



College of Medicine & Dentistry at the Hills, Abbottabad

Policy on Political Activity for House Officers

FOR THE YEAR 2025-26



1.0 Preamble & Purpose

The internship period at the College of Medicine and Dentistry at the Hills, Abbottabad, is a critical phase in shaping competent, ethical, and professional doctors. As CMDH future healthcare leaders, House Officers hold a position of trust. Political activities within clinical environments can compromise impartial patient care, disrupt teamwork, and interfere with the educational purpose of the internship.

This policy ensures clarity on acceptable conduct, aligns with the Code of Conduct of the Pakistan medical and dental council (PMDC) and maintains a neutral, professional, and safe environment across all College and hospital facilities.

2.0 Governing Regulations & References

This policy is guided by:

1. **PMDC Code of Ethics and Professional Conduct** (latest amendment)
2. **Pakistan Medical Commission (PMC) Act, 2020**
3. **College of Medicine and Dentistry at the Hills, Abbottabad – Staff & Student Conduct Rules**
4. **Constitution of Pakistan, Article 17**, recognizing reasonable restrictions for public order

3.0 Core Principles

1. **Patient First:** Patient care is the top priority; political interests must never interfere.
2. **Neutral Environment:** College and hospital premises remain politically neutral.
3. **Professional Conduct:** House Officers must maintain professionalism that reflects well on the College and the medical profession.

4.0 Policy Guidelines

4.1 Permitted Activities (Outside Clinical Hours & Premises)

- Personal political membership
- Voting in elections
- Attending political events as private citizens
- Political discussions on personal social media accounts, provided confidentiality and professionalism are maintained, and College affiliation is not implied.

4.2 Activities Prohibited During Duty Hours / on College Premises

- Campaigning, lobbying, or fundraising
- Distributing political material or wearing political symbols on duty
- Using college or hospital resources for political purposes
- Representing oneself as a House Officer of the college in political matters
- Pressuring patients, colleagues, or staff regarding political views
- Neglecting duties or disrupting clinical operations

5.0 Dress Code & Conduct

- Uniforms, white coats, scrub suits, and identity badges must remain free of political symbols. Communication with patients, families, and colleagues must remain professional and apolitical.

6.0 Social Media Use

Maintain patient confidentiality at all times.

- Avoid political posts that may harm the reputation of the collage of the medical profession.
- Clearly state that the personal views do not represent the collage.

- **Consequences of Violation**

Violating this policy is a serious breach of professional conduct and may result in:

1. Written warning for minor, first-time offenses.
2. Formal censure in the intern's training file.
3. Suspension from duties for a defined period.
4. Extension of internship if duties are neglected.
5. Termination of internship and reporting to PMDC/ for serious or repeated violations.

8.0 Redressal of Grievance

House Officers who face political coercion or unfair treatment may raise concerns confidentially with the without fear of retaliation.

Acknowledgement of Receipt

I, _____, House Officer registration number _____, have received, read, and understood the **Policy on Political Activity for House Officers** of the **College of Medicine and Dentistry at the Hills, Abbottabad**. I agree to follow these guidelines during my internship.

Signature: _____

Date: _____

Witnessed by Representative):

Name: _____

Signature: _____

Date: _____