qualification in Pharmacy. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.
3.	Deputy Director	13	<p>Maximum Age 39 years</p> <p>Ph. D. in any field of pharmaceutical sciences with 2 years related experience or B. Pharmacy or Pharm. D., with 5 years experience in Pharmaceutical field or M. Phil / Masters in with 05 years experience.</p>	5 years service in BPS-17/RO-12	

4.	Assistant Director	12	Maximum Age 32 years. B. Pharmacy or Pharm. D., with 5 years experience of Pharmaceutical field	-	
8. DIVISION OF PHARMACY SERVICES.					
1.	Director	15	Maximum Age 52 years Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Sciences with 10 years related experience in pharmaceutical field or Master / M. Phil with 13 years related experience.	<ul style="list-style-type: none"> i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-13 or 5 years service in BPS-19/RO-14 for initial recruits in BPS 19/RO-14. ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. iii. Having basic qualification in Pharmacy. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.
2.	Additional Director	14	Maximum Age 44 years Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Sciences with 07 years related experience in pharmaceutical field or Master / M. Phil with 10 years related experience.	<ul style="list-style-type: none"> i. 12 years service in BPS-17/RO-12 and above or 07 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13. ii. DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. iii. Having basic qualification in Pharmacy. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.

3.	Deputy Director	13	Maximum Age 39 years Ph. D. in any field of pharmaceutical sciences with 2 years related experience or B. Pharmacy or Pharm. D., with 5 years experience in Pharmaceutical field or M. Phil / Masters in Pharmacy with 05 years experience in areas of hosp and community, retail pharmacy	5 years service in BPS-17/RO-12.	
4.	Assistant Director	12	Maximum Age 32 years B. Pharmacy or Pharm.D relevant experience will be preferred.	-	

9. DIVISION OF HEALTH AND OTC PRODUCTS (NON-DRUGS).

1.	Director	15	Maximum Age 52 years. Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Sciences {(Pharmacology, Pharmaceutical Chemistry, Pharmacognosy (preferable))} with 10 years related experience in pharmaceutical field or Master / M. Phil in Pharmaceutical Sciences {(Pharmacology, Pharmaceutical Chemistry, Pharmacognosy (preferable))} with 13 years related experience in Pharmaceutical field.	<ul style="list-style-type: none"> i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-13 or 5 years service in BPS-19/RO-14 for initial recruits in BPS 19/RO-14. ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. iii. Having basic qualification in Pharmacy. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.
2.	Additional Director	14	Maximum Age 44 years. Ph. D. in Pharmacy or Pharmaceutics or in related field of Pharmaceutical Sciences {(Pharmacology, Pharmaceutical Chemistry, Pharmacognosy (preferable))} with 07 years related experience in pharmaceutical field or Master / M. Phil in Pharmaceutical Sciences {(Pharmacology, Pharmaceutical Chemistry, Pharmacognosy (preferable))} with 10 years related experience in Pharmaceutical field.	<ul style="list-style-type: none"> i. 12 years service in BPS-17/RO-12 and above or 7 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13. ii. DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. iii. Having basic qualification in Pharmacy. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.

3.	Deputy Director	13	<p>Maximum Age 39 years. Ph.D. in Pharmaceutical or Biological Sciences or Pharmacognosy with 02 years relevant experience or B-Pharmacy, D-Pharm with BHMS, BEMS with 05 years experience in the relevant field. However clarification regarding Equivalence of BHMS and BEMS Degrees to be sought from HEC prior to considering BHMS to be at par with BEMS.</p> <p>* To ensure availability of expertise in different fields a maximum of 20 % of positions of direct recruitment shall be filled by other qualifications than pharmacy. Candidates having qualifications of subject specialty with basic qualifications in pharmacy will be preferable.</p>	5 years service in BPS-17/RO-12	
4.	Assistant Director	12	<p>Maximum Age 32 years.</p> <p>B-Pharmacy, D- Pharm with experience will be preferred withD/BHMS, BEMS with 05 years experience in the relevant field. However clarification regarding Equivalence of BHMS and BEMS Degrees to be sought from HEC prior to considering BHMS to be at par with BEMS.</p> <p>* To ensure availability of expertise in different fields a maximum of 20 % of positions of direct recruitment shall be filled by other qualifications than pharmacy. Candidates having qualifications of subject specialty with basic qualifications in pharmacy will be preferable.</p>	-	

10. DIVISION OF COSTING AND PRICING.					
1.	Director	15	<p>Maximum Age 52 years PhD in Accountancy with 10 years related experience or Cost and Management Accountant or Chartered Accountant with post membership 13 years related experience in analysis of pricing / costing of pharmaceutical and health care products or MBA (Finance) with 16 years experience in analysis of pricing / costing of pharmaceuticals and health care Products.</p> <p>Note: Qualification background with basic qualification in Pharmacy would be preferable.</p>	<ul style="list-style-type: none"> i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-13 or 5 years service in BPS-19/RO-14 for initial recruits in BPS 19/RO-14. ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.
2.	Additional Director	14	<p>Maximum Age 44 years PhD in Accountancy with 07 years related experience or Cost and Management Accountant or Chartered Accountant with post membership 10years experience in analysis of pricing / costing of health care products or MBA (Finance) with 13 years experience in analysis of pricing / costing of pharma health care products with subject experience.</p>	<ul style="list-style-type: none"> i. 12 years service in BPS-17/RO-12 and above or 7 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13. ii. DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.

3.	Deputy Director	13	Maximum Age 39 years Cost and Management Accountant / Chartered Accountant with post membership 3 years experience in analysis of pricing / costing of health care products or MBA (Finance) or M.Com with 5 years experience in analysis of pricing / costing of health care products with subject experience.	5 years service in BPS-17/RO-12.	
4.	Assistant Director	12	Maximum Age 32 years Cost and Management Accountant /Chartered Accountant or MBA (Finance) or M.Com with 2 years post qualification experience in analysis of pricing / costing of health care products with subject experience.	-	
5.	Assistant Director (Economist)	12	Maximum Age 32 years Degree in M.A Economics or equivalent from a recognized institute.	-	
6.	Assistant Director (Biostatistician)	12	Maximum Age 32 years Degree in MS. Statistics or equivalent from a recognized institute.	-	

11. DIVISION OF BUDGET AND ACCOUNTS.

1.	Director	15	Maximum Age 52 years Ph D in Accountancy with 10 years related experience or Chartered Accountant or Cost Management Accountant with post membership 13years experience in budgeting, financial planning and accounts experience. Note: Qualification background with basic qualification in Pharmacy would be preferable.	<ul style="list-style-type: none"> i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-13 or 5 years service in BPS-19/RO-14 for initial recruits in BPS 19/RO-14. ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.
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2.	Additional Director	14	<p>Maximum Age 44 years</p> <p>Ph D in Accountancy with 07 years related experience or Chartered Accountant or Cost Management Accountant with post membership 10 years experience in budgeting, financial planning and accounts experience.</p> <p>Note: Qualification background with basic qualification in Pharmacy would be preferable.</p>	<p>i. 12 years service in BPS-17/RO-12 and above or 7 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13.</p> <p>ii. DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules.</p>	<p>Subject to the DRAP Employees Regulations 2015, as per Regulation 4.</p>
3.	Deputy Director	13	<p>Maximum Age 39 years</p> <p>Chartered Accountant / Cost and Management Accountant with 03 years post qualification experience with subject experience</p> <p>or PIPFA with post membership 05 years experience in budgeting, financial planning and accounts with subject experience Or MBA (Finance) / M.Com with 05 years post qualification with subject experience.</p>	<p>5 years service in BPS-17/RO-12.</p>	
4.	Assistant Director	12/13	<p>Maximum Age 32 years</p> <p>MBA (Finance) or M.Com with subject experience.</p>	-	

12. DIVISION OF ADMINISTRATION, HUMAN RESOURCE AND LOGISTICS.					
1.	Director	15	<p>Maximum Age 52 years.</p> <p>Ph. D. in Human Resource Management with 10 years experience OR MS (HRM) or equivalent degree in Human resource management with 13 years or Graduation in Health Sciences with Diploma in Human Resource with 13 years experience.</p>	<p>i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-13 or 5 years service in BPS-19/RO-14 for initial recruits in BPS 19/RO-14.</p> <p>ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules.</p>	<p>Subject to the DRAP Employees Regulations 2015, as per Regulation 4.</p>
2.	Additional Director	14	<p>Maximum Age 44 years.</p> <p>Ph. D. in Human Resource Management with 7 years experience OR MS (HRM) or equivalent degree in Human resource management with 10 years or Graduation in Health Sciences with Diploma in Human Resource with 10 years experience.</p>	<p>i. 12 years service in BPS-17/RO-12 and above or 7 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13.</p> <p>ii. DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules.</p>	<p>Subject to the DRAP Employees Regulations 2015, as per Regulation 4.</p>

3.	Deputy Director	13	Maximum Age 39 years Master's degree in human resource management or equivalent with 3 years with subject experience.	5 years service in BPS-17/RO-12.	
4.	Assistant Director	12	Maximum Age 32 years Master's Degree in human resource management or equivalent with subject experience.	5 years service as Superintendent in BPS-16/RO-11.	

13. DIVISION OF LEGAL AFFAIRS.

1.	Director	15	Maximum Age 52 years. Ph D in law or related fields of legal Affairs with 10 years related experience or LLM or Bar-at-Law, and enrolled as advocate of High Court with 13 years pharmaceutical related experience Note: Qualification background with basic qualification in Pharmacy would be preferable.	<ul style="list-style-type: none"> i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-13 or 5 years service in BPS-19/RO-14 for initial recruits in BPS 19/RO-14. ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.
2.	Additional Director	14	Maximum Age 44 years Ph D in law or related fields of legal Affairs with 07 years related experience or LLM or Bar-at-Law, and enrolled as advocate of High Court with 10 years pharmaceutical related experience	<ul style="list-style-type: none"> i. 12 years service in BPS-17/RO-12 and above or 7 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13. ii. DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.

3.	Deputy Director	13	Maximum Age 39 years LLB with membership of Bar Association with three years with subject experience.	5 years service in BPS-17/RO-12.	
4.	Assistant Director	12	Maximum Age 32 years LLB with membership of Bar Association with subject experience.	-	
5.	Assistant Director (Health Regulations Specialist)	12	Maximum Age 32 years Master in Public Health. LLB with membership of Bar Association with subject experience.	-	

14. DIVISION OF MANAGEMENT INFORMATION SERVICES.

1.	Director	15	Maximum Age 52 years. Ph.D. in Management Information Systems or in Computer Science or Bioinformatics or equivalent with 10years experience or MS in MIS or Computer Sciences with 13 years experience preferably in pharmaceutical related fields.	<ul style="list-style-type: none"> i. 17 years service in BPS-17/RO-12 and above or 12 years service in BPS-18/RO-13 and above for initial recruits in BPS-18/RO-13 or 5 years service in BPS-19 for initial recruits in BPS 19/RO-14. ii. DRAP officers would have to complete SMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.
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2.	Additional Director	14	Maximum Age 44 years. Ph.D. in Management Information Systems or in Computer Science or Bioinformatics or equivalent with 07years experience or MS in MIS or Computer Sciences with 10 years experience preferably in pharmaceutical related fields.	<ul style="list-style-type: none"> i. 12 years service in BPS-17/RO-12 and above or 7 years service in BPS-18/RO-13 for initial recruits in BPS-18/RO-13. ii. DRAP officers would have to complete MCMC (for Civil Servants) as admissible or customized courses as approved by the Policy Board (for DRAP Employees) applicable from 1st January, 2016 for those who are nominated for such courses, however, those employees who have attained the age of 58 years will be exempted from such courses, as per prescribed rules. 	Subject to the DRAP Employees Regulations 2015, as per Regulation 4.
3.	Deputy Director	13	Maximum Age 39 years M S is computer science or MS in Bioinformatics or equivalent with five years experience.	5 years service in BPS-17/RO-12.	
4.	Network Administrator	12	Maximum Age 32 years MS/M.SC in any field of computer Science of Bioinformatics.	5 years service in BPS-16/RO-11 as Computer Operator.	
5.	Hardware Specialist	12	Maximum Age 32 years MS/M.SC in any field of computer Science of Bioinformatics.	-	
6.	Software Programmer	12	Maximum Age 32 years MS/M.SC in any field of computer Science of Bioinformatics.	-	
7.	Computer Operator	10	Maximum Age 25 years Graduate with diploma in field of computer sciences or bioinformatics	3 years service in BPS-12 as Data Entry Operator.	
8.	Data Entry Operator	09	Maximum Age 25 years Intermediate with certificate in any field of computer sciences	-	

SCHEDULE-IV
Composition of Departmental Selection Boards of DRAP
[See regulation 3(1) (b)]

For the posts of	Composition	
Directors (BS20 / RO -15)	1. CEO DRAP. 2. Representatives of Establishment Division and Law Division not below BPS – 20. 3. JS (Admn) NHR&C 4. Director (HRD) DRAP as secretary	Chairman Member Member Member Member / Secretary
Additional Directors (BS19 / RO-14)	1. CEO DRAP. 2. Representatives of Establishment Division and Law Division not below BPS – 20. 3. JS (Admn) NHR&C. 4. Director (HRD) DRAP as secretary 5. Director of the concerned Division of DRAP	Chairman Member Member Member Member / Secretary Member
Deputy Director (BS18 / RO 13) / Assistant Directors BS 17 / RO- 12) and post of BS16 / RO -11	1. Director HRD. 2. DS NHR&C 3. Director of the concerned Division of DRAP 4. Assistant Director (Admn) DRAP	Chairman Member Member Member Member / Secretary
Post from RO 1-10	1. Director HRD 2. DS NHR&C 3. Assistant Director (Admn) DRAP	Chairman Member Member Member / Secretary ”.

END OF COMPLETE DOCUMENT