

Most Urgent

No.: HFW-B(F)4-9/2017
Government of Himachal Pradesh
Department of Medical Education & Research

From

The Principal Secretary (Health) to the
Government of Himachal Pradesh

To

- 1) The Directorate of Health Services,
Himachal Pradesh, SDA Complex,
Kasumpti, Shimla-171009
- 2) The Directorate of Medical Education & Research,
Himachal Pradesh, SDA Complex,
Kasumpti, Shimla-171009
- 3) The Mission Director,
National Health Mission,
H.P., SDA Complex, Kasumpti, Shimla-171009
- 4) The Principal,
IGMC, Shimla, HP-171001
- 5) The Principal,
Dr. RPGMC, Kangra at Tanda, HP-176001
- 6) The Principal,
Dr. YSPGMC, Sirmour at Nahan-173001G
- 7) The Principal,
Pt. JLNGMC, Chamba-176310
- 8) The Principal,
Dr. RKGMC, Ner Chowk, Mandi-175008

Dated: Shimla-2 the 16/08/2017

Subject: -

Proposed policy for sponsoring GDOs for doing PG Degree/Diploma, DM/ MCh, DNB, Master Courses within and outside the State.

Sir/Madam,

I am directed to address you on the subject cited above and enclose herewith a photocopy of proposed draft policy for sponsoring GDOs for doing PG Degree/ Diploma, DM/ MCh, DNB, Master Courses within & outside the State. The proposed policy may be uploaded in your official website for the information of all concerned & to seek their suggestions/ objections, if any. You are also requested to intimate the concerned doctor association about the proposed policy and ask them to furnish comments by 31.08.2017.

Yours faithfully,

(Pankaj Rai)

Additional Secretary(Health) to the
Government of Himachal Pradesh

Endst. No.:As above

Dated: Shimla-2

the

16/08/2017

❖ Copy to forwarded for information and send comments on uploaded policy to reach by 31.08.2017:-

1. The President, Resident Doctor Association, IGMC, Shimla-171001. You are requested to check the draft policy in the official website and tender your objections/suggestions latest by 31.08.2017.
2. The President, Resident Doctor Association, Dr. RPGMC, Kangra at Tanda-176001. You are requested to check the draft policy in the official website and tender your objections/suggestions latest by 31.08.2017.
3. The Doctor's Association of all the Government Medical Colleges, Himachal Pradesh. You are requested to check the draft policy in the official website and tender your objections/suggestions latest by 31.08.2017.
4. Guard file.


(Pankaj Rai)

Additional Secretary(Health) to the
Government of Himachal Pradesh

Proposed policy for sponsoring GDOs for doing PG Degree/Diploma, DM/ MCh, DNB,

Master Courses within and outside the State

Background:

- The State of Himachal Pradesh in view of its hard topographical and geographical conditions is having scattered population and almost 90% of its population resides in rural areas including the hard/ difficult/tribal areas.
- The State of Himachal Pradesh being a Welfare State is under obligation to cater to the health needs of the people as also to provide best health care facilities to its citizens in larger interest of patients and public.

With this background, the State of HP had taken a conscious decision to ensure the availability of doctors in all the areas in an even manner by providing various monetary and non-monetary initiatives to the in-service GDOs for being posted in such identified hard/difficult/tribal areas of the State.

- Under the non-monetary initiatives, as per the earlier and prevailing Policies of the State Government for pursuing the PG Courses (MD/MS/Diploma) within and outside the State of HP (as per the Notifications dated 9-4-2011, 2-4-2013 and 18-11-2015), the GDOs (Regular as well as working on contractual basis) were being provided the additional incentive for serving in such identified hard/difficult/tribal areas to be eligible for being sponsored for higher studies.
- Under the monetary initiatives, additional financial benefit by way of incentive is being provided by NHM and paid to the contractual GDOs on account of their service in the identified hard/difficult/tribal areas in addition to their fixed monthly emoluments.
- In pursuant to the judgment of the Hon'ble Supreme Court of India dated 16-08-2016 passed in Civil Appeal No. 8047/2016, titled as State of UP and others Vs. Dr. Dinesh Singh Chauhan, and other connected matters, in supersession of all the previous policies, new PG Policy for pursuing Post Graduate (MD/MS) Degree/ Diploma Courses within the State of Himachal Pradesh under the Medical Education Department w.e.f. the academic session 2017-18, has been notified vide Notification dated 20-03-2017.

As per the above referred new PG Policy for pursuing Post Graduate (MD/MS) Degree/ Diploma Courses within the State of Himachal Pradesh dated 20-3-2017, the in-service GDOs are entitled for incentive @ 10% of the marks obtained in NEET-PG for each complete year of service in any of the areas declared and identified as difficult/remote /tribal/backwards by the State, subject to the maximum such benefit upto 30% of the marks obtained in NEET-PG vide above notification.

However in the recent times, it has been seen and observed by the State of HP that all the initiatives taken by it by way of various Policies/Instructions including the financial benefits, had served the purpose and has reached a stage of saturation where most of the fresh GDOs aspire to serve in these identified areas only, and a very few fresh GDOs are willing to go and serve in the health institutions situated in the areas other than those identified difficult/ remote/ tribal/ backward areas.

- The above situation has resulted into the scarcity of GDOs in the Civil Hospitals, Sub-Divisional Hospitals, District/Regional/Zonal Hospitals.
- With this background, a new policy is proposed to be issued for sponsoring GDOs for doing
 1. PG Degree /Diploma and Master Courses outside the State. (Annexure-A)
 2. DM/MCh within and outside the State. (Annexure-B)
 3. DNB within and outside the State (Annexure-C)

POLICY FOR PURSUING POST GRADUATE (MD/MS) DEGREE/DIPLOMA AND MASTER COURSES OUTSIDE THE STATE

SPONSORED SEATS

1. Eligibility and Selection Criteria in respect of GDOs:

The GDOs shall be entitled for grant of “No Objection Certificate” for pursuing PG Degree/PG Diploma course on completion of three years regular/contract service in the State. The period of three years shall be reckoned from the date of actual joining on the post upto the date of issuing of NOC.

2. In case, the GDO seeks NOC for the course from the Government/Private Institute duly recognized by MCI, outside the State, the same shall be issued as per the requirement of the Prospectus of that institution subject to condition that NOC will not be given before three years of service notwithstanding the requirement of lesser service in the Prospectus.

FOR FIRST PG COURSE

3. The GDOs who have been issued NOC, on their selection for their first course shall be governed with the following conditions:-

3(a) The regular GDOs shall be treated on duty for the actual duration of their respective course and shall be paid their full pay and allowances.

3(b) The contractual GDOs shall be treated on duty for the actual duration of their respective course and shall be paid their contractual emoluments, without any incentives.

FOR SECOND PG COURSE

4. The GDOs who have been issued NOC, on their selection for their second course shall be governed with the following conditions:

4(a) The GDOs who have completed PG Degree in one specialty will not be granted NOC for PG Degree in other specialty unless he/she has served the State for at least five years after completion of the first PG Degree.

4(b) The GDOs who have completed PG Diploma in one specialty will not be granted NOC for PG Diploma in other specialty unless he/she has served the State for at least three years after completion of first PG Diploma.

4(c) The GDOs who have completed PG Diploma in one specialty will not be granted NOC for PG Degree in same or any other specialty unless he/she has served the State, at least for a period of three years after completion of first PG Diploma.

4(d) The GDOs who have completed DNB in one specialty will not be granted NOC for PG Degree in same or any other specialty unless he/she has served the State, at least for a period of five years after completion of DNB Course.

5(a) GDOs for their second PG Course, ^{for, please} will have to avail study leave or the leave of kind due and admissible, as the case may be, and will be entitled for leave salary.

REQUIREMENT OF BOND BY WAY OF BANK GUARANTEE

6(a) The GDOs (regular/contract) shall have to furnish a bond to serve the State at least for five years (in case of PG Degree course) and atleast for three years (in case of PG Diploma course) after completion of their respective courses. The Bond shall be in the form of bank guarantee of Rs.10 Lakhs for PG Degree and 7 Lakhs for PG Diploma to be executed prior to joining the said course and no one shall be relieved to join the course without execution of the bond.

6(b) Those GDOs who are opting for their second PG Course shall have to again furnish a bond to serve the State similar to 6 (a) above.

6(c) In case the GDO is selected for doing second PG Course during the bonded period of service, he/she shall have to serve the balance period of earlier bonded service in addition to the bonded service of second PG course as the duration of second PG course shall be excluded from the bonded period of service.

6(d) In the event of the GDOs rescinding on the terms of the bond, the State Government shall have the right to forfeit the amount of bank guarantee with a simultaneous request for cancellation of registration of their Degree Course to be made to the MCI.

FOR GDOs LEAVING COURSE MIDWAY

7.(a) The GDOs who after being granted NOC as a sponsored candidate leave the PG Degree/ Diploma course midway shall stand debarred to re-appear as a sponsored candidate in the PG Degree/ Diploma Entrance Examination for next five years, for both outside the State of Himachal Pradesh and within the State.

7(b) The period of five years for the purpose of de-barring shall be reckoned from the date of leaving the course midway.

7(c) (i) In case, the GDO who has been sponsored and treated as on duty (with full pay and allowances), leaves the course midway, the period involved shall be converted into/debited from regular leave standing at his credit on the date on which he proceeded to join such course. In case of shortfall of leave, the recovery of amount of pay and allowances falling short of leave will be made/deducted from the salary of such GDO.

7(c) (ii) In case, the GDO who has been granted study leave, leaves the course midway, the study leave availed by him/her shall be converted into regular leave standing at his credit on the date on which the study leave commenced. The recovery of amount of leave salary, falling short of leave, will be recovered from the salary of GDO concerned.

8.

8 (a) In respect of Master In Public Health (MPH), or any other Master Courses, if the institution and course is not recognized by the MCI, but the course to which NOC is sought, is found necessary for the State Health Services in larger public interest, the NOC shall be issued subject to fulfilling the minimum requirement of mandatory service of three years on regular/contract basis in the State.

8(b) The GDOs (regular/contract) doing Master Courses shall have to furnish a bond to serve the State at least for three years after completion of their respective courses. The Bond shall be in the form of bank guarantee of Rs.7 Lakhs, to be executed prior to joining the said course and no one shall be relieved to join the course without execution of the bond.

8(c) In the event of the GDOs rescinding on the terms of the bond, the State Government shall have the right to forfeit the amount of bank guarantee with a simultaneous request for cancellation of registration of their Degree Course to be made to the MCI.

8(d) In case of another Master Course or PG Degree after the first Master Course, the conditions specified at Sr. N0. 4 with all its sub-clauses above for the second PG Course shall prevail.

Un-sponsored Seats:

1. The GDO working on contract basis shall have to resign on their selection against direct/open seats before joining such courses.

2. In case, a regular GDO wishes to do a PG Degree/Diploma outside the State as a direct candidate, he/she will be granted leave of the kind due and admissible. The period not covered by any kind of leave shall be treated as dies-non without any interruption.

Policy for pursuing Super Specialty DM/MCh courses within and outside the State

SPONSORED SEATS

1. Allocation of seats (for courses within the State only)

- i) 50% of such seats shall be filled up from amongst the bonafide Himachali Candidates (including in service GDOs as well as direct candidates) and remaining 50% shall be filled up from open competition. All the seats will be filled up on merit.

Note:- In case, if seat(s) falling in the share of any of the group remained unfilled, the same shall be filled in from the eligible candidates of another group and vice versa.

- ii) All regular GDOs serving with the Government of Himachal Pradesh would be eligible for grant of No Objection certificate, subject to fulfilling the eligibility conditions as laid down in para 2 and on selection, would be eligible to join such courses.

2 Eligibility

All GDOs who have done Post Graduation during service shall be eligible for pursuing DM/Mch courses without any condition of serving the State after Post Graduation. However, GDOs who join HP Health Services directly after completion of Postgraduate Degree course will have to serve the State for a period of atleast Two years, for becoming eligible for DM/MCh Super Specialty courses as a sponsored candidate.

FOR FIRST DM/MCh COURSE

3. The GDOs who have been issued NOC, on their selection for their first course shall be treated on duty for the actual duration of their respective course and shall be paid their full pay and allowances.

REQUIREMENT OF BOND BY WAY OF BANK GUARANTEE

4.

4(a) As the State Government incurs substantive expenditure on each GDO doing DM/MCh Super Specialty Course and also pays full pay and allowances during the course, there will be a bond condition to serve the state at least for seven years after doing DM/MCh Super Specialty Course. The Bond shall be in the form of *bank guarantee of Rs. 15 lakhs* to be executed prior to joining the said course and no one shall be relieved without execution of the bond.

4(b) In the event of the GDOs rescinding on the terms of the bond, the State Government shall have the right to forfeit the amount of bank guarantee.

Simultaneously, request for cancellation of registration of their DM/ MCh Super Specialty Course shall be made to MCI.

4(c) In case the GDO is selected for doing DM/MCh course during the bonded period of service, he/she shall have to serve the balance period of earlier bonded service in addition to the bonded service of DM/MCh course as the duration of DM/MCh course shall be excluded from the bonded period of service.

FOR LEAVING THE COURSE MIDWAY

5.

5(a) The GDOs who leave the DM/ MCh Super Specialty Course midway either within the State or outside the State of HP, shall stand debarred to re-appear as a sponsored candidate for pursuing DM/ MCh Super Specialty Course for next five years, for both within the State and outside the State of HP.

5(b) The period of five years for the purpose of de-barring shall be reckoned from the date of leaving the course midway.

5 (c) In case, the GDO who has been sponsored and treated as on duty (with full pay and allowances), leaves the course midway, the period involved shall be converted into/debited from regular leave standing at his credit on the date on which he proceeded to join such course. In case of shortfall of leave, the recovery of amount of pay and allowances falling short of leave will be made.

UNSPONSORED SEATS:

1. In case, a regular GDO wishes to do a DM/MCh course as a direct candidate, he/she will be granted leave of kind due and admissible.

Policy for pursuing DNB Courses within and outside the State**A: DNB (PG Courses)****1. Eligibility-**

- a) The GDOs shall be entitled for grant of “No Objection Certificate” for pursuing DNB (PG Course) in NBE Accredited HP State DNB Institutions, on completion of one year regular/contract service in the State. The period of one year shall be reckoned from the date of actual joining on the post upto the date of issuing of NOC.
- b) The GDOs shall be entitled for grant of “No Objection Certificate” for pursuing DNB (PG Course) in NBE Accredited DNB Institutions outside the State, on completion of three years regular service in the State. The period of three years shall be reckoned from the date of actual joining on the post upto the date of issuing of NOC.

2. Sponsorship: - Regular GDO will be granted full pay with allowances. Contract GDO will be granted pay as per the contract agreement decided from time to time by the HP Govt. without any NHM incentives

REQUIREMENT OF BOND BY WAY OF BANK GUARANTEE

- 3 (a) The GDOs (regular/contract) shall have to furnish a bond to serve the State at least for five years after completion of DNB Course. The Bond shall be in the form of Bank Guarantee of Rs. 10 Lakhs for 3 years DNB (Post MBBS) Course and 7 Lakhs for 2 years DNB (Post Diploma) Course, to be executed prior to joining the said course and no one shall be relieved to join the course without execution of the bond.
- 3(b) In the event of the GDOs rescinding on the terms of the bond, the State Government shall have the right to forfeit the amount of bank guarantee with a simultaneous request for cancellation of registration of their Degree Course to be made to the MCI.

B: DNB (Super speciality Courses):- For three years courses after MD/MS/DNB.

1) Eligibility

All GDOs who have done Post Graduation during service shall be eligible for pursuing DNB (Super speciality Course) without any condition of serving the State after Post Graduation. However, GDOs who join HP Health Services directly after completion of Postgraduate Degree

course will have to serve the State for a period of atleast Two years, for becoming eligible for DNB (Super speciality Course) as a sponsored candidate.

2. The GDOs who have been issued NOC, on their selection for their Super Specialty Course shall be treated on duty for the actual duration of their respective course and shall be paid their full pay and allowances.

REQUIREMENT OF BOND BY WAY OF BANK GUARANTEE

3.

3(a) As the State Government incurs substantive expenditure on each GDO doing DNB (Super speciality Course) and also pays full pay and allowances during the course, there will be a bond condition to serve the state at least for seven years after doing DNB (Super speciality Course) . The Bond shall be in the form of bank guarantee of Rs. 15 lakhs to be executed prior to joining the said course and no one shall be relieved without execution of the bond.

3(b) In the event of the GDOs rescinding on the terms of the bond, the State Government shall have the right to forfeit the amount of bank guarantee. Simultaneously, request for cancellation of registration of their DNB (Super speciality Course) shall be made to MCI.

3(c) In case the GDO is selected for doing DNB (Super speciality Course) during the bonded period of service, he/she shall have to serve the balance period of earlier bonded service in addition to the bonded service of DNB (Super speciality Course) as the duration of DNB (Super speciality Course) shall be excluded from the bonded period of service.

FOR LEAVING THE COURSE MIDWAY

4(a) The GDOs who leave the DNB (Super speciality Course) midway either within the State or outside the State of HP, shall stand debarred to re-appear as a sponsored candidate for pursuing DNB (Super speciality Course) for next five years, for both within the State and outside the State of HP.

4(b) The period of five years for the purpose of de-barring shall be reckoned from the date of leaving the course midway.

4 (c) In case, the GDO who has been sponsored and treated as on duty (with full pay and allowances), leaves the course midway, the period involved shall be converted into/debited from regular leave standing at his credit on the date on which he proceeded to join such course. In case of shortfall of leave, the recovery of amount of pay and allowances falling short of leave will be made.