



INSTITUTIONAL POSTGRADUATE MEDICAL EDUCATION (PGME) COMMITTEE

Sahiwal Medical College & Allied Institutions Sahiwal

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CODE OF CONDUCT FOR POSTGRADUATE TRAINEES

(FCPS / MS Residency Programs)

Sahiwal Medical College & Allied Teaching Hospitals Sahiwal

(Adapted from PM&DC Postgraduate Policy & Procedure Manual (PPM), CPSP FCPS Regulations, and University MS Residency Curriculum Frameworks)

1. Purpose

The purpose of this Code of Conduct is to ensure that all postgraduate trainees maintain the highest standards of professionalism, ethical conduct, academic integrity, patient safety, and discipline during residency training in FCPS and MS programs.

This document applies to all residents enrolled in postgraduate training programs at Sahiwal Medical College and affiliated teaching hospitals.

2. Professional Responsibilities

Postgraduate trainees shall:

Demonstrate honesty, integrity, punctuality, and professional behavior at all times.

Respect the dignity, privacy, cultural values, and rights of patients and attendants.

Maintain professional relationships with supervisors, colleagues, nurses, students, and hospital staff.

Follow institutional policies, PM&DC regulations, CPSP rules, and university guidelines.

Maintain appropriate dress code and professional appearance during duty hours.

Perform assigned clinical duties responsibly and efficiently.

3. Patient Care and Safety

Trainees shall:

Prioritize patient welfare and safety above personal interests.

Provide compassionate, evidence-based, and ethical patient care under supervision.

Maintain confidentiality of patient information and medical records.

informed consent where applicable.

Avoid negligence, malpractice, or unauthorized procedures.

Immediately report medical errors, adverse events, or unsafe practices through proper channels.

Refrain from discrimination on the basis of gender, religion, ethnicity, socioeconomic status, or disability.

4. Academic and Training Responsibilities

Each trainee shall:

Attend clinical rounds, academic activities, workshops, journal clubs, and mandatory teaching sessions regularly.

Maintain logbooks, portfolios, dissertations, and assessment records honestly and timely.

Complete rotations and training requirements prescribed in FCPS/MS curriculum.

Participate actively in research, audits, and scholarly activities.

Respect intellectual property and avoid plagiarism, data fabrication, or academic misconduct.

Prepare adequately for assessments and examinations.

Absence from mandatory academic activities without valid justification may result in disciplinary action.

5. Duty Hours and Attendance

Trainees must comply with institutional duty rosters and on-call schedules.

Leave shall be availed only after approval from the competent authority.

Habitual absenteeism, late attendance, or abandonment of duty shall be considered misconduct.

Residents must remain available during emergency calls and assigned clinical responsibilities.

6. Ethical Conduct

Postgraduate trainees shall not:

Engage in harassment, bullying, intimidation, or abusive behavior.

Use inappropriate language or display unprofessional conduct within hospital premises.

Accept unlawful financial or personal benefits from patients or pharmaceutical representatives.

Issue false certificates, fabricated reports, or misleading documentation.

Participate in political or unlawful activities that disrupt institutional functioning.

Misuse social media in a manner that compromises patient confidentiality, institutional reputation, or professional ethics.

7. Research Ethics

All trainees involved in research shall:

.ethical approval before initiating research activities.

Ensure authenticity and accuracy of collected data.

.Follow institutional and international ethical guidelines for human research.

Avoid plagiarism, duplicate publication, and falsification of results.

Acknowledge supervisors and contributors appropriately.

Violation of research ethics may result in cancellation of research work and disciplinary proceedings.

8. Respectful Workplace Environment

The institution is committed to maintaining a safe and respectful learning environment.

Trainees shall:

Respect diversity and maintain collegial behavior.

Cooperate with multidisciplinary healthcare teams.

Avoid workplace violence, discrimination, or harassment.

Report incidents of harassment or unethical conduct through appropriate institutional mechanisms.

9. Use of Institutional Resources

Residents shall:

Use hospital and institutional resources responsibly.

Protect institutional property, equipment, records, and information systems.

Avoid unauthorized use of hospital premises, drugs, equipment, or confidential data.

10. Social Media and Digital Professionalism

Trainees must maintain professionalism on digital and social media platforms.

Residents shall not:

Share patient images or confidential information without authorization.

Post defamatory, offensive, or misleading content regarding patients, faculty, or institution.

Represent personal opinions as official institutional views.

11. Disciplinary Action

Violation of this Code of Conduct may lead to disciplinary proceedings according to institutional, PM&DC, CPSP, and university regulations.

Disciplinary actions may include:

Verbal or written warning

counseling or remediation

Adverse entry in trainee record

. Suspension from duties/training

Referral to disciplinary committee

Withholding of assessments or training certification

Termination from training program in severe cases

12. Grievance and Appeal

Trainees have the right to:

Fair hearing and due process

Submit grievances through proper institutional channels

Appeal against disciplinary decisions as per institutional policy

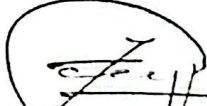
All complaints and appeals shall be handled confidentially and impartially.

13. Compliance

All postgraduate trainees shall sign an undertaking confirming that they have read, understood, and agreed to comply with this Code of Conduct.

Failure to comply may affect continuation and successful completion of residency training.

Approved By


Prof. Dr. Riaz Ul Haq
Director (PGME)
Sahiwal Medical College
Sahiwal