



SCORE AND CRITERIA WEIGHT FOR GRADING OF GENERAL PRACTITIONERS

1. MEDICAL OFFICER

Criteria	Weight (%)	Maximum	Medium	Minimum
1. CPD Credits (Evidence of 50 CPD Credits per 1 years or 100 CPD credits per 2 years) Copy of CPD logbook to be attached	Mandatory requirement to be graded			
Criteria	Weight (%)	Maximum	Medium	Minimum
2. Additional Accredited Qualification with minimum of 120 Credits- as recognized by HEC (evidence to be attached)	20	10	NA	0
3. Portfolio endorsed by the Head of Institution (To be attached)	60	55 (above or meet the target number)	45 ($\frac{3}{4}$ of the required number)	30 ($\frac{1}{2}$ of required number)
4. Current Appraisal Score from the supervisor or Head of the Institution (to be attached)	10	10 (scored 85 -100 %)	5 (scored 70-84)	0 (below 70%)

5. Membership to professional committee (clinical audit, policies and procedures...)- evidence to attached	10	10 (Active member in more than one committee- committee or association)	5 (active in one committee)	0 (no participation in committee)
TOTAL	100			

Pass mark: 70%

2. SENIOR MEDICAL OFFICER

Criteria	Weight (%)	Maximum	Minimum	Observation
1. CPD Credits (50 Credits/year or 100 Credits/2 years) Copy of CPD logbook to be attached	Mandatory requirement to be graded			
Criteria	Weight (%)	Maximum		
2. Additional Accredited Qualification with minimum of 120 Credits- as recognized by HEC (evidence to be attached)	20	10	NA	0
3. Portfolio endorsed by the	40	40 (above or	30 ($\frac{3}{4}$ of the	20 ($\frac{1}{2}$ of

Head of Institution (To be attached)		meet the target number)	required number)	required number)
4. Current Appraisal Score from the supervisor or Head of the Institution (to be attached)	10	10 (scored 85 - 100 %)	5 (scored 70-84)	0 (below 70%)
5. Membership to professional committee (clinical audit, policies and procedures...)- evidence to attached	10	10 (Active member in more than one committee-committee or association)	5 (active in one committee)	0 (no participation in committee)
6. Professional leadership and management experience (CV to be attached)	20	15 (Head of institution)	10 (Head of Committee, Head of department, ...)	5 (Clinical Team leader)
TOTAL	100			

3. CHIEF MEDICAL OFFICER

Criteria	Weight (%)	Maximum	Minimum	Observation
1. CPD Credits (June 2011-June 2014) Copy of CPD logbook	Mandatory			

Criteria	Weight			
2. Additional Accredited Qualification with minimum of 120 Credits- as recognized by HEC (evidence to be attached)	20	20	NA	0
3. Portfolio endorsed by the Head of Institution (To be attached)	20	20 (above or meet the target number)	15 ($\frac{3}{4}$ of the required number)	10 ($\frac{1}{2}$ of required number)
4. Current Appraisal Score from the supervisor or Head of the Institution (to be attached)	5	5 (scored 85 - 100 %)	3 (scored 70-84)	0 (below 70%)
5. Membership to professional committee (clinical audit, policies and procedures...)- evidence to attached	5	5(Active member in more than one committee- committee or association)	3 (active in one committee)	0 (no participation in committee)
6. Professional leadership and management experience (CV)	35	25 (Head of institution)	20 (Head of Committee, Head of department, ...)	0

7. New services/project created in the hospital.	5	5	0	0
8. Evidence of teaching (Lecture, Presentations,..)	5	5	0	0
9. Titles of papers published in local journal/clinical audit/written case report/posters/presentation in international or National conference in the last 24 months	5	5 (More than 2 papers or presentations)	3 (at least one)	0
TOTAL	100			

Passing mark =70%