

## 7. SELECTION FOR TRAINING PROGRAMMES

- 7.1 The PGIM issues circular letters and calls for applications for selection exams on its website <http://www.pgim.cmb.ac.lk>, in accordance with the Calendar of Examinations of the PGIM which is published annually. Prospective applicants need to respond to such advertisements.
- 7.2. Application Forms received in response to such notices, along with payments, will be scrutinized by the Senior Assistant Registrar/Examinations in consultation with the respective Boards of Study. Candidates will be selected for training programmes on the basis of performance at relevant selection examination and the number of training positions available (as published in the relevant examination circular).
- 7.3 Examination Assessment Format; assessment of all candidates would be based on the most recent approved assessment format.
- 7.4 Award of PGIM Medals for Selection Examinations
- 7.4.1 All medals funded by the PGIM will be awarded at a General Convocation of the University of Colombo
- 7.4.2 Medals for selection examinations will be awarded only after awardees obtain the relevant degree.
- 7.5 Training will be carried out in units accredited by the Boards of Study, the Board of Management and the Senate of the University of Colombo. Allocation of trainees to training units will be done based on criteria laid down by the Boards of Study and the Board of Management. This may be subject to change from time to time.
- 7.6 A list of trainees is submitted to the Ministry of Health, University or the employer concerned for release of trainees to follow courses of study/training programmes. The responsibility to release trainees to the PGIM rests with the Ministry of Health/University/private sector employer concerned.
- 7.7 Trainees who are selected will be required to pay the specified Registration Fee as a once and for all payment, and should register with the PGIM for the entire duration of the training programme/course of study.
- 7.8 A doctor who has been served with a vacation of post notice or has vacated post or who has resigned from service should complete one year of obligatory service after re-employment before he/she can be enrolled for a PGIM training programme/course of study.
- 7.9 Release of Medical Officers for Postgraduate Training
- A trainee following a PG Certificate or PG Diploma or MSc or MD programme shall not be permitted to sit another selection examination for a PG Certificate or PG Diploma or MSc **or MD**. If the trainee leaves the course before completion of a programme/course of study, he/she shall not be permitted to sit for another selection examination for a minimum period of two years from the date of leaving the programme/course of study. This rule shall not apply for online and part time courses.
- The above new regulation would not be applicable for those trainees who have successfully completed a Selection Examination to join a PGIM programme (PG Diploma/Masters) on or before the 4<sup>th</sup> of May 2019.

- 7.10. A Medical Officer, Dental Officer or any other person who has obtained a PG Certificate or PG Diploma or MSc shall be permitted to sit for a selection examination for a MD course at any time after obtaining the PG Certificate or PG Diploma or MSc qualification.
- 7.11 MD and Board Certification as a specialist will be restricted to one discipline (i.e Dual Board Certification is **not** allowed)
- 7.12 There will be no restriction on trainees obtaining more than one PG Diploma or Masters Degree. However, a trainee will be allowed to follow only one full time PG programme at a given time.
- 7.13 Granting of leave to follow PGIM training programmes is the prerogative of the employer.
- 7.14 A medical officer in the Ministry of Health should have completed a minimum period of 5 years service before the officer is enrolled for the PG Diploma in Reproductive Health, where obtaining such a qualification is a requirement for grade promotion in the Ministry of Health. The minimum period of prior service specified in relation to other study/training programmes is stipulated in the specific regulations.
- 7.15 Selection for Training Programmes  
Selection for training programmes, according to the number of training places indicated in the circular letter calling for applications for the selection examinations, and the allocation of training units for Medical Officers in the Ministry of Health, other Government Ministries, Universities, Armed Forces/Police, non state sector (Sri Lankans) and Foreign Candidates, will be done as described below:
- 7.15.1 There shall be one “merit list” for selection of medical officers from all categories for the training programme.
- 7.15.2 There shall be one “list for allocation of training units” for medical officers from all categories after selection to the training programme.
- 7.15.3 The principle of not compromising on the maximum number of Ministry of Health doctors possible to be selected for training programmes and allocated to training units will be respected.
- 7.15.4 There shall be six categories as listed below:
- Category 1: Medical Officers attached to the Ministry of Health
  - Category 2: Medical Officers attached to other Government Ministries
  - Category 3: Medical Officers attached to Universities
  - Category 4: Medical Officers attached to Armed Forces/Police
  - Category 5: Medical Officers in the non state sector
  - Category 6: Medical Officers with CCST qualifications or equivalent who will enter through the lateral entry route
  - Category 7: Foreign nationals
- 7.15.5 The number of vacancies for applicants from the Ministry of Health will be stated in the circular letter, as determined by the Board of Study.

- 7.15.6 A merit list of successful candidates will be prepared based on the final mark (arranged in descending order) at the selection examination obtained by candidates in all seven categories
- 7.15.7 In the above merit list, depending on the maximum number of trainees permitted to be selected from category 1 (Medical Officers attached to Ministry of Health), a “cut off line” will be drawn. Candidates from other categories who rank above this cut-off line will be selected for training. The total number selected for training will be a combination of those from all categories who rank above the cut-off line.
- 7.15.8 The allocation order will be divided into two segments, as follows:
- Segment 1: Candidates from the Ministry of Health, other Government Ministries, Universities and Armed forces will be listed in descending order based on the final marks and number of attempts, irrespective of the category.
- Segment 2: Candidates from the categories 5,6 and 7 will be listed based on the final marks and number of attempts, commencing below segment 1.
- 7.15.9 If the available training positions are less than the total number in the above “list for allocation of training units” supernumerary training posts will be decided by the Board of Study before the allocation meeting and trainees will be informed. The allocation should be done commencing from the trainee who is first in the merit list. Where a common selection exam is held for multiple subspecialties, the above rules will apply

#### 7.16 Selection of Non-State Sector Trainees

Candidates from the Non-State Sector who wish to enter PGIM training programmes should possess a medical or dental degree registrable with the SLMC (foreign nationals) or be registered with the SLMC (Sri Lankan Citizens) at the time of application to the PGIM. To be eligible to sit a screening/selection/Part I examination they should have completed an internship acceptable to the SLMC and one year service after internship at a state sector hospital, private sector healthcare institution or private hospital recognized by the relevant Board of Study of the PGIM. They should also fulfill other entry requirements specified by individual Boards of Study and the Board of Management.

- 7.16.1 Non state sector trainees who are Sri Lankan citizens will have priority over non state sector trainees who are foreign citizens. Government to government arrangements (such as Memorandums of Understanding) will be honored, if necessary on a supernumerary basis. The principle of not compromising on the number of training slots for the Sri Lankan state sector doctors will be respected.
- 7.16.2 Non state sector (Sri Lankan) trainees on contract will be given a list of duties and will be entitled to a monthly allowance until the first scheduled attempt at the relevant examination for award of degree. Payments will not be made in the case of part time/observational programmes and be made only in respect of services that the Board of Study prescribes. When there is no service component, as is the case in DFM, DCH, MSc etc., non-state sector trainees will not be entitled to a monthly allowance.

In the case of non-clinical courses the Board of Management on the recommendation of Boards of Study will determine the components of the training programmes for which Sri Lankan non state sector trainees will be eligible to receive the allowance.

If a non-state sector trainee fails the relevant examination for the award of degree in his/her first attempt, the allowances will be suspended until he/she passes the relevant examination.

- 7.16.3 A contract will be signed between non state sector trainees and the Ministry of Health. The contract will include terms relating to obligations of the trainee towards the PGIM training programme, including but not restricted to the following
- a. Leaving the programme midstream
  - b. Not fulfilling PGIM/Board of Study requirements
  - c. Professional misconduct
  - d. Financial misconduct
- 7.16.4 Training placements available will be identified and notified to prospective trainees before the allocation meeting along with the guidelines. Allocation of trainees for training units will be done according to 7.16 above.
- 7.16.5 Training in the PGIM should not be regarded as an avenue of employment in the Ministry of Health for non-state sector doctors.
- 7.16.6 All non state sector trainees will be accountable to the PGIM and the Ministry of Health for the purpose of administrative and other regulations of the two institutions. They will be under the administrative control of the Head of the Institution where he/she is attached to and the trainer. All non state sector trainees will have to comply with PGIM/University/Ministry of Health rules and regulations and code of conduct.
- 7.16.7 Non state sector Sri Lankan trainees will pay 50% more than the fees (includes registration, course, examination, certification and all other PGIM payments) paid by state sector doctors and will be required to obtain medical defense/indemnity insurance acceptable to the PGIM and Ministry of Health. Course fees and examination fees paid by non state sector candidates will not be refunded by the PGIM. All other general guidelines regarding refunding of fees will apply to non state sector candidates.
- 7.16.8 Non state sector foreign trainees will pay fees according to the PGIM Fee Structure Book. However the fee structure may be changed from time to time by the Board of Management. They will be required to obtain medical defense/indemnity insurance acceptable to the PGIM and Ministry of Health. Course fees and other fees paid by non-state sector foreign candidates will not be refunded by the PGIM or the government. All other general guidelines regarding refunding of fees will apply to non-state sector foreign candidates.
- 7.16.9 All non state sector trainees will be governed by the same academic, administrative, disciplinary and examination rules that apply to all trainees.
- 7.16.10 Neither the Ministry of Health nor the PGIM will provide funding for foreign training of non state sector trainees if this is required. It is the responsibility of non state sector trainees to find overseas placements for the foreign training component, acceptable to the relevant Board of Study. Thereafter, the PGIM will extend the same facilities available to state sector trainees with regard to documentation and monitoring. On the recommendation of the Board of Study, the flexible training option may be made available to non-state sector candidates.

- 7.16.11 All non-state sector trainees should sign two separate agreements with the Ministry of Health and the PGIM regarding the terms and conditions under which their training is provided. Before starting training, they will be required to sign two separate financial bonds with the PGIM and the Ministry of Health.
- 7.16.12 The above conditions and stipulations will apply to all trainees but will apply in particular to trainees entering MD programmes where there is a clinical training component. In the case of Certificate, Diploma and MSc programmes with some clinical exposure, trainees maybe given observer status for short clinical training components.
- 7.16.13 Non state sector trainees will adhere to the accepted channels of communication with respect to all their dealings with the PGIM.
- 7.16.14 The decisions of the Board of Management in relation to matters on training, allocation of training units, examinations, leave and discipline will be final.
- 7.16.15. Any PG trainee who requests a change of an appointment based on a medical condition should be made to appear before a Medical Board in order to justify the request for such a change, and also to decide on the fitness of the trainee to continue training.

**7.17. Regulations applicable to PG trainees at different stages of their training**

- 7.17.1. New rules for Selection Examinations, Pre-MD training and MD examinations are applicable only for students who are yet to sit the Selection Examination (rules have to be approved by the Senate before the date on which the Selection Exam is advertised).
- 7.17.2. Pre-MD training and MD examination regulations cannot be changed for a trainee once that trainee is in the Pre-MD programme.
- 7.17.3. However, new post-MD training regulations can be made applicable to any trainee who is yet to sit or/and pass the MD examination. Post-MD regulations cannot be changed for a trainee after the trainee sits or/and passes the MD examination.

**7.18 Professionalism Strand**

All candidates who are selected for the MD programmes should undergo the Professionalism Strand organized by the PGIM. Please note that this is compulsory for all MD trainees and should be completed within the first two years of Pre MD training. A certificate will be issued to trainees who complete this strand successfully.

**7.19. Training Units with two Trainers**

Trainees who are undergoing training in units where there are two trainers appointed by the MOH are to be supervised by both trainers during the period of training, provided that both are eligible trainers. On satisfactory completion of the training, trainees are required to obtain the signatures of both trainers.

- 7.20. No PGIM trainee is permitted to engage in private practice during normal official working hours and when the trainee is officially on called to the unit. However, in emergency situations if they are required to do so, they should not receive a special payment for such work.