

Salary Structure for Faculty, Instructor, Senior Resident and Medical Officer at RAHS

Faculty:

	Basic Salary	Increment	Attraction allowance for Doctors 100%	House allowance	Total
Professor (Medical)	1,10,000.00	2000X5 years	1,10,000.00	15,000.00	2,35,000.00
Associate Professor (Medical)	90,000.00	1500X5 years	90,000.00	12,000.00	1,92,000.00
Assistant Professor (Medical)	75,000.00	1000X5 years	75,000.00	10,000.00	1,60,000.00

Instructor:

	Basic Salary	Increment	House allowance	Total
Medical officer/Chief Instructor, Tutor (Medical)	52,000.00	700X5 years	8000.00	60,000.00

Resident:

	Basic Salary	Increment	House allowance	Total
Senior Resident / Lecturer (MD/MS)	71000.00	800X5 years	9000.00	80,000.00

Benefits of Faculties

1. Training facilities / opportunity: For specialty / career development required training will be catered. The Executive committee will decide about financial assistance as per need of the institution.
2. Conference / workshop/ Seminar/Scientific meeting: According to Scientific Conference/ Training /Study & Sabbatical Leave Guideline.
3. Study leave:
 - Permanent staff who completes regular work for three years
 - According to the need of academy
 - Prior approval from academy
 - Total study leave will be up to 3 years
 - Study leave will be paid / unpaid leave – to be decided by EC as per need, priority and capacity of the Academy.

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Rapti Academy of Health Sciences (RAHS)
Eligibility Criteria/Job description for RAHS Medical Faculty
Eligibility Criteria and Job Description

Lecturer

- **Mandatory Eligibility Criteria**

- 1) Have obtained MD/MS in respective field from a recognized university
- 2) Should have a specialist registration from Nepal Medical Council (NMC) for the above mentioned degree.

- **Job description**

1. To conduct the theory and practical classes/clinical service for undergraduate.
2. To assist the Associate Professor, Professor and HOD in achieving the short and long term Plan of the department.
3. To conduct correlations seminar, journal club, and PBL session.
4. To conduct formative and summative evaluation for the University.
5. To develop research proposal in the relative field and initiate research and case studies in the field of interest and to publish findings in journals or textbooks.
6. To guide UG student in their teaching learning and provide intellectual leadership in order to make significant contributions in the related field.
7. To assist in develop and design curriculum plans in order to foster student learning, stimulate class discussion and ensure student engagement.
8. To be part of clinical as well as academic training activity.
9. To involve in research activity and guide, collaborate and support colleagues regarding research interests and co-curricular activities.
10. To work under the instruction of HOD/Professor and guide lecturer in the academic activities of department.

Assistant Professor

- **Mandatory Eligibility Criteria**

- 1) **Licensing:** Should have a specialist registration from Nepal Medical Council (NMC) for the below mentioned degree.
- 2) **Education:** Have completed Masters Level (MD/MS) in respective field.
- 3) **Publication:** Have published **two** papers of which at least **one** should be as principal author in a scientific peer reviewed indexed Journal.

4) Work experience:

- Have two years of experience in the same field after completion of MD/MS.

Or

- Have completed sub-specialization after postgraduate degree (e.g. MCh/DM etc.).

Or

- Previously held an academic appointment at the rank of Assistant Professor at another medical school/University fulfilling mandatory criteria number 1, 2 and 3.

• Job Description

1. To conduct the theory and practical classes/clinical service for undergraduate.
2. To assist the Associate Professor, Professor and HOD in achieving the short and long term Plan of the department.
3. To conduct correlations seminar, journal club, and PBL session.
4. To conduct formative and summative evaluation for the University.
5. To develop research proposal in the relative field and initiate research and case studies in the field of interest and to publish findings in journals or textbooks.
6. To guide UG student in their teaching learning and provide intellectual leadership in order to make significant contributions in the related field.
7. To assist in develop and design curriculum plans in order to foster student learning, stimulate class discussion and ensure student engagement.
8. To be part of clinical as well as academic training activity.
9. To involve in research activity and guide, collaborate and support colleagues regarding research interests and co-curricular activities.
10. To work under the instruction of HOD/Professor and guide lecturer in the academic activities of department.

Associate Professor

• Mandatory Eligibility Criteria

- 1) **Licensing:** Should have a specialist registration from Nepal Medical Council (NMC) for the above mentioned degree.
- 2) **Education:** Have completed Masters Level (MD/MS) in respective field.
- 3) **Publication:** Have published 5 **papers** of which at least **three** should be as principal author in a scientific peer reviewed indexed Journal.

4) Work experience:

- Worked as Assistant Professor for a period of **3 years**

Or,

- **Education:** Have completed sub-specialization after postgraduate degree (like MCh/DM etc.).
- **Publication:** Have published **2 papers** of which at least **one** should be as principal author in a scientific peer reviewed indexed Journal at the level of Assistant Professor and
- **Work experience:** Have worked for **two years** as Assistant Professor.

Or,

- Previously held an academic appointment at the rank of Associate Professor at another medical school/University fulfilling mandatory criteria number 1,2 and 3.

- **Job Description**

1. To conduct the theory and practical classes/clinical service for undergraduate and postgraduate programs.
2. To assist the Professor and HOD in achieving the short and long term Plan of the department.
3. To conduct correlations seminar, journal club, and PBL session.
4. To conduct formative and summative evaluation for the University.
5. To develop research proposal in the relative field and initiate research and case studies in the field of interest and to publish findings in journals or textbooks.
6. To guide PG student in their dissertations and provide intellectual leadership in order to make significant contributions in the related field.
7. To develop and design curriculum plans to foster student learning, stimulate class discussion and ensure student engagement.
8. To be part of clinical as well as academic training activity. To involve in research activity and guide, collaborate and support colleagues regarding research interests and co-curricular activities.
9. To work under the instruction of HOD/Professor and guide Assistant professors in the academic activities of department.

Professor

- **Mandatory Eligibility Criteria**

- 1) **Licensing:** Should have a specialist registration from Nepal Medical Council (NMC).
- 2) **Education:** Have completed Masters Level (MD/MS) /PhD in respective field.

3) **Publication:** Have published **8 papers** of which at least **three** should be as principal author in a scientific peer reviewed indexed Journal.

4) **Work experience:**

- Worked as Associate Professor for a period of **5 years**.

Or

- Previously held an academic appointment at the rank of Professor at another medical school/University fulfilling mandatory criteria number 1,2 and 3.

5) In exceptional circumstances, when there is an institutional need, applicant meeting the following criteria may be appointed to the position of Professor:

- **Education:** Have completed MD / MS / PhD level in respective field and
- **Work Experience:** Have completed **10 years** of experience in respective field
- **Publication:** Published **10 papers** of which at least **three** should be as principal author in a scientific peer reviewed indexed Journal.

- **Job description**

1. To conduct the theory and practical classes/clinical service for undergraduate and postgraduate programs.
2. To assist the HOD in achieving the short and long term
3. Plan of the department.
4. To conduct correlations seminar, journal club, and PBL session.
5. To conduct formative and summative evaluation for the University.
6. To develop research proposal in the relative field and initiate research and case studies in the field of interest and to publish findings in journals or textbooks.
7. To guide PG student in their dissertations and provide intellectual Leadership in order to make significant contributions in the related field.
8. To develop and design curriculum plans to foster student learning, Stimulate class discussion and ensure student engagement.
9. To be part of clinical as well as academic training activity.
10. To involve in research activity and guide, collaborate and support colleagues regarding research interests and co-curricular activities.
11. To work under the instruction of HOD and guide Assistant professors in the academic activities of department.

Eligibility Criteria of Dental Faculty, Medical officers/House officers, Dental Surgeon and Staff Nurse :

Dental Faculty: MDS in the concerned specialty. Other criteria will be as per medical faculty criteria.

Medical Officers/House Officers: MBBS, Nepal Medical Council Registration.

Dental Surgeon: BDS, Nepal Medical Council Registration.

Staff Nurse: Proficiency Certificate Level in Nursing (PCL), Nepal Nursing Council Registration
– Preference will be given for the training in dialysis, ICU, CCU Training.

Others:

Application form fee

1. Professor, Associate Professor – Rs. 2000 /-
2. Assistant Professor, Lecturer, Senior Resident – Rs.1500/-
3. Medical Officer, Dental surgeon, Staff Nurse – Rs. 1000/-

Application form from Kathmandu Liaison office can be obtained by producing deposited voucher in the account of Rapti Academy of Health Sciences, Laxmi Bank Limited Account number 09711000204.or from Rapti Sub-regional Hospital, Ghorahi, Dang by depositing cash. (Voucher or cash receipt must be produced while submitting application form).

Salary of Staff Nurse:

Basic salary - Rs. 20,500/-

Allowance (15%) –Rs. 3075/-

Other benefits: As per the policy and rules of the Academy.

Selection criteria:

Faculty position: Interview

Medical Officer/House Officers, Dental Surgeons, Staff Nurse – written examination and interview.

Date of written examination and interview will be informed and notified later

Other Informations

Application form fee

1. Professor, Associate Professor – Rs. 2000
2. Assistant Professor, Lecturer, Senior Resident, Finance Manager, Deputy Finance Manager- Rs. 1500
3. Medical Officer & Other positions – Rs. 1000

Application form can be obtained from RAHS Office, Ghorahi, Dang or RAHS liaison office Jawalakhel, Kathmandu by producing deposited voucher in the account of Rapti Academy of Health Sciences, Laxmi Bank Limited Account number 09711000204.

Selection Criteria

Faculty Position, Finance Manager, Deputy Finance Manager, Senior Pharmacist- Interview

Other Positions- Written examination & Interview

Date of Written examination & Interview will be informed and notified later.

Eligibility Criteria of Medical officer and other Positions

Positions	Eligibility criteria	Remarks
Medical Officer/House Officer	MBBS, Nepal Medical Council registration	
Finance Manager	CA or MBA or equivalent with minimum of 5 years experience in related field	
Deputy Finance Manager	CA or MBA or equivalent with minimum of 3 years experience in related field	
Senior Pharmacist	Master in Pharmacy	
Pharmacist (Officer)	Bachelor in Pharmacy	
Dietician/Nutrition Officer	Bachelor in Dietetic/Nutrition	
Optometrist	Bachelor in optometry	
Physiotherapist	Bachelor in Physiotherapy	
Office Secretary	Bachelor level with office secretary training course	
Section Officer	Bachelor level course	
Biomedical Engineer	Bachelor in Biomedical Engineering	
Laboratory Technician	Certificate level in medical laboratory technology	
Radiography Technician	Certificate level in Radiography	
Staff Nurse (Trained in ICU)	Certificate level in nursing with training in ICU	
Anesthesia Assistant	Certificate level with Anesthesia Assistant Course	
IT Technician	Certificate level in related field	
Laboratory Assistant	Laboratory assistant course	
Dental Assistant	Certificate in Dental Hygiene or Dental assistant course	
Ophthalmic Assistant	Ophthalmic assistant course	
Medical Record Assistant	Certificate level in Science with minimum of 6 months training in medical record	

Salary & Benefits of Other Positions

SN	Potion	Basic Salary	Allowance	Other Benefits
1	Finance Manager	50,000	-	As per the policy of the Academy
2	Deputy Finance Manager	40,000	-	" " "
3	Senior Pharmacist	34,000	15 %	" " "
4	Pharmacist (Officer)	30,000	15 %	" " "
5	Dietician/Nutrition Officer	30,000	-	" " "
6	Optometrist	30,000	15 %	" " "
7	Physiotherapist	30,000	15 %	" " "
8	Office Secretary	30,000	-	" " "
9	Section Officer	30,000	-	" " "
10	Biomedical Engineer	30,000	-	" " "
11	Laboratory Technician	20,500	15 %	" " "
12	Radiography Technician	20,500	15 %	" " "
13	Staff Nurse (Trained in ICU)	20,500	15 %	" " "
14	Anesthesia Assistant	20,500	15 %	" " "
15	IT Technician	20,500	-	" " "
16	Laboratory Assistant	19,500	15 %	" " "
17	Dental Assistant	20,500	15 %	" " "
18	Ophthalmic Assistant	20,500	15 %	" " "
19	Medical Record Assistant	20,500	-	" " "